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In this issue...

- Five questions for Robert Enzenauer
- Aim of Faculty Council retreat: big ideas from informal gathering
- October debates to set stage for November election
- Regents seeking names for 2011 slate of awards
- Long-awaited ratings favor CU-Boulder doctoral programs
- Reinvent Governance conference to gather local, international experts
- People
- Did you know...
- Letters to the editor
- **NEWS FROM THE CU SYSTEM**
 - CU-BOULDER
Full-time job postings by companies seeking to hire CU grads climb in 2009-10
 - UCCS
Southern Colorado community college students see stage lights
 - UC DENVER
Anthropologist: Neanderthals no numskulls
 - ANSCHUTZ MEDICAL CAMPUS
Could brain abnormalities cause antisocial behavior and drug abuse in boys?
 - TECH TRANSFER
Anti-cancer compounds licensed from CU

Letter from the Editor

With a forthcoming feature, Hidden Gems, we want to share hints and tips about special places and people on the CU campuses. Maybe you've come across an inspirational spot for an outdoor lunch break, or an intriguing exhibit you wouldn't have known about if you hadn't stumbled upon it. Maybe it's advice on the best time of day to find a parking spot, or the name of an unsung barista who makes getting a cup of coffee truly entertaining. It can be anything or anyone that you think makes your campus special.

If you have suggestions to share, please send them to: Jay.Dedrick@cu.edu.

CONVERSATION STARTERS: We always welcome your letters to the editor on topics of interest to current and retired CU faculty and staff. Please send submissions to newsletter@cu.edu. And if you have a news item or story idea you'd like to share, please send it to Jay.Dedrick@cu.edu.

— Jay Dedrick

Five questions for Robert Enzenauer

Pediatric ophthalmologist, CU School of Medicine, The Children's Hospital

A "normal" week in the life of Robert Enzenauer, M.D., includes treating pediatric patients at The Children's Hospital, where he is professor and chair of ophthalmology, and performing as many as 10 surgeries. At the University of Colorado School of Medicine's ophthalmology department, he's chief of the pediatric division. In the operating room, he's often instructing the residents he supervises. Enzenauer has been with Children's since April 2009, but he's had a long career as a pediatric ophthalmologist and professor.

One day each week, however, his duties take him away from medicine, and he trades in his doctor's coat for an entirely different uniform.

In July of this year, he was promoted to brigadier general, assistant adjutant general for space and missile defense with the Colorado Army National Guard. Colorado has the only National Guard Space Battalion in the United States and is one of only three states with a ground missile defense unit. In his new role, Enzenauer oversees both of the units. On the day we spoke, Enzenauer was trying to make sure the space unit had enough funds to continue its work.



"The space team deploys a combat unit. They literally are special forces for computer geeks," he explains. "There's a team of six guys commanded by a major who downloads satellite imagery, infrared imagery, all kinds of stuff that will let the combat commander know if there are bad guys in certain locations." The team deploys with a satellite dish and there was some question about how that would be funded. So Enzenauer contacted the appropriate parties to ensure money for the pertinent piece of equipment would be available.

"So I'm the guy that they'll call and say, 'Gen. Enzenauer, we're losing this, what can you do to help us out?'"

At other times, you'll find him helping to protect his nation (attending a training conference at the Space and Missile Defense Command in Huntsville, Ala.) or representing his country in a different way (by serving as a one of the grand marshals at this year's Arvada Harvest Festival on the anniversary of 9/11).

— Cynthia Pasquale

1. Following high school, you went to West Point. Why did you choose the academy and how did you get to where you are now?

Vietnam was going and I knew I would have to do something because my draft number was 25. My father was a house painter and he'd never gone to college so he really had no savings and couldn't pay my way for school. I applied to the service academies and I also applied to the Coast Guard Academy and for an ROTC scholarship at the University of Missouri. It was a way to go college. I had also wanted to go to West Point since I was 10

or 11 because of the people who graduated from there. Ulysses S. Grant, Robert E. Lee, Douglas MacArthur, Eisenhower, Bradley, those guys. I thought I wanted to be one of those guys.

Then I went to medical school under a program designed during Vietnam to reward people who did well. I was at the right place at the right time. The war had just ended in '73 and the POWs were returning in '74. I went to med school at the University of Missouri and they really pushed primary care there. I took a pediatric residency at Tripler Army Medical Center in Hawaii. I certainly was proud that I did that and I did a good job, but it became very clear I didn't like the day-to-day life of a general pediatrician. So I practiced pediatrics for two years and said, "To heck with this – I want to be an ophthalmologist." The Army said, "The heck with you, you're a pediatrician and we got you for a long time because of all the training we've given you." So it was then that I volunteered to be a flight surgeon with Fort Campbell, Ky.



Robert Enzenauer, M.D., here with a patient in Bagram, Afghanistan, estimates he has performed as many as 9,000 eye surgeries. The School of Medicine's chief of pediatric ophthalmology often instructs residents in the operating room.

I would argue that as a board-certified pediatrician, I was probably the most qualified flight surgeon around. Basically, it's general medicine for aviators, but I also took special training for high altitude and disequilibrium problems.

