

Friday, March 15

TRANSFORMING BUSINESS
**CONNECTING
DIVERSE
SCHOLARS**



Leeds School of Business
UNIVERSITY OF COLORADO **BOULDER**

MARCH 15, 2024

TRANSFORMING BUSINESS
**CONNECTING
DIVERSE
SCHOLARS**

Friday, March 15, 2024

9:00am – 2:30pm

Virtual via Zoom

A special experience for prospective graduate students

At Leeds, we're determined to create a pipeline of diverse leaders. That's why we're invested in the success of our diverse graduate students—they are tomorrow's changemakers, CEOs and leaders who will transform business worldwide. While our student body steadily grows more diverse, we continue to push toward equity, both at Leeds and in the world of business.

**This program is made possible through the
generous support of:**

Ellen Balaguer

A champion of DEI efforts at Leeds, Ellen also established the Mel and Marcy Balaguer Scholarship that gives economically and socially disadvantaged students the opportunity to get a high-quality business education. Ellen named the scholarship for her parents who endured hardships and sacrifices to send her (and her brothers) to college. Now, she hopes to give the same opportunity to others. In 2023, Ellen was recognized as an Influential Leader, by AACSB. The initiative recognizes alumni from AACSB-accredited institutions who are defining what it means to be a societal impact leader committed to positive change. They make a difference through leadership that is compassionate, curious, and resilient, with a focus on purpose, people, and planet. A retired global managing director at Accenture, Ellen serves as an emeritus chair on the Leeds Advisory Board and has earned the Leeds Distinguished Alumni and Service Award in recognition for her service to the school.



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WELCOME

- | | | |
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| 9:00 – 9:15 am | <ul style="list-style-type: none">• <u>Dean Khatri</u>, Ph.D. Tandeand Rustandy Endowed Dean – Former Professor of Organizational Leadership and Information Analytics• <u>Kristi Ryujin</u>, Associate Dean of Graduate Programs & Special Assistant to the Dean for Faculty Diversity, Equity and Inclusion – Leeds School of Business• <u>Ellen Balaguer</u>, Retired Global Managing Director – Accenture & Leeds Advisory Board Chair Emeritus | Virtual |
|-----------------------|---|----------------|

TED TALK + Q & A: DEI in the Business

- | | | |
|-----------------------|---|----------------|
| 9:15 – 9:30 am | <ul style="list-style-type: none">• <u>Tony Kong</u>, Ph.D. Associate Professor – Organizational Leadership and Information Analytics; Faculty Director of the Leadership Certificate<ul style="list-style-type: none">○ “Promoting Four Freedoms for Diversity, Equity, and Inclusion” | Virtual |
|-----------------------|---|----------------|

LEEDS FACULTY SHOWCASE

- | | | |
|------------------------|--|----------------|
| 9:30 – 10:30 am | <ul style="list-style-type: none">• <u>Lawrence Williams</u>, Ph.D. Associate Professor – Marketing & Division Chair of the Professional Effectiveness Division<ul style="list-style-type: none">○ “Do Customers Want Purpose or Connection?”• <u>Gloria Urrea</u>, Ph.D. Assistant Professor – Strategy, Entrepreneurship and Operations<ul style="list-style-type: none">○ “Supply Chain Strategy”• <u>David Drake</u>, Ph.D. Associate Professor - Strategy, Entrepreneurship and Operations; Chair of the Social Responsibility Division<ul style="list-style-type: none">○ “Research in Sustainable Operations” | Virtual |
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10:30 – 10:45 am

NETWORKING COFFEE BREAK

Virtual

INDUSTRY PARTNER PANEL

Facilitator: Ellen Balaguer, Leeds Advisory Board Chair Emeritus

10:45 – 11:45 am

- Moni Pawlowski, Senior Manager of Professional Development - **McKinsey & Company**
 - Debbie Trujillo, Leeds Board Member and Retired Regional Corporate Responsibility Officer – **KeyBank**
 - Joy Xi, Product Manager – **Google**
-

