REFLECTIONS FROM 9TH

Denver’s new Aerospace and Engineering Sciences building take shape in its prominent gateway location on 7th Street and Auraria Parkway.

We completed the Tivoli Quadrangle, marking the event with a triumphant ribbon cutting last month. CU Denver held a groundbreaking ceremony for their Wellness Center on another prominent corner of campus—Speer Boulevard and Auraria Parkway. CCD submitted their program plan to the Capital Development Committee for a funding request for the notable renovation of the Boulder Creek building. We also submitted our continuing request for the aspiring King Center renovation and expansion. And, we are about to host the ribbon cutting for the long-awaited completion of the Auraria Library renovation project.

The success of the Auraria Campus and its collective community continues to enthuse awe in the city of Denver and among our many collegiate partners. Our success has been inspired by the 2007 Master Plan, and especially by our 2012 Master Plan Update that

| Celebrate! |

Sometimes it’s hard to believe that so much development continues to be sustained on the campus, yet every day it seems that we revel in another milestone. Just this semester, we are watching MSU Denver’s new Aerospace and Engineering Sciences building take shape in its prominent gateway location on 7th Street and Auraria Parkway.

On June 22nd, AHEC staff were treated to a delicious catered meal at the annual summer BBQ, planned by the Employee Recognition Committee. Hosted once again in the cool shade of the 5th Street Garage, staff enjoyed the opportunity to relax and spend time with colleagues and friends.

View slideshow »
http://goo.gl/92pGrG
began our celebration of the institutions and their identities through the creation of neighborhoods. Consequently, since that time, more than $630 million has been spent in direct investment in construction, renovations, and projects. The campus has added almost 3.4 million built square feet since the opening of the original campus in 1976, with 40 percent of that growth occurring in the past six years.

It continues to be an amazing time…and, with a story like ours, we have much to celebrate!

Barb Weiske  
Chief Executive Officer

HR INSIGHT

New Overtime Rules, Effective December 1

Earlier this year, President Obama announced updates to overtime regulations. Effective December 1, 2016, the Department of Labor’s final rule will automatically extend overtime compensation eligibility to some employees who were previously considered ineligible.

A key provision of this rule changes the salary threshold that has been used to determine if an employee is eligible for overtime compensation. The final rule increases the previous threshold from $455 per week ($23,660 for a full-year employee) to $913 per week ($47,476 for a full-year employee). In addition, the salary threshold will automatically update every three years to maintain the levels set by this rule.

In order to comply, AHEC must determine if any employees who are currently ineligible will become eligible. The Human Resources Department is performing an extensive audit of salaries, position descriptions, and classifications to ensure all eligible employees will be compensated for overtime hours worked.

As part of this new rule, Human Resources is also collecting information on employees who are employed outside of the agency to ensure overtime is accurately recorded. As specified in the State of Colorado Employee Handbook (http://goo.gl/t7Kdvq), employees must receive advance, written approval from their appointing authority before engaging in outside employment.

CAMPUS NEWS

COMMUNITY COLLEGE OF DENVER

CCD Foundation Receives Grant to Create New Entrepreneurship Program

The Denver Foundation has awarded a $10,000 grant to the Community College of Denver Foundation to fund its new WIN-preneurs program.

WIN-preneurs is a partnership between CCD’s Center for Workforce Initiatives, Denver’s Regional Transportation District (RTD), and the Hispanic Contractors of Colorado. WIN-preneurs’ goal is to support participants of CCD’s Workforce Initiative Now (WIN) program who have an interest in starting a small business. The WIN program utilizes existing job training programs in Denver to help participants attain and retain positions in transportation and transit construction.

The WIN-preneurs program includes an entrepreneurship-oriented training with a focus on construction and transit. A two-credit course,
relationship building with a mentor, network building exercises, as well as one-on-one navigation support will help participants create small businesses that will contract with RTD, the Colorado Department of Transportation, or other infrastructure programs.

This program aligns with The Denver Foundation’s goal to promote entrepreneurship and business ownership as a path to create economic opportunity for low-income individuals and people of color.

President Jordan Announces Retirement

Metropolitan State University of Denver President Stephen Jordan announced his retirement at the MSU Denver Welcome Back Breakfast on September 8th. His retirement will be effective at the end of June.

“I truly believe that after many years of working to advance the university, and overseeing tremendous growth and change, it is time for someone else to come in with new energy and an expanded vision,” Jordan said.

Jordan’s arrival in 2005 marked a new era at MSU Denver, one in which the university made major advances in student retention and graduation. With the addition of the First Year Success Program, first-time student retention went from 55 to 72 percent.

Jordan also spearheaded initiatives to recruit and support students of color, including the goal of achieving Hispanic Serving Institution (HSI) status by 2018. Since 2007, the number of MSU Denver students who identify as Hispanic jumped from 12.5 percent to 24.5 percent. Last year, students of color made up 37 percent of MSU Denver’s overall student population, and 31.6 percent of students were the first in their families to go to college.

