

Finance Administration and Operations Town Hall

February 23, 2022

Highlights

- Mines@150 Initiatives
- Capital Updates
- Workday
- Key Personnel Searches
 - Chief Information Officer
 - Title IX Coordinator

Jason Slowinski - New Associate Vice President of Infrastructure & Operations



Jason is a familiar face to many of us at Mines – he currently serves as City Manager of the City of Golden, a position he has held since September 2015. Jason will begin his new role at Mines on March 28.

As AVP of Infrastructure and Operations, Jason will oversee the departments of Capital Planning and Design, Office of Design and Construction, Facilities Management, Environmental Health and Safety, Parking and Transportation Services, and I&O Business Administration.

Jason brings to Mines 20 years of public sector leadership experience, including the last six-plus years as Golden’s chief executive officer responsible for an \$82 million budget and more than 500 full and part-time employees. He also served as the city’s chief negotiator for the new intergovernmental agreement between the city and Mines, signed in April 2021, that set mutually agreed-upon parameters for future campus growth and development.

Before moving to Colorado in 2015, Jason held city management and administration roles with multiple Chicago-area municipalities, including Lake Zurich, Des Plaines and River Forest, Illinois. He holds a J.D. from the University of Illinois Chicago School of Law, a Master in Public Administration from Northern Illinois University and a Bachelor of Business Administration from the University of Wisconsin-Milwaukee.

MINES@150: The Seven High-Level Goals

After considering our **call to action imperatives** and what it takes to be **first-choice and top-of-mind**, the MINES community has decided to focus our efforts around seven high-level goals:

In 2024+ MINES will be:

A great community to learn, explore, live and work in

Accessible and attractive to qualified students from all backgrounds

A leader in educating STEM students and professionals

A producer of differentiated and highly desired STEM-educated leaders

A go-to place for use-inspired research and innovation needed for challenges facing industry and society

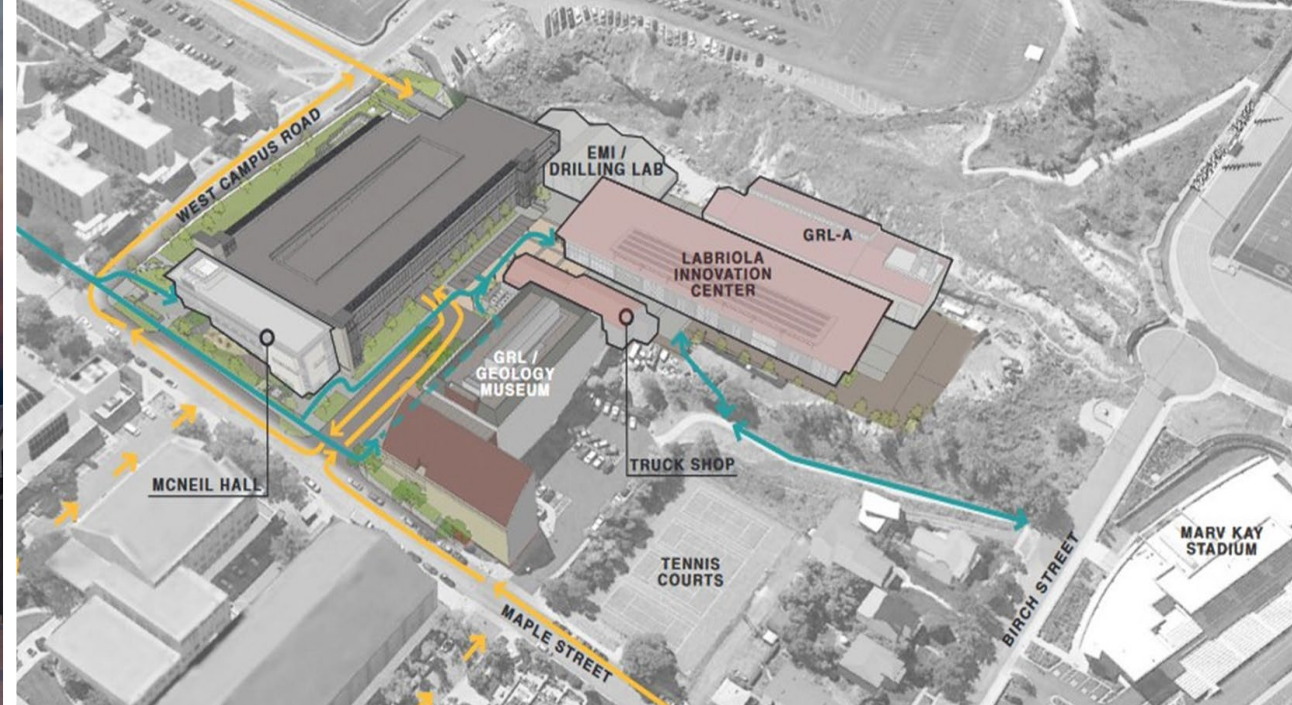
A preferred partner for talent, solutions and life-long learning

