Five questions for Kimberly Reeves[1]
[2]

Sustainability at the University of Colorado Colorado Springs isn't just focused on the environment, it's also about supporting the student body.

As the sustainability program manager in the Office of Sustainability, Kimberly Reeves oversees a variety of programs, including the internship program. Before coming to UCCS in 2014, Reeves worked in sustainability offices at both Agnes Scott College, where she earned a bachelor's degree in sociology and anthropology with a minor in environmental and sustainability studies, and at the University of Georgia, where she earned her master's degree in environmental planning and design.
[3]

"At Agnes Scott, my first year was the first year the office was created, and I was the only student staff in the office," she said. "It gave me the opportunity to have more senior experiences and expectations."

Reeves' mother is an educator, always looking for ways to help students gain knowledge from the environs.

"She took us on hikes and to museums, and that led me to realize that we should keep the world around us the same, if not better, for those who come after us," Reeves said. "As an undergrad, I redid the campus arboretum and had to learn the names of plants. That helps ground me in where I am. When I first moved out here, one of the first things I asked for as a present was an identification book for plants. It helps you realize where you are and recognize that ecosystems are very different, and how you make decisions in life in different places is dependent on your ecosystem."

1. Two of the programs you manage at UCCS are zero waste and Pedal Perks. How have these programs helped students, the campus and the community at large?

We have upwards of 13 different streams of waste, and I help manage the data analysis behind that and also the educational campaigns around helping us reduce contamination, specifically around recycling and composting. But it takes a village. We have so many campus partners, including our dining and hospitality services and catering team. They have gone from disposable, compostable materials for events to all reusable. That has been amazing, and we appreciate those efforts so much. Our office fully supports when departments take on additional ideas of how they can be more sustainable.

We've also had student employees create amazing campaigns. One student did an "Expresso Yourself" campaign. We conducted building waste audits to determine the most contaminated item in our recycling stream, and it was coffee cups. On campus they are compostable, but at off-campus store locations, they are trash unless they are cold beverages and they're recyclable, but wait, dump the liquid/ice and trash the straw. It became a mouthful to explain how to properly dispose of coffee cups, so we decided to simplify it and focus on the "refuse" part of refuse, reduce, recycle theme. The campaign revolved around using your own cup. We handed out stickers from our on- and off-campus partners and handed out coffee, tea and hot chocolate to students who brought their own cups. I liked the positive approach of that campaign.

Many items are cradle to grave: they are created, they are used and then they have an end, which is usually the landfill. We like to think about cradle to cradle: how items can be used over and over again. For instance, reusable cutlery and serving ware takes water, but when you compare that with compostable items, the resources always win out for reusable.

The Pedal Perks program has 168 participants and each one gets a welcome bottle, an RFID tag and other resources. We're also creating a community around biking. Because we are located on the bluffs, it is a bit more difficult to sell students on the idea that they can bike to and around campus. No matter which way you come to campus, you will come up a hill. We have a couple of alternative routes that get you to campus on a less intimidating path. We hope creating a community to share experiences will break down barriers of choosing an alternative to single-occupancy vehicle.

2. Are there other programs the office offers?
[4]

The sustainability office is located in the Sustainability Demonstration House, which is right next to our farmhouse and campus farm. We hope to continue investing in the house so that we will have a place where not only our campus community, but also our broader Colorado Springs community, can implement things in homes to make it more comfortable and save on energy and water bills. We are working with the Energy Resource Center, a nonprofit with a hub in Colorado Springs. The center helped over 600 families just at the Colorado Springs branch in the past year by retrofitting their homes.

The student-led Green Action Fund, which is funded by a $5 student fee, works through grants to help support our campus community to make it more sustainable. Both the Mountain Metro and Pedal Perks program have been heavily supported and piloted by funding through the Green Action Fund.

We also are encouraging departments to see how they can be more sustainable by creating green teams. The Kraemer Family Library Team Green was created in 2014, and they've seen many successes, including receiving funding through the Green Action Fund along with adopting a KFL Sustainability Strategic Plan. They use our office as a resource to figure out how to make their operations more efficient and use fewer resources along with creating a diverse, ethical space for our campus community.

