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Letter from the Editor

Campus cuts expected Friday

Members of the university community know all too well how the down economy and ensuing drop in state revenue have diminished funding to higher education. The pressing nature of these economic concerns led to cuts last year and will do so again this year.

News of cuts at the campus level is expected at the end of the week. The CU Faculty and Staff Newsletter will be updated with that information as soon as it's available on Friday.

For an instant alert of when the news is posted, please consider signing up for the Newsletter's [RSS feed](#), or follow us on [Twitter](#). Just click on the link of your choice at the bottom of this home page.

We welcome your letters to the editor on this or any topic of interest to current and retired CU faculty and staff. Please send submissions to newsletter@cu.edu.

If you have a news item you'd like to share, please send it to Jay.Dedrick@cu.edu.

-Jay Dedrick

Benson: Tuition increases will help preserve CU's quality, competitive edge

In 8-1 decision this week, CU regents vote to raise tuition rates for 2010-11

No one — from University of Colorado officials to students and families — likes the idea of tuition increases. But with CU faculty and staff continuing to work to deliver the highest-quality education possible to students, officials are pointing to the long-term value of a college degree.

"Raising tuition is never an easy decision. We know how difficult it can be for families to pay for college," said CU President Bruce D. Benson earlier this week. "These tuition increases will help us continue to deliver high quality classroom instruction and student services, while striving to keep our commitment as a public university to remain accessible to all Colorado students."

In an 8-1 vote Monday, the CU Board of Regents decided to raise resident undergraduate tuition by up to 9 percent, and nonresident undergraduate tuition by up to 5 percent on all four of the university's campuses. The vote followed a difficult discussion by the nine-member board of elected officials, who came to a majority decision despite deep political divisions. The lone dissenter was Regent Tom Lucero, R-Loveland.

The decision will mean that tuition rates for the average in-state College of Arts and Sciences undergraduate student will go up by about \$572 (9 percent) at CU-Boulder for a total of \$7,018 per year; by \$504 (9 percent) at UC Denver for a total of \$6,216 per year; and by \$420 (7.2 percent) at UCCS for a total of \$6,270 per year.

Nonresident undergraduate students in the College of Arts and Sciences will pay an extra \$1,300 (5 percent) for a total of \$28,000 per year at CU-Boulder; \$384 (2 percent) for a total of \$19,128 per year at UC Denver; and \$320 (2 percent) for a total of \$15,920 per year at UCCS.

When other costs such as room and board, mandatory fees and textbooks are taken into consideration, the net increase in cost of attendance is only 4 percent at CU-Boulder, 4.5 percent at UC Denver and 3.5 percent at UCCS.

The regents cited the state's deep funding cuts to higher education, rising costs and an ongoing national recession as the primary reasons for the tuition increases. Their decision, made during a special meeting on the UC Denver campus in downtown Denver, followed a grim budget presentation by CU Chief Financial Officer Kelly Fox.

According to Fox, CU faces another \$50 million budget shortfall in fiscal year 2011-12, and the university will continue with a three-prong budget reduction plan that includes work force reductions, greater administrative efficiencies and the search for new revenue. Since last July, Colorado has cut higher education spending by nearly 60 percent, which translates into a decrease of some \$2,600 per resident student funding by the state.

Fox noted that CU is being helped by federal stimulus funding that will run out in 2011. Only 3.3 percent of the university's total operating budget currently stems from taxpayer-supported state funding, and tuition is one of the few revenue sources left for public universities still reeling from the effects of the national recession. Even so, this week's tuition increases are expected to make up only 20 percent of recent state funding cuts, Fox told the regents.

Benson said tuition increases are made only when higher education institutions conclude they have few alternatives. He said this year's tuition increases would help preserve the high quality of academic programs and student services on all four CU campuses, and contribute to student financial aid. Despite the increases, CU remains a considerable value for residents and nonresidents alike, as the university's tuition rates are lower or on

par with peer universities in Arizona, California, Michigan and Texas, which receive much greater state support, he said.

"CU is a low-state-funding, low-tuition university, which is rare among national public universities," he said.

Benson, who graduated from CU in 1964 with a geology degree and went on to found his own company, added, "In the end, it's important for students and their families to remember that a college education is, perhaps, the greatest investment they can make in a young person's life. Higher education is a long-term investment that pays high dividends over the life of an individual, and the innovation, technology, start-up companies, jobs and expertise that emerge from our campuses are important economic drivers for the state of Colorado."

Before deciding to cast a reluctant vote to raise tuition rates at CU, Regent Michael Carrigan, D-Denver, condemned what he called Colorado's "chronic failure to invest in higher education," and apologized to families who will have to pay higher tuition rates.

"To our students and their families, we have to ask you to share the burden and share the pain of the state's cuts, and we ask you to join us in the fight, to the state's leaders, to demand that they fully invest in our colleges and universities."

