Inclusiveness stressed at 'homegrown' Diversity Summit[1]

[2]

Associate Vice Chancellor Brenda J. Allen, CU Denver (Photo: Medhat A. Ahmed)

Touted as a “homemade, homegrown event” by CU Denver Associate Vice Chancellor Brenda J. Allen, the University of Colorado Diversity Summit drew more than 500 faculty and staff for a daylong program of workshops and presentations.

The Oct. 24 gathering at the DoubleTree by Hilton Hotel Denver spotlighted a theme of “Developing Our Capacities as Inclusive Campuses.”

The leaders of more than 20 workshops and presenters of the plenary all were part of the CU community.

“This is a homemade, homegrown event – from the program design to the badges and bags, you name it,” Allen told the audience. “We were able to do this because we collaborated with one another.”

[4]
The day opened with remarks from CU Denver Chancellor Jerry Wartgow, who spoke of CU President Bruce Benson’s longtime commitment to diversity and inclusion (Benson was unable to attend the summit due to illness), and Regent Irene Griego, who talked about her experiences working in K-12 education in the state. She challenged educators at the event to strive to look at life through different perspectives.

“Every single day, I learn more about the importance of diversity, of being collaborative, of being inclusive, of being able to view and understand from multiple perspectives,” Griego said. “That’s what diversity is about.”

Allen joined Dayna Bowen Matthew of CU Anschutz and CU-Boulder for the plenary presentation on “Ripple Effects of Micro-Messages,” which delved into how unconscious bias creeps into everyday interactions and has far-reaching effects.

“We may have expressed preferences to be egalitarian, progressive and fair, but data shows us that your unconscious biases will more powerfully inform your judgments, conduct and behavior,” Matthew said. An Ohio State University video[5] shown to the audience presented facts and figures from research on unconscious bias, especially in hiring inequities.

Paul Chinowsky, left, Joanne Addison, Michele Companion, David Port and Laura Borgelt. (Photo: Medhat A. Ahmed)

“Unconscious bias is not racism – racism is a preference that is explicit, that is expressed, that is supported by history and institutional structures,” Matthew said. “We are talking about unconscious biases, which we all have.”

Those biases can affect any number of small decisions made in the workplace and classroom: Whose calls get returned? Whose emails are answered first or last? Which students do or don’t get called on? Who do you invite to lunch?

“Remember, we all have biases,” Allen said. “It’s important to monitor yourself for TUI – thinking under the influence of unconscious biases. … We need to agree to air concerns about potential bias and engage in open dialogue.”

Open dialogue was readily available at the morning and afternoon workshops. In one of the early sessions, Laura Borgelt, chair of the Faculty Council, and the Faculty Assembly chairs from each of the campuses – Joanne Addison (CU Denver), Paul Chinowsky (CU-Boulder), Michele Companion (UCCS) and David Port (CU Anschutz) – delved into the role of shared governance in a more inclusive university.

“Through shared governance, we influence decision-making,” Borgelt said. “That can be done very positively and constructively.”

Chinowsky said faculty and staff governance groups have influence that can improve retention efforts relating to diverse faculty, staff and students. “That’s what I see as key – we can create the climate that makes people feel like they want to stay,” he said.

During the afternoon slate of workshops, Allen took on the topic of privilege, and challenged the audience to think of ways that their individual privilege might be used for good, specifically for social justice.

The concept of privilege, she stressed, is complex, and too often is simplified. She talked about her being left-handed, and inspired discussion from other lefties in the audience. They discussed small but influential struggles that will never be faced by the right-handed population, such as grappling with scissors and maneuvering in school desks manufactured for those who favor the opposite hand.

“When you’re privileged, you’re oblivious to other people’s realities,” Allen said. “You need to think about the things you don’t need to think about.”

The summit was sponsored by the Office of the President, the Office of Diversity and Inclusion at CU Denver and CU Anschutz, and the College of Liberal Arts and Sciences Council on Diversity and Inclusion at CU Denver.

- Photos courtesy of Medhat A. Ahmed

High-schooler makes meaningful contributions to Alzheimer’s disease research[7]

Huntington Potter and Anna Newman (Photo: Michele McKinney/University of Colorado)

When Anna Newman was a young child, her grandmother taught her how to identify day lilies by their Latin names. When Anna was 9, her grandmother was diagnosed with Alzheimer’s disease. By the time Anna was 16, there were no more botany lessons from her grandmother.

Desperate to find care options for her grandmother, Anna emailed Huntington Potter[9], Ph.D., professor of neurology at the CU School of Medicine[10]. The nationally renowned Alzheimer’s disease and Down syndrome researcher did more than just reply.

Giving it all back

Potter helped Anna find a summer position in a research lab at CU Denver and, a year later, a research assistantship in his own lab at the CU Anschutz Medical Campus. The Kent Denver School student spent the summer before her high school senior year studying Alzheimer’s — the disease that affects 5 million patients in the U.S., the disease that has changed her grandmother forever.

Anna was paid a stipend for her summer of work. She gave it all back to Potter’s lab for more Alzheimer’s research.

“I felt so lucky for getting the opportunity,” Anna says. “I knew the best thing I could do was give the money back to the lab for research.”

Fighting funding issues

Potter, who directs Alzheimer's disease research at CU Anschutz, has distinguished himself in the scientific world for his role in discovering a mechanistic link between Alzheimer's disease and Down syndrome[11]— and his commitment to developing new treatments for both.

With nearly 30 years of experience in the field, Potter has big plans for Alzheimer's research and care at CU Anschutz, including creating a comprehensive, nationally recognized Alzheimer's Disease Research and Clinical Care Center to serve Colorado and surrounding states. He also is planning a comprehensive human clinical trial for a treatment called Leukine, which had good results in mice trials and initial human trials. The price tag for the upcoming trial: $4 million.

Many medical researchers survive on funding from the National Institutes of Health (NIH), which has experienced a 20 percent budget decrease in the last decade, according to a September 2014 story on National Public Radio[12].

"I've been shocked to find that some of the most talented researchers in the field are distracted from their work with fundraising demands," Anna told the audience at a recent CU Advocates[13] luncheon highlighting Potter's work. "I'm really hopeful that the small things I'm doing will help. I know Dr. Potter appreciates every little bit of help."

