Obama to student borrowers: 'I've been in your shoes'[1]

Photo: Glenn Asakawa/University of Colorado

[3]
[4]

click image to view gallery
President Barack Obama on Wednesday told a University of Colorado Denver audience he plans measures to take effect next year that will lead to interest-rate savings and simplified repayment of college loans.

"I've been in your shoes," Obama told the crowd of 4,000-plus at the Auraria Event Center, including many CU Denver students, staff and faculty. He spoke of the $120,000 in student debt that he and his wife, Michelle, had incurred by the time they graduated law school.

"So how do we make college more affordable and make sure you're saddled with less debt?" Obama said.

With one of three initiatives, many borrowers could see federal college loan payments drop by hundreds of dollars a month, he said. The proposal would cap student loan repayment at 10 percent of a borrower's discretionary income, starting next year.

According to the White House[5], the pay-as-you-earn proposal would only apply to some current students and recent graduates. Others, though, might already be able to benefit from an income-based repayment plan that caps payments at 15 percent of a borrower's discretionary income.

Obama, who met briefly with CU Denver Chancellor Jerry Wartgow before the speech, relied on personal recollection in introducing the second initiative, too. He told of the inconvenience of having to send multiple checks to multiple lenders each month, and of the increased risk of late-payment penalties.

"We're going to make it easier to have one payment a month, and at a better interest rate," he said. Some 6 million borrowers will be allowed to consolidate multiple student loans and take advantage of incentives that encourage on-time repayment.

Finally, a public education campaign will aim to better enlighten students to the particulars of financial aid. Know Before You Owe[6] launched Wednesday with the release of a financial aid "shopping sheet."

During his 25-minute speech, Obama emphasized that he's relying on current students to spread the word about the initiatives; his pleas for "tweets" drew chuckles from himself and the crowd. One CU Denver student, Mahala Greer, introduced the president[7].

The president was on a Western swing that included fundraising events in Denver on Tuesday night. He couched his college-crowd specifics in a broader acknowledgment of the tough economic times facing the country and his struggles to get Congress to take action on proposed legislation such as his jobs act.

"When I look out at all of you, I feel confident," he said. "As long as people like you are inspired by hope, there'll be better days for this country. The fact you're going to college tells me you share my faith in America's future."

Because 60 percent of new jobs in the next decade will require more than a high school education, he said, higher education plays a key role in which countries will secure those jobs.

"I want us to win the future," he said.

Staff Council: Wellness program could be more inclusive[8]

Some members of the university community have expressed concern over the University of Colorado Health and Welfare Trust's wellness program, Be Colorado, because they feel it isn't inclusive, members of the University of Colorado Staff Council reported during their Oct. 20 meeting on the Boulder campus.

The perception is that the university only cares about people paying into the trust, said Stephanie Hanenberg from the University of Colorado Colorado Springs. She said she had received complaints from employees who are not eligible. Other campus representatives shared similar concerns about the newly launched program.

University employees who are on the Kaiser and United Health Care plans offered by the state of Colorado are not eligible because Be Colorado is funded by university medical plans. In addition, in the plan's initial year, only the primary policy holder is eligible to participate in the program. Spouses who work at the university may be ineligible because they are insured through their partner.

E. Jill Pollock, vice president for employee and information services, later said she appreciates the concerns and the feedback on the program, which debuted in September, and will continue to evaluate its scope.

Some 82 percent of benefits-eligible CU employees can participate in Be Colorado (those in plans that are part of the University of Colorado Health and Welfare Trust, established in 2010 when CU and University Physicians Inc. joined with the University of Colorado Hospital to self-fund and administer medical benefits). Another 5 percent in state Kaiser plans have a similar benefit available through that plan with an online health assessment tool and clinic-based health screenings.

"We are putting this wellness component into our health plans that are part of the trust, but we can only use funds from the trust for the benefit of the people in the trust," she said. "We believe that Be Colorado will not only significantly help CU employees be healthier individuals, but also help the university keep health care costs in check.

"The university does not now offer a systemwide wellness program. Be Colorado is the most cost-effective way in this economy to ensure that a vital aspect of health promotion – our own initiatives – can occur," Pollock said. "Wellness and prevention are key aspects of an effective health plan."

One council member was recruited to be in the program's launch video but isn't eligible for the program.

While council members agreed the program is a good one, they said timing and implementation of Be Colorado was unfortunate and has created animosity for some. Council members said raises for nonclassified employees are being processed now; that fact, combined with Be Colorado ineligibility, has left many people feeling disenfranchised.

One council member questioned whether it wouldn't be better to have a campuswide initiative that focuses on wellness for everyone and uses resources available on each campus if funding isn't available.

In other matters, Staff Council:
Continued to discuss how to improve participation in governance activities by staff members. One issue continues to be supervisory approval, which is required to run for a post on governance boards. Some staff members report that supervisors will not approve the time away from their jobs to attend meetings or other activities. Council members discussed making phone calls or sending letters to supervisors who may not be aware of the benefits of staff participation. They also discussed drawing up a consent form, similar to what the University of Colorado Colorado Springs uses, that defines duties and hours needed for service so supervisors will know exactly what is required of an employee. Discussed resolutions drafted by the Boulder Staff Council and whether they will be presented to the University of Colorado Board of Regents. One resolution, first drafted earlier this year, opposes any extension of the 2.5 percent additional employee contribution to the Public Employees Retirement Association. A second asks the regents to expand the employee tuition program to allow employees to enroll in courses simultaneously with students, or allow dependents to use credit hours. A third recommends that the university allow employees to purchase surplus

equipment; the university is no longer bound by a state law that prohibits employees from such purchases. Council also will seek legal advice from the university to determine whether it has the right as a group to contact legislators about issues that concern university staff, including pay issues. Continued to discuss a speaker's bureau that would present topics of interest and provide professional development opportunities to the university community as a whole. Some topics might include financial management or CUMarketplace (the university's procurement software) secondary training, and would be beneficial to the university community. Council discussed using webinars and other electronic media to disseminate the information to a wider audience.
Two guests also attended the Thursday meeting. Jay Dedrick, internal communications manager in University Relations, discussed CU Connections, the revamped faculty and staff newsletter. Dedrick discussed improvements, including story commenting, as well as the planned addition of more multimedia elements. He said the goals of the newsletter are to engage more people, create an improved tool for readers and build community.

