Health care worker burnout: What to do?[1]

Regent Ken Montera officially joins board[2]

The CU Board of Regents[3] on Wednesday welcomed a new member, Ken Montera, who took his oath of office during an online ceremony.

Gov. Jared Polis named[4] the Colorado Springs Republican to the vacant seat last month after Regent Chance Hill resigned for personal reasons. Montera represents the 5th Congressional District.

“I am humbled after over 40 years to once again be home and part of the University of Colorado,” Montera said after taking his oath, administered by Board Chair Jack Kroll.

Montera is a graduate of CU Boulder’s Leeds School of Business, where he studied marketing and international finance. His long career as a marketing executive included serving as executive vice president of retail operations for L Brands. Montera now works as a retail and management consultant and serves as vice chair of the Colorado Springs Symphony Orchestra.
[5]

“It’s an honor to now be a part of this outstanding group,” Montera said upon joining the board. “Together, we will continue to make our university, our students, our faculty, our staff and particularly our state proud of our institution.”

Montera, who ran in 2018’s at-large regent election, will serve on the board through this year. The winner of November’s election in the 5th District will serve the final two years of the term; Montera has said he intends to run to keep the seat.

Several members of CU leadership – including President Todd Saliman and Regents Kroll, Vice Chair Sue Sharkey, Heidi Ganahl, Glen Gallegos, Callie Rennison and Ilana Spiegel – joined Wednesday’s virtual swearing-in, welcoming Montera to the board.

Saliman noted the challenging timing of Montera’s arrival, given the ongoing pandemic and last week’s devastating fires in Boulder County.

“But we are up for the challenge,” Saliman said. “We really value working with the board, working with you, facing those challenges and moving the university forward.”

CU community raises $150,000 to help victims of fires[6]

The University of Colorado continues to offer support and resources to members of the CU community affected by last week’s devastating Boulder County fires, the most destructive in state history.

As of Wednesday afternoon, donors to CU-based funds had given over $150,000 to support CU students, faculty and staff affected by the fires. The total consists of money raised by all four campuses and the system.

Driven by high winds and dry conditions, the Dec. 30 fires ravaged neighborhoods in Superior, Louisville and unincorporated Boulder County, destroying nearly 1,000 structures, most of which were homes. The homes lost include those of dozens of CU Boulder students, faculty and staff[7]. More than 700 employees and more than 600 students live in areas that were evacuated during the emergency.

CU Boulder quickly launched a Fire Resources webpage[8] for students, faculty and staff; the site is updated with new information as it's available.

"For anyone in our community affected by this disaster, please know that CU Boulder stands with you," wrote[9] Chancellor Philip DiStefano.

CU President Todd Saliman said CU community members from the other campuses and system administration also live in the areas affected.

"We will keep them in our hearts, and are offering support to all CU community members who have been impacted," Saliman wrote in a communication to the CU community[10]. "It's at times like these that our community is essential, and the CU community is caring, strong and resilient."

Additional campus-specific resources and information are being provided by CU Denver[11] and the CU Anschutz Medical Campus.[12]

For those looking to help provide relief to those affected by the disaster, here are some CU and community resources providing support:

CU emergency relief funds
Marshall Fire Support Fund for CU Students, Faculty and Staff[13]Buffs Together[14]Student Emergency Fund[15]Staff & Faculty Emergency Fund[16]Loving Lynx Emergency Fund[17]CU Anschutz Emergency Relief Fund[18]
Community resources
Boulder Community Foundation[19]Colorado Responds[20]Boulder Office of Emergency Management[21]

Faculty Housing Assistance Program creating value for participants[22]
[23]

Two decades after its launch, CU's Faculty Housing Assistance Program[24] (FHAP) remains a benefit that's crucial in recruiting and retaining faculty at the four campuses.

Faculty Council heard an update on the financial-need-based program during the governance group's Dec. 2 meeting, held virtually. Tony Vu, treasurer, chief investment officer and associate vice president for budget and finance, said leadership is very happy with the program.

"There's been a lot of value created for the participants in this program," Vu said. "We're really providing a great increase in their equity through this program. … This is the value of home ownership that we want to help our faculty participate in."

FHAP makes housing more affordable by providing financial assistance for a down payment needed to qualify for a loan and potentially avoiding the cost of private mortgage insurance.

The benefit, first approved by the Board of Regents in 2001, consists of two programs available to tenure and tenure-track faculty: a shared-appreciation co-investment option (30 years) of up to $100,000, where the university is paid a share of the appreciation upon the loan maturity or termination, in lieu of monthly interest payments; and a loan guarantee by the University of Colorado Foundation where the faculty member makes monthly interest payments, adjusted quarterly. The FHAP is a partnership of CU, the CU Foundation and Elevations Credit Union.

Since 2004, 342 faculty have participated in the shared-appreciation option funded by the CU Treasurer's Office and 211 have participated in the loan program guaranteed by the CU Foundation. As of Dec. 31, the total program amount funded is over $40 million. While Boulder faculty account for the majority in both, faculty at all four campuses have accessed the program.

