Let's Talk: Conversations about Women's Health: Palliative Care, Advance Directives and Caregiving[1]

$10 per person (light dinner included)

Free valet parking will be available and information emailed to you closer to the event

Space is limited: please RSVP by Nov 16th at uchealth.org/letstalkgoodbyes or call Nancy Oudet 303-724-9179

Hard Call: Exploring shades of gray in medicine's difficult choices[2]
[3]

Physicians must often lay out medical options for their patients, including people who may be facing death. But what if the only available options are "bad" ones for the patient? Should you tell a desperately ill person about a course of treatment that might offer a glimmer of hope – but that also comes with big risks and a big price, emotionally, physically and financially?

This scenario is just one type of ethical dilemma that doctors and their teams constantly face and it is the subject of a recent forum named Hard Call, a program in development at the Center for Bioethics and Humanities at the University of Colorado Anschutz Medical Campus.

The program is roughly based on a combination of PBS' Fred Friendly Seminars – where a roundtable of experts discussed complicated, often thorny issues – and the TED Radio Hour aired on National Public Radio, which features talks from innovative leaders.

"When I first interviewed for this job, I was shown the Fulginiti Pavilion, and I thought it was made for an interactive session where people would speak to each other across the circle," said Matthew Wynia, director of the Center for Bioethics and Humanities. He remembered the Fred Friendly Seminars, and thought he could take the idea up a notch.

His plan for a program that discussed medical ethics from a variety of viewpoints has continued to evolve in recent months, said Wynia, who worked part-time at CU for nearly a year, commuting from Chicago where he held positions with the American Medical Association and the University of Chicago. When he moved to Colorado in July, he began working with Elaine Grant, a public radio reporter and producer, to transform the idea into a reality.

Instead of a moderator asking questions of the panelists, the participants play out an entire story somewhat akin to improvisational theater. The participants are assigned roles and receive a mini biographical sketch to help them understand their characters. The storyline includes junctures at which difficult decisions must be made, and a response system engages audience members who can vote on what choice they believe would be best for a patient.

A pilot production of Hard Call held in October focused on the ethical and medical questions raised by the use of electronic hearts. The devices give some patients a choice between death and life, but with significant risks. In addition, it is a life that is "plugged in," where the recipient must always be attached to a power source.

"If a doctor goes into a patient's room who is in heart failure and tells them they are likely to die, but there is a device that will help them live, the most likely response will be 'give me the device.' But it is more complicated than that," said Riley Bright, the community outreach coordinator for the Center for Bioethics and Humanities, who also coordinates logistics for the Hard Call program.

The forum discussion centered around what sorts of things a patient needs to know and the concerns of family members. Using the device includes a long list of complications and risks, from the open heart surgery needed to implant the device, to infection, to constant care for three or more months, and a local home set-up that would support the patient and the device, Bright said.

During the pilot program, individuals playing the roles included a cardiologist and nurse practitioner with university ties, “so we weren’t asking them to stretch as actors, because they are not actors” but health professionals who are intimate with these types of dilemmas, Wynia said.

“Our patient was Carl Miller, who was one of the first Coloradans to receive a heart transplant with one of these devices almost 20 years ago,” Wynia said. “We were lucky to have him there. He actually was outstanding as someone who understands what it feels like to have advanced congestive heart failure and what life is like for someone facing these decisions.” While using the device, Miller suffered a small stroke, another risk of using the device.

None of the participants knew how the story would play out except for Wynia, who acted as moderator, and had spent months developing the storyline.

Hard Call doesn’t stop with the live event.

“I hate to say this, because it took so much work, but the live event is relatively minor in the grand scheme of things,” Wynia said. About 100 people attended the October event, but Wynia hopes thousands will download and listen to an upcoming series of five to eight podcasts that will be produced using the live event as a base. He is working with Grant to develop the podcasts.

The podcasts will examine several issues addressed in the live event and explore them more fully through additional information, including interviews with experts.

“For instance we might discuss how a doctor makes decisions about who will be offered this very advanced technology with a lot of risks and costs. One of the questions that often arises is, at what point in a patient’s illness do you decide to bring this up? Or do you never bring it up with this patient because you don’t think they would benefit from it or it would be too risky,” Wynia said. “Some people might say that the decision should be left to the patient, but the moment you bring up the option, it puts tremendous pressure on the patient and the patient’s family.”