11:45 am – 11:55 pm

BREAK AND GET LUNCH

NETWORKING LUNCH WITH EXECUTIVES & STUDENTS/ALUMNI

11:55 – 12:55 pm

- Ellen Balaguer, Retired Global Managing Director – **Accenture & Leeds Advisory Board Chair Emeritus**
 - Moni Pawlowski, Senior Manager of Professional Development - **McKinsey & Company**
 - Debbie Trujillo, Leeds Board Member and Retired Regional Corporate Responsibility Officer – **KeyBank**
 - Joy Xi, Product Manager – **Google**
-

Virtual



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PANEL DISCUSSION: What Makes Leeds Graduate Programs & Boulder Special

Facilitator: Nate Wright, Associate Director – Recruiting & Admissions – Executive MBA

12:55 – 1:55 pm

Leeds Students and Alumni Panelists:

- Aditi Joshi, Leeds MBA Candidate 2024 – Full Time
- Sai Xiong, Leeds MBA & Supply Chain Candidate - 2025
- Jordyn Gestle-Goodman, Leeds MS Business Analytics 2022
 - Decision Scientist – The Walt Disney Company
- Shay Cardenas, Leeds MBA – 2022
 - HR Business Advisor – Ford Motor Company

CLOSING

1:55 - 2:00 pm

- Ellen Balaguer, Retired Global Managing Director – Accenture & Leeds Advisory Board Chair Emeritus

BONUS SESSION: Leeds Graduate Programs Services

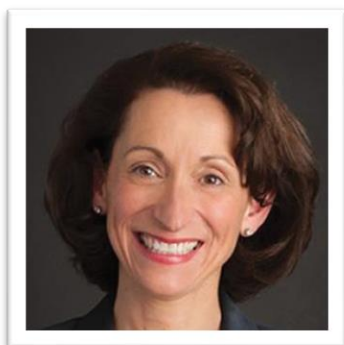
Graduate Programs Team

2:00 – 2:30 pm

- Lydia Supplee, Assistant Director – Graduate Student Services
- John Helmers, Director – Graduate Career Management
- Nate Wright, Associate Director – Graduate Admissions & Operations



PARTICIPANT BIOGRAPHIES



**Ellen Balaguer – Chair emeritus, Leeds Advisory Board | Philanthropist
| Retired Global Managing Director, Accenture**

Ellen was a senior executive with Accenture for 27 years and is now retired. During her tenure at Accenture, Ellen held a variety of roles, most recently of which included Global Managing Director for HR & Learning Services and Global Managing Director for Innovation and Offer Management for the Outsourcing business.

While at Accenture, Ellen spearheaded many top strategic growth initiatives for the organization and led some of the largest and most complex deals done on a global basis. She also successfully turned around several distressed business units and drove significant growth in several areas of both the outsourcing and consulting businesses.

Ellen also served on several Accenture corporate boards including the Global Leadership Council, the Global Investment Committee, various corporate strategic growth plan initiatives, Accenture Development Partnerships and several corporate citizenship initiatives.

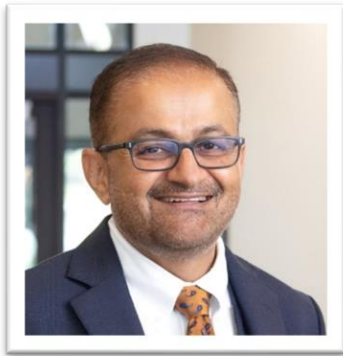
Since retiring from Accenture in late 2009, Ellen is now a philanthropist and works with a number of education organizations and non-profits in the U.S. and around the world. She is an active member of the Leeds Board of Alumni and Friends and has also served as an advisor/board member at the University of Colorado Denver campus, the Jane Goodall Institute, the Florence Crittenton School Denver, United Way and the Colorado Ballet.