The exemplar for alumni affinity, visibility and involvement

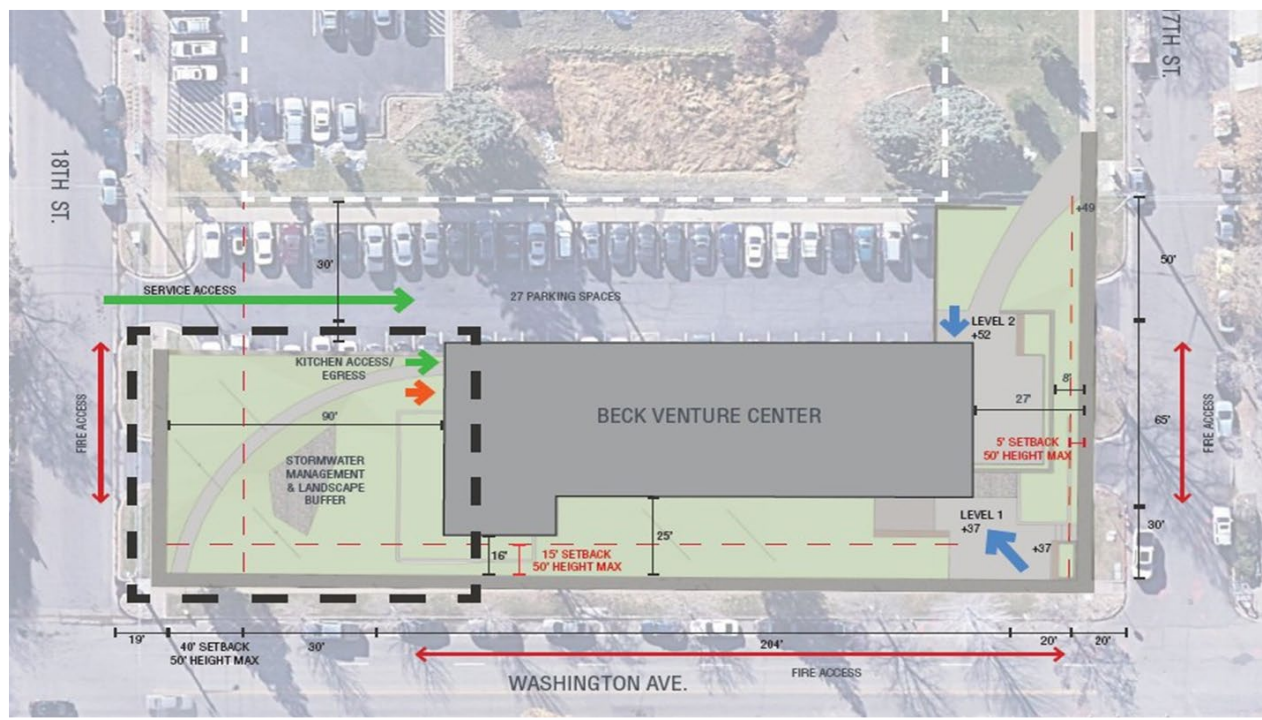




Labriola Innovation Complex



- Hands on learning Multi-Discipline Student Experience – Cornerstone, Capstone
- 37,000 sqft on 2 floors
- Construction underway
- Completion Winter 2023
- Funded by donors, Student Fee, and continued fundraising efforts



