Nominations for Excellence in Leadership Award: Deadline extended to Sept. 30[1]

Do you know a leader who has participated in the Excellence in Leadership Program?

The Excellence in Leadership Program (ELP) is now accepting nominations for the 2015 Excellence in Leadership Award. The deadline recently was extended to Sept. 30.

ELP is a universitywide professional development experience that provides opportunities for faculty and staff to become more effective leaders who can successfully address the key challenges of a dynamic university.

The Excellence in Leadership Award recognizes an ELP alumnus who has shown exemplary leadership at the university in one or more areas:
Leadership of organizations, departments or teams Leadership of projects, programs and/or research Fiscal management and/or fundraising Student instruction
Who is eligible?

ELP graduates who are currently working at the University of Colorado.
View the ELP Alumni list[2]
Deadline – 5 p.m. Sept. 30
How and where do I submit a nomination?

Complete the nomination form and submit to Beth Otis at: beth.otis@ucdenver.edu[3].
2015 Excellence in Leadership Award Nomination Form[4]

The recipient of the award and the nominator will be recognized at the Excellence in Leadership Luncheon and Lecture on Nov. 13 at the Brown Palace Hotel.

Questions?

Contact beth.otis@ucdenver.edu[3] or janet.lowe@cu.edu[5]

Five questions for sj Miller[6]

[7]
SHOWING SUPPORT Members of the University of Colorado LGBT*Q community and its CU supporters are invited to participate in a group photograph.

Why: To increase visibility and express pride in the campus. Photograph may be used in future CU publications and materials.

When: 11:45 a.m. Sept. 30

Where: Mary Rippon Outdoor Theatre, CU-Boulder

Details: Attendees must complete and sign a photo release. For a photo release and more information, contact sj Miller at sj.miller@colorado.edu[8].

sj Miller spent eight years as a middle and high school English teacher before earning a Ph.D. and moving into higher education. Students inspired Miller to become an educator.

“I learned so much from them. It was the injustices they felt and experienced in their lives and wanting to work through that with them that informed the way I teach,” Miller said. “They gave me the hope that education could change if teachers really paid attention.”

Miller is an associate professor of literacy studies in the School of Education at CU-Boulder. Miller's studies and work are focused in areas including social justice, anti-bullying and anti-violence, literacy, teacher education, English language arts, and gender and education. Miller also is the co-editor of "English Education" and the book series "Social Justice Across Contexts in Education."

Miller grew up in Santa Fe, New Mexico, and although teaching was a passion, the "sad story was that I couldn't afford to be a teacher. I was coaching varsity soccer and teaching Hebrew school to support my teaching 'habit.'"

As Miller was hustling to earn money, Miller's AP English Literature students were breaking through the glass ceiling and earning high test scores on the AP exam in northern New Mexico.

People began to pay attention to Miller's classroom work and as a result, Miller decided to earn a Ph.D. from the University of New Mexico in educational thought and socio-cultural studies. After earning that degree, Miller spent seven years at Indiana University of Pennsylvania and then two years at the University of Missouri-Kansas City.

The CU position offered the best of both worlds. "I wanted to be closer to home and my chosen family and the School of Education is known for its deep commitment to social justice and challenging inequitable schooling practices," Miller said. "There already is a plethora of outstanding and genuine educators in the school and it was the perfect opportunity for me."

1. You have interests in a number of areas, but is there one in which you are more focused? What are some current projects that you are working on?

My work really is in social justice, specifically socio-spatial justice. I work with and support preservice English teachers to help them think about putting social justice at the core of their teacher identity. The word "spatial" indicates that they are going out and doing the work in the environments around them. I've worked very hard to enumerate what social justice means. I did a five-year study that created a standard in English teacher education – the first in the United States. We've never had a standard for social justice, but now teacher candidates becoming certified to teach English are being assessed to make sure they understand what social justice is and how it looks in the classroom.

For instance, I work with teachers to help them think about what types of oppressive narratives operate in a classroom and what they can do to unpack and flip those narratives, including age, social class, gender, gender identity, gender expression, sexual orientation, national origin, body type, accent, color and more.

I spend a lot of time thinking about undervalued identities, including the identities of students that aren't recognized by curricula. I have a new book that has gone to press, "Teaching, Affirming and Recognizing Trans and Gender Creative Youth: A Queer Literacy Framework." I created a queer literacy framework, which is about supporting K-12 teachers so that they can think about gender in different ways in the classroom so as not to position kids with gender at all but to let them self-determine their identities. There are 14 teachers across the U.S. who wrote chapters using my framework.

I'm also starting a study on a cohort between a group of secondary preservice English teachers in South Africa and here at CU. They are going to be studying the queer literacy framework over time. It's exciting because South Africa doesn't have a curriculum that supports teachers who want to work with LGBT* youth. My research partner is maybe one of three or four professors in South Africa doing that kind of work.

2. You received the 2015 Joanne Arnold Courage and Commitment Award from the Chancellor's Advisory Committee for contributions to advocacy and education in the lives of LGBTQ people at CU and beyond. What is some of the work you've done on behalf of the university and the LGBTQ community?