Hoping for a breakthrough

The things Anna does for Alzheimer's research and awareness are hardly small.

She served as an intern for the Walk to End Alzheimer's. As a high-school independent study project, she developed the Memory Box Project[14], which educates middle-school students about the disease. The project also incorporated a fundraising component that raised more than $3,000 for Alzheimer's research at CU Anschutz[15]. Anna shared her work at the 2014 Alzheimer's Association International Conference in Copenhagen.

All this from someone who only recently got her driver's license.

"I didn't know how I could help until I met Dr. Potter," Anna says. "My parents and I are hoping for a breakthrough … for my grandmother."
Join Anna in supporting Potter's groundbreaking Alzheimer's disease research[16]

Russell is President's Employee of the Year[17]

President Benson, Employee of the Year Erin Russell and Nancy Sicalides-Tucker, chair of System Staff Council. (Photo: Cathy Beuten/University of Colorado)

Erin Russell,Employee Learning and Development[19] program manager in Employee Services, is winner of the President's Employee of the Year Award. The honor, which includes a $1,000 award, was celebrated Tuesday at a reception at 1800 Grant St.

System Staff Council hosted the event, which also recognized other nominees for the annual honor and acknowledged milestone years of service reached by other CU system employees.

In multiple nomination letters, Russell's colleagues commended her:
"In addition to always being professional, Erin finds creative ways to communicate beyond email." "Erin is the rock that allows me to successfully manage the growing opportunities that come our way. She anticipates what I need to get our work accomplished and proactively supports the team." "Erin is the collaborative worker you want on your project

team."
System Staff Council also announced two other nominees for the President's Employee of the Year Award:

John Gargaro, CU Health Plan Administration– "John's uncanny, insightful, and intuitive talents have earned him complete trust by his coworkers and all who interact with him. What puts John above the rest is his sincere willingness to do what it takes to help our staff, team and the department be successful."

Michele McKinney, University Relations – "Michele is a team player who works with a variety of people inside and outside the organization to get things done. She excels at follow-through, turning ideas into reality and opportunities into assets."
[20]

(See more photos on Facebook.)[20]

Employees recognized for their years of service to CU:

25 years:
Maria Buerman
20 years:
Scott Dunn Alexis Kelly Cheryl Kisling Terry Pew Dean Rossi
15 years:
Yuki Busch Debbie Chapman Jim Dillon Carolyn Donadio Betty Heimansohn Tanya Kelly-Bowry Lan Nguyen Karen O'Dell Phyllis Oldham Normandy Roden Mark Stanker Keller Young
10 years:
Cordelia Angel Brad Baker Christine Bauder Cathy Beuten Travis Chillemi Alicia Dandeneau Molly Doyle Karyn Hardy Heather Hoyer Kathy Liljenberg Jan Lund Mary Martin Carolyn Proctor Demetria Ross David Sprenger Gena Trujillo Jenny Willits Ken Witt Kendra Zafiratos
Five years:
Peter Bowers Elizabeth Bradford Frances Chapman Rosemary Contreras Ricky Espinoza Jane King Patrick Kramer Jacob Malson Wendy Meyer Shaniece Owens Pravija Prabhakaran Chris Rose Erin Russell Todd Saliman Paul Tabor Kris Truesdale Duane Tucker Lisa Vallad Maggie Wilensky

EdTrex commercializing CU, UCAR curriculum management platform[21]

EdTrex LLC[22], the University of Colorado and the University Corporation for Atmospheric Research (UCAR) today announced an exclusive option agreement allowing EdTrex to continue developing a software platform enabling on-demand creation of customizable curricula using curated open education resources. The company is actively engaged in extending its technology to address additional opportunities in classroom learning and front-line administration.

The software platform, named E-Hub, is the result of four years of research headed by Tamara Sumner[23], Ph.D., an associate professor of cognitive science and computer science at CU's Boulder campus. Sumner co-directs Digital Learning Sciences[24], a joint research and development center between CU-Boulder and UCAR. Through research funded by the National Science Foundation (and incorporating input from Colorado and out-of-state school district teachers and administrators), the research group developed a teacher-centric, cloud-based system allowing educators to create customized curricula using curated resources from open education databases and publisher-provided materials. E-Hub is especially focused on content and curricula for STEM subjects (science, technology, engineering and math).

In the six school districts where the E-Hub platform has been deployed so far (involving nearly 100 schools and 400 teachers), 90% of teachers said they would recommend the platform to other educators. In one study, student outcomes improved up to 35% based on standard test scores.

"For the first time, teachers can respond immediately and effectively to adaptions of instructional content that best suit

the individual needs of each of their students," said EdTrex CEO John Stearns. "We know all students learn differently. Now teachers can address those differences on the spot and achieve extraordinary learning outcomes."

"Empowering teachers to customize curricula is particularly critical for today's diverse learners," added Sumner. "A study conducted by researchers from Utah State University1 found that students of teachers who took advantage of the rich features in the E-Hub platform showed significantly higher learning gains. In addition, these teachers' use of E-Hub tended to benefit student populations that had a larger portion of low socio-economic status students."

Mary Marlino, director of Digital Learning Services at UCAR, said, "We are especially excited about the transfer of this technology into classroom settings. This is a very satisfying culmination of a dozen years of working very closely with the CU team in developing services to support open education resources in the classroom."

Beyond curriculum design, EdTrex plans to develop the software platform to support next-generation classroom and instructional management requirements. Following the advent of Common Core and other emerging standards, EdTrex is collaborating with Denver Public Schools to engage teachers and administrators in the development of a software tool to help manage Student Learning Objectives in the classroom and throughout the district. A beta version of this tool could be deployed as early as the 2015-16 academic year.

"We're excited about the potential of EdTrex and the E-Hub software platform to transform the classroom," said CU Tech Transfer's Molly Markley. "EdTrex is well positioned for success with the group's extensive expertise in digital content management and user-centered design, and John's 10+ years of leading a successful e-learning software company. Additionally, the research group's ongoing partnership with Denver Public Schools means educators will continue to play an integral role in developing a system teachers will actually use."

When hearing aid users listen to music, less is more, says CU-Boulder study[25]

The type of sound processing that modern hearings aids provide to make speech more understandable for wearers may also make music enjoyment more difficult, according to a new study by the University of Colorado Boulder.

