

# Implementing Our Future – How the Executive Team Supports the President's Vision

Presented on behalf of the Executive Team by:

Kirsten Volpi  
EVP/COO/CFO

Tom Boyd  
Interim Provost



**COLORADO SCHOOL OF MINES**  
EARTH • ENERGY • ENVIRONMENT

# Who is your Executive Team?



- Tom Boyd – Interim Provost
- Kirsten Volpi – EVP/COO/CFO
- Tony Dean – VP Research & Tech Transfer
- Dan Fox – VP Student Life
- Ramona Graves – Dean CERSE
- Peter Han – Chief of Staff
- Mike Kaufman – Dean CASE
- Jake Kupiec – Executive Director of Marketing and Communications
- Nigel Middleton – VP Strategic Initiatives
- Kevin Moore – Dean CECS
- Anne Walker – General Counsel
- Brian Winkelbauer – President, Mines Foundation

# How Does Executive Leadership Advance the President's Priorities?

The Executive Team drives the institution through the:

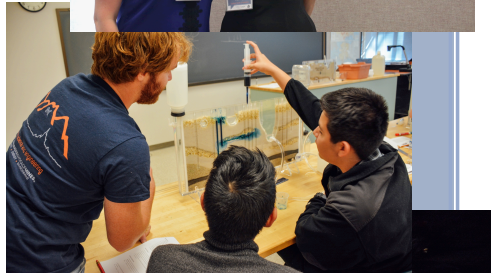
- Creation of programs and support services
- Implementation of administrative processes and infrastructure
- **Allocation of resources:**
  - Targeted hiring in areas of institutional priority
  - Budgeting processes that recognize adoption of priorities



# Priority 1: Develop and Support Signature Academic Experiences

Ensure every program allows students to obtain:

- ❑ Disciplinary depth and focus ✓
- ❑ Breadth across STEM disciplines
- ❑ Broad exposure to professional skills and societal considerations
- ❑ Experiences that support their passion





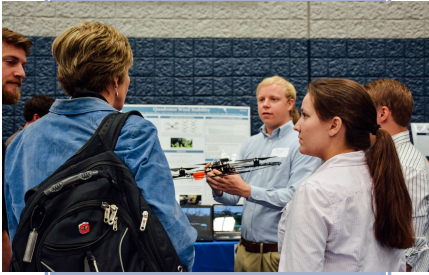
# Executive Team Priorities

Develop and  
Support  
Signature  
Academic  
Experiences



- Breadth and Depth
  - ▣ Creation of **signature first-year experiences** that are national exemplars
  - ▣ Creation of vertically and horizontally integrated **honors programs**
  - ▣ Strengthening **Humanities and Social Sciences** connections to **STEM**
  - ▣ New Student Life programming focusing on **integrated, signature student experiences**

# Executive Team Priorities



Develop and Support  
Signature  
Academic  
Experiences

- Passion
  - ▣ Enhance **study abroad** opportunities
  - ▣ Enable **innovation and entrepreneurship**
  - ▣ Enhance **research and internship** opportunities
  - ▣ Expand **Humanitarian Engineering**
  - ▣ Revitalize **General Engineering** program
  - ▣ Support student interests in **sports, music, clubs, arts, etc.**

# Executive Team Priorities

Develop and  
Support  
Signature  
Academic  
Experiences



- Help faculty and students succeed
  - ▣ Support **innovation in the classroom**
  - ▣ Support **professional development** opportunities
  - ▣ Create **Communications Center** emphasizing skills relevant to STEM
  - ▣ Hire **Director of Entrepreneurship and Innovation**
  - ▣ Diversify resources available through targeted **Foundation** and **Alumni initiatives**

# Priority 2: Support development of high-impact research initiatives



- Diversify and expand funding to support research
- Institutionalize support for development of large grant submissions
- Implement equitable teaching/research expectations
- Reduce administrative burden for faculty
- Develop culture and structures to support large, cross-disciplinary initiatives

# Executive Team Priorities

Support  
development  
of high-impact  
research  
initiatives

- Incentivize **low-cost NT-MS** and **online programs**
- Provide **course relief** and **administrative support** for developing **large grant submissions**
- Implement administrative processes that **reduce administrative burden** (e.g., All Funds Checkbook)
- Develop **“Grand Challenge” institutes**
- Establish **university productivity metrics**
- Diversify resources through targeted **Foundation** and **Alumni initiatives**



# Priority 3: Align Expectations and Structures to Support Priorities

- Encourage and reward innovation, change, and entrepreneurial behavior
- Re-establish expectations and accountability
- Evaluate and re-establish effective administrative structures
- Establish standardized course scheduling of required courses to ensure student access



# Executive Team Priorities

Align  
Expectations  
and  
Administrative  
Structures to  
Support  
Institutional  
Priorities

- Tie productivity to **budget processes** and institutional priorities
- **Project Meridian:** Re-imagine and streamline administrative processes
- **The 4<sup>th</sup> Dimension:** Create structures that foster sustainable support for academic initiatives
- Evaluate, realign, and revise other **administrative structures** across campus



