Registration open for CU Diversity and Inclusion Summit[1]

Registration[2] is open for the 2018 CU Diversity and Inclusion Summit[3], set for 9 a.m.-5 p.m. Nov. 13-14 at CU Boulder's University Memorial Center.

"Intent vs. Impact: Improving Inclusive Interactions" is the theme of the event, which is free and open to all faculty, staff and students systemwide.

From the organizers:

"Too often, diversity and inclusion experts hear about individuals or groups receiving well-intended communication from others that leads to unwanted or harmful impact. This dynamic can play a key role in leaving individuals or groups feeling divided — and in preventing our progress as an inclusive community.

"Our goal with this year's Diversity and Inclusion Summit is to bridge this gap and lessen the divide between intent and impact. The summit sessions will offer information on becoming aware of such occurrences and learning behaviors to mitigate them. The goal is to bring individuals and groups from across our four campuses — from many different backgrounds and lived experiences — closer together in our collegiality and humanity.

"We are building upon and beyond discussions of implicit bias and microaggressions this year to engage our broad university community in dialogue and practices that promote our values and improve inclusive interactions." [4]

The keynote address will be delivered by Beverly Tatum, Ph.D., at 10 a.m. Nov. 13. She is the author of the best-selling "Why Are All the Black Kids Sitting Together in the Cafeteria? and Other Conversations About Race."

Tatum, president emerita of Spelman College, is a clinical psychologist widely known for both her expertise on race relations and as a thought leader in higher education. Her 13 years as president of Spelman College (2002-2015) were marked by innovation and growth and her visionary leadership was recognized in 2013 with the Carnegie Academic Leadership Award.

Questions: odece@colorado.edu[5]

Seven exceptional faculty members are CU's newest Distinguished Professors[6]

The University of Colorado on Friday introduced seven newly designated Distinguished Professors, the highest honor awarded to faculty across the CU system's four campuses.

CU Distinguished Professors are faculty members who demonstrate exemplary performance in research or creative work, a record of excellence in classroom teaching and supervision of individual learning, and outstanding service to the profession, the university and its affiliates.

CU President Bruce D. Benson reviewed nominations from CU's campuses; with the recommendation of a committee of Distinguished Professors[7], he forwarded the candidates' names to the CU Board of Regents. Today during its meeting at the University of Colorado Anschutz Medical Campus, the board approved the nominees.

Honorees for 2018 are:

Natalie G. Ahn, Ph.D., Professor of Biochemistry, Associate Director of the BioFrontiers Institute, University of Colorado Boulder

Ahn joined the CU Boulder faculty in 1992 and was appointed as a Howard Hughes Medical Institute Investigator, 1994-2014. Chemistry, biophysics, molecular and cell biology, and computational methods blend to inform Ahn's study of cell signal transduction. She uses mass spectrometry to probe how cells communicate with each other and their environments — and how these processes regulate the way that cells grow, divide and give rise to cancers like melanoma. Ahn is director of CU Boulder's Graduate Training Program in Signaling and Cellular Regulation and former president of the American Society of Biochemistry and Molecular Biology. She is a member of the National Academy of Sciences and the American Academy of Arts and Sciences.

S. James Anaya, J.D., dean of Colorado Law and Charles Inglis Thomson Professor, CU Boulder

A legal scholar and practitioner, Anaya joined CU Boulder in July 2016 when he was named dean of the law school. His scholarship on the rights of indigenous peoples has profoundly influenced U.S. and international legal theory, the practice of law and the conduct of international diplomacy. Among Anaya's many publications are his acclaimed book "Indigenous Peoples in International Law" and his widely used, co-authored textbook "International Human Rights: Problems of Law, Policy and Practice." Anaya has litigated major indigenous rights and human rights cases in domestic and international tribunals including the U.S. Supreme Court, the Inter-American Court of Human Rights and the Caribbean Court of Justice.