Beck Venture Center



- Beck Venture Center is a business incubator/entrepreneur center
- Approximately 30,000 – 35,000gsf
- Have received **\$7.5M in philanthropic support**
- Anticipate construction to begin summer/fall 2022

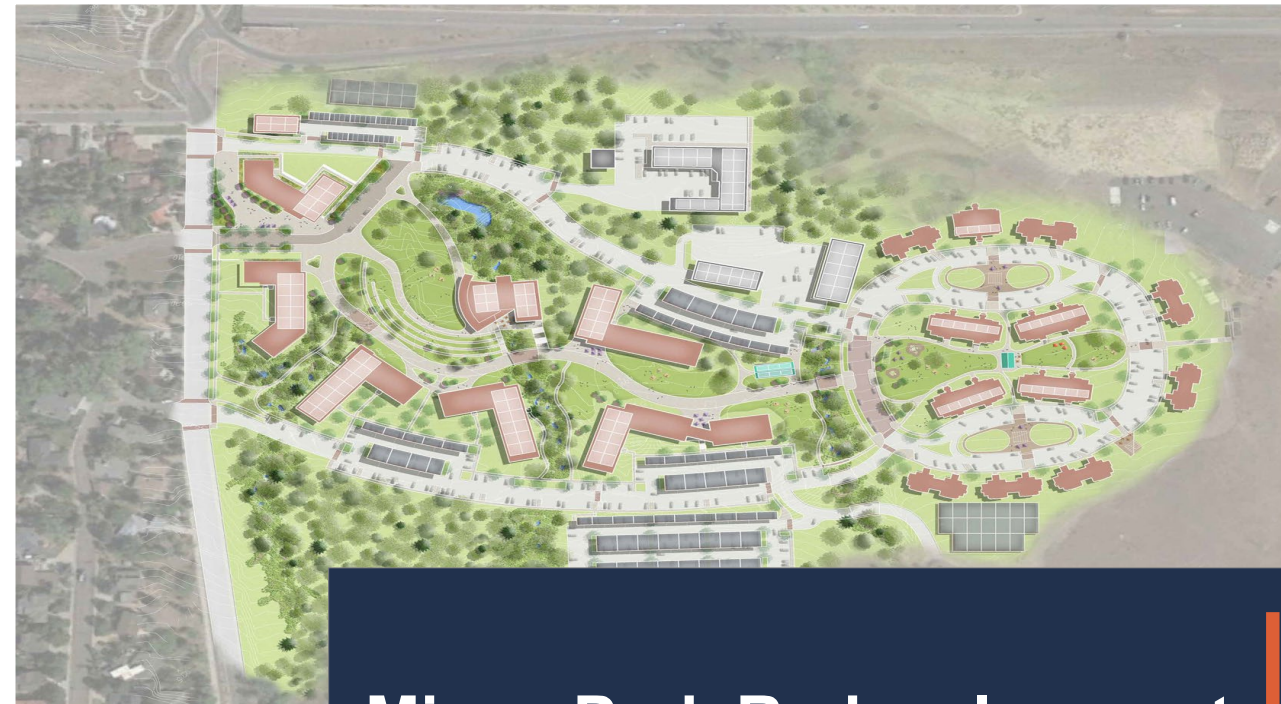


Minerals and Energy Resources Building



- Joint occupancy - USGS and Mines
- Funded by Federal Stimulus and USGS
- Collaborative environment focusing on the Geosciences and Energy

- **What are we doing?** Addressing deferred maintenance in existing buildings and increasing the number of apartment-style beds (from 538 to 1,000+) for upper-division and graduate students.
- **Why are we doing it?** To create a unique and sustainable residential village for students to achieve the strategic goals established in the Mines@150 Strategic Plan and the Campus Master Plan.
- **How are we going to do it?** Partnering with a highly-qualified development team through an innovative Public-Private Partnership (P3) to re-develop Mines Park with a focus on limiting the Institution's financial risks and preserving debt capacity.



