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Letter from the Editor

**BREAK THE ICE:** Take part in conversation within the CU community by writing a letter to the editor. The *Faculty and Staff Newsletter* invites you to submit thoughts on topics of interest to current and retired CU faculty and staff. Please send submissions to [newsletter@cu.edu](mailto:newsletter@cu.edu). If you have a news item or story idea you'd like to suggest, please send it to [Jay.Dedrick@cu.edu](mailto:Jay.Dedrick@cu.edu).

— Jay Dedrick

**Administrators: Discontinuance of SJMC will lead to**

# **stronger journalism education**

## ***Some regents ask questions about reasoning behind recommendation***

By Cynthia Pasquale

Calling the discontinuance of the School of Journalism and Mass Communications (SJMC) an effort to strengthen journalism education at the University of Colorado Boulder and be a future leader in the field, Jeffrey Cox, associate vice chancellor for academic affairs, updated the Board of Regents on the process during its meeting today at the Qwest Research Park in Boulder.

Boulder administrators spoke to the board a day after the regents heard public comment – some opposing the discontinuance, others supporting it – on Tuesday during the first of the two-day meeting.

"We didn't think this would be something solved by tinkering on the edges," Cox said.

Regent Joe Neguse, a CU-Boulder alumnus, questioned whether the same goal could be achieved with changes to the current school.

"You describe the change ... (as needed) to make that program more rigorous. I'm just curious why some of that can't be done" by transforming the school but keeping the entity?

Cox said there was strong support both internally and externally for continuing journalism education, but at the same time, "there was clear dissatisfaction, both in the school and outside of it, with the current structure. ... It was not the most effective and efficient way to deliver education and research in journalism and mass communication."

He said it was not a question of leadership or a few faculty members, but a structural problem with the school.

Cox said faculty repeatedly said the school was too small and did not have the assets necessary to deliver the "ambitious education" that it wants to deliver to its students. He added that the school was too isolated – not fully connected with the rest of the campus – so it was unable to engage in the interdisciplinary approach needed.

He said the committee charged with reviewing the school found the university needs to reinvigorate journalism education to make sure students have the training for jobs today. The university also must engage in changes in the discipline so students are prepared for the future.

The proposal, Cox said, would allow students to get the core skills they need in journalism while pursuing a more rigorous course of study in another field. "What we are essentially proposing is that they will be trained in journalism and another discipline," Cox said.

Chancellor Philip P. DiStefano has recommended that future students pursue double degrees, one in journalism and another in a specialty, or earn a certificate of journalism while earning a major in another field.

But, Neguse asked, if discontinuance of the school were off the table, would the current school be able to implement the changes in curriculum to achieve a more rigorous education?

Cox said the faculty had the same skepticism, wondering why the current structure could not be changed.

"They became convinced that changes would not occur in the current structure. We were told that the school believed it could not change itself without some kind of major shakeup," Cox said. "We need a transformative administrative move in order to get things done."

Regent Sue Sharkey said she heard two messages: first that the university has a leading school of journalism and second that the journalism school is inadequate.

DiStefano replied, "I think we have a good journalism school." He said the school is similar to others around the nation, but, he said, "I don't think we have what I would consider to be a first-rate school. ... I think it can be improved, and that's what we are trying to do."

Sharkey, mother of a SJMC student, wondered whether as a parent she had "wasted \$80,000" for an inadequate education. She said employers are asking for degrees in journalism.

"As we talked to employers out in the field ... the thing that we heard time and again was that you don't need to teach these people how to Twitter, you don't need to teach these people how to use Facebook, you need to teach them the core values of journalism, you need to teach the ethics, you need to teach them news writing," Cox said. He added the main thing employers were concerned about was the breadth and depth of knowledge students were bringing to the job. Employers, he said, want students who had undergone a rigorous education.

DiStefano said he believes students who come out of the university with a minor or double major that includes journalism will be competitive. "I think we need to be leaders and not followers in this area."

Students currently enrolled in the school will be able to complete the program through 2013. In the meantime, the university still is admitting students who want a journalism education, but are making it clear the university is in the process of change, Cox said.

Sharkey asked what effect restructuring would have on the accreditation process.

Accreditation is a retrospective activity, Cox said, where prior work is reviewed. The accreditation committee will be at the school in a week; he said he is confident the school will receive accreditation. Future accreditation, he said, is an issue for "faculty that comes to deliver journalism education" to our students.

Cox also said the discontinuance would save about \$500,000 while preserving core assets, including faculty. Sharkey and Neguse asked for a breakdown to show how money will be saved.

Regent Tillman "Tillie" Bishop said he appreciated the work being done by administrators on the discontinuance, noting that a year ago, the board "was looking at, 'When do we cut programs? (Because) we're always adding.' ... I'm a little bit embarrassed that when you bring it to us, we subject you to the third degree."