As a first-year faculty member, receiving the award was a huge and unexpected honor. I run the student chapter of the National Council of Teachers of English, which is the professional organization for students becoming secondary English teachers. I also am on the Lambda Literary Board, and both organizations require members to do service projects. I wondered if we could do these things together and include one of my passions -- young adult literature. So we developed a queer young adult literature conference – the first in the world – and brought in about 200 people –

kids, teachers, parents, policy-makers – from across Colorado. It was a fantastic day and we hope to hold another, similar conference in the future.

In addition, I've been invited to keynote about the queer young adult literature conference for the annual conference of the "Journal of Language and Literacy Education," and have been asked to do a number of talks across campus. I just found out that I was unexpectedly elected to be the co-chair of the Queer Sig of the American Education Research Association and have been appointed as affiliate faculty with Women and Gender Studies, LGBT Studies, and Culture Language and Social Practice (CLASP).

The nomination for the award pre-dated the conference and I believe a student nominated me because we are similarly inclined in our dedication to anti-bullying.

3. The Chancellor's Advisory Committee, of which you are a member, has planned a group photo for supporters and members of the LGBTQ community. Why a photo? How will the photo be used?

Because CU has received this really nice honor of being one of the top 25 LGBT campuses, I thought it would be cool if we could get a photograph of all the people on our campus who support LGBT* people or are in the LGBT* community. Everyone liked the idea. Right now I'm gathering names and photograph releases. We hope that the photo will be used in university publications and we want it to be on billboards, as a way to say "Here we are; here's our campus; we support each other." People will be asked to wear a certain color T-shirt and we'll emulate the rainbow and trans-rainbow flags for the photograph.

4. Did your research on social justice spur you to become involved with anti-bullying and anti-violence work on campus? Are we making progress on preventing bullying?

Some kids are bullied in school. I was never bullied in school, but I was not treated well at home. Since I grew up in a stressful home, I ended up loving school because it became my safe haven. School was the only place I had some control. Because of that, I became a teacher committed to creating that same safe haven for my own students. I truly paid attention to what issues the kids were bringing from home and a common theme was bullying, and it wasn't just at home, it was on the school grounds as well.

I think we are making progress in prevention, but my biggest concern is that we don't have federal legislation on bullying. Bills have been stalled on the House floor a number of times, and they always fail, and that leaves how to address anti-bullying issues at the state level. The problem is that states don't have to enumerate which identities are protected, so the amount of progress really depends on what state you are talking about.

5. Outside of work, what hobbies or leisure activities do you enjoy?

Swimming is my favorite sport. I was a very serious soccer player my whole life. In fact, I was the first "female" All-American soccer player (I am transgender) out of New Mexico. I received a full ride to the University of California, Berkeley to play. Sports and school – those are my things. When I stopped playing soccer, I coached, and then put all that extra energy into what I was already doing, and that was running, cycling and swimming. Combined, these sports became a natural transition to be a triathlete. I race here and there, but for now, I do my own mini tri each day — it centers and calms me.

New degrees earn approval of Regents[9]

The University of Colorado Board of Regents on Friday unexpectedly approved two new degree programs and discussed a third, which won't receive a vote of the board until its November meeting.

The votes for the programs were not unanimous – not because of dissent regarding plans as presented for the degrees, but because of the departure from board procedure.

Receiving approval at the meeting at the University of Colorado Colorado Springs were a master of science in palliative care at the Graduate School of CU Denver l Anschutz Medical Campus and a bachelor of science in exercise science at the Helen and Arthur E. Johnson Beth-El College of Nursing and Health Sciences at UCCS. Read more on the latter in Communique[10].

Both had been included on the board's agenda as discussion items. During separate presentations, leaders from the campuses noted the advantages of receiving approval sooner rather than later, namely the ability to begin marketing efforts to facilitate enrollment by students in fall 2016. Some board members supported calling for votes at Friday's meeting in order to provide that ability.

The palliative care degree passed 7-2, with Regents Michael Carrigan and Glen Gallegos opposing. The exercise science degree vote was closer; along with Carrigan and Gallegos, Regents John Carson and Vice Chair Irene Griego voted no. Regents Steve Bosley, Stephen Ludwig, Sue Sharkey, Linda Shoemaker (participating by phone) and Chair Kyle Hybl supported both.

In recent years, the board has heard a new degree proposal at one meeting, then scheduled a vote at the next meeting – typically about six weeks later. Occasionally, the board has skipped the wait and decided to vote and give approval early. The practice of waiting is stated in board policy that was formally adopted earlier during Friday's meeting.

"We are willing to drop those policies at the drop of a hat," Gallegos said. "Everything is hurry up, we need more money, we need a new degree program. I'm a little tired of it."

Carrigan said he agreed, and noted that his no vote would be brought about by the board's procedure, not the degree program.

Regent Sue Sharkey said she understood the concern, "But I think this is an occasion where (an early vote) is necessary. This is not some extraordinary new degree program … that has any controversy to it, but a very well-thought-out proposal. It's very much in need."

