McCrimmon in the habit of helping others[1]

[2]
A casual conversation and a desire to be “part of the solution” inspired Kirk McCrimmon to reach out to an area program that helps change the lives of people who have a hard time finding jobs because of barriers such as homelessness, prior criminal offenses or previous substance abuse.

McCrimmon, who has been the division manager of surgery/urology at the University of Colorado School of Medicine for seven years, is certified to facilitate Franklin Covey workshops, which are based on Stephen Covey’s best-selling book, “The 7 Habits of Highly Successful People.”

Beginning next month, McCrimmon will teach the principles, skills and tools that Covey first wrote about in 1990 to 15 or so clients of DenverWorks, a nonprofit agency that assists people with job preparation and placement.

Covey wrote that true success could only be realized through a balance of personal and professional effectiveness, and the habits he espoused included proactive behavior, life management and self-renewal.

McCrimmon has been facilitating Covey workshops for 10 years and has been offering them to colleagues and other interested parties. Last summer, however, an acquaintance – a recovering addict -- told McCrimmon that he was having difficulties making choices, getting everything done and staying focused. The issues the man needed help with dovetailed with what McCrimmon had been teaching and he stepped in to help.

“I went through the seven habits with him, particularly focusing on putting first things first and using a planner,” McCrimmon said. “I worked with him every day to help him plan out his day so that he was focusing on what was most important.”

For a recovering addict, the list-toppers are actions that aid recovery. Over a few months’ time, said McCrimmon, planning became a habit. “He began focusing on doing things that pertained to recovery first, not putting them off until the next day.”

McCrimmon realized that the people who could benefit most from the training often were the ones who could least afford it. Organizations that value their workers offer them training and the resources to teach them to be more effective, he said. But the homeless, the recovering addicts and those with criminal records who want to work toward change “are not valued as much by most people,” he said, and therefore do not have the same resources.

He learned that Covey principles have been taught to inmates at the Fremont Correctional Facility in Canon City. “Inmates there wander the yard discussing one of the principles they’ve been taught – seek first to understand, then to be understood – instead of seeking to shiv before getting shived,” he said. “And the recidivism rate for program graduates is vastly lower compared to those in the general facility population.”

McCrimmon thought if the program could work for inmates, it would also work for homeless people, former offenders and recovering substance abusers. “The quote, ‘You are either part of the solution or part of the problem’ ricocheted around my head for a while,” said McCrimmon. He decided to be part of the solution.

Richard Benson, senior human resource consultant at CU Denver, connected McCrimmon with officials from DenverWorks, and a plan was developed to host seven, two-hour workshops for the organization’s clients beginning June 24. One of the seven habits will be discussed each week.

McCrimmon, who is facilitating the workshops for free, and DenverWorks are seeking funding for the costs of program materials. There are several ways for organizations or individuals to donate to the cause, including hosting their own discounted workshops, which will generate funding for DenverWorks program; sponsoring a DenverWorks participant; purchasing program kits; or giving cash.

McCrimmon hopes future programs can be expanded to include more participants and other nonprofit organizations.

Merit increases announced for classified staff[3]

Classified staff at the University of Colorado will receive a 2.5 percent cost of living adjustment effective July 1, 2014. The adjustment will be base-building compensation unless the classified staff member is at or above the pay-range maximum. If a portion of the 2.5 percent increase can be applied as base-building compensation to reach the pay-range maximum, the remaining amount will be paid as a one-time, non-base building payment in the July 31 paycheck. Individuals who are at or above the pay-range maximum will receive the entire 2.5 percent as a one-time, non-base building payment in the July 31 paycheck.
Classified staff also will receive a merit increase based on the merit matrix below. Depending on the performance score and employee's salary placement in the pay-range quartiles (after the 2.5 percent cost of living increase), a merit percentage will be applied to the base compensation. For those individuals in the fourth quartile, the merit will be paid as a one-time, non-base building payment.

Merit Matrix:
Performance RatingsQuartile 1Quartile 2Quartile 3Quartile 4 3 2.00% 1.80% 1.60% 1.40% 2 1.00% 0.80% 0.60% 0.40% 1 0.00% 0.00% 0.00% 0.00%
Each year, the state of Colorado Department of Personnel and Administration (DPA) conducts an external survey to measure and compare salaries and benefits offered to classified employees. Findings are used to develop the recommendations that are submitted to the governor for use in the state's budget-setting process.

If you are interested in learning more about the salary survey process that the DPA conducts, informational sessions are scheduled from 10 a.m. to noon and 1 p.m. to 3 p.m. May 30 in the first floor conference center at 1525 Sherman Str., Denver. Handouts for the sessions will be posted on www.colorado.gov/dhr/compensation[4] by May 27.

CU finding immense value in MOOCs[5]

Nearly a year after introducing a partnership between the university and online technology platform Coursera, the benefits of offering massive open online courses (MOOCs) have begun to take shape – make that many shapes.

"We're seeing value in a number of ways," said Deborah Keyek-Franssen, associate vice president for digital education and engagement. "First, MOOCs can be a great outreach and a great branding opportunity for CU. Second, they allow us to undertake research and scholarship in the area of teaching and learning."

Citizen scholars

Courses taught as MOOCs can be used to take advantage of the large numbers of students enrolling. For example, the "Deciphering Secrets: Unlocking the Manuscripts of Medieval Spain" MOOC, being taught by professor Roger Martinez on the Colorado Springs campus, enlists participants to be involved in the research.