The findings, published in the journal Ear and Hearing, suggest that less sophisticated hearing aids might actually be more compatible with listening to music, especially recorded music that has itself been processed to change the way it sounds.

"Hearing aids have gotten very advanced at processing sounds to make speech more understandable," said Naomi Croghan, who led the study as a doctoral student at CU-Boulder and who now works at Cochlear Americas in Centennial. "But music is a different animal and hasn't always been part of the hearing aid design process."

A frequent complaint among people who use hearing aids is that music can sound distorted, said Croghan, and it's common for people to remove their hearing aids to listen to music.

Modern hearing aids use processing called "wide dynamic range compression," which leaves loud sounds untouched but amplifies softer sounds. This kind of processing is useful for helping people with hearing loss follow a conversation, but it can distort music, which often covers a wider range of volumes than speech.

Adding to the distortion is the fact that recorded music commonly undergoes its own processing, known as "compression limiting," which squeezes louder and softer sounds together into a narrower range, increasing the perceived volume. Too much compression limiting can affect the quality of music even for people with normal hearing, Croghan said, but it compounds the problem for hearing aid users.

"The recorded music is processed through multiple layers by the time the person with hearing loss actually hears it,"

Croghan said.

The research team—which also included Professor Kathryn Arehart and Scholar in Residence James Kates, both in CU-Boulder's Department of Speech, Language and Hearing Sciences—asked 18 experienced hearing aid users to listen to classical and rock music samples that ranged from being unprocessed to highly processed. The participants also used simulated hearing aids set at a variety of processing levels.

Regardless of which music sample the participants listened to, they generally preferred using the hearing aids with the simplest additional processing—essentially devices that just boost the volume. The participants also tended to prefer less processed music to more processed music. However, the level of processing of the music itself wasn't as important as the type of hearing aid used for listener enjoyment.

"What's interesting about this is that more is not necessarily better," Arehart said. "If I am in a noisy restaurant and I want to hear the people at my table, then more processing may be better in order to suppress the background noise. But when listening to music, more processing may actually do more harm than good."

Despite general agreement among study participants that less processing in the hearing aid was better for listening to music, individual preferences varied from person to person.

"When it comes to hearing, like a lot of things, the average result does not fit everyone," Croghan said.

The study was funded by a grant from hearing aid manufacturer GN ReSound.

Innovative CAP dual degree program lets students see world through landscape lens[26]

[27]
When Lisa Sabella enrolled in the graduate landscape architecture program at CU Denver[28], she never imagined being able to keep her academic and career goals on track—even enhanced—while enjoying a profound Chinese adventure.

She got excited when, in her first year in the College of Architecture and Planning[29] (CAP), a new dual degree program was announced with Tongji University[30] in Shanghai. "Moving to China for a year is not for everybody," Sabella said, "but there were a lot of people interested and we just saw it as an amazing opportunity."

Sabella applied for the program, which requires a year at Tongji and completing a master's thesis, but was apprehensive about her chances. Her undergraduate degree was in English and she noticed that fellow students generally had more landscape coursework in their academic portfolio.

"The day Ann Komara[31] (associate professor and chair, Department of Landscape Architecture[32]) told me I was accepted my jaw hit the floor," Sabella said. "It wasn't the kind of thing I was going to turn down."

So, along with her husband, whose local employer allowed him to work abroad for a year, they packed their bags and left in early 2013 for Shanghai, China's largest city at 23 million inhabitants.

Now Sabella, who graduated in August, is the first CU Denver student to complete the dual degree Master of Landscape Architecture program. The other CU Denver student, Kyle Hopkins, wrapped up his thesis and also graduated in August as the second recipient.

Komara said the program got started when Tongji University, one of China's top architecture schools, approached CU Denver to launch a dual degree in landscape architecture. Various faculty ties between the two universities led to the formation, and it took a few years of discussion to hammer out the curriculum and student exchange details. The memorandum of understanding (MOU) was signed in June 2012.

"We were the first program in the United States to have a dual degree for a Master of Landscape Architecture[32] with China," Komara said. "It's a signature program[33]."

The program is set up in a staggered exchange sequence so that the students meet and overlap at their respective host institution. Tongji sends students one semester, followed by the arrival in China of the CU Denver cohort in the next term. Over the summer three Chinese students returned to Tongji where they will complete a thesis, and currently one CU Denver student is in Shanghai; she will return this spring and launch into her thesis, Komara said. She noted that a thesis is optional for the Master of Landscape Architecture degree, but it's required for students in the dual-degree program.

The trio of Chinese students were exceptional, Komara said. "They were curious, talented and eager to figure out what they could get out of the experience here and take it home."

'Gave me confidence'

Lisa Sabella, a CU Denver graduate student in the College of Architecture and Planning, sits with a Chinese man in one of the Shanghai parks in which Sabella conducted research for her thesis.

The same can be said for the first cadre of CU Denver students in China. The year in Shanghai flew by for Sabella. She got so much attention from the Chinese—her red hair helping her stand out—that she felt like a celebrity.

"I felt like I was this little oddity in everything I did, but it was incredible and I wouldn't trade it back," Sabella said. "It was challenging, but totally worth it."

The cultural differences seeped into everything, including academics. Unlike CU Denver's collaborative environment where students work together in the studio classes, landscape architecture students at Tongji tended to work independently. "At CU Denver your education is about studio work and design experiences, but in Tongji the main focus is your thesis," Sabella said.

She was strongly encouraged to study human comfort in landscape microclimates by her Chinese advisor. It turned out to be a topic Sabella enjoyed examining. "I became invested in it even though it was kind of a suggested topic," she said. "It gave me confidence to design a research project of this scale and to trust my instincts."

Her research involved gathering weather data in three Shanghai parks while also surveying park users about what they would like to see changed, for comfort sake, in the parks. Even though she had a language barrier, it was surprisingly easy to get the Chinese to participate. "People were excited because they were hoping that I would help improve the parks," she said. "Parks are really important to people in Shanghai, especially to older people. It's where they go to socialize."

The research also helped her grow as a landscape designer, Sabella said. After a while, she began to understand how to critique each place—to feel the life of the park.

"It was an incredible life experience and an unmatched cultural experience," Sabella said. "Chinese culture is so completely different from everything I've ever known growing up as an American."

