Five questions for John Harner[1]
[2]

John Harner has been described as a champion of a liberal arts education, and how it's a way not only for individuals to achieve their best, but also for how it benefits the public good and a functioning democracy. It's just one of the reasons he was honored with a University of Colorado 2018 Thomas Jefferson Award, which recognizes service to the university and the community, a sense of civic responsibility and a commitment to the welfare and rights of the individual.

Harner, a professor of geography and environmental studies, has been at the University of Colorado Colorado Springs since 1997. He said UCCS is the perfect fit for him because "it is a terminal master's degree program that has a good mix of teaching and research that is not skewed too much in either direction."

Harner has dual interests: one in the technical side of geography, including computer mapping and geographic information systems (GIS), and the other in cultural geography, which is more interpretive. After earning a bachelor's degree in geography, he went into the private sector, which was where the jobs were, he said, but then returned to graduate school to do more study on the cultural aspects of the discipline to learn more about the built landscape and historically oriented geography.

Since then, he said, he has tried to blend the two interests. While his current focus is more local, he was a Fulbright Scholar at the Universidad de Guadalajara in Mexico in 2005. He loves Mexico and hopes to one day re-engage in research relating to the country.

He works to inspire curiosity in all his students.

"I want them to pay attention to their world and ask questions and don't take things for granted," he said. "I want them to look around and pay attention to the environment they live in."

1. You have been called a "champion for a strong public education system that incorporates a broad interest in literature, arts and sciences." Why do you feel such an education is important?

I feel that education is for the public good and for the benefit of each individual. I like to say that a liberal education is a liberating education. I think everyone wants to achieve their highest potential and education is a vital part of that. And for the public good, it is vital for democracy to function. We need an informed public and some people are woefully, as we see today, unable to critically analyze fact from fiction and truth from non-truth and evaluate data.

I understand the economic side of it, and the conservative view that we shouldn't be funding public liberal arts education, but that more job training skills-based education should be available. I understand the argument that graduates should be contributing to the economy if we put public money into their education. That's a very narrow view, from my perspective. That's not only what a liberal arts education should be. It should be broad; kids don't know what they want to do, and they should be able to explore options. The argument is that we shouldn't use taxpayer money for kids who are going to get a degree that is of no value to the state, but how do you measure value?

2. In May, you received a 2018 University of Colorado Thomas Jefferson Award**[3]. What does this honor mean to you?**

I value the Thomas Jefferson Award because of what it stands for – a commitment to higher education and creating an informed and engaged citizenry. It represents everything we've been talking about plus my own work. I'm grounded in the social sciences, but as a geographer, that always crosses into the natural sciences of the world. Lately I've been working in the humanities for a museum project where we are creating digital historic maps and photography that the public can engage in. It's public history. I think that the breadth of liberal arts education is part of what the Thomas Jefferson Award is about. I'm happy about receiving the award because I try to exemplify that and I, fortunately, have the ability to do that here at UCCS, perhaps more so than at another campus focused more on research. We always take our students outside and use the natural world -- our environment -- as a teaching laboratory, and I think that gets students interested in their place and engaged with their community. I think that is also part of what the award is for. It

is a great honor.

3. One area of interest for you is "Political Economy of Place." What does this entail?

As a geographer, I am interested in place identity and place personality and people's connection to place and what makes place different and unique. Certainly, the physical environment is a part of that – landforms and the climate – but my focus is the cultural landscape, or how humans modify the Earth, including the buildings we build and the shape of the cities that are the reflections of our values. That's a function of socio-economics and policies and culture. It brings in all the humanities and all the social sciences to show how society functions to create place.

I mainly study cities, the urban environment, and small towns, too. As I said, the landscape we build is a reflection of our values. Even in Colorado, the difference between Boulder and Colorado Springs is a function of the political environment in which they operate. For instance, there is lots of symbolism in the buildings and architecture we create. Look at the government buildings. They reflect symbols of democracy; corporate skyscrapers reflect corporate might.

