Five questions for Marlon Lynch[1]

Marlon Lynch is new to CU Boulder, but not new to public safety administration in university communities. Before joining the campus in March as associate vice chancellor for public safety, he served as the vice president overseeing public safety at Michigan State University since early 2021.

His 30-year career also has included serving in similar leadership roles at the University of Utah, New York University and the University of Chicago. He served as chief of police at Vanderbilt University, the University of North Carolina at Charlotte and North Carolina A&T State University.

He is a former president of the International Association of Campus Law Enforcement Administrators and the current chair of the Commission on Accreditation for Law Enforcement Agencies.

His higher education journey began with criminal justice degrees: a master's from Boston University, a bachelor's from Michigan State. The latter's Black Alumni last year honored him with a Distinguished Alumni award.

"I'm not an emotional person, but I was touched by that," he said. "That peer recognition means a tremendous amount, so to receive that award was significant." His oldest son recently joined him as a Spartan alumnus.

In his free time, Lynch enjoys golfing, which he took up during the pandemic. "It was about the only time you could get outside and have some engagement," he said. "So I picked it up. It doesn't frustrate me like I've seen it do to others. I enjoy the four hours out there just playing."

He also loves traveling with his family and is a huge sports buff.

1. How were you first drawn to law enforcement?

When I began college, I was not a criminal justice major, but a business major. As I was there, I started to realize the reality of what the job could be. Because I'm not one to sit behind a desk all day, the business world was not attractive.

I have family members with careers in law enforcement and public safety. Growing up where I did, in Chicago, there were not-so-positive experiences with law enforcement, but there were good ones as well. This was definitely the right choice for me, though not the initial choice.

2. You started in your new CU Boulder role at the beginning of March. What items are on your to-do list?

There are a lot of good things in place. The creation of the Division of Public Safety[2] is an acknowledgment that the university recognizes the role of not just police, but of the accompanying public safety functions and services. So it's creating that opportunity to have additional services available for our community. They'll be integrated so they are working together. And they'll continue to evolve with the needs of the campus and the campus community.

Because the organizational structure is new – to those who were here, as well as to the community – there will be an educational component, to let people know who we are and what we do. There's also a component of strategic planning, which will expand a little more beyond what it may have been in the past.

There's also a community engagement component, as well as security technology – how it's implemented and utilized – and event management, with security procedures that will continue to evolve based on the impact on the campus and the community.

A lot of it is getting to know the staff within the division, and also colleagues, students, faculty and staff at the university. These are all parallel processes.
[3]

3. As you said, the Division of Public Safety[2] is a new entity at CU Boulder, consisting of CU's police department, event and emergency management, flight operations and a new office of threat assessment. What are the advantages of having these units teamed together?

Some of these units were already together, but it was more in a traditional police department structure. The new component is the threat assessment unit, which is tracking internal and external threats for the community. The new division formalizes the connections between the existing teams that were in place.

What has been extremely clear to me in my career, especially in the last five years, is that the community told us we should not always lead with police. Having a police department is a good thing, but the community would like to have other avenues for public safety as well. So it's not about services instead of police, but services in addition to police, and integrating them so we're not always leading with just one.

Public safety is loosely defined. In some settings, it means police and fire, and maybe there's some cross training with that. In other settings, public safety would be a suite of first responder services: police, fire, emergency medical services, emergency management.

So public safety itself is not new, it's how the entity is organized. I think higher education is starting to pick up on that. Traditionally, the lead for the public safety function would report to the CFO, or something along those lines. Now the trend is having a public safety officer in that position.

4. Is there something that every member of the CU Boulder community should understand about the role they play in public safety?

Safety is a shared responsibility. It's not just the responsibility of the Division of Public Safety to help create a safe environment. The line, "If you see something, say something," is very relevant. How are we contributing to make this university safe? Are we not propping doors open? Are we not witnessing acts we know are below our standards and not intervening?