Elizabeth Anne Fenn, Ph.D., Walter and Lucienne Driskill Professor of History, CU Boulder

A world-renowned scholar of early America, Native American history, and historical epidemiology, Fenn holds the distinction of having won both a Guggenheim Fellowship and a Pulitzer Prize. She has studied and written about the devastating impacts of a smallpox epidemic during the years of the American Revolution ("Pox Americana: The Great Smallpox Epidemic of 1775-82") and recently explored Mandan Indian history from 1100 to 1845 ("Encounters at the Heart of the World: A History of the Mandan People," the book that won her the Pulitzer Prize in History). Fenn, who joined CU in 2012, now is at work on an expansive biography of Sacagawea, using her life story to tell us more about the history of the American West and the Rockies.

Larry A. Green, M.D., professor and Epperson Zorn Chair for Innovation in Family Medicine and Primary Care, Department of Family Medicine, School of Medicine, CU Anschutz Medical Campus

Green has set a standard for scholarship, service and leadership that's unparalleled in his specialty field of family medicine. A School of Medicine faculty member since 1977, he maintained an active medical practice until 1999 and chaired the Department of Family Medicine for 14 years. He has served on national committees and has led major profession-changing programs, including the Ambulatory Sentinel Practice Network, Preparing the Personal Physician for Practice, the Advancing Care Together initiative, the Prescription for Health program and the Robert Graham Center, the first policy center in Washington, D.C., focused on family medicine and primary care. He has mentored and learned much from students, residents and fellows who have gone on to be leaders in their fields. He was elected to the Institute of Medicine, now National Academy of Medicine, in 1991.

John G. Lynch Jr., Ph.D., Ted Andersen Professor and director of the Center for Research on Consumers' Financial Decision Making, senior associate dean for faculty and research, Leeds School of Business, CU Boulder

At CU Boulder since 2009, Lynch has had a profound impact on marketing. He is a pioneer in memory and consumer decision making, internet retailing, and consumer financial decision making. Lynch is a Fellow of the American Marketing Association, the Association for Consumer Research, the American Psychological Association/Society for Consumer Psychology and one of four fellows of all three organizations worldwide. In 2015 publications tracked by the Web of Science, Lynch was one of the 25 most-cited marketing scholars in the world. He has been a recipient of the Paul D. Converse Award for Outstanding Contributions to the Science of Marketing and the Society for Consumer Psychology's Distinguished Scientific Achievement Award.

Warren F. Motte Jr., Ph.D., professor, Department of French and Italian, CU Boulder

A professor of French and Comparative Literature, Motte specializes in contemporary writing, with particular focus upon experimentalist works that put accepted notions of literary form into question. He is a prolific scholar, having written eight books, 11 edited or co-edited volumes and over 150 articles and book chapters. He dominates the field of contemporary fiction in French, and has been honored with the title Chevalier dans l'Ordre des Palmes Académiques by the French government, in recognition of his unique contribution to advancing our understanding of modern French literature. In 2016, he was named a CU College Professor of Distinction. He joined CU in 1987.

Roy Parker, Ph.D., investigator, Howard Hughes Medical Institute; Cech-Leinwand Endowed Chair of Biochemistry, and professor, Department of Biochemistry, CU Boulder

Parker holds a prestigious Howard Hughes Medical Institute appointment and is a professor in the Department of Biochemistry. A member of the U.S. National Academy of Sciences, Parker is a pioneer in the study of messenger RNA, a key subtype of RNA that carries a portion of the DNA code to other parts of cells for processing. He has long been at the forefront in studying and translating this key field and was elected president of the RNA Society in recognition of his leadership. A superb teacher and mentor, Parker has given tirelessly to the CU community through his leadership and service since arriving six years ago.

With these seven new designees, CU has recognized 99 Distinguished Professors since the program's establishment in 1977.

