In a word, Gary Wilson was homeless. The Denver Sheriff only recently allowed himself to utter that distinction aloud when contemplating his journey to the now.

But in 1989-90, well before he was starched and serious, with gun, badge and iron-on patch identifying his current station in life, he was living in his car and accepting meals from friends.

So, while Wilson technically wasn’t on the street, it was exactly one step down: open the door of his old Chevrolet Chevette; put shoe on pavement. That close.

It was the late 1980s. Wilson had spent most of his freshman year at Dana College in Blair, Neb., on a basketball scholarship, with additional grants and financial aid masking his family’s inability to afford the more than $15,000 annual costs to matriculate. Yet it quickly became clear exactly where Wilson stood from a fiscal perspective.

“CCA really helped me to understand what sets of skills were best applied to different fields, and I actually was born through CCA in a lot of ways.”

Commencement speaker’s free ride could have turned into a free fall; instead, he now heads the largest Sheriff Department in Colorado.

Denver Sheriff Gary Wilson, photographed in his office in the downtown judicial complex. He graduated CCA in 1996.
Wilson
From Page 1

“...I clearly recall that next year getting called into the finance office and a very nice lady was there, who said, ‘You don’t have enough money to go to school. And we’re going to need $3,000 to continue,’” said Wilson, who will recount much of his background as a keynote speaker May 10 at Community College of Aurora’s commencement ceremony. “What I didn’t know was the college had raised its tuition, I believe, close to 10-15 percent. And that kind of put me in a bad situation.”

He knew with conviction that funding wasn’t going to come from relatives.

His father, Gardine, was the family breadwinner and had passed away when Gary was 14, leaving him and his three siblings under the care of his essentially stay-at-home mother, Sally, in Omaha. She occasionally worked odd jobs as a house cleaner but was in no position to cover Gary’s increased college expenses.

The support Wilson’s mother was best at providing was encouragement, and it was out of that dynamic she was promised in return a diploma by Gary. The financial burden now placed in the latter’s lap certainly wouldn’t help him in fulfilling that promise.

He got creative in the attempt to follow through, that much is clear. Wilson cancelled out the increased cost of living in order to remain at Dana by ditching other necessities. His meal plan, gone. His dormitory, gone. Those sacrifices left him in that old Chevette, wondering where he’d eat next.

He was fortunate perhaps only that he was a six-foot guard and not a center on the basketball team. Full-sized in a compact wouldn’t do.

That car wasn’t always the bedroom, though packed with all of his clothes, it had that look and feel.

Wilson would occasionally grab a couch at a friend’s house to crash. His buddies in the know would provide food to keep the situation from spiraling downward. This hit-or-miss arrangement lasted more than a semester his sophomore year.

“As weird as it sounds, I still felt that I had a lot of support around me,” Wilson explained. “I think that’s how I was able to make it through. I never sunk to the point where I was totally depressed or thinking crazy thoughts.

“...But I guess looking back on it, it was a very weird scenario. I don’t know if I just gave it up as much thought then as I do now. I don’t even think I even classified it the way that I do now: that I was homeless. At the same time, I got to the point where I remember I started thinking. ‘This just didn’t make sense.’”

So, Wilson did what he had to do and left Dana College. His next move would be to Denver, where his brother, Gardine II, was working in the telecommunications business.

“He was happy to have me come out,” Wilson recalled. “But I remember the disappointment in my mom’s voice when I told her I was dropping out of school. Her goal has always been to get her kids through college, and I remember making that promise to her that I was going to finish. I knew this isn’t the path we talked about, but I was going to finish.”

But where to start? Wilson needed money and stability more than classrooms and homework. So for his first couple of years in Colorado he supported himself at one of the most ironic jobs possible: Unipac, a student-loan servicing company. “I remember seeing mine on the computer,” he said with a laugh.

Wilson’s future mother-in-law at Denver prepared to send off CCAs 2013-14 graduates with his inspirational story, he does so knowing that the men and women who will cross the stage have endured hardships he can understand from a professional perspective and empathize with from personal experience.

“I think it’s important to get a shovel in the ground. You’ve got to start digging somewhere, and Community College of Aurora is a great place to do that – and don’t stop digging until you hit gold,” he said of his anticipated, overarching message to the cap-and-gown crowd at the University of Denver’s Ritchie Center inside Magness Arena.