During public comment at the board's meeting Tuesday, several career journalists and faculty members spoke to the issue of discontinuance, stressing that journalism education should remain a focus of the university.

"We support thoughtful improvement, but not discontinuation or de-emphasis (of journalism education)," said Denny Dressman, who represented the Colorado Press Association. In a resolution, the

general membership of the association, which represents newspapers around the state, requested the opportunity to "enter into a meaningful dialogue with the university and school officials and the president and regents about the best course for the future."

The association also "resolved to encourage the continuation of the school of journalism at the university" and called for the program to "adhere to the principles of journalism we have come to expect that include training in fair, accurate, objective, timely and complete journalism."

"Changes are needed," said Len Ackland, a member of the SJMC faculty since 1991. "But must the journalism school be destroyed to save journalism education?"

Linda Shoemaker of the Advisory Board of the School of Journalism and Mass Communication, reiterated her group's recommendation that the existing school be closed and replaced by a new interdisciplinary school of information, communication, media and technology.

"We stand by our decision, as difficult as it is," Shoemaker said. "Our existing SJMC structure is simply not sufficient to cope with the dramatic changes in how we should be teaching journalism."

Tom Duncan, professor emeritus of journalism, agreed. "The school of journalism is broken," he said.

President Bruce D. Benson is reviewing DiStefano's recommendation that the school be discontinued and has until mid-April to make his recommendation to the board.

The [Journalism Plus Action Plan can be seen here](#). The final recommendations of the Information, Communication and Technology (ICT) Exploratory Committee [can be seen here](#).

## **Regents asked to support in-state tuition for undocumented students**

### ***Some want CU to endorse current Senate bill; board listens but takes no action***

By Jay Dedrick

Members of the CU and higher education communities urged the University of Colorado Board of Regents to support state legislation that would allow undocumented students to pay in-state tuition rates at public colleges and universities.

The board took no action at the Tuesday, Feb. 22, meeting, which continued today. Regent Monisha Merchant, D-Lakewood, thanked the public for their comments.

Among those speaking was Victor Galvin, a former Community College of Denver student who said he is undocumented and that he could not afford to attend college this year because of the high cost.

"CU-Boulder was one of the only schools that did not support this bill openly in 2009, and it only lost by three votes," Galvin said. "It would have helped to have CU's support. ... It will give us the strength to keep fighting the fight."

Senate Bill 11-126, which would allow undocumented students to qualify for in-state tuition rates, moved forward this week at the Capitol when the Senate Finance Committee approved it with a 4-3 vote. The committee amended the bill to clarify that eligible students would need to have attended a Colorado high school for three years and either graduated or received a GED. The bill advances for a second reading in the Senate.

The bill would not result in higher costs to institutions or the state, because undocumented students would not be eligible for state aid. Erika Blum, who said she works with undocumented students, said \$27 million in additional revenue was generated in Texas when that state passed a similar law.

In other business at the meeting on Tuesday and today:

- The board's newly established athletics subcommittee met for the first time and heard presentations from CU-Boulder Athletic Director Mike Bohn and Faculty Athletics Representative David Clough. Bob Kirchner, a member of the Buffs men's basketball team in the 1940s, spoke about his time at the university; Regent Jim Geddes, R-Sedalia, said he hopes to host a guest representing some aspect of CU's athletics history at each of the subcommittee's meetings (three per year) and is asking the university community for suggestions.
- The board approved a restructuring of student fees. The change has no effect on revenue, but provides administrative streamlining for campuses and students and allows for greater consistency and increased flexibility.
- Three capital construction projects received approval from the regents: renovation of Kittredge West at CU-Boulder, installation of a new PET/CT scanner at the Anschutz Medical Campus, and renovation of 3650 N. Nevada Ave. on the University of Colorado Colorado Springs Campus. That building was a gift through the CU Foundation, and had primarily been used for storage. The regents approved a contract with Housing & Building Association of Colorado Springs to manage and market it as the North Nevada Expo Center, where the group will stage a home-and-garden show and other events.
- The regents recognized [this year's winners of the Thomas Jefferson Award](#), David Braddock, Ph.D., and Terry Schwartz, Ph.D. Braddock, executive director of the Coleman Institute for Cognitive Disabilities and associate vice president, said Jefferson would have called for protection for people with disabilities if he were alive today. "Jefferson got it right in 1776, and he would get it right today," he said in accepting the award. Schwartz, associate dean of the School of Public Affairs at UCCS, also received her award at the meeting, noting, "Jeffersonian ideals have long been both inspirational and aspirational to me."
- As part of a consent agenda, the regents approved the naming of the Boettcher Commons on the Anschutz Medical Campus and approved contracts for Jon Embree, head coach of the CU Buffaloes football team, and Eric Bieniemy, offensive coordinator. The board also voted in favor of CU-Boulder buying property at 1402 Broadway Ave. for potential future campus expansion; Geddes opposed the move in a 6-1 vote.