Mines Park Redevelopment

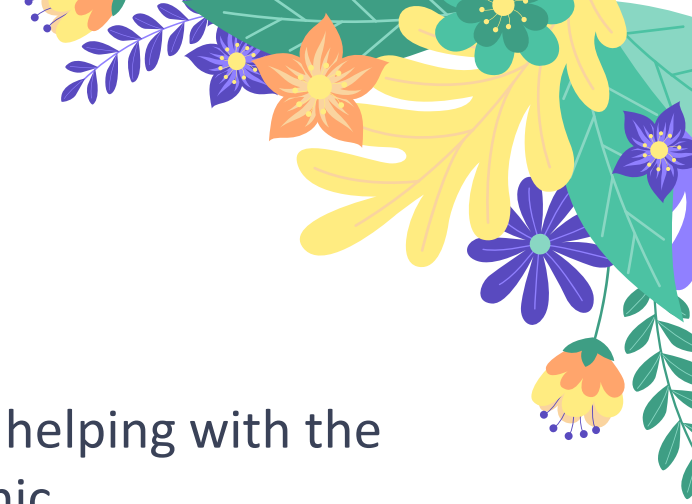




Resilience, Coping, and Self-Care



Colorado Spirit



Our mission is to promote resilience, empowerment, and recovery by helping with the emotional needs of our community and those affected by the pandemic.

We are here to listen to you and provide support around the feelings that life during the pandemic may bring up, such as worry, sadness, hopelessness, or anger.

We offer:

- Individual Support.
- Group Support.
- Assessment, referral, and resource linkage.
- Public education.
- And more!



What is stress?

- Natural bodily response to challenges and demands
- Feelings can be frustration, nervousness, or even excitement
- Caused by “stressors” which are existing stress-inducing factors
- Body reacts to stress by releasing hormones
- Also called **fight-or-flight-response** which is an automatic response that prepares us to deal with danger
 - Fight, Flight, Freeze, and Fawn





Stress Hormones

Adrenaline

Fast-acting, temporarily affects nervous system

Feels like:

Faster breathing, racing heartbeat, sweaty palms

Cortisol

Primary stress hormone, like a slow drip as it controls different functions in body

Long-Term Effects:

Digestion, blood pressure & sugar, mood, sleep, memory & concentration



Types of Stress

Chronic

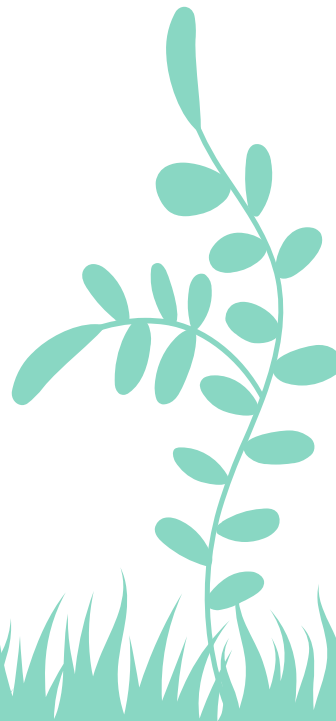
Ongoing hassle, fear, or
overwhelming stress

Build-up of cortisol

Acute

Temporary and immediate

Fast-acting adrenaline



How do you know you're stressed?

Cognitive

Impact on thoughts,
memory,
concentration

Behavioral

Avoidance of tasks,
fidgeting, changes in
sleep, eating, activity
level

Physical

Sensations in the
body, illness

Spiritual

Feel isolated and
disconnected, feeling
alone, feeling a lack of
meaning

Emotional

Mood changes

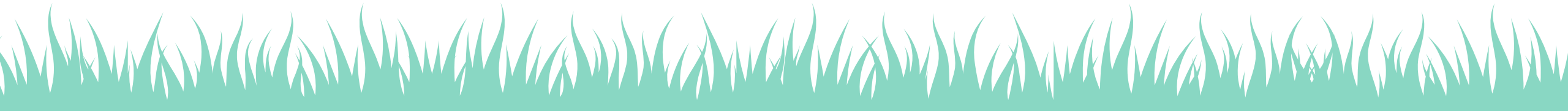
Social

Quality of
relationships,
withdrawal from
others





How do you resolve stress?