In 2012, Ellen was the Leeds commencement speaker and was also the recipient of the Leeds Distinguished Alumni and Service Award in recognition for her service to the school and exceptional achievements in business. A champion of Diversity Equity and Inclusion efforts, last year Ellen established the Mel and Marcy Balaguer Scholarship here at Leeds that gives economically and socially disadvantaged students the opportunity to get a high-quality business education. Ellen named the scholarship for her parents who endured hardships and sacrifices to send her (and her brothers) to college. Now, she hopes to give the same opportunity to others. Through the same gift from Ellen, we were also able to enhance our DEI activities in graduate programs, including launching this event last spring to recruit and enroll students from underrepresented backgrounds and creating a Diverse Scholars Program to support students as they work to obtain their masters degree.

Ellen was recognized as an Influential Leader, by AACSB. The initiative recognizes alumni from AACSB-accredited institutions who are defining what it means to be a societal impact leader committed to positive change. They make a difference through leadership that is compassionate, curious, and resilient, with a focus on purpose, people, and planet.

Ellen and her family live in Denver and travel extensively on a worldwide basis. Ellen attended the University of Colorado at Boulder where she earned both a BS in Finance and a BA in Psychology.

PARTICIPANT BIOGRAPHIES



Vijay Khatri is the Tandeand Rustandy Endowed Dean of the Leeds School of Business, which is the first endowed deanship at the University of Colorado, Boulder.

Khatri is a Professor of Information Analytics, and his research focuses on the information economy and spans design, management, governance, and use—through data analytics—of data repositories. He has a strong leadership record of accomplishment in student success, furthering research and scholarship, advancing diversity, equity, inclusion and belonging initiatives, and in community engagement.

Prior to joining the Leeds School of Business in July 2023, Khatri was a professor of operations and decision technologies at Indiana University’s Kelley School of Business. Khatri served in various leadership roles at Kelley, including Executive Associate Dean for Strategy, Innovation, and Technology; Associate Dean for Information, Instructional Technologies, and Academics; chairperson of the Department of Operations & Decision Technologies; co-director of the Institute for Business Analytics, which he helped create; and director of an Indian-registered company that operates Indiana University’s India Gateway in New Delhi. He led the development and multi-year funding of the Digital Intelligence Initiative, which included the establishment of the Institute for Digital Enterprise. He also led the development and multi-year funding of the Grant Thornton Institute for Data Exploration for Risk Assessment & Management (GT-IDEA), collaborating with the O’Neill School of Public and Environmental Affairs, and the Luddy School of Informatics, Computing, and Engineering.

Khatri’s research and teaching has earned him over a dozen awards, including the IU Provost’s Award for Supporting Undergraduate Research and Creative Activity, the MBA Teaching Excellence Award, IU Trustees’ Teaching Award, Kelley’s Innovative Teaching Award, the Harry C. Sauvain Teaching Award, Outstanding MSIS Faculty Award, among others.

Khatri’s education exemplifies a strong commitment to both business and engineering disciplines. He earned his PhD from the Eller School of Business at the University of Arizona, a master’s degree in business from the University of Bombay, and a bachelor’s degree in engineering from Malaviya National Institute of Technology.

PARTICIPANT BIOGRAPHIES



**Kristi Ryujin - Associate Dean for Graduate Programs
Special Assistant to the Dean for Faculty Diversity, Equity, and Inclusion
Leeds School of Business, University of Colorado**

As the Associate Dean for Graduate Programs, Kristi is responsible for the advancement, quality, vibrancy and continuation of graduate programs at the Leeds School of Business, with oversight of recruitment, retention, graduation, and placement of nearly 500 graduate students, annually. Prior to joining Graduate Programs, Kristi served in the Office of Diversity Affairs as the Assistant Dean for Diversity and Inclusion and Director of the Office of Diversity Affairs. In these roles, Kristi created programs to support underrepresented students including the Diverse Scholar's Research Initiative and the Diversity and Business Ethics Case Competition. Kristi has also instituted academic tutoring, academic boot camps, implemented a faculty-led mentoring program for Diverse Scholars Program students and increased corporate engagement. In 2017 Kristi created End the Gap gender-equity programs to support the school-wide initiative to increase diversity and gender parity. In addition to these student-focused efforts, Kristi has been instrumental in increasing faculty diversity by working with division chairs and search committees, creating the dual career hiring program, and supporting similar efforts at central campus.