Then I came to Fitzsimons Army Medical Center in 1986 and did a second residency in ophthalmology. After finishing my residency, I did a fellowship in Toronto. I came back to Fitzsimons intending to stay there for the rest of my life, but then Fitzsimons came down on what they call the BRAC (Base Realignment and Closure) list. When I came back, besides being the chief of ophthalmology, I was also the flight surgeon for Fitzsimons. That's when I met the guys from the Colorado Army National Guard. They had a lot of pilots on flight status but didn't have a flight surgeon, so I would help out and do their flight physicals and fly with them to get my flight time.

I was on the teaching faculty in the Army from '90 to '94 at Fitzsimons, and most of my civilian teaching was in Tennessee from 1998 to 2009.

2. What compelled you to join CU in 2009?

I love it here; I think it's a great place to live and work. I really do believe that The Children's Hospital is in the top 10 (children's hospitals nationally) and will very soon be No. 1 or 2. That's probably the biggest reason. They're putting the resources in it to make it great. Part of my job as head of pediatric ophthalmology is training residents. One of the reasons I'm passionate about academic medicine is that it's very paternalistic. When you graduate a resident to go out to be an ophthalmologist, it really is very similar to your kids graduating from college and starting work. I enjoy teaching the next generation of eye surgeons.

Being a civilian and an Army surgeon is probably closer than you might imagine. The regulations are the same. The advantage of being a military physician is that you don't have to worry about HMOs. If the patient has an ID card, then you take care of them. That's probably my biggest frustration in academic medicine ... all the time my staff has to take to make sure somebody has insurance and I'm on this plan and all that stuff.

3. What are some achievements you are most proud of?

First, I'm very fortunate that I have two, healthy, well-adjusted kids. Secondly, I spent a year in Afghanistan (as a flight surgeon for Colorado Army National Guard Special Forces) for Operation Enduring Freedom 2. They didn't think they'd need an ophthalmologist because the war was over. But there were 5 million mines from when the Russians were there. The hospital at Bagram Air Base didn't have an ophthalmologist, and I was 45 minutes away in Kabul. About once a week, I'd get calls to do emergency eye surgery because I was the only military ophthalmologist in the country. Right before Christmas 2002, two of our soldiers were injured when somebody threw an improvised grenade into their vehicle. Both had shrapnel injuries to their eyes. I operated on both of them and both of them needed second surgeries, one in Germany and one at Walter Reed. I do believe their vision was saved because I was there as a flight surgeon with the Special Forces unit. The next rotation, the Army realized that not having an ophthalmologist was a bad idea and put one in the country.

4. What keeps you occupied during your free time?

When I was in med school, I met my wife and we're still married 31 years later, so I joke that "She married the Army and I married her student loans."

I'm a real history buff and I'm always reading one nonfiction and one fiction book. Right now I'm reading "Hero of the Pacific: The Life of Marine Legend John Basilone."

"Man in the Middle" is a book by Brian Haig, the son of former Secretary of State Alexander Haig and a West Point classmate of mine. What was really flattering was about five years ago at my 30th reunion, he approached me and said, "Bob, my next book has a physician character in it and I wonder if you'd mind if I named him after you." So if you read "Man in the Middle," you'll meet Bob Enzenauer, a CIA physician. I thought it was pretty cool.

5. Being promoted to brigadier general, assistant adjutant general for space and missile defense is a wonderful honor for you, is it not?

I'm fond of it. It really is kind of groundbreaking. This is not a doctor job, and a lot of people say, "Why in the heck has this guy got it?" I was a nuclear engineer out of West Point, and I was commissioned in the Corps of Engineers first. I was deployed twice and I have others skill than the typical Army doctor. There was a Gen. Leonard Wood that I like to relate to. He started as an Army doctor in a contract position in the campaigns against the Indians after the Civil War. He met Teddy Roosevelt and was at the Spanish-American War and ended up as chief of staff of the United States Army, and that's why Fort Leonard Wood, Mo., is named after him. You know a lot of people can make colonel, but to make general is kind of a big deal.

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

Aim of Faculty Council retreat: big ideas from informal gathering

October meeting being planned for Denver

By Jay Dedrick

The University of Colorado Faculty Council is planning an informal October retreat in Denver, where Chair Mark Malone hopes brainstorming among council members will benefit from a social get-together.

"There's some flexibility to bring up issues that weren't planned at our regular meetings, but generally it's a fairly tight agenda," Malone said at the council's Sept. 23 meeting at 180 Grant St. in Denver. "A retreat provides a good opportunity for people to informally discuss the things we want to do. The idea of a tuition waiver came out of a previous retreat."

A possible topic of discussion was suggested by Regent Steve Bosley, whom Malone said will speak at a future Faculty Council meeting after the November election.

"What has come up at our budget committee and among the Board of Regents is the topic of low awareness by the public on what the university contributes to Colorado," Malone said. "How do we get the word out? We're not sure the state values how much we really contribute. It's important to remind people of that in a bad budget climate."