## **Faculty Council recommends changes to dismissed-for-cause policy**

### ***Governance group gives input to Board of Regents via suggested change***

By Cynthia Pasquale

The University of Colorado Faculty Council passed a motion recommending language changes in a policy concerning faculty dismissed for cause. The vote came after a lengthy discussion during the council's Thursday, Feb. 17 meeting.

Current Board of Regents policy states "teachers on continuous appointment who are dismissed for reasons not involving moral turpitude should receive their salaries for at least a year from the date of notification of dismissal whether or not they are continued in their duties at the institution ..."

The regents have considered eliminating that portion of the policy, said Faculty Council Chair Mark Malone.

"The issue in question is getting a year's severance when somebody is dismissed for cause. The regents are likely to eliminate this clause and our opportunity here is to give input on the process," Malone said. There may be extenuating circumstances where the regents might consider severance rather than eliminating it altogether, he said.

The Faculty Council Educational Policies and University Standards Committee recommended replacing the current language with this change: "The faculty panel on Privilege and Tenure may recommend, in consideration of mitigating circumstances, that the CU Regents vote affirmatively to give one year of severance pay to the faculty member dismissed for cause ... "

The Board of Regents is expected to take up the issue at an upcoming meeting.

Some council members were concerned that eliminating the present policy language was tantamount to giving up a right, and some thought a clarification of "moral turpitude" would be prudent.

Bruce Neumann, secretary of the Faculty Council, said a list of behaviors that constitute "moral turpitude" could more clearly define the policy.

"This is a fundamental faculty right and I think we're giving up something in the law that they've created for us and I think we should not give in quite so easily," he said, adding the policy helps prevent leaders from making capricious decisions and creates an incentive for negotiations to occur if someone has been found in violation of the policy. He also was concerned that council had not received enough feedback from campuses concerning the proposed language.

R.L. Widmann, chair of EPUS, said some faculty believe it "outrageous to pay a yearly salary to someone who has committed sins against academe ... so there is a certain amount of sympathy for getting rid of this language."

She added that over the past 132 years, there have only been five cases of faculty dismissed for cause. "We're not talking about a huge number of people, but we are taking about very volatile cases."

She said EPUS had painstakingly discussed new language and asked for feedback over the course of more than a year. One problem, she said, is the difficulty in defining moral turpitude in a legal context.

Council members asked Malone to share with the regents the council's many concerns over the current severance policy.

In other business:

- E. Jill Pollock, senior associate vice president and chief human resources officer, asked council members for input on a possible change in scheduled days for open enrollment.

Each year, the university waits for the legislative Long Bill, which sets the state budget, to be finalized before it releases health care rates for employees. Because the open enrollment period often begins before those rates are announced, employees find it hard to make an informed decision on insurance choices.

Current open enrollment runs from the third week in April to the third week in May. The

university is considering later open enrollment options, but some of those dates would coincide with finals and commencement.

The options suggested by Pollock include May 9 through May 27, where rates would be announced the day the period begins. The downside is that the enrollment period would span fewer days. Another option would place the enrollment period from May 2 to May 27, which would begin about a week before rates are finalized.

- Malone reported he will send out an official call for membership – along with duties and description – for the Faculty Communications Committee. "We don't have the Silver & Gold and we don't have the confidence in the current communications systems that we have, and we need to try to improve that, so that's the main goal of the committee."
- John Wyckoff, representing CU Denver, related campus concern over the proposal to rename Metropolitan State College, including several suggestions that include use of the word "university." "It speaks – at least to many of us – of mission creep ... moving in towards increased offerings of graduate programs and other aspects that one would usually associate with a university."

## Five questions for Mary Rupp

### *Archives librarian, digital repository coordinator, UCCS Archives*

Mary Rupp spent a lot of time in libraries throughout her life, but it wasn't until she worked in the Learning Resource Center at a community college she attended that she understood the full scope of library work and what she wanted to do for a living.

While attending library school, she realized she had an aptitude for smaller collections with more narrow focus. She chose to specialize in areas that included instruction on rare books and archival materials as well as online databases and specialized reference sources.

"Of course, one's career path is rarely what one expects. After graduating with my master's in library science degree, I next found myself working in the general collections and with new technology. It was not what I expected but helped me gain skills that through time have become more integrated with the care and use of materials in specialized collections," Rupp says.