"The MOOC is important in that it incorporates the public as citizen scholars," Martinez said. "Students collaborating alongside of our international team of Spanish, Swiss and American scholars are crucial to our effort to understand Jewish, Christian and Muslim religious co-existence during the Spanish Middle Ages."

Students will explore the history, families and geography of the Spanish city of Plasencia, from the eighth to the 14th centuries; they will learn about the region and foundation of the Christian city and diocese, and will ultimately be an integral part of transcribing documents that had never before been deciphered. The class starts June 15.

"The final part of the course will teach students how to read earlier forms of handwriting (paleography)," Martinez said. "Initially, students will work with early 19th century cathedral manuscripts, but as they progress, they will be challenged

to transcribe late medieval (late 14th and early 15th century) manuscripts."

Plasencia, located in the rocky and oak-covered Spanish province of the Extremadura, was granted "papal bull" – a decree issued by the Catholic Church – in 1221 by Pope Honorius III, which established it as a diocese under the rule of King Ferdinand III.

"One of the innovations of the class is that it does not require students to understand the Spanish language, although any proficiency with it is highly useful," Martinez said. "How is this possible? Well, while all readings and lectures are in English, thus ensuring students learn about this fascinating history, their ability to understand Spanish is not nearly as important as their innate human ability to recognize patterns.

"If a student can recognize the letters of the alphabet, for example what an 'a' looks like, then they can transcribe medieval documents. In essence, we are using the power of crowdsourcing to transcribe an 800-page manuscript in just three weeks – it is a task that would take an accomplished scholar many years to complete."

Spreading the health

MOOCs offered across CU have the potential to benefit the health and welfare of people around the world. The Global Health Responder MOOC, to be offered starting fall 2014, will serve as an introductory course for laypeople.

"We are targeting early to mid-career professionals with little to no prior medical experience wishing to gain skills to participate in global health ventures," said Jay Lemery, assistant professor of emergency medicine at the CU School of Medicine (SOM). "Anyone completing the course will have an excellent overview of global health issues and an understanding of self-empowering skillsets for global health engagement."

The popular Mini Med School[6] will be offered as a MOOC starting this fall on the Canvas platform. One audience that founders Helen Macfarlane, director of educational technology in the SOM, and JJ Cohen, professor of immunology and medicine in the SOM, hope to capture is young people.

"We'd love to be able to bombard every school district in Colorado," Cohen said. "With this audience, we'd influence them away from bad behavior. We want to make it crystal clear why smoking is bad; what the rising epidemic of obesity is about."

Learning from the learners

Another advantage to MOOCs is the opportunity to improve the classroom experience, Keyek-Franssen said. Faculty in the physics department on the Boulder campus recently compared face-to-face learning and MOOCs to see what worked, what didn't and why in each of these different modalities.

"Studying MOOCs allows the opportunity to improve face-to-face teaching because we're discovering more and more about learning through this online modality," Keyek-Franssen said, "and that new knowledge can be transferred to the face-to-face classroom."

The courses are also a valuable recruitment tool, she said. "The power electronics department on the Boulder campus saw a huge jump in the number of graduate applications, and people were mentioning the MOOC in their applications," she said.

"That's fantastic," Keyek-Franssen said. "We want to recruit excellent students into our graduate programs and MOOCs can be a teaser course for departments to gain the interest of top quality applicants."

Funding boost for universities, colleges made official[7]

Photo: Colorado Department of Higher Education

A significant boost in state funding for higher education was made official May 1 with Gov. John Hickenlooper's signing of Senate Bill 1 (SB 1), which designates $100 million for Colorado institutions.

Of that amount, $60 will go toward institutions' operating costs; the remaining $40 million is earmarked for student financial aid. CU's share of the $60 million in operating costs is $16.5 million, or an 11 percent increase over last year.

SB1, also called the College Affordability Act, began as a request of the governor in his proposed budget, then was made into a separate bill by the Legislature. CU President Bruce Benson, who spoke in support of the bill at a January hearing of the Senate Education Committee, joined Hickenlooper at the signing.

The bill limits tuition increases by higher education institutions to 6 percent this coming year and the following year. Rates for CU campuses approved by the Board of Regents in March are well below that figure, with increases affecting resident undergraduate tuition at about 3.4 percent.

Meanwhile, another funding measure with implications for CU, House Bill 1319, awaits the governor's signature after the House on Tuesday approved Senate amendments.

This bill, introduced by outgoing House Speaker Mark Ferrandino, changes how state funding is distributed among higher education institutions. CU expressed concerns about the bill's impact and unintended consequences. Some colleges and universities would benefit from such changes; others, including CU, stand to lose funding. After the bill's introduction, CU's Government Relations team worked to make several changes, most of which were successful.

The bill will not take effect until 2015-16. The Colorado Commission on Higher Education is tasked with working with CU and other higher education institutions in order to finalize many of the bill's details. That work begins this summer.

Next week's issue of CU Connections will have a final wrap-up of news from this year's legislative session, which was scheduled to conclude late Wednesday.

Social Climate Survey set to conclude on Sunday[9]

The CU Social Climate Survey, a priority of the Board of Regents, will close on Sunday, meaning CU faculty, staff and students have only a few more days to provide their input.

The survey, which requires about 10 minutes to complete, must be accessed via a link included in emails that were sent systemwide last month. A reminder email with notification of the survey closing was distributed Wednesday. All members of the CU community are reminded to check their inboxes and take the survey.

Administration will share results when available and begin discussions through normal governance processes about how data may be used to ensure CU provides the best educational and workplace experience possible.

