Five questions for Hillary Lum[1]
[2]
[3]

Hillary Lum was at the bedside of both her grandmother and grandfather as they took final breaths following illnesses and after only a relatively brief time in hospice care. The experience has shaped her passion as a physician and researcher who is dedicated to caring for frail, older adults.

“As a primary care geriatrician, I have the privilege of supporting patients and families as they seek medical treatment while desiring to remain as independent as possible, adapting to changes related to dementia and other illnesses, and experiencing the final days of their lives,” said Lum, an assistant professor in the Division of Geriatric Medicine, Department of Medicine at the University of Colorado School of Medicine. She also is a physician investigator at the Geriatric Research Education and Clinical Center (GRECC) at the VA Eastern Colorado Health Care System.

“I am particularly motivated to provide the best possible care to older adults with serious illnesses by integrating my research, teaching and community outreach efforts to address the needs of this vulnerable population.”

Lum conducts research to improve advance care planning for older adults and their family members that also will lead to health care system, local, state and national policies to promote effective advance care planning processes. Her current research focuses on new models of care, including where advance care planning is discussed in a group setting.

This year, she was honored with the Department of Medicine Rising Star Award, which recognizes outstanding early career faculty members who exemplify the department’s core values of excellence in patient care, research, education and community service.

Lum joined CU in 2011 and completed her Geriatric Medicine and Palliative Medicine fellowships at the university.

Away from work, she enjoys walking her two dogs, hiking, crocheting and traveling. “Despite being from the upper Midwest, I have readily adjusted to 300-plus days of sunshine and mild winters.”

1. Much of your research deals with advance care planning. First, what does this entail? How is this different from what other medical/aging experts have advocated?

As a society, we don’t like talking about getting sick, growing older, living with disability, loss of independence, or death. Yet these things are part of the human experience, and in the United States, the potential for living longer with dementia or disability is arguably increasing. More than two-thirds of us will need someone to speak on our behalf if an end-of-life decision needs to be made.

Advance care planning is a process that supports adults in understanding and sharing their personal values, life goals and preferences regarding future medical care. In lay terms, I want to make it easier for people to think about and talk about what matters to them related to future care before a medical crisis and the loss of the ability to speak for themselves.

My emphasis for advance care planning education and discussions is on primary care and community settings. Too often, future medical planning is only discussed with a lawyer and may not include considerations of the person’s medical and social situation. Additionally, medical decision-making may only happen in emergency settings or in the intensive care unit. These situations often leave out important topics, preferences, and family or close friends. With advance care planning, patients and their family and doctors can have multiple conversations over time, update advance directives, and make sure that information is known to all parties, as well as being available in the medical record.

2. Your efforts, in part, focus on respecting patient values. What does that mean in terms of medical care?

Individuals are the experts in their experiences, needs, and short- and long-term life goals. My goals in the advance

care planning programs and tools that I design are to make it easier for people to think about what they want and to share those preferences. Once people know what is important to them, I work with colleagues to help the health system be more aware of those choices. This can involve education at the medical student, resident and staff levels, as well as improving resources in the electronic health record so that advance directives are readily available. When health care teams focus on identifying what the patient has discussed about their future medical care, having that information in mind can help with in-the-moment decision making about current medical treatments.

3. As you transition some of your successful research results into the clinical setting, what tools do you use and how do they work?

It's very important to me to provide different advance care planning resources and processes to individuals outside of the clinic visit and the hospital.

Funded by the Colorado Health Foundation, and working closely with UCHealth, we launched first-of-their-kind advance care planning tools into My Health Connection, which is the patient portal of UCHealth. Our system now gives patients the opportunities to fill out a legal advance directive called the Medical Durable Power of Attorney through the secure online system that is linked to the electronic health record. Since July 2017, we've had more than 3,500 patients use these tools. A video highlights the importance of advance care planning for all Coloradans. (See it here: https://www.youtube.com/watch?v=NKHRV-gGA1I[4])

I'm very fortunate that I have ongoing input from lots of patients into how we should design and update these tools so that they are most helpful to the people using them.

I'm also part of several community groups that wondered why Colorado didn't have easy-to-find resources for advance care planning. Thus, to increase community-based education for all Coloradans related to future medical care planning, I developed Colorado's first free, public awareness website for advance care planning. The website was launched in July 2018. I love connecting with community members about their advance care planning needs, including providing www.ColoradoCarePlanning.org[5] as a user-friendly, accessible resource. This resource has been well-received as we begin to disseminate it.