But it is most definitely a shared responsibility, and I think that should be communicated broadly, because it's impactful. Just being a member of society, we all have a responsibility to contribute. If we're just relying on a group of individuals for all our safety at all times, there's probably not going to be great success. We need assistance.

Like most things on a college campus, there has to be collaboration and engagement. They all go hand in hand.

The message should be delivered regularly, and that happens in discussions like this, on social media, while walking through campus and having in-person conversations.

5. What are your early impressions of Boulder and the CU Boulder campus?

It's beautiful! That's what jumps out at you first: even when you are approaching the campus, that view from 36. I'm from Chicago, which doesn't have anything that looks like this.

The community has been very accepting. I can appreciate the campus culture in place. We have some good things going on already and I think we can build off those. And it's been very clear the support is there for the Division of Public Safety.

I'm really looking forward to being an actively engaged member of CU Boulder and the CU system – they go hand in hand. There are a lot of opportunities for us to be able to make our communities and our campuses safe, but also with the reality of knowing it won't be done alone. It will be in partnership with our campus community and the neighboring community.

President's Diversity, Equity and Inclusion grants announced[4]

Recipients of the 2024 President's Diversity, Equity and Inclusion Grants[5] were announced at the annual President's Diversity, Equity and Inclusion awards event, which was held April 24. Grants are designed to fund innovative and creative projects that promote DEI throughout the CU system.

Grant proposals were submitted by faculty and staff on projects with topics including "Analyzing Design-Build Architectural Studios for Native American Spaces: Building a New Curriculum for Cultural Sensitivity and Equity," "'Reclaiming Denver's Erased Chinatown' Public Exhibition and Symposium" and "Development and Implementation of Disability-Competency Training at Campus Recreation: Inclusive Community Exercise Training." Each of the 10 winning projects receives up to $8,000.

The 2024 President's DEI Grant awardees are:

CU Anschutz

Constructing Social Justice Core Competencies at a Health Sciences Campus: A Delphi Study
[6]

Project Lead: Kathryn A. Rhine, director, Arts and Humanities in Healthcare Program, Center for Bioethics and Humanities, associate professor, general internal medicine

Hispanic/Latiné Excellence Symposium
[7]

Project Leads: Adela Cota-Gomez, Ph.D., assistant director for education administration

Theresa Nino, senior instructor of clinical teaching

Improving Clinical Trial Awareness and Accrual of Underrepresented in Medicine Populations by Addressing Language Barriers
[8]

Project Leads: Alfonso Roque, clinical research coordinator, CU School of Medicine

Maria Amaya, M.D., assistant professor of hematology oncology, CU School of Medicine

NICU Health Equity Rounds
[9]

Project Lead: Sunah Susan Hwang, M.D., Lula O. Lubchenco Chair in Neonatal-Perinatal Medicine, associate professor of pediatrics, section of neonatology, Department of Pediatrics, CU School of Medicine

CU Anschutz l CU Boulder

Gender Voice Training: A Workshop Led by Gender-Diverse Speech-Language Pathologists
[10]

Project Leads: Marie Jette, Ph.D., assistant professor, Department of Otolaryngology, CU Anschutz

Jen Walentas Lewon, clinical assistant professor, Department of Speech, Language and Hearing Sciences, CU Boulder

CU Boulder

Aerospace Boot Camp seminars (ABCs): Identifying and Demystifying the Implicit Requirements for Success in Aerospace Engineering Academic Environment
[11]

Project Leads: Katya Arquilla, assistant professor, Aerospace Engineering Sciences

Hisham Ali, assistant professor, Aerospace Engineering Sciences

Analyzing Design-Build Architectural Studios for Native American Spaces: Building a New Curriculum for Cultural Sensitivity and Equity

(Photo unavailable.)

