Staff Council mulling resolution calling for classified staff raises[1]

University of Colorado Staff Council members will seek more feedback from campus councils and constituents before endorsing a resolution drafted by the Boulder Campus Staff Council concerning a non-base building payment for classified staff.

The resolution[2] requests that the University of Colorado Board of Regents collaborate with Boulder's Office of the Chancellor to create a reserve fund pool for the payments. At least one campus — the University of Colorado Colorado Springs – has set aside a funding pool for potential raises.

If all campus councils agree to support the resolution, the Staff Council could use the contents of the Boulder document to draft a systemwide resolution urging the regents to provide support for classified staff raises.

"We believe these resolutions start the process, and if we continue to push to keep it on people's agendas, that it will generally create some type of successful outcome," said Randi Viola, Boulder Council co-chair. The systemwide Staff Council met Oct. 18 at CU-Boulder's University Memorial Center.

Many classified staff members have not been given a pay increase for four or more years, according to the resolution. Tensions over the issue increased earlier this year after some employees received merit pay or raises that came from a regent-approved, 3 percent salary pool.

Boulder drafted the resolution in part because of a change in legislation that took effect Sept. 1. The legislation, HB12-1321, replaces the state's "pay for performance" initiative with a new merit pay system that is based on employees' performance, years of service and placement within a salary range. The intent of the law is to ensure employees are paid toward the mid-range of market value salaries.

A recent salary survey, released in August, found that CU classified employees are paid, on average, about 9 percent under market value.

Lisa Landis, director of human resources, CU system, said the university still is interpreting the new legislation to determine how it will push salaries toward the middle. She said while the university has a fiduciary responsibility to pay market rates, it would cost about $2 million to move lower pay rates toward the required minimum. The university has the option to transition those pay rates over a period of several years.

Staff Council will decide at its next meeting on Nov. 8 in Colorado Springs how to proceed on the resolution.

Boulder Council also drafted a resolution earlier this year calling for an improved performance management system. Following a discussion, Staff Council decided to address that resolution at an upcoming meeting.

Dozens gather for debut of GLBTI symposium[3]

Ronni Sanlo signs copies of her book "The Purple Golf Cart: The Misadventures of a Lesbian Grandma" for attendees of "Reaching Out to Friends and Allies," Friday's GLBTI systemwide symposium at CU Denver.

About 50 faculty, staff and students from across the University of Colorado took part in Friday's "Reaching Out to Friends and Allies: Building the GLBTI Community," the debut of a systemwide symposium presented by the CU Faculty Council and its GLBTI Committee.

The daylong slate at St. Cajetan's Church at the University of Colorado Denver on the Auraria Campus included speakers, multimedia presentations and group discussions.

One of the event's two keynote speakers, Ronni Sanlo , Ed.D., a California-based author, educator and consultant on LGBT issues across the country, dedicated her talk to victims of bullying and cyber-bullying, and showed photos of several children and young adults who took their own lives. She also included a photo of Matthew Shepard, the 21-year-old University of Wyoming student who was murdered in an anti-gay hate crime in 1998.

Noting that October is LGBT History Month, Sanlo offered a history of LGBT culture that began in ancient Mesopotamia and continued through today. She also told her life story, beginning as a child who had a crush on Mouseketeer Annette Funicello, continuing through her closeted youth and, at age 25, marriage to a man. Seven years later, she came out; as a result, her marriage ended and she lost custody of the couple's 6- and 3-year-old children.

Her higher education career included the launch of Lavender Graduation at the University of Michigan. She is recently retired from UCLA as senior associate dean of students, professor/director of the UCLA Master's of Education in Student Affairs, and Faculty-in-Residence.

"My only purpose is to create safe and welcoming campuses for everyone," said Sanlo, who added that she was not on a mission to change people's minds.

Sanlo said university faculty and staff have an obligation to not tolerate ignorant or hateful speech, whenever and wherever it might arise.

"We have an obligation to speak up and fight back," she said. "When faculty don't speak out, it normalizes abuse."

Other priorities for higher education: research on retention of GLBTI students, and reassessment of curriculum – for instance, do civil rights courses include the role of gays?

"It's not easy work, but I know you all can do it," she said.

Mark Groshek, M.D., physician lead for eHealth at Kaiser Permanente Colorado and assistant clinical professor of pediatrics at the University of Colorado School of Medicine, delivered the other keynote speech and also presented a video used at Kaiser Permanente to raise awareness of GLBTI issues within the health care community.

The day began with a welcome from CU Denver Provost Rod Nairn.

"We frequently pride ourselves on being the most diverse research university in the state, in terms of faculty, staff and students," he said.

Two members of the CU Board of Regents also appeared at the event. Chair Michael Carrigan and Irene Griego spoke to the group, talking about the role of the board at the university and thanking the attendees for their work, including contributing to diversity and inclusion efforts.

"This may be the first of several such events like this," said Thomas Riis, who co-chairs the Faculty Council's GLBTI Committee with Corinne Harmon. "We want to continue to build a community that welcomes all of its members."