As part of the Denver Hospice-University of Colorado community-academic partnership, we are training community laypersons in communication skills to help discuss future medical planning among friends, family and peers. Volunteers have been an extremely helpful part of my clinical and research work. Thus, our ACP Community Guide Certification Program is a free opportunity for individuals who want to be more comfortable talking about values and preferences that are important in the setting of serious illness. More information can be found here: https://thedenverhospice.org/denver-hospice-university/advance-care-planning-certification-training/[6]

4. One of the models you are researching is an Advance Care Planning Group Visit, called the ENgaging in Advance Care planning Talks (ENACT) Group Visit Model. What is this and how is it beneficial?

The ENACT group visit model provides a helpful way for a group of patients to meet with a medical practitioner and a social worker to learn and discuss their questions and next steps about advance care planning. We are doing these in primary care clinics at UCHealth. In these groups, facilitators encourage patients to ask and answer questions, resulting in peer-based learning. Discussions include a wide range of topics and allow diverse perspectives and personal challenges to be shared.

One patient gave us feedback on the group, stating: "I'm a little more sure now what I want and so by having this discussion group, it solved a lot of my concerns, a lot of my wondering about different things. I just feel more confident in what I want now."

The "magic" of the group visit is the group dynamic. One patient talked about the value of the group, saying, "The different experiences that each one expressed … put me at ease to realize that there are people out there who have the same thoughts as I do, and they are in the same situation that I am in where their loved ones cannot bear talking about the subject. … It gave me more encouragement to find a way to encourage my loved ones to listen to what I have to say."

We're currently testing the group visit compared to mailing advance care planning materials to a group of control patients in a study funded by the National Institute on Aging and American Federation for Aging Research. Once we have these results, our next steps will be to study how to implement and spread this model to other practices.

5. What is the most important thing you learned from patients?

I love creating space or setting the stage for these types of discussions, which encourage so many people to share their own individual stories. I have the privilege of hearing what their experience has been, and often the peace of mind they have from hearing the values and preferences of loved ones during their end-of-life period.

Patients, family members and community partners also frequently remind me of the fact that advance care planning is a "medical term." I am continually working to listen well to their concerns, the words they use, and what is most important to them to talk about.

Sheldon, of Employee Services, is President's Employee of the Year[7]
[8]

Stephanie Sheldon, data team manager with Employee Services, on Wednesday received the 2018 President's Employee of the Year Award[9]. The recognition and appreciation of exceptional job performance, which includes a $1,000 award, was the centerpiece of an event presented by System Staff Council at 1800 Grant St.

Among the comments from her award nominators:
"Stephanie's positive attitude and collaborative style contribute to the customer centric values of her team."
"Stephanie continually demonstrates analytical skills, ensures quality controls are in place for data accuracy, and has expertise in both technical query tools and interactive data visualization products." "She makes me smile because she shares her dreams about work and how they help her make the information she provides even better for her customers."
System Staff Council also recognized the other nominees for the President's Employee of the Year Award:

Kelly Maden, Office of Budget and Finance. "There is never an instance when she is too busy or overwhelmed to not respond with a smile and a solution."

Erika Nelson, Employee Services. "Erika works diligently to find solutions that are effective, efficient and most important acceptable to the campuses."

Wednesday's reception also celebrated staff members who reached a years-of-service milestone during the 2017-18 fiscal year.

In introducing those in attendance, President Benson was joined by Tara Dressler, chair of System Staff Council; Nicole Combs, System Staff Council events committee chair; and Leonard Dinegar, senior vice president and chief of staff.

Those marking milestones are:

30 years

Jenny Rattana

[10]

25 years

Leonard Dinegar
Deborah Makray
Donna Sewell
Stephen Zweck-Bronner

20 years

Gary Bomba
Peter Ciacco

[11]

15 years

Eugenia Escobar-Trujillo
Laura Haller
Deborah Keyek-Franssen
Carolyn Proctor
Kathryn Samuelson
Kevin Sisemore
Kimberly Wendelin
[12]

10 years

Anna M. Aguirre
Fiftwo Baldwin
Bruce Benson
Elizabeth Collins
Leslie Damiano-Nittoli
Ryan Day
Tara Dressler
Brian Dyet
Bob Hasenhundl
Kari Henningsen
Tracy Hooker