"We want to provide good information that is going to help you do your work and connect with colleagues and peers," he said. "This also is a great forum for you to take advantage of."

Sean Clark, University of Colorado Denver security principal and manager of IT Security Operations, discussed the characteristics of passwords and how to use them to improve protection of personal information.

Limerick honored by High Desert Museum [9]

Limerick

Patty Limerick, faculty director and board chair of the Center of the American West at the University of Colorado Boulder has been honored with the 28th annual Earle A. Chiles Award. The $15,000 award funded by the Chiles Foundation is for Limerick's scholarship and public history forums that challenge popular mythologies about the West and reveal the essential commercial and scientific foundations of American Western history. Limerick will receive the award at a banquet in Portland on Dec. 6.

She has dedicated her career to bridging the gap between academics and the general public and to demonstrating the benefits of applying historical perspective to contemporary dilemmas and conflicts.

"A historian trying to be helpful to the world around her undertakes a journey in terrain that seems strikingly undersupplied with road signs and mileage markers. I have been fortunate beyond measure in the adventures I have had on this journey, but it has not been an easy matter to know if I am getting anywhere, making any difference, or reaching any goal," Limerick said. "The Earle A. Chiles Award offers a wonderful alternative to that uncertainty: a group of knowledgeable and committed Westerners have offered me a spirit-lifting response to that navigational uncertainty! Thanks to this award, the hope I conjured up years ago — of turning hindsight into foresight by bringing historical perspective to bear on current Western dilemmas — has emerged from the sphere of dreams and landed squarely on Western soil."

She will apply the award funds toward finishing a book of reflections on the Department of the Interior and its central role in the American West. Limerick said she hopes the book, tentatively titled "Exploring the Interior," "will be both tranquil and spirited, providing a rare opportunity for Westerners to reflect on the crucial and complex relationship between the federal government and their home region. In an era in which alarmism and agitation have disturbed national conversations on how we govern ourselves, I hope that the publication of this book will provide many occasions for people of good will to return to the exploration of the interests they hold in common. The goals of 'conflict resolution' and 'thoughtful management' are intrinsic to the Chiles Award and to my hopes for this book."

Museum President Janeanne A. Upp said, "Dr. Limerick's achievements exemplify the High Desert Museum's founding tenet – to inspire people to better understand the region and address issues surrounding its resources. The museum's work, like Dr. Limerick's, offers new perspectives on the myths and realities of the American West. We are

proud to honor her work with this award, and are grateful to the generosity of the Chiles Foundation, which makes it possible."

Limerick was born and raised in Banning, Calif. She received her Ph.D. in American studies from Yale University, was an assistant professor of history at Harvard University and, since 1984, has been a history professor at the University of Colorado Boulder. Her best-known work, "The Legacy of Conquest," is an overview and reinterpretation of Western American history that stirred academic and public debate.

Her numerous other prestigious honors include a MacArthur Fellowship (nicknamed the "Genius Award"). She has served as a Pulitzer Prize nonfiction juror, and chaired the 2011 Pulitzer Prize jury in history. She regularly engages the public on the op-ed pages of local and national newspapers, and in the summer of 2005, she served as a guest columnist for The New York Times. Limerick is an energetic, funny, and engaging public speaker, sought after by a range of Western constituencies, including private industry groups, state and federal agencies, and grassroots organizations.

Limerick co-founded the Center of the American West in 1986, and has published a number of books, including the influential Atlas of the New West, and a series of lively, balanced, and to-the-point reports on compelling Western issues, including "What Every Westerner Should Know About Energy Efficiency and Conservation." The center's film, "The Lover's Guide to the West," debuted on Rocky Mountain PBS last year.

Under her leadership, the Center of the American West serves as a forum committed to the civil, respectful, problem-solving exploration of important, often contentious, public issues. In an era of political polarization and contention, the center strives to bring out "the better angels of our nature" by appealing to our common loyalties and hopes as Westerners.

Be Colorado: Critical step in enhancing health culture[11]

University of Colorado leaders set an ambitious goal of at least 30 percent employee participation in the first year of the Be Colorado health assessment. So far, only about 12 percent of the workforce has taken part, but two days remain.

Some employees have asked: Why a health assessment? Why today? What's in it for me?

The short answer is that taking the health assessment is the critical first step for how we can all work together to enhance the culture of health at the university and help mitigate the rising costs of health care.

Why a health assessment?

For more than 25 years, D.W. Edington, Ph.D., director of the University of Michigan Health Management Research Center[12], has been studying the relationships among individual health behaviors, future health care use and costs for both individuals and organizations. He has concluded that employers need to treat health as a serious economic strategy to head off health insurance cost increases for employees and themselves.

Edington has demonstrated that organizations' wellness programs can "bend the trend" in terms of ever-increasing health care costs. One of the critical components of these successful worksite wellness programs is to offer a health assessment, such as the one being offered this month by the Be Colorado wellness program. Edington emphasizes that success is related to high participation.

"If you want to have confidence in your data and ultimately in your program, ideally participation rates should be around 90 percent," he says. An article in the Journal of Occupational and Environmental Medicine (2008;50:863–872) further supports this idea: "Efforts that are successful at increasing HRA participation rates will engage more individuals who otherwise would not have participated in health promotion activities and produce reports that are more representative of the whole employee population."

Why today?

Friday, Oct. 28, is the last day to take the SUCCEED health assessment and have it count toward the campus competition and the iPad 2 drawing. But more importantly, knowing your current health state is the first step in becoming the healthiest you.

What's in it for me?

Other than the opportunity to win an iPad 2 or a $50 REI gift card, you have the chance to have a direct impact on your personal wellness, and to help mitigate the rising cost of health care for yourself and the university community.

Please take 20 minutes to complete the confidential Be Colorado health assessment. Go to www.becolorado.org[13]. Be assured that no personally identifiable data will be released to the university.

This is only the first step in the Be Colorado wellness journey, so be sure to watch for more events, more information and more ways to participate.

[14]

Beth-El instructor aims to help disabled athletes[15]

Photo courtesy of United States Olympic Committee

When **Craig Elder**, instructor at Beth-El College of Nursing and Health Sciences, heads to Mexico in a few weeks, it won't be for a beachside vacation.