Also at the Sept. 23 meeting:

- E. Jill Pollock, senior associate vice president and chief human resources officer, discussed plans for focus groups on campuses to help determine names for the university's self-funded health plans.
- Kathleen Bollard, associate vice president for academic affairs, encouraged faculty members to view a newly revised online class that offers training in how the tenure process works. The course is available through the university's SkillSoft Learning Center. For details, see the Employee Learning and Development website.

October debates to set stage for November election

Candidates for Board of Regents among participants at series

Candidates for the University of Colorado Board of Regents are among the participants of a series of election season debates to be presented by the UC Denver School of Public Affairs on Oct. 11-15.

U.S. Senate and the governor's office candidates also will be represented at the debates, co-sponsored by The Denver Post and 9News. A forum on measures that will be on the Nov. 2 ballot is planned, too.

The Board of Regents candidates' debate will be at 5:30 p.m. Oct. 15 in the second-floor meeting room at 1380 Lawrence St. Faculty, staff and students are welcome to attend.

The Senate candidates' debate will be at 7 p.m. Oct. 11 at the King Center Concert Hall on the Auraria campus. The debate for gubernatorial candidates will be at 7 p.m. Oct. 13 at the Ed-2 South 600-seat lecture hall on the Anschutz campus. Both debates will be broadcast live on Channel 20 and coverage will appear in The Denver Post's online and print editions.

The ballot issue debate, which will be recorded for broadcast later in the week, will be held at 1 p.m. Oct. 13 at the Ed-2 South location.

A limited number of free tickets for the Senate, governor and ballot issue debates are available for faculty, staff and students. E-mail gabrielle.makray@ucdenver.edu for information.

Regents seeking names for 2011 slate of awards

Nomination period for CU's highest honors ends Nov. 15

The University of Colorado Board of Regents is requesting nominations for the 2011 CU Honorary Degrees, University Medals and Distinguished Service awards.

An Honorary Degree (Doctor of Humane Letters or Doctor of Science) is the highest award bestowed by CU. Regents award them in recognition of outstanding achievement in one or more of the following areas: intellectual contributions, university service and/or public service.

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

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

Nomination Process:

(a) Each year the vice president, university counsel and secretary of the board will solicit names of nominees for these awards. **Nomination deadline is Nov. 15, 2010.** Late or incomplete nomination packages will not be considered.

(b) Honorary Degree, University Medal and Distinguished Service Award nominations must be submitted on the award nomination form and supported by three and not more than five letters of recommendation. The nominator must provide the recommendation letters and the nominee's current vita, address and telephone number. The complete nomination package must be submitted to the Office of the Board of Regents by the deadline date. All nominations will be considered confidential.

(c) Nomination Guidelines:

- No person may nominate him/herself, nor may current university employees be nominated.
- Current public officials may not be nominated. Public officials are elected or appointed officials in policy-making positions with the ability to directly affect the university through an official act.
- Public officials may be nominated two years after completion of their terms of office.

It is the responsibility of the nominator to obtain the required letters of support, vitae or resume, and nominee data. Nominations received, and judged to be qualified and complete, will be referred to the 2009 Regents Awards Committee. Nominators will be notified when the nomination package is complete.

Late or incomplete packages will not be forwarded for committee consideration. *Nomination is no guarantee of an award.* Please forward the nomination form, nominee vitae or resume, and nomination support letters to:/p>

Jeri Barlock
Director of Operations for the Board of Regents
1800 Grant Street, 8th Floor
Denver, CO 80203

For more information and to download award nomination forms, please go to: www.cusys.edu/regents/Awards/. You may also find a list of past winners, who are not eligible for repeat nomination. If you would like hard copies of the forms sent to you, please call the Board of Regents' office at 303-860-5667.

Long-awaited ratings favor CU-Boulder doctoral programs

Two potentially ranked as high as second in their fields

A number of the University of Colorado Boulder's doctoral programs – including those in geography, aerospace engineering sciences, integrative physiology, and astrophysical and planetary sciences – were highly rated in a report released Tuesday, Sept. 28, by the National Research Council (NRC).

These long-awaited findings from the NRC's national study of doctoral programs at more than 200 universities are based on a more comprehensive assessment of doctoral programs than popular ranking systems currently available can offer, and are widely viewed as useful indicators of excellence. The last NRC assessment of doctoral programs was released in 1995. The NRC functions under the auspices of the National Academy of Sciences, the National Academy of Engineering and the Institute of Medicine, and carries out most of the studies done in their names.

The data-based assessment of research-doctorate programs in the United States reported comparative data on more than 5,000 Ph.D. programs in 59 fields or disciplines. The 33 CU-Boulder programs in the study were assessed in 32 fields or disciplines, such as history, mechanical engineering, and physics. Programs in business and education were not included in the study, nor were programs of relatively small size.

NRC reported what it calls "illustrative" ranges of rankings on overall program quality and on three dimensions of doctoral education-research activity, student support and outcomes, and gender and ethnic diversity of the academic environment. The NRC approach takes into account many factors.

The rankings are based on 20 indicators ranging from number of students in 2005, to faculty publications from 2001-2006, to graduation rates, to faculty honors and awards that were combined using a lengthy and complex statistical analysis process. Each program was compared to others in the field. The number of programs in fields assessed at CU-Boulder ranged from 27 (in theater) to 236 (in psychology).