Rupp is the archives librarian and digital repository coordinator at the UCCS Archives, Kraemer Family Library at the University of Colorado Colorado Springs.

In the UCCS Archives, where she has worked since 2009, she has a range of duties: from acquiring, arranging (organizing the materials within collections) and describing (creating the records within the archives information system), to processing (physically organizing the materials) and preserving the materials themselves. She also creates "finding aids" that describe and provide context for the collections and assist researchers in



Mary Rupp

finding and using the materials in the archives.

The library also is developing a digital repository in association with the libraries of other institutions. Currently she works with representatives of other institutions to develop policies and procedures for the system as it affects all the collections. In addition, she works on the reference desk of the Kraemer Family Library providing assistance to library users.

Before coming to UCCS, Rupp worked as a reference librarian in public and academic libraries, and in corporate and school libraries, and provided computer support for a nonprofit. All of the positions have combined information management – collecting, organizing, analyzing, storing and retrieving information – with customer service.

She says few people on campus know about the archives, what it contains and how it can be useful, but she's working to change that. A current library exhibit – "History of the Library at UCCS" – showcases archival materials.

– Cynthia Pasquale

**1. The "History of the Library at UCCS" exhibit traces the challenges of establishing the library. Explain some of the challenges and why did you choose this topic for an exhibit?**

The University of Colorado Colorado Springs campus developed from the University Extension Center in Colorado Springs. A small library collection existed when the campus was founded on the property acquired from the Cragmor Sanatorium (originally for tuberculosis patients). The collection was made up of books donated by instructors of the Extension Center courses and a local military officer's group, as well as books from the Sanatorium library. The exhibit traces the challenges of the library to grow its collection, facilities, and services on the growing campus.

My challenges were to make the History of the Library at UCCS understandable and visually interesting. Photographs of the library and descriptions of different settings provide a sharp contrast to current facilities and resources. Materials from a variety of sources were used – original floor plans for buildings that have since been demolished or renovated, articles from the student newspaper for contemporary views, and library handouts and documents describing services. Together they describe the library and its interaction with all parts of the campus through time.

Topics of the UCCS Archives exhibits are always some aspect of the history of the Colorado Springs campus. The history of the library will be a two-part display. The first part of the exhibit covers the years 1956-1995 and includes information about library services at the Extension Center. The second part of the exhibit covers the years 1996 to present and will be on display in April, which coincides with the 15th anniversary of the naming of the Kraemer Family Library.

The exhibits provide historical information for the faculty, staff and students of the rapidly changing campus. The physical facilities and the student population of the campus have changed greatly in the last 20 years and more people are looking at "why are things this way?" The exhibits attempt to provide some of that information.

**2. What are some of the most interesting and most requested items in the archives?**

The UCCS Archives strives to collect materials documenting the history of UCCS without duplicating the collections of other institutions. Items in the archives are organized in collections relating to the organization of the campus. Documents include reports, communications, office and personal files, and



records of events. There are collections of images – photographs, slides, and a small amount of video. Artifacts are a small part of the total collection but vary widely.



On first entering the archives, the most interesting item people see is the first sign for UCCS. The sign is more than 4 feet tall and 8 feet wide and is made of wood. The letters were made with wood-burning equipment then painted by one of the professors of UCCS and his father-in-law in their garage. This sign was the first to be put next to the road leading to the campus that identified the campus as the University of Colorado Colorado Springs.

The most requested materials in the UCCS Archives are the student newspapers. The collection contains newspapers going back to the establishment of the paper in 1966. They give a students' perspective on events, something that has been difficult to find on a longtime commuter-only campus. There are a few issues missing so I am always looking for additional issues.

### **3. What goals do you have for the UCCS Archives? Are there other projects coming up besides this exhibit?**

Growth – increasing materials in collections and their use – is my main goal for the UCCS Archives. Increasing awareness of the archives is an ongoing process that will continue. Internal projects to improve collection management and searching mechanisms are planned through this year, as are identifying points of intersection with the digital repository.

Exhibits are a primary part of the education and outreach efforts of the UCCS Archives. I have been doing several large exhibits per year with up to six smaller displays of shorter duration with fewer items and less description. Upcoming temporary displays will focus on commencement and convocation. There will be larger exhibits on student government in the fall and the campus police department in the spring of next year.

I like the constant challenge of my job. Not only am I making the materials accessible to and helping the researcher use them but I am constantly building the collection as well. I am continually finding information – learning the history of the campus, finding out what the significance of an item might be, understanding its place in the collection – and putting it into the record so that information is available.