What is Resilience?

“Resilience is the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress — such as family and relationship problems, serious health problems or workplace and financial stressors.”

- American Psychological Association



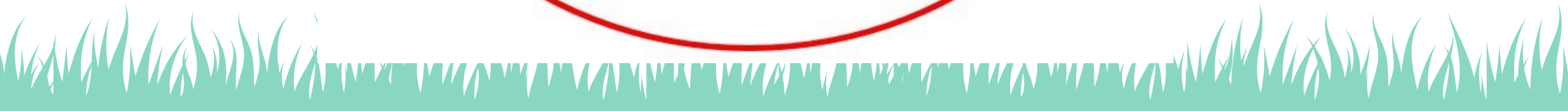
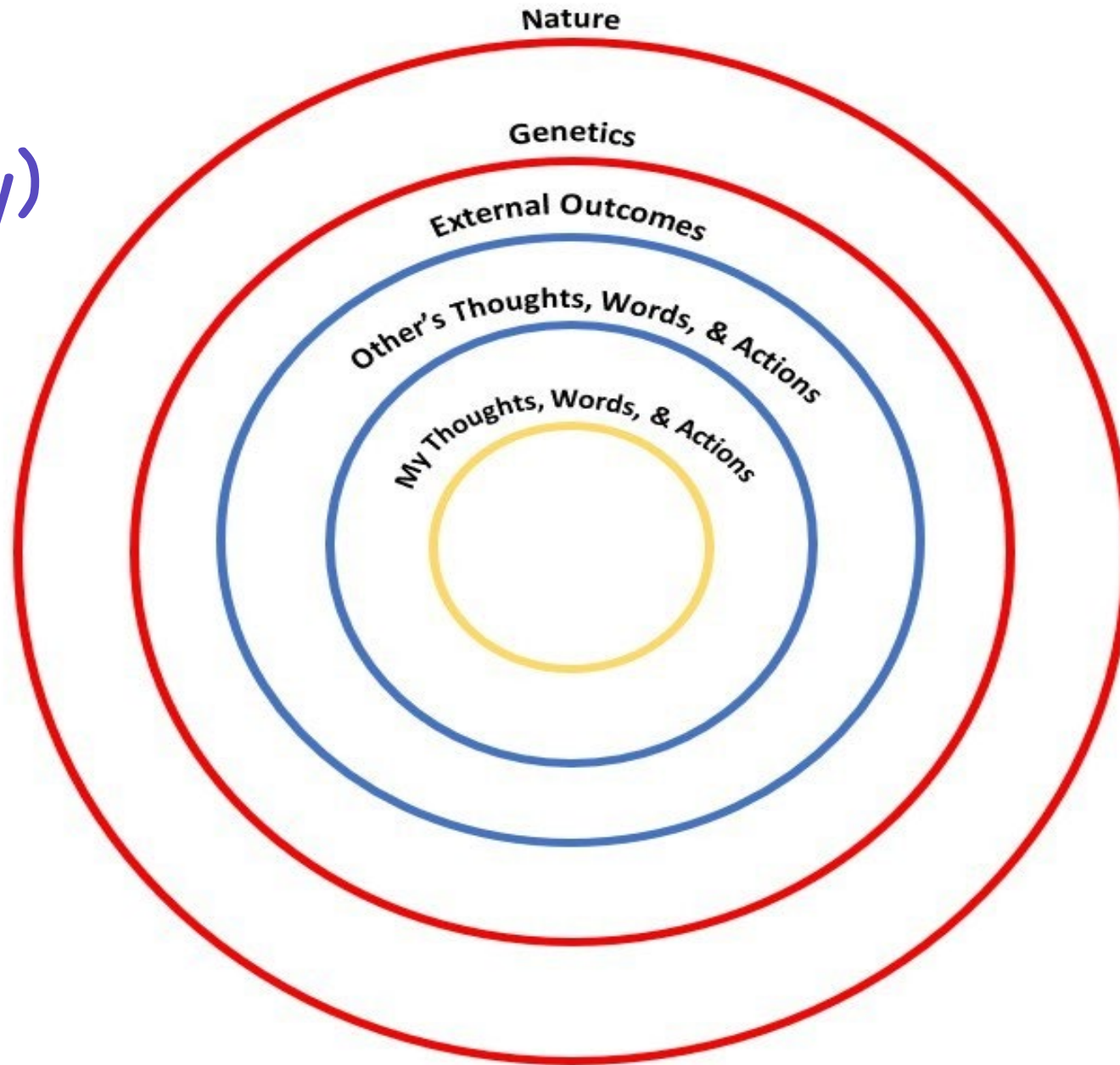