The survey initially launched in early April. Regents and administrators soon heard a variety of feedback from Faculty Council and others that the amount of detailed demographic information the survey asked for could potentially identify particular respondents. Because of the perception, faculty leaders suggested that some members of the university community might not take the survey. A revamped version of the survey launched late last month.

The Social Climate Survey originated with a regent resolution in September, which passed unanimously, that aims to determine how well the CU community is meeting the university's guiding principle and core value of promoting diversity in all its forms. While surveys have been conducted previously on campuses, this is the first that attempts to measure progress on a systemwide basis.

Diversity is among the Board of Regents' 12 guiding principles[10]. It states the university commitment to, "Promote faculty, student and staff diversity to ensure the rich interchange of ideas in the pursuit of truth and learning, including diversity of political, geographic, cultural, intellectual and philosophical perspectives."

For more information on the survey, see the FAQs[11].

Career Development Office at Leeds School of Business receives $500,000 gift[12]

[13]

Career development at the University of Colorado Boulder's Leeds School of Business[13] will benefit from a $500,000 commitment from Phillips 66, an energy manufacturing and logistics company.

The gift will go toward the Leeds School's Career Development Office[14], which supports undergraduates by providing professional skills, career exploration and preparation, industry experiences and access to employer and alumni connections throughout the student experience.

"The broad and overarching reach of this investment supports our students, faculty and staff by enhancing our promise to well prepare students for careers in business while bolstering Phillips 66 as an elite partner in our community," said David L. Ikenberry, dean of the Leeds School.

Cort Wernz, who this month will graduate with a concurrent bachelor's degree in finance and a master's degree in accounting, twice interned at Phillips 66 during his time as a student at the Leeds School and has been hired full time by the company.

"Phillips 66 and the Leeds School share the same values: a commitment to the highest level of performance in everything they do and a steadfast desire to develop their people and ultimately lives," Wernz said. "I couldn't be more thrilled for this vote of confidence in our partnership and I look forward to participating as an alum in the Leeds School's mentorship program."

Through a separate gift, Phillips 66 was an early investor in the Leeds School's mentorship program, which has seen large growth in participation in its five-year history from 263 to 2,750 student mentees and professional mentors.

"Phillips 66 is honored to be a strategic partner with the Leeds School," said Chantal Veevaete, senior vice president of human resources at Phillips 66. "We are pleased to present this gift to further strengthen student development and enhance the Leeds student experience."

The gift ties into the Leeds School's Whole Student Experience[15] initiative implemented in 2012. The goal of the approach is to help students discover and optimize their career possibilities through the school's comprehensive student services -- from the Mentoring Office to the global initiatives program, the Office of Diversity Affairs and more.

Phillips 66 supports numerous university scholarships, student clubs, research and initiatives. It gave a total of $3.5 million to CU-Boulder's Jennie Smoly Caruthers Biotechnology Building, which opened in 2012.

Popular 'Learn With Purpose' button wall invites downtown passers-by to catch campus spirit[16]

[17]
They were destined to be together: The interactive CU Denver button wall and Denver's vibrant 16th Street Mall. Judging by the reaction to the button wall—the buttons were nearly picked clean on the first day—the installation is a smashing success.

Button wall a hit on 16th Street Mall:
Mall passers-by got their first gander of the billboard-sized wall at Arapahoe and 16th streets, near the D&F clock tower, shortly after noon May 1. The wall is covered with thousands of eye-catching buttons that convey the uniqueness, spirit and educational excellence that are CU Denver, the Mile High City's premier urban research university.

But you better hurry, because Denverites have a clear case of Button-palooza fever! Passers-by are invited to check out the astonishing variety of buttons—many designed by CU Denver students—and select their favorites.

Student Edgar Allen Rivera displays the design concept he submitted that won a CU Denver button contest.)

The wall represents the latest phase in the CU Denver Learn with Purpose marketing campaign[19], which kicked off last fall. The 16th Street Mall installation will stay up until all the buttons are gone. This two-sided button wall is similar to the one that debuted at the corner of Larimer Street and Speer Boulevard last year.

CU Denver asked students to contribute to the Learn with Purpose[20] campaign by submitting button designs and slogans. Buttons on the 16th Street Mall wall will include 11 new designs—10 were designed by students. **Edgar Allen Rivera** (below), a junior studying digital design in the College of Arts & Media[21], submitted three ideas that turned into actual buttons: "Unleash Your Inner Lynx," "Sleep Optional" and "You Can't Spell Triumph Without the Umph."

For the latter submission, Rivera won an iPad.

Be sure to stroll over to the mall to show your CU Denver spirit, and come back to the classroom or office with one (or several) of the coveted and fun buttons!

International team maps nearly 200,000 glaciers in quest of sea-level rise estimates[22]

Tad Pfeffer Fellow, Institute of Arctic and Alpine Research Professor, civil, environmental and architectural engineering.

An international team led by glaciologists from the University of Colorado Boulder and Trent University in Ontario, Canada, has completed the first mapping of virtually all of the world’s glaciers -- including their locations and sizes -- allowing for calculations of their volumes and ongoing contributions to global sea rise as the world warms.

The team mapped and catalogued some 198,000 glaciers around the world as part of the massive Randolph Glacier Inventory, or RGI, to better understand rising seas over the coming decades as anthropogenic greenhouse gases heat the planet. Led by CU-Boulder Professor Tad Pfeffer and Trent University Professor Graham Cogley, the team included 74 scientists from 18 countries, most working on an unpaid, volunteer basis.