### **4. What do you consider the archive's most important aspect and role?**

The unique nature of archives holdings requires special handling and specific procedures for access. The materials include primary sources – materials created through the operating processes of the university that document daily business and important events – and other materials that have been recognized as containing information worth preserving. These materials are maintained and used for research on the history of the campus as well as research with broader applications, such as comparison with similar institutions or aspects of college life across a variety of institutions.

The most important role and the greatest challenge for the archives are to preserve these materials and make them accessible to researchers. Archives preserve materials by creating a controlled environment to house the materials. Materials are kept in protective containers – generally acid-free boxes and folders

for documents and supportive containers with padding for other objects. Physical access is restricted in how and when the materials can be used to protect unique and sometimes fragile objects and documents.

While protecting the materials, archives make them accessible. New technologies and methods – particularly digitization of images – allow wider access to some materials by creating a representation that can be used by a remote researcher and sometimes in place of the fragile original.

Like all those working with archives, I am faced with the questions of choosing techniques for long-term preservation and weighing the possibilities of loss of information from the choice.

In many cases, new technologies are being used by the world and the archives must find a way to preserve the information contained in those technologies and their media which may be obsolete before they are needed for research. For instance, the tapes of data for the Apollo missions are difficult or impossible to access because the programs for reading them have been lost as have the previous e-mail system or content management system for the website. A component of preservation is assuring accessibility so the information can be studied.

##### **5. What are some of your favorite activities outside your archives work?**

I took up gardening after I moved to Colorado. I have determined that is because I like a challenge – especially since I lived in a place where the challenge was keeping things from growing in the constant moisture. My garden is small but I enjoy experimenting with heirloom vegetables and flowers (many of which do not grow here).

Gardening led me to beekeeping. When the first reports of Colony Collapse Disorder began to be widely circulated, I realized that I had never paid attention to whether there were bees around the garden or not. I thought I could set up a hive, ensure pollination, and encourage local bees. It is never as easy as it theoretically sounds. Now I have two hives and that is plenty to keep me busy and keep me from using pesticides in the garden.

Then there is the quilting. I have always done some sewing but the majority recently has been making lap quilts for the Quilts of Valor organization (<http://www.qovf.org/>) which distributes the quilts to "service members and veterans touched by war." We got a group of unsuspecting people to make quilt blocks and we have continued to make quilts that have been sent to wherever they are needed.

*Want to suggest a faculty or staff member for Five Questions? Please e-mail [Jay.Dedrick@cu.edu](mailto:Jay.Dedrick@cu.edu)*

# People

## Post-doctoral fellow earns Young Investigator Grant



A young researcher at the [University of Colorado Cancer Center](#) believes she could find a simple, noninvasive test that would diagnose lung cancer in its very earliest stages or even while it's still pre-cancerous.

**Celine Mascaux**, M.D, Ph.D., a post-doctoral fellow at the University of Colorado Cancer Center, has identified several molecular changes in patients with the earliest stages of lung cancer. She also has found that these markers differ between smokers and nonsmokers as well as between men and women. Most importantly, she has found biomarkers that indicate the presence of lesions at low risk of turning cancerous from those that were at high risk or were already invasive cancer.

Mascaux

Mascaux is now testing a much larger number of patients from the United States and Belgium to verify her findings. She hopes that she could find the same molecules in patients' sputum or blood, which could lead to the development of a simple, noninvasive screening test to detect lung cancer in its earliest stages.

In recognition of her work, Mascaux was named a winner of the prestigious National Lung Cancer Partnership Young Investigator Grant. Mascaux, 36, is one of just six young researchers worldwide to receive this award.

"This award will help bring attention to my work that will attract others to collaborate," says Mascaux, who won an International Association for the Study of Lung Cancer Fellowship Award in 2009 to come to Colorado.

Lung cancer is the most deadly form of cancer, killing more people each year than breast, prostate and colon cancers combined. Currently, there are no general screenings that can detect lung cancer at its earliest stages. Lung cancer patients generally have only a 15 percent chance of surviving five years, compared with a 60 percent to 80 percent five-year survival rate for patients whose cancers can be surgically removed at an early stage.

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## Professor wins award for book on animal behavior



Breed

A book co-edited by **Michael Breed**, a professor of ecology and evolutionary biology at the University of Colorado Boulder, has received the PROSE award for Multivolume Reference (Science), for the book "Encyclopedia of Animal Behavior" published by Academic Press.

The Professional and Scholarly Publishing Division of the Association of American Publishers announced the winners of the 2010 American Publishers Awards for Professional and Scholarly Excellence (The PROSE Awards) at a Feb. 3 event in Washington, D.C.

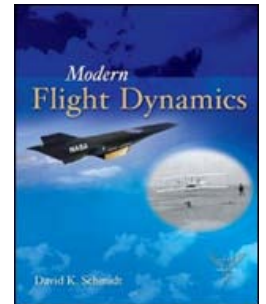
The PROSE Awards annually recognize the best in professional and scholarly publishing by bringing attention to distinguished books, journals and electronic content in over 40 categories.