A group of students, staff and I worked on the Mountain Metro College Pass pilot program, which is in its third year. We were able to get a $5 pass per student that the university continues to invest in, and we have anywhere from 400 to 500 unique riders and over 5,600 riders per month on average. It's wonderful to be able to provide that service to our student body. For quite a few students, this is their main mode of transportation. It's about creating that culture around transportation options and supporting our city infrastructure as well.

Riding the Mountain Metro or becoming part of Pedal Perks and recycling are all PIPs (Positive Impact Points) actions that students can do to earn PIPs.

3. PIPs (Positive Impact Points) Rewards is a program that UCCS implemented in August. What does the program entail and how has it been received?

PIPs is a mobile rewards program that students download. They earn PIPs – worth a penny – that they can redeem for various gift cards and scholarships. There are about 30 different ways that students can earn PIPs, including riding a bike, volunteering, attending UCCS events, refilling water bottles, answering trivia, riding the city bus, taking a fitness class at the rec center or recruiting a friend. The broader goal is to create a sense of community in those activities. Hopefully, they will continue the activities and that community will support them throughout their time at UCCS.

The PIPs program looks at the whole person. Of course, we would love for people to make small changes – and even larger changes – and to make better decisions in terms of sustainable options, but we also think about academic, physical, mental and emotional wellness. All of these things can be supported by having communities.

CU Boulder and UCCS currently are the only two institutions using PIPs, but others like the University of Kentucky and the University of Denver are considering it.

One of the best aspects of PIPs is the way it helps students who are looking for ways to bridge the gap. The majority of our students have a job, on or off campus, and are putting themselves through school. So to be able to do something they already are doing or get in the habit of doing and get paid for it is great. Our students are excited about PIPs, specifically about the scholarships.

Scholarships are available per semester, and students have to commit at least 10,000 PIPs, which is equivalent to $100, by a certain deadline each semester to be eligible for a monetary reward. PIPs for Schools will also do a 2-1 match, so a $300 check would be written to financial aid for the student.

Our greatest strength for the success of PIPs is our campus partners, which all have a way for students to earn PIPs.

They see the value in creating a stronger community. Since the end of August, we've had more than 33,700 actions taken and 836,000 PIPs awarded from those actions. Right now, there are 1,394 users of the rewards program; 57% of all PIPs were committed to scholarships, and out of the gift cards redeemed, 59% were for food.

4. How has PIPs benefited the community at large?

It is estimated that since PIPs Rewards implementation, participating students have saved a total of 6,490 pounds of carbon dioxide and that is equivalent to 57 trees being planted. Our partner UCCSlead found that out of 250 students who attended an all-day leadership event, 184 of them earned PIPs. That number of students was the most they've seen at the Saturday event.

Word of mouth has been one of our best marketing strategies, and one of our next strategies is to highlight parts of the program they might not know so much about.

5. What activities or hobbies do you enjoy outside your work with the university?
[5]

I love being outside, and depending on the weather, I like to hike, raft, camp and ski. I also like to identify plants. I'm fortunate to live in a place that has access to all of that and have friends and family that help with that access. I had only been to Colorado once before coming here to work. It was right after my freshman year of high school. It was at the end of May, and being from Atlanta, my mom kept telling us to pack our winter coats. We were leaving almost 80-degree weather and we thought she was crazy. We went to Winter Park and it snowed a lot. Thankfully we all had our coats; we don't argue with her about packing anymore.

Kelly named President's Employee of the Year[6]

[7]

Lexie Kelly, assistant treasurer in the Office of the Treasurer at CU system, was honored Nov. 13 by System Staff Council as the President's Employee of the Year.

Kelly received the award from President Mark Kennedy during an event at 1800 Grant St., where many other employees also were recognized for reaching milestones in their years of service to the university.

Some comments from letters nominating Kelly for the honor:

"She is a dedicated and hard-working employee whose service to support system and campuses in their banking needs epitomizes the service Treasury wants to provide."

"I am always delighted to see Lexie because no matter what is going on, she is always cheerful and she knows what is going on and she is so willing to help, no matter what the question. I truly wish we had more employees like Lexie."