She feels the international experience will give her an edge in the competitive job market. She already has been working through some interviews in the Denver area.

'Citizen of the world'

Komara said the program, which awards students diplomas from both institutions, was designed to run on a three-year cycle. The first cycle will end after spring semester, and the faculty are in a period of curriculum fine-tuning "to work out the kinks." CAP sent a faculty member, Lois Brink, to Tongji to serve as a visiting faculty member for a month in June 2013. Komara anticipates inviting Tongji representatives here to be visiting faculty as well.

Typically, the CU Denver students, including Sabella, receive substantive internal department scholarship support for their year in China, for which they pay in-state tuition based on the program's MOU.

The experience is invaluable.

"It's about relationships," Komara said. "Also, it's exposure to becoming a citizen of the world and using landscape architecture as the lens."

Health Fair offers learning opportunity[35]

Chair massages will be offered at this year's Health Fair.

The 2014 UCCS Health Fair, scheduled for 11 a.m. to 1:30 p.m. Oct. 30 at Berger Hall, has many of the benefits of visiting a primary care provider with a couple of notable exceptions, according to Stephanie Hanenberg, director, Student Health Center.

"There are no appointments, no co-pays, and no exams," Hanenberg said. "We only kept the good stuff."

The Health Fair will bring more than 45 health professionals to campus and will deliver everything from free flu shots for holders of university health plans to consultations for all about weight, diet, blood pressure, cholesterol and blood sugar levels, smoking cessation, exercise or stress reduction. Free massages are planned, too, further separating the fair from a traditional primary care visit.

It's all designed to help faculty, staff and students understand they have choices and can improve the way they feel, often with a few relatively simple steps.

"Everyone feels like they are the only one facing a health challenge," Hanenberg said. "That's simply not the case. There's power in information."

For more information, contact Hanenberg, shanenbe@uccs.edu[37].

In State of Campus address, Marks envisions 'elite tier' status[38]

Lilly Marks, CU's vice president for health affairs and executive vice chancellor for the Anschutz Medical Campus, chats with Frederick Grover, M.D., left, as Scott Arthur, vice chancellor for advancement of the CU Anschutz Medical Campus, looks on. (Photo: Matt Kaskavitch)

Lilly Marks[40], vice president for health affairs at the University of Colorado and vice chancellor of CU Anschutz[41], challenged campus leaders to aim even higher as an academic health center known for its quality, scope and impact of its teaching, research and clinical programs.

"By any measure we are ranked in the top 20 to 25 programs in the country in each of our mission areas, but in truth I don't believe we are in our future yet. We are on the threshold," Marks said in her State of the Campus[42] address. "Our time is now, and this will require discipline, vision and the relentless pursuit of excellence. That requires top talent and top leadership."

The campus is at an inflection point, she said. "I believe that we are in a position where we can and should set the goal of moving from the top tier to the elite tier of academic medical centers."

About 150 people attended Marks' presentation in the Hensel-Phelps Auditorium at CU Anschutz on Monday afternoon. CU Anschutz Chancellor Don Elliman[43] joined her in the hourlong presentation, introducing Marks as a visionary leader who has guided the campus to the top tier in academics, research and clinical care. "I think everyone in this room is well aware of the enormous contributions Lilly has made and continues to make to this campus," he said. "She's going to continue to be a partner for me and for all of you in the days ahead even if she does reduce slightly her days of effort."

Last month, CU President Bruce Benson announced[44] that he had discussed with Marks her decision to transition into a role that allows her to remain involved in the strategic direction of CU Anschutz. Marks will remain in her dual role of executive vice chancellor of the CU Anschutz Medical Campus and vice president for health affairs until Jan. 1. After that, she will continue as vice president for health affairs with a focus on the broad issues facing the campus in the changing health care environment.

Marks told the audience that she has three new grandsons, all born within the last year, and that "I love what I do, but I'd like to do a little less of it. A mere 40 hours a week would actually feel like a vacation," she said.

'Extraordinary progress'

[45]
Marks began her presentation by painting the financial picture—specifically the key revenue drivers at CU Anschutz. While the campus is slated to receive $70 million in state funding for fiscal 2015—a 7 percent increase over last year—most of the revenue continues to be clinical care ($642 million in fiscal 2014) and research awards ($423 million).

CU Anschutz continues to thrive in its key missions of research, education, clinical care and community outreach. Despite a turbulent funding environment—including automatic federal budget cuts and last year's federal government shutdown—CU Anschutz received an increase of 4.6 percent ($11 million) in federal research awards. During 2014, total research awards increased 8.5 percent and industry awards climbed 17 percent. Over the last two years, more than 65 grants of over $1 million each were awarded to CU Anschutz faculty.

In the past year, Marks said, the campus generated 97 invention disclosures, 150 filings of U.S. patent applications, 27 patents, 20 licenses and options and 10 startup companies.

"This is extraordinary in terms of a single year's progress, but we believe there is much more opportunity to be mined," Marks said. "While the key driver of success is the work of our faculty, it's really incumbent on our administration to make sure our research infrastructure is capable of supporting and enhancing our research efforts, and we haven't done as good a job at that as we should and you deserve."

To improve, she said, the campus added key personnel to the areas of grants and contracts (Amy Gannon), biotechnology relationships (Steve VanNurden) and CU Tech Transfer Office (Kate Tallman).

Marks said the "new normal" for academic health centers is a shifting landscape of uncertain funding along with constant changes in the health care market, technology and workforce. The flux in the health care market is especially dramatic, she said, resulting in reduced provider reimbursements and marginalized high-cost providers.

Creation of the University of Colorado Health system "was the right strategic move" given the market imperative, Marks said. "Now we need to carefully establish the role and importance of a university hospital and an academic facility and its missions," she added. "... Our hospitals and our physicians must also pay increased attention to redefining the entire health care delivery system with a greater focus on quality, safety, outcomes and value-based care, and building expertise in population health and evidence-based care."

Building state's health care workforce

She noted that another major part of CU Anschutz's mission is being the primary educator of Colorado's health care workforce. CU is keeping apace by adding a branch of the School of Medicine[10] in Colorado Springs, increasing the school's class size by 15 percent. With the launch of the CU South Denver[46] facility, the Colorado School of Public

Health[47] has grown while the College of Nursing[48] expanded its BS program by 30 percent. Meanwhile, after a physical expansion in 2012, the School of Dental Medicine[49] has increased enrollment by 54 percent.