4. You were involved with the planning of the Browns Canyon National Monument. What was your role and why this project?

The Browns Canyon project was perfect for our department because we were working with the regional community, issues of public lands and resource management and using geospatial tools, which is where I came in, using GIS. Our work was done in the pre-planning stage. Before creating the land-use plan for the new monument, the Bureau of Land Management (BLM) and the Forest Service wanted to gather public input on how people perceive the space and how they use it and what values they attach to different parts of the monument.

We held big public meetings and the attendees drew on maps and answered questionnaires and identified places that were special to them. We compiled that into a series of maps and tabulations and reports that the BLM and Forest Service can use as they go about the next phase. They are actually starting the planning phase, and they will engage with the public again, but now they have some baseline data to work with, which is something they never used to do. This is brand new for the BLM, but the Forest Service has been testing this, and so this was a test project. I think it was very valuable for them and for our students, too.

5. What are you currently working on and have you learned anything that surprised you?

I'm on sabbatical for the semester and am working again in our local history museum in their archives and writing a book about Colorado Springs. Our 150th anniversary is in 2021 and I want to have the book published and out by then. It looks at the big drivers that shaped this city and what created its unique personality. It's historical geography, not just a history dealing with influential people and their stories. It's about the landscape and what is shaping Colorado Springs, like water, and the economic history of the city. It will also deal with more contemporary things like the conservative political culture and the military.

The book has been delayed because as I was working on this project over the last six years, the museum people loved it, and so we turned it into this big digital exhibit called "Story of Us."[4] It's all online or you can see it at the Colorado Springs Pioneers Museum. The public can explore the exhibit at the museum on big touchscreen computers or at home on web browsers and look at the history of the city through all sorts of animations. (Visit the exhibit online at http://www.cspmstoryofus.com/[4])

I've learned surprising and unique things every day. Here's one thing that some people might already know. Colorado Springs has a conservative image and reputation. But in the 1920s, as the Ku Klux Klan (KKK) was running Denver and the state, Colorado Springs was the main center of resistance and started a rebellion against that. The governor was answering to the Grand Dragon and the KKK tried to take over Colorado Springs' City Council and the school board. Business people here resisted and fought the KKK. So you can thank Colorado Springs that the Klan didn't take over Colorado.

Faculty Council takes stock of presidential attributes[5]

The Faculty Council continues to articulate what its members would like to see exemplified in the next president of the University of Colorado.

At the governance group's Sept. 27 meeting at 1800 Grant St., Chair Joanne Addison shared an early draft of a document that lists attributes that should guide the selection of the next CU president. The current draft, which is based on input from the four campus Faculty Assemblies, is incomplete, but a starting point for what will eventually be offered to the Board of Regents. The text follows:

"As we all know, funding for higher education is a critical issue in Colorado that requires overcoming difficult political and social challenges. The CU Faculty Council wishes to see a president who possesses the ability to work with the state legislature, federal government, donors, CU Foundation, and other relevant bodies to secure the financial growth and security of the University.

"The Faculty Council believes that teaching and research are at the heart of any University. Therefore, we hope to see a president with a demonstrated commitment to teaching and research by way of previous experience in a university system, if not through the expression of the president's own teaching and research, then through work as a member of a University board, service to a state department of higher education, or other significant form of engagement.

"We hope to find a president who can lead faculty, staff, administrators, and regents toward a coherent, shared vision for the future of CU. At the same time, the president must recognize and respect the independence of the four campuses and their separate roles and missions, acknowledging that this diversity enables us to best serve the state of Colorado and a wide range of students.

"We seek a president who fully supports the processes and outcomes of a robust system of shared governance. In doing so, the president should support the central role of faculty in the work of a public university and the value of collaboration with multiple stakeholders in setting policy and making decisions.