Jean Howe
Connie Johnson
Phillip Jones
Jane King
Michelle Krech
Matthew LeDoux
Matthew Lemme
Athena Levy
Janet Lowe
Kevin McCarty
Katherine Miller
Scott Munson
Denise Noelle Nakamichi
Sharon Price
Christopher Rose
Nora Sandoval
Teena Shepperson-Turner
Amanda Ulrey
Sara Wuorinen

[13]

Five years

Erin Benoy

Anthony Brooks
Keith Carpenter
Allison Eggleston
Angelica Garcia Throckmorton
Jennifer George
Susannah Hutchison
Brett Kellum
Melissa Kent
Sarju Khadka
Margaret Kinney
Toby Lutz
Sean Martin
Jason Martinez
Steven Mestdagh
Adam Newby
Erin O’Brien
Mercy Olaka
Faith Perry
Viet Phan
Kelly Richter
Matthew Roush
RyAnne Scott
Laura Siedzick
Om Tandukar
Eric Thompson
Michelle Travis
Rakesh Vangapati
Marita Vieth
Jack Waldorf

Patrick Whetsel

Don’t let the ball drop in 2019: To-do list available for employees[14]

The New Year is almost here, bringing with it key tasks and deadlines for all CU employees. To ensure they receive important documents such as the W-2 and 1095-C error-free and on time, employees should complete these tasks in the employee portal[15]:
Review and update their addresses. Employees should have a mailing and home address on file. Important tax documents are sent to the mailing address listed in the portal. To prevent delay in receiving forms, it is vital that they verify or correct their addresses in the employee portal by Jan. 4. **Verify their Social Security number**. Confirm the Social Security number on file is correct. Incorrect numbers will affect W-2s, potentially causing issues with the IRS. **Review their paycheck every payday.** To help prevent delays when filing taxes and lessen the chance of correcting their W-2, employees can make sure earnings are correct by reviewing their paychecks each payday. **Validate their tax withholdings with the IRS Withholding Calculator.** Using the calculator helps employees identify and ensure the right amount is withheld from their paycheck. **Sign up for digital delivery.** By enrolling, employees can have their Form 1095-C and benefits notices sent via email and stored in their campus portal, rather than being mailed. **Set a reminder for these dates:** The IRS is expected to release a revised W-4 in **mid-December**. If an employee met the Social Security wage base in 2018, deductions will resume on **Jan. 1**. The deadline to update a mailing and home address in the employee portal[15] is **Jan. 4**. W-2 forms will be mailed by **Jan. 31** and available in the portal shortly thereafter. If a person filed as tax exempt in 2018, they must update their W-4 tax information in the employee portal by **Feb. 6**. If you are unable to do so, please submit a 2018 W-4 to Employee Services.
Click here[16] to view full instructions on completing these steps.

To learn more about important dates and review 2019 tax rates and contribution limits, visit the Employee Services website[16].

CU faculty researchers invited to apply for Boettcher Investigator status[17]

The University of Colorado and the Boettcher Foundation announce the 2019 Boettcher Foundation Webb-Waring Biomedical Research Awards Program[18].

About the program

The Boettcher Foundation has established the Boettcher Foundation Webb-Waring Biomedical Research Awards program, which will provide 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 will 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 39 Boettcher Investigators [19] more than $9 million.

Pre-submission webinar

Potential applicants can get more information about the award program, the application and selection process and participate in a Q&A with the chair and vice chair of the 2019 selection panel. The session will cover the purpose of the program, how to apply, the selection criteria and more about what the panel is looking for and tips for submitting proposals.

Register here[20]

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 his/her career-track academic position (i.e., whose career-track appointments began no earlier than Jan. 1, 2014); Has not previously received a major independent research award; Has received a terminal degree or completed his/her medical residency within the 10 years preceding the application (i.e., on or after Jan. 1, 2008); and Is either a U.S. citizen or a permanent resident.
For more details, go to: http://www.cu.edu/bfww/eligibility[21]

Applications must be submitted to your campus grants office by the deadlines included in the following campus-specific instructions:
University of Colorado Boulder[22]University of Colorado Colorado Springs[23]University of Colorado Denver | Anschutz Medical Campus[24]
Please do not contact the Boettcher Foundation directly.

Benson announces leadership transition for University Advancement[25]
[26]

System-level University Advancement is making adjustments after Vice President for University Advancement Johnnie Ray announced he will retire at the end of December.