CU affirms commitment to free speech and academic freedom[8]

The University of Colorado Board of Regents on Friday affirmed the university's longstanding commitment to free speech and clarified the difference between academic freedom and freedom of expression in a vote to revise its Laws and Policies.

During its meeting at the CU Anschutz Medical Campus, the board approved additions and refinements to its Laws and Policies that enact broad protections for both freedom of expression and academic freedom, while clarifying the responsibilities of members of the university community when events occur on the campus, when discussions occur in classroom and in the pursuit of knowledge and research.

The move came after more than a year of work that was part of a comprehensive review of Regent Laws and Policies. Faculty, staff and student groups collaborated with the Board of Regents during the process, offered improvements that were incorporated into the final documents and endorsed the result.

The vote was unanimous.

"The university needs to be a place where we debate ideas with respect and rigor, and this makes clear where the university stands," said Regent Stephen Ludwig. "We're in a better place."

The revisions recognize for the first time that faculty and students have academic freedom and also balance their respective rights and responsibilities. The Board of Regents has long recognized a broad definition of academic freedom that encompasses faculty members' ability to teach truth as the faculty member sees it within disciplinary standards. New provisions recognize that, while faculty members have the ability to direct the course of classroom discussions, students have the ability to raise questions and take reasoned exception to the views and data presented by others.

While the university has always been subject to the First Amendment, the revisions also spell out how speakers and

events occur on campus. The policies address freedom of expression separately from academic freedom because of the need to distinguish what happens in the classroom (academic freedom) and what happens in people's private lives and on forums around campus (freedom of expression). While encouraging expression across the campuses on all matters of social and political significance, the policy also works to ensure a safe educational environment.

"The university exists for no greater purpose than to have students challenge their beliefs. What's taught in the university today is reflected in our society tomorrow," said Regent Heidi Ganahl. "Everyone in this community – students, faculty, staff – are doing things and not just talking about them."

The new policies are consistent with Colorado's Senate Bill 62 and the U.S. Constitution, said Patrick O'Rourke, CU's general counsel. Senate Bill 62, passed in the 2018 legislative session, ensures that free speech can occur in public spaces on campuses, prohibits universities from confining expression to "free speech zones" and allows universities to enact viewpoint neutral rules to guard against disruptions to the learning environment.

"The changes affirm the university's commitment to being a place where both free speech and academic freedom are valued, supported and protected," O'Rourke said. "Universities should be places where ideas are explored."

While the Board of Regents has been revising its laws and policies for more than a year, the amendments dealing with academic freedom and freedom of expression come at a time when many universities across the nation have faced challenges to how they promote both free speech and a respectful learning environment.

Higher education traditionally identifies academic freedom and freedom as expression as fundamental. Without these freedoms, a university cannot meet its mission, but sometimes an environment that places a premium upon them allows faculty and students to express views that some consider unorthodox, insulting or offensive. At the same time, members of the university community value diverse and inclusive learning environments, and they expect universities to promote a culture of respect and civility.

O'Rourke said supporting free expression and supporting an inclusive environment are not mutually exclusive, and that the revisions to CU's policies create a framework that allows them to co-exist.

Click here for FAQs[9] on academic freedom and free speech.

CU Boulder on Friday also launched a Free Expression website[10], which serves as a clearinghouse for students, faculty and staff about policies, speakers and values related to free expression.

In other business at Friday's Board of Regents meeting:
The board approved a slate of changes to Article and Policy 5[11], all of which pertain to faculty. Among the changes is an expansion of the notice required when a program is discontinued, which will include formal notice to all instructional, clinical and research faculty with at least a 0.5 FTE. Michael Lightner, vice president for academic affairs, who leads the review of academic policies, and Joanne Addison, chair of Faculty Council, both spoke positively of the collaboration between faculty and administration during the ongoing review of regent laws and policies. "People's opinions have been respected," Lightner told the board. Click here to see more[12] on policy changes that took effect Friday. Todd Saliman, vice president chief financial officer, reported to the regents the overall cost of employee pay raises[13] to the university. The regents in June had approved a 3 percent merit pool for faculty and exempt employees, and the state had mandated a 3 percent cost-of-living increase for classified staff. The total dollar amount increases include: Faculty merit increases, $7,901,723 among 2,758 faculty (400 faculty received a salary reduction or no increase) Exempt merit increases: $12,858,981 among 5,446 employees (910 received no salary increase) Classified increases: $2,881,165 among 2,127 staff members (two staff received a one-time payment instead of a base-building increase)