In 2020 the YWCA in Boulder County honored Kristi with the Community Impact Maker Award. The award recognizes a community leader committed to creating a "more equitable, inclusive and empowering place for all who live in Boulder County."

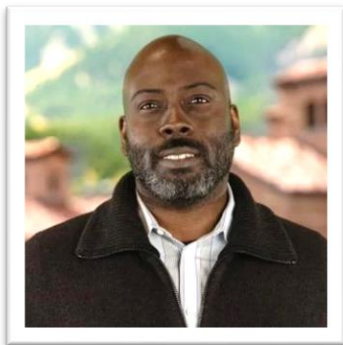
Prior to joining Leeds, Kristi served as the Assistant Vice Chancellor for Diversity Initiatives at the University of Missouri – Kansas City. At UMKC, she created and implemented speaker programs that brought diverse speakers and perspectives to the campus and provided diversity training for UMKC offices and departments. She also developed fundraising programs for UMKC Pride Empowerment Scholarships and in spring 2009, she received the prestigious Outstanding Staff Award from the LGBT office at UMKC for her work to support Lesbian Gay Bisexual and Transgender students, staff and faculty. In 2013, Kristi received the Greater Kansas City Chamber of Commerce Ace Award for her work in diversity. Kristi holds an M.Ed. in Education, Culture and Society from the University of Utah.

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Professor Dejun “Tony” Kong – Associate Professor of Organizational Leadership and Information Analytics and Faculty Director of the Leadership Certificate | Leeds School of Business, University of Colorado

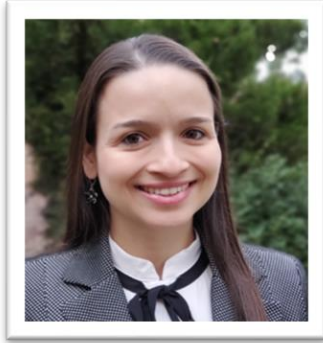
Dejun “Tony” Kong (Ph.D., Washington University in St. Louis, USA) is an Associate Professor of Organizational Leadership and Information Analytics at the University of Colorado Boulder’s Leeds School of Business (USA). He is a 40-under-40 Best Business Professor (2019) named by *Poets & Quants*. His research addresses the following big question: How can we enable people to be more prosocial? He is known for his research on trust (especially in negotiations), humor, gratitude, and positive conditions for self-determination. His work appears in numerous management and psychology journals such as the *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Business Venturing*, *Journal of Experimental Social Psychology*, *Journal of Management*, *Organizational and Human Decision Processes*, *Organizational Psychology Review*, and *Psychological Science*. He has received numerous best paper awards, such as the 2023 Most Influential Article Award (a paper on trust and emotions in negotiations) and the 2022 Best Conflict-in-Context Paper Award (another paper on trust in organizational change) from the Academy of Management’s Conflict Management Division. Due to his scholarly impact, he is ranked by Stanford University and Elsevier BV among the top 2 percentile scientists (based on single years) in the world. In 2024, he was named a Fellow of the Association for Psychological Science for his sustained contributions to the science of psychology. Currently, he serves as an Associate Editor of the *Journal of Management* and of the *Journal of Organizational Behavior*, and as an editorial review board member of various top journals such as the *Academy of Management Journal*, *the Academy of Management Review*, *Organization Science*, *Organizational Behavior and Human Decision Processes*, etc.



Lawrence Williams – Associate Professor, Marketing | Leeds School of Business, University of Colorado

Dr. Williams is an Associate Professor of Marketing here at Leeds. He received his Ph.D. in Psychology at Yale University in 2008. In his research, Dr. Williams examines the subtle influence of environmental cues on consumer behavior, the impact of psychological distance on consumers’ emotional judgments, and the mechanisms of self-regulation and self-control. His research has been published in the *Journal of Consumer Research*, *Psychological Science*, and *Science*, amongst other outlets.