# Priority 4: Refocus and refresh campus communications



Project our values, distinctive attributes, aspirations and achievements through consistent messaging and branding



# Executive Team Priorities



Realign  
Campus  
Culture and  
Campus  
Messaging

- ❑ Establish **strategic communications skunk-works group**
- ❑ Refresh campus **web presence** and leverage content across multiple channels
- ❑ **Build communications capacity** in the organization through networking, coordination, tools and training

# 2015 Conference Workshops: Updates and Outcomes

Workshop Title	Activities and Results to Date
Active Learning and Technology	<ul style="list-style-type: none"><li>• Established Trefny Innovative Instruction Center</li><li>• Supported Summer Course revision project</li><li>• Classroom audit completed</li><li>• Technology-deficient classrooms being upgraded</li></ul>
Admissions Strategic Intent	<ul style="list-style-type: none"><li>• CRM software purchased, installation ongoing</li><li>• Revised market analysis undertaken</li><li>• <b>Informs ongoing Presidential initiatives</b></li></ul>
BS Degree in Engineering	<ul style="list-style-type: none"><li>• Working group continues, UGC proposal likely Fall, 2016</li><li>• <b>Informs ongoing Presidential initiatives</b></li></ul>
Building Community: Mines as a University	
Degree Programs of Distinction	<ul style="list-style-type: none"><li>• <b>Informs ongoing Presidential initiatives</b></li></ul>

# 2015 Conference Workshops: Updates and Outcomes

Workshop Title	Activities and Results to Date
Expanding International Opportunities for Students	<ul style="list-style-type: none"><li>• Hired Associate Director OIP</li><li>• Senate Study Abroad working group established</li></ul>
Family Friendly Campus	<ul style="list-style-type: none"><li>• Implemented most suggestions in Senate report</li><li>• Trial ran “bring your child to work day”</li><li>• Engaged dependent care feasibility consultant</li></ul>
First- and Second-Year Experience	<ul style="list-style-type: none"><li>• First-year honors initiative</li><li>• Combined NHV/EPICS sections</li><li>• <b>Informs ongoing Presidential initiatives</b></li></ul>
Growing/Supporting Research Enterprise	<ul style="list-style-type: none"><li>• Budget incentives to support research activities</li><li>• Faculty task force dialogue with faculty</li><li>• Development of all funds checkbook</li><li>• <b>Informs ongoing Presidential initiatives, 6 initiatives presented to President and Executive Team</b></li></ul>



# 2015 Conference Workshops: Updates and Outcomes

Workshop Title	Activities and Results to Date
Interdisciplinary Graduate Programs	<ul style="list-style-type: none"><li>• Dedicated administrative position secured</li><li>• Operating budgets established: HY, ML, NU</li></ul>
Short Course and Certificate Activity	<ul style="list-style-type: none"><li>• Budget incentives for course creation and activities</li><li>• New LMS purchased</li><li>• Online course(s) being trial run</li><li>• <b>Informs ongoing Presidential initiatives</b></li></ul>
Strategic Intent for Biology Efforts	<ul style="list-style-type: none"><li>• Working group charged, grad degree program proposal likely in AY17</li></ul>
Teaching Assistant / Research Support	<ul style="list-style-type: none"><li>• Program incentives for support generation</li><li>• Rationalized budget model</li><li>• CASE working group on PhD recruiting/support strategies</li></ul>



# Continuing Campus Engagement: Conference Workshops

## 1. Creating a 4<sup>th</sup> College?

- *Description:* How best to organize new academic programs and initiatives
- *Moderator:* Ramona Graves & Jon Leydens
- *Location:* Berthoud Hall, Room 243

## 2. Achieving Our Mission

- *Description:* Aligning productivity, rewards, and resources
- *Moderator:* Kirsten Volpi & Tom Boyd
- *Location:* Berthoud Hall, Room 241



# Continuing Campus Engagement: Conference Workshops

## 3. Project Meridian

- *Description:* Re-engineered operational process and services models
- *Moderators:* Katy Ginger & Dave Lee
- *Location:* Student Center, Ballroom D

## 4. Signature First-Year Experiences

- *Description:* Creating a distinctive first-year experience
- *Moderators:* Sam Spiegel & Colin Terry
- *Location:* Student Center, Ballroom A

# Continuing Campus Engagement: Conference Workshops

## 5. An Integrative Research Culture

- *Description:* Fostering an active, cross-disciplinary, and social research culture
- *Moderators:* Tony Dean & Tzahi Cath
- *Location:* Student Center, Ballroom B

## 6. Communications and Marketing

- *Description:* Promoting your services, programs, and research
- *Moderator:* Jake Kupiec
- *Location:* Student Center, Ballroom C



# Continuing Campus Engagement: Conference Workshops

## 7. Fostering a Shared Mines Culture

- *Description:* Empowering through leadership development, and rewards and recognition programs
- *Moderators:* Michelle Darveau & Nigel Middleton
- *Location:* Student Center, Ballroom E



# Workshop Meeting Times

Each workshop will be offered  
twice this afternoon

Times are from 2:45-3:45 and 4:00-5:00