Breed's co-editor is Janice Moore, a professor at Colorado State University.

The comprehensive work covers not only the usual topics such as communication, learning, sexual selection, navigation and the history of the field, but also emerging topics in cognition, animal welfare, conservation and applications of animal behavior. The large section on animal cognition brings together many of the world's experts on the subject to provide a thorough overview of this rapidly developing area.

### Dropping names ...

**Clark M. Thenhaus**, a lecturer in architecture at the University of Colorado Denver, is a category winner in the d3 Housing Tomorrow 2011 international architectural design competition, in the Single Family/Modular category. His Farm House has an elastic skin that collects, stores and distributes water to irrigation infrastructures. The elastic skin swells and shrinks relative to water intake, thus indexing the hydrological cycles and creating a changing building form and texture. Visit the [d3 Housing Tomorrow website](#). ... The department of landscape architecture at the University of Colorado Denver was represented among the design sessions last week at the ProGreen Expo in Denver: **John Lanterman**, instructor, presented "Urban Agriculture Trends and Opportunities," **Robby Layton**, lecturer, presented "Landscapes and Community Health," and **Leila Tolderlund**, instructor, presented "Living Wall Design in Colorado." ... **David Schmidt**, professor emeritus in the College of Engineering and Applied Sciences at the University of Colorado Colorado Springs, recently published "Modern Flight Dynamics" (McGraw-Hill) a text for senior-level undergraduates and first-year graduate students in aerospace and mechanical engineering.



*Want to suggest a colleague — or yourself — for People? Please e-mail information to [Jay.Dedrick@cu.edu](mailto:Jay.Dedrick@cu.edu)*

## Did you know...

### Nominations needed for most accessible websites

The Universal Design and Accessibility Committee (UDAC) is seeking nominations for best website design among all University of Colorado campuses.

The criteria are usability, universal design and accessibility, along with other features such as adherence to Web standards.

To nominate a website or web page, either from your own department or another group from CU, please visit the UDAC website <http://www.colorado.edu/ODECE/udac/webcomp.html> or contact Howard Kramer, [hkramer@colorado.edu](mailto:hkramer@colorado.edu), 303-492-8672, by Friday, March 4. Winners and prizes will be announced at the end of March.

## Forum

### Expansion of tuition benefit should include more flexibility

If the tuition benefit is [extended to dependants](#) (Feb. 9 issue), the current requirement that courses taken by employees must be job related should be eliminated. Why shouldn't employees also have the opportunity to enhance their education in any field of study offered at the university?

**Alicia Dandeneau**

Payroll & Benefit Services, CU system

### Ebert commentary appreciated

As a survivor of throat cancer, I read Roger Ebert's recent blog with a heavy heart and tears in my eyes. Mr. Ebert will, indeed, be terribly missed at the Conference on World Affairs. Thank you for publishing your [commentary and link](#) to the blog in the Newsletter.

**Penny Davis**

Procurement Service Center, CU system

### 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](mailto: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

### Study: Stresses of unemployed spouse affect job performance of other spouse

Ignoring the stresses of an unemployed spouse's job search does not bode well for the employed spouse's job productivity or home life, says a University of Colorado Boulder professor.

Associate Professor Maw-Der Foo of CU-Boulder's Leeds School of Business studies employee workplace issues, including those related to interpersonal relationships.

Foo and lead author Professor Zhaoli Song of the National University of Singapore co-authored a paper titled "Unraveling the Stress Crossover Between the Unemployed and Their Spouses," which was published in last month's edition of the *Journal of Applied Psychology*.

In the study they examined daily stresses felt by married couples in which one spouse was employed and the other unemployed, and how that stress affected each spouse.

"One of the key findings in this study is that couples are better at sharing their burden than helping alleviate it," Foo said. "If you feel bad at home there is going to be spillover at work where you will also feel lousy. Going into the study we thought that marital support might help alleviate the stress of unemployment on the family unit, but it didn't turn out to be the case."

One of the take-home messages from the study and others Foo has conducted on the workplace is that organizations need to be more sensitive and supportive when their employees have family members – particularly a spouse – who are unemployed.

"Organizations can implement family-friendly policies to help their employees fulfill their family roles, which in turn may increase the employee's productivity," he said.



Maw-Der Foo

However, in difficult economic times, many organizations may elect to limit some services for their employees, such as couples counseling, due to their cost.

"Couples counseling may fall into the category of company cutbacks now because programs such as these usually don't affect the bottom line until some time down the road," Foo said. "Our findings call for more attention on the family as an integrated system in responding to the unemployment situation."