The project was undertaken in large part to provide the best information possible for the recently released Fifth Assessment of the Intergovernmental Panel on Climate Change, or IPCC. While the Greenland and Antarctic ice sheets are both losing mass, it is the smaller glaciers that are contributing the most to rising seas now and that will continue to do so into the next century, said Pfeffer, a lead author on the new IPCC sea rise chapter and fellow at CU-Boulder’s Institute of Arctic and Alpine Research.

“I don’t think anyone could make meaningful progress on projecting glacier changes if the Randolph inventory was not

available," said Pfeffer, the first author on the RGI paper recently published online in the Journal of Glaciology. Pfeffer said while funding for mountain glacier research has almost completely dried up in the United States in recent years with the exception of grants from NASA, there has been continuing funding by a number of European groups.

Since the world's glaciers are expected to shrink drastically in the next century as the temperatures rise, the new RGI -- named after one of the group's meeting places in New Hampshire -- is critical, said Pfeffer. In the RGI each individual glacier is represented by an accurate, computerized outline, making forecasts of glacier-climate interactions more precise.

"This means that people can now do research that they simply could not do before," said Cogley, the corresponding author on the new Journal of Glaciology paper. "It's now possible to conduct much more robust modeling for what might happen to these glaciers in the future."

As part of the RGI effort, the team mapped intricate glacier complexes in places like Alaska, Patagonia, central Asia and the Himalayas, as well as the peripheral glaciers surrounding the two great ice sheets in Greenland and Antarctica, said Pfeffer. "In order to model these glaciers, we have to know their individual characteristics, not simply an average or aggregate picture. That was one of the most difficult parts of the project."

The team used satellite images and maps to outline the area and location of each glacier. The researchers can combine that information with a digital elevation model, then use a technique known as "power law scaling" to determine volumes of various collections of glaciers.

In addition to impacting global sea rise, the melting of the world's glaciers over the next 100 years will severely affect regional water resources for uses like irrigation and hydropower, said Pfeffer. The melting also has implications for natural hazards like "glacier outburst" floods that may occur as the glaciers shrink, he said.

The total extent of glaciers in the RGI is roughly 280,000 square miles or 727,000 square kilometers -- an area slightly larger than Texas or about the size of Germany, Denmark and Poland combined. The team estimated that the corresponding total volume of sea rise collectively held by the glaciers is 14 to 18 inches, or 350 to 470 millimeters.

The new estimates are less than some previous estimates, and in total they are less than 1 percent of the amount of water stored in the Greenland and Antarctic ice sheets, which collectively contain slightly more than 200 feet, or 63 meters, of sea rise.

"A lot of people think that the contribution of glaciers to sea rise is insignificant when compared with the big ice sheets," said Pfeffer, also a professor in CU-Boulder's civil, environmental and architectural engineering department. "But in the first several decades of the present century it is going to be this glacier reservoir that will be the primary contributor to sea rise. The real concern for city planners and coastal engineers will be in the coming decades, because 2100 is pretty far off to have to make meaningful decisions."

Part of the RGI was based on the Global Land Ice Measurements from Space Initiative, or GLIMS, which involved more than 60 institutions from around the world and which contributed the baseline dataset for the RGI. Another important research data tool for the RGI was the European-funded program "Ice2Sea," which brings together scientific and operational expertise from 24 leading institutions across Europe and beyond.

The GLIMS glacier database and website are maintained by CU-Boulder's National Snow and Ice Data Center, or NSIDC. The GLIMS research team at NSIDC includes principal investigator Richard Armstrong, technical lead Bruce Raup and remote-sensing specialist Siri Jodha Singh Khalsa.

NSIDC is part of the Cooperative Institute for Research in Environmental Sciences, or CIRES, a joint venture between CU-Boulder and the National Oceanic and Atmospheric Administration.

For more information on INSTAAR visit https://instaar.colorado.edu[24]. For more information on NSIDC visit http://nsidc.org[25]. For more information on GLIMS visit http://www.glims.org[26]. For more information on Ice2Sea visit http://www.ice2sea.eu[27]. For more information on CIRES visit http://cires.colorado.edu/index.html[28].

Regents receive Program Prioritization plans[29]

[30]
The CU Board of Regents on April 29 reviewed UCCS Program Prioritization efforts, putting into motion a 15-point plan for future campus actions.

UCCS and CU-Boulder leaders presented responses to the Board of Regents-directed Program Prioritization efforts during meetings at the CU Anschutz Medical Campus. CU Denver and Anschutz will present at a later date.

Chancellor Pam Shockley-Zalabak presented the results of a campuswide process where 103 faculty and staff members evaluated qualitative and quantitative data for 59 academic degree granting programs and 66 non-degree granting programs. The evaluators scored programs based on common criteria including faculty scholarship, faculty merit, student demand, performance trends, innovation, inclusivity and, for non-degree granting programs, criticality and services.

Programs were placed them into one of five categories: exemplary, prominent, accomplished, strategic and needing further study.

Based on the results, 15 actions were identified. The actions were shared with the campus on April 21 as preliminary report to being shared with the regents.