Five questions for Daniel Baril[5]

[6]
His goal is to make mountains into molehills, to take thousands of tons of "waste" material and divert it away from landfills for reuse or for recycling. As the University of Colorado Boulder's recycling program manager, Daniel Baril has helped strengthen the campus's efforts of sustainability through a variety of programs. In 2011, the campus produced 5,183 tons of waste material; 2,166 tons, or about 42 percent, was diverted.

[7]

Baril will present a Green Office Lunch and Learn, “Zero Waste 101,” from 11:30 a.m. to 12:30 p.m. Nov. 13 in the Environmental Center, University Memorial Center 355, CU-Boulder.This introductory recycling presentation provides the basic understanding of where our resources come from and how human discards affect the planet. Learn about resource management on the CU-Boulder campus and how small actions add up to a big change.

As a student studying social entrepreneurship at Babson College in Massachusetts, Baril volunteered with a campus recycling program run by two students; later, he took over direction of the enterprise. The program was tiny – so tiny that the sorting area consisted of a table in a basement – but successful. At the same time, he volunteered with clean-up crews following music festivals. The work produced two results: He was able to gain free admission to the events to feed his passion for song, and he was inspired to do something about the massive amount of waste produced when large groups of people get together.

His volunteerism led to internships and jobs, including one summer gig where he worked with the city of Nashua, N.H., at a landfill.

“I saw the trucks and truckloads of trash that came to the facility on a daily basis. It was all piled into a huge mountain. Next to it was the recycling area, so you could also see the tons of material being diverted away from burial in the ground,” he said. “It really boosted my passion for recycling and seeing that we can impact the world for better or worse depending on what we do.”

Baril also conquers bigger mountains. His other passions are rock climbing and snowboarding. One of his proudest achievements is climbing the Diamond – the sheer, eastern face of Longs Peak this year.

1. What would you consider one of your most successful “green” efforts on the Boulder campus?

[8]

One of the biggest and most noticeable is our Zero Waste effort at Folsom Field. Ralphie’s Green Stampede is a big partnership that has successfully diverted 70 percent to 80 percent of stadium waste away from the landfill. Our goal is a 90 percent diversion rate at some point. We’ve worked with concessionaires so that they only provide compostable products and because of that, we offer only compost and recycle bins to the public. By default, people are composting even if they don’t fully understand the process. To keep contamination out of compost bins, we have a group of volunteers –zero-waste goalies – who help people put items in the right place. And at the end of each game, we set up a sorting process. We make sure that the compost is clean so our composting company won’t have a reason to turn it away.

2. What are other successes you’ve had?

One general success is working with students to help them into a professional experience so they can take real-world skills and focus their passions to create positive change. This is my sixth year here; I’ve seen a handful of folks graduate and get environmental jobs, so I see that as a great success. It’s something I have a positive influence over.

Another is our student move-in and move-out recycling process. We’ve expanded the move-in program to capture more material – we’ve started collecting Styrofoam – and we have recycling ambassadors available to make the recycling process easier. We’ve definitely increased our move-out efforts and have worked with a variety of organizations to channel more reusable items -- clothes, small furniture and appliances – into the community. This year was our most successful: We collected more than 20 tons of reusable items. In 2006, we collected about 4.5 tons, and in following years, we’ve collected at least 10 tons. But this year was by far our best.

3. Are students – and the public in general – more receptive to recycling in 2012 than they were five or six years ago?

On the whole, people’s attitudes toward recycling have improved; the awareness has improved. There’s more talk about zero waste and composting efforts. That said, there are still groups of people who are apathetic and don’t put in

any effort to separate waste. We are seeing more people come to CU with a more positive mindset toward the environment and that impacts actions here. I don't know if it's parents who are teaching children or whether they have encountered other green efforts in elementary and high schools, but they arrive with more knowledge. For those that don't have an education around sustainability, we try to open their eyes.

[9]
I think the convenience of recycling makes it a lot more possible to reach goals. We strive to have those easy options at CU, especially for those who don't want to put any effort into it. For instance, wherever we place a trash can, we try to have a recycling bin next to it so there is always an option to recycle. It's a big part of the process, to get more people excited about and engaged in the efforts.

4. CU has made it easier to recycle, but has the industry made the same efforts?

There is a shift in how the industry sees things. Instead of talking about it as waste management, they talk about resource management. They are right, these are resources that were pulled from the Earth and can still be used as a resource for new products. Hopefully the idea will spread to the public and if they see what they are holding in their hands as resource and not trash, they'll probably think more about what to do with it.

Industry is now able to accept more plastics, from Styrofoam to film plastics such as candy wrappers or potato chip bags. To the consumer, all plastics are the same, but each polymer has its own properties and requires different handling.

Composting also has been a huge area of growth in the industry in the past four or five years. Technology has allowed us to create a plastic polymer out of corn starch, and since it is carbon-based, it can be composted back into organic matter. More events, including our football games as well as others around the country, use serving ware, plates and napkins made from this process so everything from the event can be composted.