During discussion of the exercise science degree, Bosley moved for the board to approve it. "I don't think we should get in the way of campuses reacting quickly to the marketplace," he said.

Griego said this degree proposal was more complex than the previous one, and thus required the longer review period enabled by waiting on a vote until November.

Hybl asked Ludwig, who leads the board's Laws and Policies Committee, to revisit the two-meeting consideration policy, address its intent, and recommend when and how that policy should be varied from – or if it should remain in place.

The third degree on the agenda for discussion was a new bachelor of arts in public service in the School of Public Affairs at CU Denver. It is expected to be voted on at the November board meeting.

Other degrees previously presented to the board also were approved by a vote on the consent agenda. The newly approved degrees are: master of arts in Russian studies, CU-Boulder; master of science in athletic training, UCCS; bachelor of arts in inclusive elementary education, UCCS.

In other business at last week's meeting:
The board heard from Patrick O'Rourke, vice president of university counsel and secretary of the board, on notices of motion to revise and amend Regent Law and Policy, including: Clarification of the nondiscrimination policy to include pregnancy: Currently the laws of the regents do not specify that discrimination on the basis pregnancy is prohibited. If approved by the board, the amendment would state the "University of Colorado does not discriminate on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities." Revisions to policy regarding fiscal misconduct: Under current

policy, the definition of fiscal misconduct is dependent upon harm to the university. The revision would include students, faculty and staff. The policy would also consider attempted fiscal misconduct. Modification to add philanthropy to award criteria: The change would allow philanthropy to the university as an allowable consideration when determining awards such as Honorary Degrees, Distinguished Service and University Medals. New policy for indemnity contracts: Would allow for delegation of regent authority to approve contracts containing indemnity provisions.
The motions will be considered at a future meeting.
The board approved two facility upgrade projects at CU-Boulder. Regents voted 9-0 to approve a $2.5 million upgrade to CU-Boulder's animal care facility and $4.7 million for athletics facilities upgrades. Both increases were approved to cover costs that have expanded largely due to market-driven increases in labor and materials. Read more in CU-Boulder Today[11]. Andrea Herrera, Ph.D., of UCCS attended and was formally recognized by the board for her Chase Faculty Community Service Award, announced in April[12]. Two departing members of CU system leadership received resolutions of appreciation from the board. Kathleen Bollard, outgoing vice president of academic affairs, and Don Eldhart, outgoing treasurer, both were present to receive tributes from board members and administrators.
-Cathy Beuten contributed to this report.

Lightner named vice president for academic affairs[13]

Michael Lightner, PhD., has been named vice president for academic affairs for the University of Colorado system.

CU President Bruce D. Benson announced the appointment at Friday's Board of Regents meeting at the University of Colorado Colorado Springs after receiving procedural approval from the board.

In his monthly newsletter[14], Benson wrote:

"Michael is an accomplished faculty member whose long tenure on our Boulder campus has been marked by distinction. A professor of electrical engineering, he has chaired the Department of Electrical and Computer Engineering since 2006. He has also played key roles with CU's Coleman Institute for Cognitive Disabilities since its inception, serving as director and senior engineering consultant.

Michael served as associate vice president for academic affairs for a year and most recently was interim vice president for academic affairs. In his new position, he will oversee academic issues on our leadership team, collaborate and coordinate with CU's campuses on academic issues and work with state-level agencies such as the Colorado Commission on Higher Education and state Department of Higher Education. Michael is highly respected by his peers at CU, across the country and around the world. He is a welcome addition to our team. He replaces Kathleen Bollard, who served admirably in the position for several years. She has returned to our Denver campus to pursue her passion in teaching and research."

Lightner also served as chair of the System Privilege and Tenure Committee, on the Boulder campus planning commission, and spent over 20 years as co-director of the Faculty Teaching Excellence summer workshop on technology-enhanced learning.

HCM Review & Reports Workshops round out training Sept. 17-30[15]

As the University of Colorado gears up for HCM go-live, the workshops are winding down with a final session on new reporting tools.

As part of the Elevate project[16], CU will upgrade its existing Human Resources Management System with Human

Capital Management (HCM), an Oracle software that will modernize recruitment, payroll, time tracking and more. Rollout is slated for early November.

Professionals who use this software – known as the HCM Community– will learn about new reporting tools at HCM Review and Reports, the final workshop in a series of six summer training sessions. Workshops will be available on each campus and the system offices Sept. 17-30.

The session covers improved reporting functionality in HCM and CU Careers.

New tools expand data possibilities

Elevate project leaders say new tools will make reports more robust and much easier to run.

For example, users will have quicker access to common reports. HCM WorkCenters organize frequently used reports and links under tabs and lists, similar to bookmarks on an Internet browser.

System users also have new tools at their disposal. Cognos pulls data from HCM, the Central Information Warehouse and Finance to provide snapshots of data trends over time.

PS Query allows users to find existing queries or build their own, pulling real-time data from HCM. CU Careers features a simpler, user-friendly way to access candidate and requisition data.