"Policy 10P[6] of the University describes diversity as "a natural and enriching hallmark of life. A climate of healthy diversity is one in which people value a rich panoply of diverse ideas, perspectives and backgrounds, individual and group differences, and communicate openly." The CU Faculty Council affirms the importance of this statement. We encourage the Regents to seek a candidate for the President's Office who has demonstrated support for diversity and inclusion as core values of the president's work and who is committed to inclusive leadership practices."

Addison said she also would like the eventual list of attributes be provided to whomever is named as a finalist for the post, which President Bruce Benson has said he will retire from in July.

The Board of Regents currently is in the process of naming the members of a presidential search committee. Each campus Faculty Assembly is nominating two faculty members for consideration by the board.

A slate of town hall meetings[7] to be held on the four campuses gets underway Oct. 11 at UCCS.

Also at the Sept. 27 meeting, the Faculty Council voted to send a letter from the council's Ethnic and Minority Affairs Committee (EMAC) to the Board of Regents; it encourages the inclusion of one of CU's Chief Diversity Officers (CDOs) on the presidential search committee. The text of that letter follows:

"Dear CU Presidential Search Member Selection Committee,

"We, the CU Faculty Council Ethnic and Minority Affairs Committee (EMAC), are writing to encourage the Regents to consider the importance of including one of CU's Chief Diversity Officers (CDOs) on the Presidential Search Committee in order to practice Regent Law Article 10: Nondiscrimination. The CU system has committed itself to diversity and each CU campus has incorporated inclusivity and diversity in its strategic plan in some form. Including a CDO on the Presidential Search Committee would help ensure that this commitment to diversity and inclusion be

communicated to candidates as well as the larger CU Community.

“We have contacted the CDO of each campus and there is strong support for Dr. Brenda J. Allen, Vice Chancellor for Diversity and Inclusion on the Downtown and Anschutz Medical Campuses. CU’s CDOs bring a tremendous body of research and expertise in diversity and inclusivity in higher education, and as such can help ensure that our Presidential search is not only equitable, but also that the candidates selected can demonstrate their commitment to diversity and inclusion. We respectfully ask that the leadership at CU show us that they are also committed to this work with the inclusion of Dr. Brenda J. Allen on the Presidential Search Committee.

“In addition, we ask that the Board of Regents make the inclusion of a CDO from one of the four CU campuses on the Presidential Search Committee a standard procedure, per the Board of Regents Policy 3E: Searches for Administrators and Guidelines for the Appointment of Chief Officers of the University, section 1:b[8].

“Sincerely,

“The Ethnic and Minority Affairs Committee for Faculty Council

“Tina Moser, Co-Chair CU Anschutz

“Lindsay Roberts, Co-Chair CU Boulder

“Debbie Carter, Secretary CU Anschutz

“Damian Doyle CU Boulder

“Mark Knowles CU Boulder

“Cerian Gibbes CU Colorado Springs

“Kathy Prue-Owens CU Colorado Springs

“Lei "Frank" Zhang CU Colorado Springs

“Cheryl Matias CU Denver

“Naomi Nishi CU Denver”

Staff Inclusive Excellence Committee aims to inspire action[9]
[10]

Developing future leaders who reflect the communities they serve is the goal of the newly created University of Colorado Denver|Anschutz Staff Inclusive Excellence Committee (SIEC).

The group, an ad hoc committee of the campuses’ Staff Council, wants to educate staff about experiences that deny access, dehumanize, isolate and create violence for those not in the social majority. It also hopes to stop the seeming tokenization of social minorities, especially when it comes to appointments on boards, task forces or other university groups.

The committee “is passionate about changing the campus culture and figuring out how to create language that goes past what we see and what we know, and instead put a voice to experiences and connect that with action,” said Karissa Stolen, co-chair of the committee.

Stolen originally brought a proposal to Staff Council for a staff member-focused LGBTQ+ committee after she realized the campuses did not have an organization like the one she sought. The idea for the committee was broadened with suggestions from Peter Crosier-Cajina, who wanted race and ethnicity to be part of the discussion.