Project Lead: Nathan Jones, assistant director of advising and professional development, lecturer, Program in Environmental Design

CU Denver

“Reclaiming Denver’s Erased Chinatown” Public Exhibition and Symposium
[12]

Project Leads: Leyuan Li, assistant professor of architecture, CU Denver College of Architecture and Planning

UCCS

Addressing Student Retention Through MOSAIC and LGBTQ+ Resource Center Retreats
[13]

Project Leads: Whitley Hadley, director, MOSAIC and LGBTQ+ Resource Center

Xuan Truong, MOSAIC support programs specialist

Development and Implementation of Disability-Competency Training at Campus Recreation: Inclusive Community Exercise Training (ICET)
[14]

Project Lead: Brynn Adamson, Ph.D., assistant professor, health sciences, Helen and Arthur E. Johnson Beth-El College of Nursing and Health Sciences

Department of Education releases final Title IX rules[15]

The U.S. Department of Education on April 19 released its final Title IX rules, which will take effect Aug. 1, 2024.

According to the department’s summary[16] and fact sheet[17], the new rules prohibit discrimination based on sexual orientation and gender identity, strengthen protections against all forms of sex-based harassment, protect students from discrimination based on pregnancy and childbirth, protect students who seek to avail their Title IX rights from retaliation, and require schools to promptly address all complaints of sex discrimination with a “fair, transparent and reliable process.”

Colorado law and Regent policy already protect against discrimination and harassment based on sexual orientation, gender identity, pregnancy and related retaliation.

The university is reviewing the regulations and related university policies – Sexual Misconduct, Intimate Partner Violence, and Stalking Policy[18] (APS 5014) and draft Nondiscrimination Policy[19] (APS 5065) – through a systemwide working group led by Valerie Simons, vice president of compliance and equity and system Title IX coordinator, to ensure engagement with campus stakeholders and compliance with the new rules by Aug. 1.

CU Innovation & Efficiency Awards finalists announced[20]

CU employees have good ideas that they put into practice every day, saving time, money and hassles across the system. The CU Innovation & Efficiency (CU I&E) Awards Program is designed to recognize these practices.

The Office of University Controller (OUC) is pleased to announce the finalists for the 2024 CU I&E Awards Program. The voting committee, composed of the campuses' controllers and deputy controllers, have selected 10 outstanding submissions to move forward for award consideration.

This year's finalists are:
Accessibility Resource Guide for ALTEC[21] - Anne Hudson and Mackenzie Teepen (CU Boulder, Anderson Language and Technology Center) CU-SIS TDClient Automations[22] - Rick Rowcotsky, Rakesh Vangapati, Brad Baker and Mayank Mittal (System Administration, University Information Services) Fix Bloody Mess: Developing an On-Call Provider Dashboard[23] - Chandra Beard, Jacky Bonds and Zachary Eliason (CU Anschutz Medical Campus, Vascular Surgery) Flow Magic: Quantifying Business Value and Time Saved With Salesforce Automations[24] – Kelly Stritzinger and Jessica Sharley, Ph.D. (CU Boulder, Student Success Technology) Fund 80 Chartfield Setup Automation[25] - Hart Jarrell (CU Denver | Anschutz Medical Campus, Finance Office) Implement Conflict of Interest Management Solution for UCCS HR[26] - Kelly Kim, Valerie Carricato, Jordan Wight, Joshua Hernandez, Manali Agrawal, Kaley Espindola, Cindy Rhoads and Nancy Mars (System Administration, University Information Services, and UCCS, Human Resources) Leveraging Automation to Improve the Online Flexible Course Experience[27] - Bryan Melville, Jason Black, Quang Do, Anita Antony Samy, and Ahman Woods (CU Boulder, Division of Continuing Education and Professional Studies Academic Technology Development) Multicampus Security Log Monitoring[28] - David Capps (System Administration, Information Security Office/University Information Services) ODIN Subscriptions [29] - Kevin Sarsen, Karthik Chigururu, Allmond McDermott and Faraz Ali (System Administration, University Information Services) Onboarding Program for Office of Contracts and Grants[30] - Niki Spaeth and Jessica Trowbridge (CU Boulder, Office of Contracts and Grants)
What happens next?