Because data drives many tasks in HCM and CU Careers, Elevate project leaders strongly encourage department users to attend the workshop and learn more about these new tools.

What's next?

HCM Community professionals can now focus on training in the system. Department users can practice completing basic transactions in the HCM Training Environment[17], a mock version of the system. In-person Structured Lab sessions will guide users through common scenarios. Registration is now available in SkillSoft.

Following go-live, users can get assistance using the system during Open Lab sessions.

Finally, Employee Services published an online version of the HCM Overview Workshop[18], which covers key concepts and changes of the upgrade. If you're an HCM user who missed the overview, consider taking the virtual course in SkillSoft to catch up before go-live.

How to register for Review and Reports Workshops:
Login to the employee portal[19] On the right-hand menu, **click Training** Click **Start SkillSoft** and enter your login information, if prompted Click **CatalogClick CU Instructor-Led Training** (the second folder in the list) Click **Elevate: HCM Campus Workshops** There are six training topics. **Click** on the topic you'd like to attend. Once you've found a training that works for your schedule, **click Enroll** on the furthest column to the right. **You'll be emailed an enrollment confirmation, which you can link to your Outlook calendar.**
To access the virtual HCM Overview Workshop, follow the steps 1-6 above, then:
Select the **CU: HCM Overview Workshop** and click (Launch)
Questions?

Send an email to HCM_Community@cu.edu[20] or visit www.cu.edu/elevate[16] to learn more about HCM Campus Workshops and the CU Elevate project.

UIS reaches new record in login support[21]
[22]

CU's University Information Systems (UIS) recently achieved a new record in supporting student, faculty and staff logins without a hitch. On the highest volume day of the recent semester launch, our student portal handled 150,745 logins.

What paved the way?

As the end of summer nears, CU looks forward to the energy and promise new and continuing students bring to our campuses. Campus staff and the system administration offices begin preparations months in advance to ensure that students, faculty and staff enjoy a positive experience at this critical time of year. In fall 2015, CU welcomed 9,300 new students who will access our shared systems for the first time and we want their first impression of CU's systems to be exceptional.

CU Denver's classes began Aug. 17; CU-Boulder and UCCS started Aug. 24. UIS kicked into overdrive leading up to semester start to monitor and support the universitywide student systems that handle admissions, class registration, financial aid, degree audit and many other shared systems.

In the weeks before and after term starts, UIS implements a production moratorium, restricting changes to enterprise applications to minimize any chance of unanticipated impacts. During this time, a critical puzzle piece is in play that includes detailed load testing to catch potential issues in a variety of scenarios.

Beginning a week before classes, UIS monitors enterprise systems regularly using tools that emulate expected campus login activity. Monitoring happens every 5 minutes and executes 600 transactions across 30 different UIS services. If something isn't working as it should, UIS staff is alerted 24x7 about active or potential problems. The system not only alerts UIS to occurring problems, it identifies potential issues before impacting customers. Extensive system logging enables this quick diagnosis and remediation of problems should they arise.

During the first 48 hours of semester start on each campus, UIS operates a command center where over a dozen technical staff continually monitor student systems and are poised to respond should an issue arise. These folks are directly connected to campus IT Service Desks and technical teams, along with the rest of UIS staff and key contacts within our vendor organizations, like Oracle/PeopleSoft.

The result? CU achieved a new record in supporting student, faculty and staff logins without a hitch. On our highest volume day, our student portal handled 150,745 logins.

Want to learn more about CU's student systems? Refer to CU-SIS[23] in the UIS Service Catalog.

Regents seeking 2016 award nominees[24]

The Board of Regents is soliciting nominations for University of Colorado 2016 Honorary Degrees, University Medals and Distinguished Service Awards. Nominations are due in November.

An Honorary Degree (Doctor of Humane Letters or Doctor of Science) is the highest award the University of Colorado 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:

(a) Each year the vice president, university counsel and secretary of the Board of Regents will solicit names of nominees for these awards. Nomination deadline is Nov. 15, 2015. Late or incomplete nomination packages will not be considered.

(b) 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/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.

(c) 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[25]

Nomination is no guarantee of an award. All nominations will be considered confidential. The list of approved honorees will be made public during the spring 2016 semester.

Award selectees will be invited to attend commencement of the nominating campus, but can opt to attend any University of Colorado 2016 or 2017 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, 2015 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 2016 Regents Awards Committee by Nov. 15, 2015.

Please direct questions about the process to the respective campuses canvassing committee:

CU-Boulder
Nominations Due: 11/02/15

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[26]

UCCS
Nominations Due: 11/02/15

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[27]

CU Denver | Anschutz Medical Campus
Nominations Due: TBD

Carolyn Goble
Manager, Finance and Operations
Chancellor's Office
1380 Lawrence St. Suite 1400 – CB 168
Denver, CO 80204
Phone: 303-315-2075
carolyn.goble@ucdenver.edu[28]

CU System
Nominations Due: 11/2/15

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[29]

For more information and to download award nomination forms, please go to:

https://www.cu.edu/regents/awards-process. [25]If you would like hard copies of the forms sent to you, please call the Board of Regents office at 303-860-5743.