Elder will serve as an athletic trainer for some of the world's top athletes participating in the Parapan American Games in Guadalajara, Jalisco, Mexico, Nov. 12-20, exactly 20 days after the XVI Pan American Games, one of the most important and highly publicized athletic events leading to the 2012 London Olympic games.

Paralympians compete on the same courses and in the same events as Olympic athletes, though their events usually take place a few weeks later.

While it will be the Pan American Games Oct. 14-30 and the July London Olympics that draw the most attention, Elder is emphatic about the importance of Paralympic sport and the value they bring to the world as well as to his University Hall classroom where he teaches graduate-level sports medicine courses.

By demonstrating the abilities of paraplegic athletes, Elder believes Paralympics reduces stereotypes of disabled people. In China, for example, Elder watched as paraplegic athletes were supported and encouraged to win medals as vigorously as able-bodied competitors who competed in the Olympics.

"For a country that for many years had shunned its disabled population, this was quite an eye-opener and sign of progress," Elder said. "In the U.S., we have laws that help protect the disabled but I'm not sure we're quite there in terms of acceptance and understanding of just how much someone who has a disability can do."

Elder works with the Paralympic Archery Team and previously worked as an athletic trainer for shooting and table tennis teams during the past decade. As an athletic trainer, he works closely with the athletes to help them maintain or

improve strength, balance, cope with weather conditions, and other physical challenges they face. For example, maintaining cardiovascular health for a paraplegic athlete is vital to performance. Running is out of the question for many so Elder helps develop training routines that provide the proper workouts within their abilities. Those real-life training challenges often become classroom fodder as students think about workout routines for someone missing a limb or learn that a paraplegic person's body dissipates heat differently than an able-bodied person.

"I am deeply appreciative of the athletes that I work with," Elder said recently. "Their personal stories are amazing as is their outlook on life. They bring a different perspective to competition, one of great spirit, ingenuity and thanks for the opportunity to compete at this level. You can't help but be inspired."

Some members of the Paralympic Archery Team are members of the U.S. Armed Forces who were injured in combat in Iraq or Afghanistan. But most, Elder said, were injured in car, ATV or motorcycle accidents that left them without a limb or, as a result of spinal cord damage, paraplegic. They have the determination of a champion, the willingness to push their bodies to extremes, and ingenuity to work around their disability.

For example, a classification for Paralympic archery includes athletes who are missing or have limited use of an arm. Archers compete at 90-, 70-, 50- and 30-meter distances by using a bow drawstring pulled by their teeth. Others use self-made, cheek-activated release mechanisms.

While Paralympic rules are divided in multiple classifications to ensure fair competition, they provide flexibility for innovation by the competitors, something that has inspired Elder since he was first introduced to Paralympics following the 1996 Atlanta Olympic Games.

Elder hopes for another U.S.-based Olympic Games to show Americans what those with disabilities can do.

"When you see someone competing with one arm or without legs on the same field where you just saw an able-bodied person, it sends a powerful message," Elder said. "I think seeing this kind of athleticism is what it takes to show what disabled people really can do."

During forums, leaders talk accomplishments, challenges[17]

[18]
During Fall Forums for faculty, staff and students on Oct. 17 at the Anschutz Medical Campus and Oct. 18 at CU Denver, University of Colorado Denver Chancellor Jerry Wartgow opened his presentation by spotlighting a year of accomplishments and offering perspective on the significance of the university to the city and the state. These accomplishments are not only worthy of celebrating and but give the university community a reason to believe significant milestones are still ahead.

"In spite of these challenging times," said Wartgow, borrowing from the university's branding campaign, "we do have momentum.

"Think of us as a business. We're ranked No. 14 in Colorado for overall economic impact, and as an employer, we rank No. 5 for the jobs we provide."

Wartgow highlighted (presentation materials available here[19]) a number of areas in which the university has seen significant developments including:

ACCREDITATION[20]**:** The university has been granted full, 10-year accreditation by the Higher Learning Commission of the North Central Association. Wartgow thanked everyone who participated in the effort headed by Provost Rod Nairn.

DISTINGUISHED PROFESSORS[21]: Wartgow called attention to the six faculty recently designated as Distinguished

Professors by the Board of Regents, noting that over time, only 67 faculty have been granted this honor. “To have six this year,” said Wartgow, “this is significant!” Those honored are:
Wayne Cascio, Ph.D., professor of management at the Business School Peter deLeon, Ph.D., professor of public policy in the School of Public Affairs Stephen I. Goodman, M.D., professor of pediatrics in the School of Medicine Peter M. Henson, Ph.D., professor of pharmacology, immunology and pathology in the School of Medicine E. Chester Ridgway, M.D., M.A.C.P., professor of endocrinology at the School of Medicine Richard Traystman, Ph.D., vice chancellor for research
[22]
BRANDING: “We have launched an awareness advertising campaign,” Wartgow said. “It’s on a small scale with a small budget at the outset.” Initial placements are on buses, billboards and in the Denver Business Journal, and they revolve around a leadership campaign featuring alumni such as Denver Mayor Michael Hancock; Aurora Mayor Ed Tauer; Chris Urbina of the Colorado Department of Public Health and Environment; Dave Baker, who heads First Bank; and others.

The second phase of the awareness advertising campaign will showcase partnerships including one with Denver Public Schools.

ENROLLMENT: Key priorities for enrollment are diversity and international efforts. “We are a global university with students from 85 countries in 2011,” Wartgow said. “The top three countries from which students are coming are China, India and South Korea.” The current international student population is 5 percent, with a goal of 10 percent by 2014, Wartgow said.

On other enrollment matters, Wartgow touched on the anticipated increasing pool of returning veterans, partnerships such as the Denver Education Compact with Denver Public Schools[23], the recently announced CC to CU Denver Admission Promise[24], and this month’s announcement of a national, five-year pilot called the Hispanic School Fund.

SALARY INCREASES: By now many exempt professional staff will have received notice of a 3 percent salary increase after three years of no increases. The chancellor emphasized that efforts are afoot to also provide one-time, bonus-type increases for employees who are part of the state classified system. Questions may be referred to supervisors.