Building Resilience

Control, Coping, and Self-Care



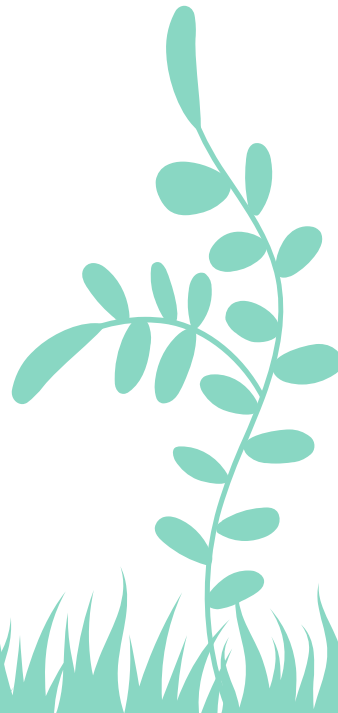
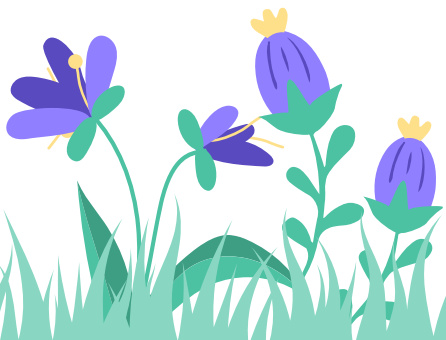
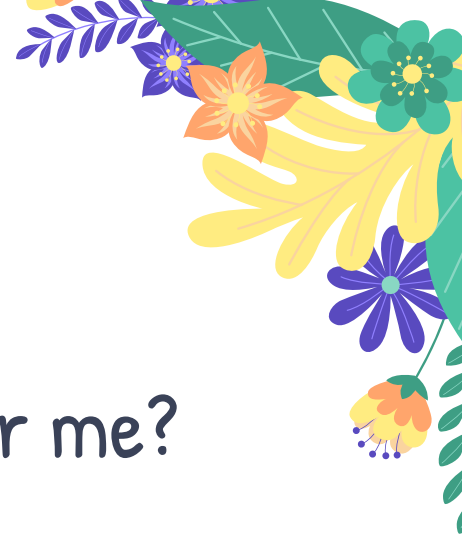
Control (Adaptability)



Create a Self-Care Plan

What works for me?

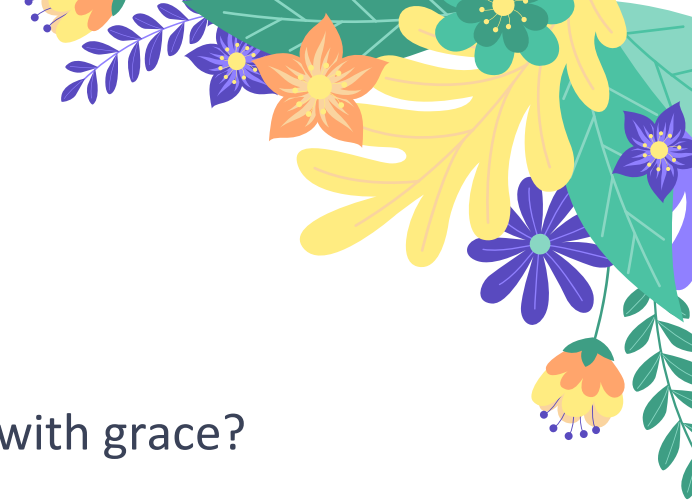
What doesn't work for me?