President Bruce D. Benson announced that CU Foundation President and CEO Jack Finlaw will serve as special adviser to the president for advancement, taking on most of Ray's duties, effective Dec. 1. Finlaw will continue his duties with the CU Foundation.

"This will allow us to maintain momentum and continuity in our advancement operations," Benson said. "Jack is a valued member of our team and his work as president and CEO of the CU Foundation has earned him the respect and confidence of everyone he deals with."

Finlaw's advancement role will include coordinating the activities of the system advancement team, convening the campus vice chancellors for advancement and working as advancement liaison to the president, his executive team, the chancellors and advancement vice chancellors.

There will be no structural changes to advancement operations. The system advancement office will continue to reside in the President's Office.

Additionally, minor changes have been made to the advancement operations team that reflect increased responsibility. Jason Hunter will move from an assistant vice president to associate vice president for data and technology. Annie Konegni will move from assistant vice president to associate vice president for development and business operations.

Benson lauded Ray's accomplishments and contributions to the organization.

"Johnnie has great experience at some top-notch universities and his expertise helped us professionalize our

advancement operations, provided first-rate service to our fundraisers and has been an integral part of CU having its most productive fundraising years in our history," Benson said.

Scene at CU: CU system Diversity and Inclusion Summit[27]

Deadline extended for Gee Award nominations[28]

The Faculty Council Women's Committee solicits nominations for the 2018 Elizabeth D. Gee Memorial Lectureship Award, which carries a $1,000 prize. The recipient presents their scholarly work during the Gee Memorial Award Lecture at the annual CU Women Succeeding Professional Development Symposium.

The nomination deadline has been extended to Dec. 10, 2018.

The award recognizes and honors an outstanding faculty member of the University of Colorado for efforts to advance women in academia, interdisciplinary scholarly contributions, and distinguished teaching. Instituted in 1992, the award is named for Elizabeth Gee, a faculty member in the CU Anschutz Medical Campus School of Nursing and the late wife of former CU President Gordon Gee.

The Gee Award is the only award in the CU system that specifically recognizes outstanding work on women's issues and a concerted effort to advance women in the academy.

Eligibility: Any full-time faculty member from any CU campus may be nominated.

Criteria: The criteria for selecting recipients of the award are as follows:
Record of advancing women in the academic community (please note that nominee should show evidence of advancing women beyond his/her own department); Significant and original scholarship and/or creative work; Record of research, teaching, and/or service that pushes the boundaries of disciplinary knowledge and makes connection between disciplines; Distinguished record in teaching excellence.
Nomination: To nominate a candidate, please submit the following:
a nomination statement in letter form (please individually address each of the four criteria listed above in the letter); a two- to three-page abbreviated current curriculum vitae of the nominee; a one- to two-page personal statement from the nominee (please individually address each of the four criteria listed above in the statement); and Letters of support from the university community and the extended academic community. One letter from a student or advisee is optional. Nomination packets should not exceed 15 pages. Only complete nomination packets sent in by the due date will be reviewed. Please submit the **nomination packet as a single PDF file** to facultycouncil@cu.edu[29].

If you have any questions about the nomination process, please contact Melinda Piket-May at Melinda.Piket-May@cu.edu[30]. Preference will be given to nominees who have been with the University of Colorado at least five years.

Please visit www.cu.edu/facultycouncil/awards/elizabeth-gee.html[31] for a complete list of previous award winners.

Call for proposals: 2019 CU Women Succeeding Symposium[32]

The CU Faculty Council Women's Committee[33] welcomes proposals from the CU community for the 17th Annual CU Women Succeeding Professional Development Symposium, set for Feb. 22, 2019, at CU Boulder.

The committee seeks knowledgeable and dynamic proposals that address the professional interests of CU women faculty and staff.

We invite proposals that:
Address the interests and concerns of CU women faculty and staff and broader educational/professional-development issues related to women in academia and beyond Stimulate and provoke discussion and audience engagement Present evidence based on or supported by research Target new, mid-career, and seasoned faculty and staff We also encourage faculty to share a highlight of their research by submitting an abstract for a five-minute, TED-type talk
Each proposal must include:
Title and summary of presentation (100 words or less) Brief description of proposed topic and how it relates to the theme “Women Engaged and on the Move” One to three specific learning objectives for participants Time block (e.g. five, 30, 45 or 90 minutes) Contact information of primary presenter
Proposal deadline is 11:59 p.m. Dec. 7.

