HR leader energized by problem solving[1]

The newest member of CU's human resources leadership team spoke with the Faculty Council during the governance group's first meeting of the 2016-17 academic year.

Gregory Komarow has two months on the job[2] as the CU system's associate vice president and chief human resources officer. He was introduced by Kathy Nesbitt, vice president of Employee and Information Services, during the Aug. 25 meeting at 1800 Grant St.

"Human resources is my second career," said Komarow, who described twists and turns in his education that took him from chemistry to financial services. While aiming to pursue international business while earning his MBA at American University, a mentor convinced him to study human resources.

"One of the things that energizes me in the field of human resources is that we get to solve problems," he said.

The past decade of his career was spent in the Middle East, fulfilling a promise he made to his wife, who grew up in Dubai. The experience exposed him to a broad spectrum of diversity in workplaces.

"I've never supported less than 86 nationalities," he said. "Where I've had success is in making everyone aware there is a difference."

Komarow encouraged faculty members to contact him[3] whenever the need arises.

"Think of everything the system office does for you: What's going well? What do we need to stop doing? What are we not doing we have to be doing? What are the big gaps?" he said. "I can help create programs and fix things so you can do what you're supposed to do."

In other business at last week's Faculty Council meeting:
Nesbitt told the council that work is ongoing on an upcoming survey[4] to determine needs and issues involving the tuition waiver benefit. She expects the committee leader, Susan Szpyrka of UCCS, to engage the council as the effort moves forward. Deborah Keyek-Franssen, associate vice president for digital education and engagement, provided an update on initiatives including University of Colorado Connect, a point of entry for CU's systemwide online education offerings. One year of initiative funding from the president's office remains, she said, with the goal of operationalizing the effort. "We have to understand how much it costs to run this and how effective it is in generating leads for our online offerings," she said. During his update, Academic Affairs Vice President Michael Lightner told the council that five certificate programs at UCCS will be up for approval at the Board of Regents' next meeting, set for Sept. 8-9 in Colorado Springs. Certificate programs previously were not brought to the board, but will be now because of changes to state requirements. Tina Moser, chair of the Ethnic and Minority Affairs Committee, and Troyann Gentile, cochair of the LGBTQ+ Committee, said their teams will join forces in the coming year to present a combined symposium. "It's further siloing us to operate apart," Gentile said. "It just makes sense to address these intersections. We think we'll get a good response."

CU leads 2016 class of Boettcher Investigators[5]
[6]

Faculty from the University of Colorado lead the 2016 class of Boettcher Investigators in the Webb-Waring Biomedical Research Awards program, which supports the promising efforts of early career scientific researchers.

Seven of this year's 10-member class of awardees conduct research on CU campuses.

The Boettcher Foundation [7]Board of Trustees announced the class June 7. Each Boettcher Investigator will receive a $235,000 grant to support up to three years of biomedical research.

The prestigious award[8] supports promising, early career scientific researchers, allowing them to advance their independent research and compete for major federal and private awards in the future. The Colorado BioScience Association[9] applauded the Boettcher Foundation and its commitment to nurturing the state's most promising scientific minds.

CU researchers in the 2016 Class of Boettcher Investigators in the Webb-Waring Biomedical Research program and their areas of research are:

University of Colorado Boulder
Sabrina Leigh Spencer, Ph.D., assistant professor of chemistry and biochemistry; elucidating the causes and consequences of slow-cycling cells within isogenic population.
University of Colorado Anschutz Medical Campus
James L. Crooks, Ph.D., clinical assistant professor of epidemiology for the Colorado School of Public Health at the University of Colorado Anschutz Medical Campus and assistant professor of biostatistics and bioinformatics for National Jewish Health; wildfire smoke and pediatric asthma. **Wen-Yuan Elena Hsieh,** M.D., assistant professor of immunology and microbiology and assistant professor of pediatrics, division of allergy and immunology; immune dysregulation in pediatric SLE pathogenesis. **Ethan G. Hughes,** Ph.D., assistant professor of cell and developmental biology; intrinsic and extrinsic mechanisms regulating cortical remyelination. **Bernard L. Jones**, Ph.D., assistant professor of medical physics; achieving safe and effective dose escalation in pancreatic SBRT through tumor tracking and robust treatment planning. **Cristin Welle,** Ph.D., assistant professor of neurosurgery and bioengineering; development of high-density neural sensors for bioelectronics therapeutics. **Hongjin Zheng,** Ph.D., assistant professor of biochemistry and molecular genetics; mechanical studies of disease-related substrates entering mitochondria via protein import machinery TOM-TIM.
Completing the 2016 class of Boettcher Investigators are Rushika Perera, Ph.D., and Timothy J. Stasevich, Ph.D., both of Colorado State University, and Schuyler B. van Engelenburg, Ph.D., of the University of Denver.