PARTICIPANT BIOGRAPHIES



Gloria Urrea – Assistant Professor, Strategy, Entrepreneurship and Operations | Leeds School of Business, University of Colorado

Gloria Urrea is an Assistant Professor of Operations Management in the Strategy, Entrepreneurship and Operations Management (SEO) Department at the Leeds School of Business. Gloria studies operations of humanitarian organizations (HOs), whose mission is to alleviate human suffering and improve the quality of life of the most vulnerable population. Her research focuses on three main questions. First, how HOs can make their operations more efficient. Second, how HOs can access and manage the required donations to perform their work. Third, how HOs can leverage emerging technologies such as crowdfunding and online

volunteering platforms to raise the monetary and time donations needed to deliver aid to those in need. To answer these questions, Gloria uses empirical methods, such as econometric analysis and behavioral experiments.

Before joining the Leeds School of Business, Gloria held a position as Visiting Scholar at the Kelley School of Business, Indiana University. She holds a Ph.D. from the Università della Svizzera italiana (University of Lugano), Switzerland. She also holds a Master's in Economics with a major in Management, and another Master's in Humanitarian Logistics and Management. Gloria also worked as a manager and entrepreneur for several years in the private sector, and has collaborated in applied projects in the humanitarian sector with UNICEF and the Red Cross Movement



David Drake – Associate Professor, Strategy, Entrepreneurship & Sustainability. Chair of the Social Responsibility & Sustainability Division

Leeds School of Business, University of Colorado

David Drake is an associate professor in the Strategy, Entrepreneurship and Operations Management (SEO) Department at the Leeds School of Business and is an authority in sustainable operations management. Through his research, Professor Drake studies firms' environmental and social performance. In his work related to environmental operations, he pays particular focus to industry's role in combating climate change, exploring how emissions regulation influences the capacity portfolios

that firms invest in; how such regulation, when unilaterally imposed, impacts technology choice, offshoring, and regional competitiveness; and how creative collaboration can improve the economic feasibility of clean technology development and adoption. Professor Drake's work in socially responsible operations explores the design and implementation of innovative business models that improve quality of life in areas of extreme poverty through the products and services offered, the resources preserved, and the opportunities for economic gain created. Professor Drake has published his research in the field's

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premier journals and authored pedagogical cases used to teach concepts at the intersection of sustainability, operations strategy, and supply chain management to students and executives worldwide.

Professor Drake joined Leeds from Harvard Business School where he was a member of the faculty for seven years. He teaches the undergraduate core operations management course and has previously taught core operations management and operations strategy courses to MBAs. Through his research, Professor Drake has worked closely with a number of firms experiencing emission regulation under the EU-ETS, and attended the Copenhagen Climate Change Conference (UN COP15) as a delegate. Professor Drake spent five years at Random House where he led the publishing operations projects and the production purchasing groups. He earned his MBA from Vanderbilt University's Owen Graduate School of Management, and his MSc and PhD in management from INSEAD.



Moni Pawlowski – People Strategy & Operations | Professional Development | Executive Coaching | Private Equity | Organizational Health & Culture – McKinsey & Company

Moni is the Senior Manager of Professional Development at McKinsey & Co. where she leads professional development for the McKinsey Black Network (“MBN”) a global community of colleagues and alumni committed to creating an environment where Black colleagues can advance, connect, and grow. In 2020, McKinsey put forth a public commitment to address anti-racism and social justice through 10 Actions. Moni spends the majority of her time developing and implementing initiatives targeted at Action 1: Doubling Black leadership at the Firm by 2025.

Prior to McKinsey, Moni was an investment professional at StepStone Group (a private equity firm) and worked in Corporate Mergers & Acquisitions at Citigroup. Outside of work, Moni spends her time exploring Colorado with her husband (Jake) and three young children. ales, and marketing teams to spread the good news that scaling with Alteryx makes true analytic collaboration happen.