“I think getting the shovel in the ground at CCA is kind of the reason I’m where I am today.”

Community College of Aurora 2013-14 Commencement

WHEN: Saturday, May 10 – 11 a.m.
WHERE: Magness Arena inside the Ritchie Sports Center on the University of Denver campus (240 Buchtel Blvd., Denver).
WHAT TO KNOW: Faculty, chairs, deans, vice presidents, president, and dignitaries should arrive for processional by 10:30 a.m. Please meet in the Gottesfeld Room to begin lining up. Wearing comfortable shoes and cool clothing underneath gowns is encouraged. CCA volunteers will be placed at each entrance to provide direction.
ENTRANCE: Easiest access to the Gottesfeld Room is by entering the Ritchie Center from Buchtel Blvd. Entering from another area of Ritchie Center will work, given the numerous people charged with directing faculty, dignitaries, graduates, and guests.
PARKING: Parking is free, but please give yourself ample time to find a spot to ensure arrival at the Gottesfeld Room by 10:30 a.m. Parking is allowed in lots 103, 108, 111, C, L, or W. Handicap access is available via Lot 401, which is located directly in front of the Ritchie Center off Buchtel. It is designated for handicap accessible parking only.
SNACKS: Pastries and coffee will be available in the Gottesfeld Room for faculty, dignitaries and executive staff.
GUESTS OF FACULTY/STAFF: Once inside Ritchie Center, guests may begin seating in the Magness Arena beginning at 10 a.m. on a first-come, first-served basis.
RECEPTION: Cookies and lemonade will be available following the ceremony in the entrance area of Ritchie Center. Please stay and take pictures with graduates, enjoy refreshments and celebrate another year with graduates, guests, faculty, and staff.
MISCELLANEOUS INFO: The ceremony is expected to last about 11/2 to 2 hours. The event should be completed by 1 p.m. ... No tickets are required. ...Graduates participating in the commencement were sent reminders April 30. They are to arrive at 9:30 a.m. and meet in the Hamilton Gym to line up for the processional. ... Volunteers will need to arrive to Ritchie Center by 7:30 a.m.

CCA really helped me to understand what kinds of sets of skills were best applied to different fields, and I actually was born through CCA in a lot of ways,” Wilson said.

So much so, that he added of all his degrees, the one from CCA stands out most – even after earning his bachelor of science from Colum- bia College (’99) and a master’s from Webster University (2004) in Denver, along with numerous specialized training certifications.

Even more rewarding: calling his mother to tell her about fulfilling his academic promise after his inauspicious start to college life in Nebraska.

“That probably was one of my prouder moments – hearing the laughter in her voice and telling me how proud she was of me at the time.”

As Wilson prepared to send off CCAs 2013-14 graduates with his inspirational story, he does so knowing that the men and women who will cross the stage have endured hardships he can understand from a professional perspective and empathize with from personal experience.
Students receive ‘impactful’ information

Lindsay Beaudry, director of prevention and education with the Blue Bench Project, called sexual assault first and foremost a societal problem but also “an epic, epic public health issue” that takes billions away from the economy when victims can’t work, need medical care, or require psychological help. Her organization estimates that an astounding 1 in 4 women (and 1 in 17 men) in Colorado will have an attempted or completed sexual assault in their lifetime.

Undaunted, Beaudry and others gathered at CCA on April 17 for the Sixth Annual Take Back the Night event, armed with methodologies aimed at curbing the violence. Two key points were put forward to the hundreds of students and community members in attendance. And that informational push centered upon two seemingly disparate elements in the sexual assault conversation: tying together sexual empowerment with a growing trend called pro-social bystanding.

“A pro-social bystander is somebody who recognizes something is wrong, assesses for their safety and decides that it’s OK to act, first off, and then does something to help somebody who needs it,” Beaudry explained. “That can be making a phone call. That can be intervening and saying, ‘Hey, I don’t think that girl wants to talk to you right now’ or ‘I’m not going to let you go home with that man.’ Those things are all pro-social behaviors. Following up with somebody after a party is another. ‘I saw that you were a little uncomfortable. Do you want to talk about it?’

“Pro-social bystanding can happen before, during and after an assault, and it really changes the main frame of how sexual assault is experienced. Because if somebody has an unwanted sexual experience and somebody comes forward and says, ‘Can I help you?’ or ‘I believe you,’ that can change the trajectory of that survivor’s recovery incredibly.”