Wynia said it is just one of the ethical dilemmas doctors must frequently face: doing what is right for the patient while also respecting a patient’s autonomy to make decisions on their own.

He hopes to release the first podcast by the end of the year, but admits it is an “aggressive timeline.” Once finished, the recordings will be available through outlets such as iTunes and the Public Radio Exchange. Rocky Mountain PBS also recorded the live event and plans to upload a webcast of it on their website.

Wynia’s goal is to produce a live event quarterly, but to do so, the center will need extra funding to employ a larger team to develop the Hard Call program. He has applied for funding through the National Endowment for the Humanities.

Besides the podcasts, Wynia hopes to develop curricular materials to be used in health professional training programs in medical, nursing and pharmacy schools.

Future Hard Call topics might include a discussion centering on mental health; the cost of medications; a specific issue relevant to Colorado such as marijuana; and assisted death, which has been debated both locally and nationally.

To find out more about the program, follow on Twitter @HardCallShow[4] or on Facebook at Hard Call Show[5].

Chancellors report progress on University of Colorado Connect[6]
[7]

CU's efforts to establish a united, collaborative portal for online education across the system – University of Colorado Connect – have begun to show dividends, four CU chancellors reported to the Board of Regents at the Nov. 5 meeting at the University of Colorado Boulder.

"We have accelerated our efforts and I think it's exciting," said UCCS Chancellor Pam Shockley-Zalabak, who was joined by Chancellor Phil DiStefano, CU-Boulder, interim Chancellor Jerry Wartgow, CU Denver, and Chancellor Don Elliman, CU Anschutz Medical Campus.

The chancellors formally teamed to advance CU's online presence a year ago during a board meeting. Task force work began prior to that, in 2012; since then, the initiative's impact is apparent in several figures:
Courses offered online across the system have risen by 331, from 1,049 in to 1,380 The number of online course sections has jumped from 1,971 to 2,365 Overall enrollment has risen from 36,093 to 42,982, a 6.6 percent increase Student credit hours grew from 108,017 to 126,547
DiStefano told the board that the online platform – while creating a unified presence for the four campuses to offer online courses and degrees – does not represent a fifth University of Colorado campus.

"The goal of the initiative is not to duplicate courses already offered, but to allow each campus to focus on niche areas in which they excel," DiStefano said. "At CU-Boulder, one key area of focus will be bringing the current and new professional master's degrees into the online forum so that they will be available to students all over the world who aren't able to make it to the Boulder campus."

Keeping the degree-granting process in the current campus structure permits more rapid acceleration, Shockley-Zalabak said.

The leadership team is now working with the budget and finance committee on sustainable funding models. Shockley-Zalabak said she is confident they can expand on the startup funding from the CU system to include campus funding. She estimates a 50-50 match between the centralized funds and campus contributions.

While some regents praised the chancellors for their progress, some thought it was too little, too late. Regent Glen Gallegos, R-Grand Junction, voiced frustration with the amount of time that has been spent on the initiative, saying he feels that CU is late to the online education game already.

"I think it has taken us a long time to roll this out. It's going to take us longer to get it done. I think we're too slow with this," he said.

Regent Linda Shoemaker, D-Boulder, also expressed a desire for more immediate results.

Stephen Ludwig, D-Denver, introduced a draft resolution [8]for consideration to establish an online-only, three-year, general studies liberal arts undergraduate degree, to be provided through resources offered by all three general campuses. Under this plan – brought forward by Ludwig, Shoemaker and Irene Griego, D-Lakewood – the faculty and staff from across three campuses would be encouraged to enter a competition to launch the program by the 2018-19 academic year.

The draft is only a starting point, Ludwig said.

"We want to give them time to say 'Interesting idea; this might work, this won't work,'" he said. "This is the beginning of the conversation, not the end."

As it stands, the team that is selected to develop the course would receive a $3.3 million dollar prize to be used for course development and developing the infrastructure, and to reward participating faculty, staff and students. The proposal has not yet had campus feedback from the offices of the provosts or the Office of Academic Affairs, which will be provided before the next regents meeting. Read more on the proposal here.[8]

Ben Neeser contributed to this story.

Regent proposes competition to build online-only degree[9]

Regent Stephen Ludwig, D-Denver, has introduced a draft resolution to establish an online-only, three-year, general studies liberal arts undergraduate degree at CU.