At the Denver Campus Fall Forum, the chancellor also mentioned the upcoming opening of the new Business School location and plans to build a new academic building on the Auraria Campus.
Marks reviews Anschutz Medical Campus property and partnerships
During the Oct. 17 Fall Forum, Vice President for Health Affairs and Executive Vice Chancellor for the Anschutz Medical Campus Lilly Marks gave a high-level recap of the accomplishments during the past 10 years (presentation materials available online[25]).

Because so much more development has occurred at the Anschutz Medical Campus than originally expected, noted Marks, “We’re reinvigorating our overall master planning in cooperation with our partners on the campus to look very collaboratively at our needs and options.” Those partners include University of Colorado Hospital, Children’s Hospital Colorado and the Veterans’ Administration Hospital.

With the growth of the campus, Marks said a refined structure for governance with the Fitzsimons Redevelopment Authority is being evaluated.

“We are the University of Colorado Anschutz Medical Campus,” noted Marks. New brand university standards provide needed clarity. She added, “There’s an effort under way to brand our clinical enterprise, too.”

Marks also discussed continuing efforts to respond to the broader demand and changing marketplace in the U.S. for health care professionals as the university also works to find sustainable, stable funding. On a positive note, Marks observed that recent visits to the campus impressed Colorado's U.S. Sen. Michael Bennett and U.S. Commerce Secretary Rebecca Blank[26].

As we work to adjust to economic realities, said Marks, “We’ll need to take new creative approaches.” For example,

she said, important opportunities exist in biotech transfer and how to manage the intellectual property evolving from the university's research labs.

Campus community brainstorms at strategic planning forum[27]

Photo by Tom Hutton/UCCS

By Tom Hutton and Ron Fitz

With 12 new degree programs, a 22 percent enrollment increase, and six new or renovated state-of-the-art buildings, UCCS has accomplished most of the goals set in a 2007-2012 strategic plan, UCCS leaders said during an all-campus strategic planning effort last week.

Heralding the successes accomplished since a plan originally developed in 2005 and updated in 2007 was approved, Chancellor Pam Shockley-Zalabak, Provost Peg Bacon, Vice Chancellor for Administration and Finance Brian Burnett, and Vice Chancellor for University Advancement Martin Wood took turns Thursday establishing the need for a new UCCS strategic plan and encouraging faculty, staff and students to share their ideas and help shape the university's future.

The brief introduction and review of the earlier plan's successes proved the university community's capacity to meet and often exceed its goals through dedication, perseverance and teamwork. Afterward, more than 400 faculty, staff and students took the opportunity to share their experiences, observations and insights as they visited more than a dozen stations lining the walls of Berger Hall.

Each station represented key academic and administrative areas of the university such as academics, business enterprises, facilities, partnerships, student success, sustainability and athletics. A station with a suggestion box marked "anything else" accepted ideas that couldn't be clearly categorized.

Experts in the administrative areas staffed the stations to engage the participants and to present specific information. Faculty and staff asked questions and shared ideas about the past and future of UCCS. Participants wrote down and submitted ideas as part of the process to determine what campus units should be kept, discarded or created in the future. Thousands of index cards with handwritten suggestions filled tabletop boxes, and will be compiled and shared with the groups responsible for drafting new unit-level plans as well as a campus vision.

To set the mood for the index-card toting audience, Bacon contributed a Goethe quotation, appropriately amended by Shockley-Zalabak to address modern times.

"Dream no small dreams for they have no power to move the hearts of men," she said, with "and women, too" added to the statement.

For Burnett, an architectural rendering that highlighted the 2007-2012 UCCS strategic plan illustrates why UCCS must embark on a new plan for its future.

"What was looking to the future is now done and is being used every day," Burnett said, displaying an artist's early conception of the Osborne Center for Science and Engineering, along with a photograph of the university's largest and most expensive building, now reality.

The suggestions will become part of a strategic plan designed to guide UCCS through 2020[29]. More all-campus updates will be presented as the process continues, with the goal of submission to the CU Board of Regents in early spring 2012.

Anschutz Medical Campus next on town hall schedule[30]

University of Colorado President Bruce D. Benson continues a fall series of town hall meetings, in which he is speaking before members of all four campuses and system administration, on Tuesday, Nov. 1, at the University of Colorado Anschutz Medical Campus.

Audience members are invited to ask questions at the sessions, which continue later in November. The remaining schedule:
Anschutz Medical Campus
3 p.m. Tuesday, Nov. 1, Nighthorse Campbell Building, Shore Forum **System administration**
8:30 a.m. Wednesday, Nov. 16, Sherman Street Event Center, East 18th Avenue and Sherman Street, Denver
University of Colorado Boulder
To be announced (postponed from Oct. 26)

SpaceVision conference features Bill Nye, industry leaders[31]

Bill Nye

Aerospace engineering students at the University of Colorado Boulder will host the annual Students for the Exploration and Development of Space Conference, SpaceVision 2011, today through Sunday, Oct. 30, in Boulder.

Bill Nye, aka “The Science Guy” and executive director of the Planetary Society, will open the conference with a keynote talk at 7:30 p.m. today at the University Memorial Center’s Glenn Miller Ballroom. Nye’s presentation is open to the public; tickets, $10, are available at http://www.spacevision2011.com[33].

The conference, which will continue Friday through Sunday at the Millennium Hotel in Boulder, is the largest student-organized space conference in the nation. More than 300 students from around the country are expected to attend sessions exploring the future of aerospace engineering, entrepreneurship and government policy.

(click to see full poster)

Other high-profile speakers will include Col. Chris Crawford, commander of the 21st Space Wing at Peterson Air Force Base in Colorado; Simon “Pete” Worden (Brig. Gen., retired), director of NASA Ames Research Center; and George Nield, associate administrator for the Office of Commercial Space Transportation, Federal Aviation Administration.

Representatives of Virgin Galactic, Google, SpaceX and Southwest Research Institute also will participate in addition to primary conference sponsors Sierra Nevada Corp., Lockheed Martin, United Launch Alliance, the Space Foundation and the CU-Boulder Department of Aerospace Engineering Sciences.

The general public also is invited to participate in the conference. For more information, go to http://www.spacevision2011.com[33].

New programs aimed at boosting women in tech workforce [35]

The University of Colorado Boulder this week announced that it has implemented several new programs over the past three years designed to make computer science more female-friendly, with the larger goal of increasing the number of women employed in technology roles nationwide.