Pro-social bystanding is seen as an important tool in the fight against sexual assault because it removes blame from the victim and puts the responsibility on everyone to address this pervasive societal problem. “That message was incredibly impactful to CCA students because they said they knew what they could do now,” said Jenn Dale, Psychology faculty and organizer of the college’s Take Back the Night events.

So, if an inappropriate joke is told, it need not be tolerated. Stepping forward when someone is shoved or passed out at a party can diffuse situations.

“Most people let others get away with inappropriate comments and behavior,” Dale added. “The thing that’s so big about becoming a pro-social bystander instead of a passive bystander who doesn’t do anything is that we can actually see change in the community.”

The second, sexual empowerment piece focused on individuals having respect for their own and others’ sexuality as well as their bodies. Dale noted that a lack of respect in those areas can contribute to the sexual assault crisis. Individuals taking ownership and embracing being sexual and having no fear discussing these sexual topics are less likely to offend people or embrace the kinds of behaviors a “passive bystander” would.

Kori Wilford, Colorado’s outreach coordinator at beforeplay.org, stressed that the open discussion of sex combined with taking control and responsibility of one’s sexual health are critical facets to being sexually empowered.

“Consent and being safe, communication, those are a part of healthy sexuality and healthy relationships,” she said. “So we really support the idea of feeling confident and understanding that your body is your own and a means to prevent sexual assault for people.”

Community College of Aurora’s event is part of the international Take Back the Night movement, which is focused upon bringing awareness to sexual assault issues. The organization was created in response to associated incidents of rape, domestic violence and even murder around the world.

“The issues are not going away,” Dale said. “We haven’t seen a massive decrease in sexual violence, so until we’re a rape-free society, I think it’s important to talk about. Every year at CCA we hit more people. But there’s still a whole lot more people to go.”

Job leads, good eats draw steady crowd to Career Expo

Career Services hosted a successful Career Expo at the Lowry campus April 24. The event offered opportunities for internships, apprenticeships, and part-time and full-time employment to CCA students and graduates.

Low’s, Kaiser Permanente, Wells Fargo, PlumChoice, Aurora Police Department, Waffle House, and Americorps were some of the 33 employers on hand.

Dawn Beattie, human resources manager for southeast Aurora’s Low’s Home Improvement Center, said that given her company’s strong commitment to hiring women, minorities, veterans, and disabled applicants, stops like the one at CCA mesh well with a well-rounded student population.

“It’s diverse in terms of age and experience, which really tailors to our needs,” she said.

The Career Expo received a boost this year by the affiliated placement of food trucks from Steuben’s, Moe’s Barbeque and Church of Cupcakes outside of the event. It helped boost total attendance to 370, which included traffic from neighbor schools and businesses.

Miranda McFarling, human resource manager for Waffle House’s Colorado market, was pleased with the turnout.

“Great candidates come from the Community College of Aurora and, when they’re students, we have very flexible schedules for them, since we’re open 24/7. That fits really well with the student lifestyle and is a good fit for us,” she explained. “We also had a management position open in Colorado, and I had a lot of inquiries.”
Grant to help launch healthcare program

CCA has been selected as one of 17 colleges nationally from 90 applicants to participate in the Job Ready, Willing and Able project funded by the Walmart Foundation through the American Association of Community Colleges.

CCA will receive $150,000 over three years to launch a new Patient Care Technician (PCT) certificate program and assist unemployed community residents with healthcare skills and job placement. The funding is part of an overall $4.19 million outlay that includes $2.67 million directly supporting the 17 community colleges across the country.

The JRWA initiative addresses current and potential growth of jobs in communities, with colleges working collaboratively in the community to address the needs of the unemployed.

CCA currently is building out its healthcare education and training programs in a deliberate and systematic way in response to employer demand. A 25 percent growth rate is projected for healthcare support occupations through 2020 – more than twice the statewide rate for jobs overall.

The expanded healthcare launch at CCA begins in Fall 2014 through the Healthcare Bridge Certificate program, which is designed to provide medical terminology; contextualized communication; and basic patient care skills for ESL students.

The PCT certificate program represents an important next phase and furthers the college’s emphasis on “stackable” credentials. These intentionally linked academic curriculum have labor market value and increase an individual’s employment and earnings power.