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Debbie Trujillo – Retired Corporate Philanthropist and Leeds Advisory Board Member

After 45yrs in the banking industry Debbie decided to retire and enjoy other passions in her life. Debbie was an SVP, Corporate Responsibility Officer for the Rocky Mountain Region, which included Colorado, Utah and Idaho. In the role, she was responsible for bringing to life in these states KeyBank’s plan to invest \$16.5 billion in mortgage lending, small business lending, community development lending and investing and philanthropy over 5 yrs. She was also over all KeyBank community giving across these states as well as overseeing the bank’s Community Reinvestment Act compliance throughout the region. Although KeyCorp is a publicly traded Fortune 500 company, you will see evidence of the Denver -based Debbie Trujillo’s innovative approach to business throughout the entire company.

Debbie is an integral member of the nonprofit Community where she served. She was a key contributor to many nonprofits, earning her numerous awards and recognition such as 2015 Girl Scouts Woman of Distinction, Colorado Women’s Chamber of Commerce 2016 Top 25 Most Powerful Women, 2019 Denver Business Journals Outstanding Women in Business, to name of few. Today, you will find her working in community and assisting nonprofits as in her words the need to volunteer is greater today.



Joy Xi – Product Manager, Google

At Google, Joy works on the Google Drive product as a Product Manager. Her experience in technology spans a wide variety of spaces - consumer and enterprise, hardware and software, and mobile and desktop. Previously, Joy was a venture capital investor at Globespan Capital Partners and a consultant with Bain & Company. Joy holds a BA in Economics from Harvard University and both an MS in Mechanical Engineering and an MBA from Stanford University.

Joy moved to Denver in 2019 after living in Chicago, Boston, New York, and San Francisco. In her free time, she enjoys going on outdoor adventures, hosting dinner parties, reading fiction, and Googling answers to all the “how” and “why” questions that come to mind.

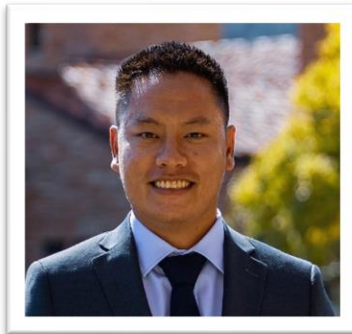
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Aditi Joshi – Leeds Full-Time MBA Candidate 2024

As a social entrepreneur, engineer, and current MBA graduate, Aditi is a multifaceted advocate with a profound commitment to social impact. She is the founder of Speaking Grey, a mental health non-profit. She has been committed to breaking the stigma around mental health struggles and has created resources and hope for over 300+ young adults in India, the US, and Nigeria. Her leadership skills and unwavering dedication to social action have earned her numerous accolades, including the prestigious Diana Award in 2021. She is a sought-after speaker, presenting at global events, universities, and institutions across the U.S and India to educate communities on youth

mental health and emotional wellness. Aditi aims to continue creating more dialogue and action around youth mental health through a lens of diversity, equity, and inclusivity.

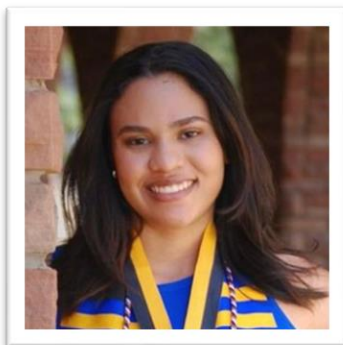


Sai Michael Xiong, Leeds MBA & Supply Chain Candidate 2025

Sai, originally from Arvada, Colorado, has a deep-rooted connection to his home state. After earning his bachelor's degree at the University of Colorado at Boulder, he embarked on a six-year journey with the United States Air Force, specializing as a Cryptologic Language Analyst. Stationed in both Hawaii and Nebraska, he provided vital intelligence support to enhance operations for our troops and allies across the Pacific Theater. Upon completing his military service, Sai embraced the opportunity to further his education through the GI Bill. He seized this

chance to pursue both an MBA and an MS in Supply Chain Management, recognizing the importance of blending strategic leadership with logistical expertise. With his sights set on an international career path, Sai aims to merge the leadership skills honed in the military with the business acumen cultivated here at the Leeds School of Business. Beyond his professional ambitions, Sai finds joy in outdoor pursuits. An enthusiastic snowboarder, he thrives on the exhilaration of carving through fresh powder. Additionally, he shares his passion for golf by offering complimentary lessons to his peers, showcasing his generosity and dedication to community building within his cohort.