CU-Boulder announces 'Our Space. Our Future.' [30]

University of Colorado launches open online courses in data warehousing on Coursera [31]

Lung cancer is the number one cause of cancer deaths globally[32]

Photo feature: 9/11 remembered[33]

Morgan to be keynote speaker[34]

Leann Morgan, assistant professor, Department of Counseling and Human Services, College of Education, will be the keynote speaker for the fall conference of the Colorado Career Development Association Oct. 23 at the Arvada Center for the Arts, Arvada.

Morgan will deliver “Build Your Toolbox: Integrating Theory into Practice,” an overview of solution-focused career counseling techniques.

The Colorado Career Development Association is a state affiliate of the National Career Development Association, and a division of the Colorado Counseling Association. The organization exists to serve those who have an interest in career and workforce development issues in Colorado.

Morgan’s counseling experience is with adolescents and their families in community and school settings. She is a former school-to-career coordinator and professional school counselor at Thompson Valley High School, Loveland, and is a licensed professional counselor in Colorado and a national certified counselor. Her research interests include, career development, postsecondary and workforce readiness, school counseling, supervision, counselor training and accountability, career/life programs for special needs students, working with students of poverty at the middle and high school levels, career planning for college students, and career counseling with military veterans and adults in transition.

Levine named Interim Vice Chancellor for Infrastructure and Safety[35]

Senior Vice Chancellor Kelly Fox is announcing today that Associate Vice Chancellor Larry Levine has agreed to serve as Interim Vice Chancellor for Infrastructure and Safety while maintaining his role as AVC for IT/Chief Information Officer for the campus. The appointment follows the recent retirement announcement by Vice Chancellor for Administration Steve Thweatt, whose last day in the post will be Oct. 16.

“The redefinition of this area from Administration to Infrastructure and Safety emphasizes all that this division does to enable our students, faculty, researchers and staff to learn and work in an environment that is productive, safe and maximizes infrastructure investments to create a vibrant community in support of the University and the State of Colorado.” said Fox. “Levine has a demonstrated record for fostering high-performing, accountable, responsive, customer-service-oriented organizations in support of our campus’s strategic goals,” she added.

SVC Fox further announced that the following people will report to Levine during this interim appointment:
Jeff Lipton, currently the Director of Real Estate for the campus, will take on the additional role of Interim Associate Vice Chancellor for Facilities Management, including oversight of facilities operations and planning, as well as real estate and Environmental Health & Safety. Chris Ewing, currently Project Administrator and Owner Representative working with Facilities Management, will function as the Interim Assistant Vice Chancellor for Infrastructure and Safety providing guidance and support to capital construction projects. Marin Stanek, currently the Director of Academic and Campus Technology Communications & Support, will function as the Interim Deputy CIO in the Office of Information Technology and will be responsible for leading OIT’s daily operations and for continuing the strategic direction Levine has set forth to support the campus. Melissa Zak, Chief of Police, will continue to oversee the University of Colorado Police Department, police support services, and events and emergency management.
A national search for the new Vice Chancellor for Infrastructure and Safety, led by the Chief Human Resources Officer, Scott Morris, will kick off within the month.

Obituary: David Robles[36]

Memorial activities have been scheduled for Dave Robles, CU Foundation assistant controller who passed away Sept. 5 on a hike. He was 53.

A vigil will be at 7 p.m. today, Sept. 17, at Spirit of Christ Catholic Church, 7400 W. 80th Ave., Arvada.

A funeral mass will be at 11 a.m. Friday, Sept. 18, with a reception following, also at Spirit of Christ Catholic Church.

An obituary is posted here[37].

In memoriam[38]

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

CU-Boulder
Thomas V. Doskey, 77, classified staff retiree. July 12, 2015. **Beth Emery,** 93, classified staff retiree. June 12, 2015. **Samuel Carl England Forgy**, 22, student assistant. July 27, 2015. **Ryan Christopher Hersh**, 19, student assistant. July 18, 2015. **Billy J. Kauder**, 79, classified staff retiree. July 16, 2015. **Edward Louis King**, 95, faculty retiree emeritus. Aug. 17, 2015. **Jacob Kirlan-Stout**, 19, student assistant. July 4, 2015. **Mannie Mae Koschmider**, 21, student assistant. July 9, 2015. **Robert Claud McKean**, 94, faculty retiree emeritus. Aug. 1, 2015. **Norma McKeown**, 88, classified staff retiree. July 28, 2015. **Donald K. Schwartz**, 93, classified staff retiree. June 11, 2015. **Charles Southwick**, 86, faculty retiree. July 12, 2015. **Richard Whisman**, 83, classified staff retiree. June 17, 2015.
CU Denver
James Bradley Bowles, 72, faculty retiree. Aug. 5, 2015. **Janet O. Fontaine**, 87, classified staff retiree. Aug. 7, 2015.
CU Anschutz Medical Campus
Vicente J. Berrellez, 68, classified staff retiree. June 14, 2015. **Jeanette V. Elliott,** 91, classified staff retiree. July 8, 2015. **Gordon G. Goff**, 84, classified staff retiree. July 15, 2015. **Hope Lowry**, 99, faculty retiree emeritus. June 11, 2015. **John O. Taubman**, 91, faculty retiree. June 24, 2015. **Dan L. Young,** 84, classified staff retiree. July 18, 2015.

