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

- **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

- 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

- 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

Support development of high-impact research 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

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

Align Expectations and Administrative Structures to Support Institutional Priorities
Priority 4: Refocus and refresh campus communications

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

- 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

<table>
<thead>
<tr>
<th>Workshop Title</th>
<th>Activities and Results to Date</th>
</tr>
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</table>
| Active Learning and Technology        | • Established Trefny Innovative Instruction Center  
• Supported Summer Course revision project  
• Classroom audit completed  
• Technology-deficient classrooms being upgraded |
| Admissions Strategic Intent           | • CRM software purchased, installation ongoing  
• Revised market analysis undertaken  
• **Informs ongoing Presidential initiatives**                                                   |
| BS Degree in Engineering              | • Working group continues, UGC proposal likely Fall, 2016  
• **Informs ongoing Presidential initiatives**                                                  |
| Building Community: Mines as a University |                                                                                                                                                  |
| Degree Programs of Distinction        | • **Informs ongoing Presidential initiatives**                                                                                                      |
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| Expanding International Opportunities for Students  | • Hired Associate Director OIP  
• Senate Study Abroad working group established                                                               |
| Family Friendly Campus                               | • Implemented most suggestions in Senate report  
• Trial ran “bring your child to work day”  
• Engaged dependent care feasibility consultant                                                                  |
| First- and Second-Year Experience                    | • First-year honors initiative  
• Combined NHV/EPICS sections  
• Informs ongoing Presidential initiatives                                                                      |
| Growing/Supporting Research Enterprise               | • Budget incentives to support research activities  
• Faculty task force dialogue with faculty  
• Development of all funds checkbook  
• Informs ongoing Presidential initiatives, 6 initiatives presented to President and Executive Team            |
### 2015 Conference Workshops: Updates and Outcomes

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| Interdisciplinary Graduate Programs    | • Dedicated administrative position secured  
• Operating budgets established: HY, ML, NU                                                |
| Short Course and Certificate Activity   | • Budget incentives for course creation and activities  
• New LMS purchased  
• Online course(s) being trial run  
• Informs ongoing Presidential initiatives                                               |
| Strategic Intent for Biology Efforts    | • Working group charged, grad degree program proposal likely in AY17                           |
| Teaching Assistant / Research Support   | • Program incentives for support generation  
• Rationalized budget model  
• CASE working group on PhD recruiting/support strategies                                   |
Continuing Campus Engagement: Conference Workshops

1. Creating a 4th 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

<table>
<thead>
<tr>
<th>3. Project Meridian</th>
<th>4. Signature First-Year Experiences</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ <strong>Description:</strong> Re-engineered operational process and services models</td>
<td>□ <strong>Description:</strong> Creating a distinctive first-year experience</td>
</tr>
<tr>
<td>□ <strong>Moderators:</strong> Katy Ginger &amp; Dave Lee</td>
<td>□ <strong>Moderators:</strong> Sam Spiegel &amp; Colin Terry</td>
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<tr>
<td>□ <strong>Location:</strong> Student Center, Ballroom D</td>
<td>□ <strong>Location:</strong> Student Center, Ballroom A</td>
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## Continuing Campus Engagement: Conference Workshops

<table>
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<th>5. An Integrative Research Culture</th>
<th>6. Communications and Marketing</th>
</tr>
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<tbody>
<tr>
<td>□ <strong>Description:</strong> Fostering an active, cross-disciplinary, and social research culture</td>
<td>□ <strong>Description:</strong> Promoting your services, programs, and research</td>
</tr>
<tr>
<td>□ <strong>Moderators:</strong> Tony Dean &amp; Tzahi Cath</td>
<td>□ <strong>Moderator:</strong> Jake Kupiec</td>
</tr>
<tr>
<td>□ <strong>Location:</strong> Student Center, Ballroom B</td>
<td>□ <strong>Location:</strong> Student Center, Ballroom C</td>
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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
Each workshop will be offered twice this afternoon.

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