Crosier-Cajina, also a co-chair of SIEC, said that "as a person of color who identifies as a gay male, I (have sometimes) felt that others were trying to speak for me or trying to tell me what is best for my life without getting my input."

A person's skills and abilities should be deciding factors in promotion, Crosier-Cajina said, not tokenism.

"We want to create a space that allows a person to share their story and not feel as if they have to speak for a generation," said Crosier-Cajina, a community care coordinator at Sheridan Health Services. "We talked about how to go beyond just recognizing differences to breaking through this system so persons who identify as social minorities can build upon their skills to get the position they are capable of."

The committee's initial goals include a mentorship program, educational symposiums and networking opportunities to help staff with professional development.

"There are a lot of individual committees on the campuses that people aren't aware of," said Stolen, a business services coordinator in the Office of Equity. "I think a big piece of this is to tap into those resources and people and build partnerships." SIEC already is partnered with the CU Anschutz Inclusivity Alliance, which helps to promote diversity on the medical campus.

About 40 people have joined the committee, which has hosted two meetings and will hold another in October. Over the next few months, members will be divided into subcommittees that will develop action plans.

Participation in the committee is open to anyone with a university affiliation. Everyone has experiences based on their identities, Stolen said. Even though experiences may differ, people still can empathize with one another.

"There are certain privileges that I have, and I will never be able to experience what Peter has experienced in certain ways," Stolen said. "But I don't think I necessarily have to have a tie into everyone's experiences to want to advocate and make a change.

"We want to learn how to amplify our voice and share our truths and begin building empathy about what needs to change, both in personal spheres and at the university."

For more information about SIEC, contact Crosier-Cajina, PETER.CAJINA@UCDENVER.EDU[11], or Stolen, KARISSA.STOLEN@UCDENVER.EDU[12]

Revisions to policy on sexual misconduct, intimate partner abuse and stalking took effect Oct. 1[13]

The Office of Policy and Efficiency (OPE) has announced revisions to APS5014-Sexual Misconduct, Intimate Partner Abuse and Stalking[14] (formerly, APS5014-Sexual Misconduct).

The proposed changes were reviewed by the campus chancellors in August and approved by President Bruce Benson to be effective Oct. 1, 2018.

The changes to the Sexual Misconduct Policy have helped align the processes across all four CU campuses, provide additional due-process protections, and more precisely define the jurisdiction of the campus offices that investigate allegations of sexual misconduct. The changes also clarify the scope of mandatory reporting under the policy and how the campuses will determine whether a responsible employee has failed to report in accordance with the policy.

“I’m very grateful to all of the people across the university community who helped us revise this important policy,” Benson said. “We’re committed to providing a safe learning and working environment for our students, faculty and staff, as well as to providing fair and reliable processes for investigating allegations that come to our attention. We need to advance a culture of respect and accountability.”

Training on the new policy will be offered across the CU system. Employees can review their training record on MyCUInfo[15] and determine when they last completed the training.

CU earns industry accolades for marketing, advertising campaign[16]

[17]

The University of Colorado system recently earned marketing and advertising industry accolades for its successful All Four campaign.

CU’s All Four:One campaign, which is aimed at raising awareness of the four distinct CU campuses and their tremendous influence and impact on the state of Colorado, earned a Gold from the Communicator Awards in the integrated campaign category. Competition included other higher-education institutions (the University of California Davis and Suffolk University) as well as corporate entities (FedEx and Cisco, among others).

Campaign elements included TV spots, newspaper and magazine display ads, billboards and social media posts.