Under the plan – also backed by Regents Linda Shoemaker, D-Boulder, and Irene Griego, D-Lakewood, during last week's board meeting at CU-Boulder – the faculty, staff and students of CU-Boulder, UCCS and CU Denver would be encouraged to enter a competition to launch the program by the 2018-19 academic year.

"We were looking for an exciting way to support the campus online efforts and we started talking about the 'Space X' program, and that's when it took off – pardon the pun," Ludwig said. "We shared the idea with Regent Griego and she was excited about it as well."

As presented, the team that is selected to develop the degree would receive a $3.3 million prize to be used for course and infrastructure development, and to reward participating faculty, staff and students.

"We hope it will engage faculty, staff and students that are passionate about online education and what it can achieve as far as access and cost reduction," Ludwig said. "We know that faculty are brilliant problem solvers and the teams will come up brilliant ideas."

If the plan is approved, Ludwig said the winning program should inform, not direct, campus online initiatives; that it can augment, not replace, what is in the works. He said they hope it will drive cross-campus collaboration.

"Faculty, staff and students from our campuses rarely have a chance to interact, problem solve and collaborate. We hope that this trial run shows us what's possible – and where it will need greater support," he said.

Ludwig said that a "general studies" degree with areas of emphasis is the fastest growing online degree. There also are other ideas or criteria floating around higher education concerning online-only degrees, he said. "So, we stole liberally and customized it for what we thought might fit the University of Colorado system."

The winners of the competition would be selected by a committee consisting of two regents, the vice president of academic affairs and research, the vice president of budget and finance, three faculty representatives chosen by Faculty Council, one student chosen by the Intercampus Student Forum, one admissions staff chosen by Staff Council, and two technology entrepreneurs from the Colorado community chosen by the president.

The draft notes the teams would be composed of at least one faculty member each from UCCS, CU-Denver and CU-Boulder, and at least one graduate student. The teams should include staff members with IT and/or online development experience and at least one undergraduate student.

Ludwig said the draft is the beginning of the conversation, not the end.

"We are getting comments from the university community and are hoping to have a final version ready for our next regents meeting," he said. "The feedback we have received has been positive. People from inside and outside the institution want to know more."

Leaders in science, medicine are CU's newest Distinguished Professors[10]

The University of Colorado on Friday added four names to its roster of Distinguished Professors, the loftiest honor for faculty at the system's four campuses.

The designation recognizes faculty members who demonstrate exemplary performance in research or creative work, a record of excellence in classroom teaching and supervision of individual learning, and outstanding service to the profession, the university and its affiliates.

CU President Bruce D. Benson reviewed nominations from CU's campuses; with the recommendation of a committee of Distinguished Professors[11], he forwarded the candidates' names to the Board of Regents. During its Friday meeting at the University of Colorado Boulder, the board voted in favor of the nominees.

The 2015 honorees are:

Robert Anderson, Ph.D., professor, Department of Geological Sciences, University of Colorado Boulder. Widely recognized as one of the most incisive, productive geomorphologists in the world, Anderson has co-authored two highly influential books and published nearly 150 research articles on the study of the earth's surface. For over 25 years, he has demonstrated how to combine a first-hand understanding of geomorphic processes, based on extensive field experience in a wide range of environments, with a strong background in continuum mechanics. Last year he received the Hazel Barnes Prize, the top award for research and teaching at CU-Boulder, which he joined in 2003.

Tomas Berl, M.D., professor, Department of Medicine, Division of Renal Diseases and Hypertension, School of Medicine, CU Anschutz Medical Campus. A member of the faculty since 1973, he has excelled in every aspect of academic life. His basic science research was focused on the control of water excretion. He was highly lauded for his bedside teaching skills and as a model clinician devoted to patient care. During Berl's 16 years of leadership, the Renal Division earned wide recognition as the premier innovative center of excellence for the study and treatment of kidney diseases and for the training of future specialists. His many honors include the National Kidney Foundation's David Hume Award for exemplifying "the highest standards of scholarship and humanitarianism.