"While serving in her role as Assistant Treasurer, she listens to what campus departments need and works steadfastly to assist them and to find real solutions."

System Staff Council also recognized the other nominees for the President's Employee of the Year Award:
Adam Newby, University Information Services: "Year-round, Adam successfully manages a large and complex infrastructure environment for CU with flawless execution, attention to detail and consistently delivering on key tasks early." **John Gargaro,** CU Health Plan Administration: "[I] have experienced John's unmatched ability to develop and maintain positive and productive relationships with internal and external clients, regardless of experience, title, import,

etc. To John, everyone is sincerely respected and valued." **Kevin Sarsen,** University Information Services: "Kevin's commitment to leading excellence in the work he does exemplifies the critical capacity to continually push his team toward more sustainable and easier to maintain technical solutions." **Nicole Combs,** Advancement Operations: "I frequently receive feedback from campus partners on successes they've had because of Nicole's thoughtful, strategic recommendations. She is seen as a valued and trusted partner across the system, and elevates us all through her work."
Last week's reception also celebrated staff members who reached years-of-service milestones during the 2018-19 fiscal year:

30 years
Maria Buerman
25 years
Lexie Kelly Michael Lightner
20 years
Yuki Busch Debbie Chapman James Dillon Carolyn Donadio Betty Heimansohn Brad Judy Tanya Kelly-Bowry Deborah Keyek-Franssen Catherine McCoy Thuylan Nguyen Karen O'Dell Normandy Roden David Temple
15 years
Cordelia Angel Christine Bauder Catherine Beuten Alicia Dandeneau Karyn Hardy Mary Martin David Pierce Heather Retzko Demetria Ross Jennifer Willits Kendra Zafiratos
10 years
Larissa Armand Peter Bowers Frances Chapman Jane King Robert Kuehler Jaime Mendez Pravija Prabhakaran Todd Saliman Milap Sharma Melanie Sidwell David Sprouse Heather Tasca Kris Truesdale Cliff Tucker Margaret Wilensky
Five years
Adam Alberti-Powell Annie Baccary Ritu Basnyat Christina Beck Joshua Brumley Jennifer Casanova Joseph Ciecior Miranda Clark Tanya Cohen Darlene Crow Phillip Curry Anthony DeCrosta Karen Dreiling Kelli Elmblade Jaimie Henthorn Joanna Hobbins Andrea Holland Jason Hunter Ming-Juan Jung Dennis Lintvedt James Loosley Jeffrey Lutterman Kelly Maden Aaron Mansfield Thomas Martinez Chad Marturano Kristina Mendez Mayank Mittal Katherine O'Connell Johnnie Ray Lu Sillas Kent Springfield Julie Steeler Christopher Toomer Kathryn Wilson Christen Woodburn Jennifer Wunsch

Report shows how Employee Services supports CU faculty, staff, students[8]
[9]

Employee Services likes to say, "You're all about CU. We're all about you." The department's first Impact Report[10] illustrates the ways it works to make the University of Colorado's workforce strong, healthy and secure through a wide range of services.

The report details this University of Colorado system administration department's efforts to create a positive impact on the lives of CU's faculty, staff, students and their families. Readers may even discover new programs and services they didn't know were available to them.

"We are incredibly focused on making CU an excellent, supportive place to work," said Felicity O'Herron, chief human resources officer at CU system. "This report illustrates the dedicated work our team completes to meet each employee's needs."

Just how does Employee Services support faculty, staff and students? Here are a few examples:
55,843 employees, spouses and families were covered by a CU-offered medical plan $2.2 billion in gross pay was processed More than $145 million was contributed to CU 401(a) retirement accounts 14,096 credit hours were waived for CU employees and dependents 74,906 CU custom courses were taken in Skillsoft and access to LinkedIn Learning expanded to all CU students New parents spent 96,160 additional hours with their new children, thanks to paid parental leave 1,074 new international employees received guidance from an international tax specialist
The report also provides an overview of major projects and accomplishments from the last fiscal year, including the implementation of a new paid parental leave policy, lowered retirement plan fees, new ways to educate employees

about their benefits, software upgrades and much more.