CU campuses set new enrollment record[14]

Some 66,728 students enrolled at the four University of Colorado campuses for fall 2018, the preliminary figures indicating a new record across the CU system.

Enrollment figures climbed above last fall's totals – collectively and individually – at the University of Colorado Boulder, the University of Colorado Denver, the University of Colorado Anschutz Medical Campus and the University of Colorado Colorado Springs.

The system-wide increase of 1,353 students represents a 2 percent rise over a year ago.

The preliminary estimates were presented Friday[15] to the CU Board of Regents during its meeting at the CU Anschutz Medical Campus. Final figures are due to the state in October.

The preliminary estimates by campus are:

University of Colorado Boulder: CU Boulder's total enrollment of 34,595 is a new record, up 4.1 percent over fall 2017. The total includes a new freshmen class of 6,721, up 2.3 percent over a year ago. Undergraduate transfer students have increased 14 percent over fall 2017. Click here for more[16] on CU Boulder enrollment.

University of Colorado Denver: At 15,232, CU Denver enrollment is at a new record high, up 1.5 percent over last year. It's the sixth consecutive year for a record-size freshmen class: The 1,716 new freshmen total is up 15.9 percent over fall 2017.

University of Colorado Colorado Springs: Some 12,574 students are enrolled at UCCS this fall, up 1.2 percent over a year ago. New freshmen total 2,027, up just slightly over fall 2017. About 19 percent of students have a military affiliation. Click here for more[17] on UCCS enrollment.

University of Colorado Anschutz Medical Campus: Total enrollment at CU Anschutz climbed 1.5 percent to 4,327; Colorado residents account for 80 percent of that figure. Graduate and professional programs, which are capped by accrediting organizations, experienced moderate growth.

Tenure list: September 2018[18]

The CU Board of Regents on Friday approved three appointments of tenure.

CU Boulder

Effective Sept. 14, 2018.

Appointments with Tenure (3)[19]
Marcus Holzinger, Aerospace Engineering Sciences, College of Engineering and Applied Science Courtney McDonald, University Libraries Evan Thomas, Civil, Environmental and Architectural Engineering, College of Engineering and Applied Science

New international employees must meet with tax specialist[20]

Employee Services' International Tax Office strives to be a valuable touchpoint for international employees throughout their CU careers – and it all begins with an International Tax Appointment for new employees.

The University of Colorado requires all new international employees – students, staff, faculty members and researchers – to meet with an International Tax Specialist to determine and document their U.S. tax status.

Prepare for your appointment

During your appointment, a specialist will identify your tax status, explain the tax rules that apply to you, clarify your personal tax filing requirements and help you complete related tax forms.

To prepare for your appointment, you should:
Bring your passport, I-94 and immigration documents (I-20, DS-2019, H1B approval, etc.). A Social Security number is not required for the appointment, but if one has been issued, it should be brought to the appointment. Plan to review your entire history of presence in the United States, including previous visits in different immigration statuses. You should leave the appointment with an understanding of your U.S. tax residency status and personal responsibilities as a U.S. taxpayer.
Schedule your appointment

It's best to schedule an appointment as soon as you are hired at CU and ideally before you receive your first paycheck. However, appointments fill fast, and it may take two to four weeks before an appointment time is available.

If you can't schedule an appointment before receiving your first paycheck, don't worry. Delayed appointment availability will not affect your ability to begin working or negatively affect your pay. (Employee Services will retroactively adjust your pay, when necessary, to ensure it is taxed correctly.)