“The potential for this program to change lives is huge,” President Betsy Oudenhoven said. “We have students in our service area who simply need workforce skills, and providing them with an education that functions as a swift entry into a good job in the community while meeting local healthcare needs is what it’s all about.”

The CCA curriculum calls for 220 unemployed students to take part in the launch of 11 cohorts over the first three years in the three individual disciplines – CNA, Phlebotomy, and EKG. The build-out will culminate with students in year three having the ability to sequentially pursue the three separate certificates and graduate with the PCT certificate.
A classic “Whodunnit?” received a modern treatment when the historic Lizzie Borden case was revisited for the third installment of the multidisciplinary exercise, “CSI: Aurora.”

Borden was tried and acquitted of the 1892 axe murders of her father and stepmother in Fall River, Mass, in a case that still has amateur sleuths asking questions more than a century later. CCA students and faculty joined the fact-finding hunt by recreating the story. A brutal “crime scene” at the historic period home Centennial House in Aurora was the first step. A mock trial ended the exercise.

“We wanted to see if we could come up with a different outcome,” said Elizabeth Hirsh, Anthropology faculty and one of the organizers of the curriculum.

It didn’t. The 2014 verdict was Borden, not guilty, again. Hirsh said choosing the subject matter was a collaborative effort between herself and the other supervising faculty, including Lt. Tim Dufour, Gary Scott and Margaret Uchner. “We knew that one of the CSI scenarios would include a historical case. We consulted with (faculty member and historian) Geoff Hunt, and this was one he was really passionate about, and it was one we were really interested in, as well. There has been recent renewed interest in the case, with a couple news articles that came out. That helped us reconnect with the case.”

A female being accused not only of committing heinous acts, but against her family, no less, is a key reason the Borden case and trial still resonates. It was outright scandalous back in its day. No one, including the jury, wanted to believe the possibilities. Borden was present at the time of the murders but there were no witnesses to the crime. Much of the evidence was circumstantial.

But even modern forensics couldn’t nail Borden.

Famous Lizzie Borden investigation goes under microscope

Top photo, defendant Lizzie Borden (Alex Ertel) is flanked by her defense attorneys Erik Cansler and Carolyn O’Hara. Bottom photo, Lt. Tim Dufour, a supervising faculty on the CSI: Aurora project, goes through the “grisly finds” at Centennial House.

Two Denver-area attorneys and a judge participated in the mock trial, using court documents prepared by Paralegal students. Theatre students were given bullet points on the characters they would play and the rest of the acting was improvised.

Student feedback was overwhelmingly positive, Hirsh said. “It helps them take what they’re learning, apply it, and sort of try it in the real world.”

Two more scenarios already have been written for future CSI rollouts in future years.
The Student Success Center recognized its students with its annual end-of-year ceremony. Members of the Dean’s, Vice President’s, and President’s lists were cited, graduates received certificates, and Star Awards were given out. Recipients in the latter category included Zebedee Hall (TRiO) and Robyn Nishihara-Thompson (TSP), North Star; John Itoe (TRiO) and Stefanus Tampubolon (ASCENT), Shining Star; and Tiffany Christian (TRiO) and Gloria Villalobos (DSF), Rising Star. More than 125 total awards were handed out May 2 during the two-hour celebration.
A yearlong investigation conducted by the Community College of Aurora’s equity evidence team is finalizing its initial recommendations culled from a formal inquiry process into existing gaps and racial barriers for African and African-American students at the institution.

Five recommendations from the Equity in Excellence (EIE) project will be among those identified in a formal report released within a month, according to CCA team leaders Libby Klingsmith and James Gray.

But many of the core issues that will be addressed in that document already are known. They include re-examination of several areas.

- SYLLABUS STRUCTURE AND EXPECTATIONS: Gray explained that the model syllabus for the college “hasn’t recently been reviewed with an equity lens” that takes into account who is benefitting from the information and who isn’t. The reboot will include examinations from graphic design, organizational, and policy standpoints to ensure clarity.

- TRAINING AND PROFESSIONAL DEVELOPMENT: College staff and faculty in Student Affairs and Academic Affairs are being asked to view data and campus composition through a new prism, so disseminating the information about actionable steps is a necessity.