The programs are starting to pay off with the number of women enrolled in CU-Boulder's bachelor's degree in computer science more than doubling from 18 students in 2007 (8 percent of majors at that time) to 47 students (17 percent of current majors) in 2011, said professor James Martin, chair of the Department of Computer Science.

The Department of Computer Science at CU-Boulder is working to increase its female student enrollment through enhanced outreach to high schools, new content in its introductory computing courses designed to appeal to non-computing majors, better community support for female computer science majors, and work on a new computer science degree program for students in the College of Arts and Sciences.

The new content in the introductory computing courses moves away from traditional, abstract examples of linked lists and binary trees to adopt a media-based focus in which students develop programs to manipulate sounds and process images, Martin said.

The new degree program, now under review, is a bachelor's degree in computer science that would allow students in the College of Arts and Sciences to major in computer science while also providing space in their curriculum to earn a major or minor in another field of study. It is hoped that this new degree will lead to further increases in the number of women taking computer science because of the more balanced gender demographics of the College of Arts and Sciences, Martin said.

Taken together, the initiatives are designed to attract women to the field who might otherwise have dismissed computer science as being too focused on programming without realizing the positive impact computer science can have on society and people's quality of life.

The efforts are part of the Department of Computer Science's participation in NCWIT Pacesetters, a fast-track program from the National Center for Women and Information Technology in which universities and corporations commit to increasing their numbers of women in technical fields. Pacesetters organizations work to recruit previously untapped talent pools and retain women who are at risk of leaving, resulting in "net new" women for the computing and IT workforce.

"We're excited to see a growing number of women take interest in our computer science degree programs," Martin said. "It's great for the discipline of computer science as a whole to have participation by a broader range of backgrounds and perspectives. We also see room for growth. Women currently make up 17 percent of our undergraduate program; we would like to see that percentage increase to support the national goal of NCWIT to achieve gender parity in information technology over the next 20 years."

Ken Anderson, associate professor and director of undergraduate studies for the Department of Computer Science, agrees. "Our work as part of Pacesetters has spurred improvements across our entire undergraduate program. These improvements, while designed to attract more participation in computer science by women, result in a higher quality experience for all of our students."

The U.S. Department of Labor estimates that more than 1.4 million computing-related jobs will be available in the U.S. workforce by 2018, yet by current trends American colleges and universities will produce less than one-third of the trained graduates needed to fill these jobs. Increasing the participation of women, who currently represent half the professional workforce but hold only 25 percent of technology jobs, holds the potential to increase both the quantity and quality of U.S. technical talent.

The current cohort of NCWIT Pacesetters organizations includes Apple Inc.; AT&T Corp.; ATLAS Institute; Bank of America; Boehringer Ingelheim Pharmaceuticals Inc.; Cal Poly San Luis Obispo; Carnegie Mellon University; Georgia Institute of Technology; Google Inc.; IBM Corp.; Indiana University; Intel Corp.; Microsoft Corp.; Pfizer Inc.; Qualcomm Inc.; Santa Clara University; University of California, Irvine; University of California, Santa Cruz; University of Colorado Boulder; University of Texas at Austin; University of Virginia; University of Washington; Villanova; and Virginia Tech.

Five questions for Peter deLeon[36]

Peter deLeon

Peter deLeon is a soft-spoken man who is passionate about public policy analytics but whose political activism ended with the Vietnam War protests. A national and international leader in public policy research, he has been a University of Colorado faculty member since 1986. A professor of public policy at the School of Public Affairs at CU Denver, he recently was given the honor of Distinguished Professor.

“I was more flattered than anything else because it’s a distinction voted on you by your peers,” he says. “To be so honored is beyond anything I ever conceptualized. I always thought I was an OK scholar, but I would never have dreamed I affected my field in the ways that a distinguished scholar does. Other people feel to the contrary.”

He worked for the RAND Corporation – a nonprofit institution that helps improve policy and decision-making through research and analysis – and received his Ph.D. at the Frederick S. Pardee RAND Graduate School. For a time, he taught at Columbia University in New York City. When he received an offer to teach in Colorado, he packed his bags.

DeLeon credits his wife Linda – who retired as an associate professor and associate dean of the School of Public Affairs -- for being his muse. He has skied since high school and played tennis on an NCAA championship team. (Some of his college teammates later captured Wimbledon.) He loves anything having to do with good food – cooking, dining or just plain worshiping. “We have eaten pretty much around the world and I have never really suffered from it,” he quips.

1. Your research topics include policy process, which is quite timely now and I assume always has been. Can the United States have a more effective process? Can the people be more involved?

Actually, policy research didn’t really begin seriously until the early 1950s. My success is predicated on the success of policy theories making inroads into the academy and the world of policy practice. The heritage of policy studies is easily coincident with my lifespan.

In a sense, we must recognize that policy in a university setting doesn’t always coincide in a practical setting. At the university, we talk more about policy theory and how theories create problems in perspective. President Obama and the speaker of the House and Senate president are engaged in day-to-day tussles as they articulate and carry out policy that they favor. We can look at them with great disdain because they aren’t doing what we do and we sort of like what we’re doing. There’s a great divide in the policy research community on whether policy research should be engaged in policy actions or whether we should sit in our ivory towers. Some say we should be engaged, but others will tell you that our perspective of the “real” world is limited and therefore of limited insight. Both of those arguments hold a lot of truths.

My dean and I sort of tussle on whether initiatives on the Colorado Constitution are a good idea. He claims that involvement of the Colorado voter has caused more damage to the state than good. He’s not entirely wrong. I would still claim that it’s a cost we should be willing to incur for the luxury of having a democratic system. It’s a confounding issue.

2. This year, we’ve seen unrest in several countries that resulted in the toppling of ruling governments. Is this

a natural evolution? Can democracy gain a foothold in these countries?

It's a hard question. I'm on the record as being a democratic theorist, but late at night, when I'm sitting with Jack Daniel's, Jack and I really worry about this. Let's take Egypt. One of the things that former president Hosni Mubarak did, for his own reasons, was reach a settlement with Israel that was not well thought of in Egypt writ large. With him gone, there are new tensions developing with Israel, so democracy per se is a double-edged sword. We simply don't know enough in that situation as to look with great discernment and clarity as to what might happen. We don't even have to go to Egypt. Look at it in terms of the Republican Party here in the U.S., which is on the horns of a Tea Party dilemma. I would claim that the Tea Party is not a problem in democratic society, since they're only 20 percent of the GOP, but, in many legislative situations, they are a controlling 20 percent.