George Born, Ph.D., professor, Department of Aerospace Engineering Sciences, CU-Boulder. His service to CU since 1985 has been crucial in building the Aerospace Engineering Sciences Department into one of the top programs in the country. Born's research on remote sensing has revolutionized oceanography with the development of tools to study the ocean from space. His technical contributions to precise orbit prediction have been key to the successes of NASA's Mariner and Viking missions to Mars. For three decades, countless faculty members and students have been profoundly affected by his creation and leadership of the Colorado Center for Astrodynamics Research.

Charles Anthony Dinarello, M.D., professor, Division of Infectious Diseases, School of Medicine, CU Anschutz Medical Campus. He is known for discovering, cloning and characterizing the first member of a major class of small protein regulators of inflammation and immune system, the interleukins. This trailblazing work makes Dinarello a key founder of the biology of cytokines, proteins crucial to human diseases. His research has substantially affected understanding and treatment of inflammation, infection, HIV-1, diabetes and heart disease. He has tallied more than 1,000 peer-reviewed publications, eight honorary degrees and 16 major international prizes, and is a member of the U.S. National Academy of Sciences and the Royal Netherlands Academy of Sciences. He joined CU in 1996.

With these four new designees, CU has recognized 83 Distinguished Professors since the program's establishment in 1977.

Except for Berl, this year's honorees were able to attend Friday's meeting of the board and receive their recognition in person (Berl will be honored at a future meeting).

"These students are all fun to work with, and that's what keeps me young," Anderson told the board.

Dinarello also referenced longevity.

"I'm 72 and a half years old now and I do continue to work," he said. "I'd like to die with a pipette in my hand at the bench."

Said Born, "I think we have a very bright future and I'm looking forward to participating in it."

Arnold honored as President's Employee of the Year[12]

Jon Arnold, web developer in University Relations in the Office of the President, was honored Wednesday as the President's Employee of the Year. The award includes a $1,000 prize.

During a reception at 1800 Grant St., System Staff Council celebrated Arnold, other nominees for the annual honor and colleagues who are marking service milestones at CU.

The council's nominations committee received numerous nominations and selected Arnold after a lengthy review. Notable comments from his nomination packet include:
"Jon is not only a huge asset to our department, he is an often-sought resource for (and friend to) every system department and employee. Whether it's a website crash, a form that's not conforming, a problem with access or any of his vast day-to-day responsibilities, Jon approaches his tasks with skill, professionalism, respect and an amazingly positive attitude." "Through his commitment and dedication, the university has remained well ahead of the curve with regards to the web and communications." "He is continuously looking out for the university's best interests and thinking up new ways to make the system more efficient." "Jon is a very hard working, committed team member who's always readily available, capable and willing to assist others." "Jon's strong leadership of the System Administration Web Team (SAWT) perhaps best exemplifies his stellar customer service and commitment to teamwork."
System Staff Council also recognized the other nominees for the President's Employee of the Year Award:

Julie Sharpe, UIS – "Julie has consistently been given praises by campus and System leadership alike. She is well liked and asked often to lead cross-team/cross·campus meetings given her demeanor and approach to ensure all voices are heard, while driving the best solutions for CU."

Connie Johnson, Office of Government Relations – "Connie not only keeps the OGR trains running; she serves as a unifying force within OGR. With half of the OGR team working in Denver and the other in Colorado, Connie is one of the few people in the office who has an awareness of what is happening in both arenas."

Nitzan Meltzer, Technology Transfer Office – "From day one, Nitzan has been a team player, always willing to do whatever task we need her to do in order to keep the team going. She is willing to learn and ask the appropriate questions."

Thao Tsuda, Technology Transfer Office – "Thao has demonstrated a high level of commitment to the quality and throughput of her work. Thao maintains a high level of customer service, maintaining professional communication between parties under sometimes difficult circumstances."

Linda Warren, UIS – "In her capacity as a developer and in providing everyday support and maintenance for the University's Finance System, Linda applies her skills and knowledge to troubleshoot and resolve issues as they arise. She is patient at explaining technical details and really knows how to keep things moving along."

Kendra Zafiratos, Employee Services – "Kendra is adamant about keeping the email communication with our internal and external customers at an absolute professional level. Kendra is a true example of what customer service is all about!"

During recognition for milestones in years of service, a special posthumous presentation was made in honor of Dave Robles, CU Foundation assistant controller, who died Sept. 5 while on a hike. He was 53.

His wife, Marcy, accepted the award on behalf of her husband, who served the university for 15 years.

