Award-winning mentor program boosts careers, breaks down silos[1]
[2]

Getting by with a little help from friends undoubtedly will improve someone's personal life, but leaning on colleagues through the Facilities Management Mentor Program (FMMP) at the University of Colorado Boulder can give employees a career boost, too.

The program runs from September through May and offers employees an opportunity on campus to gain institutional knowledge, network, practice team-building skills, augment succession planning and grow professionally in individualized ways.

Lauren Staley-Kurzawa – an employee in the operations division who helps keep the campus lawns green, flowers blooming and sidewalks clear of snow – wanted to practice her public speaking skills. The program helped find an appropriate mentor for her and the pair met a few hours each month to work together.

"I definitely achieved my goals and got quite a bit more than I thought out of participating," she said. "I gave a few presentations to other departments and said a few words at the mentor program luncheon. I feel like I got a lot of support for my goals and was definitely able to gain some self-confidence."

Staley-Kurzawa and her mentor were one of 21 teams that joined the program last year, said Andrew Mead, who has managed FMMP[3] since it was first implemented in the fall of 2012. A group of employees from Facilities Management planned and developed the program after participating in a similar one the campus had sponsored.

Because FMMP is relatively young, it has room for evolution. Mead encourages honest feedback from participants about what they want from the program. He also developed a SharePoint page to enhance communication and training. The page contains information about the program, forms, pertinent articles, a "quasi-blog," and communications from mentors and mentees.

Surveyed participants have said they joined the program to "better appreciate different perspectives within the organization," "bring departments closer," "provide a safe environment to learn and share," "enjoy each other's company while creating a professional relationship," be "more efficient in work activities," and understand "different perspectives."

Participants can designate a person they would like to work with or can ask the program to find the best mentor for them.

"During the last couple of years, people in our department have worked with people in other campus departments and I want to continue to grow that," Mead said.

The program will expand to other departments under the vice chancellor for Infrastructure and Safety beginning this September.

"One of the biggest things I hear from participants is how we are breaking down silos and how much they appreciate being able to work side-by-side with people in other Facilities Management divisions and see what they do and how it matches with their position responsibilities," Mead said.

The program begins with an orientation and an explanation of expectations and the commitment required. It's up to the team to develop an action plan outlining how to accomplish goals. That plan is delivered to Mead, who provides resources needed to aid the team.

The program requires that the pair meet only two hours a month, but most choose to meet more often. In November and March, the mentor-and-mentee team provides an update of their accomplishments to Mead. The program ends in May with a recognition luncheon, which includes department leadership and campus Human Resources staff.

The program was recognized with three awards this year: the Agency Award for Excellence from the International Public Management Association for Human Resources (Western Region), the Effective and Innovative Practices Award from APPA: Leadership in Educational Facilities, and the HR Innovation Award from the College and University Professional Association for Human Resources.

Facilities Management includes more than 500 employees in five divisions: operations, the largest division that includes custodial, trades, recycling and outdoor services; business services, including financial, IT, procurement and a distribution center; planning, design and construction; utility and energy services; and human resources.

Mead said that while mentor programs are available in the academic sector of the university, connecting faculty members with students, the FMMP is the only department on the Boulder campus that offers this type of employee development program.

The entire program and its processes are meant to be a learning experience.

“We had a mentee who was interested in moving into a supervisory position and came to the program to develop those skills. Halfway through the program, the mentee came to me and said, ‘I found out I don’t want to be a supervisor,’ and changed direction,” Mead said. “This was a way to allow the mentee to experience and understand about supervision and what it takes to be a leader” without having to spend a lot of time or money toward that effort.

Last year, 34 percent of the participants were program alumni. “Sometimes they return as a mentor; sometimes as a mentee,” Mead said.

Staley-Kurzawa said she would join the program again.

“Sometimes all anyone needs is to hear from an outside source that you can attain your goals and there are people willing to help you along,” she said. “I could have worked on my goals and aspirations myself and gotten to the same place, but it wouldn't have been as much of an immediate return and I certainly wouldn't have been able to create the large and wonderful network of colleagues that I now have. You get incredible support from these amazing people in the program.”