3. What is your teaching philosophy and what do you hope students take away from your classes?

I want them to appreciate the complexity of the issues. Someone might ask, "What is the confusion about immigration? They settle and do the best they can." But that sort of posture is not well thought out; you must appreciate the nuances out there from both camps. Truth be known, migrant workers help keep the economy from going crazy because they work for depressed wages.

I want to encourage students to recognize that there are many sides to many issues. To talk intelligently about them, you have to appreciate what those sides look like and how they affect one another and to accommodate different views and different postures.

I particularly enjoy working with my students because they introduce me to new concepts I have never thought of before. So I stand to learn more from my students than they do from me. From me, they learn how to structure and analyze, but from them, I learn all sorts of new things.

4. What other research have you done that you are particularly proud of and what was the outcome?

One of my research areas at RAND was to better train U.S. fighter pilots for the Air Force. It was done through analytics looking at the training regimens and the constraints placed on pilots. The idea was to improve both so a pilot could be more skilled. Large amounts of research say that the more time a pilot spends in the cockpit, the better, so some air forces will have pilots spend their entire tour in the cockpit rather than just two or three years. But there are pros and cons to that. I made my arguments to the U.S. Air Force and was successful in changing the training regimen for fighter pilots.

5. Explain the "voluntary environmental program," which is another area of interest for you.

Historically, most regulatory policy has been passed down by the state or federal government, saying, for instance, that you have to reduce the amount of carbon emissions by a certain percentage. The problem with this so-called command and control policy is that it wasn't very effective. Companies would find ways around these control issues and the environment was getting worse in terms of pollution. Somebody came up with idea for a voluntary environmental program, where companies are told they have to get down to a certain level of pollutants or emissions but the "how" of doing that was left to the companies. There was some evidence that this was working.

A colleague from George Washington University and I looked at the ski industry, which had an environmental program that was voluntary. We wrote two papers, and the thrust of both was that the ski resorts that had accepted the voluntary program had worse results than ski areas that chose not to accept it, but the former benefited greater by claiming they were environmentally sensitive. Our argument was that these ski resorts were engaged in what we called green washing. That hit a popular chord, and led to coverage in The Denver Post, The New York Times and National Public Radio.

Cancer Center researchers bolstered by $9.55 million grant for prostate cancer research[38]

Colorado prostate cancer researchers, from left, Scott Lucia, Jeff Kieft and Dan Theodorescu will share a $9.55 M grant with researchers at University of Virginia.

When caught in its early stages, prostate cancer is treatable in most cases. But once it reaches a critical threshold, the disease transforms to become largely resistant to current treatments. The National Cancer Institute (NCI) recently awarded a team of cancer biologists $9.55 million over five years to define the molecular changes that occur as prostate cancer progresses to the therapy-resistant state.

The Program Project Grant (P01), “Signaling and Progression in Prostate Cancer,” brings together a multidisciplinary team of basic scientists and physician scientists at the University of Colorado Cancer Center and the University of Virginia.

“We are excited for the opportunity to bring together researchers at two top universities with the objective of discovering what drives aggressive prostate cancer and translating these findings into treatments that improve the survival in patients with advanced disease,” says **Dan Theodorescu**, M.D., Ph.D., director of the University of Colorado’s Cancer Center and **Paul Bunn**, professor of surgery and pharmacology at the CU School of Medicine, co-principal investigator on this study.

“These changes include alterations in how the cancer cells respond to signals and what genes are expressed,” says Bryce M. Paschal, Ph.D., professor of biochemistry and molecular genetics and member of the Center for Cell Signaling at the University of Virginia School of Medicine. “Understanding these changes is expected to reveal new drug targets and provide a knowledge base for improving prostate cancer therapies.”

Specifically, Theodorescu, Paschal and collaborators will explore how cell growth, adaptation to limited nutrients and cell motility contribute to the disease’s progression to its therapy-resistant form.

“We’re essentially trying to determine which pathways are altered with disease progression,” Paschal says.

To discover these altered pathways, the Program Project Grant will use a number of cutting-edge technologies, including molecular imaging, ultra-high throughput DNA sequencing, and the development of new transgenic animal models designed to mimic the changes that occur in human prostate cancer.

The three projects in the P01 program include determining how hypoxic signals alter gene expression (Theodorescu), creating new transgenic mouse models to determine how kinases cooperate to drive tumorigenesis (Paschal) and examining how micro RNAs regulate cell proliferation and prostate cancer progression (Dutta).

Members at the University of Colorado Cancer Center also include **Scott Lucia**, M.D., professor of pathology, and **Jeffry Kieft**, Ph.D., associate professor of biochemistry and molecular genetics.

University of Virginia team members also include Anindya Dutta, M.D., Ph.D., professor and chair of the Department of Biochemistry and Molecular Genetics; Henry Frierson, M.D., professor of pathology; Mark Conway, Ph.D., professor of biostatistics; David Wotton, Ph.D., associate professor of biochemistry and molecular genetics; and Dan Gioeli, Ph.D., assistant professor of microbiology, immunology, and cancer biology.

[CU attorney a finalist for Supreme Court justice][40]

Patrick O’Rourke, chief litigation attorney for the University of Colorado, is one of three finalists for a justice seat on the Colorado Supreme Court.

The Supreme Court Nominating Commission recently provided Gov. John Hickenlooper with the names of finalists

O'Rourke, of Highlands Ranch; Brian Boatright, Arvada; and Frederick Martinez, Castle Pines. The governor has until Friday, Oct. 28, to appoint one of the nominees as a justice, filling a vacancy left by Alex J. Martinez, who retired.

O'Rourke has been at CU for more than six years; he previously spent 10 years in private practice. While at the university, he has served as lead counsel in cases involving Ward Churchill and the Students for Concealed Carry. He has taught courses in the School of Law and School of Public Health.

Tebow cleats score $2,025 for cancer research[41]

A day after Tim Tebow orchestrated a dramatic comeback to lead the Denver Broncos to a win over the Miami Dolphins, a pair of his signed, pink cleats were auctioned off to help produce a victory over breast cancer through research at the University of Colorado Cancer Center.