Self-funded health plan study continues

State's delay in setting health plan rates has university waiting

While CU administrators continue to finalize moving to self-funding most health care benefits for employees, progress has been slowed somewhat by the state of Colorado's own consideration of two bids for health plan administration for state employees. The state's decision, expected in April, will factor in determining the final rates for classified employees and, by extension, to faculty and exempt professionals.

In recent weeks, E. Jill Pollock, senior associate vice president and chief human resources officer, has been discussing with governance groups the university's move in July to health plan self-funding. The approach, which would allow the university to better manage health benefit plans, could cut costs over time from 3 percent to 7 percent annually, according to a 2008 report to the university by Mercer Consulting, a national total compensation consulting firm. Self-funding also would allow the university to tailor health plans to fit the needs of its employees.

One element of self-funding is an ability to link the utilization of benefits across the plans for annual rate setting; doing so might smooth the cost spikes in a particular plan in a year due to unusual medical expenditures. At its March 18 meeting, however, the CU Faculty Council approved a resolution on the matter: "The Faculty Council expresses concerns about proposed processes in rate setting for the CU health plans."

Said Pollock, "We appreciate the Faculty Council's concern about rates. It's the same concern we have. We want to deliver the best plan choices at the lowest costs, but we also do not want to cause, by highly differentiated individual plan pricing, a shift of, say, healthy participants to a single plan. The result would be a significant cost increase for the other plans in the following year.

Â "With self-funding, we hope to reduce, over time, the rise of health-care costs to all employees."

The university also is focused on a wellness and prevention program as a key component of all health plans that would begin with a voluntary health-risk assessment that employees could complete online. Pollock has said that studies show such assessments, along with medical management programs, can reduce health costs over time by up to 3 percent, slow the rate of increase in health plan rates and cut down on absenteeism. About 1 percent of the money received from employee and employer medical contributions would fund the wellness and prevention program.

— Jay Dedrick

ISIS takes on student registration

Integrated Student Information System serves 500 students on first day of pilot project

By Jay Dedrick

Following Monday's pilot sessions that saw more than 500 students throughout the CU system register for fall classes, the new Integrated Student Information System (ISIS) is set to go live for broader student registration Monday, April 5.

CU-Boulder expects daily use by 1,100 students once the launch begins. UCCS begins live registration April 26, followed by UC Denver on May 3.

The \$50 million, Web-based system is replacing the outdated, mainframe-based student information system.

LeeAnn Baronett, training and communications manager for the [MetamorphoSIS project](#), said the pilot registration that began Monday and continued Tuesday had gone well, with no major problems surfacing.

"We found little things here and there that are confusing that can be refined," she said. "There are little kinks that we're working to iron out. It will be an ongoing process to make improvements to the system."

Baronett said she's heard positive feedback from students using ISIS thus far, with many indications that working in the new system is more intuitive than the old process.

"It's interesting to me that the attitudes on the campuses are a little different," Baronett said. "Boulder already had a pretty robust system. For Denver and Colorado Springs, this new system is really a step up. I've noticed a little more confusion in Boulder over the class search, which does a lot of the same things the old system did, but differently. In Denver, they're picking it up right away."

To help with the transition, two new online tutorials are available at the project's Web site: [ISIS: Faculty Center](#) is designed for faculty with access to student data in portals; [ISIS: Student Center](#) is for staff with access to ISIS and who work with students. Also, three recently posted [video demos](#) provide a useful overview of the new system, Baronett said.

ISIS will continue to be rolled out in stages through the end of the year, when the 20-year-old system will be fully replaced. Student financials go live in July, followed by financial aid disbursement in August, and transcripts and end-of-term processing between September and December.

In the meantime, Baronett says end users shouldn't be surprised if they encounter growing pains with the new system.

"I've worked in IT awhile now, and it's said that the height of popularity for the old system is the day the new system goes live," she said. "It can be hard from an emotional standpoint. It's a tough adjustment and can take some getting used to. That's nothing out of the ordinary."

Details of state budget command focus at the Capitol

Progress of higher education flexibility legislation delayed again

The long appropriations bill, the main legislation that will determine the state's budget for the 2010-11 fiscal year, was introduced in the Colorado House of Representatives on Friday, March 26. It will be reviewed by various committees before advancing to the floor of the House for debate.

The long bill reflects the long-anticipated decline in state funding for higher education. The University of Colorado's Office of Government Relations continues to monitor the bill's progress, working to guard against any changes to a funding formula that might further erode state support of the university.

A narrative of the bill is available [at this link](#).

Legislation that would give higher education institutions greater flexibility with tuition, fiscal rules, capital construction, enrollment of international students and more remains on hold in part because of the long bill's status.

Senate majority leader John Morse, D-Colorado Springs, and Rep. Mark Ferrandino, D-Denver, had been set to meet with Gov. Bill Ritter last week to discuss the package of legislation; the meeting was postponed because of the midweek snowstorm. With the long bill now demanding attention, the flexibility package likely won't be reviewed before the end of next week.