Beginning this year, program administrators will send participants an annual letter reminding them of their status in the program, their home's current estimated value and other information to aid with decision making.

Vu also updated the council on CU's other housing assistance program for employees at all four campuses. Launched in February 2020, the partnership with Landed[25], an initiative originally proposed by Board of Regents Chair Jack Kroll, provides a similar down-payment assistance to those not eligible for FHAP. As of September 2021, the program had helped 67 employees become homeowners.

In other business at the Dec. 2 Faculty Council meeting:
Emily Osan of the system's diversity, equity and inclusion office updated the council on the Campus and Workplace Culture survey[26], which recently concluded. Plans call for updates to the Board of Regents later this month, regarding survey response rates and demographics; in February, on survey questions aligned with the system strategic plan; and in April, on campus-specific survey results.

Faculty Council Committee Corner: LGBTQ+[27]

Editor's note: This is part of an ongoing CU Connections series in which the Faculty Council[28] highlights each of its committees and their efforts. See past installments here.[29]
[30]

For this Committee Corner, the Faculty Council LGBTQ+ Committee[31] is spotlighting the incredible work of one of our members, Carey Candrian, Ph.D.

Candrian is an associate professor in the Division of General Internal Medicine at the CU School of Medicine and a Cambia Health Foundation Sojourns Scholar. Her research explores how communication shapes — and is shaped by — perceptions, attitudes and biases in the community.

Candrian's focus is on using her research and communication expertise to improve health equity for older adults who are lesbian, gay, bisexual and transgender (LGBT) and those who care for them. If patients feel they can safely and openly be who they are — and tell us who and what matters most to them — we can offer them the support they and their loved ones want, when they need it most.
[32]

This fall, Candrian has been telling the stories of older LGBTQ women in a new photo exhibit, "Eye to Eye: Portraits of Pride, Strength, Beauty." The show features Candrian's photo portraits of 20 women accompanied by quotes about their struggles being LGBTQ at a time when coming out could mean losing your job, your home, or even your family and friends.

"Eye to Eye" can be experienced 9 a.m.-5 p.m. Monday-Friday at the Fulginiti Pavilion for Bioethics and Humanities on the CU Anschutz Medical Campus through January; in-person exhibit viewing is only available to badged CU Anschutz faculty, students and staff. You can visit the exhibit virtually here:
https://www.cuanschutz.edu/centers/bioethicshumanities/arts-and-humanities/eye-to-eye[33]

In a School of Medicine press release, Candrian stated, "Nearly 50% of older LGBTQ adults say their doctor doesn't know that they're LGBTQ, and the stress of hiding takes up to 12 years off their life."

According to the press release, two years ago, when — as part of a project backed by the Lesbian Health Fund and the Colorado Health Foundation — Candrian began interviewing older LGBTQ women in Colorado about their health care experiences, she began to see beyond the statistics. She met women ages 60 to 84, from throughout Colorado, who had jobs, partners, hobbies, passions, lives. Urban women. Rural women. Black and Hispanic women. Trans women. Disabled women.

“It’s easy to look away or disconnect when you hear general numbers about groups of people, but it’s harder to do that when you actually meet someone,” Candrian said. “These women have been so silent to stay safe and hidden, but they’re also really strong and brave and want to be heard.”

Boettcher Early Career Investigator application deadline nears[34]

Applications for the 2022 Boettcher Webb-Waring Biomedical Research Awards[35] program will be due to the campus grants offices in February according to the following campus-specific instructions:
University of Colorado Boulder[36]University of Colorado Colorado Springs[37]University of Colorado Denver | Anschutz Medical Campus[38]
The Boettcher Foundation established the Webb-Waring Biomedical Research Awards program, which will provide up to five grants of $235,000 each covering up to three years of research activity, to provide independent research opportunities to promising and talented early career investigators. Awardees will carry the title of Boettcher Investigator in acknowledgement of the prestigious award.

Boettcher Webb-Waring Biomedical Research Awards[39] from Boettcher Foundation[40] on Vimeo[41].

Since the first awards granted in July 2010, the Boettcher Foundation has awarded CU’s 54 current Boettcher Investigators[42] more than $12.5 million.

Eligible faculty researchers from all four CU campuses are encouraged to apply. For purposes of this program, an eligible early career investigator (ECI):
Is within four years of appointment to their career-track academic position (i.e., whose career-track appointments began no earlier than Jan. 1, 2017); Has not previously received a major independent research award; Has received a terminal degree or completed their medical residency within the 10 years preceding the application (i.e., on or after Jan. 1, 2011); and Is either a U.S. Citizen or a Permanent Resident.
For more details, go to: http://www.cu.edu/bfww/eligibility[43]

Do not contact the Boettcher Foundation directly.