The actions planned for the coming year are:
Relate opportunities for change to the campus Strategic Plan and use these actions to guide budget development for the 2015-16 fiscal year. Strengthen departmental assessment reports. Better align the use of merit rating scales across colleges. Reorganize University Relations and Development. Examine and reorganize where appropriate the Provost's office to address growth, compliance, research, and the graduate school. Structure Beth-El for growth and new opportunities specifically in relation to the Lane Center for Academic Health Sciences and the Colorado Springs City for Champions Sports Medicine and Performance Center project. Continue to improve financial performance for College of Education. Integrate future Information Technology planning with online and hybrid curriculum offerings. Reorganize and expand student leadership programs. Reorganize CSTEME to accommodate more outreach programs. Consider unifying outreach and recruitment for active duty military and veteran students. Integrate Graduate School admissions operations with Admissions and Records graduate processing. Clarify and adjust as needed teaching loads and assignments. Continue to diversify resources. Meet with all programs in the Further Study areas. Determine actions based on applicable criteria: quality, leadership, structure, resources, enrollment (retention and degree conferral), productivity, services provided, criticality to mission, and potential.
Related articles

Program Prioritization results on way to Regents[31]

Program Prioritization, budget discussions dominate forum[32]

Data-driven Program Prioritization process begins[33]

Expanded budget reviews begin Program Prioritization process[34]

A family's loss turns into a message about drug interactions[35]

From left, Don Hill, Geremi Boom, Karen Hill, Kristina Searls, and Karol Kendall

A family that lost a loved one to a combination of prescription drugs is working with University of Colorado's Skaggs School of Pharmacy and Pharmaceutical Sciences (CU SSPPS) to prevent similar deaths.

James Patrick "JP" Carroll was 26 years-old when he passed away in his sleep because of a mixture of prescribed anti-anxiety medications and a single dose of prescription pain medication. The dosage of the individual medications was not lethal—the combination of opiates and benzodiazepines killed him.

Every 19 minutes in the United States someone dies of an accidental prescription drug overdose. Carroll's family vows to do whatever it can to prevent this kind of avoidable death from happening to others. The JP Prescription Drug Awareness Foundation (a program of Ability Connection of Colorado) is devoted to preventing these types of deaths and educating about the dangers of prescription drug misuse.

The Foundation set up a $5,000 scholarship in their son's name with the CU Skaggs School of Pharmacy. The first recipient is: Geremi Boom, a second-year student. Her personal experience with other people in her life who are affected by prescription drug abuse drives her to be a champion of prescription drug misuse and abuse prevention. She developed a program with fellow pharmacy student Laura Vriesman, titled, "Prescription drug abuse prevention for parents," in which she prepared free community lectures and marketed it to parent and church organizations. Since she began this project over two years ago, she has spoken to over 300 parents and 20 teenagers.

"Prescription drug misuse kills more people each year than car accidents and all other illegal drug overdoses combined," said Karen Hill, JP's mother and vice president of the Foundation. "When prescription pain medications are combined with alcohol, antidepressant medications, anti-anxiety medications, people can die. They don't intend to die but over 20,000 times a year, it happens."

CU Skaggs School of Pharmacy also is committed to educating pharmacists and students about the dangers associated with drug interactions. "The JP Awareness Foundation is an important and integral part of a statewide effort to reduce prescription drug abuse. This scholarship will help train future pharmacists to provide high level care and prevent tragic outcomes from drug-drug interactions," said Rob Valuck, Ph.D., professor of clinical pharmacy at the Skaggs School of Pharmacy, board member for The JP Awareness Foundation, and Coordinating Center Director of the Colorado Consortium for Prescription Drug Abuse Prevention (housed at CU SSPPS).

Learn more about CU's Skaggs School of Pharmacy[37] and The JP Awareness Foundation.

Concordia named new leader of UCHealth[38]

[39]
Elizabeth Concordia will be the new president and CEO of University of Colorado Health, the 15,000-employee health system, beginning Sept. 2.

Concordia has served at University of Pittsburgh Medical Center (UPMC) since 2001, most recently as executive vice president and president of UPMC's Hospital and Community Services Division. The hospital division includes 20 hospitals with a total of 5,100 beds, and 17 senior community facilities with another 2,400 beds and units. The division employs 36,800 people and generates $7.4 billion in revenue, up from $2.1 billion in 2001.

William Neff, who served as interim president of UCHealth after the retirement of CEO Bruce Schroffel and the resignation of President Rulon Stacey late last summer, will resume his role as system chief medical officer after assisting with the leadership transition.

"I'm thrilled and honored to accept the position," Concordia, 50, said in a phone interview shortly after UCHealth staff received the email announcement. "University of Colorado Health has a great future, and I look forward to helping it

continue to grow and to build on the high-quality system that exists. We're well-positioned for an exciting period of growth."

John Harney, president and CEO of University of Colorado Hospital, said he was "thrilled with the outcome" of the search, which began last fall with an executive search team conducting staff surveys and face-to-face interviews with leaders from UCHealth and Front Range communities. The search committee used the feedback to develop a job description for potential candidates, then conducted a series of interviews to winnow down a list described as highly qualified candidates.

"The search committee should be commended for the results of the search, which was extraordinarily rapid," Harney said. "Liz Concordia has a very solid track record of working with both the academic and the community side of health care. She also has a great reputation among those who have worked with her. That speaks a lot to her skills."

Richard Schulick, chair of the University of Colorado School of Medicine's Department of Surgery and a member of the five-person search committee, said Concordia was instrumental in driving UPMC's growth the past dozen years.

"She went to Pittsburgh and played a key role in integrating 20 hospitals under one umbrella," Schulick said. "That's no small feat. She did a great job of integrating staff and kept everyone's eye on the ball in increasing UPMC's quality and safety programs."