— Jay Dedrick

FIVE QUESTIONS FOR
KATHIE NOVAK

Director of the Rocky Mountain
Leadership Program, UC Denver



When all is said and done, educators and politicians have at least one thing in common, says Kathie Novak — trying to make things better by improving the community, the state and the nation.

Novak has served as both. At the University of Colorado Denver, she has taught for 13 years in the School of Business and for a year in the School of Public Affairs, where she also is director of the Rocky Mountain Leadership Program. In all of the classes, she focuses on increasing students' capacity to work with others to achieve organizational outcomes.

She served on the Northglenn City Council for 10 years, and was elected mayor in 2001 and again in 2005. In 2009, she was president of the National League of Cities, one of the nation's oldest and largest organizations serving cities and towns.

Novak earned a master's degree (science in management) from UC Denver; her undergraduate degree in business administration from CU-Boulder.

While community is important to her, so is her family. Of everything she has accomplished — and the list is long — she is most proud of her children and "the young people they are becoming." She credits her parents for molding her outlook on life. "Through their actions," she said, "(my siblings and I) learned the value of education, giving back, serving others, working to make a difference."

She has no regrets ... well, on second thought, there was that one hairstyle ...

— Cynthia Pasquale

1. Explain your duties as the director of the Rocky Mountain Leadership Program.

I have been the director of the [Rocky Mountain Program](#) since spring of 2003. It is a wonderful program that has been around for 27 years, and is a real gem in the programs that the university offers. The weeklong residential program focuses on leadership in the public sector. We have had participants from 47 of the 50 states, and five foreign countries. They come from all levels of government — local, special district, county, state and federal. We have had elected officials and staff, and each program brings together a diverse group — people who work in parks and recreation, law enforcement, education and utilities. The common thread is that we all work in the public sector and are accountable ultimately to the citizens we serve.

2. Can you tell me about your current projects and what you hope to accomplish?

We are starting a Certified Public Manager Certificate Program here at the School of Public Affairs. The CPM is a nationally recognized certificate program that gives participants practical, hands-on training in three competency areas — leadership, management and administration. The Rocky Mountain Program is an optional highlight of this new certificate. Completion of the Rocky Mountain Program is worth four courses in the Colorado-CPM program. It also provides a terrific opportunity to interact with other rising managers and leaders from the region.

I have also taken over the institute director duties for the Colorado Municipal Clerks Institute. This is a training program for municipal clerks throughout the state to help them achieve their certified municipal clerk and master municipal clerk designations. The designations are granted through the International Institute of Municipal Clerks.

3. Do you feel leadership is a talent that comes naturally or is learned? What are the three most important attributes a person needs to be a leader?

First, I think leadership is an act, not a talent. It also is not necessarily housed in a single person, although it certainly can be. The most important attributes of a leader — another question with many, many answers depending on whom you ask! I think my top (attributes) might be integrity, vision, passion and surrounding yourself with the right people.

4. What are your hobbies and/or what occupies your time when you are not working? And how do you balance work and home life?

I love to read and spend time playing with the family. We have five children, from ages 24 to 11. Two currently attend CU — one in Denver and one in Boulder!

Balance is an easy word to use, but a difficult one to obtain. It implies that all things must be equal, and if one thing is out of balance, everything tumbles to the ground. I prefer to think of the work-family life as more of an integrative process. When I was pregnant with our first child, I was sure that I would be an " '80s working mom." However, as my maternity leave drew to an end, I realized that I really wanted and needed to be more of an at-home mom. I went into work with my resignation in hand, and my boss refused to accept it — offering to let me work part time. Since then, I have held a number of part-time positions, but never a full-time position. It is important that I have the flexibility to be available when my kids need me to be.

In addition, I have not kept a strict work/home split. I have tried as much as possible to integrate my work into our family life, and vice-versa. My political career has fit nicely with my work life, and my family has been an important part of both. It certainly makes it easier because I have a husband and children who are supportive in all of this and that we are all partners in helping each other achieve our aspirations — for me, as a parent/family member, a professional and a person.

5. What is the worst/best thing that happened to you while you were serving as mayor of Northglenn? Have you completely stepped away from politics or is there another campaign in your future?

There have been lowlights, like a death threat, but many more highlights. I met the president, traveled to three foreign countries and met other world leaders, and read to school children. Overall, being mayor was a wonderful experience!

As for another campaign, never say never ... I think there may be another local elected office in my future. I am most passionate about local issues and like the problem-solving approach in nonpartisan positions.

Want to suggest a faculty or staff member for Five Questions? Please e-mail Jay.Dedrick@cu.edu



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Conference on World Affairs opens Monday

62nd annual think-fest won't lack for conversation

From Monday, April 5, through Friday, April 9, for the 62nd time since 1948, distinguished guests from throughout the United States and the world will pay their own way to participate in a unique event that film critic Roger Ebert refers to as the "Conference on Everything Conceivable."

The University of Colorado at Boulder's annual Conference on World Affairs will offer nearly 200 events, all free and open to the public.