5. What changes still need to be made to boost recycling efforts?

I think more people are recognizing the importance of recycling; not just consumers but also the large municipalities and decision-makers, including the administration on campus. It always seems as if we could place more emphasis on it, make it more of a priority. Unfortunately, our society is built around disposability. So many things are made for a single use. You drink coffee in a cup for 10 minutes and then throw the cup away. We grew up with that mentality and society and big business pushes it on us. We'll always be battling against that, which makes recycling and reuse less convenient. There's a disincentive to put reuse into life habits. We have to remember the mantra of "reduce, reuse, recycle," and in that order. We must reduce first, then reuse, and make recycling the last step and only use it if we can't reduce or reuse.

Unprecedented 'Rake's Progress' event builds to climax[10]

[caption id="attachment_4731" align="alignright" width="300"][11]
Michael Aiello, left, as Nick Shadow and Christian Sanders as Tom Rakewell in "Rake's Progress." (Photo by Casey A. Cass/University of Colorado)
The Rake's Progress
by Igor Stravinsky7:30 p.m. Friday
2 p.m. Sunday
Macky Auditorium,
1595 Pleasant St.,
University of Colorado Boulder
Single tickets start at $14
Box Office: cupresents.org[12] or 303-492-8008

[/caption]

The University of Colorado Boulder's interdisciplinary Rake's Progress collaboration[13] is under way, with the staging of Stravinsky's "The Rake's Progress" opera set for this weekend.

The world premiere shared staging of all three versions of William Hogarth's "Rake's Progress" also features an exhibition at the CU Art Museum and a conference hosted by the Center for British and Irish Studies. The event provides a multidisciplinary interpretation of this seminal work in Hogarth's career.

Collaboration among CU-Boulder's Center for British and Irish Studies, CU Art Museum, College of Music, CU Opera, and the English and art and art history departments of the College of Arts and Sciences provides this unique opportunity in the world of art and music. While elements of the "Rake" trio have been presented in the past, the event marks the first time all three versions have been presented together. A conference will complete the opportunity for discussion of the works and their influence.

At 7:30 p.m. Friday and 2 p.m. Sunday in Macky Auditorium, CU Opera presents "The Rake's Progress" by Stravinsky. The opera is based on a series of famous engravings by Hogarth and follows the character of Tom Rakewell during his descent from rural pleasures into the whirl of London society life, which leads him toward madness and despair. CU Opera's extraordinary production is presented in a steampunk style and sung in English.

CU Opera director Leigh Holman[14] heads the production with music director Nicholas Carthy[15] conducting the full orchestra.

A free pre-performance talk will be given one hour before the performances in the Loge. On Friday, the guest speaker will be Paul Miller who is a performer in the show and an Instructor of Music Theory at the College of Music. On Sunday, Professor Matthew Carlson, a professor form High Point University and expert on Auden will speak. He is also the author of "Opera Addict: W. H. Auden's Operatic Theory and Its Influence on The Rake's Progress."

Production Personnel:
Leigh Holman[14], Stage Director Nicholas Carthy[15], Music Director Peter Dean Beck, Set and Lighting Director Tom Robbins, Costumer Ron Mueller, Technical Director
Featured Cast:
Tom Rakewell - Christian Sanders Anne Trulove - Chelsea Lewis Nick Shadow - Michael Aiello Baba the Turk - Anna Engländer Father Trulove - Luke Williams Sellem - Max Hosmer Mother Goose - MaryBeth Verchot Keeper of the Madhouse - Zac Garcia
Single tickets start at $14. Discounts are available for members of the CU-Boulder community, seniors, youth and groups. This performance is part of the CU Opera[16] or choice option[17] subscriptions. Call the CU Presents Box Office at 303-492-8008 or visit www.cupresents.org[18] for more information or to purchase tickets for this event.

The CU Opera[19] program has been designated a "Program of Excellence" by the Colorado Commission on Higher Education. Students from the CU Opera program took home First Place in the National Opera Association's Opera Scenes contest in both 2010 and 2011. Undergraduate and graduate students at the College present several major productions each year.

A Brown Bag Preview of the production is set for noon Friday at ETown in downtown Boulder. The preview provides opportunities to join the cast for a glimpse of selections from "The Rake's Progress." It's free and open to the public.

A full listing of events can be found on the CU-Boulder Events Calendar[20] and on the website[21].

Marks says campus must be ‘architect of change’[22]

[23]
The Anschutz Medical Campus already is well-versed in adaptability, and as big changes loom on the federal health care and budget landscapes, the campus is poised to meet the challenges with its trademarks of innovation and flexibility.

Lilly Marks, vice president for health affairs at the University of Colorado and vice chancellor of the Anschutz Medical Campus, delivered that message Monday in her State of the University address. She explained the strategic and operational challenges confronting the campus and said continued collaboration and creativity will be the key to surmounting the trying times.

The campus's story needs to be told, she emphasized. "We're the best-kept secret in Colorado."