- USE OF DATA: Consideration of how equity plays a role at the department level means the continued disaggregation of data by race and inclusion in departmental work plans.

- EQUITY LEADERSHIP ACADEMY: A yearlong training to be conducted by in-house consultants who have already been through the formal equity process will be established. Syllabus reviews, document analyses, and observations should lead to a new set of department-specific recommendations that will guide faculty/staff work for implementation in Year 2 as a new generation of ‘equity leaders.’

“We figured out pretty quickly that a year isn’t enough time to have this conversation,” Klingsmith said. “It’s enough time to sort of skim the surface. But it will take time to understand what’s going on, make some decisions about it, put something into place, try something new and see how that works. Some of those steps, we aren’t there, and we need to get there.”

To that end, Advising departments at Lowry, CentreTech, and in the Student Success Center will continue to spend time focusing on what’s to be done in terms of implementing policy change based on the EIE findings. Academic Affairs will have conversations and trainings in a different vein, with the same end game of improving the college’s “equity mindedness.”

Identifying underlying issues and workable solutions to factors contributing to lower success rates for the black student population has to date focused on Developmental Math and Advising, and those areas will continue to be scrutinized. Two sub teams heavily examined those areas.

“It’s a moral and ethical dilemma,” Klingsmith said, adding, “There are ways to keep everyone involved in the success equation.”

Equity in Excellence:
A Brief Overview

The first phase of EIE has run from June 2013 through this month in an effort to discover impediments that may be adversely impacting the college’s African and African-American populations.

The work of the last year only began to scratch the surface and will continue in ensuing years.

The project is led by the Center for Urban Education (CUE) at the Rossier School of Education at the University of Southern California, the Western Interstate Commission for Higher Education, Colorado Department of Higher Education, and financed from a grant from the Bill and Melinda Gates Foundation.

The overarching goal of the project is to lead socially conscious research and develop tools for institutions of higher education to produce equity in student outcomes. CCA is one of 82 two- and four-year colleges and universities in eight states that has partnered with CUE to delve into the concept of “equity mindedness” as a foundational principle of institutional responsibility.

The last year at CCA has been mainly laying the groundwork, defining problems, assessing interventions and, now, beginning to implement solutions that increase undergraduate credentials, transfer rates, student retention, and remedial course completion, while reducing disparities in both credential and transfer-out rates.

Much of the early groundwork at CCA emanated from the observation of Advising and Student Success Center staffs, career/technical faculty, and others.


The ultimate goal of the initiative is to look at outcomes and have every group at CCA graduating at the same, high rate.

Metro State University and the University of Colorado-Denver are the other in-state entities participating in the program, which hopes to provide practical tools and systems to measure and improve student success.

CCA is the only Colorado community college in that group.

Team members, clockwise from left, Angele Davenport, Elena Sandoval-Lucero, Libby Klingsmith, Victor Andersen, Mike Carter, and Javon Brame are pictured during an early strategic session.
CCA hosted a group of 25 delegates from 25 countries on April 3. As part of World Denver’s Access Education Administration Institute, a program funded by the U.S. State Department, this group of educators came to CCA to participate in a workshop about how the Aurora Language Center utilizes ESL methodologies to teach its English Language Learners. ESL department chair Chris Tombari was the college’s point person at the event.

Using the ECRIF (Encounter-Clarify-Remember-Internalize-Fluency) model for student learning, the workshop framework, the participants dissected chapter one of Jane Vella’s Learning to Listen Learning to Teach, titled, “12 Principles for Effective Adult Learning.” Both the workshop framework and the principles outlined in the chapter gave an opportunity for the participants to collectively apply their life experiences toward understanding the chapter. Each breakout group made a five-minute presentation for the final breakout activity on which of the 12 adult learning principles applied to their particular jobs.

Prominent female filmmakers spoke to CCA’s film students as part of a $14,600 Workplace Balance Grant funded by Colorado Community College System.

Annie Marter, producer and originator of the new film “Transcendence,” starring Johnny Depp and Morgan Freeman, met with students and told them of her sojourn in the industry during her April 1-2 visit. Marter had been Director of Development for Green Street Films and Overture Films, reading 20-30 scripts per week without a weekend off for 10 years before she was laid off when Overture was acquired by a company that already had a development department. The $100 million “Transcendence was her first attempt as an independent producer.

