Five questions for Nancy Moore[1]
[2]

Helping others achieve their best is what Nancy Moore enjoys. That philosophy fits well with her new role as chair of the University of Colorado Staff Council, which, in part, serves as an advocate for classified and university staff by communicating matters of interest to university administration and the CU Board of Regents.

Moore, who is a communication coordinator in the office of admissions at the University of Colorado Colorado Springs, began her two-year term heading the Staff Council July 1.

“I feel that we are all leaders, no matter what seat we sit in, and the best leader is the service leader,” said Moore, who has been a volunteer for many years in many capacities, both at the university and in the community. “We have some amazing people on Staff Council and it’s exciting to see how, given the chance, people will work together to come up with the best ideas.”

1. How long have you been with CU and what are your duties as a communication coordinator?

I earned both my bachelor’s and master’s degrees in communications from UCCS and I’ve been employed here since April of 2012.

My background is in the areas of public relations, journalism and graphic arts. I’m working on programs to communicate with prospective students. I work with our admission counselors to make sure they have the materials and information they need when they go out and do high school and community college visits and college fairs. I create and/or work on things like the viewbook and the travel pieces that they give to students.

I’m part of the marketing integration team at UCCS. It’s a really neat group that is involved in promoting UCCS. When you have a group of people who are excited about what they do and want to tell our prospective students about the university, it is exciting and it is fun – and sometimes challenging.

2. What do you and your Staff Council team hope to achieve this year?

I love this team because we work well together, utilizing all the talents that come from all of the campuses and system administration. We are the voice for staff members, and so we want to really listen to what staff feels is important and bring those issues to the leadership team.

Just in the past couple of years, doing this work has helped shift things, including the tuition benefit. We will continue to work on parental leave and other policies that are up for review. There will be more shifts that will benefit staff.

3. Are there specific agenda items or issues that you will pursue in the next year?

First, we’ll present the working climate survey to the leadership team. That was completed last year and is now being formatted for presentation. We are currently determining which groups to present it to and when. We will communicate that information to the staff as well.

We also formed a Communications Committee to better facilitate getting information from the council out to the CU community. And we will continue to review policies that are being looked at by the Office of Policy and Efficiency (OPE).

We will once again present Service Excellence Awards to outstanding staff members who have provided volunteer service to their campus, community, professional organization and the university. At last year’s ceremony, we also recognized former and current Staff Council members who have completed an initial term, and we will expand upon that recognition in the coming year.

Of course, as I mentioned previously, the tuition benefit and parental leave issues are of tremendous interest to us, and we have working groups that will continue to follow those issues.

We also want to share what is going on at each campus and the system office with staff, because that enriches us all by enabling individual campuses to discover what more can be done to improve the campus and make it a better place to work.

4. Outside of work, what hobbies or activities do you pursue?

I am a photographer, so any time there is an opportunity to do a photo field trip, I go. And I guess you would call me an avid bicyclist; that's my main form of exercise. I ride a mountain bike, but I don't do the downhill, gonzo, maybe-kill-yourself trails.

I'm blessed to have three kids and eight grandkids. What I bring to my granddaughters especially is that I take them to formal teas where they have to sit politely and use manners.

And bookstores. I love to haunt bookstores.

5. As a photographer, do you use a certain technique or favor a certain theme?

I like to shoot in black and white. When I was earning my degrees at UCCS, I was fortunate enough to work in a wet darkroom or what you might call a traditional chemical darkroom. I was able to develop that skill and I have translated those skills into Photoshop. And I learn from other photographers, including some of the students in my office who love photography.

I've had several photography art shows at restaurants and coffee shops in Colorado Springs and at galleries in Colorado Springs and Denver. I love doing the shows because you can talk to people about art and how you took the shot. My favorite place to shoot in black and white is in the alleys in Denver. I've also photographed alleys during my travels around the world in places like Florence, Italy; Paris; and Taiwan. I have brought back some beautiful images from my travels.
[3]

Media requests mean potential exposure of salary details[4]

Because of media inquiries that follow recent changes to Colorado open-records law, faculty and staff of the University of Colorado could potentially see heightened visibility of their salaries.

Senate Bill 17-40[5], which in June was signed into law by Gov. John Hickenlooper, modernized the Colorado Open Records Act[6] (CORA) by requiring state and local agencies – which include CU – to provide digitized copies of public records that are maintained in a digitized format.

Because CU faculty and staff are public employees, their salaries are part of the public record.

The modernized access enables the public, including the media, to search and sort through data electronically for the purpose of analysis. Colorado now is among roughly 16 states that provide such access, as does the federal government.

"As a public institution, we're working to balance our obligation to be transparent and to meet the spirit and intent of CORA with letting CU employees know when we get requests that may lead to their salary information appearing on media websites," said Ken McConnellogue, vice president for communication.