George Hayes, president and CEO of UCHealth South (Memorial Hospital) said Concordia will bring a strong commitment to maintaining and improving the quality of care throughout the entire system. He said part of her responsibility at UPMC has been to deploy "best practices" across the system – experience that will be valuable in her new role with UCHealth.

Kevin Unger, president and CEO of UCHealth North (Poudre Valley Hospital and Medical Center of the Rockies), said Concordia's "experience is vast. She has done some terrific things at UPMC. She'll lead us in the direction we need to go. We're very blessed to get her."

Concordia's time with UPMC began with the challenge of bringing together clinical and operational cultures. In 2001, the system was finalizing the integration of UPMC Presbyterian – a hospital with a strong academic tradition located in the Oakland section of the city on the main campus of the University of Pittsburgh – and UPMC Shadyside, which had joined the system in 1997 but as a neighborhood hospital with more than 100 years of history maintained a private-practice culture.

The new operation, UPMC Presbyterian Shadyside, merged academic and community medicine cultures, an effort similar to the one undertaken with the creation of University of Colorado Health.

"The biggest challenge of building an integrated system is that organizations must come together to meet the same goal," Concordia said. "The most valuable assets are the people in the system, and we must make sure that they feel appreciated, respected and valued."

The support of physicians is crucial to system-building, she added.

"UPMC would not have had the success it has without the support of physicians," she said. "It's important that we be respectful of them and that they be included in the decision-making process."

Concordia acknowledged that a core strength of UCHealth is the inclusion of the only academic medical center in the region. "We have an opportunity for significant growth in the Denver area and the entire region as a destination for tertiary and quaternary care," she said.

But she also emphasized the importance of the system's community hospitals. "Each type of physician brings something unique and valuable. The key is to recognize the value of those differences and to create a system that respects the strengths of both academic and community medicine. We are stronger together than we are separate."

Gould receives Spirit of the Springs Award[40]

[41]
Janice Gould, associate professor of Women's and Ethnic Studies at the University of Colorado Colorado Springs, received the Spirit of the Springs Award from Colorado Springs Mayor Steve Bach during an on-campus public ceremony Monday at El Pomar Plaza.

Gould recently was named the 2014-2016 Pikes Peak Poet Laureate by the Cultural Office of the Pikes Peak Region. In this position, she will be an ambassador for poetry in the region.

Chancellor **Pam Shockley-Zalabak** joined Bach in the presentation of the award. Bach also honored the record-setting Mountain Lion basketball season, and the team's coach, **Jeff Culver.** For more on the event, see coverage in Communique.[42]

Wee receives fellowship in Sweden[43]

[44]
Bryan Wee, assistant professor in geography and environmental sciences and STEM Education at CU Denver, has been awarded a research fellowship from Stockholm University, Sweden.

He will spend the next academic year at their Center for Teaching and Learning in the Social Sciences to further his research on cross-cultural comparisons of children's environmental views. In addition to writing interdisciplinary papers/grants, Wee will refine his scholarship on the use of photography to understand human-environment interactions. He also will develop a travel study course in Scandinavia focused on cultural views of nature.

LAS Lasting Legacies Lecture to honor Wynn[45]

[46]
Tom Wynn, professor, Department of Anthropology at UCCS, will begin a new campus lecture series that honors retiring faculty members with a presentation, "The Mosaic of Cognitive Evolution," at 11:30 a.m. Friday in the University Center Theater. Wynn, a 36-year member of the faculty, plans to retire next fall. The LAS Lasting Legacies Lecture will allow retiring faculty to talk about the subjects that bring them passion.

"Dr. Wynn loves his work," said Peter Braza, dean, College of Letters, Arts and Sciences. "We all – the field of archeology as a whole and especially our students – have been the beneficiaries of his dedication and uncanny ability to advance the study of cognition in relation to the study of mankind's origin."

Wynn's 30-minute lecture, to be followed by questions from the audience, will focus on evolutionary studies and, specifically, human cognitive evolution. He'll discuss how some human abilities evolved long ago while some were only recently acquired. These theories were published in a 2012 book Wynn co-wrote with Fred Coolidge, professor in the Department of Psychology, titled "How to Think Like a Neandertal."

Wynn joined the faculty in 1977. He was hired after he completed his Ph.D. at the University of Illinois, in part, because of his ability to teach courses in both archaeology and biological anthropology. He recently estimated he taught Human Origins, a biological anthropology course, 100 times during his career.

He is credited with establishing the UCCS archaeology curriculum and its first field course. Later, he did an archaeological survey of the USAFA grounds, traveled to Tanzania to study African Paleolithic archaeology and published widely including three books, two edited volumes and countless articles.

In addition to his work as a faculty member, Wynn held several administrative posts including five years as associate dean of the College of Letters, Arts and Sciences; three stints as chair of the Department of Anthropology; and chair of the Department of Visual and Performing Arts and Department of Philosophy. Since 2000, he has served as director of the UCCS Center for Cognitive Archaeology, which offers online courses taught by faculty worldwide.

Dropping names ...[47]

Kogan

Lanotte

Linda Kogan, director, Office of Sustainability at UCCS, accepted a Greenie Award on behalf of the university April 26 at the Colorado Springs Fine Arts Center. She was joined by several UCCS students and alumni who celebrated the recognition of UCCS sustainability initiatives. UCCS was cited in the school category for efforts including construction of energy efficient buildings, prohibiting the sale of bottled water, on-campus vegetable production, and creation of a sustainable development academic minor. ... **April Lanotte**, senior instructor/master teacher with the UCCS Teach Program, was recognized recently by La Roche College, Pittsburgh, and was one of 12 graduates inducted into its Distinguished Alumni Circle. Lanotte was recognized for outstanding leadership and extraordinary professional success. Lanotte, who earned a master's degree in education from UCCS, previously was an Einstein Educational Fellow at NASA's Aeronautics Research Mission Directorate in Washington, D.C. In addition to teaching at UCCS, she supports education at NASA-Langley Research Center and writes curriculum for the Challenger Center for Space Studies.

