Finance Administration and Operations
Town Hall

April 20, 2022
Key Personnel New Hires

• Jason Slowinski – AVP for Infrastructure and Operations
• Carole Goddard – Director of Title IX and Equity, Title IX Coordinator

Key Search in Progress

Chief Information Officer

• Search Committee
  ▪ Christine Homer – Chair
  ▪ Nick Durr; Tricia Douthit; Ebru Bozdag; Iris Bahar; Matthew Ketterling; Samuel Spiegel; Colin Terry

• On campus interviews begin week of April 18
Key Initiatives

Workday

• New Systems that replace Banner Finance and Human Resources. New system will include:
  ▪ Human Resources Information System
    – Recruitment, Onboarding, Employee Data
  ▪ Finance
    – Budget, Purchasing, and Payroll

• Target go live date January 1, 2023
• Training on using the Workday System targeted for Fall 2022

Continuation of EPEW - following
Capital Investments - following
Project Phases

Phase 1
Benchmarking

Phase 2
Equity Analysis
Comp Structures

Phase 3
Ongoing Review
and Adjustments
Phase 2: Project Steps

Establish Comp Philosophy
Oct-Dec 2021
- Total Comp Philosophy
- Benchmark Adjustments

Complete Compensation Structures
Jan - April 2022
- Partner with Segal
- Establish Pay Ranges
- Slot current positions
- Consistent Titles
- Review Discrepancies

Pay Adjustments
April 2022, and beyond
Capital Investments
Labriola Innovation Complex

- Construction underway
- Completion Summer 2023
- Funded by donors, Student Fee, and continued fundraising efforts
Beck Venture Center

- Construction underway
- Completion anticipated for Summer 2023
- Funded by donors and the General Fund
Energy and Minerals Research Facility

- Joint occupancy - USGS and Mines
  - USGS – Minerals and Energy Division
  - Mines – Minerals and ??
  - Re-evaluating original plan
- Funded by Federal Stimulus
- Anticipate breaking ground 2023
The Village at Mines Park – a sustainable community

**Phasing and Unit Mix**

### New Construction

<table>
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<tr>
<th>Unit Type</th>
<th>Fall 2022</th>
<th>Fall 2023</th>
<th>Fall 2024</th>
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<td>Studio</td>
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### Renovation

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### Existing Mines Park Buildings

- 294
- 104
- -

### Total By Year

- 400
- 668
- 1,115
Early Childhood Education Center

- 11,500 GSF
- 104 Students
  - 16 Infants
  - 20 Toddlers
  - 28 Twos
  - 40 Preschool
- Construction to begin late 2022/early 2023
  - Opening date TBD
Campus Solar Expansion
Capital Projects in Planning

• Next parking garage + classroom building
• More Sophomore housing
  • Will necessitate additional dining, recreation, and student services
• Next Research Building
  • Address 50% increase in research activity over the past five years
  • Likely to focus on sustainability, environment, materials and processes
• Master Plan of the land to the south of 19th street
Mines Community Alliances
Mines Community Alliance Leadership

**BLACK MCA**
- ALEX LEACH
  - CHAIR
- TBD
  - SPONSOR

**LATINX MCA**
- ANDRES (DRE) GUERRA
  - CHAIR
- KIRSTEN VOLPI
  - SPONSOR

**ASIAN MCA**
- ZHAO HAN
  - CHAIR
- TBD
  - SPONSOR

**WOMEN MCA**
- SAVANNAH ALLSHOUSE
  - CHAIR
- TBD
  - SPONSOR

**LGBTQ MCA**
- MEGAN ROSE
  - CO-CHAIR
- DANNY YOUNG
  - CO-CHAIR
- DAN FOX
  - SPONSOR

**LATINX MCA**
- ANDRES (DRE) GUERRA
  - CHAIR
- KIRSTEN VOLPI
  - SPONSOR

**ASIAN MCA**
- ZHAO HAN
  - CHAIR
- TBD
  - SPONSOR
MCA objectives

In alignment with Mines’ overall strategic initiative of building a high performing organization and creating a great place to work. MCAs primarily focus on:

- Employee engagement
- Professional development opportunities
- Networking
- Raising cultural awareness
- Community involvement
- Support outreach and recruitment efforts
Panel Discussion Mines Community Alliance

LGBTQ MCA
MEGAN ROSE
CO-CHAIR

ASIAN MCA
ZHAO HAN
CHAIR

WOMEN MCA
SAVANNAH ALLSHOUSE
CHAIR

HR
CHRISTINE HOMER
CHRO