Ultrafast lasers, ultracold atoms and more as Rep. Neguse tours JILA[44]

Johnson Beth-El Clinics at the Lane Center offer clinical hours for students entering the healthcare workforce [45]

CU Denver alum Rep. Iman Jodeh encourages fall 2021 graduates to celebrate achievements, contribute to a better world[46]

State of Research address highlights strong growth, breadth of research and talent on campus[47]

Links
[1] https://connections.cu.edu/spotlights/health-care-worker-burnout-what-do[2] https://connections.cu.edu/stories/regent-ken-montera-officially-joins-board[3] https://regents.cu.edu/[4] https://www.cu.edu/news/gov-polis-names-new-cu-regent[5] https://connections.cu.edu/sites/default/files/reg-montera-swearing-in_01.jpg[6] https://connections.cu.edu/stories/cu-community-raises-150000-help-victims-fires[7] https://www.colorado.edu/today/2022/01/03/cu-boulder-responds-impacts-devastating-fires-high-winds-and-cold-snap[8] https://www.colorado.edu/fire-resources[9] https://www.colorado.edu/chancellor/newsletter/chancellor/cu-boulder-begin-spring-semester-remotely[10] https://view.communications.cu.edu/?qs=18223138439f4973b32d45d9d6ccbc4c27c0df32e92738c980f2e679876421db76386c0a8f7ea7dcc3112c193b2c99a5f789b87414d97bcff410224385804f5cfcafbe1f42f6c06880b96fb1feaf44f4[11] https://www.ucdenver.edu/about/leadership/chancellor/communications/messages/resources-and-support-for-lynx-community-members-affected-by-the-marshall-fire[12] https://cuanschutz.edu/about/leadership/chancellor/communiques/helping-those-impacted-by-the-boulder-county-fires[13] https://giving.cu.edu/fund/marshall-fire-support-fund[14] https://www.colorado.edu/buffstogether/[15] https://www.colorado.edu/studentaffairs/student-emergency-fund[16] https://www.colorado.edu/hr/staff-faculty-emergency-fund[17] https://giving.cu.edu/fund/loving-lynx-emergency-fund?_ga=2.133486926.1330874846.1583352614-1717322322.1553709033[18] https://giving.cu.edu/anschutzemergencyrelief[19] https://click.communications.cu.edu/?qs=f7e5b7e1a3f6107899901d665441e325e538916d99ca2e6e633b2f3d0037c70268e46d6efc3bf503e16c362597b58da4c16bd361d8da26b7[20] https://click.communications.cu.edu/?qs=f7e5b7e1a3f61078a42fe421d8da62fed1d5c8b4fdbafc090bddc77b7f56d74307360679d1b0f603d4de54ff87806014d724b25cd93d7694[21] https://click.communications.cu.edu/?qs=f7e5b7e1a3f6107870510c8db361e114d439c44e920b408f2222b764616cd487ee3eece8cdb6504c8b39bd0d7b8efdaa36c1d8ff4b5bb7ec[22] https://connections.cu.edu/stories/faculty-housing-assistance-program-creating-value-participants[23] https://connections.cu.edu/sites/default/files/fhap_top.jpg[24] https://www.cu.edu/treasurer/faculty-housing-assistance-program[25] https://www.landed.com/[26] https://www.cu.edu/campus-and-workplace-culture-survey[27] https://connections.cu.edu/stories/faculty-council-committee-corner-lgbtq-2[28] https://www.cu.edu/faculty-council[29] https://connections.cu.edu/tag/faculty-council-committee-corner[30] https://connections.cu.edu/sites/default/files/fc_lgbtq_cmte_candrian.jpg[31] https://www.cu.edu/faculty-council/lgbtq-committee[32] https://connections.cu.edu/sites/default/files/fc_lgbtq_cmte_eyes.jpg[33] https://www.cuanschutz.edu/centers/bioethicshumanities/arts-and-humanities/eye-to-eye[34] https://connections.cu.edu/stories/boettcher-early-career-investigator-application-deadline-nears-0[35] http://www.cu.edu/bfww[36] https://www.cu.edu/doc/bfww-applicantinstructions-cu-boulder.pdf[37] https://www.cu.edu/doc/bfww-applicantinstructions-uccs.pdf[38] https://www.cu.edu/doc/bfww-applicantinstructions-cu-denver-amc.pdf[39] https://vimeo.com/189663981[40] https://vimeo.com/boettcherfoundation[41] https://vimeo.com[42] https://www.cu.edu/bfww/cu-investigators[43] http://www.cu.edu/bfww/eligibility[44] https://connections.cu.edu/stories/ultrafast-lasers-ultracold-atoms-and-more-rep-neguse-tours-jila[45] https://connections.cu.edu/stories/johnson-beth-el-clinics-lane-center-offer-clinical-hours-students-entering-healthcare[46] https://connections.cu.edu/stories/cu-denver-alum-rep-iman-jodeh-encourages-fall-2021-graduates-celebrate-achievements[47] https://connections.cu.edu/stories/state-research-address-highlights-strong-growth-breadth-research-and-talent-campus