Marks outlined the federal-level "convergence of economic and politics" that is creating a wave of uncertainty for medical centers. In 2011, Congress passed sequestration, which requires automatic, across-the-board cuts to the federal budget if a budget compromise isn't arrived at by the end of the year. Those measures include cuts of 8.2 percent to the National Institutes of Health, 2 percent to Medicare providers and 9.5 percent to the Department of Defense research, as well as 1,650 fewer grants. Currently, 34 percent of the Anschutz Medical Campus annual $1.2 billion budget is made up by grants and contracts.

Marks said the campus needs to be more creative and attentive to research funding, be it from industry or research foundations, even other campuses.

"Seventy percent of grants on this campus come from federal funds, and the first rule of investing is to diversify risk, but most of our risk is sitting in the federal sphere."

That sphere is clouded by potential cuts to the NIH. The NIH's award proposal options amid the budget crisis, and which are among the cuts being considered in the case of sequestration, are: do nothing; reduce or limit award sizes; limit the number of awards to a single principal investigator (PI); limit the total funds awarded to a single PI and limit PI salaries. If the NIH drops every grant by $25,000 it will cost the Anschutz Medical Campus $13.2 million, Marks said.

"All of this sets the stage for why we need to engage in a strategic look at our research enterprise and our research future," she said.

Also looming is the ongoing enormous pressure to reduce health care costs and insurance premiums as part of national health care reform.

While the challenges are daunting, Marks said, the Anschutz Medical Campus is well-positioned if it takes advantage of opportunities and leverages its immense resource of expertise.

"We have to become more cost-efficient and we have to become more service-oriented," Marks said. "We have to be compliant to the market imperatives."

The campus's clinical initiatives include the formation of the "major player" University of Colorado Health System, which now has five hospitals and a combined revenue base of $2.2 billion. "It's giving us the leverage of scales ... and Front Range referral network that hopefully will secure our future in this tenuous health care environment," Marks said.

Other opportunities are to explore new models of education and research, biotechnology innovation and enhanced philanthropy. The opportunities to meet operational challenges include the campus's master planning process,

undertaking a thorough review of sponsored program and biotech transfer infrastructure, and building campus-specific infrastructure.

Also, the university must confront disruptive technologies, enhance communication and continue to foster research, excellent education for students and outstanding clinical outcomes -- which exceed rates of other medical centers -- amid "probably among the most challenging times I've ever seen."

But the challenges are universal -- they're facing medical centers nationwide, Marks said. The best and most innovative campuses, such as Anschutz Medical Campus, are the ones that will survive and thrive, she added.

"We can and must be the architects of change rather than the victims of change," Marks said. "I think there are opportunities to move up … We have the talent, we have the collaboration and the will to move up."

Forum focuses on recruiting, retaining students[24]

The most important factor in retaining a UCCS student from their freshman to sophomore year and ultimately through graduation is relatively obvious, said Barbara Gaddis, director, Office of First Year Experience and Student Retention, during an Oct. 9 all-campus forum.

“It’s you,” Gaddis said to the approximately 60 faculty and staff members who attended the forum.

Gaddis and Homer Wesley, vice chancellor, Student Success and Enrollment Management, provided an overview of UCCS enrollment and a key factor in it, retaining students from year to year and helping them graduate.

“All of this is so important,” Wesley said. “So much of our budget is self-generated. What we depend on today is what we do. Sixty-one percent of our general fund budget came from resident tuition and another 18 percent in terms of fees and out of state budgets.”

Using a PowerPoint presentation, Wesley detailed the effect of a lower-than-expected summer enrollment and a larger-than-expected fall enrollment, explaining possible causes and pointing out that UCCS is one of only a few Colorado-based colleges or universities to experience an enrollment increase. For fall, UCCS saw a more than 5 percent increase in enrollment including substantial increases in new freshmen, new transfer students, minority enrollment and nonresident students.

“These numbers are reflective of some very hard work of people in this room who are directly connected to enrollment but also the entire university community. We believe very much that this recruitment-retention effort is a universitywide commitment.”

Gaddis talked about student retention between freshman and sophomore years. Historically, UCCS retains 66 to 71 percent of its students.

Understanding student qualifications and the reasons they are unsuccessful is key to improving retention, Gaddis said, before explaining that academically prepared students and those who have a major in mind are often the most likely to continue. Other positive factors include students who live in housing, those who enroll in Freshman Seminar, and those who take advantage of academic learning centers.

“Generally, students who have higher academic preparation coming to school end up being retained to a higher degree,” Gaddis said.

But students who might be considered at risk are also retained at a high rate because of extra efforts including mandatory meetings with advisers, and taking classes as a group.

“If we can get the students, make them connect with the help that that they need, we can meet our mission of providing access and helping students be successful,” Gaddis said.

Gaddis talked extensively about the challenge of freshman who take difficult courses and then fail them, often discouraging those students from continuing.

“Freshmen who don’t do well in these classes end up thinking ‘I’ll do better if I go somewhere else,” Gaddis said. “They kind of give up and then leave. We want to make sure we work with that.”