See photos from the event here.[13]

Employees recognized for their years of service to CU:

35 Years
Stuart Littlefield
25 Years
Lisa Affleck Michael Esposito Edward Schroeder
20 Years
Arthur Figel David Turner
15 Years
Lindsey Apodaca Rae Armijo Bradley Baker Jennifer Bosma Travis Chillemi Ridawn Cummings Heather Field Margaret Haith Sylva Janicek Lisa Landis Michelle Martinez David Robles Robert Weverka
10 Years
Leonid Balaban Jeri Barlock James Duvall Jennifer Green Joshua Grudle Terry Lee Milagro Lobato Kevin McCarty Michele McKinney Sara Missel Sean Myers Esther Naftz David Pierce Erin Russell Bryn Samuelson Katherine Sauer Gabrielle Sawusch Julie Sharpe Tom Smerdon David Sprenger Thao Tsuda Rebecca Weitz Kimberly Wendelin
5 Years
Calvin Anderson Geoffrey Barsch Houa Cha Kathy Chang Penny Davis Jay Dedrick Anne Fleming Katy Kotlarcyzk Robert Kuehler Kristine McNamara Chadd Medina Sandeep Mekala Jennifer Montez Isabella Muturi Sauve Brynmor Rees David Sprouse Mary Vellequette

CU efficiencies saved nearly $40 million last year[14]

The University of Colorado is succeeding in its mission to find and enact efficiencies at every level of operation to benefit students, faculty, staff and the system as a whole. CU efficiencies in FY 2014-15 alone totaled nearly $40 million across the system, Todd Saliman, vice president for budget and finance, reported to the CU Board of Regents at its Nov. 5 meeting.

Highlights include:
A student textbook rental program, saving CU-Boulder students nearly $4 million; and a mobile application allowing students to change schedules or check grades at the Colorado Springs campus. Employee savings such as a new retirement vendor platform that will reduce participation fees by as much as $4.5 million; and health, life and dental premiums that are consistently below the national average. Campus savings such as multiple energy efficiency efforts resulting in savings more than $2 million at CU Denver I Anschutz this year. Systemwide collaborations on technology that have resulted in more than $1 million of savings in the first year of implementation.
Saliman told the board some of the most boring endeavors led to substantial savings. For instance, through the efforts of several staff, legislation was passed and went into effect on July 1, 2015, that allowed all electrical and plumbing inspections to be performed by CU Denver's Building Department, providing better and timelier service. The projected annual savings/cost avoidance is $344,000.

"By moving plumbing inspections into the university so we can do this for ourselves, CU Denver | Anschutz is saving almost 350K just because of that one bill," he said. "And that's money they're going to save every year."

The Office of Budget and Finance compiled the annual overview of savings for the past fiscal year at the request of the Board of Regents. Because it is the first year, the office can't compare the savings to past fiscal years, but will be able to report on trends in the coming years, Saliman said.

"Some years will be more, some will be less," Saliman said. "We'll be able to track it over time and be able to compare."

View the presentation.[15]

Tenure list: November 2015[16]

At its meeting Nov. 5 at the University of Colorado Boulder, the CU Board of Regents approved one appointment with tenure and one award of tenure.

The faculty members are:

University of Colorado Colorado Springs
Martin L. Garnar, appointment with tenure, Kraemer Family Library, effective Nov. 7
University of Colorado Anschutz Medical Campus
Mayumi Fujita, award of tenure, Dermatology, School of Medicine, effective Nov. 6

Regents hear update on investment and sustainability[17]
[18]

The CU Board of Regents said in April[19] that it won't move to divest from fossil fuels, and nothing during a renewed discussion of the topic at last week's board meeting at CU-Boulder has changed that.

Treasurer Dan Wilson on Nov. 5 provided a report[20] – requested by the regents at that April meeting – on how CU's investment strategies are consistent with Regent Policy 13-A[21] and reflect the university's commitment to sustainability.

Regent Michael Carrigan, D-Denver, asked Wilson if any third-party groups such as Fossil Free CU had contacted Wilson's office to discuss divesting; Wilson said he only had discussed the issue with previous treasurer Don Eldhart.

Carrigan asked, "So no groups reached out to you and took the initiative?"

"No," Wilson replied.

Carrigan asked Regent Steve Bosley, R-Broomfield, who is chair of the board's Budget and Finance Committee, whether exploring alternative energy investments has been made a priority of the advisory committee.