CU alumni report high satisfaction, earnings in systemwide survey[4]

University of Colorado alumni report high satisfaction rates with the education they received, in addition to earning considerably more than the average for college graduates, according to data from the first systemwide survey of alumni.

Some 96 percent of alumni across the four campuses indicated they were either very satisfied or somewhat satisfied with their CU education. Undergraduate degree holders have a median income of $68,000, compared with the average of $48,800.

The online survey, conducted in late April and May by Keating research, saw a nearly 6 percent response rate, almost double what was expected by surveyors. Some 15,225 surveys were completed out of the 268,500 sent to alumni for whom the university has email addresses. Nearly two-thirds earned a bachelor’s degree, 20 percent earned a master’s and the remainder earned doctorates, law degrees or medical degrees.

CU administrators and the survey firm on Wednesday presented a slice of the findings[5] to the CU Board of Regents at its annual summer retreat.

“We do a lot of surveying of alumni in various units across the university, but this is the first big-picture look at how CU performs collectively,” said CU President Bruce D. Benson. “The results demonstrate what I know from personal experience and many others know either through their experience or anecdotally – that the value of a CU degree is

extremely high and it is a ticket to higher earnings and greater opportunity."

Benson said it also shows that CU serves the state.

About 61 percent of respondents live in Colorado. The next-largest contingents came from California and Texas.

"With such a large response rate we have a really rich data set," said Keating Research President Chris Keating. "What we're showing you today is really just the tip of the iceberg."

The survey had results from a wide age range, from recent graduates to those from 40 years ago or more.

One of the surprising findings was the high number of alumni who work in a field related to their area of study at CU, said Vice President for Communication Ken McConnellogue, who guided the project along with Vice President for Finance and CFO Todd Saliman.

Just over 50 percent of respondents reported that their job is strongly related to their area of study and another 34 percent said it is somewhat related. The highest correlation came in health care, where 71 percent reported their education was strongly related to their job. Art, design and entertainment was next, with 66 percent, followed by science, technology and engineering at 61 percent. The lowest percentage came in the service and recreational fields, with 13 percent.

"There is a common narrative that people will change careers several times in their working lives, but these data show that CU alumni are largely putting their degrees to work in the fields in which they studied," McConnellogue said.

Some 87 percent of responders agreed that the benefits of a CU education outweighed the cost. Additionally, about 95 percent said they view the university favorably.

McConnellogue told the regents the plan is to share the data with campuses, which can use it for a variety of purposes, from accreditation to alumni engagement.

"We still have a lot to learn from the data, but the initial impression is that a CU education is highly valuable in several ways," he said.

Supplier Showcases visit campuses in September[6]
[7]

CU's 11th annual Supplier Showcases[8] are set to get underway in September, with dates scheduled at CU Boulder, UCCS and CU Anschutz. Presented by the CU Procurement Service Center, this series of events provides unparalleled opportunities to meet with suppliers, and to connect with PSC staff, CU system departments and campus departments.

Event sponsors Staples, Dell and The Parking Spot will be featured, along with many new exhibitors. Many of the CU Marketplace catalog suppliers will be present as well. Discover new technologies, products and services from a wide variety of suppliers.

PSC staff from Payables, Travel, Purchasing, Contracts, Small Business, Marketplace, Commercial Card, and Concur will be available to discuss any procurement topics. Representatives from Finance, Sustainability, Risk Management, Ethics, and Policy & Efficiency also will have tables at these events.

The schedule of events is:
CU Boulder
Coors Event Center, Upper Gym

10 a.m.-1 p.m. Thursday, Sept. 8 **CU Anschutz Medical Campus**
RC2, 2nd Floor, Krugman Conference Hall
9:30 a.m.-1 p.m. Thursday, Sept. 15 **UCCS**
University Center, Berger Hall
10 a.m.-noon Thursday, Sept. 22
Click here[8] for more information and to register.