For more information, visit the Employee Services' international employee webpage[21].

Book appointment[22]

UIS changes name, introduces new purpose and value statement[23]

UIS is changing its name from University Information Systems to University Information Services (UIS).

Why is UIS changing its name?

UIS's work spans more than information systems. Information services encompass all the interactions between technology and partners – within UIS and on CU's campuses – that enable people to conduct business.

Technology and needs are moving from monolithic to micro-service solutions, and UIS is responding to best serve the university. The new name reflects a change in UIS's focus, from a vendor-centric to a business-need-centric model.

Why change?

UIS's new model will realign the department to focus on idea generation, forward-looking value for CU and supporting customer business processes with information technology.

Increasingly, "systems" are being commoditized and easier for customers to purchase than look for integration into source systems. In response, UIS will increasingly focus on finding the best technology solutions for CU.

"While our name change may seem small, it marks a major shift in the department's approach and philosophy," said Scott Munson, associate vice president and CIO of UIS. "As UIS continues to strive to provide secure, performant and

reliable CU-wide technology solutions, a services emphasis inherently changes the conversation from a focus on technology options to university objective and value. As a result, more innovative and creative discussion will occur to support the university's mission."

The new UIS model necessitated some reorganization to best position UIS to meet its goals. An updated organizational chart can be found here[24].

New Purpose and Value Statement

With this change, comes a new purpose and value statement:
Purpose Statement
Why: We positively impact the trajectory of individual lives and society.

How: We empower the CU community through university-wide IT services.

What: We are University Information Services.
UIS Values
Person-centric: People come first. We value their contribution and want to empower them to make a difference.

Integrity: We do the right thing, regardless of who is watching.

Service: We are committed to knowing and understanding our customers and delivering value.

Collaboration: We are actively engaged with others toward a common endeavor.

Astronaut Voss handles the Houston-to-Boulder commute [25]

50 years later, MCDB department still breaking new ground [26]

College of Education to collaborate on NSF grant to support underrepresented minorities pursuing engineering faculty positions[27]

Search begins for nursing and health sciences dean[28]

Faculty member leads development of EdD area of study for higher-ed leaders[29]

A Lynx link: New CityCenter connects CU Denver with community[30]

Discovery on T cell behavior has implications for cancer immunotherapy [31]

How to reduce stress? Personal and professional resilience[32]
[33]

According to a 2017 Gallup survey, about eight in 10 Americans frequently or sometimes encounter stress in their day-to-day lives. Not only does this impact one's emotional and mental wellness, it takes a massive toll on the body too. The American Stress Foundation states that stress can cause a number of physiological effects in the moment, such as tense muscles and rapid breathing, but it can also impact you long-term. This is seen in certain disorders such as insomnia, hypertension and increased susceptibility to infections.

With medical knowledge and technology advancing at a historically high rate, why are individuals still suffering from lofty levels of stress? What are the top catalysts of these ever-so-present emotions? Studies show that health, finances and safety rank number one, with interpersonal relationships and politics following. These all seem pretty intuitive – life is expensive, bills stack up faster than we can handle, and the political climate can cause a lot of uncertainty, too. Still, should these levels really be upsurging?

Karen Gorton, assistant professor at the University of Colorado College of Nursing, has a unique stance on this topic, stating that in our technology-saturated world, stress boils over now more than ever.

"Our access to knowledge is instantaneous and we are being inundated by it," Gorton said. She notes that in the field of nursing alone, "an individual's knowledge base is doubling every 12 months." This large influx of new knowledge can create a lot pressure to keep up. And, as technology continues to advance at an incredibly high speed, it can become increasingly difficult to fully unplug.