Notable guests joining Ebert at the conference this year include acclaimed filmmaker Werner Herzog, decorated veteran and West Point professor Colonel Isaiah "Ike" Wilson, "Saturday Night Live" alum Julia Sweeney, radio host John Hockenberry, scientific historian Naomi Oreskes and author and political commentator Jim Hightower.

The theme for the 62nd conference is "Free Thinking," which director Jim Palmer said "is meant to describe both the conference's cost-free attendance and its unrestricted, free-ranging topics and ideas. We are committed to keeping the conference free in both senses."

Many of the events illustrate the CWA planning committee's commitment to free thought. This year's keynote, delivered by Wilson at 11:30 a.m. Monday, April 5, in Macky Auditorium, is titled "Rethinking American Power." Other panels include "I Never Let My Schooling Interfere with My Education," and "Out of this World: Is Music Solely a Terrestrial Art?"

This year's schedule highlights include a plenary address by Naomi Oreskes at 1 p.m. Monday in Macky Auditorium. She will be giving the National Center for Atmospheric Research/University Corporation for Atmospheric Research 50th anniversary lecture, titled "Communicating Climate Science: Why Is This So Hard?" Oreskes is a professor of history and science studies at the University of California, San Diego, whose research focuses on the development of scientific knowledge and understanding scientific consensus and dissent.

Following Oreskes in Macky Auditorium, Herzog will speak at 3 p.m. on the topic "Traveling on Foot." Besides "Aguirre, the Wrath of God," Herzog has created a number of acclaimed films including "Fitzcarraldo" and "Grizzly Man."

At noon Friday, April 9, David Walker will give a plenary talk, "Comeback America: Turning the Country Around and Restoring Fiscal Responsibility." Walker is CEO of the Peter G. Peterson Foundation, where he focuses on promoting federal fiscal responsibility.

The conference will close with the annual Molly Ivins Freedom Fightin' Memorial Plenary at 2:30 p.m. Friday, April 9, in Macky Auditorium. This year, John Hockenberry, host of "The Takeaway," will address the topic, "Where Have All the Powers Gone."

Finally, the annual jazz concert continues to grow in popularity. This year, advance ticketing will be required in order to manage the maximum capacity event. The concert remains free and open to the public although the ticketing agent will institute a service charge of \$1 per ticket to cover administrative fees.

Volunteers from the Boulder community and campus are integral to pulling off the logistics of the yearly conference. Local residents house the participants and hundreds of other volunteers provide local transportation, coordinate panels and manage crowds at the events.

Students in particular are an integral part of nearly every aspect of the event. Leading the students' efforts this year are Bryan New and Lynne Feingold, who coordinate more than 60 student volunteers in positions from coordinating panels to managing transportation. Feingold started as a student driver in 2007 and has been involved in numerous aspects of the conference since then.

Through her involvement, Feingold said she has been exposed to marketing, student volunteer management, and digital media and graphics design. "I love the CWA because the opportunities to contribute are endless — I've learned so much."

Two of the student volunteers, Rena Goldstein and Darby Shier, manage a fleet of 14 vehicles and 50 student volunteers, making sure that each participant has transportation to the airport and a way to and from campus each day. "We coordinate the transportation for all our participants," explains Shier. "It's cool to have so much responsibility in such an influential organization."

CU-Boulder students are allowed priority access to most events and are invited to meet with Conference participants at a free brunch on April 6 at 10:30 a.m. on the Norlin Quadrangle. All students will receive free breakfast burritos with a student ID and will be able to chat with attendees from West Point, National Public Radio, Dwell Magazine and the U.S. Foreign Service.

Members of the public attending the Conference on World Affairs are encouraged to use public transportation, as there is no event parking on campus. Those driving are encouraged to park for free on the second level of the Macy's parking structure at the Twenty Ninth Street shopping mall in Boulder, located on the southwest corner of 30th Street and Walnut Street, and take the free HOP bus to campus.

The HOP bus will run on its normal route arriving every seven to 10 minutes between the hours of 7 a.m. and 7 p.m., Monday through Friday. The two stops nearest the Macy's parking structure are at 29th and Walnut streets and 30th and Walnut streets.

For a complete schedule and more information, visit the Conference on World Affairs' Web site at <http://www.colorado.edu/cwa>.

President's Teaching and Learning Collaborative extends deadline for proposals

April 12 is new due date for submissions from faculty researchers

The call for research proposals for the 2011 President's Teaching and Learning Collaborative (PTLC) has been extended to April 12.

Members of the collaborative create and publish scholarship in teaching and learning that contributes to theory and effective teaching practice in and across disciplines. Each scholar designs and undertakes an investigation aimed at deepening understanding of disciplinary pedagogy and related to an important issue in learning carefully identified by the researcher.

Faculty from all disciplines are invited to become investigators in the PTLC, now beginning its fifth year and establishing its 2011 cohort of faculty investigators. Each investigator is supported by a coach/mentor and benefits from a student research assistant.