Two CU-Boulder programs received overall rankings as high as second in their fields. These were geography (ranked in the top 4 percent of 49 programs) and aerospace engineering sciences (in the top 6 percent of 31 programs). Other geography programs ranked at this level include those at UCLA, UC-Berkeley and the University of Wisconsin at Madison. Other aerospace engineering sciences programs ranked at this level include those at Stanford, MIT and the California Institute of Technology.

Two other CU-Boulder programs – integrative physiology and astrophysical and planetary sciences – received overall rankings as high as fourth in their fields. Other programs ranked in the top five or top 5 percent were psychology, mechanical engineering, civil engineering, and physics.

Nearly two-thirds, or 20 of CU-Boulder's 33 programs in the study, received overall rankings as high as the top 20 or the top 20 percent in their field. CU-Boulder had eight programs in the top five or top 5 percent, six programs in the top 10 or top 10 percent, and six programs in the top 20 or top 20 percent. These 20 programs span every NRC broad field represented at CU-Boulder – life and physical sciences, humanities, engineering, and social sciences.

CU-Boulder programs ranked as high as the top five or top 5 percent in their field

- Geography
- Aerospace Engineering Sciences
- Integrative Physiology
- Astrophysical and Planetary Sciences
- Psychology
- Mechanical Engineering
- Civil Engineering
- Physics

CU-Boulder programs ranked as high as the top 10 or top 10 percent in their field

- Applied Mathematics
- Atmospheric and Oceanic Sciences
- Chemical Engineering
- Spanish
- Chemistry and Biochemistry (rank in field Chemistry)
- Geology

Programs ranked as high as the top 20 or top 20 percent in their field

- Ecology and Evolutionary Biology
- Theater
- Linguistics
- Neuroscience (joint Ph.D. program)
- Philosophy
- Molecular, Cellular and Developmental Biology (ranked in field Cell and Developmental Biology)

The 20 programs with overall rankings as high as the top 20 or top 20 percent also received high rankings on three additional measures – research activity, student support and outcomes, and diversity of the academic environment. Nine more CU-Boulder programs received rankings as high as the top 20 on one or more of these three measures: Six in student support and outcomes (cognitive science, French, comparative literature, sociology, anthropology, and political science), three in research activity (anthropology, French, and communication), and one, English, in diversity of the academic environment. These findings reinforce NRC's contention that there are many useful ways to combine the indicators to yield rankings.

CU officials reacted positively to the concentration of high rankings CU-Boulder achieved in the latest NRC study.

"This is an affirmation of the great work of our faculty in both forging influential research and training a new generation of cutting-edge researchers," said CU-Boulder Chancellor Philip P. DiStefano. "The NRC results also drive home a point we have made many times: That we have created in Colorado one of the great universities in the nation for both graduate and undergraduate education, one of the most productive comprehensive research universities in the world, and one of the most influential."

Vice Chancellor for Research Stein Sture echoed DiStefano, saying, "The NRC report gives us a terrific springboard for fulfilling one of the primary goals of the Flagship 2030 Strategic Plan – to further improve graduate education at CU-Boulder – and to do so from a base firmly established in recognized excellence."

John Stevenson, CU-Boulder's interim dean of the Graduate School, said, "The NRC report confirms our strong conviction that we have many doctoral programs that are among the best in the nation. I am especially gratified to see that our excellence across the disciplines is reflected in the report. And because the report contains such a wealth of data about programs nationwide, it provides us with an opportunity to look in depth at how we provide doctoral education and make our programs even better."

The CU-Boulder Graduate School, departments and programs will carefully review the data and report issued by NRC to determine how they can be used in CU's ongoing efforts to enhance doctoral education.

The methods used to calculate rankings in the September 1995 study were significantly different from and not comparable to those used in the 2010 study. In the 1995 assessment, five CU-Boulder programs were ranked in the top 20 or top 20 percent in their fields.

More information about the NRC report and study may be found at the organization's website at <http://sites.nationalacademies.org/PGA/Resdoc/index.htm>. More information on CU-Boulder's NRC rankings can be found at http://www.colorado.edu/news/downloads/UCB_NRC_programs_top20.pdf. More detailed information about CU-Boulder's rankings and its participation in the study may be found at <http://www.colorado.edu/pba/nrc/>, which will be augmented in the coming weeks.

Reinvent Governance conference to gather local, international experts

3CG will host October event at CU-Boulder

The Center for the Study of Conflict, Collaboration and Creative Governance (3CG) will host the Reinvent Governance conference Oct. 8-10, drawing together scores of internationally respected professionals and scholars in conflict studies, public deliberation and community planning with business and community leaders.

The center also will offer a public pre-conference [program](#) as part of Conflict Resolution Month on Oct. 8. Local and international experts will address a variety of issues including religious extremism and global terrorism, sustainability, social entrepreneurship and interorganizational coordination in Afghanistan.

The pre-conference program also will present techniques for public deliberation, creating community dialogues and using new tools for community decision-making.