The changes to CORA took effect this summer and CU has since received media requests to access employee salary data. CU Boulder recently received such a request from FOX31, while the Denver Business Journal requested the information for all campuses. The requested information has been provided. In response to CU queries, the media

outlets shared that they will use the data either for background purposes or as part of salary analysis stories. Neither FOX31 nor the Denver Business Journal has done stories or posted the information. Both media outlets have also requested information from other higher education institutions and state agencies. In the recent past, The Denver Post had published employee names with salary figures after researching printed public documents available from the university.

CU most recently had made available lists of job titles with associated salary figures; the new requirement means employee names also will be visible in the salary database.

Besides employee salaries, most records – such as expenditures of public funds, most email correspondence and agendas and minutes from department meetings – are public records under CORA.

Some records continue to be categorized as exemptions that are not public, including Social Security numbers, personnel records, security-sensitive documents, attorney-client privileged memos, academic grade reports, information protected by the Family Educational Rights and Privacy Act (FERPA) and others.

The university's Administrative Policy Statement on CORA, APS 2022[7], provides more information.

Ludwig continues to shepherd three-year online degree[8]
[9]

As a term-limited member of the Board of Regents, Stephen Ludwig knows his window for achieving objectives is now measured in months, rather than years.

He led off a conversation with the Faculty Council at its Sept. 28 meeting at 1800 Grant St. by noting that he'll complete his second six-year term in January 2019. That horizon has him paying close attention to key initiatives, including the development of a three-year, fully online, intercampus bachelor's degree in interdisciplinary studies that he introduced in 2015.

"I want to make sure this three-year online degree thing doesn't die on the vine," Ludwig told the governance group.

He said its development is moving forward, with an anticipated launch[10] in fall 2018. Recently, members of the board and campus leadership took part in a conference call with representatives of the much larger State University of New York system to learn more about its online education efforts.

"I'm passionate about that, because – not to detract from the great work we're doing on our campuses – but if we're going to meet the needs of the state and the country, we have to figure out (online education expansion)," he said.

Ludwig expressed his appreciation for the work of faculty members, and recalled how he came to appreciate shared governance from early in his experience as a regent.

"Kyle Hybl and I came onto the board at the same time and we wanted to do cohort testing," Ludwig said. "We got it through, then the faculty didn't like it. It didn't go very far. It bombed because we didn't do it right – we needed to work with you all.

"That was a very hard lesson to learn. I share that lesson with other regents, that if you want to be successful, don't skip the steps."

Michael Lightner, vice president for academic affairs, said discussion of the three-year online degree proposal is on the agenda of the next meeting of the Board of Regents University Affairs Committee, set for 10 a.m. Oct. 25 at 1800 Grant St.

Lightner also encouraged faculty to continue reviewing and providing feedback on Article 5 and Policy 5, which is currently being examined[11] as part of the systemwide review of Regents Laws and Policies. The goal is to have compiled a document for review by early December.

Also at the meeting, Dan Montez, director of the Office of Policy and Efficiency (OPE), provided this guide[12] to current policy news and updates.

CU system a global leader in innovation[13]

Life-changing research and technology originating at the University of Colorado's four campuses have landed the university system a high ranking – No. 29 in the world – on the Reuters annual list of the World's Most Innovative Universities.

Among U.S. institutions, CU is No. 20.

The annual list[14] from the global news agency identifies and ranks the educational institutions doing the most to advance science, invent new technologies and power new markets and industries.

The Reuters report on the CU system[15] points to some 294 patents filed from 2010 to 2015, with 28.6 percent of them granted. That earned a commercial impact score of 55.1, well above the 48.7 average.

For the 2015-16 fiscal year, the University of Colorado system attracted more than $924 million in grants and research awards, and its Technology Transfer offices registered 275 invention disclosures, 112 new patent filings and 193 follow-on filings, and $3.1 million in license revenue.

Reuters points to New York-based biotech firm MeiraGTx's recent licensing of next-generation gene therapies developed by University of Colorado Boulder biochemistry professor Robert Batey. The technology focuses on using aptamers — sequences of RNA that fold into complex shapes and bind with specific molecules — to treat conditions such as rheumatoid arthritis, Crohn's disease and cancer. The company also formed an agreement to work with Batey on future research.

Innovation also is being driven at the University of Colorado Anschutz Medical Campus in Aurora. Heart specialists at UCHealth's Medical Center of the Rockies and University of Colorado Hospital were first in the state to implant the Watchman, a small, umbrella-like device that prevents clots for people with non-valvular atrial fibrillation. It has the potential to change how atrial fibrillation is treated.

The University of Colorado Denver's Business School is home to the Center for Information Technology Innovation. And within the school's master of science in information systems degree, the Technological Innovation and Entrepreneurship Specialization helps students gain skills to organize, develop and commercialize information technology-based innovation and create new ventures.

At the University of Colorado Colorado Springs, undergraduates are on a path to future breakthroughs via the Bachelor of Innovation family of degrees, which offer a common innovation core shared across majors in a wide range of areas. Because innovation often happens at the intersection of two or more fields, the Bachelor of Innovation puts students at that intersection.