Gaddis suggested the following actions to improve retention
Mandate academic support for students with low academic preparation. Additional tracking of students with multiple risk factors. Placement testing to help students decide majors. Early alert system. Faculty in 1000 and 2000 level courses can seek assistance from the Office of First Year Experience and Retention for students who are having difficulty. More connecting of faculty and staff with freshman students through mentoring opportunities.
“I want to thank you for everything you’ve done and everything you will do,” Gaddis said. “Because, by your role in your offices in your role as faculty, whether you work with freshmen, whether you work with students directly or indirectly, you make a big impact on students and the campus. Most of the time you won’t know the impact you made.”

DiStefano’s State of the Campus advances collaboration, efficiency[25]

[26]

CU-Boulder Chancellor Phil DiStefano addressed an audience of about 300 in the Glenn Miller Ballroom Oct. 16 in his annual “State of the Campus” address, and offered an update of the Flagship 2030 Strategic Plan and a strategy of “coming together” to improve CU-Boulder’s finances, reputation and the student experience.

The chancellor began the address by welcoming new leaders to campus, including Arts and Sciences Dean Steven Leigh, Vice Chancellor and Chief Financial Officer Kelly Fox, Vice Chancellor for Administration Louise Vale, and Chief of Staff Catherine Shea. The speech focused on what the chancellor feels are elements critical to the university and its success, including enhancing the student experience, establishing new and diversified funding sources, and building and protecting the reputation of the institution.

Included in the address was an overall progress report on the campus’s Flagship 2030 Strategic Plan. This is the fifth year since the launch of the plan and DiStefano announced he will post a full update on the Flagship 2030 website in the coming weeks.

Highlights shared in the address included growth in the research and scholarly work of the faculty, the almost-doubling of the number of Residential Academic Programs, and significant investment in campus facilities.

This year’s address also had particular import for the faculty and staff of the campus. In light of the continual decreases in state funding for the university, DiStefano said that university employees must lead the changes that will allow the university to thrive under new funding models.

“If we are going to be the university that models how a public institution can survive, and even thrive in the new fiscal reality, we must think boldly, we must come together as a team,” he said.

The chancellor closed the address with the announcement of a new Advisory Council, composed of leaders outside the CU-Boulder community.

“This council will help us identify new funding sources, build support for new research partnerships, make innovations

in how we serve our students, and help us build and sustain our reputation in Colorado and across the nation," he said.

The full text of the speech, as well as a recording of the LiveStream, are available on the chancellor's website[27].

Elliman emphasizes student success in State of the University speech[28]

[29]
Putting student success at the core of the university's mission while taking creative approaches to the funding puzzle were central themes of Chancellor Don Elliman's State of the University address on Monday.

He spoke at the King Center and again in the Terrace Room. Lilly Marks, vice president of health affairs at the University of Colorado and executive vice chancellor of the Anschutz Medical Campus, delivered a State of the University address in the Trivisible Room later in the day.

Elliman began by highlighting accomplishments at the "relatively young" CU Denver campus. He noted that enrollment has grown from 12,000 students in 2005 to more than 14,000 today -- the majority of growth in undergraduate students. He said that for the first time, the university is creating the physical infrastructure to meet its needs, including the opening of the Business School and the Academic Building One, set for groundbreaking in January.

The gains come despite a shrinking budget. In 2008-09, we received $33 million from the state's general fund, or 18 percent of our total budget, Elliman said. Today, the university receives $21 million, a one-third reduction, and the state general fund is 8.6 percent of our budget.

"It's a fundamental and inescapable reality: We are underfunded no matter how you look at it -- compared to our peer institutions in other states, compared to other institutions in this state, compared to ourselves even five years ago," he said.

Diversifying funding streams is one of five campuswide areas of focus for the coming year, Elliman said. The others are interdisciplinary and multiprofessional programs; technology; better marketing CU Denver and solidifying our brand; and, most critically, student success.

The university needs to continue to ramp up enrollment, including in the key areas of out-of-state and international students, Elliman said. Other revenue-growth opportunities come through philanthropy -- CU Denver should aim to raise $20 million annually from philanthropy, Elliman said -- new curricular partnerships and increased funding from research grants.

Elliman said CU Denver continues to develop relevant programs that leverage our assets. Examples include the new undergraduate degree programs in architecture and bioengineering and plans for programs in construction engineering management and hospital management0

"I can't say this strongly enough, we have huge advantage in our ability to marry experiential learning with interdisciplinary programs. We have to find more ways to build on that advantage."

He said CU Denver has three committees studying technology issues, part of the systemwide initiative launched by President Bruce Benson. The committees are focused on IT infrastructure and support systems, education technology and the question of technology as a disruptive force. How we use technology has implications on initiatives ranging from cost-effectiveness to increasing access and increasing student support.

"If we don't start thinking carefully and without prejudice on these issues, we are betting our future on a hope that our

world will not significantly change," Elliman said. "I like to hope, but I think it is a lousy premise for strategic planning."