Ruth Vitale, who is heading up a new organization to curb film piracy, addressed the students April 15. Jan Dunn, director and writer of the film “The Calling,” and Donna Dewey, a Hollywood producer/director of such movies as “Skills Like This” and “Amongst Brothers” previously engaged the students in discussion in February and January, respectively.

Michael Leveli, an adjunct in English, has published three of his poems. Journals selecting his work were shampoo poetry.com, Found Poetry and the Kilgore Quarterly.

Willie Hepworth was hired as the college’s new assistant director of Institutional Research. Hepworth joined CCA from the University of Colorado Denver (UCD), where he was projects evaluator and database manager at the PAR’A Center in the School of Education and Human Development.

He brings 15 years of experience in research and training in academia and the private sector, in both quantitative and qualitative research methods. He has a B.A. in Psychology and an M.A. in Industrial/Organizational Psychology, both from UCD. He has also taught Applied Statistics through the Psychology Department at UCD.

Striping of the CentreTech parking lot took place May 3-4.

CCA will use one-time funds Administration building (close to Veterans Services); make the Career Services area more visible to students; create additional social and resource space; relocate some administrative offices to free up student space; and add adjunct faculty work/meeting space, among other changes.

The Colorful Colorado Film Festival for Youth will be held May 14 at 7 p.m. at the Sie FilmCenter in Denver and feature a great lineup of films made by high school and middle school filmmakers from around the state. The event is free and open to the public. The Sie Center is located at 2510 E. Colfax Ave.

There will be a special screen of filmmakers.

The Spring 2014 Colorado Film School Student Show will be held May 8 at 7:30 p.m. at Harkins Theatres located at 8300 E. Northfield Blvd., Denver. An after-party will take place at La Sandia Restaurant, just a short walk from the theatre. The event is free and open to the public.

In addition to their regular part of Outreach and Recruitment, we also celebrated awareness initiatives and allowed them to build relationships with their organizational peers around the world.

O’Brien also ran for International President during the conference. He and Ahn were awarded regional vice president titles for 2014-15.

More than 30 potential students and their families attended CCAs Campus Visit and Financial Aid Night for Spanish Speakers on April 30.

The event was designed to engage the Latino community and ensure that family members have an understanding of what their son or daughter is doing at the college. Support systems and resources, and financial aid and scholarship opportunities also were discussed.

Jill Szymski, Mary Anne Hunter and Beatrice Salazar served as translators and spoke at the event, which could be a regular part of Outreach and Recruitment’s future efforts.

“It addressed the college’s strategic planning goal regarding the makeup of the Aurora community,” said Gabe Fischer, college recruiter. “Events like this show the school is an opportunity not just for potential students but their parents and families, perhaps through starting their own ESL journeys.”

A post Question-and-Answer discussion brought up solid points as individuals felt comfortable having their inquiries heard and addressed in a smaller forum.

CCA will celebrate Field Day on May 14 from noon-2 p.m. on CentreTech campus.

Music, games, and food and entertainment will be interspersed throughout the campus. Among the activities scheduled are a bean bag toss, dunk tank, tie-dye shirt station, sack race, and frozen T-shirt game. College talent show performers will provide some of the entertainment.

Faculty, administrators and staff are reminded to wear comfortable clothing. Indoor spaces will be available if there is inclement weather.

Dr. Oudenhoven also will address the crowd with an end-of-the-year report by the numbers in lieu of the usual All-College Forum slated for that day.

Poetry in motion
James Brunt leads an outdoor poetry slam in the ‘free-speech zone’ on CentreTech campus to celebrate Poetry Month on April 16.
Around campus

Clockwise from top: Dr. Betsy Oudenhoven addresses a crowd at Hinkley High School on April 18 after the strong partnership between the two parties in concurrent enrollment was marked by the addition of a CCA sign on the building; Maria Halloran and Meredith Folley, longtime ESL faculty, were joined by family and friends for a retirement celebration, including Kirsten Case, Maria’s daughter, department chair Chris Tombari and George Folley, Meredith’s son; a flash mob breaks out at the CentreTech corridor during the CCA Sizzle event April 10; Vice President of Administration Richard Maestas goes through the annual budget presentation at Lowry on April 30.

PHOTO BY ANNA PAN

PHOTO BY JACLYN ZWERG