Obituary: W. Leo Hill[50]

[51]
W. Leo Hill – a longtime leader at CU and the CU Foundation, as well as a student athlete, city manager, successful banker and community leader – died May 4, 2014. He was 90.

He had lived at Frasier Meadows Retirement Community in Boulder for the past 10 years.

In August 1958, Hill became the Vice President for Business Affairs and Treasurer of the University of Colorado, a part of the leadership team of then-President Quigg Newton. He greatly admired the leadership qualities of Newton, noting that many of those adopted qualities served him well through the balance of his career. Upon Newton's death, and consistent with his philanthropic orientation, Hill was active in establishing the Quigg Newton Leadership Chair at CU-Boulder. That chair has been held by two personal friends of Hill, initially Sen. Hank Brown and currently Sandy Bracken.

In 1963, Hill joined the First National Bank in Boulder. He became president and CEO of that bank in 1964. In 1969 he was central in the formation of the bank holding company, Affiliated Bankshares of Colorado. Throughout the remainder of his career, he held various leadership positions within the bank as well as the holding company including president and CEO of both institutions. He retired in 1988.

Hill believed in community service. He was an adviser to two governors and played an important role in the process that ultimately brought the National Center for Atmospheric Research, NCAR, to Boulder. As a community leader he served as president of the Boulder Chamber of Commerce, the United Way of Boulder County, Boulder Rotary Club, the University of Colorado Foundation and the Alumni Club of Colorado College. Other boards upon which he has served include Frasier Meadows, the national Municipal League, and Boulder Community Hospital and its Foundation.

A memorial service to honor him will be at 4:30 p.m. Thursday, May 15, in the chapel at Frasier Meadows Manor, 350 Ponca Place, Boulder.

Rather than flowers, contributions to honor him may be directed to Boulder Community Hospital Foundation, Colorado College, Frasier Manor and the University of Colorado Foundation.

Read more at gazette.com[52].

In memoriam[53]

Names of current and former University of Colorado faculty and staff who have died in recent weeks. List compiled by Employee Services.

CU-Boulder
Akira Endo, 75, faculty retiree. April 3, 2014. **William V. Fleming,** 80, classified staff. April 18, 2014. **Eugene S. Gollin,** 92, faculty retiree emeritus. April 5, 2014. **Forrest W. Williams,** 89, faculty retiree emeritus. April 1, 2014.

CU Health Plan membership has its rewards[54]

If you’re still thinking about whether to enroll or re-enroll in a CU Health Plan, here’s something that may sway you: CU Health Plan members receive discounts and rewards through six wellness programs.

The programs — including a new initiative aimed at engaging children — are part of the health and wellness package you’ll receive by enrolling in CU Health Plan Exclusive, High Deductible or Kaiser by Friday, May 16. Existing members of CU Health Plan Access Network who re-enroll also are eligible. Most of the programs are sponsored by Be Colorado, the wellness component of the CU Health Plan.

CU Health Plan wellness programs emphasize healthy activity, preventive care methods and the notion that learning about and understanding your health is an important step in achieving wellness. To that end, the CU Health Plan

offers:
two programs that measure your health status. opportunities to earn rewards by tracking movement and nutritional intake, and achieving goals. a forum to lead your co-workers in wellness events and activities. help to quit smoking.
CU Health Plan wellness programs

Type of program

Program

Description

Activity/Rewards-based
Be Colorado Move. rewards participants with $25 for completing at least 30 minutes of moderate or vigorous physical activity for at least 12 days a month Brussels + Muscles (coming in July) uses gaming and educational content to motivate children 5-11 to be physically activity and make healthy food choices Weight Watchers discounted membership to an internationally successful nutrition and weight loss program, with access to online or in-person support

Health measurement
Biometric Screenings free, private sessions to measure cholesterol, blood sugar, blood pressure, height, weight and waist circumference, and provide baseline information about health status and recommendations Health Assessment online, confidential questionnaire capturing your current lifestyle and healthmust be completed to participate in Be Colorado Move.

Employee engagement
Be Colorado Wellness Champion program solicits and tasks campus liaisons to help shape health and wellness initiatives, and be vocal representatives of the Be Colorado program

Smoking cessation
CU Health Plan – BREATHE with Quitline offers employees who smoke (and their dependents 14 and older) personalized support, online or by phone, limited nicotine replacement therapy and helpful guides

PostDoctoral event set for June at CU-Boulder[55]

The next upcoming event organized by the PostDoctoral Association of Colorado will be from 1 p.m. to 5 p.m. June 11 at CU-Boulder in University Memorial Center Room 235.

The third edition of Future Leaders of Research, postdoctoral research event, is a poster session and social mixer for postdocs from all disciplines to meet, network informally and present their research. Representatives from local and national businesses, CU-Boulder and the National Labs will be invited. The goal is to put Postdocs in touch with potential employers, forge closer links between the academic and business communities, and foster new collaborations. There will be poster prizes, discipline-specific networking tables, food, drink and more.