On the brand front, Elliman said, CU Denver is raising its profile through an undergraduate enrollment campaign which will soon by married with an image campaign.

He called student success the "soul" of CU Denver's work, and the highest mission to ensure that success through a comprehensive and cohesive strategy.

"Our commitment to student success will mean enhancing student access, increasing student enrollment, improving student satisfaction, increasing student retention and graduation rates and improving student career services."

Elliman took several questions from the audience, with topics at the King Center including revenue streams, relieving the cost burden on working students, globalization of education and the marketing initiative.

On scholarships, he said, "I think we have kind of a moral obligation for people who come here to have an opportunity to finish here, and scholarship funding is clearly a part of that. We don't have anywhere near enough of it right now and it ought to be a big focus of ours."

He said creative approaches are necessary to counter the decrease in state funding. "We're going to have to be creative and try to think about how we move forward. The two most obvious areas are probably enrollment growth and some forms of partnerships with the community."

During his presentation, Elliman highlighted achievements in each of the university's schools and colleges. He said the university needs to tell its story far and wide to ensure Coloradans understand its value.

"What's going on here is so good that not telling anybody about it really is an opportunity lost," he said. "... I just think that you can't ask people to support an institution if they don't know anything about it. We need to tell our story."

To see Elliman's complete State of the University presentation, click here[30].

Pink Life Saver rolling to Boulder for screenings[31]

[32]

[33]
Fresh off its debut at last week's Men for the Cure event, the University of Colorado Hospital's Pink Life Saver is rolling into Boulder for two Be Colorado health screening events next week.

The 38-foot-long vehicle is the hospital's first mobile mammography unit[34], a clinic on wheels that provides breast cancer screening services to women in the metro area. It includes a workstation, waiting area and changing room.

The Be Colorado health screenings are Wednesday at Fiske Planetarium and Nov. 2 at the University Memorial Center.

Make an appointment for one of these or other screening dates by visiting www.becolorado.org[35] or by clicking the button below. Besides receiving a free health screening and flu shot, participants will be entered in a drawing to win one of 10 new electric-assist bicycles.

Funds raised by Men for the Cure, along with money donated by King Soopers to the CU Foundation, paid for the Pink Life Saver.

Conference on accessible media, Web and technology coming next month[36]

Accessing Higher Ground: Accessible Media, Web and Technology Conference is set for Nov. 12-16 at the Westin Westminster.

The conference focuses on the implementation and benefits of Accessible Media, Universal Design and Assistive Technology in the university, business and public setting. The event draws experts from around the country and across the globe in the area of accessible media, Universal Design and best practices for Web and media design.

Derek Featherstone, internationally known authority on accessibility, web development, and author, will be this year's AHG keynote speaker. Creator of in-depth courses on HTML, CSS, DOM Scripting, and Web 2.0 applications, his approach never fails to champion the cause of Web standards and universal accessibility. As founder of Simply Accessible[37], he has been an in-demand consultant to government agencies, educational institutions and private sector companies since 1999. He also will conduct hands-on workshops and other sessions at the conference.

Participants from University of Colorado campuses are eligible for a 5 percent discount on conference registration fees. Use the discount code cu4ahg2012 to receive the CU discount.

Visit the conference page at http://accessinghigherground.org/[38] to access registration and for other information.

Questions: Howard Kramer, hkramer@colorado.edu[39]

Retirement seminars, investment fairs set for next week[40]

[41]

Do you know if you have saved enough to be secure in your retirement? Do you know how to maximize the retirement plans available to you through the university? Are you prepared?

CU Payroll & Benefit Services invites faculty and staff to the “Knowledge Is Financial Health” investment strategy seminars, preparing to retire seminars and investment fair. The events begin Tuesday and continue through Nov. 2; see this calendar[42] to ensure you don’t miss the dates scheduled for your campus.

At the investment strategy seminars, experts from our retirement plan investment sponsors will help you learn the steps for a more secure retirement. Topics will include: how to set your retirement goals, track your personal expenses, manage cash and risk, and develop investment strategies to meet those goals. Regardless of your age or where you are in your career or whether you are a novice or seasoned investor, these seminars will help get you there.

At the investment fair, investment sponsors will be available to address your specific questions regarding the investment opportunities available through the university’s retirement savings plans. They will also have literature and fun giveaways that you can take with you.

The program at each campus will also include the popular preparing to retire seminars, specifically geared to those who are within three months to five years from retirement. PBS benefits professionals, as well as PERA and TIAA-

CREF representatives, will lead you through a step-by-step guide for successful retirement under either the University of Colorado 401(a) plan or PERA.

At PBS, we understand that retirement planning may be challenging, confusing or downright scary, and we want to help. No matter what stage of your career you are in or where you are with your retirement savings, there should be something for you in this year's program.

Learn more at www.cu.edu/pbs[43].

- Mark Stanker, assistant vice president, Payroll & Benefit Services

Popovic awarded Packard Fellowship[44]

Milos Popovic in his lab at CU Boulder's Engineering Center. (Photo by Glenn Asakawa/University of Colorado)

Milos Popovic, assistant professor of electrical, computer and energy engineering at the University of Colorado Boulder, has been awarded the prestigious Packard Fellowship in Science and Engineering.