The eBay auction ended Monday morning, Oct. 24, with a closing bid of $2,025. The Tim Tebow Foundation, in partnership with XV Enterprises, sold the cleats worn by Tebow during the Oct. 3 Broncos-Tennessee Titans game. The winner also will receive an autographed photo of Tebow wearing the cleats.

The CU Cancer Center has the largest breast cancer research program in the Rocky Mountain region. The center is known for research that includes how hormones drive breast cancer, identifying genes that cause breast cancer to invade and spread, and the association of breast cancer and pregnancy. The center's women's cancers group holds $7.2 million in research funding today.

Dropping names … [42]

Bowman

Kingdom

von Dassanowsky

Handelsman

Christopher N. Bowman, professor and Patten Endowed Chair in the Department of Chemical and Biological Engineering at the University of Colorado Boulder, was presented with the Professional Progress Award for Outstanding Progress in Chemical Engineering during the annual meeting of the American Institute of Chemical Engineers (AIChE) on Oct. 17 in Minneapolis. Awards were presented to 14 leaders and innovators in chemical engineering. Bowman's research focuses on the investigation of the formation, structure and properties of cross-linked polymeric materials. … **Todd Kingdom**, M.D., professor of otolaryngology at the University of Colorado School of Medicine, has been named president-elect of the American Rhinologic Society after serving three years on the board of directors for the world's largest rhinology society. … **Robert von Dassanowsky**, professor in the Department of Languages and Cultures and Department of Visual and Performing Arts at the University of Colorado Colorado Springs, recently co-edited "The Nameable and the Unnameable: Hofmannsthal's 'Der Schwierige' Revisited," published by Iudicium, Munich. The collection presents an interdisciplinary re-evaluation of Austrian author Hugo von

Hofmannsthal's key existentialist play on the effect of World War I on a group of aristocrats as well as the author's contribution to literary modernity. Other editors included Martin Liebscher, University of London; and Christophe Fricker, Duke University. … **Mitch Handelsman**, professor in the Department of Psychology at the University of Colorado Denver, co-authored an article, "Nonrational processes in ethical decision making," in the October 2011 issue of The American Psychologist, the flagship journal of the American Psychological Association (APA). He also is an associate editor of the recently released APA Handbook of Ethics in Psychology.

Vitamin E, prostate cancer connection raises dosage questions[47]

[48]
Yearly physicals and vitamin supplements aren't top priorities for most men.

In fact, for many men, PSA stands for "patient-stimulated anxiety" not prostate-specific antigen, a common prostate cancer screening test conducted during yearly physicals, jokes E. David Crawford, M.D.[49], investigator at the University of Colorado Cancer Center[50]. Yet, last week's news about vitamin E safety and PSA legitimacy left many men searching for the truth.

The SELECT trial found that men who took a high daily dose of vitamin E had a 17 percent greater risk of developing prostate cancer.

Results from the National Cancer Institute's Selenium and Vitamin E Cancer Prevention Trial (SELECT)[51] found that men who took a high daily dose of vitamin E had a 17 percent greater risk of developing prostate cancer.

"We now know there can be hazards from nutritional supplement use, so in future studies we should be more cautious about testing super-nutritional dose levels," says Tim Byers, M.D., MPH, associate director for prevention and control at the CU Cancer Center and associate dean for public health practice at the Colorado School of Public Health[52]. "If a little is good, a lot might be worse, not better."

Started in 2001, the SELECT trial was developed to test whether antioxidant vitamins could reduce the risk of developing prostate cancer. More than 35,000 men age 50 and older were divided into four groups, and each are assigned a different supplement combination: vitamin E, selenium, both vitamin E and selenium, or a placebo pill.

Prior to the trial, previous studies indicated that vitamin E and selenium may protect against prostate cancer, but in 2008, SELECT participants were told to stop taking the supplements because researchers found they were not doing any good.

"At the time, studies needed to be done to see if selenium and vitamin E could impact prostate cancer, however, we've found it can't be proven," says Crawford, who also is a urologist at the University of Colorado Hospital[53]. "(The SELECT trial) was a bust. It showed no effect on prostate cancer."

There may not be a prostate cancer prevention method for some time, at least in the form of daily vitamin supplements. Byers' best advice: Get your vitamins from foods, not supplements.

"This new evidence pointing to adverse effects for prostate cancer would lead me towards recommending that men do not take vitamin E supplements for disease prevention," he says.

[54]

PSA testing dilemma

Screening for cancer is supposed to catch cancers early, ultimately saving more lives; but in the case of prostate cancer screening, many experts believe PSA screenings do more harm than good.

In early October, the U.S. Preventive Services Task Force[55] downgraded its previous recommendation on prostate cancer screening for younger men, saying routine PSA tests for healthy men are not needed and do not save lives. Debates between doctors, insurance companies and policy makers are anticipated to continue, leaving patients without definitive answers.

New U.S. Preventive Services Task Force draft PSA recommendations are creating controversy in the medical world.

“While we’ve found more prostate cancer with screening, we couldn’t show that people are living longer as a result,” Crawford says. “We need to remember 28,000 men still die from prostate cancer every year, and we need to do something.”

Many physicians are stuck in a dilemma and wish there were a better way to diagnose and catch the most aggressive prostate cancers. The PSA does not distinguish between aggressive cancers and slow-growing ones, yet more accurate screening tools have not been released.

“Researchers are working diligently to develop new screening tools and markers for prostate cancer that we hope will better define the risk and aggressiveness of the disease,” Crawford says. “Until science has caught up with the tremendous need in prostate cancer, we can only make the best use of the tools and information we have available to us.”

As a father of three sons, Crawford still believes men should get a baseline PSA at 35. Then based on the results, they should develop a future testing plan that meets their needs.

“The PSA provides valuable information to them,” he says, “but it is in no way a diagnosis of the disease.”

Yet the question people want answered involves over-diagnosis and over-treatment. Are physicians doing more harm than good by screening?

While Crawford says over-treatment and over-diagnosis are true, “Most men don’t want to sit on their cancer. They want to do something.”

There’s a delicate balance between observing the cancer over time and performing surgeries right away. Instead of being treated immediately, men diagnosed with prostate cancer are now being observed and biopsied periodically to see if the cancer is worsening.