Complete details are posted at <http://www.colorado.edu/ptsp/ptlc/PTLCCall2011.html>

All application materials must be submitted electronically to Suzanne.Eyerman@colorado.edu no later than Monday, April 12. Notifications of acceptance will be made by May 1.

People

Published paper looks at screening for bipolar disorders in pregnant women

Research looking at measures used to screen bipolar disorders in the general population and the application of these measures to screen perinatal (during pregnancy and shortly after the time of birth) women recently was published in the Archives of Women's Mental Health. "Screening for bipolar disorder during pregnancy and the postpartum period" was published by **Cheryl Chessick, M.D.**, assistant professor of psychiatry and director of women's studies and treatment at the University of Colorado Depression Center, and **Sona Dimidjian, Ph.D.**, assistant professor in the department of psychology at the University of Colorado at Boulder. Chessick also is a consulting psychiatrist in the Perinatal Mood Disorder Clinic at the University of Colorado Hospital.

Bipolar spectrum disorder (BD) among pregnant women and women who have just given birth can lead to a variety of adverse health outcomes for both moms and babies. The disorder can significantly diminish a new mom's capacity to care for and interact with her newborn. Up to 70 percent of women diagnosed with bipolar disorders before having children experience the mood disorder during their reproductive years.

"Despite the magnitude of the problem of bipolar disorder during the perinatal period, effective management of the disorder for women during this life cycle phase is limited," Chessick said. "A critical barrier to progress is a lack of clarity regarding screening measures in this population. Diagnosing women with BD can be challenging, and requires accurate analysis of information provided by the patient."

Three School of Education professors named fellows

Kathy Escamilla, Kris D. Gutierrez and **Margaret D. LeCompte**, professors in the School of Education at the University of Colorado at Boulder, have been named American Educational Research Association Fellows.

The AERA recently named 67 new fellows in recognition of their exceptional scientific or scholarly contributions to education research or significant contribution to the field through the development of research opportunities and settings. The fellows will be inducted on Saturday, May 1, during AERA's 91st annual meeting in Denver.



Kathy Escamilla

Kris D. Gutierrez

Margaret D.
LeCompte

Career counselor earns STAR honors

Cori Shaff, coordinator for Career Services at the University of Colorado at Boulder, was selected as the Student Affairs Recognition (STAR) honoree for the year. The award honors Student Affairs staff members who bring to life the values of mutual respect, innovation, teaching, learning and responsibility to the community.

Shaff has been a career counselor and the outreach specialist for Career Services since December 2007. She works with other career counselors and the campus community to create career-related programs for CU

students. She also meets one-on-one with students and helps with career planning, resume and cover letter writing, job search strategies and other career topics. She earned her undergraduate degree in communications from CU and a master's degree in career counseling from Colorado State University.

Work on tissue bank will aid lung cancer testing



Miller

More than a half-dozen groups of researchers at the University of Colorado Cancer Center have promising tests for early diagnosis of lung cancer. In order to validate the developing tests — which include finding elevated levels of lung cancer markers in sputum, blood and exhaled breath — researchers require a broad collection of tissues as well as knowledge of the clinical outcomes of patients who donated them.

A new tissue banking protocol to collect specimens from patients at two Denver lung nodule clinics will help in that mission. It's being worked on by **York Miller, M.D.** (UCCC lung/head and neck cancer program/School of Medicine pulmonary and critical care medicine/Denver Veterans Administration) and Lung SPORE collaborators including **Stephen Malkoski, M.D.**, and **Rob Winn, M.D.**, (UCCC lung/head and neck cancer program/School of Medicine pulmonary and critical care Medicine).

The Denver VA has had a dedicated lung nodule clinic for years, and the University of Colorado Hospital opened up a similar clinic in May 2009. National Jewish Health also has a lung nodule clinic and might participate in the future.

Both clinics are multidisciplinary, attended by pulmonologists and thoracic surgeons. And both clinics are key referral centers for primary care physicians and pulmonologists who want their patients to be worked up or followed carefully after finding a lung lesion via CT scan.

Miller says there's a need to collect samples from patients at high-risk for developing lung cancer when the nodule is identified, so the nodule clinics are the perfect place for patient recruitment.

The lung nodule trial aims to enroll about 400 patients, collecting samples from patients over the course of a few years as they are biopsied and/or followed up with additional CT scans. The tissue will be collected in the UCCC Lung SPORE tissue bank and made available to researchers via the usual tissue bank mechanism.

Doctor earns grant to study connections between HIV, lung cancer



Merrick

Dan Merrick, M.D., (University of Colorado Cancer Center lung/head and neck cancer program/School of Medicine pathology/Denver Veterans Administration) has received a \$150,000 Lung Cancer SPORE supplemental grant to study the relationship between HIV infection and lung cancer.