"Nothing is being excluded," Bosley said. "Are we looking at this harder than anything else? … If a class of assets suddenly looks like it has potential, (investment advisers) will be on it. … I wouldn't want you to assume it's getting neglected."

Wilson said the university is following regent policy regarding investment, and thus "trying to be neutral." He also said investment in green energy is "absolutely in the mix."

"We're trying to make the best investment decisions possible for the university," Wilson said.

Prior to the discussion, during the board's hearing of public comment, CU-Boulder student Alec Herr and professor Marty Walter renewed the call for CU to divest from fossil fuel investments.

In other business at last week's meeting, Nov. 5-6 at the University Memorial Center:
The regents heard a proposal for a new degree at CU-Boulder, a master of fine arts in experience design. Chancellor Phil DiStefano presented an update on the campus's Grand Challenge, and Todd Saliman, vice president of budget

and finance, presented information on financial aid and student debt. Read more from CU-Boulder Today.[22] Michael Lightner, vice president for academic affairs, updated the board on intercampus concurrent enrollment (ICE) across the campuses. ICE allows students to transfer credits between the campuses by either enrolling and being accepted at both campuses or filling out forms for specific courses on another campus. He said about 1,350 students are taking advantage of ICE in this calendar year, but the process can be challenging. Lightner is working to streamline the process and go fully online. “It doesn’t increase the pie of students,” he said. “It helps serve existing students.” Kathy Nesbitt, vice president for employee and information services, updated the board on increasing diversity and inclusion across the campuses. Her leadership team has a shared vision and is in the process of defining what diversity means to the university, she said. This is the first time the university has spoken candidly about diversity and inclusion, she said. The board presented a resolution of appreciation to Jeff Parker, executive vice chancellor for administration and finance at CU Denver, who is retiring next month after 16 years with CU.
Cathy Beuten contributed to this report.

Lack of sleep, is that your dilemma?[23]

Luncheon celebrates Johnson Foundation $8 million commitment to UCCS[24]

Title IX team: 'We're here to help'[25]

Retirement savings on track? Schedule consultation today[26]

The recent modernization of the University of Colorado’s retirement fund lineup came with a significant perk: a five-person team of TIAA-CREF financial consultants who are solely dedicated to providing unbiased financial advice in one-on-one consultations with CU faculty and staff.

Designed to help CU employees determine the resources necessary to best prepare for the future, these one-on-one consultations are available on each CU campus with appointments to fit any schedule. Since March, more than 1,100 CU faculty and staff have taken part in these convenient consultations to discuss the transition’s effect on their investments, the new investment options or to get a retirement checkup.

Jeremy Darling, associate professor of Astrophysical and Planetary Sciences at CU-Boulder, scheduled a consultation this summer.

“The reality far exceeded my expectations – it was extremely educational. The consultant did his homework before the meeting, and gave me the tools and knowledge I need for the future,” Darling said.

These sessions are all about the employee. To get started, the Financial Consultation Prep Guide[27] details how employees are able to discuss the issues they want in a comfortable setting and what to bring to an appointment. While the focus of these meetings is questions related to retirement planning, they also provide an opportunity to discuss other financial issues or concerns.

These consultations are strongly encouraged for CU faculty and staff who still have money in funds with CU’s former

retirement vendors or with previous employers. TIAA-CREF's consultants can walk employees through the steps to move their money over to CU's new lineup, if appropriate for the individual's unique situation.

"Just as you visit your doctor for your annual physical checkup, the same should hold true for the review of your retirement planning," says Elizabeth Stemper, vice president at Innovest Portfolio Solutions, LLC, the university's independent retirement plan consultant. "We encourage participants to meet at least annually with a financial consultant – the knowledge you gain will help empower you to focus on achieving your retirement goals through informed choices throughout the planning process."

To find more information about one-on-one consultations, download this Financial Consultation Prep Guide[27] and schedule an appointment today. To schedule an appointment, call 1-800-732-8353, or sign up online[28]. You may also view a calendar of upcoming on-campus consultations[29].

Publication note: No CU Connections on Thanksgiving, Dec. 24, Dec. 31[30]

CU Connections will not publish new issues on Thanksgiving Day (Nov. 26), Dec. 24 and Dec. 31.

Next week's issue, Nov. 19, is the last to appear before the Thanksgiving break; deadline for submissions is noon Friday, Nov. 13.