“A lot of people can be watched,” Crawford says. “The problem is the pathologist may have missed something in the biopsy and we need to watch this person.”

It’s the old Whitmore dilemma posed by Dr. Willet Whitmore, the father of urologic oncology: “For a patient with prostate cancer, if treatment for a cure is necessary, is it possible? If possible, is it necessary?”

“Patients should never undergo a treatment for prostate cancer because of the inherent fear of the word ‘cancer,’” Crawford says. “Rather, men should take the time to gather as much information as possible about their disease and develop an appropriate treatment plan that they understand and are comfortable with.”

When it comes to PSA screenings, the saga is about to become more intense. From now until Nov. 8, the U.S. Preventive Task Force is seeking public input on its proposed recommendations[56] regarding PSA testing.

Will physicians welcome the screening recommendations with open arms or will it be business as usual? Time will tell.

PBS set to move office on Friday[57]

As part of the continuing efforts to consolidate University of Colorado system administrative services, Payroll & Benefit Services (PBS) will be moving to 1800 Grant St., Suite 400, Denver, on Friday, Oct. 28.

PBS will be closed for business beginning 5 p.m. today until the morning of Monday, Oct. 31.

While efforts will be made to be fully operational in the new offices by 10 a.m. Oct. 31, certain technical aspects of the move might affect PBS' ability to do so. Key system users and employees will be updated via e-mail and the PBS website[58] that day.

The new main contact information, effective Oct. 31:
Main Phone – 303-860-4200 Toll-free – 1-855-216-7740 Fax – 303-860-4299 E-mail – pbs@cu.edu[59] Campus Box – 400 UCA (for interoffice mail)
PBS will maintain a Boulder campus outreach office for International Tax and Benefits counseling appointments at the ARCE building, 3100 Marine St., third floor.

The move will not immediately affect outreach services on other campuses; PBS is exploring other ways of serving customers on each campus. For more information about scheduling an appointment at an outreach office, go to www.cu.edu/pbs[60] or call the main number.

For questions or concerns, contact Mark Gelband, mark.gelband@cu.edu[61].

Links
[1] https://connections.cu.edu/stories/obama-student-borrowers-%E2%80%98i%E2%80%99ve-been-your-shoes%E2%80%99[2] https://connections.cu.edu/wp-content/uploads/2011/10/obama-bn3.jpg[3] https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/photo-gallery-icon_sm1.png[4] https://connections.cu.edu/president-barack-obama-visits-the-university-of-colorado-denver[5] http://www.whitehouse.gov/blog/2011/10/26/we-cant-wait-help-americas-graduates[6] http://www.consumerfinance.gov/students/knowbeforeyouowe/[7] http://www.ucdenver.edu/about/newsroom/newsreleases/Pages/Student-introduces-Obama.aspx[8] https://connections.cu.edu/stories/staff-council-wellness-program-could-be-more-inclusive[9] https://connections.cu.edu/people/limerick-honored-high-desert-museum-%C2%A0-%C2%A0-%C2%A0

http://www.ucdenver.edu/about/newsroom/newsreleases/Documents/PDF/DC_FallForum_10182011.pdf[20] http://www.ucdenver.edu/about/WhoWeAre/Chancellor/ViceChancellors/Provost/Accreditation/AboutAccreditation/Overview/Pages/default.aspx[21]
https://www.cu.edu/content/sixuniversitycoloradofacultymembersreceivedistinguishedprofessordesignation[22]
https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/ucd2.jpg[23] http://www.ucdenver.edu/about/newsroom/newsreleases/Pages/Mayor-Hancock-launches-Denver-Education-Compact.aspx[24]
http://www.ucdenver.edu/admissions/bachelors/freshman/admission-promise/Pages/admission-promise.aspx[25]
http://www.ucdenver.edu/about/newsroom/newsreleases/Documents/PDF/AMC_FallForum_10172011.pdf[26]
http://www.ucdenver.edu/faculty_staff/stories-events/ourstories/Pages/Commerce-Secretary-Blank-at-AMC.aspx[27]
https://connections.cu.edu/stories/campus-community-brainstorms-strategic-planning-forum[28]
https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/uccs-forum.jpg[29]
http://communique.uccs.edu/?p=4383[30] https://connections.cu.edu/stories/anschutz-medical-campus-next-town-hall-schedule[31] https://connections.cu.edu/stories/spacevision-conference-features-bill-nye-industry-leaders[32]
https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/dyk_space-nye1.jpg[33]
http://www.spacevision2011.com/[34] https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/dyk_spacevision-poster.jpg[35] https://connections.cu.edu/stories/new-programs-aimed-boosting-women-tech-workforce[36] https://connections.cu.edu/stories/five-questions-peter-deleon[37]
https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/5qs-deleon.jpg[38]
https://connections.cu.edu/people/cancer-center-researchers-bolstered-955-million-grant-prostate-cancer-research[39]
https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/people_ccc-grant.jpg[40]
https://connections.cu.edu/people/cu-attorney-finalist-supreme-court-justice[41]
https://connections.cu.edu/stories/tebow-cleats-score-2025-cancer-research[42]
https://connections.cu.edu/people/dropping-names-121[43] https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/peopledn_bowman.jpg[44] https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/peopledn_kingdom.jpg[45] https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/peopledn_vondassanowsky.jpg[46] https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/peopledn_handelsman.jpg[47] https://connections.cu.edu/stories/vitamin-e-prostate-cancer-connection-raises-dosage-questions[48] https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/amc1-vitamin-e.jpg[49] http://www.edavidcrawford.com/drupal/[50]
http://coloradocancercenter.org/[51] http://www.cancer.gov/clinicaltrials/noteworthy-trials/select/Page1[52]
http://publichealth.ucdenver.edu/[53] http://www.uch.edu/[54] https://connections.cu.edu/sites/default/files/wp-content/uploads/2011/10/amc2-vitamin-e.jpg[55] http://www.uspreventiveservicestaskforce.org/uspstf/uspsprca.htm[56]
http://www.uspreventiveservicestaskforce.org/draftrec3.htm[57] https://connections.cu.edu/stories/pbs-set-move-office-friday[58] https://www.cu.edu/pbs/[59] mailto:pbs@cu.edu[60] http://www.cu.edu/pbs[61] mailto:mark.gelband@cu.edu