The OUC's Financial Services & Solutions (FSS) Digital Design team is conducting audio interviews with the finalist teams. Information shared in the interviews – including inspirations, problems solved and future plans – will form the basis for a series of short, animated videos that elaborate on each team's accomplishments and facilitate award judging later this month. Award winners will be announced in June.

So many excellent submissions this year!

We recognize all the innovations that were shared during this year's award program. CU employees have good ideas that they put into practice every day. Learn about many of these by checking out the current and past submissions on the OUC's CU I&E website[31].

- Submitted by the Office of University Controller

Open Enrollment ends at 5 p.m. Friday[32]

University of Colorado benefits-eligible faculty and staff are reaching the end of the road for Open Enrollment. The opportunity to make final benefits selections for the 2024-2025 plan year is 5 p.m. Friday, May 10, when enrollments must be submitted in the employee portal.[33] The new plan year begins July 1.

Are you satisfied with your current plans?

There's no need to act if you are satisfied with your health care coverage — you will be automatically reenrolled. There's one exception: You must actively enroll in a Health Care or Dependent Care Flexible Spending Account (FSA).

Consider your whole benefits package

Even if you are happy with your current benefits package, Open Enrollment is a great time to assess your needs and priorities. Consider updating your beneficiaries, enrolling in or adjusting voluntary retirement contributions[34], enrolling in a Health Savings Account or making changes to your life insurance policies. Even though you can do these things at any time, Open Enrollment is a great time to steer yourself toward financial security.

Learn more with these resources

Use these resources to evaluate your health care needs and to determine the coverage that best meets your needs. Research plan information, watch informational videos and courses, and find answers to your questions on the Open Enrollment homepage[35]. For a detailed outline of changes for the next plan year, review the What's New webpage [36], including expanded no-cost preventive generic drug coverage. Watch the two on-demand digital courses, Open Enrollment Overview[37] and the Basics of CU's Health Plans and Pretax Savings[37], available in English and Spanish. Once you've gathered all the necessary information to determine your plan choices, visit the How to Enroll[38] guide to navigate the enrollment process.

Questions?

If these resources didn't provide the answers you're seeking, reach out to an Employee Services benefits professional by calling 303-860-4200, option 3, or emailing benefits@cu.edu[39]

Enroll in digital delivery

With Open Enrollment tasks complete, consider opting for digital delivery of plan ID cards and legally required notices: Digital plan ID cards[40]: CU Health Plan members can access medical, dental and pharmacy plan ID cards online or through provider apps. Forms and notices[41]: Each year, the university is legally required to mail a large packet of benefits notices to all CU Health Plan enrollees. However, you can opt instead to receive these notices electronically via email. We'll deliver them to your email inbox and store them conveniently in the portal where you can access them any time – saving time, paper and mailing costs.

Faculty Council previews award winners, elects officers[42]

The April 25 meeting of the Faculty Senate and Faculty Council included the announcement of this year's Faculty Council Awards and the election of officers for the 2024-25 academic year.

Faculty Council Chair Alastair Norcross announced honorees for this year's Faculty Council Awards, which will be formally presented at a future event.

Distinguished Service Awards will be presented to Ravinder Singh, chair of the EPUS Committee, and Monica Yoo, president of the UCCS Faculty Assembly.

Administrator of the Year Awards will be presented to CU Boulder Chancellor Phil DiStefano, who is concluding 15

years at the post this summer, and Maria Lewis, administrator for the Faculty Council.