The 75-minute workshops and presentations are free and open to faculty, students, staff and the public. The program is presented in conjunction with the celebration of Conflict Resolution Month endorsed by Gov. Bill Ritter, the Colorado General Assembly and University of Colorado Boulder Chancellor Philip DiStefano.

The three-day Reinvent Governance [conference](#) will showcase and invent ways that businesses, governments and civic groups can more effectively make positive mutually decisions regarding issues of development, resources use and violence prevention.

Topics include promoting creative governance, learning from other countries and societies and grassroots governance.

For details on either the public pre-conference or conference program, including information on conference registration, visit the [3CG website](#).

People

Distinguished Professor tapped for president's science committee



Murnane

President Obama announced his intent last week to appoint **Margaret Murnane, Ph.D.**, to the President's Committee on the National Medal of Science. Murnane is a Fellow of the Joint Institute for Laboratory Astrophysics (JILA) and a Distinguished Professor in the department of physics and of electrical and computer engineering at the University of Colorado Boulder. She runs a multidisciplinary research group using coherent beams of laser and X-ray light to capture the fastest dynamics in molecules and materials at the nanoscale.

Murnane is a Fellow of the American Physical Society, the Optical Society of America, and the American Association for the Advancement of Science and was elected to the National Academy of Sciences and the American Academy of Arts and Sciences. She was awarded a John D. and Catherine T. MacArthur Fellowship in 2000, the 2009 Ahmed Zewail Award of the American Chemical Society, the 2010 Schawlow Prize of the American Physical Society and the 2010 R.W. Wood Prize of the Optical Society of America.

She received her bachelor's and master's degrees from University College Cork, Ireland, and her Ph.D. from the University of California at Berkeley. She has been with CU since 1999.

School of Public Affairs professor to moderate election forum

University of Colorado Denver Associate Professor **Christine Martell, Ph.D.**, will moderate the first in a series of monthly breakfast forums sponsored by the Buechner Institute for Governance at the School of Public Affairs at the University of Colorado Denver.

The forum will feature a debate on Amendments 60 and 61 and Proposition 101, fiscal measures on the November ballot. Participants include Henry Sobanet, president of Colorado Strategies, LLC, a private consulting firm specializing in economics, Colorado budget issues, legislative affairs and strategic management; Ed Scholz, Denver director of budget and management; and Gregory Golyanksy, vice president of the Colorado Union of Taxpayers.

The Buechner Breakfast is set for 7:30 to 9 a.m. Friday, Oct. 1, at Baur's Ristorante, 1512 Curtis St., Denver. To RSVP, e-mail SPAinfo@ucdenver.edu.

Longtime state worker receives UCD employee of the month honors

Francine Olivas-Zarate, program assistant for the department of English, recently was named Employee of the Month for the University of Colorado Denver campus. She has worked with the state for 23 years, including the Colorado Department of Transportation, Metropolitan State College of Denver, University of Colorado Anschutz Medical Campus and on the downtown campus.

She says she loves every minute of her job: "It's like going from one home to another."

In her spare time she enjoys walking her dog Gidget, cooking for all of her children's friends, reading a good book and exercising or bicycling.

"Winning the employee of the month was so awesome, it makes me feel that all of my contributions all of these years have finally meant something, and someone recognized me for all of it. Thank you," she said.

One of her nominators, Elaine Beemer, said, "She is new to UCD, but stepped right up to the plate as if she had always worked here, which isn't easy in a department with 60 faculty."

Another nominator, Everlyn Sandoval, said, "She is exceptionally organized and is often seen as a go-to person when others need her guidance. She is a great listener and has a warm smile for everyone that she greets."

Professor's grant will boost undergrads in citizenship studies



Horst Mewes, an associate professor of political science at the University of Colorado Boulder, along with a Portuguese colleague, received a US-EU Atlantis Excellence Grant of approximately \$450,000 spread over the years 2010-2014.

The grant provides for three to six CU undergraduates each semester to spend four months either at a German or Portuguese university and participate in a program of courses in the area of "citizenship studies," which includes topics such as immigration, minority rights, citizen rights, citizen participation, multiculturalism, nationalism and other related issues.

Mewes

The funding also allows for short-term graduate student and faculty research grants in either Germany or Portugal for projects in citizenship studies.

For more information on the grant and the exchange program, contact Mewes at mewesh@colorado.edu.

Colorado Springs professor chosen to review international grant program

Robert von Dassanowsky, professor of languages, cultures and visual and performing arts at the University of Colorado Colorado Springs, recently was selected as the external reviewer of an Atlantis Program's Grant for Virginia Commonwealth University's transatlantic master's degree in foreign language and film studies.

Supported by the Fund for the Improvement of Postsecondary Education and the European Commission's Directorate General for Education and Culture, the program provides grants for four to five years to add a European Union-United States dimension to international curriculum development and related student exchange.

He will attend the Atlantis Project Directors' conference Oct. 13-15 in Berlin.

Dropping names ...