Examples

- “No” list
- Healthy eating
- Enough sleep
- Exercise
- Relax/Turn your brain off
- Laughter
- Practice moderation
 - Food, drugs/alcohol, tv, games, exercise, caffeine
- Healthy financial habits
- Doing work that matters
- Letting other people take care of themselves (and you!)





Discussion Questions

How does taking care of ourselves look different now vs before Covid?

What brought you to this wellness area? How do we hold ourselves accountable with grace?

What does society say is wellness? What do we say is wellness?

How has your community responded to COVID, other stressors?

What challenges are you having with others?

What are hard conversations you're trying to have?

What types of feelings do you experience when dealing with emotional turmoil in your daily life?

Can those around you sense when your energy is down? What is the impact of that?

Are there particular times that you find that your community is pushing back and being more conflictual?



Research @ Mines



Office of Research Administration

Proposal Submission

- Team to help you build and submit your proposals
- Industry, Federal, State, Non-Profits
- Assist in transferring research projects to Mines

Contract Review & Negotiation

- Team to review and negotiate all your research related agreements (awards, subawards, NDAs, MOUs, consortia, etc.)
- Assist you with managing federal rules & requirements as your project changes

Award Administration

- Team to help you with the on-going financial management of your projects (expenses, financial reports, invoicing)
- Assist you with managing federal rules & requirements as your project changes

<https://ora.mines.edu>

ora@mines.edu

Office of Research & Technology Transfer

Research Development

- Workshops for Idea Development
- Funding Opportunities, Seed Projects & Limited Submissions
- Research Advisory Board,
- Research Infrastructure Management

Technology Transfer

- Invention & Intellectual Property Management
- Faculty Startups & Entre

Research Compliance

- Export Control Compliance
- Human Subjects Research
- Research Integrity
- Research Security

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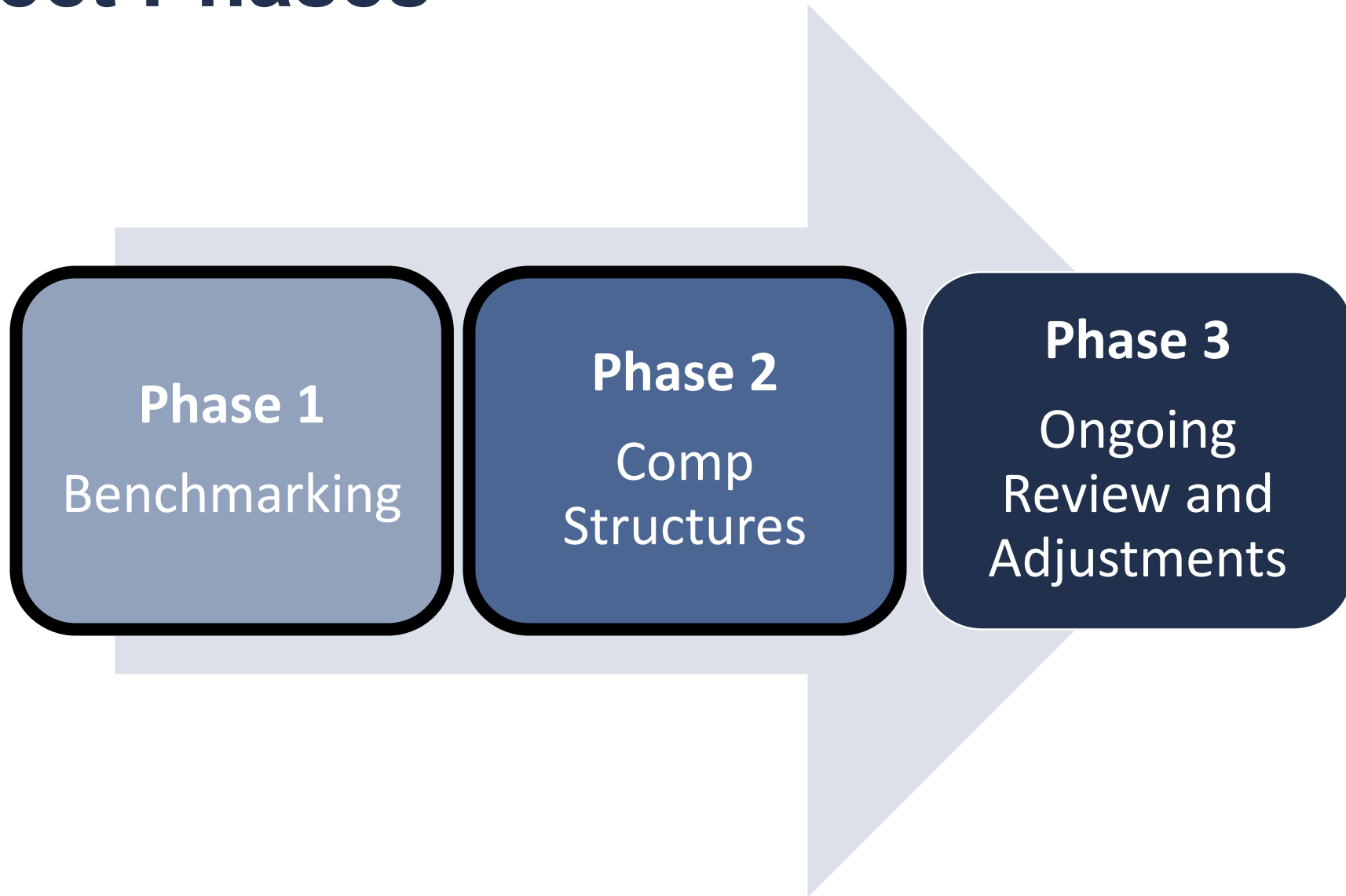
Recent Research Highlights