The bioengineering program[50] continues to see growth with the addition of an undergraduate program, she said. The program will reside in the Bioscience 2 building currently under construction. Also, this year more than 3,300 nursing and public health students are taking online courses, and the Skaggs School of Pharmacy and Pharmaceutical Sciences[51] this fall launched the world's first accredited international trained PharmD program and enrolled students to the online program. Massive Open Online Courses (MOOCs) are going strong, highlighted by Dr. J. John Cohen's Mini-Med School [52]course that started in September and is educating thousands of people from over 100 countries.

"Perhaps one of the most exciting new areas of campus emphasis is how we've transformed our research and clinical programs in an era of big data," Marks said. One of the greatest accomplishments of the past year, she said, was uniting CU Anschutz's institutional partners to create and fund the development of a bioinformatics infrastructure and to build the Center for Biomedical Informatics and Personalized Medicine.

"Bioinformatics and the promise of personalized medicine is rooted in the ability to harness the billions of pieces of research and clinical data that have emerged and allows us to correlate and connect the dots between all the data in ways that will lead to medical care that is more preventive, predictive, precise and personalized than it has ever been before," Marks said. "This field is in its infancy but the real players in academic medicine in the future will be those who master its science and delivery."

In the past eight months, she said, CU Anschutz, working with a coalition of campus partners—the University of Colorado Health[53] system, University Physicians, Inc[54]., and Children's Hospital Colorado[55]—and a trio of large donors, has raised nearly $60 million toward the bioinformatics effort.

'Much work to be done'

With greater than two-thirds of CU Anschutz's grant funding coming from the distressed federal sector, Marks said, the need to diversify the campus's research program and portfolio, and enhance activities with industry, foundations and tech transfer "really rose to center stage" this year. The campus has seen a 28 percent increase in philanthropic gifts since 2011. "The reality is there is much work to be done," she said. "This doesn't reflect the true fundraising opportunities of a major academic health center such as ours."

CU Anschutz leadership is making strides in collaboration with campus partners to address space issues, Marks said, but more work needs to be done to improve community outreach and contributing to the health and economic well-being of campus neighbors in Aurora. "We should be a leader in this area, given our missions and expertise."

To improve outreach, CU Anschutz has launched Colorado ECHO, which is based on a University of New Mexico effort that improves the capacity of the statewide health care workforce via technology and the expertise of university faculty. The campus is also making strides with its Community-Campus Partnership[56] and internal community building efforts, which include the annual CU Anschutz Block Party and other events.

Marks said she and the campus have benefited greatly from stable leadership over the years. While recounting some of the leaders who have helped CU Anschutz become a top-ranked academic health center—the campus "has been blessed" to be guided by Dr. Richard Krugman[57], the nation's longest-serving medical school dean; Bruce Schroffel, former CEO of University of Colorado Hospital[58] and University of Colorado Health; and the late Dr. Chip Ridgway, longtime head of the Division of Endocrinology in the School of Medicine, among others—Marks turned her eyes to the immense promise the future holds.

While CU Anschutz continues to lead, adapt and thrive, the campus will only grow stronger with the new perspectives, vision and talents of new leaders, she said. A campus this large, diverse and dynamic requires many types of leaders.

'Everyone must play a role'

"Everyone can and must play a leadership role in some fashion, be it as research leaders, a service leader, a leader in

innovation," she said. "As we confront a future laden with change and challenge I encourage each of you to consider how you can contribute to moving this incredible campus forward."

Marks thanked all who have helped her learn about the campus's complexities and nuances, allowing her to "hold its beating heart in my hands." As of Jan. 1, the rhythm of the campus will be guided at the top by CU Anschutz Chancellor Elliman. "I've had the pleasure of working with and getting to know Don well over the last couple years," Marks said. "I know how deeply he cares about this campus and how committed he is to helping it succeed."

Emotion welled up in Marks' voice numerous times, especially when she reflected on her almost four decades of service on the campus. She emphasized that this is not goodbye.

"I'm not sure that I'd ever be successful in retirement," Marks said before concluding her talk and receiving a lengthy standing ovation. "It's my hope to stay actively engaged and actively relevant across the range of issues that I care most about and hope to add the most value to."

- Photos: Matt Kaskavitch

Lanning assumes new advocacy role as outreach liaison[59]

[60]

John Lanning has been appointed outreach liaison to the Colorado Department of Higher Education (CDHE) for CU Denver. In this advocacy role, Lanning is the liaison for Statewide Articulation Agreements and will work to update and maintain campus-specific Transfer Guides.

As chair of the CU Denver Remediation Committee, Lanning also will be responsible for updating remediation policies established by CDHE for the CU Denver campus.

Lanning was an original member of the CDHE General Education (GE)-25 Council dealing with guaranteed transfer of general education credit between Colorado public institutions of higher education.

The work with transfer and articulation is a continuation of Lanning's previous role at CU Denver, and it is primarily centered on his long-term work with the GE Council at the CDHE.

These new responsibilities take advantage of Lanning's expertise in K-12 and higher education. He offers an experienced academic voice at the state level to assist policy development focusing on student learning/success and on the role of faculty in curriculum development.

Lanning also has been involved with various partnerships including the Colorado Board of Directors for Advancement via Individual Determination (AVID); Colorado Partnership for Educational Renewal Board of Directors; and Colorado I Have A Dream. And, he represented CU Denver on statewide committees dealing with undergraduate curriculum, transfer credit, articulation agreements and teacher licensure.

In this role, Lanning is reporting to Provost Rod Nairn for operational matters, and he will work closely with Associate Vice Chancellor for Academic Affairs Laura Goodwin.

Larson, Small receive International Creativity Prize for Water[61]

Valery Zavorotny, left, Kristine Larson, Eric Small and John Braun

CU-Boulder professors **Kristine Larson** (aerospace engineering sciences) and **Eric Small** (geological sciences) have been awarded the prestigious Prince Sultan Bin Abdulaziz International Creativity Prize for Water. The prize is awarded biannually to acknowledge innovative work that contributes to the sustainable availability of water and the alleviation of the global problem of water scarcity.