"Colorado's life science sector values our most promising scientific minds, which contribute to building a robust ecosystem in our state," said April Giles, president and CEO of the Colorado BioScience Association. "The Boettcher Foundation and the Webb-Waring Biomedical Research Awards make a long-term commitment in support of that goal. We are grateful to the foundation for advancing scientific research in Colorado through its early investments in people and their possibilities."

Now in its seventh year, the Webb-Waring Biomedical Research program honors the commitments of the Webb and Waring families to scientific research and public service. Including this year's class, 45 Boettcher Investigators at CU and other leading academic and research institutions have received funding through the Webb-Waring program.

"We are proud to continue the Webb-Waring legacy by supporting Colorado's top scientific minds," said Tim Schultz, president and executive director of the Boettcher Foundation. "The research they are conducting has the potential to significantly improve human health, and we are honored to help these talented scientists bring their research to the next level."

The Boettcher Foundation[10] emphasizes a belief in the promise of Colorado and the potential of Coloradans. The foundation champions excellence across the state by investing in its most talented citizens and high-potential organizations, because supporting their hard work and leadership will enable them to give back for years to come.

The Colorado BioScience Association[9] champions life science, serving as the hub of Colorado's thriving bioscience sector by connecting innovators to funding, infrastructure, research and talent. From promising young companies to established corporations and institutions, the association provides opportunities for networking, education and professional development. It grows the bioscience workforce and leads business expansion policies to advance the industry in the state. CBSA represents more than 350 member organizations, including biotechnology, pharmaceutical, medical device, diagnostic, ag bio and mobile digital health companies, research and academic institutions and service providers.

PICTURED AT TOP: The 2016 class of Boettcher Investigators comprises, rear from left, Cristin Welle (CU Anschutz),

Schuyler B. van Engelenburg (DU), Hongjin Zheng (CU Anschutz), Rushika Perera (CSU), Ethan G. Hughes (CU Anschutz), Timothy J. Stasevich (CSU), Bernard L. Jones (CU Anschutz), James L. Crooks (CU Anschutz); front left, Wen-Yuan Elena Hsieh (CU Anschutz), and front right, Sabrina L. Spencer (CU-Boulder). At center front is Tim Schultz, executive director of the Boettcher Foundation.

FCC Chairman Wheeler slated for Coleman Institute Conference[11]

The 16th annual Coleman Institute Conference on Cognitive Disability and Technology is set for Oct. 6 at the Omni Interlocken Hotel in Broomfield. Admission is free, but participants must register.

While full-day registration is full, a limited number of half-day seats remain; register today[12].

Tom Wheeler, chairman of the Federal Communications Commission, will deliver the keynote address: "The FCC: Taking on Communications Challenges of Americans With Cognitive Disabilities." During his tenure, Wheeler has made communications accessibility issues a priority. Key initiatives have included calling on industry leaders to pledge that they will consider the needs of people with cognitive disabilities in the design and construction of products and services, and establishing a Disability Advisory Committee.

Join innovators engaged in working with cognitive disabilities and technology in a conference designed to inform about recent advances in the field and stimulate conversations about future developments. Attendees include leaders from academia, industry, state and federal agencies, self-advocates and family members, service providers, and software developers and engineers.

Following the Coleman Conference, join the American Network of Community Options and Resources (ANCOR) at its 2016 Technology Summit and Showcase on Oct. 7 at the Omni Interlocken. Attendees will explore technology-based solutions and options that improve provider agency operations and promote the ability of people with disabilities to live independently. Learn about the latest advancements in policy and practice and network with leaders in the industry. Separate registration is required; go to www.ancor.org/2016Tech[13].