Thea Lindquist, associate professor and associate faculty director for collection services at Norlin Library on the University of Colorado Boulder campus, was elected to the Center for Research Libraries/Global Resources Network's German-North American Resources Project (GNARP) Steering Committee as vice chair. The project makes connections between German and American libraries, librarians and collections. Lindquist presented one

of only four papers from North America accepted into the *Leipziger Kongress für Information und Bibliothek*. Her paper is titled, "The Role of Information Literacy Instruction in the History Curriculum: Perspectives From the University of Colorado at Boulder." ... **Laurie J. Sampsel**, faculty director of the University of Colorado Boulder [Howard B. Waltz](#) Music Library, was awarded the Music Library Association's Vincent H. Duckles Award for best book-length bibliography or other research tool in music for her *Music Research: A Handbook* (Oxford University Press, 2009). The MLA described the handbook as a "carefully prepared, well-edited handbook (that) will be essential reading for music librarians, graduate students and music faculty for years to come."

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

Did you know...

Excellence in Leadership Award nomination deadline is Friday

The Office of Employee Learning and Development requests nominations for the second annual Excellence in Leadership Award, which will be presented at the Excellence in Leadership Program (ELP) lecture and luncheon Nov. 5.

The award recognizes a graduate of the ELP who has shown exemplary leadership at the University of Colorado. Nominations should demonstrate leadership in one or more of the following areas:

- Organization, departments or teams
- Projects, programs or research
- Fiscal management or fundraising
- Student instruction

All ELP graduates who currently work at CU are eligible to be nominated for the award. Self-nominations will not be accepted.

For a list of all program graduates and details about the award, go to <https://www.cu.edu/content/leadershipprograms>. A nominator must be a CU employee who has worked with the nominee. The selection committee consists of representatives from each campus and system administration.

Nominations must include a completed nomination form (posted at the website); the form and any supporting material must be sent to the Employee Learning and Development office by e-mail to Erin.Russell@cu.edu.

Nominations are due Friday, Oct. 1.

To read about last year's winner of the award, Barbara A. Gaddis, Ph.D., [click here](#).

Free presentation to detail 'Networking for Success in the Digital Age'

Storm Gloor, assistant professor at the University of Colorado Denver College of Arts and Media, music and entertainment industry studies, will present "Networking for Success in the Digital Age" from 11 a.m. to noon Wednesday, Oct. 13, in the Tivoli, Room 640, on the Auraria Campus in Denver.

The free event is open to all interested UC Denver students and the general public.

In terms of career preparation, it's been said that the perfect complement to what you know is who you know. While a great education can provide the former, successful networking skills are key to obtaining the latter. Technology has perhaps made the art of networking more "social," but at the same time more challenging.

In this presentation, we'll cover basic and emerging principles, philosophies, and techniques behind making "who you know" an asset in your career planning.

Office of Academic Affairs soliciting proposals for President's Fund for the Humanities grants

The President's Fund for the Humanities was established to preserve a balance in the university's programs of education and research by giving special attention to the humanities. The system Office of Academic Affairs now is accepting proposals for grants for fall 2010; **deadline is 5 p.m. Friday, Oct. 29.**

Proposals might include: seminars in humanistic studies; public programs in the humanities; innovative teaching in the humanities; or requests for lectures or exhibits by visiting scholars. The fund might also support projects that involve interdisciplinary teaching, increase the visibility of the humanities, emphasize humanistic values, or address special social problems in a humanistic context.

For application guidelines, [click here](#). To view previous awards, [click here](#).

An advisory board of faculty representatives from each campus will consider proposals and make recommendations to President Bruce D. Benson for funding. Proposal requirements, guidelines and more information may be found on the president's website, <https://www.cu.edu/pfh>.

For more information, contact Linda Starkey, assistant to the associate vice president for academic affairs, 303-860-5623 or Linda.Starkey@cu.edu.

News from the CU system - CU-Boulder

Full-time job postings by companies seeking to hire CU grads climb in 2009-10

While the general job market nationally still struggles mightily, the University of Colorado Boulder saw an 8 percent uptick in full-time job postings by companies seeking to hire CU-Boulder students and graduates in 2009-10 compared with 2008-09.

CU-Boulder also had a 25 percent increase in internship postings for the 2009-10 school year and a 23 percent increase in employers listed in the Career Services database, according to Lisa Severy, director of CU-Boulder's Career Services office.

"I think this shows that employers value a degree from CU and they know they are getting quality candidates when they recruit here, whether it's a good job market or not," Severy said.

Several other factors also help explain the increases, Severy said. Among these are the university's increased outreach to employers, the encouragement of CU alumni in hiring positions to recruit CU-Boulder students and graduates, and an increase in the number of job postings for candidates who already have work experience – a new option for recruiters added by Career Services in 2009.

"Our alumni programs were expanded last year thanks to a new partnership with the CU Alumni Association," Severy said. One of the outcomes of the new partnership is that the university's online job-posting tool now is available to all alumni free of charge, which has attracted more employers.

"Being able to include alumni who have on-the-job experience allowed us to expand our applicant pool so now employers can search for all of their candidates – those with experience and new graduates – at CU," she said.

"Having companies recruit both types of employees has really helped boost our number of full-time job postings."

Another benefit of the partnership with the Alumni Association is the recently created alumni-specific career counseling position. Lea Alvarado, who was hired in August 2009 as the university's first alumni career counselor, helps CU-Boulder alumni with their job searches and networking. This past summer she spearheaded a career fair for alumni with job experience in their career fields that was open only to alumni from 12 Colorado colleges and universities. The event was a huge success.