Larson and Small, in collaboration with scientists at the University Corporation for Atmospheric Research and the National Atmospheric and Oceanic Administration in Boulder, developed a method to measure water at the Earth's surface. The research team discovered that standard geodetic GPS instruments are sensitive to hydrological influences. They subsequently developed a cost-effective technique, GPS Interferometric Reflectometry (GPS-IR), to measure soil moisture, snow depth, and vegetation water content around GPS antennas. GPS-IR has the advantage of relying on an existing GPS infrastructure installed by surveyors and geoscientists that covers an increasingly large portion of the global surface.

The team uses the GPS-IR technique to analyze data streams from existing GPS networks in near real-time. Data from 100s of operational GPS sites are downloaded and processed, yielding estimates of hydrologic variables within 24 hours. Scientists and government agencies can access this information at the team's web portal (http://xenon.colorado.edu/portal/[63]) and use the data to improve monitoring and forecasting of hydrologic variables.

Jacobs named UCCS Employee of the Quarter[64]

[65]
Whether it's training library staff, coordinating course reserve services, maintaining the library's lighting system or locking the doors at 3 a.m. during finals week, **Kevin Jacobs** is accustomed to working behind the scenes.

But after recently being named Employee of the Quarter, Jacobs – library technician, Kraemer Family Library – may have to deal with a little extra attention.

The seven-year UCCS veteran said he was surprised when he was notified of the award and the accompanying day of administrative leave, $100 stipend, certificate of recognition and three months of free and reserved campus parking.

"I'll pick up a lot of little things to help out, but I've never seen it as an issue or something special," Jacobs said. "I figure if something needs to be done and I can do it then why not just do it?"

This can-do attitude was reflected in Jacob's nomination letters.

"One of Kevin's greatest strengths is his work ethic," wrote Carla Myers, director of access services and scholarly communications, Kraemer Family Library. "You'll never hear him say, 'That's not my job.' Whenever a problem presents itself, Kevin immediately acts to resolve it."

While Jacobs is more than willing to lend a helping hand in order to get a job done, his regular job duties include interviewing, hiring and training more than 20 new student employees and coordinating the course reserve services for faculty.

According to Jacob's supervisor, Jon Hall, circulation services professional, both of these duties converge at the start of each semester, something he witnessed firsthand this fall.

"I had heard stories about how (Kevin) was somehow able to manage these duties successfully in the past. However, I had yet to witness the chaos and uncertainty that he goes through," Hall said. "I was amazed at his ability to remain

calm and focus during even the busiest of times. I was even more amazed that the quality of his work never wavered, nor did his positive attitude or sense of humor."

According to Hall, Jacobs' sense of humor, laid-back personality and dedication are an asset not only to the Kraemer Family Library, but to the whole campus.

"Kevin is a bridge builder… always looking for ways to lift the spirits of his coworkers and the student employees," Hall said. "His work assisting faculty with their needs has been a benefit to every professor and student who utilizes our course reserve materials."

Again, Jacobs easily shrugs off the praise.

"The library team is great and very supportive. It's a small, family-like group," Jacobs said. "I just hope they know that if anyone needs anything that I'll help them out."

Outside of work, Jacobs enjoys music, playing guitar and working at Independent Records. Similar to his job at UCCS, he says he enjoys helping people find what they're looking for and sharing common interests.

Warneke study pinpoints sources of air pollutants[66]

A new study from **Carsten Warneke**, an atmospheric chemist with NOAA's Cooperative Institute for Research in Environmental Sciences (CIRES) at the University of Colorado Boulder, has pinpointed sources of airborne pollutants in oil and natural gas production fields, something that previously has been difficult to show.

The results have important implications for mitigation strategies in the nation's oil and natural gas production.

"Before you can stop a leak, you have to know where it is," Warneke said. "This study tells us where the largest emissions are coming from, and that, in turn, helps industry identify what they can do to reduce emissions as cheaply and effectively as possible."

Oil and gas production fields emit the greenhouse gas methane and also other air pollutants called volatile organic compounds (VOCs), which include the air toxics benzene, a carcinogen, and toluene. VOCs, present naturally in oil and natural gas, are chemical precursors for ozone pollution, which, at high levels, can harm people's lungs. The new study focuses on the emissions of VOCs in the oil and gas fields of the Uintah Basin in Utah, where the landscape is dotted with 8,000 gas wells and 2,000 oil wells in operation, and about 1,000 new wells are added each year.

The study shows that in the Uintah Basin, equipment located on well pads — such as condensate tanks, dehydrators, and pumps — are key sources of pollutants. It also found that well operations frequently emit high levels of benzene and toluene, and that emissions vary by production method.

The study is one of the first to use fast-response and highly sensitive instruments to measure VOCs from individual gas and oil well pads and other point sources. To collect the data, Warneke and his team, in February 2012, drove an instrumented van downwind of 38 gas wells, 12 oil wells, one newly producing well, one refractured well with a flowback pond and 17 other point sources such as evaporation ponds, storage tanks and compressor stations. The mobile laboratory approached closer than 300 feet of most sources, measuring the VOCs in the air.

The researchers detected high amounts of VOCs at almost all the locations, but large differences existed among sources. Specifically, they found:

On well pads, some equipment leaks more VOCs than others. The main emitters include separators, dehydrators, and

oil and natural gas liquid (condensate) tanks. Separators divide natural gas into its liquid and gas fractions, and dehydrators remove water from natural gas.

Different production techniques result in different emissions. For example, dehydrating gas on-site (at the well pad) leads to higher emissions of VOCs than dehydration carried out off-site at a centralized facility.

The scientists found high ambient levels of benzene and toluene (another air toxic) at specific sites in the basin, with measurements reaching up to 1,000 parts per billion (1 part per million) by volume. “In urban areas, values are closer to 0.1 to 0.2 parts per billion by volume,” Warneke said. One such site was a recently re-fractured well with a flow-back pond. Evaporation ponds were also a large source of VOCs.

In Rangely, Colorado, where the team also took measurements, they found fewer emissions, probably because of two key factors: Rangely’s gas field is drier than Uintah Basin’s, and most wells have electric power. Both factors lessen the need for production equipment, such as dehydrators and storage tanks.