"We have come to expect an immediate response from people – that's the new norm," Gorton said. "Society has lost the boundary of personal space and time because we have social pressure to always be connected," and that can be a huge source of stress for people. Learning how to bounce back from stress, having the capacity to handle it in the moment without tipping over the edge, and learning self-management skills is paramount in the chaotic world we live in today.

What are some of the most impactful ways to manage stress?

"If, and when, you are feeling stressed, take 10 deep breaths and spend some time asking yourself, 'What has pushed me to this tipping point?'" Gorton said. She also notes that it can be effective to actually tell those around you that you have been pushed past your limit and need some time to cool down. If you are able to, remove yourself from the context, and allow yourself some time to reflect. These simple actions can make a profound difference in your overall response to stress.

Additional research[34] shows that listening to soothing music can wind down your heart rate and blood pressure, some of the most common symptoms of stress build-up. Any form of physical activity, including walking, yoga, and stretching, can be beneficial as well because it releases feel-good chemicals into the body and allows you to actually practice managing stress. So, lace-up those running shoes, take a moment to deeply inhale and exhale, or turn up your favorite tune, even for just a moment. You may find that your feelings of being stressed and overwhelmed are able to subside.

Gorton is hosting a series on building your personal and professional resilience starting Sept. 28 at CU South Denver. She hopes to teach individuals how to better cope with stress through an internationally recognized system of practical

solutions called HeartMath. There are two session options, or individuals can choose to attend both. Participants will discover what depletes and renews emotions, heart-focused breathing and more.

Learn more at https://southdenver.cu.edu/portfolio/personal-professional-resilience/[35]

Larson, Lewis honored with 2018 Distinguished Research Lectureships[36]

Jones named associate vice chancellor for Integrity, Safety and Compliance [37]

Shears named to CU Design Review Board[38]
[39]

CU President Bruce D. Benson has appointed well-known Denver architect Christopher Shears, FAIA, to CU's Design Review Board, which provides review and advice regarding capital planning and development projects at the system's four campuses.

A passionate weaver of urban fabric, Shears leads in expanding the possibilities of planning, zoning and design to catalytically transform cities and how people live in them. Working with city officials for more than 30 years to expand established entitlements while engaging communities and stakeholders, Shears specializes in creative interpretation of zoning ordinances and design standards to achieve economically sound contextual solutions.

"Chris Shears is a proven, world-class architect whose work in Denver, Boulder and other cities is truly visionary," Benson said. "We're very pleased that he'll be sharing his invaluable perspective as a member of CU's Design Review Board."

The DRB, which is the second-oldest established academic and higher education review board in the country, guides the planning and design of all four CU campuses according to their respective master plans, planning and design guidelines, and the specific development program.

Shears' sensitive infill and transit-oriented design in Denver's LoDo and adjacent neighborhoods encompasses over $1 billion of development. His planning, zoning and design precedents have expanded urban architectural opportunities for the entire profession.

Shears was recognized for successfully championing urban density long before founding his present firm 15 years ago. Shears undertook significant urban projects, maintaining involvement throughout the design, documentation and construction process. In 1997, when Shears was commissioned to resurrect a derelict LoDo parking structure property, he instead proposed and designed Denver's first newly constructed LoDo residential loft project, Palace Lofts, setting in motion unprecedented enthusiasm and opportunity to live and work in the historic district that continues to grow through the present.

Shears' new contextual design, adaptive reuse and insightful civic leadership have stabilized and transformed similar neighborhoods in his hometown of Boulder, as well as Ithaca, Kansas City, San Diego and Bentonville, Arkansas, creating a proven base for client and civic success.

He has been appointed for a five-year term on the CU Design Review Board, joining Donald H. Brandes Jr., Sarah Semple Brown, Victor Olgyay, Michael O. Winters and Cheri Gerou, ex officio, director of capital assets for CU. Past

members include Hideo Sasaki, Bill Muchow, Dwayne Nuzum, Eldon Beck, John Prosser, Jerry Seracuse, Candy Roberts and many other noted architects, landscape architects and planners.