In the study, which took place in Shenyang, China, each couple turned in a daily report of their distresses. The researchers examined the interaction between the work life and family life of the employed and unemployed spouse. Since they had responses from both employed and unemployed people, they were able to compare them and draw conclusions.

"For example, the spouse experiencing job stress may reduce his or her marital support to their spouse, which then leads to more stress for the unemployed spouse, who then returns the favor and adds even more stress," Foo said.

One of the unique parts of the study, Foo said, is that they studied couples' interactions daily for two weeks. In particular, they looked at what is called the crossover effect, which refers to a situation when each spouse transmits and catches the stresses of the other.

"We looked at the unemployed person's activities and their distress, but we also looked at the work experience of the employed person and how that also spills over to the family relationship," he said.

Foo said closer examination of the stress and coping mechanisms among couples facing the problem of unemployment also may provide some practical insights to family counselors, psychotherapists and other practitioners who develop family-focused interventions to prevent the breakdown of relationships.

Marilyn Uy of the University of Victoria in Victoria, Canada, and Shuhua Sun of the National University of Singapore also contributed to the study.

## **UCCS**

### **New primary care center for people with developmental disabilities opens**

By Tom Hutton

A new, one-stop health center for people with developmental disabilities opened with fanfare and kudos to UCCS faculty and a CU institute Feb. 10.

Peak Vista Community Health Centers, in partnership with The Resource Exchange Inc., HealthSouth Rehabilitation Hospital of Colorado Springs and AspenPointe, opened the primary care center to serve adults with developmental disabilities at 2502 E. Pikes Peak Ave. Dozens of medical professionals, as well as parents of adult children with disabilities, attended an open house to celebrate the opening of a long-awaited community need, the Developmental Disabilities Health Center.

For many people with developmental disabilities, finding health care professionals who will work with their unique needs is difficult, according to Carol Bach, M.D., a retired pediatrician and mother of an adult son with multiple disabilities including autism. The challenge looms even larger for developmentally disabled adults who receive Medicaid.

From a waiting room decorated with paintings completed by a person with developmental disabilities to a specially trained staff, the DDHC is designed to make those with disabilities feel comfortable, said David Ervin, executive director of the Resource Exchange. The DDHC is located on the fourth floor of a building that formerly housed Eisenhower Hospital. Thoroughly renovated at an initial investment of about \$190,000, the site provides modern exam rooms, all with views of Pikes Peak, and will focus on the estimated 4,000 Medicaid-enrolled adults with developmental disabilities in Teller and El Paso counties. An estimated 13,000 developmentally disabled adults live in southern Colorado.

Ervin credited the concept for a center dedicated to those with development disabilities to a 2007 community health care summit and the efforts of Sara Qualls, Kraemer Family Professor of Aging, who worked closely in the development of the center and prepared doctoral students in psychology to help.

"We are all about collaboration," said BJ Scott, president and CEO of Peak Vista. "We all appreciate Dr. Quall's commitment to this effort. We can do so much more when the community partners on significant efforts such as this new Developmental Disabilities Health Center. Patients, their families and the medical community will now have an invaluable resource to tap for the specific needs of people with developmental disabilities. It is a wonderful example of best practices."

"From a seed grew a tree," Ervin said, with a nod toward Qualls and Enid Ablowitz, associate director and director of advancement of CU's Coleman Institute for Cognitive Disabilities.

Ashley Williams, a 2009 graduate of the UCCS doctoral program in psychology, is a behavioral health specialist for the DDHC and is completing a post-doctoral fellowship at the Resource Exchange. Qualls served as Williams' academic adviser and as a mentor, encouraging her interest in working with those with developmental disabilities. Qualls connected Williams with CU's Coleman Institute which provided scholarship funding that allowed her to continue her studies.

"With the opening of the new Developmental Disabilities Health Center, Colorado Springs has become a national leader in providing specialized health care and related supports for people with developmental disabilities and their families," said David Braddock, associate vice president at the University of Colorado and executive director of the Coleman Institute for Cognitive Disabilities.

## **CU DENVER**

### **Buechner Institute study: Lack of state revenue threatens public services**

Without increases in revenue, Coloradans face dwindling public services and an inability to make government more efficient, a report from the Buechner Institute for Governance at the School of Public Affairs at the University of Colorado Denver has found.

"Colorado's Fiscal Future: We'll Get What We Pay For" by Mark Fermanich, Ph.D., research analyst at the CU Denver School of Public Affairs, outlines the impact of budget cuts on services from maintaining transportation systems and supporting public education to providing basic services to the indigent. It also identifies an array of potential remedies for boosting state revenues.