"In the past year, we went from having 503 alumni in our system to 4,650, an increase of more than 800 percent," Alvarado said. "We are proud to be able to help our alumni with career advice and job-seeking help, because our graduates are part of the CU-Boulder community for life."

At the end of October, the Career Services office will move into new offices in the Center for Community building on campus, a move that Severy said is much needed. The new space on the third floor of the building offers students and recruiters a more spacious and professional setting in which to conduct interviews.

From 4 to 7 p.m. Tuesday, Nov. 9, Career Services will host an employer open house in its new location in the Center for Community.

The fall career and internship fair for CU-Boulder students and alumni is set for 9 a.m. to 3 p.m. Oct. 5-6 in the University Memorial Center's Glenn Miller Ballroom and room 235. The fair is open only to CU-Boulder students and alumni.

For more information about Career Services and the fall career and internship fair visit <http://careerservices.colorado.edu/public/>.

UCCS

Southern Colorado community college students see stage lights

More than 40 southern Colorado community college students and their faculty visited the University of Colorado Colorado Springs and the surrounding city on Saturday, Sept. 25. But this was no ordinary field trip.

Instead, the Future in Klieg Lights Tour exposed students to the benefits of a four-year degree and to the possibility of working in the arts by giving them hands-on lessons and behind-the-scenes peeks at academic and professional theater.

Students from Otero Community College, Trinidad State Junior College, Pikes Peak Community College and Pueblo Community College toured the UCCS theater program before participating in workshops focusing on improvisation, comedy and the technical aspects of theater including stage design. Later, they toured the Pikes Peak Center before returning to campus to see a Theaterworks performance of "I Am Nicola Tesla." The day concluded with a private question-and-answer session with the cast and crew of the show.

"I know when I was a student at Pikes Peak Community College, it was a big mental hurdle to go to a four-year school," said CU Regent Stephen Ludwig, a co-organizer of the event. "We want to open doors to the idea of continuing past a two-year degree."

Last year, Ludwig joined with the Colorado Community College System to organize a tour of northern Colorado-based university theater programs for interested community college students. Building on that success, this year's effort focused on the southern part of the state.

"We're trying to bring awareness to the different occupations in the arts," said Jennifer Jirous, STEM, Arts and Information Technology program director for the Colorado Community College System. "There are many occupations in the arts that students simply have not thought about."

The Future in Klieg Lights tour was sponsored by the Colorado Community College System, which provided funding for student travel and meals.

And what's a Klieg light?

The term is synonymous for the bright lights of movie-making and traces its roots to inventor John Kliegl who, in the early 1900s, created the first intense light sources. That lesson, and many more, were part of the technical workshop.

UC Denver

Anthropologist: Neanderthals no numskulls

For decades, scientists believed Neanderthals developed "modern" tools and ornaments solely through contact with *Homo sapiens*, but new research from the University of Colorado Denver shows these sturdy ancients could adapt, innovate and evolve technology on their own.

The findings by anthropologist Julien Riel-Salvatore challenge a half-century of conventional wisdom maintaining that Neanderthals were thick-skulled, primitive "cavemen" who were overrun and out-competed by more advanced modern humans arriving in Europe from Africa.

"Basically, I am rehabilitating Neanderthals," said Riel-Salvatore, assistant professor of anthropology at UC Denver. "They were far more resourceful than we have given them credit for."

His research, to be published in December's *Journal of Archaeological Method and Theory*, was based on seven years of studying Neanderthal sites throughout Italy, with special focus on the vanished Uluzzian culture.

About 42,000 years ago, the Aurignacian culture, attributed to modern *Homo sapiens*, appeared in northern Italy while central Italy continued to be occupied by Neanderthals of the Mousterian culture, which had been around for at least 100,000 years. At this time, a new culture arose in the south, one also thought to be created by Neanderthals. They were the Uluzzian and were very different.

Riel-Salvatore identified projectile points, ochre, bone tools, ornaments and possible evidence of fishing and small game hunting at Uluzzian archaeological sites throughout southern Italy. Such innovations are not traditionally associated with Neanderthals, strongly suggesting that they evolved independently, possibly due to dramatic changes in climate. More importantly, they emerged in an area geographically separated from modern humans.

"My conclusion is that if the Uluzzian is a Neanderthal culture, it suggests that contacts with modern humans are not necessary to explain the origin of this new behavior," Riel-Salvatore said. "This stands in contrast to the ideas of the past 50 years that Neanderthals had to be acculturated to humans to come up with this technology. When we show Neanderthals could innovate on their own it casts them in a new light. It 'humanizes' them, if you will."

Thousands of years ago, southern Italy experienced a shift in climate, becoming increasingly open and arid, said Riel-Salvatore. Neanderthals living there faced a stark choice of adapting or dying out. The evidence suggests

they began using darts or arrows to hunt smaller game to supplement the increasingly scarce larger mammals they traditionally hunted.

"The fact that Neanderthals could adapt to new conditions and innovate shows they are culturally similar to us," he said. "Biologically they are also similar. I believe they were a subspecies of human but not a different species."