People with HIV/AIDS are living longer thanks to antiretroviral therapies. As survival increases, doctors see increasing numbers of non-AIDS-related malignancies, including head and neck cancer, anal cancer, liver cancer, Hodgkin's lymphoma, and lung cancer among this population. Recent studies have shown:

- HIV/AIDS patients are three to four times more likely to get lung cancer than HIV-negative people (double that if they smoke)
- They are prone to getting lung cancer 10 to 15 years earlier than HIV-negative people

- They seem to progress faster and do worse stage by stage than HIV-negative people
- Post-diagnosis survival for HIV/AIDS patients is half that of HIV-negative people—5 months versus 10 months

Merrick's grant is a collaboration with physicians in the infectious disease or HIV clinics at University of Colorado Hospital, Denver VA and the Medical University of South Carolina.

The project's first aim is to identify HIV positive patients with a history of lung cancer to help build a national repository of lung cancer tissue with associated patient data. The second aim is to understand the frequency and severity of premalignant lung lesions by recruiting about two dozen HIV-positive patients who are smokers to bronchoscopy.

Merrick, whose research focuses on both premalignant and malignant bronchial lesions, says the information will be helpful in developing adequate screening programs and identifying good chemoprevention strategies to decrease the amount of life lost to lung cancer in the HIV-positive population.

Dropping names ...

The University of Colorado Denver Staff Council Employee of the Month for March 2010 is **Petrina Morgan**. Besides excelling in her job as program assistant in the department of mechanical engineering and College of Engineering human resources manager, Morgan took on college finance responsibilities after the recent departure of a college finance staff member. Morgan quickly and efficiently learned finance policies and procedures. ... **Phil Strain**, professor in the School of Education and Human Development at the University of Colorado Denver, has been asked by the Institute for Education Sciences to lead a group of senior scholars in developing a comprehensive review of evidence-based practices for children with autism. The final products will become part of the What Works Clearinghouse series on educational practices that meet the highest levels of scientific evidence. ... The Colorado Chapter of the American College of Physicians recently honored two University of Colorado School of Medicine faculty. **Robert Anderson**, chair of the department of medicine, received the Laureate Award — the chapter's highest honor for an internist. **Christine Gilroy**, associate professor of medicine and medical director of the Urban Peak Center for troubled and homeless adolescents, received the Volunteerism Award for her contributions to the community. ... **Michael Jenson, associate professor of architecture at the University of Colorado Denver**, has been chosen a fellow for the 2010-2011 Center for Humanities and the Arts Seminar at the University of Colorado at Boulder. The theme for the interdisciplinary seminar is "China." As a fellow, Jenson will attend monthly work-in-progress sessions and lecture series events, and present a piece of his work at a colloquium in Spring 2011.



Morgan, right, with Richard Benson, senior human resources consultant.



Krizek

... **Kevin J. Krizek**, associate professor of planning and design at UC Denver, director of the Active Communities/Transportation (ACT) Research Group and director of the Ph.D. program in design and planning, is the lead author of "[Is There a Role for Evidence-Based Practice in Urban Planning and Policy?](#)" published by *Planning Theory and Practice*, Vol. 10, No. 4 (December), 459-478. The article seeks to respond to the question: Can the craft of planning take advantage of a growing body of planning-relevant research?

Want to suggest a colleague — or yourself — for People? Please e-mail information to Jay.Dedrick@cu.edu

Did you know...

Health plan forums continue

[Payroll & Benefit Services](#) and representatives from the university health plan renewal team are leading a series of employee forums to discuss what's new for the 2010-11 plan year. They'll also discuss plans for prevention and wellness initiatives, and will seek employee input to develop features of future plans. Remaining forums on the schedule:

CU-Boulder

- 2:30-4 p.m. Friday, April 2, Eaton Humanities Building, Room 250

UCCS

- 12:30-2 p.m. Thursday, April 1, University Center, Theater, Room 302

Anschutz Medical Campus

- 2-3:30 p.m. Tuesday, April 6, Research 2 Building, third floor, Room 3109

Did You Know... offers tips and information from CU's Employee Learning and Development office and others. To submit an item, e-mail Jay.Dedrick@cu.edu

Forum

Match Day makes for smiles, tears

Just wanted to tell you how much I enjoyed reading the article "[Career journeys launch at 2010 Match Day](#)" (March 24, 2010, issue). It even made me get tears in my eyes!

Truly, we are all employed in positions that help launch countless students on new paths. How fun to see where some are headed!

Terry Mayes

Engineering, CU-Boulder

Letter Submission Guidelines

The *Faculty and Staff Newsletter* welcomes letter submissions from current or retired University of Colorado faculty and staff about issues of interest to the university community. Submissions may be edited for length, style and clarity. Anonymous submissions will be neither considered nor published. Please send submissions to newsletter@cu.edu.

Please indicate whether or not you would like to see your comment published in the newsletter as a letter to the editor. Thank you.

News from the CU system - CU-Boulder

New PLI director Steve Grace hits ground running

The Presidents Leadership Institute's new executive director, Steve Grace, was on campus only a few days before firing up his students to begin a community engagement effort called [CU Stands With Haiti](#).