Call for proposals: LGBTQ+, Ethnic and Minority Affairs Symposium[16]
[17]

The CU Faculty Council's Second Annual LGBTQ+ and Ethnic and Minority Affairs (EMAC) Symposium is slated for Nov. 3 at CU Denver, and is open to all CU faculty, staff and students.

The council's LGBTQ+ and EMAC committees now are accepting proposal submissions for the free event, where the theme is "Advocacy: Joining Together to Promote Equity and Inclusion."

Faculty, graduate students, and staff are invited to present research and campus climate initiatives that translate theories of intersectionality into advocacy and action, both inside and outside the university.

For more information on submitting a proposal – due by 5 p.m. Oct. 16 – click here[18].

Event registration also is open – click here for more[19].

Topics include: Educational and Health Care Access and Equity; Legal Awareness and Legal Issues; Mental, Emotional or Psychological Health; and Inclusive Pedagogy and Inclusive Workplace.

Kevin Nadal, Ph.D., will be the keynote speaker. He is one of the leading researchers in understanding the impacts of microaggressions, or subtle forms of discrimination, on the mental and physical health of people of color; lesbian gay, bisexual, transgender, and queer (LGBTQ) people; and other marginalized groups. An esteemed scholar and activist, Nadal will discuss how faculty, students and staff can work together to create equitable and coalitional cultures.

CU Boulder awarded $1.1 million to support underrepresented doctoral students[20]

Faculty profile: For Janel Owens, science is better when told through stories[21]

New CAP Dean discusses CU Denver's role as 'engaged citizen'[22]

CU researchers win prestigious $2 million NIH grant for brain study[23]

Bell named director of community learning[24]

CUPD promotes six sworn, three civilian personnel [25]

Pastula appointed to Colorado Board of Health[26]

[27]

Daniel Pastula, assistant professor and associate director of medical student education in the Department of Neurology at the CU School of Medicine, has been appointed by Gov. John Hickenlooper to the Colorado Board of Health for a term that expires March 1, 2021.

Pastula specializes in neuro-hospitalist medicine, neuro-infectious diseases, epidemiology, and public health. He sees patients at the University of Colorado Hospital. Earlier this year, he was one of three physician-researchers working for the U.S. Centers for Disease Control and Prevention who published an article in JAMA Neurology[28] based on their study of the Zika virus triggering cases of epilepsy in infants. He was also one of the authors on the initial reports identifying cases of a polio-like illness, acute flaccid myelitis, associated with Enterovirus D-68 infection in children who were first identified at Children's Hospital Colorado. The illness later became a nationwide epidemic in 2014 and 2016.

Flaig named chair of national panel[29]

Links
[1] https://connections.cu.edu/spotlights/five-questions-nancy-moore[2] https://connections.cu.edu/sites/default/files/moore_01.jpg[3] https://connections.cu.edu/sites/default/files/moore_photo.jpg[4] https://connections.cu.edu/stories/media-requests-mean-potential-exposure-salary-details[5] https://leg.colorado.gov/bills/sb17-040[6] https://www.sos.state.co.us/pubs/info_center/cora.html[7] http://www.cu.edu/ope/aps/2022[8] https://connections.cu.edu/stories/ludwig-continues-shepherd-three-year-online-degree[9] https://connections.cu.edu/sites/default/files/online-degree_top.jpg[10] https://connections.cu.edu/stories/interdisciplinary-studies-degree-making-progress[11] https://connections.cu.edu/stories/faculty-focus-latest-regents-laws-and-policies-review[12] https://connections.cu.edu/[13] https://connections.cu.edu/stories/cu-system-global-leader-innovation[14] http://www.reuters.com/article/us-amers-reuters-ranking-innovative-univ/reuters-top-100-the-worlds-most-innovative-universities-2017-idUSKCN1C209R[15] http://www.reuters.com/innovative-universities-2017/profile?uid=29[16] https://connections.cu.edu/stories/call-proposals-lgbtq-ethnic-and-minority-affairs-symposium[17] https://connections.cu.edu/sites/default/files/emac-symposium_p.jpg[18] https://www.cu.edu/faculty-council/forms/call-proposals-2017-lgbtq-emac-symposium[19] https://www.cu.edu/faculty-council/lgbtq-emac-sympoisum-2017[20] https://connections.cu.edu/stories/cu-boulder-awarded-11-million-support-underrepresented-doctoral-students[21] https://connections.cu.edu/stories/faculty-profile-janel-owens-science-better-when-told-through-stories[22] https://connections.cu.edu/stories/new-cap-dean-discusses-cu-denver-s-role-engaged-citizen[23] https://connections.cu.edu/stories/cu-researchers-win-prestigious-2-million-nih-grant-brain-study[24] https://connections.cu.edu/people/bell-named-director-community-learning[25] https://connections.cu.edu/people/cupd-promotes-six-sworn-three-civilian-personnel[26] https://connections.cu.edu/people/pastula-appointed-colorado-board-health[27] https://connections.cu.edu/sites/default/files/p_pastula.jpg[28] http://jamanetwork.com/journals/jamaneurology/article-abstract/2618389[29] https://connections.cu.edu/people/flaig-named-chair-national-panel