Photo and video feature: Student move in, Mountain Lion Rally, GPS[9]

Campus Village welcomes 700 student tenants[10]

CU Cancer Center team removes 15-pound tumor from Denver City Council President Albus Brooks[11]

Moore to give public lectures, teach this fall at CU Boulder[12]

Maykowski new managing director of UCCS Theatreworks[13]

Mott named senior associate athletic director[14]

Partnership 'looks into' creating new material from eyeglass lens waste[15]

Border to retire as CU Boulder Graduate Teacher Program director[16]

Laura L. B. Border, director of the CU Boulder Graduate Teacher Program (GTP), will retire Sept. 1. With her retirement, she leaves an unparalleled legacy of educational and professional development for graduate students on the campus.

A reception honoring Border is set for 3 p.m.-5 p.m. Wednesday, Aug. 31, at the tent on the south terrace of the University Memorial Center. A cash bar (beer and wine) will be available.

Border, a Colorado native, holds three degrees from CU Boulder – bachelor's, master's and doctorate in French. She taught French as an instructor for several years, then, in 1985, became the coordinator of the Graduate Teacher Program. When the program was moved to the Graduate School in 1988, she became the founding director.

Her tireless efforts have resulted in the training of 15,000 graduate students through workshops, colloquia, conferences and individual consultations. She has overseen the creation of three different teaching and professional development certificates, most notably the Certificate in College Teaching, which has been completed by over 500 graduate students.

Border collaborated with the University Libraries to develop the Provost's Fellowship to encourage graduate students to become academic librarians. Through a series of grants, Border established the Collaborative Preparing Future Faculty Network, bringing college and university faculty on the Front Range together to discuss the preparation of future faculty for roles on their campuses.

In 1992, with funding from the chancellor, she developed the Lead Network, which places lead graduate teachers in 45 departments to assist with the preparation of graduate students to teach. Over the last 25 years, Border has trained a total of 800 lead graduate teachers, now established as leaders in higher education, business, government, industry and the arts.

In 2006, the dean of the Graduate School selected Border to be the campus Leader for CU Boulder's participation in the NSF-funded Center for the Integration of Research, Teaching and Learning (CIRTL) Network, an initiative developed to improve STEM graduate student teaching.

In recognition, the Graduate Teacher Program has received two national awards, including the 1998 award from the National Association of Graduate and Professional Students and the TIAA-CREF Theodore M. Hesburgh Award for Exceptional Faculty Development Programs in 2005. The GTP also has been awarded over $1 million in grants to support projects on graduate student teaching and professional development.

With her retirement, Border leaves behind a legacy of integrity and dedication to graduate students and their educational and professional development.

Champion for child cancer patients receives Chase Faculty Community Service Award[17]
[18]

Jeffrey Druck, M.D., associate professor of emergency medicine in the University of Colorado School of Medicine at the Anschutz Medical Campus, has been honored with the 2015-16 Chase Faculty Community Service Award[19].

The annual recognition goes to a full-time CU faculty member who provides exceptional service to the community. An advisory council recommends an award-winner to CU President Bruce D. Benson, who bestows the honor, which includes a $10,000 endowment funded by a grant from Chase.

Druck[20] is president of the board of Wapiyapi[21], a camp for children who have been diagnosed with cancer and for their brothers and sisters.

His association with the nonprofit began in 2000 while he worked as a resident in the Denver Health emergency medicine program. Initially volunteering as a camp physician, Druck later became a member of the board he now leads, having dramatically increased its fundraising success. He also continues to recruit fellow School of Medicine faculty and Emergency Medicine residents to provide volunteer medical supervision at the Estes Park camps.

Under Druck's leadership, Camp Wapiyapi has grown over the past four years from serving 160 children to 240 children annually, with the annual budget increasing from $230,000 to more than $400,000.