The Monday after the Haiti earthquake, Grace e-mailed some of the Presidents Leadership Class ([PLC](#)) students he had met, saying, "I have some ideas about how, as a group, we might help with efforts to raise funds here on campus and would love to brainstorm with you. This would give the campus a great voice in the Haiti relief efforts. Want to help?"

They did. Within a few days, Grace and the students had obtained support from Vice Chancellor of Student Affairs Julie Wong and Chancellor Phil DiStefano. Grace stepped aside and his students took charge.

Senior psychology major Mark Arnoldy and junior film major Brett Forrest spearheaded the campus campaign that netted \$100,000 in disaster relief in a little over a month. "PLC students do a lot at CU-Boulder," Grace said. "They are ready to pitch in to be a unifying force on this campus."

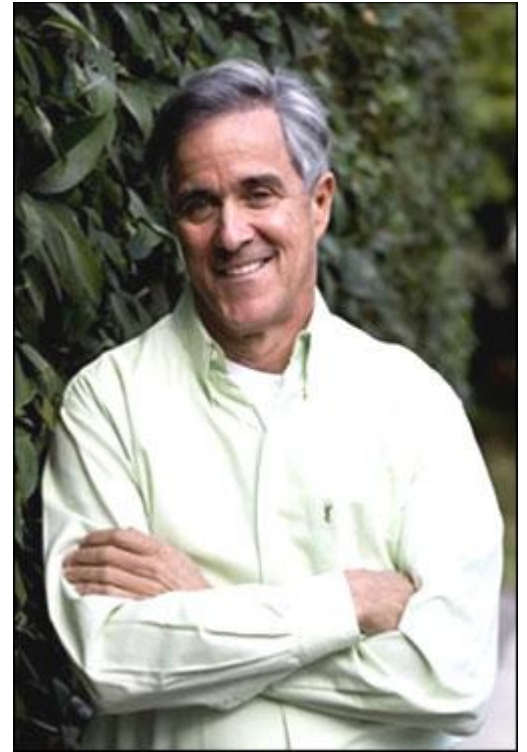


Photo courtesy of Steve Grace

"Steve Grace has made a tremendous impact on the program and CU in general," Forrest said. "He has provided great mentorship and helped set Mark Arnoldy and me in the right direction with the CU Stands With Haiti campaign. I look forward to seeing the impact Steve will have in the near future and how far he can take PLC."

Grace has more than 25 years of experience in nonprofit management, broadcast journalism and academia, areas of expertise that dovetailed in his decision to come to CU-Boulder. "I've been a person who has lived my career in 7- to 10-year chunks," he said. "I have many different skill sets, but it was the combination of nonprofit and academia that really made this opportunity seem like a great fit."

For more than six years he served as president of the nonprofit Los Angeles Cable Television Access Corporation and as general manager of the largest educational cable access channel in the United States. During his tenure he raised more than \$2 million in grants and production fees, and built closer ties to the community and local colleges and universities. One of his favorite parts of the job was "going to the campuses, meeting the deans, meeting the students," he said. "The whole life of a campus is just so inspiring to me."

When Grace's two daughters went away to college, he became a member of the adjunct faculty at California State University Los Angeles in the communication studies department, where he specialized in new media and technology.

Earlier in his career, Grace worked in television as a producer with the "Today" show, traveling around the world to produce segments and programs for NBC News. He also was a founding partner of Popular Arts Entertainment, one of the largest independent entertainment news production groups in the United States. Grace began his broadcasting career at WQED-TV in Pittsburgh working on everything from "Mr. Roger's

Neighborhood" to the "National Geographic" series.

As executive director of PLI, Grace reports to Associate Vice Chancellor for Undergraduate Education Michael Grant, as well as to the board of directors of PLI. Grace says that Grant has encouraged him to look at what else PLC can be — to grow PLC, and to think more broadly.

"PLI can be much more. That's the challenge and the opportunity for me now," Grace said. "I want us to play a wider day-to-day role on campus than just affecting our 200 students."

UCCS

3OH!3 to headline concert on campus

Hip-hop sensation 3OH!3 will be the headline band for an April 22 concert at the University of Colorado at Colorado Springs.

The show begins at 7 p.m. at Mountain Lion Stadium on North Nevada Avenue. Year Seven, winner of the UCCS student Battle of the Bands, will open, followed by Chain Gang of 1974, K.Flax and Boulder-based 3OH!3.

Led by Sean Foreman and Nathaniel Motte, who met as students at the University of Colorado at Boulder, 3OH!3 released its first recording in July 2008. The band has opened several Snoop Dogg concerts, played the Denver leg of the Warped Tour in 2007 and 2008, and national festivals such as Bamboozle Left and Pemberton Festival in British Columbia, Canada. The group's best-known song is "Don't Trust Me."