The University of Colorado's Coleman Institute for Cognitive Disabilities was established in 2001 by the Board of Regents following a private endowment and sustained annual contributions by founding donors William T. and Claudia L. Coleman. For more information, see the Coleman Institute website[14].

Regents seeking nominations for 2017 awards[15]

The University of Colorado Board of Regents is soliciting nominations for CU 2017 Honorary Degrees, University Medals and Distinguished Service Awards.

An Honorary Degree (Doctor of Humane Letters or Doctor of Science) is the highest award CU can bestow. It is the policy of the Board of Regents to award Honorary Degrees in recognition of outstanding intellectual achievement in one or more of the following areas: intellectual contributions, university service, and/or public service.

University Medals are awarded in recognition of those persons whose achievements and contributions are particularly associated with the university, while Distinguished Service Awards are awarded in recognition of achievements and contributions particularly associated with the state and/or nation.

Nominations must meet the following criteria (Laws of the Regents, Article 9, and Regent Policy 9-A):

Nomination Process:
Each year the vice president, university counsel and secretary of the Board of Regents will solicit names of nominees for these awards. The nomination deadline is Nov. 15, 2016. Late or incomplete nomination packages will not be considered. Honorary Degree, University Medal, and Distinguished Service Award nominations must be submitted on the award nomination form and supported by three and not more than five letters of recommendation. The nominator will provide the recommendation letters and the nominee's current vitae[16]/resume, address, and telephone number. The complete nomination package must be submitted to the Office of the vice president, university counsel and secretary of the Board of Regents by the deadline date. Nomination Guidelines No person may nominate him/herself, nor may current university employees be nominated. Current public officials may not be nominated. Public officials are elected or appointed officials in policy making positions with the ability to directly affect the university through an official act. Public officials may be nominated two years after completion of their terms of office.
View the complete policy at https://www.cu.edu/regents/awards-process[17]

Being nominated is no guarantee of an award. All nominations will be considered confidential. The list of approved honorees will be made public during the spring 2017 semester.

Award selectees will be invited to attend commencement of the nominating campus, but can opt to attend any University of Colorado 2017 or 2018 commencement. Some of the expenses for the honoree to attend commencement ceremony activities will be funded by the host campus.
Nominations are due to campus canvassing committees prior to the Nov. 15, 2016, deadline, the date to be determined by the respective canvassing committee.
It will be the responsibility of the nominator to obtain the required letters of support, vitae or resume, and nominee data. Nominations received by the campus canvassing committees, and judged to be qualified and complete, will be referred to the 2017 Regents Awards Committee by Nov. 15, 2016.

Please direct questions about the process to the respective campuses canvassing committee:
CU BOULDER
Nominations Due: Nov. 1, 2016
Carole Capsalis
Assistant to the Chancellor
University of Colorado Boulder
914 Broadway, UCB 17
Boulder, CO 80309
Phone: 303-492-0318
carole.capsalis@colorado.edu[18]
UCCS
Nominations Due: Nov. 1, 2016
Martin Wood
Vice Chancellor of University Advancement
University of Colorado Colorado Springs
1420 Austin Bluffs Parkway, Main Hall 402E
Colorado Springs, CO 80918
Phone: 719-255-3176
Mwood@uccs.edu[19]
CU DENVER | ANSCHUTZ
Nominations Due: TBD
Diana Kelly
Office of the Chancellor
1380 Lawrence St. Suite 1400 – CB 168
Denver, CO 80204
Phone: 303-315-2075
diana.kelly@ucdenver.edu[20]
CU SYSTEM
Nominations Due: Nov. 1, 2016

Mark Ostrander
Director of Operations
Office of the Board of Regents
1800 Grant Street, 8th Floor
Denver, Colorado 80203
Phone: 303-860-5743
mark.ostrander@cu.edu[21]

For more information and to download award nomination forms, please go to: https://www.cu.edu/regents/awards-process[17]. To request hard copies of the forms, please contact the Board of Regents office, 303-860-5743.