Postdocs are encouraged to present work and to send an abstract. Abstract submission for this event will run until May 30. To submit poster abstracts, use the online Web form: http://pac.colorado.edu/FLOR_abstract_submission[56]

Links

[1] https://connections.cu.edu/stories/mccrimmon-habit-helping-others[2] https://connections.cu.edu/file/mccrimmonpng [3] https://connections.cu.edu/stories/merit-increases-announced-classified-staff[4] http://www.colorado.gov/dhr/compensation[5] https://connections.cu.edu/stories/cu-finding-immense-value-moocs[6] https://www.cusys.edu/forcolorado/feature_mini-med.html#.U0L2ofldX2Q[7] https://connections.cu.edu/stories/funding-boost-universities-colleges-made-official[8] https://connections.cu.edu/file/legpng-0[9] https://connections.cu.edu/stories/social-climate-survey-set-conclude-sunday[10] https://www.cu.edu/employee-services/mission-and-guiding-principles-university-colorado[11] http://www.cu.edu/socialclimatefaqs[12] https://connections.cu.edu/stories/career-development-office-leeds-school-business-receives-500000-gift[13] http://leeds.colorado.edu/[14] http://leeds.colorado.edu/careerdevelopment[15] https://leeds.colorado.edu/breakthrough[16] https://connections.cu.edu/stories/popular-%E2%80%98learn-purpose%E2%80%99-button-wall-invites-downtown-passers-catch-campus-spirit[17] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/05/ucd_learn-with-purpose_f.png[18] https://connections.cu.edu/file/ucdlearn-purposeriverapng[19] http://www.ucdenver.edu/about/newsroom/newsreleases/Pages/Advertising-campaign-puts-spotlight-on-schools-and-colleges.aspx[20] http://www.ucdenver.edu/about/newsroom/spotlight/students/Pages/Learn-with-Purpose.aspx[21] http://www.ucdenver.edu/academics/colleges/CAM/Pages/index.aspx[22] https://connections.cu.edu/stories/international-team-maps-nearly-200000-glaciers-quest-sea-level-rise-estimates[23] https://connections.cu.edu/file/pfefferpng[24] http://ucolorado.pr-optout.com/Tracking.aspx?Data=HHL%3d%3e360%3a%26JDG%3c95%3a473%3b%26SDG%3c90%3a.&RE=MC&RI=4100720&Preview=False&DistributionActionID=9969&Action=Follow+Link[25] http://ucolorado.pr-optout.com/Tracking.aspx?Data=HHL%3d%3e360%3a%26JDG%3c95%3a473%3b%26SDG%3c90%3a.&RE=MC&RI=4100720&Preview=False&DistributionActionID=9968&Action=Follow+Link[26] http://ucolorado.pr-optout.com/Tracking.aspx?Data=HHL%3d%3e360%3a%26JDG%3c95%3a473%3b%26SDG%3c90%3a.&RE=MC&RI=4100720&Preview=False&DistributionActionID=9967&Action=Follow+Link[27] http://ucolorado.pr-optout.com/Tracking.aspx?Data=HHL%3d%3e360%3a%26JDG%3c95%3a473%3b%26SDG%3c90%3a.&RE=MC&RI=4100720&Preview=False&DistributionActionID=9966&Action=Follow+Link[28] http://ucolorado.pr-optout.com/Tracking.aspx?Data=HHL%3d%3e360%3a%26JDG%3c95%3a473%3b%26SDG%3c90%3a.&RE=MC&RI=4100720&Preview=False&DistributionActionID=9965&Action=Follow+Link[29] https://connections.cu.edu/stories/regents-receive-program-prioritization-plans[30] https://connections.cu.edu/news/mission-statement-discussion-runs-into-numbers-trouble/regentsseal-2[31] http://communique.uccs.edu/?p=14929[32] http://communique.uccs.edu/?p=13247[33] http://communique.uccs.edu/?p=13870[34] http://communique.uccs.edu/?p=12837[35] https://connections.cu.edu/stories/family%E2%80%99s-loss-turns-message-about-drug-interactions[36] https://connections.cu.edu/file/anschutzdrug-interactionsfpng[37] http://www.ucdenver.edu/academics/colleges/pharmacy/Pages/SchoolofPharmacy.aspx[38] https://connections.cu.edu/people/concordia-named-new-leader-uchealth[39] https://connections.cu.edu/file/pconcordiapng[40] https://connections.cu.edu/people/gould-receives-spirit-springs-award[41] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/05/p_gould.png[42] http://communique.uccs.edu/?p=15042[43] https://connections.cu.edu/people/wee-receives-fellowship-sweden[44] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/05/p_wee.png[45] https://connections.cu.edu/people/las-lasting-legacies-lecture-honor-wynn[46] https://connections.cu.edu/file/pwynnpng[47] https://connections.cu.edu/people/dropping-names-90[48] https://connections.cu.edu/file/p-dnkoganpng[49] https://connections.cu.edu/file/p-dnlanottepng[50] https://connections.cu.edu/people/obituary-w-leo-hill[51] https://connections.cu.edu/file/pobitleo-hillpng[52] http://www.legacy.com/obituaries/gazette/obituary.aspx?n=walter-leo-hill&pid=170942228&fhid=6726[53] https://connections.cu.edu/people/memoriam-17[54] https://connections.cu.edu/stories/cu-health-plan-membership-has-its-rewards[55] https://connections.cu.edu/stories/postdoctoral-event-set-june-cu-boulder[56] http://pac.colorado.edu/FLOR_abstract_submission