The powerfully built Neanderthals were first discovered in Germany's Neander Valley in 1856. Exactly who they were, how they lived and why they vanished remains unclear.

Research shows they contributed between 1 percent and 4 percent of their genetic material to the people of Asia and Europe. Riel-Salvatore rejects the theory that they were exterminated by modern humans. *Homo sapiens* might simply have existed in larger groups and had slightly higher birthrates, he said.

"It is likely that Neanderthals were absorbed by modern humans," he said. "My research suggests that they were a different kind of human, but humans nonetheless. We are more brothers than distant cousins."

Anschutz Medical Campus

Could brain abnormalities cause antisocial behavior and drug abuse in boys?

Antisocial boys who abuse drugs, break laws and act recklessly are not just "bad" kids. Many of these boys may have malfunctioning brains, according to a new study by researchers at the University of Colorado School of Medicine.

"Brain responses to everyday rewards and punishments gradually guide most youngsters' decisions to conform with society's rules. However, when these seriously troubled kids experience rewards and punishments, and make decisions, their brains apparently malfunction," said Thomas Crowley, M.D., a professor of psychiatry at the School of Medicine and lead author on the study. "Our findings strongly suggest that brain malfunction underlies their frequent failure to conform to rules, to make wise decisions, and to avoid relapses back to drug use and antisocial acts."

The scientists, including collaborators at the University of Colorado Boulder and the University of Maryland, studied 20 adolescent boys. On average they had been on probation 139 of the last 180 days; 19 of the 20 had the psychiatric diagnosis of conduct disorder, and all had diagnoses of substance use disorder. They had been abstinent, however, an average of about five weeks when studied. They were compared with 20 other boys who did not have serious antisocial or drug problems, but who were of similar age, ethnicity and home neighborhoods.

All played a computerized risk-taking game that repeatedly presented a choice between a cautious and a risky behavior: press the left button and always win 1 cent, or press the right button and either win 5 cents or lose 10 cents. The scientists examined brain activation with functional magnetic resonance imaging (fMRI) as the boys decided to press right or left, and then as they experienced wins or losses after right presses.

Brain activation differed dramatically in the two groups. The anterior cingulate cortex monitors changing rewards and punishments, and then sends that information to another brain region (dorsolateral prefrontal cortex), which regulates one's choices among possible behaviors. During decision-making, antisocial boys had significantly less brain activity than normals in both of those regions, and also in other decision-making areas (orbitofrontal cortex, amygdala, insula).

Altogether, during decision-making about 6,000 voxels (a voxel is a tiny cube in the brain) activated significantly less in antisocial boys than in comparison boys. No voxels activated more in antisocial boys. Such under-activity during decision-making could contribute to disinhibited antisocial and drug-using behaviors.

As predicted by others not associated with the study, the antisocial boys also had dysphoria, a chronic sad-anxious state, with "reward insensitivity"; in the game their brains responded less than the comparison boys' brains to wins. They also had "punishment hypersensitivity," with greater brain response to losses than comparison boys.

Interestingly, the number of risky right presses was similar in the two groups. The scientists speculate that this occurred because the game forced the boys to deliberate for several seconds before pressing either button.

The study was supported by grants from the National Institute on Drug Abuse and the Kane Family Foundation of Colorado Springs. The report was published in the online journal [Public Library of Science One](#) (*PLoS One*) and is freely available.

Tech Transfer

Anti-cancer compounds licensed from CU

Arch Biopartners Inc. (ACH-CNSX and FOIFF- US OTC markets) announced it has formed a new American subsidiary, Colorado Cancer Therapeutics (CCT) with leading University of Colorado chemists Lajos Gera and Robert Hodges. CCT also has acquired an option to enter into an exclusive license to commercialize specific pre-clinical, anti-cancer compounds invented at the University of Colorado and Emory University by Lajos Gera, Robert Hodges, Paul Bunn, John Stewart, Dan Chan, Leland Chung and Daqing Wu.

In pre-clinical studies involving mice, these compounds have shown efficacy in slowing the progression of pancreatic cancer, non-small-cell lung cancer and prostate cancer.

As consideration for the option, Arch will pay roughly \$12,000 to CU and will pay for patent costs incurred during the period of the option. As preconditions to exercising the option, Arch will perform further preclinical validation studies and assess the commercial viability of the technology. Arch will have until Jan. 1, 2012, to complete the assessment and exercise the option.

Arch recently engaged the chemistry services of Hodges and Gera as ongoing support for its three existing research platforms.

Gera is assistant research professor of biochemistry and molecular genetics and director of the core facility in peptide/protein chemistry within the program in structural biology and biophysics at the CU School of Medicine, Anschutz Medical Campus.

Hodges is professor of biochemistry and molecular genetics at the School of Medicine, where he also is director of the program in structural biology and biophysics and holds the John Stewart Endowed Chair in peptide chemistry. In 2002, he received the Vincent du Vigneaud Award from the American Peptide Society for outstanding achievements in peptide/protein research. In 2009, he received the Inventor of the Year Award at the University of Colorado Denver.

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