Ikenberry declines reappointment as Leeds School dean[22]

New partnership with Lockheed Martin forges research, career opportunities for students[23]

Donor shares personal story during statue rededication[24]

Thousands enjoy 2016 Block Party[25]

CU Anschutz Innovations plays role in getting technologies to patients[26]

Chavez joins Latin American Education Foundation board[27]

Nolbert D. Chavez recently was unanimously appointed as a new member of the board of directors of the Latin American Education Foundation.

Chavez is chief of external initiatives for the University of Colorado Denver and associate vice president for external community engagement for the University of Colorado system.

“Nolbert brings a deep passion for the work and mission of the Latin American Education Foundation (LAEF), having been a scholarship recipient 30 years ago,” said Jim Chavez, executive director of the foundation. “And the University of Colorado has been a great partner, serving 675 LAEF students (totaling $850,000 in scholarships) in the last 20 years alone.

“Nolbert brings extensive experience, having served in the Colorado State Legislature, and he continues his significant involvement and investment in education in his position at the University of Colorado. We are very excited to bring

Nolbert on board to this great family … a family he has actually been a member of since his very first college days. Welcome back!"

At CU Denver, Nolbert Chavez works closely with Chancellor Dorothy Horrell, faculty and staff to assure that external engagement efforts across campus are effective, value added and strategic. He works with community partners such as the city of Denver and other business and community organizations to realize the potential of meaningful partnerships.

In system administration, Chavez helps connect the CU system to diverse communities as part of a larger engagement effort.

He has significant experience working to connect universities and other organizations to public and private partners. For 13 years he was a partner in Capitol Success Group, a public affairs and lobbying firm based in Denver. His clients included nonprofit, corporate, governmental, quasi-governmental and higher education clients including Adams State University and Metro State University of Denver.

Chavez was elected to the Colorado House of Representatives in 1994 and served eight years representing District 5 (Denver), which included northwest Denver, Capitol Hill, downtown and the Auraria Campus.

Chavez earned a bachelor's degree in business management and marketing and in 2016 earned a master's degree in political science with an emphasis in policy and politics from CU Denver.

Gaston-Bird elected as Audio Engineer Society vice president[28]

Leslie Gaston-Bird, CU Denver associate professor of music, recently was elected by the The Audio Engineer Society [29] as its incoming vice president of Western Region U.S. and Canada.

The Audio Engineering Society (AES), which currently has over 14,000 members, is the only professional society devoted exclusively to audio technology. It not only unites audio engineers, creative artists, scientists and students worldwide but also advances and disseminates new knowledge and research in audio.

In 1991, Gaston-Bird graduated from Indiana University with an associate's in audio technology and a bachelor's in telecommunications. She has worked as a broadcast/recording technician at National Public Radio in Washington, D.C., and audio systems manager at Colorado Public Radio. In 2000, she earned a regional RTNDA Edward R. Murrow Award for the feature, "A Columbine Diary."

Gaston-Bird also worked at the Post Modern Company in Denver, restoring film soundtracks from Sony/Columbia pictures. In 2003, she earned her master's in recording arts from CU Denver. Two years later she joined the faculty of the College of Arts and Media[30] at CU Denver[31] as an assistant professor.

Her research and creative work focuses on multichannel audio and perception of quality. She has worked with Dolby Laboratories as a principal investigator and collaborated with Fraunhofer labs in Germany and Trinnov audio in France. In 2011, she earned a Fulbright Award to teach and perform research at the University of York in England. She has been a recording engineer on several news features, music recordings, television series, radio and television commercials as well as feature and documentary films.

Gaston-Bird, the first African-American to serve on the Board of Governors as a regional VP in the AES, will help the organization build a stronger network as well as disseminating scientific knowledge in the field of audio engineering. Her term will begin in October.

Horrell welcomes new faculty to CU Denver[32]

Five questions for Linda Shoemaker[33]
[34]

Regent Linda Shoemaker remembers what it was like to work at CU Boulder's news bureau during her time as an undergraduate. While walking the halls of the offices of the Board of Regents, she felt a bit intimidated. Whereas today …

"I still am!" she says with a laugh.