The concert is sponsored by the UCCS Office of Student Activities and is part of Alcohol Abuse Awareness Month at UCCS. Alcohol will not be allowed at the concert.

Tickets for UCCS students, faculty and staff are \$15. Students from other local colleges may purchase tickets for \$20; general admission tickets are \$25. For more information, visit www.uccs.edu/osa or contact Mitch Karstens, 719-255-3540.



3OH!3

UC Denver

Auraria Campus to host Safe Campus Night

In an effort to promote community safety on campus, the Auraria Police Department has announced *Safe Campus Night*, a tri-institutional event in conjunction with the Auraria Higher Education Center, on

Wednesday, April 7. All members of the campus community are encouraged to attend.

Interested students, faculty and staff are invited to join representatives from the Auraria Police Department, Community College of Denver, Metro State and UC Denver to discuss campus safety and to assess future safety needs. It begins at 7:30 p.m. in the Roger Braun Lounge on the main level of the Tivoli Student Union.

Auraria Police will outline safety tips for students and staff on campus. Those in attendance will then break into groups that will walk areas of the campus to determine safety issues that could be addressed. The groups will then reconvene and discuss the issues that were identified. A final list will be compiled and presented to the Office of the Executive Vice President for Administration for future consideration.

The Auraria Police Department, UC Denver Community Standards and Wellness, UC Denver Student Life, Metro State Student Activities and CCD Office of Student Life are involved in the planning and implementation of the event.

Anschutz Medical Campus

Hospital receives distinguished designation for excellence in nursing

[University of Colorado Hospital](#) (UCH) has received international recognition for excellence in nursing by the [American Nurses Credential Center's](#) (ANCC) Magnet Recognition Program. The four-year designation recognizes continuing excellence in nursing and overall patient care at the hospital.

"Once again, the talent and expertise of our nursing staff has been recognized. To earn magnet status for another four years underscores our nursing staff's continuing commitment to high quality, always improving patient care," said Bruce Schreffel, president and CEO of University of Colorado Hospital.

This is the third consecutive time that UCH has been recognized by the magnet program. Each time the designation becomes more difficult to achieve as the standards of evaluation are raised. There are more than 6,000 hospitals in the United States, including 359 magnet hospitals. Only 31 hospitals, including UCH, have been recognized three straight times for nursing excellence. There also are hospitals with the magnet designation in Australia, New Zealand and Lebanon.

"Receiving the magnet designation is a testament to the efforts and collaboration of the entire hospital. We couldn't do it alone," said Carolyn Sanders, R.N., Ph.D., vice president of patient services and chief nursing officer. "The latest designation has raised the bar once again on patient care. It has inspired all of us — nurses, physicians, professional and support staff — to be even better. That kind of commitment is what enabled us to become a magnet facility in the first place."

Magnet designation is widely accepted as the gold standard of patient care. Research shows magnet hospitals provide better patient care and are more effective at attracting and keeping the best, most educated nurses.

Tech Transfer

CU cardiovascular monitoring technology to be commercialized

The University of Colorado recently completed a license agreement with Flashback Technologies LLC for CU technology enabling fast, noninvasive detection of acute blood loss volume and prediction of cardiovascular

collapse in emergency situations.

Hemorrhagic shock — physical shock caused by rapid blood loss — is a leading cause of death on the battlefield and in civilian trauma settings. Flashback's first product, CipherSensor, analyzes real-time physiological data such as blood oxygen level and blood pressure to detect subtle hemodynamic changes in real-time. CipherSensor's algorithms quickly and accurately detect the early onset of blood loss, continuously estimate blood loss volume, and predict a patient's individual risk for cardiovascular collapse. The technology will enable medical professionals to quickly identify bleeding patients and triage them to an appropriate trauma center.

"The predictive power of Flashback's technology represents a gigantic leap forward in physicians' ability to use continuous, real-time vital sign data to direct the diagnosis and treatment of human disease and traumatic injury," said Paul Tabor of the CU Technology Transfer Office. "We are eager to see how this technology is further developed for use in numerous clinical settings."

The algorithms used in CipherSensor were developed by Steven Moulton, M.D., a professor in the surgery department at the University of Colorado School of Medicine with a joint appointment at The Children's Hospital, and Greg Grudic, formerly an assistant professor in the CU-Boulder computer science department and now chief technology officer at Flashback. Moulton and Grudic believe their platform technology can be applied to a wide range of medical conditions, including intracranial hypertension, seizure monitoring, childhood asthma, congestive heart failure and anesthesia monitoring.

"CipherSensor uses advanced mathematics and machine learning techniques to discover and model previously hidden physiological relationships," Grudic said.

Added Moulton, "Our algorithms analyze streaming vital sign data, looking for beat-to-beat changes that no human could detect. CipherSensor represents an entirely new type of intelligent, predictive medical device."

Further development work is in progress at Flashback, the University of Colorado and the U.S. Army Institute of Surgical Research under a Cooperative Research and Development Agreement with the U.S. Army.

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