Read the Employee Services Impact Report[10] to find out more and get a preview of what's coming this fiscal year.

CU faculty researchers invited to apply for 2020 Boettcher Investigator status[11]

The University of Colorado and the Boettcher Foundation announce the 2020 Boettcher Webb-Waring Biomedical Research Awards[12] program.

About the program

The Boettcher Foundation established the Boettcher Webb-Waring Biomedical Research Awards program, which provides up to five grants of $235,000 each covering up to three years of research activity with the intent to provide independent research opportunities to promising and talented early career investigators. Awardees carry the title of Boettcher Investigator in acknowledgement of the prestige of the award.

The biomedical research, supported pursuant to this grant program, will be designed to find ways to prevent disease and improve human health through basic and applied biomedical research. The intent of the program is to fund meritorious research that has the potential for new discoveries or advances a discovery to the proof of its potential value as an application to improve human health. This research will improve the understanding, treatment and prevention of human disease.

Since the first awards granted in July 2010, the Boettcher Foundation has awarded CU's 44 current Boettcher Investigators[13] more than $10 million.

Pre-submission webinar

Potential applicants can learn more information about the award program, what's new in 2020, the application and selection process, application tips, and participate in a Q&A with the chair and vice chair of the 2020 selection panel.

Register here[14].

How to apply

Eligible faculty researchers from all four CU campuses are encouraged to apply. For purposes of this program, an eligible early career investigator (ECI):
Is within four years of appointment to their career-track academic position (i.e., whose career-track appointments began no earlier than January 1, 2015); Has not previously received a major independent research award; Has received a terminal degree or completed their medical residency within the 10 years preceding the application (i.e., on or after January 1, 2009); and Is either a U.S. citizen or a permanent resident.
For more details, go to: http://www.cu.edu/bfww/eligibility[15]

Applications must be submitted to your campus grants office by the deadlines included in the following campus-specific instructions:
University of Colorado Boulder[16]University of Colorado Colorado Springs[17]University of Colorado Denver | Anschutz Medical Campus[18]
Please do not contact the Boettcher Foundation directly.

Second annual Ombuds Day a success[19]

[20]
[21]

Submitted by the Ombuds Office, CU Denver | Anschutz

In February 2018, the American Bar Association (ABA) Board of Governors declared the second Thursday of October Ombuds Day[22]. On Oct. 10, 2019, ombuds around the world celebrated the second annual Ombuds Day. It was a flurry of social media posts, videos, Ombuds Day proclamations and events aligned with this year's Ombuds Day theme: "Ombuds: Unusual name. Important service."

In an effort to raise awareness of the different types of ombuds, explain the services they provide, illustrate the value they offer and promote the development of ombuds programs in the private and public sectors, the ABA Section of Dispute Resolution Ombuds Committee's Ombuds Day Task Force orchestrated three regional events in Boulder, Chicago and Washington, D.C. The task force also coordinated with ombuds nationwide to obtain 20 state and local proclamations[23] including the state of Colorado, city of Aurora, city of Boulder and city of Denver.
[24]

Despite a snowstorm and frigid temperatures, the Rocky Mountain Regional Ombuds Day Event[25] took place at the University of Colorado Law School in Boulder. Those who attended enjoyed quality programming from world-renowned mediator, trainer, facilitator and author Ken Cloke[26], BA, JD, Ph.D., LLM who presented "Conflict Revolution: Designing Preventative Systems for Chronic Social, Economic and Political Conflicts." The evening also included a panel session consisting of five different ombuds discussing "Ombuds: What's in a name?" They were:
Jeff Weber - Organizational Ombuds, National Center for Atmospheric Research[27] (Moderator) Mary Chavez Rudolph - Organizational Ombuds, U.S. Department of Interior[28] Linda Coughenour – Executive Ombudsman, Arizona Salt River Project[29] Jerry Hauser - Organizational Ombuds, University of Colorado Boulder Ombuds Office [30] Stephanie Villafuerte – Advocate Ombudsman, Colorado Child Protection Ombudsman[31] Kacie Wallace - Athlete Ombudsman, United States Olympic Committee[32]. [33]

Thank you to our fabulous speakers.