- R1 - “Very High Research Activity” on Carnegie Commission on Higher Education
- \$87M in awards & \$77M in expenditures in FY21
- Addition of 2 new Peruvian University partnerships for the Center for Mining Sustainability
- Establishment of 3 Joint Appointment programs with NREL, LANL, PNNL; 2 more close to finalization with INL, LLNL
- \$15M NSF Institute for Data-Driven Dynamical Design led by Dr. Eric Toberer in Physics
- \$3.2M funding for Responsible Critical Elements: Transforming Earth Resource Development for a Carbon-Neutral Future led by Dr. Elizabeth Holley in Mining Engr.

Equal Pay for Equal Work

Christine Homer, Chief Human Resources Officer

Project Phases



Phase 2: Project Steps



Colorado Statewide Partnership Agreement

Craig Hess, Director Human Resources



Background

- Partnership Agreement
 - *Most* of the Agreement applies to all state agencies and institutions of higher education
 - Colorado Workers for Innovative and New Solutions (*COWINS, WINS, Union*)
- Signed: November 2021

Employee Types

Covered Employee	Non-Covered Employee	Managers of Covered Employees
<p>Employee who is employed in the State classified system and recognized by the state as eligible to join the union.</p>	<p>Employee who is not employed in the State classified system or is not recognized by the state as eligible to join the union.</p> <ul style="list-style-type: none">• Academic Faculty• Administrative Faculty	<p>Leaders are covered and non-covered depending on their roles.</p> <p>Implement all aspects of the Partnership Agreement.</p>

In the Agreement

- Neutrality
- Access during work hours
- Flexible Work Arrangements
- Health and Safety
- Performance Management
 - 5-Point Scale
 - Shift review cycle



Manager Training

- Facilitated by Human Resources Advisors
- Rollout to Managers: April 2022

Additional Resources

- Human Resources
 - Website - [Human Resources](#)
 - Staff list - [Contact](#)
 - Flexible arrangements and Report of Injury forms [HR Forms](#)
- Department of Personnel & Administration
 - Employee Relations Training website - [Labor Relations | DPA](#)
 - Partnership Agreement - [Partnership Agreement](#)
- Colorado Workers for Innovative and New Solutions - [COWINS](#)

MINES | Finance, Administration & Operations

Mark Your Calendars

Next Town Hall – Grand Ballrooms

- April 20, 2022 @ 10:00 am