That isn't likely. The Boulder Democrat, elected to the nine-member board in November 2014, has long fostered strong connections to CU since earning her bachelor's degree in journalism. Her service stints include the CU Boulder Journalism Program Advisory Board, the CU Foundation Board of Trustees and the CU Advocates program.

Shoemaker's past experience in K-12 education – she was elected and served as president of the Boulder Valley School District Board of Education – is one influence on her perspective as a board member. Another is her ability to compare and contrast her college experience with that of today's student.

"On the campaign trail, I would talk about the 'Two Lindas,'" she says. "I had a small amount of money from my grandmother, but I worked throughout college and graduated early with no debt. If I were in school today, working the same number of hours, I would have come out with over $30,000 in debt. That's the difference between state support for higher education then and now. And minimum wage has not kept pace, either. So it's much harder for students today to do what I did."

Shoemaker has lived in Boulder since moving with her military family while in high school. She and her husband, Steve, raised their three children in Boulder and now are the grandparents of five. She enjoys hiking and riding her electric bicycle, and hopes to find time to revive her hobby of making jewelry.

"I used to do that before I decided to run for regent, and I would love to get back to that," she says. "It's been more time-consuming serving on the board than I had expected."

1.What are some of your other memories from attending CU in the 1960s?

I was working really hard. I was not into partying. I was definitely into protesting. And those were the days when we were having lots of sit-ins and teach-ins protesting the Vietnam War. I remember marching on Regent Hall once. I don't remember what we were demanding! It was just kind of what we were doing in the day.

I organized a protest one time in the dining hall. They had a rule that women had to wear skirts to dinner on Sunday nights in Farrand Hall or they wouldn't be served. I got all the women to wear pants under our skirts. They did change the policy. That protest was pretty lame. But I wanted to eat! I wasn't going to protest by sitting and not eating.

2.You were earning your journalism degree at the time. What is your impression of the development of the College of Media, Communication and Information (CMCI)?

It's fantastic – I'm really happy. I was on the citizens advisory committee for the journalism school and I agreed with

the discontinuation. It's just very unfortunate we actually had to kill something in order to build something stronger. It was necessary to get out of the silos that were in the old School of Journalism and Mass Communication (SJMC). I was also the spokesperson for that committee throughout the process of reconstructing the journalism program, which took three years. I saw up close the sausage being made.

There were a lot of different proposals before they arrived at the final configuration that's now at the College of Media, Communication and Information. It's going to be more interdisciplinary. Overall enrollment in the CMCI is now more than double the enrollment in the former SJMC. That has been a fantastic move for the campus.

3.You lead the regents' Strategic Planning Committee, and you have discussed increasing the efficiency of Board of Regents meetings. How are you and the committee addressing that?

We are going to reorganize the committee structure so that we have fewer committees with broader charters. We're trying to be more interdisciplinary, just like we're asking our campuses to be.

Currently, a tremendous amount of time at board meetings is spent on reporting. I'm one who feels, you know, we all know how to read! And if we're presented with material in advance, we can have a more interactive conversation at the meeting. Regents want to have conversations with leadership so we can build a stronger system together.

We can't make our board meetings longer, but if we can push some of the reporting into the written part of our operation, and push some of the preliminary decisions down to the committee level, we can free up time at the board level for more strategic discussion about the future. That's the goal.

There are only nine regents, and we have more than 20 meetings a year when you add committee meetings to board meetings. That is really too much for regents who have jobs. This is supposed to be volunteer, part-time service. It should be very focused at the governance level, not at the management level. We have staff to do that work. What we need to be doing is what only the regents can do, which is overseeing the budget, the president, longtime strategic planning and policies.

I would like to see us be more nimble. I think the problems in higher education nationally are really difficult – costs are out of control, we've got to keep tuition down but quality up. The only way to do that is to be more innovative and think outside of the box. Our campuses are doing that. I want to hear more from the campuses about how they're doing that – how they're morphing to meet the challenges our students have today.

4.The board completed its annual summer retreat in July. What was your takeaway?