CU Cancer Center welcomes Karyn Goodman, MD[39]

For Karyn Goodman, MD, Colorado is a breath of fresh air. Coming from the busy streets and massive skyscrapers of Manhattan, her new home is the perfect place to get outside, mountain bike, and take in the “big, beautiful sky” with her husband and two daughters.

A New York native, Goodman has always had a special place in her heart for the western states.

“During my undergraduate years I wrote a thesis about Native Americans and diabetes, so I spent time in New Mexico and fell in love with the natural beauty of the mountains,” she explains. “I am so excited to be in Colorado because it offers me the same views, a change from big city life, and a new job opportunity.”

Goodman joined the University of Colorado Cancer Center on September 1, 2015 as the medical director of the cancer clinical trials office, associate medical director of oncology services, and a professor in the department of radiation oncology. Goodman came from the Memorial Sloan-Kettering Cancer Center where she had been a faculty member for eight years.

“I loved living in New York, but am thrilled to be here. Although, it has taken me some time getting used to having to drive places,” Goodman jokes.

Before starting her career at Memorial Sloan-Kettering, Goodman received her undergraduate degree from Stanford University. She then started working in Georgia with the Center of Disease Control in the division of reproductive health but she subsequently returned to Stanford for medical school.

“In medical school, my mentor was a radiologist specializing in mammography who introduced me to her colleagues in Radiation Oncology, so I was able to see a specialty that many other students were never able to,” Goodman explains. “After a rotation in Radiation Oncology I fell in love with it and the new technology that surrounds the field.”

Now, a practicing radiation oncologist, Goodman has seen great changes in the field over time.

“I came in during a time of transition in radiation oncology,” she says. “There is much more sophisticated computing involved and imaging has gotten so much better.”

However, Goodman knows that there is still room for improvement when it comes to the quality of life for patients receiving radiation.

“We are focusing on trying to minimize both the short-term and long-term side effects of treatment,” she says. “I am particularly interested in women’s health after radiation, including fertility after cancer treatment and sexual health.”

Goodman is optimistic that her time at CU Cancer Center will allow her to improve the quality of life for cancer patients in the Denver area as well as the entire country. Not only will she be seeing patients, she will also be working with colleague Tom Purcell, MD, to help develop standards of care and quality assurance across the new health care system. With her public health background and masters in epidemiology, she hopes to now focus more on implementing strategies and systems that impact positively on larger populations of patients.

“I am excited to expand my expertise into how to develop cancer centers, improve care in regional sites, and make sure that there is quality of care nationwide,” she explains.

New TIAA-CREF resources help gay, lesbian employees[40]

First comes love, then comes marriage, then comes financial planning?

It’s not a very romantic topic, but one that’s become increasingly important for gay and lesbian couples following this summer’s landmark Supreme Court decision, which legalized same-gender marriage.

As many University of Colorado employees see their rights and benefits expanded, Employee Services hopes they’ll take a look at new white papers and webinars on LGBT financial planning developed by TIAA-CREF, CU’s retirement plan service provider and record keeper.

A record 450 people attended a July 1 TIAA-CREF financial education webinar called “Equally Prepared: Financial Planning for the LGBT Community,” which walked through legal protections now afforded to married gay and lesbian couples. The session’s popularity prompted TIAA-CREF to announce two additional webinars Sept. 17[41] and Nov. 4 [42]. (Click on the dates for registration information).

Cathy McCabe, Senior Managing Director of TIAA-CREF’s Field Consulting Group, says an internal team started working on LGBT-specific programming more than a year ago, and found the landscape quickly changing.

“Over a year ago, or even a couple months ago, it was dependent on what state you lived in whether your marriage

was recognized and what rights you had or did not have, so it was very confusing," McCabe said. "We just thought it was really important with the landscape changing so quickly to develop a workshop to help educate and serve this diverse community who has specialized needs."

In addition to the live webinar, interested CU employees should check out an on-demand version of the webinar[43] and a white paper[44] about the decision's impact on retirement plans.

CU employees also are welcome to schedule a one-on-one financial consultation[45] to discuss financial topics of their choice. McCabe said TIAA-CREF financial consultants across the country received additional training on LGBT financial planning needs.

Scarlet Bowen, director of the LGBTQ Resource Center at CU-Boulder, hasn't received many questions about new benefits and tax credits, saying the weight of the decision is still "sinking in" for some folks. She hopes gay and lesbian employees at CU start to feel more secure about their financial futures now that certain coverage is guaranteed.

"I think the most important thing is realizing a lot of people in our community have been making financial arrangements and estate planning kind of ad hoc and piecemeal through a lot of different venues," Bowen said. "Having gone through that one's entire lifetime, it really is a kind of psychological adjustment."