Click here to submit your proposal:
https://www.cu.edu/faculty-council/forms/call-proposals-17th-annual-cu-women-succeeding-symposium[34]

Questions? Please email: melinda.piket-may@colorado.edu[35]

For more information about the symposium, and to view past presentation topics, please visit CU Women Succeeding Professional Development Symposium[36].

Registration to attend the symposium opens on Dec. 3.

CU Boulder student wins coveted Rhodes Scholarship[37]

Reducing stress with a wag, a woof and a nuzzle: Therapy dogs on campus [38]

Candidates announced for engineering dean[39]

State of the Campus: ‘precious opportunity, profound obligation’ [40]

Is there a penalty for weight loss? [41]

Arruda hired as CU Boulder director of international student academic success [42]

Lybecker to investigate tick-borne Lyme disease [43]

Corotis honored by American Society of Civil Engineers [44]

Links
[1] https://connections.cu.edu/spotlights/five-questions-hillary-lum[2] https://connections.cu.edu/sites/default/files/5q_lum_top.jpg[3] https://connections.cu.edu/sites/default/files/5q_lum_01.jpg[4] https://www.youtube.com/watch?v=NKHRV-gGA1I[5] http://www.coloradocareplanning.org/[6] https://thedenverhospice.org/denver-hospice-university/advance-care-planning-certification-training/[7] https://connections.cu.edu/stories/sheldon-employee-services-president-s-employee-year[8] https://connections.cu.edu/sites/default/files/peoty_shledon.jpg[9] https://www.cu.edu/ssc/presidents-employee-year-award[10] https://connections.cu.edu/sites/default/files/peoty_25.jpg[11] https://connections.cu.edu/sites/default/files/peoty_15.jpg[12] https://connections.cu.edu/sites/default/files/peoty_10.jpg[13] https://connections.cu.edu/sites/default/files/peoty_5.jpg[14] https://connections.cu.edu/stories/don-t-let-ball-drop-2019-do-list-available-employees[15] https://my.cu.edu/[16] https://www.cu.edu/employee-services/year-end-tax-reminders[17] https://connections.cu.edu/stories/cu-faculty-researchers-invited-apply-boettcher-investigator-status-1[18] http://www.cu.edu/bfww[19] https://www.cu.edu/bfww/cu-investigators[20] https://attendee.gotowebinar.com/register/1126771114862593537[21] http://www.cu.edu/bfww/eligibility[22] https://www.cu.edu/doc/bfww-applicantinstructions-cu-boulder.pdf[23] https://www.cu.edu/doc/bfww-applicantinstructions-uccs.pdf[24] https://www.cu.edu/doc/bfww-applicantinstructions-cu-denver-amc.pdf[25] https://connections.cu.edu/stories/benson-announces-leadership-transition-university-advancement[26] https://connections.cu.edu/sites/default/files/ray_01.jpg[27] https://connections.cu.edu/stories/scene-cu-cu-system-diversity-and-inclusion-summit[28] https://connections.cu.edu/stories/deadline-extended-gee-award-nominations-0[29] mailto:facultycouncil@cu.edu[30] mailto:Melinda.Piket-May@cu.edu[31] http://www.cu.edu/facultycouncil/awards/elizabeth-gee.html[32] https://connections.cu.edu/stories/call-proposals-2019-cu-women-succeeding-symposium[33] https://www.cu.edu/faculty-council/committees/womens-committee[34] https://www.cu.edu/faculty-council/forms/call-proposals-17th-annual-cu-women-succeeding-symposium[35] mailto:melinda.piket-may@colorado.edu[36] https://www.cu.edu/faculty-council/cu-women-succeeding-professional-development-symposium[37] https://connections.cu.edu/stories/cu-boulder-student-wins-coveted-rhodes-scholarship[38] https://connections.cu.edu/stories/reducing-stress-wag-woof-and-nuzzle-therapy-dogs-campus[39] https://connections.cu.edu/stories/candidates-announced-engineering-dean[40] https://connections.cu.edu/stories/state-campus-precious-opportunity-profound-obligation[41] https://connections.cu.edu/stories/there-penalty-weight-loss[42] https://connections.cu.edu/people/arruda-hired-cu-boulder-director-international-student-academic-success[43] https://connections.cu.edu/people/lybecker-investigate-tick-borne-lyme-disease[44] https://connections.cu.edu/people/corotis-honored-american-society-civil-engineers