"This report is useful because it lays out in a very clear and concise manner the budgetary challenges facing the state," said Brian J. Gerber, PhD, executive director of the Buechner Institute and associate professor at the CU Denver School of Public Affairs. "It explains the basic structure of why we are struggling to finance public services. It also presents a nice discussion of what the options look like in



terms of raising revenue. None of that is easy, of course, but this report gives Coloradans a basic account of what the numbers actually look like."

Fermanich analyzed a wide range of studies and reports published in recent years to quantify the funding needed to maintain core services across the state. He also calculated the estimated revenue increases that could be expected from changes in income and sales tax rates, motor fuels taxes and property taxes.

"Colorado is a wealthy state. Yet as a state we have elected to keep taxes and government spending among the lowest in the nation," the report states. "Without raising revenues, it is becoming increasingly clear that we will not be able to maintain even current service levels. Soon, the citizens of Colorado will have to decide what they want from their state government and whether they are willing to pay for it."

A copy of the executive summary and the full report is available at:  
<http://www.ucdenver.edu/academics/colleges/SPA/Pages/index.aspx>.

## **Anschutz Medical Campus**

### **High-altitude athletic training gives clues to fighting lethal problems**

When the body is deprived of oxygen during a major surgery, the kidneys, heart muscles or lungs can be injured as a result. The problem is that lack of oxygen can lead to inflammation.

Yet some athletes *deliberately* train at high altitude, with less oxygen, so they can perform *better*. Their bodies adapt to the reduced oxygen.

Now a doctor at the University of Colorado School of Medicine has explored the relationship between lack of oxygen, called hypoxia, and the inflammation that can injure or kill some patients who undergo surgery. In a liver transplant, for example, the surgery and anesthesiology can go perfectly yet the new liver will fail because of hypoxia.

"Understanding how hypoxia is linked to inflammation may help save lives of people who have survived a major surgery only to be faced with potential harm to major organs," says [Holger K. Eltzschig](#), M.D., Ph.D.

Eltzschig's exploration of the relationship between hypoxia and inflammation was published Feb. 17 in the [New England Journal of Medicine](#). His work was supported by more than \$1 million from the National Institutes of Health.

Those high-altitude athletes figured into the research: How do their bodies adapt to low levels of oxygen? And how can that information help patients?

The answer appears to lie at the molecular level. The body can signal a helpful response to deal with low oxygen levels. To do so it uses what's called hypoxia-inducible factor (HIF). This is a protein that sends complex signals to help the body defend itself.

Eltzschig says that research now should focus on understanding more about the way these signals function.

"By focusing on the molecular pathways the body uses to battle hypoxia, we may be able help patients

who undergo organ transplants, who suffer from infections or who have cancer," says Eltzschig, a **professor of anesthesiology, medicine, cell biology and immunology**.

"We know the body can do this. Our research goal now is to find out exactly how."

## **Tech Transfer**

### **AmideBio licenses CU-developed treatment for Alzheimer's disease**

The University of Colorado and AmideBio LLC have completed an agreement giving AmideBio exclusive rights to commercialize drug candidates for Alzheimer's disease discovered at CU's Boulder campus.

Alzheimer's disease is the most common cause of dementia in the U.S., and the fifth-leading cause of death for those aged 65 and older. An estimated 5.3 million Americans of all ages have the disease, which typically begins with gradual memory loss; people with advanced Alzheimer's often are unable to perform basic activities such as dressing and eating without assistance. In the final stages, patients are unable to communicate or recognize family members, and require constant care. The disease is ultimately fatal, often by causing pneumonia.

Current treatments address the symptoms of Alzheimer's, but do not target the underlying disease. A CU research group led by [Michael Stowell, Ph.D.](#), an associate professor of molecular, cellular and developmental biology, recently discovered a novel molecular target that is disrupted and degraded very early in the disease; the team believes that strategies to prevent the disruption and degradation of this target could prove critical in effectively treating the disease at an early stage.

Stowell's group is currently pursuing a new class of drugs that will prevent the disruption and degradation of this target and hopes to begin testing efficacy in the coming year.

"We are happy to execute this second licensing agreement with CU," said Misha Plam, AmideBio's president and CEO. "The novel approach to treating Alzheimer's disease discovered by Dr. Stowell's group has great potential, and we are proud to become part of the community working to understand this disease and searching for its cure."

Boulder-based AmideBio also has licensed a method developed by Stowell for manufacturing recombinant proteins and peptides (molecules which are similar to proteins but smaller); AmideBio and CU have an ongoing research collaboration in this area. "We are excited about the prospects for AmideBio," said Tom Smerdon, Director of Licensing and New Business Development at CU's Technology Transfer Office. "The company combines a top scientific mind and an accomplished entrepreneur, two important ingredients for success."

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