Video content produced for the campaign also won awards:
“First Generation,” a series of brief documentaries telling the stories of students from the four CU campuses, garnered a Gold from the Telly Awards in the Social Video Series-Education and Discovery category and a Silver from the Communicator Awards in the Video Series category. The “Lasting Relationships” TV spots, which celebrate the connectivity and shared history between CU and the state, won a Bronze from the Telly Awards in the Regional TV-General-Schools/Colleges/Universities category. Others competing included Oklahoma State University, the University of Central Florida and the University of Idaho.
The award-winning videos and samples from the award-winning campaign are posted at https://www.cu.edu/cu-video [18].

The Telly Awards[19] honor excellence in local, regional and cable television commercials as well as non-broadcast video and television programming. A leading international program that recognizes big ideas in marketing and communications, the Communicator Awards[20] receive more than 6,000 entries from companies and agencies of all sizes, making it one of the largest awards of its kind in the world.

The University of Colorado enlisted Greenhouse Partners[21] for the All Four:One and All Four:Colorado campaign, launched in 2015. The initiative highlights the connections among the four campuses: CU Boulder, CU Colorado Springs, CU Denver and the CU Anschutz Medical Campus.

Employee portal personalization now live[22]

[23]

The CU Resources area of the employee portal[15] now allows you to personalize your home page. The current default CU Resources home page includes tiles such as Paychecks, My Leave and Benefits & Wellness, but now you can add more.

This new functionality helps to reduce clicks and get you where you want to go faster.

There are a few ways to personalize your home page:
You can arrange portal tiles in the order you want by dragging and dropping them. You can add tiles by going to the **Actions List**, selecting **Personalize Home Page**, selecting the tile you wish to add and clicking **Add Tile** button and pressing **Save**. To remove a tile, open the **Actions List**, select **Personalize Home Page**, find the tile you wish to remove and **click the red X** and then press **Save**.
Watch step-by-step instructions on how to personalize your portal here.

Take your finances to the next level with TIAA's Digital Challenge[24]
[25]

There's more to going digital than checking your balances.

From Friday through Oct. 19, Employee Services and TIAA are partnering to bring TIAA's Digital Challenge to CU employees enrolled in the CU 401(a) Retirement Plan[26]. This online challenge showcases TIAA's secure online tools to help participants manage their retirement contributions, set personal financial goals and plan for their futures.

After completing eight online challenges, participants will be entered for a chance to win one of three Apple watches [27].

TIAA offers access to technology beyond reviewing retirement account balances online. Latest tools include 360 Financial View[28], calculators[29], finance education, retirement advising and more, all through secure access, available 24/7.

Only employees enrolled in CU's 401(a) retirement plan[26] are eligible to enter.

To get started and register, visit the TIAA Digital Challenge homepage[30].

What bonds are made of: Neuroscientist awarded $1.5 million to study attachment, grief [31]

Search begins for engineering dean[32]

Ride-hailing increases vehicle miles traveled[33]

Mental illness: Using innovation to recognize and reach those in need [34]

Professional development session to spotlight creativity in the workplace[35]

[36]

What's the leading quality that top leaders look for in job candidates: An entrepreneurial spirit? Stewardship? Adaptability? Grit?

Despite what you may have heard, leaders believe that creativity will be the third-most-important work skill by 2020. CEOs are seeking out individuals who can develop imaginative, innovative ideas and turn them into hard reality.

The benefits of being creative at work are many. For starters, promoting imaginative thinking at work often removes the oh-so-present fear of failing. Take a common task in the workplace, such as brainstorming new product ideas. To do this successfully, you must remove the barriers, be receptive to out-of-the-box concepts, and stop closing yourself off to fresh solutions – both your own and others.

When you accept that the space is creative and no idea is a bad idea, the fear of failing diminishes. Your mind opens and you can truly embrace the freedom of failing – after all, it's just creative, off-the-wall thinking. And failure that occurs in the search of unprecedented ideas should be celebrated. It's how businesses grow, learn and develop.