Links
[1] https://connections.cu.edu/stories/registration-open-cu-diversity-and-inclusion-summit[2] http://www.cvent.com/events
/cu-system-wide-diversity-and-inclusion-summit-2018/event-summary-5e2ca864d77a411581261abde74d956f.aspx[3]
https://www.cu.edu/oaa/diversity/2018-diversity-summit[4]
https://connections.cu.edu/sites/default/files/div_sum_feat.jpg[5] mailto:odece@colorado.edu[6]
https://connections.cu.edu/spotlights/seven-exceptional-faculty-members-are-cu-s-newest-distinguished-professors[7]
http://www.cu.edu/content/distinguished-professors[8] https://connections.cu.edu/stories/cu-affirms-commitment-free-speech-and-academic-freedom[9] https://www.cu.edu/frequently-asked-questions[10] https://www.colorado.edu/free-expression[11] https://www.boarddocs.com/co/cu/Board.nsf/files/B4DV8G74C134/$file/Article%205%20and%20Policies%205A-5G%20v%202.0%20Sept%206.pdf[12] https://www.cu.edu/node/166710[13] https://www.boarddocs.com/co/cu/Board.nsf/files/B4LN7A5C3BF5/$file/FY%2018-19%20Compensation%20Full%20Report%20(Final).pdf[14]
https://connections.cu.edu/stories/cu-campuses-set-new-enrollment-record[15] https://www.boarddocs.com/co/cu/Board.nsf/files/B4LN8J5C73E9/$file/FY18-19%20Preliminary%20Fall%20Enrollment%20(Tableau%20Final).pdf[16] https://www.colorado.edu/today/2018/09/14/numbers-cu-boulder-sees-success-affordability-efforts-welcomes-most-diverse-freshman[17] http://communique.uccs.edu/?p=34787[18] https://connections.cu.edu/stories/tenure-list-september-2018
[19] http://www.boarddocs.com/co/cu/Board.nsf/goto?open&id=B3H3NT7F7624[20]
https://connections.cu.edu/stories/new-international-employees-must-meet-tax-specialist-1[21]
https://www.cu.edu/employee-services/international-employee-0/[22]
https://booknow.appointment-plus.com/43rspqeq/[23] https://connections.cu.edu/stories/uis-changes-name-introduces-new-purpose-and-value-statement[24] https://www.cu.edu/docs/uis-org-chart[25]
https://connections.cu.edu/stories/astronaut-voss-handles-houston-boulder-commute[26]
https://connections.cu.edu/stories/50-years-later-mcdb-department-still-breaking-new-ground[27] https://connections.cu.edu/stories/college-education-collaborate-nsf-grant-support-underrepresented-minorities-pursuing[28]
https://connections.cu.edu/stories/search-begins-nursing-and-health-sciences-dean[29]
https://connections.cu.edu/stories/faculty-member-leads-development-edd-area-study-higher-ed-leaders[30]
https://connections.cu.edu/stories/lynx-link-new-citycenter-connects-cu-denver-community[31]
https://connections.cu.edu/stories/discovery-t-cell-behavior-has-implications-cancer-immunotherapy[32]
https://connections.cu.edu/stories/how-reduce-stress-personal-and-professional-resilience[33]
https://connections.cu.edu/sites/default/files/ucsd_reduce-stress_top.jpg[34]
https://www.webmd.com/balance/guide/blissing-out-10-relaxation-techniques-reduce-stress-spot#2[35]
https://southdenver.cu.edu/portfolio/personal-professional-resilience/[36] https://connections.cu.edu/people/larson-lewis-honored-2018-distinguished-research-lectureships[37] https://connections.cu.edu/people/jones-named-associate-vice-chancellor-integrity-safety-and-compliance[38] https://connections.cu.edu/people/shears-named-cu-design-review-board[39] https://connections.cu.edu/sites/default/files/p_shears_p.jpg