Dropping names ...[67]

Binswanger

Krueger

Bell

Skiba

A team from the CU Denver School of Education and Human Development (SEHD), led by counseling faculty member **Farah Ibrahim**, shared information at the Rocky Mountain Association of Counselor Education and Supervision in Wyoming. Ibrahim, who submitted the topic proposal, was joined for the presentation by SEHD colleagues **Edward Cannon, Diane Estrada, Troyann Gentile, Carlos Hipolito-Delgado, Shruti Poulsen** and **Scott Schaefle**. Their session focused on changes in curriculum to address social justice, advocacy and cultural competence for educating future licensed-professional counselors in three tracks: clinical mental health, couples and family therapy, and school counseling. … A research team led by **Ingrid Binswanger**, associate professor, School of Medicine, recently published findings that death rates in prisons from smoking-related illnesses are higher than in the general U.S. population. The researchers also looked at whether smoking bans in prison are linked to reductions in smoking-related deaths. Co-authors on “Prison tobacco control policies and deaths from smoking in United States prisons: population based retrospective analysis” include CU Denver Assistant Professor **Patrick M. Krueger** Health and Behavioral Sciences; and **Shane Mueller**, Ph.D. student in Health and Behavioral Sciences, College of Liberal Arts and Sciences. Published in the “British Medical Journal,” the research shows the most common causes of death related to smoking among people in prison were lung cancer, ischemic heart disease, other heart disease, cerebrovascular disease, and chronic airways obstruction. … **Joseph Saseen**, professor at CU Skaggs School of Pharmacy and Pharmaceutical Sciences, recently received the 2014 Education Award from the American College of Clinical Pharmacy (ACCP). The award recognizes a member who has made substantial and outstanding contributions to clinical pharmacy education at

either the undergraduate or the postgraduate level. Saseen also is a professor at the CU School of Medicine. … **Pavel Kozhevnikov**, lecturer in the Department of Languages and Cultures at UCCS, recently was nominated for the Russian national awards, Poet of the Year and Writer of the Year, in recognition of his short stories and poems written in Russian. Winners of the awards will be announced in April at ceremonies in Moscow. Kozhevnikov has taught Russian in Colorado Springs since 1992. … **Megan Bell**, director of the University Center at UCCS, recently published "Strategies for Successful Organizational Change" in "The Bulletin," the magazine of the Associations of College Unions International. Bell provided an overview of current topics in change management and suggested strategies. Bell's article was published in the Aug. 2014 edition. ... **Diane Skiba**, CU College of Nursing, has been selected as an honorary fellow of the Academy of Nursing Education, National League of Nursing (NLN). Candidates for this honor are evaluated on their contributions to innovative teaching and/or learning strategies; nursing education research; faculty development activities; academic leadership; promotion of public policy that advances nursing education; and/or collaborative educational, practice, or community partnerships. Skiba was inducted on Sept. 19 at the NLN Summit.

In memoriam[72]

Names of current and former University of Colorado faculty and staff who have died in recent weeks. List compiled by Employee Services.

CU-Boulder
Linda P. Goudelock, 90, classified staff retiree. Oct. 6, 2014. **John P. Holloway,** 87, faculty retiree. Oct. 4, 2014.
CU Anschutz Medical Campus
Shirley M. Morgan, 83, classified staff retiree. Oct. 5, 2014.

Reminder: Proposals for CU Women Succeeding due Friday[73]

The 13th Annual CU Women Succeeding Professional Development Symposium[74] will be Feb. 26-27 at the CU Anschutz Medical Campus. The Faculty Council Women's Committee welcomes proposals from the CU community centered on this year's theme, "Pioneering Women." The committee is seeking knowledgeable and dynamic proposals that address the interests and concerns of CU women faculty and staff.

The committee welcomes professional development proposals that:
Address the interests and concerns of CU women faculty and staff and broader educational/professional-development issues related to women in academia and beyond. Stimulate and provoke discussion and audience engagement Present evidence based on or supported by research Target new, mid-career and seasoned faculty and staff
Each proposal must include:
Title and summary of presentation (100 words or less) Brief description of proposed topic and how it relates to the theme "Pioneering Women" One to three specific learning objectives for participants. Time block preference (indicate preference for 45 or 90 minutes) Contact information of primary presenter
Proposals may be submitted electronically at https://www.surveymonkey.com/s/6FCX3GQ[75].

The deadline for submission is Friday, Oct. 31. Presenters will be notified of acceptance by mid-December. For questions or more information, please contact melinda.piket-may@cu.edu[76].

Click here[77] for more information about the symposium and to view last year's presentation topics. Registration will open on Nov. 10.

TV journalist O'Brien to speak at CU-Boulder[78]

O’Brien

Soledad O'Brien – an American broadcast journalist, executive producer and philanthropist – will speak at 7:30 p.m. Tuesday, Nov. 4, at CU-Boulder in Macky Auditorium. Her speech topic will be "Creating Trust: The Media and its Viewers." The Distinguished Speakers Board is bringing her to campus.

Tickets for the event are free for CU Students with a valid Buff OneCard and $8 for the community. Tickets are available on the first floor of the University Memorial Center (UMC) at the Distinguished Speakers Board Table, 10 a.m.-3 p.m. Monday through Friday. Limited community tickets are available online at macky.colorado.edu[80].

“We chose Soledad O’Brien because we hadn't yet brought someone with a journalism background, and her many years of experience as a broadcast journalist and producer made her the most ideal candidate to speak about the media,” said Irfan Nadiadi, chair of the Distinguished Speakers Board. “Controversy in the media has always been a hot topic and this will be a great opportunity for people to learn more about what goes on behind the facade of media.”

O’Brien is perhaps best known for her work as a CNN anchor. She has also worked with “NBC Nightly News” and HBO’s “Real Sports With Bryant Gumbel.”