Popovic is one of 16 scientific researchers from universities across the country to receive this year's fellowship, announced by the David and Lucile Packard Foundation. Each of the fellows will receive an unrestricted research grant of $875,000 over five years.

He will investigate light-based devices for future microchip technology where light particles -- photons -- squeezed into nanometer-scale dimensions in silicon nanowires on chips give rise to unique physics. His research may enable ultra-low energy, "smart" self-adaptive circuits, and technology for communication and computation using quantum mechanics.

Popovic joined the CU-Boulder faculty in January 2010 after serving as a postdoctoral associate in the optics and quantum electronics group at the Massachusetts Institute of Technology. He holds the GE/Donnelly Faculty Fellowship in the Department of Electrical, Computer and Energy Engineering. He earned his bachelor's degree in electrical engineering at Queen's University in Kingston, Ontario, graduating first in his class, and his master's and Ph.D. in electrical engineering at MIT.

The Packard Fellowship program was established in 1988 to allow the nation's most promising professors to pursue science and engineering research early in their careers with few funding restrictions and limited reporting requirements. The program arose out of David Packard's commitment to strengthen university-based science and engineering programs in recognition that the success of the Hewlett-Packard Co., which he co-founded, derived in large measure from the research and development in university laboratories.

Popovic joins 13 other faculty from CU-Boulder who have received the prestigious fellowship over the years.

Mueller receives award for work in workers' compensation[46]

[47]
Kathryn Mueller, the Division of Workers' Compensation's Medical Director and professor in the School of Medicine Department of Emergency Medicine and Colorado School of Public Health, has been recognized by the International Association of Industrial Accident Boards and Commissions (IAIABC) with its prestigious Frances Perkins Award. IAIABC is the world's oldest trade association dedicated to promoting the advancement of workers' compensation

systems through education, research, and resource management.

In a statement, IAIABC said that Mueller was being honored for her more than two decade-long career as the Medical Director at the Colorado Division of Workers' compensation. Her work ensured that Colorado became one of the first states to adopt evidence-based medicine treatment protocols. In addition, “Dr. Mueller continues her work by assisting other states in understanding the implementation and management of treatment guidelines. Her work helps support high quality medical care for injured workers across North America."

The Frances Perkins Award is given to an individual, usually in government, who best exemplifies the traits of the award's namesake. Perkins' groundbreaking work led to the establishment of the nation's first minimum wage, overtime and child labor laws.

"I am honored to join the distinguished group of previous award winners and to be recognized by my peers," Dr. Mueller said. "I am proud of my long-standing involvement in the workers' compensation system and plan to continue to contribute to the health of Colorado's workers. I am delighted to receive this award; however it truly belongs to everybody who has helped build a system in which Colorado can take a lot of pride."

Cascio named Life Fellow of the Australian Human Resources Institute[48]

[49]
Wayne Cascio, the Robert H. Reynolds Chair in Global Leadership and a Distinguished Professor at the University of Colorado Denver Business School, recently was named a Life Fellow of the Australian Human Resources Institute (AHRI). The honor was presented during the AHRI Global Leaders World HR Congress held in Melbourne.

Cascio has embarked on six speaking tours for AHRI. This work has involved speaking to groups in all the major cities and some not-so major, such as Darwin and Alice Springs, and he has been featured as the focus of four cover stories in the AHRI monthly magazine.

“They are big supporters of my work on downsizing and also HR analytics,” Cascio said. “In 2009, I went to Canberra to meet with the Minister of Labor, now Prime Minister Julia Gillard, to talk about the implications of my research on downsizing for Australian companies, and potential policy implications for the government. It was a very nice gesture on the part of AHRI to recognize me for this work.”

AHRI Fellowship is a level of professional membership that recognizes HR professionals who have made a substantial contribution to and record of achievement in the practice of HR and are committed members of the Australian Human Resources Institute.

In 2010, Cascio received the Michael R. Losey Human Resources Research Award from the Society for Human Resource Management. Currently he serves as chair of the U.S. Technical Advisory Group that is developing international standards for the Human Resources profession, and he represents the United States to the International Organization for Standards. He also serves as a senior editor of the Journal of World Business.

He has authored or edited 24 books on human resource management and is a two-time winner of the best-paper award from the Academy of Management Executive for his research on downsizing and responsible restructuring.

Wienholtz named assistant director[50]

Sabrina Wienholtz recently was named assistant director of the Office of Student Life and Leadership at the University of Colorado Colorado Springs. In the position, Wienholtz will work closely with student clubs and organizations and will

advise the UCCS Student Government Association.

A member of the UCCS staff since 2007, Wienholtz served as program assistant in the Office of Student Life and Leadership for four years. In 2011, she was named a student activities specialist. In that capacity, she worked as business adviser to the Scribe student newspaper, redesigned student club orientation and travel procedures, and worked closely with student clubs to ensure funds were used properly.