At the retreat, we found that the Board of Regents is interested in looking at the question of, what is the CU system beyond the amalgamation of the four campuses? For instance, we have four strategic plans, one for each campus. But we don't have one at the system level. So the Strategic Planning Committee is looking at that now. We'll look at each plan and determine at what they have in common: "Innovation" is in every single one of them. "Community" is in every single one of them. These are some of the common values we share that could be put into a short, pithy statement of who we are as a system.

I also think we found at the retreat that our system is in a really good place right now. We have spent the last 10 years cutting budgets and identifying efficiencies. Because we were the first state to hit bottom in state funding for higher education, about 5 percent, we know how to do this. We can figure out how to cope with low funding but still provide excellent education at a fair price. A lot of other states are struggling now because they're where we were 10 years ago.

5.You are one of the newest regents, but after the November election, you'll no longer be a "rookie." What advice or guidance might you share with the new board members who will be joining you?

I've thought about it, because orientation of new regents is in the purview of the Strategic Planning Committee. We're trying to design something that will help the new regents be as comfortable as possible making the decisions they'll

have to make from day one. Regent Sue Sharkey suggested having a buddy system, which hasn't existed before. Even though there are only nine of us, we think it would be helpful to have a more experienced regent assigned to each of the new ones. The regents' office does an excellent job of orientation and we meet with every department here at 1800 Grant. But it's still an overwhelming amount of information that you have to absorb.

It's a much more complex system than I realized before I was elected. I was pretty familiar with the Boulder campus and I'd also been on the board of the CU Foundation. I'd been speaking to the Board of Regents about the journalism school. So I thought I really knew what I was getting into. But it's more complex and time consuming.

It's also more fun. I just love learning about the research and teaching on the campuses, and I love interacting with students.

Links
[1] https://connections.cu.edu/stories/hr-leader-energized-problem-solving[2] https://connections.cu.edu/stories/komarow-joins-cu-system-chief-human-resources-officer[3] http://www.cu.edu/employee-services/contact-employee-services[4] https://connections.cu.edu/stories/szpyrka-spearhead-tuition-benefit-committee[5] https://connections.cu.edu/stories/cu-leads-2016-class-boettcher-investigators[6] https://connections.cu.edu/sites/default/files/2016_investigators_044_crop.jpg[7] http://boettcherfoundation.org/[8] http://www.cu.edu/boettcher-foundation-webb-waring-biomedical-research-awards[9] http://www.cobioscience.com/[10] http://www.boettcherfoundation.org/[11] https://connections.cu.edu/stories/fcc-chairman-wheeler-slated-coleman-institute-conference[12] http://www.cvent.com/events/2016-coleman-conference-registration/event-summary-746d73af4e754622bd035b23c5273282.aspx[13] http://www.ancor.org/2016Tech[14] http://www.colemaninstitute.org/[15] https://connections.cu.edu/stories/regents-seeking-nominations-2017-awards[16] http://en.wikipedia.org/wiki/Curriculum_vitae[17] https://www.cu.edu/regents/awards-process[18] mailto:carole.capsalis@colorado.edu[19] mailto:Mwood@uccs.edu[20] mailto:diana.kelly@ucdenver.edu[21] mailto:mark.ostrander@cu.edu[22] https://connections.cu.edu/stories/ikenberry-declines-reappointment-leeds-school-dean[23] https://connections.cu.edu/stories/new-partnership-lockheed-martin-forges-research-career-opportunities-students[24] https://connections.cu.edu/stories/donor-shares-personal-story-during-statue-rededication[25] https://connections.cu.edu/stories/thousands-enjoy-2016-block-party[26] https://connections.cu.edu/stories/cu-anschutz-innovations-plays-role-getting-technologies-patients[27] https://connections.cu.edu/people/chavez-joins-latin-american-education-foundation-board[28] https://connections.cu.edu/people/gaston-bird-elected-audio-engineer-society-vice-president[29] http://www.aes.org/[30] http://www.ucdenver.edu/academics/colleges/CAM/Pages/index.aspx[31] http://www.ucdenver.edu/pages/ucdwelcomepage.aspx[32] https://connections.cu.edu/people/horrell-welcomes-new-faculty-cu-denver[33] https://connections.cu.edu/spotlights/five-questions-linda-shoemaker[34] https://connections.cu.edu/sites/default/files/shoemaker_0.jpg