Links
[1] https://connections.cu.edu/stories/inclusiveness-stressed-homegrown-diversity-summit[2] https://connections.cu.edu/file/div-summittoppng[3] https://connections.cu.edu/file/div-summit02png[4] https://connections.cu.edu/file/div-summit01png[5] http://www.youtube.com/watch?v=UZHxFU7TYo4[6] https://connections.cu.edu/file/div-summit04png[7] https://connections.cu.edu/stories/high-schooler-makes-meaningful-contributions-alzheimer%E2%80%99s-disease-research[8] https://connections.cu.edu/file/alzheimersgiftpng[9] http://www.ucdenver.edu/academics/colleges/medicalschool/departments/neurology/Faculty/Pages/potter.aspx[10] http://www.ucdenver.edu/academics/colleges/medicalschool/Pages/somWelcome.aspx[11] http://www.ucdenver.edu/academics/colleges/medicalschool/administration/alumni/CUMedToday/features/Pages/Alzheimer%27s-and-Down-Syndrome-Link.aspx[12] http://www.npr.org/blogs/health/2014/09/09/340716091/u-s-science-suffering-from-booms-and-busts-in-funding[13] https://www.cu.edu/cu-advocates[14] http://www.thememoryboxproject.org/[15]

[16] http://www.cufund.org/giving-opportunities/fund-description/?id=12172[17] https://connections.cu.edu/stories/russell-president%E2%80%99s-employee-year[18] https://connections.cu.edu/news/russell-is-presidents-employee-of-the-year/peoty_top[19] http://www.cu.edu/employee-services/system-departments/employee-and-information-services/employee-learning-and[20] https://www.facebook.com/media/set/?set=a.720503074703230.1073741847.113980768688800&type=1[21] https://connections.cu.edu/stories/edtrex-commercializing-cu-ucar-curriculum-management-platform[22] http://www.edtrex.com/[23] http://spot.colorado.edu/~sumner/[24] http://dls.ucar.edu/[25] https://connections.cu.edu/stories/when-hearing-aid-users-listen-music-less-more-says-cu-boulder-study[26] https://connections.cu.edu/stories/innovative-cap-dual-degree-program-lets-students-see-world-through-landscape-lens[27] https://connections.cu.edu/file/ucdcap01png[28] http://www.ucdenver.edu/about/denver/Pages/DenverCampus.aspx[29] http://www.ucdenver.edu/Academics/Colleges/ArchitecturePlanning/Pages/default.aspx[30] http://www.tongji.edu.cn/english/[31] http://www.ucdenver.edu/academics/colleges/ArchitecturePlanning/facultystaff/directories/Pages/Individual%20Pages_LA/Komara_Ann.aspx[32] http://www.ucdenver.edu/academics/colleges/ArchitecturePlanning/Academics/DegreePrograms/MLA/Pages/MLA.aspx[33] http://www.ucdenver.edu/academics/colleges/ArchitecturePlanning/Academics/SignaturePrograms/International/Pages/International.aspx[34]

https://connections.cu.edu/file/ucdcap02png[35] https://connections.cu.edu/stories/health-fair-offers-learning-opportunity[36] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/10/uccs-health-fair.png[37] mailto:shanenbe@uccs.edu[38] https://connections.cu.edu/stories/state-campus-address-marks-envisions-%E2%80%98elite-tier%E2%80%99-status[39] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/10/anschutz_01.png[40] http://www.ucdenver.edu/about/WhoWeAre/Chancellor/VP-HealthAffairs_EVC-AMC/Pages/default.aspx[41] http://www.ucdenver.edu/anschutz/Pages/landing.aspx[42] http://www.ucdenver.edu/about/WhoWeAre/Chancellor/VP-HealthAffairs_EVC-AMC/Executive%20Vice%20Chancellors%20Communications/Documents/sotc2014a_v8_.pdf[43] http://www.ucdenver.edu/about/WhoWeAre/Chancellor/TheChancellor/Pages/default.aspx[44] http://www.ucdenver.edu/about/newsroom/newsreleases/Pages/New-leadership-structure-announced-at-Anschutz-Medical-Campus.aspx?source=todayAMC[45] https://connections.cu.edu/file/anschutz02png-0[46] http://www.ucdenver.edu/about/southdenver/Pages/default.aspx[47] http://www.ucdenver.edu/academics/colleges/PublicHealth/Pages/welcome.aspx[48] http://www.ucdenver.edu/academics/colleges/nursing/Pages/default.aspx[49] http://www.ucdenver.edu/academics/colleges/dentalmedicine/Pages/DentalMedicine.aspx[50] http://www.ucdenver.edu/academics/colleges/Engineering/Programs/bioengineering/Pages/Bioengineering.aspx[51] http://www.ucdenver.edu/academics/colleges/pharmacy/Pages/SchoolofPharmacy.aspx[52] http://www.ucdenver.edu/academics/colleges/medicalschool/community/MiniMed/Pages/default.aspx[53] https://www.uchealth.org/Pages/Home.aspx[54] http://www.upicolo.org/[55] http://www.childrenscolorado.org/[56] http://com-cam.org/[57]

[58] http://uch.uchealth.org/uch-general/?gclid=Cj0KEQjwiJiiBRDh3Z-ctPfS5MgBEiQAAlkbQj6uoupQry35wmN1A2Mis0G7ZZtPrHA_6jUTbCbtuqIaArFX8P8HAQ[59] https://connections.cu.edu/people/lanning-assumes-new-advocacy-role-outreach-liaison[60] https://connections.cu.edu/file/planningpng[61] https://connections.cu.edu/people/larson-small-receive-international-creativity-prize-water[62] https://connections.cu.edu/file/plarson-smalltoppng[63] http://xenon.colorado.edu/portal/[64] https://connections.cu.edu/people/jacobs-named-uccs-employee-quarter[65] https://connections.cu.edu/file/pjacobspng[66] https://connections.cu.edu/people/warneke-study-pinpoints-sources-air-pollutants[67] https://connections.cu.edu/people/dropping-names-99[68] https://connections.cu.edu/file/p-dnbinswangerpng[69] https://connections.cu.edu/file/p-dnkruegerpng[70] https://connections.cu.edu/file/p-dnbellpng[71] https://connections.cu.edu/file/p-dnskibalpng[72] https://connections.cu.edu/people/memoriam-22[73] https://connections.cu.edu/stories/reminder-proposals-cu-women-succeeding-due-friday[74] https://www.cu.edu/faculty-council/13th-annual-cu-women-succeeding-symposium[75] https://www.surveymonkey.com/s/6FCX3GQ[76] mailto:melinda.piket-may@cu.edu[77] https://www.cu.edu/faculty-council/cu-women-succeeding-professional-development-symposium[78] https://connections.cu.edu/stories/tv-journalist-o%E2%80%99brien-speak-cu-boulder[79] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/10/dyk_obrien.png[80] http://macky.colorado.edu/