Since 2010, she has taught several courses. Prior to joining UCCS, Wienholtz worked for Pikes Peak Community College and the University of Wisconsin Student Union. She earned a bachelor's degree from the University of Wisconsin, Madison, and a master's degree from UCCS.

Hatton, Hageman, Carter new at CU Foundation[51]

Hagemann

Carter

The CU Foundation recently hired three professionals to work on University of Colorado Colorado Springs fundraising priorities. **Margo Hatton** was named director of development, **Melinda Hageman** was appointed associate director of development, and **Judson Carter** accepted a position as assistant director of development.

Hatton, of Pueblo, previously served as manager of development and education partnerships for the Space Foundation, Colorado Springs; development director for the Historic Arkansas Riverwalk of Pueblo; and executive director of Arts in Motion at a Michigan elementary school. She earned a bachelor's degree from Principia College, Elsah, Ill.

Hagemann, of Colorado Springs, previously served in several advertising management and sales positions at the Colorado Springs Gazette, and as a store manager for Talbots Inc., a clothing retailer. She earned a bachelor's degree from the University of New Mexico, Albuquerque.

Carter, also of Colorado Springs, previously served as president of a fundraising company that he founded. Carter's previous experiences include national fundraising and serving as the special assistant to the chairman of the Commodity Futures Trading Commission. He earned a bachelor's degree from Radford University, Radford, Va.

Pelak receives Ginsburg Visionary Award[54]

[55]
Victoria S. Pelak, an associate professor of neurology and ophthalmology and director of the Residency Training Program at the University of Colorado School of Medicine, recently received the Helen J. Ginsburg Visionary Award from AWARE, an all-volunteer auxiliary of the Alzheimer's Association, Colorado Chapter.

Pelak's research investigates cortical visual processing, with a particular interest in the effects of aging and dementia on visual motion processing. She is exploring new methods to diagnose and track cortical visual dysfunction in early Alzheimer's disease.

The Helen J. Ginsburg Visionary Award acknowledges an individual, family, or organization that shares AWARE's vision of a world without Alzheimer's. Award recipients are also reflective of the example Ginsburg has set with her

creativity, tenacity and leadership, and ability to see possibilities, recognize gaps and respond to identified needs.

Dropping names ...[56]

Ramirez

Dunn

Allen

Gruntfest

Al Ramirez, a professor in the College of Education at the University of Colorado Colorado Springs, recently completed “Financing Schools and Educational Programs: Policy, Practice, and Politics,” a 256-page book outlining how U.S. public schools are financed and how other funds are raised for educational programs in elementary and secondary schools. The book is considered a resource for practitioners and education policy leaders such as school boards, foundation program officers, legislators and policy analysts at local, state and national levels. … **Olivia Chadha**, an instructor from the program for writing and rhetoric at the University of Colorado Boulder, has published her first book of fiction, "Balance of Fragile Things,"[61] which describes an extended family of three generations that strives to remain together in an unstable world. … **Josh Dunn**, an associate professor in the Department of Political Science at the University of Colorado Colorado Springs, traces the history of Colorado Springs politics and the complicating factors in understanding the local political landscape in a 23-minute video lecture titled “Firewall or Failure: Colorado Springs and the Race for the Presidency.” Dunn tackles such difficult topics as defining the term conservative and what he calls the “ugly process of government” while explaining why individual votes really do matter. Visit http://communique.uccs.edu/?p=8617[62] to view the video. … **Brenda J. Allen**, associate vice chancellor for Diversity and Inclusion at the University of Colorado Denver, has received the 2012 Feminist Teacher-Mentor Award from the Organization for the Study of Communication, Language, and Gender. The honor is presented annually to an exemplary feminist teacher-mentor who has inspired students and colleagues by modeling feminist ideals of caring, community power-sharing, and commitment while also earning individual and collaborative records of achievement. … **Eve Gruntfest**, research professor at the Trauma, Health and Hazards Center at the University of Colorado Colorado Springs, recently was named program director for the National Science Foundation’s Integrated Global System Science Division of Geospace Sciences based in Arlington, Va. Gruntfest will be involved in reviewing proposals for an NSF initiative encouraging interdisciplinary research in hazards and disasters.

Links
[1] https://connections.cu.edu/stories/staff-council-mulling-resolution-calling-classified-staff-raises[2] http://www.colorado.edu/staffcouncil/Governance/BCSC%201303%20Resolution%20on%20HB12-1321Sept12.pdf[3] https://connections.cu.edu/stories/dozens-gather-debut-glbti-symposium[4] https://connections.cu.edu/news/dozens-gather-for-debut-of-glbti-symposium/glbti[5] https://connections.cu.edu/stories/five-questions-daniel-baril[6] https://connections.cu.edu/news/five-questions-for-daniel-baril/5q-board[7] https://connections.cu.edu/news/five-questions-for-daniel-baril/5q-zero101-2[8] https://connections.cu.edu/news/five-questions-for-daniel-baril/5q-climbing[9]

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