Deadline for submissions for the Thursday, Dec. 3, issue is noon Wednesday, Nov. 25.

The final new issue before the winter holiday break will appear Thursday, Dec. 17; deadline for submissions is noon Friday, Dec. 11.

Connections returns after the winter break on Thursday, Jan. 7. Deadline for submissions is noon Wednesday, Dec. 30.

During the holiday breaks, the website will be updated with news should events warrant.

Cascio recognized with 2016 WFPMA 'George Petitpas' Award [31]

"On behalf of the Board of the World Federation of People Management Associations, WFPMA, it is a great honor and pleasure for me to inform you that after a thorough process followed by a global Committee lead by Peter Haen, Immediate Past President of WFPMA, you have been selected to receive the WFPMA ´George Petitpas´ Award 2016."

Verma serving on editorial boards for two major science education journals[32]

Geeta Verma, associate professor of science education at CU Denver's School of Education and Human Development, has been invited to serve on the editorial board for the "Journal of Research in Science Teaching," the flagship science education journal that is associated with the National Association of Research in Science Teaching. In addition, she is serving on the Cultural Studies of Science Education Journal as an editorial board member and as a lead editor on manuscripts.

Athletics names Hatton as first women's lacrosse coach[33]

Christine Hatton, a coach with national tournament experience in the National Women's Lacrosse League and who helped secure women's lacrosse as a national championship sport in the NAIA, will be the first head women's lacrosse coach at UCCS.

Sixteen join in October[34]

Sixteen people accepted teaching and non-teaching positions at UCCS in October, according to the Department of Human Resources.

Through the Power of Their Creativity, Our Veterans Continue to Serve[35]

NASA mission reveals speed of solar wind stripping Martian atmosphere[36]

Links
[1] https://connections.cu.edu/events/let-s-talk-conversations-about-women-s-health-palliative-care-advance-directives-and[2] https://connections.cu.edu/spotlights/hard-call-exploring-shades-gray-medicine-s-difficult-choices[3] https://connections.cu.edu/sites/default/files/hardcall_feat.jpg[4] https://twitter.com/HardCallShow[5] https://www.facebook.com/HardCallShow/?fref=ts[6] https://connections.cu.edu/stories/chancellors-report-progress-university-colorado-connect[7] https://connections.cu.edu/sites/default/files/cu-connect_top.jpg[8] https://connections.cu.edu/stories/regent-proposes-competition-build-online-only-course[9] https://connections.cu.edu/stories/regent-proposes-competition-build-online-only-degree[10] https://connections.cu.edu/stories/leaders-science-medicine-are-cu-s-newest-distinguished-professors[11] https://www.cu.edu/content/distinguished-professors[12] https://connections.cu.edu/stories/arnold-honored-president-s-employee-year[13] https://www.flickr.com/photos/cu-office-of-the-president/sets/72157660327057967[14] https://connections.cu.edu/stories/cu-efficiencies-saved-nearly-40-million-last-year[15] http://www.boarddocs.com/co/cu/Board.nsf/files/A3Z2WH7BCA87/$file/2015%20Operating%20Efficiencies%20Presentation.pdf[16] https://connections.cu.edu/stories/tenure-list-november-2015[17] https://connections.cu.edu/stories/regents-hear-update-investment-and-sustainability[18] https://connections.cu.edu/sites/default/files/regents_investing.jpg[19] https://connections.cu.edu/stories/regents-won-t-divest-call-report-options-future-investment[20] http://www.boarddocs.com/co/cu/Board.nsf/files/A3YW447904A9/$file/Treasury%20Sustainability%20Update.pdf[21] http://www.cu.edu/regents/policy-13a-university-investments[22] http://www.colorado.edu/news/features/grand-challenge-online-education-top-discussions-board-regents-meeting[23] https://connections.cu.edu/stories/lack-sleep-your-dilemma[24] https://connections.cu.edu/stories/luncheon-celebrates-johnson-foundation-8-million-commitment-uccs[25] https://connections.cu.edu/stories/title-ix-team-were-here-help[26] https://connections.cu.edu/stories/retirement-savings-track-schedule-consultation-today[27] http://www.cu.edu/sites/default/files/financial-consultation-prep-guide-cu-benefit.pdf[28] http://www.tiaa-

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