In other business at the meeting, held via Zoom, Faculty Council's three current officers were reelected to their posts for next year:
Alastair Norcross, chair **Jorge Chavez,** vice chair **Vicki Grove,** secretary

Robots can't outrun animals (yet). A new study explores why [43]

Enrollment Management and Student Affairs divisions to merge [44]

CU Denver survey shows that medical technology can improve access, but may hurt employee retention [45]

Fulfilling a dream: Ophthalmology researcher works to restore people's vision [46]

Bryan wins 2024 Hazel Barnes Prize [47]

Dabelea named associate dean for research at ColoradoSPH[48]

In memoriam: Keith Julien [49]

What Happens When NASA Loses Eyes on Earth? We're About to Find Out.[50]

You're Not Imagining It: Climate Change Is Making Allergies Worse[51]

The lucky ones: Former world champion's life was saved by a clinical trial. Now she wants others to get the chance.[52]

Links
[1] https://connections.cu.edu/spotlights/five-questions-marlon-lynch[2] https://www.colorado.edu/publicsafety/[3] https://connections.cu.edu/sites/default/files/public_safety_team5ga_lynch_5qs_05-09-2024.jpg[4] https://connections.cu.edu/stories/president-s-diversity-equity-and-inclusion-grants-announced[5] https://www.cu.edu/dei/presidents-dei-awards-and-grants/presidents-diversity-equity-and-inclusion-grants[6] https://connections.cu.edu/sites/default/files/deiawardsreception-75_constructing_social_justice.jpg[7] https://connections.cu.edu/sites/default/files/deiawardsreception-79_hispanic_latine_excellence.jpg[8] https://connections.cu.edu/sites/default/files/deiawardsreception-81_improving_clinical_trial.jpg[9] https://connections.cu.edu/sites/default/files/deiawardsreception-82_nicu_health_equity.jpg[10] https://connections.cu.edu/sites/default/files/deiawardsreception-76_gender_voice_training.jpg[11] https://connections.cu.edu/sites/default/files/deiawardsreception-78_aerospace_boot_camp.jpg[12] https://connections.cu.edu/sites/default/files/deiawardsreception-74_reclaiming_denvers_erased.jpg[13] https://connections.cu.edu/sites/default/files/deiawardsreception-80_addressing_student_retention.jpg[14] https://connections.cu.edu/sites/default/files/deiawardsreception-77_development_and_implementation.jpg[15] https://connections.cu.edu/stories/department-education-releases-final-title-ix-rules[16] https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww2.ed.gov%2Fabout%2Foffices%2Flist%2Focr%2Fdocs%2Ft9-final-rule-summary.pdf&data=05%7C02%7CValerie.Simons%40cu.edu%7C886ed1c762e44ae5586f08dc65847086%7Ce889e28f74d447f287e853732cbbe7ec%7C0%7C0%7C638496866712113193%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=HlCToMpNAxv7tVWjN0PhPT3s3My3CTXwvtjNymMUO2g%3D&reserved=0[17] https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.us10.list-manage.com%2Ftrack%2Fclick%3Fu%3D27b28bab4d94ba15a1b33d20a%26id%3Dfce73bbaae%26e%3D59f7a85458&data=05%7C02%7Cvalerie.simons%40cu.edu%7C72ced7bb16bb4f6b341708dc692c4bd7%7Ce889e28f74d447f287e853732cbbe7ec%7C0%7C0%7C638500886316222383%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=LVb6tzrKvpjdfva5YFsOe7UIl0hlJJfrioLaj65Z1iA%3D&reserved=0[18] https://www.cu.edu/ope/aps/5014[19] https://www.cu.edu/ope/aps/5065[20] https://connections.cu.edu/stories/cu-innovation-efficiency-awards-finalists-announced[21] https://www.cu.edu/controller/i-e-awards/current-submissions/cu-ie-submission-accessibility-resource-guide-altec[22] https://www.cu.edu/controller/i-e-awards/current-submissions/cu-ie-submission-cu-sis-tdclient-automations[23] https://www.cu.edu/controller/i-e-awards/current-submissions/cu-ie-submission-fix-bloody-mess-developing-call-provider[24] https://www.cu.edu/controller/i-e-awards/current-submissions/cu-ie-submission-flow-magic-quantifying-business-value-and[25] https://www.cu.edu/controller/i-e-awards/current-submissions/cu-ie-submission-fund-80-chartfield-setup-automation[26] https://www.cu.edu/controller/i-e-awards/current-submissions/cu-ie-submission-implement-conflict-interest-management[27]
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