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**Jordyn Gerstle-Goodman – Walt Disney Company
Leeds MS Business Analytics 2022**

Jordyn is an HR Decision Scientist at The Walt Disney Company, based in Denver, CO. She attended the Leeds School of Business for her Bachelor of Science in Business administration with a dual emphasis in Finance and Information Management, finishing in 2021. Then proceeded to her Master of Science in Business Analytics with a concentration in Marketing and Consumer Analytics, finishing in 2022. Alongside her current position, she is a Young Alumni Mentor for undergraduate students.



**Shay Cardenas – HR Business Advisor at Ford Motor Company
Leeds MBA 2022**

Shay is a growth minded business professional who learns quickly, adapts as needed, and is highly motivated to create an impact and see results. She is passionate about helping others and loves to use creativity to problem solve. She has over 13 years of professional experience and has won several national leadership awards. As a recent MBA graduate from the University of Colorado (Leeds School of Business), Shay plans to leverage her education, diverse work experience, and passion for people to create an impact as a business leader.



**Lydia Supplee – Assistant Director, Graduate Student Services
Leeds School of Business, University of Colorado, Boulder**

Originally from Colorado Springs, Lydia began her career in higher education at the University of Denver in 2014 and joined the CU family in 2018 as an academic advisor at CU Denver's downtown campus. She completed her B.A. in Applied Music at Pepperdine University and returned to Colorado to complete her M.A. in Higher Education at the University of Denver. She has spent the past eight years supporting both undergraduate and graduate students in their academic pursuits and is thrilled to join the Leeds School of Business as an Assistant Director in Graduate Student Services. In her free time, she enjoys hiking and

backpacking in the beautiful Colorado mountains, spending time with family and friends, and trying new restaurants in Denver and Boulder.

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John Helmers – Director, Graduate Career Services

Leeds School of Business, University of Colorado, Boulder

John is a 2007 graduate of the Leeds MBA program and is excited to be working with the current MBA population as the Director of Graduate Career Services. A Kansan by birth, John did his undergraduate studies at Miami University (Ohio) before surrendering to the call of the mountains. John spent three years in Breckenridge before moving to Boulder where he worked in sales and marketing for a ski tour operator, a role that he still dabbles in today. While pursuing his MBA John focused on Marketing and Entrepreneurship. He interned and subsequently worked in marketing at IBM before deciding that a career in academia was more aligned with his

interests and aptitudes. When he's not working you can typically find John on his bike, scampering up Mt. Sanitas, or seeking out deep powder in the mountains. He is also a passionate traveler, frustrated guitarist, and chef of little repute.



Nate Wright – Associate Director, Graduate Admissions

Leeds School of Business, University of Colorado, Boulder

Nate has held various roles in higher education. He currently is the Assistant Director of Recruiting and Admissions for the Executive MBA Program. In the CU Boulder Office of Admissions, he led a team that set repeated enrollment records of underrepresented minorities. In the College of Engineering and Applied Science, he led a team of staff, students, and faculty that set repeated enrollment records of women into the college, co-founded the Engineering GoldShirt Program and the BOLD Center. He is a past recipient of the CU System's Diversity & Inclusive Excellence Grant.

Nate was born in Edina, Minnesota where his father played 10-years with the Minnesota Vikings, but raised in San Diego, CA. He played football for the Colorado Buffaloes and graduated with a BA in Sociology. Nate has lived and traveled across Europe, served with the U.S. Peace Corps in West Africa, and studied Arabic in Amman, Jordan. During his free time, he enjoys spending time with his wife and three children, coaching youth sports, and supporting mental health initiatives for current and former CU Boulder student-athletes and coaches.