“There is no question that Jeff is an integral part of Camp Wapiyapi, and has been for many years,” wrote CU colleague Kristen Nordenholz, M.D., in a letter supporting the award nomination. “He is a staunch camp supporter, board member, fundraiser and volunteer, and he manages all of this in his spare time, despite four children of his own! Jeff epitomizes the best of humanitarian services which the Chase Award honors.”

On the job at the Department of Emergency Medicine since 2004, he was promoted to associate professor in 2010, and continues to dedicate himself to the education of medical students and residents. Druck was formerly an associate program director for the Emergency Medicine Residency Program and is the director of the integrated clinician course for third- and fourth-year medical students at the School of Medicine. His work has been recognized with honors and awards from the American College of Emergency Physicians, the Academy for Diversity and Inclusion in Emergency Medicine, and the Denver Health Residency Program in Emergency Medicine, among many others.

“I am truly honored to receive this award,” Druck said. “It is immensely gratifying that we will be able to send additional kids to camp, due to the generous donation by Chase.”

The Chase Faculty Community Service Award – established in 1991 with a $100,000 donation – is funded annually by an endowment from the JPMorgan Chase Foundation through the CU Foundation. The endowment provides an annual award of $10,000 to a full-time faculty member at the University of Colorado who has rendered exceptional service in his or her community.

Chase[22] is the U.S. consumer and commercial banking business of JPMorgan Chase & Co. (NYSE: JPM), a leading global financial services firm with assets of $2.4 trillion and operations worldwide. Chase serves nearly half of America’s households with a broad range of financial services, including personal banking, credit cards, mortgages, auto financing, investment advice, small business loans and payment processing. Customers can choose how and where they want to bank: 5,300 branches, 15,500 ATMs, mobile, online and by phone.

Links
[1] https://connections.cu.edu/spotlights/award-winning-mentor-program-boosts-careers-breaks-down-silos[2] https://connections.cu.edu/sites/default/files/mentor_top.jpg[3] http://www.colorado.edu/fm/mentorprogram[4] https://connections.cu.edu/stories/cu-alumni-report-high-satisfaction-earnings-systemwide-survey[5] https://www.boarddocs.com/co/cu/Board.nsf/files/ABTUV77DDA3B/$file/KR%20CU%20Alumni%20Survey%202016%20July%2013%20BOR%20Presentation%20FINAL.pdf[6] https://connections.cu.edu/stories/supplier-showcases-visit-campuses-september[7] https://connections.cu.edu/sites/default/files/wp-content/uploads/2014/08/supplier_showcase_top.png[8] http://www.cvent.com/events/2016-procurement-service-center-supplier-showcase/event-summary-871660e23d7d4304b18a693896fa924f.aspx[9] https://connections.cu.edu/stories/photo-and-video-feature-student-move-mountain-lion-rally-gps[10] https://connections.cu.edu/stories/campus-village-welcomes-700-student-tenants[11] https://connections.cu.edu/stories/cu-cancer-center-team-removes-15-pound-tumor-denver-city-council-president-albus-brooks[12] https://connections.cu.edu/people/moore-give-public-lectures-teach-fall-cu-boulder[13] https://connections.cu.edu/people/maykowski-new-managing-director-uccs-theatreworks[14] https://connections.cu.edu/people/mott-named-senior-associate-athletic-director[15] https://connections.cu.edu/stories/partnership-looks-creating-new-material-eyeglass-lens-waste[16] https://connections.cu.edu/people/border-retire-cu-boulder-graduate-teacher-program-director[17] https://connections.cu.edu/spotlights/champion-child-cancer-patients-receives-chase-faculty-community-service-award[18] https://connections.cu.edu/sites/default/files/champion.jpg[19] https://www.cu.edu/office-academic-affairs/awards-grants/chase-faculty-community-service-award[20] http://www.ucdenver.edu/academics/colleges/medicalschool/departments/EmergencyMedicine/Faculty/Faculty-Anschutz%20Medical%20Campus/Pages/druck.aspx[21] http://wapiyapi.org/[22] https://www.chase.com/