Married couples are entitled to more than 1,000 different legal protections, she said. With basic rights guaranteed, TIAA-CREF representatives say they hope financial planning will become less complex for LGBT couples.

"The Obergefell (vs. Hodges) decision essentially leveled the playing field, so whether you are a member of the LGBT community or not, there are equal rights," said Collen Carcone, Director of Wealth Planning Strategies at TIAA-CREF.

Major considerations center on tax filing status and estate planning – writing wills, appointing health care proxies and naming powers of attorney, Carcone said. Bowen echoed these topics, adding reviewing health care options, such as adding a spouse to a health care plan, also is important.

Though the financial considerations may be the same for all couples post-Obergefell, the decision could be life-changing for many gay and lesbian employees at CU.

Cindy Pickett, the Senior Executive Aide to Senior Vice Chancellor and CFO Kelly Fox, has been with CU-Boulder for nearly six years. She says the decision provides relief for her and her wife, but now they need to rethink many of the careful legal and financial arrangements they made before Obergefell.

"It will be easier now, but I haven't tackled it again," she said of financial planning. "A lot of (protections and benefits) will be assumed."

Still, the fight for equal protection has a long way to go, Bowen, Carcone and McCabe each emphasized. Many states don't guarantee employment rights for LGBT folks, McCabe said, and transgender people face numerous obstacles accessing public accommodations and navigating government programs like Social Security, according to Bowen.

Colorado and CU have been on the forefront of LGBT issues, Bowen said. CU now covers gender-affirmation surgery under its health plan[46], and Colorado state law bars discrimination based on sexual orientation and gender identity in employment, housing and public accommodations, according to the ACLU[47].

Even with new financial challenges and considerations, the decision ushers in new opportunities, and more importantly, a sense of security.

"It has opened up such a huge landscape of rights and protections that weren't there before, so there's going to be a lot of options and a lot of things (LGBTQ employees) can talk through with their accountant and financial advisers that weren't available before," Bowen said.

Tenure list: September 2015[48]

At its meeting Friday at the University of Colorado Colorado Springs, the CU Board of Regents approved eight appointments with tenure. Unless noted, all took effect Sept. 12.

The faculty members are:

University of Colorado Boulder
Terri Fiez, Electrical, Computer and Energy Engineering (effective Sept. 16) **Hendrik Heinz**, Chemical and Biological Engineering **Karolin Luger**, Chemistry and Biochemistry **Elizabeth Meyer**, School of Education **Michael Shirts**, Chemical and Biological Engineering **Jamy Stillman**, School of Education
University of Colorado Colorado Springs
George E. Reed, School of Public Affairs
University of Colorado Denver | Anschutz Medical Campus
Margaret Wood, Anthropology (effective January 2016)

University of Colorado campuses achieve record-setting enrollment[49]

Record numbers of students are pursuing higher education this fall at University of Colorado campuses, where enrollment now stands at 61,258 – a new systemwide record – according to preliminary estimates.

Strong growth in the number of new freshmen is reflected at the University of Colorado Denver and the University of Colorado Boulder, both of which have welcomed record-setting classes.

CU-Boulder and the University of Colorado Colorado Springs also achieved new records for total enrollment on their campuses.

Total enrollment increased over last year's figures at CU Denver and the CU Anschutz Medical Campus.

Systemwide, total enrollment rose 2.7 percent compared with a year ago.

"Enrollment is up on all our campuses," President Bruce D. Benson said at today's Board of Regents meeting at UCCS. "It's great to see that our enrollments continue to grow. Some other institutions in the state are not near as fortunate as we are."

As presented today to the CU Board of Regents during its meeting at UCCS, the enrollment figures are preliminary estimates from the four campuses. Final figures are due to the state in October.

The preliminary enrollment estimates by campus are:
University of Colorado Boulder: CU-Boulder set new records for total enrollment of 31,282 and a new freshmen class of 6,221, increases of 3.4 percent and 6 percent, respectively. The number of international students, 2,621, reflects a 17.5 percent jump over last year. **University of Colorado Colorado Springs**: UCCS set a new enrollment record with 11,356 on-campus students, up 2 percent from a year ago. New freshmen account for 1,666 of those students. At 9,677, overall undergraduate enrollment is up 3.2 percent. **University of Colorado Denver:** CU Denver has 14,566 students. With 1,423 new freshmen, up 5.1 percent from last year, this year's is the largest class in CU Denver history. Undergraduate and total enrollment figures are up by 2.4 percent and 1.4 percent, respectively.
University of Colorado Anschutz Medical Campus: CU Anschutz total enrollment is up 3.9 percent from last year with 4,054 students. The campus continues to grow its national presence, as the number of out-of-state students increased 12.3 percent.

Horrell named finalist for CU Denver chancellor[50]

University of Colorado President Bruce D. Benson today announced that Dorothy Horrell, Ph.D., is the finalist for chancellor of CU's Denver campus.