When a team works together to muster up new ideas, it generates a close-knit community with coworkers, leading to better teamwork. Workplace engagement and interaction rises. Problem-solving doesn't seem quite as daunting as it once was. Productivity accelerates because you are leveraging and harnessing creative abilities of not just one, but numerous, people. Passion seeps through the pores of your business and collaboration is organically conceived.

Kate Goodman, Ph.D., assistant professor at the University of Colorado Denver, notes that if an organization is looking to change, adapt and improve, it is absolutely essential to explore new ideas in a creative climate.

"It sounds obvious, but sometimes we forget that the first idea is rarely the best one," Goodman said. "To get the best ideas to come out, be discussed and explored, and sometimes, for multiple ideas to be developed to some extent, you must have a creative culture."

What kind of environment is the most conducive to feeding the creative beast? Goodman states that teams where trust is high is the most potent. She notes that a trusted, creative atmosphere "leaves open the possibility of doing something in a new way, and it energizes teams." When teams are not rewarded as a group, but only as individuals, they often stop sharing ideas, which kills off creativity. She notes that competition isn't necessarily a bad thing, but the team needs to view the "opponent" as another company or entity, not one another.

"Research suggests that creativity only grows when we use it … You should allow your teams to come up with both a 'proven winner' and an 'off-the-wall' solution for more typical tasks," Goodman said. Later, they will be better able to come up with a new, innovative solution when it is needed the most because they'll have practiced working creatively as a team.

Developing new solutions at work is a challenge for all of us. Are you noticing the "because we have always done it that way" monster has been rearing its tired head far too often? If so, Goodman will be delivering a seminar on how to spark creativity in the workplace, 11:30 a.m.-1 p.m. Tuesday, Oct. 9, at the University of Colorado South Denver.

Learn more at https://southdenver.cu.edu/portfolio/sparking-creative-teams/[37]

Newman named executive director of admissions[38]

Lockheed Martin executive Tobey joins CU Engineering[39]

Sifuentes receives Boulder County 2018 Multicultural Award [40]

Pino selected for prestigious FBI National Academy[41]

Links
[1] https://connections.cu.edu/spotlights/five-questions-john-harner[2] https://connections.cu.edu/sites/default/files/harner_01.jpg[3] https://connections.cu.edu/spotlights/thomas-jefferson-award-honorees-exemplify-cu-s-best-service-leadership[4] http://www.cspmstoryofus.com/[5] https://connections.cu.edu/stories/faculty-council-takes-stock-presidential-attributes[6] https://www.cu.edu/regents/policy-10p-diversity[7] https://connections.cu.edu/stories/regents-set-presidential-search-town-halls[8] https://www.cu.edu/regents/policy-3e-searches-administrators-and-guidelines-appointment-chief-officers-university[9] https://connections.cu.edu/stories/staff-inclusive-excellence-committee-aims-inspire-action[10] https://connections.cu.edu/sites/default/files/staffcncl_inclusive-excellence_top.jpg[11] mailto:PETER.CAJINA@UCDENVER.EDU[12] mailto:KARISSA.STOLEN@UCDENVER.EDU[13] https://connections.cu.edu/stories/revisions-policy-sexual-misconduct-intimate-partner-abuse-and-stalking-took-effect-oct-1[14] https://www.cu.edu/ope/aps/5014[15] https://my.cu.edu/[16] https://connections.cu.edu/stories/cu-earns-industry-accolades-marketing-advertising-campaign[17] https://connections.cu.edu/sites/default/files/ghp_award_feat.jpg[18] https://www.cu.edu/cu-video[19] https://www.tellyawards.com/[20] https://www.communicatorawards.com/[21] http://greenhousepartners.com/[22] https://connections.cu.edu/stories/employee-portal-personalization-now-live[23] https://connections.cu.edu/sites/default/files/empl-portal.jpg[24] https://connections.cu.edu/stories/take-your-finances-next-level-tiaa-s-digital-challenge[25] https://connections.cu.edu/sites/default/files/tiaa_top.jpg[26] h
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