Attendees enjoyed a beautiful and delicious catered reception thanks to our generous sponsors and Front Range Catering, Ombuds Day swag, book drawing and book signing.

A huge thank you to the University of Colorado Boulder, University of Colorado Denver | Anschutz and Metropolitan State University of Denver ombuds for their time and talent planning the Rocky Mountain Regional Ombuds Day Event, and the University of Colorado Law School staff for their support.

Missed the Rocky Mountain Regional Ombuds Day Event? Not to worry: Ken Cloke's presentation and the panel discussion are available on the University of Colorado Boulder Ombuds Office website[34]. You may also check out an interpretative summary of Ken Cloke's presentation[35] on Ombuzz[36], the University of Colorado Ombuds Bog.

We hope to see you at an Ombuds Day event near you on Oct. 8, 2020. Follow the ABA Ombuds Committee on Facebook[37], Twitter[38] and Linked In[39].

Learn more about ombuds with the ABA Journal's Ombuds Primer[40], ABA Section of Dispute Resolution Resolutions Podcast[41], 3-minute "Ombuds Oriole" video[42] , or look through the 2019 Ombuds Day Toolkit[23] for a variety of articles, links and ombuds-related information.
[43]

Faculty invited to contribute to new CU Connections commentaries[44]
[45]

The Faculty Council Communication Committee and CU Connections invite you to join our forum for conversation across the four CU campuses: CU Faculty Voices.

In this series of commentaries, CU faculty are invited to submit written pieces with a point of view. The goal is to foster conversation about current topics and issues on the minds of faculty at the four campuses. We welcome submissions that explore these topics through the authors' personal opinion, experience, or research.

Selected pieces will be published on the CU Connections website and promoted in the CU Connections email newsletter, which is distributed to all CU faculty and staff across the system.

Click here[46] **to see Lisa Forbes' contribution from earlier this year.**

Authors will receive an appreciation gift for their time, such as CU branded items, tickets for the University of Colorado A-line train, etc., as well as a letter of recognition for their service from the Faculty Council Communications Committee and the CU Vice President of Communication.

Content should be timely and relevant to the faculty and/or staff of the University of Colorado system. Subjects may be local (specific people and issues rooted at CU) or universal (pertaining to higher education in Colorado, the United States or the world).

Examples:
Policy issues, from the campus level to the national level Fostering a diverse and inclusive campus culture Legislative issues (no overtly partisan, political or personal attacks) Tenure and promotion Professional challenges in research, publishing, teaching and service work Balancing work, family and health Online teaching and degrees Environmental sustainability of university campuses
Some guidelines:
Each article should be an original work, approximately 800-1,100 words in length, not previously submitted elsewhere for publication. Use clear, informal writing, free of jargon. Consider the style of newspaper opinion pieces and editorials, rather than essays for scholarly journals. When useful, include hyperlinks to relevant online material (facts and figures, news coverage, etc.).
Interested contributors should begin by submitting a brief pitch (just a sentence or two is fine!), including the topic and the writer's interest or expertise in this area. Click here to send a summary of your idea[47].

CU Connections reserves the right to exercise editorial oversight. Submissions will be edited for length, clarity and editorial style.

Questions? Contact the chair of the Faculty Council Communications Committee, Carmen Stavrositu[48], or the editor of CU Connections, Jay Dedrick[49].

More CU Boulder students studying abroad, university remains Colorado's top draw for international students[50]

Nursing internship in Nepal inspires dreams for the future[51]

CU Denver earns a top spot on Georgetown University's ROI report [52]

Researchers create model to predict children likely to go into septic shock [53]

Frey earns NCA lifetime achievement award[54]

Holers an innovator at CU Anschutz [55]

Norton to deliver 2019 Austin W. Scott Jr. Lecture[56]

Links
[1] https://connections.cu.edu/spotlights/five-questions-kimberly-reeves[2]
https://connections.cu.edu/sites/default/files/reeves_feat.jpg[3]
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[38] https://twitter.com/ABA_Ombuds[39] https:///C:/Users/Dedrick/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/2OHJCLKX/linkedin.com/company/aba-dr-ombuds[40] http://www.abajournal.com/web/article/what-are-

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