Horrell has extensive experience in Colorado higher education. She was appointed to the Colorado State University Board of Governors by Gov. John Hickenlooper in 2009 and served as board chair from 2013-15. She was president of the Colorado Community Colleges System, the state's largest higher education system, from 1998-2000 and was president of Red Rocks Community College from 1989-1998. She previously held several positions for the community colleges system, including vice president for educational services and director of the occupational education division.

Most recently, Horrell was president and CEO of the Bonfils-Stanton Foundation, Colorado's leading foundation supporting the arts and non-profit leadership.

"Dorothy Horrell is a proven leader with deep knowledge of our community and state," Benson said. "She has the skills, experience and connections to help CU Denver build on the considerable momentum it has gained in recent years."

Horrell will meet with faculty, staff and student groups, as well as with academic and administrative leadership, in a series of open meetings next week.

"The University of Colorado Denver is a special asset in the community and beyond, so I am excited by the opportunity to help continue its great work and move it to an even higher level of impact and influence," Horrell said.

Horrell earned three degrees from Colorado State University, a bachelor's, master's and doctorate.

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Links
[1] https://connections.cu.edu/stories/nominations-excellence-leadership-award-deadline-extended-sept-30[2] http://www.cu.edu/sites/default/files/ELP_alumni_web.pdf[3] mailto:beth.otis@ucdenver.edu[4] http://www.cu.edu/sites/default/files/elp_AwardNomForm_2015.pdf[5] mailto:janet.lowe@cu.edu[6] https://connections.cu.edu/spotlights/five-questions-sj-miller[7] https://connections.cu.edu/sites/default/files/sj-miller_top.jpg[8] mailto:sj.miller@colorado.edu[9] https://connections.cu.edu/stories/new-degrees-earn-approval-regents[10] http://communique.uccs.edu/?p=19755[11] http://www.colorado.edu/news/features/regents-hear-early-enrollment-numbers-new-funds-approved-facilities#sthash.fRXgq89A.dpuf[12] https://connections.cu.edu/stories/herrera-s-creativity-volunteerism-garner-chase-faculty-community-service-award[13] https://connections.cu.edu/stories/lightner-named-vice-president-academic-affairs[14] https://www.cusys.edu/presnews/2015/09/[15] https://connections.cu.edu/stories/hcm-review-reports-workshops-round-out-training-sept-17-30[16] http://www.cu.edu/elevate[17] http://www.cu.edu/employee-services/hcm-training-environment[18] https://universityofcolorado.skillport.com/skillportfe/assetSummaryPage.action?assetid=_scorm12_cu_u00142_001&fromShare=yes[19] https://my.cu.edu[20] mailto:HCM_Community@cu.edu[21] https://connections.cu.edu/stories/uis-reaches-new-record-login-support[22] https://connections.cu.edu/sites/default/files/portal-high-volume-days-fall-2015.jpg[23] http://www.cu.edu/university-

information-systems/cu-student-integrated-systems-cu-sis[24] https://connections.cu.edu/stories/regents-seeking-2016-award-nominees[25] https://www.cu.edu/regents/awards-process[26] mailto:carole.capsalis@colorado.edu[27] mailto:Mwood@uccs.edu[28] mailto:carolyn.goble@ucdenver.edu[29] mailto:mark.ostrander@cu.edu[30] https://connections.cu.edu/stories/cu-boulder-announces-our-space-our-future[31] https://connections.cu.edu/stories/university-colorado-launches-open-online-courses-data-warehousing-coursera[32] https://connections.cu.edu/stories/lung-cancer-number-one-cause-cancer-deaths-globally[33] https://connections.cu.edu/stories/photo-feature-911-remembered[34] https://connections.cu.edu/people/morgan-be-keynote-speaker[35] https://connections.cu.edu/people/levine-named-interim-vice-chancellor-infrastructure-and-safety[36] https://connections.cu.edu/people/obituary-david-robles[37] http://horancares.com/obituary/David-Paul-Robles/Westminster-CO/1544121[38] https://connections.cu.edu/people/memoriam-29[39] https://connections.cu.edu/people/cu-cancer-center-welcomes-karyn-goodman-md[40] https://connections.cu.edu/stories/new-tiaa-cref-resources-help-gay-lesbian-employees[41] http://event.on24.com/wcc/r/1009948/4324768D34ACD89586B6119B9B0C1693[42] http://event.on24.com/wcc/r/1026231/633B8E3EAB5047116AD30BAC9C6543DF[43] https://www.tiaa-cref.org/public/advice-guidance/on-demand-webinars[44] https://www.tiaa-cref.org/public/pdf/Love-Marriage-Money.pdf[45] https://www.cu.edu/employee-services/financial-consultations[46] http://www.dailycamera.com/cu-news/ci_27470957/cu-offer-transition-surgery-health-coverage-transgender-employees[47] https://www.aclu.org/map/non-discrimination-laws-state-state-information-map[48] https://connections.cu.edu/stories/tenure-list-september-2015[49] https://connections.cu.edu/stories/university-colorado-campuses-achieve-record-setting-enrollment[50] https://connections.cu.edu/stories/horrell-named-finalist-cu-denver-chancellor[51] mailto:Ken.mcconnellogue@cu.edu