Under Jordan’s leadership, Metropolitan State College of Denver became Metropolitan State University of Denver. Five master’s degrees were created and launched. Ribbons were cut on three cutting-edge facilities with another on the way in June 2017.

“For purposes of calculating overtime, this is especially important for employees who work for multiple State of Colorado agencies because the State of Colorado is considered a “single employer.”

AHEC employees who were previously considered ineligible and who become eligible under this new rule will be notified in writing.

TIVOLI STARBUCKS

It Pays to BE GREEN

When you bring your own mug or reusable tumbler to Tivoli Starbucks, you’ll receive 20 cents off the price of your favorite beverage.

Make it your new daily habit to receive this reward all year long, just like our executive leadership.
The trustees have engaged AGB Search to run a national search for Jordan’s successor, with former MSU Denver Board of Trustees Chair Rob Cohen leading the search committee.

UNIVERSITY OF COLORADO DENVER

Students Gather to Celebrate Groundbreaking for New Wellness Center

On September 22nd, the University of Colorado Denver celebrated the groundbreaking of their new Student Wellness Center. The energetic event—complete with a climbing wall, healthy food, wellness stations, Milo the mascot, and the CU Denver Cheer and Dance Team—generated excitement for what the building represents for the CU Denver community. A student-led initiative, the Student Wellness Center will offer fitness spaces, living room-like lounges, and a swimming pool. The $43 million, 85,000-square-foot facility will open in spring 2018, directly northwest of the Student Commons Building.

Speakers at the groundbreaking included Executive Director Amber Long, CU Denver Chancellor Dorothy Horrell, CU President Bruce Benson, and former Student Government Association President Scott Cao. Also in attendance were CU Regents Irene Griego, Sue Sharkey, and Steve Bosley.

The Board of Regents approved the CU Denver Student Wellness Center in spring 2015, shortly after the student vote that drew a record-setting 20 percent turnout and a landslide 61 percent victory.

Horrell noted that Thursday’s crowd stood within the footprint of the building, which got its start with a fall 2014 feasibility study in which students said they wanted a “space of their own” on campus. The Student Wellness Center, which is proof of CU Denver students' determination and leadership, will answer that need, she said. “I hope this building feeds that incredible energy that the students bring to us every single day, and gives them the space to create more, connect more, and learn more.”

MEET THE STAFF

Ed Kester, Benefits Administrator, Joins HR Team

Ed Kester brings to AHEC nearly 20 years of broad experience in the field of human resources, including insurance, workers’ compensation, family medical leave, and ADA standards and compliance.

Kester holds a master’s degree in Human Resources from Loyola University in Chicago, and received his bachelor’s degree from MSU Denver. Although a native of Colorado, the past 16 years have taken him and his partner, Ron, to Connecticut, Illinois, Oregon, and North Carolina. Kester is very happy to return to Colorado to experience all of the amazing changes and developments happening in the Denver area.

Contact Ed Kester
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NEW HIRES

Mohamed Abdusemed
Custodian
Support Services
North Classroom Flood Response Team

When a sprinkler head fitting burst on the first floor in North Classroom the evening of September 21st, AHEC staff immediately sprang into action.

Dennis Meadows, a plumber for Facilities Services, rushed in to turn off the valve and stop the flow, a glowing example of the “Respond with Urgency” Guiding Principle. Although Meadows was quick, a total of 35,000 gallons of water (enough to fill a medium-sized swimming pool) was still released, leaving over six inches of water on the ground in some areas.

Standing flood water near electrical outlets presents a risk for electrocution, so Denver Fire Department prohibited occupancy. Classes were cancelled, and the Auraria Campus Police Department jumped in to help by escorting people to collect their belongings and ensure everyone was safe.

The Facilities Services team followed the “Own It” Guiding Principle when managing the flood, working diligently to ensure it wouldn’t cause major disruptions. Pete Hagen, a Project Manager for Facilities Services, was on the ground to ensure the clean up and remediation went quickly and smoothly so the building could be operational the following morning. The Custodial Crew responded, cleaning and mopping up the flood water, as well as placing fans to dry the area out as much as possible.

The Academic Services team immediately began researching which classes might need to be re-roomed temporarily. Tom Johnson and the Plumbing Crew responded by making sure the system was repaired and functional. Emily Sanders, Manager of Environmental Health and Safety, monitored the cleanup effort from a safety perspective, ensuring the classrooms were no longer a danger to occupy the following morning. Dwain Hudson and Larry Orleans who work for Environmental Health & Safety guaranteed the alarm and the fire systems were working properly so the fire department could permit occupancy again.
Jeff Stamper, Assistant Vice President of Operations & Services, was extremely pleased with the behind-the-scenes work of the AHEC employees to mitigate the flood.

“The overall AHEC team effort and response was incredible,” Stamper said. “Everyone worked collaboratively to make sure the building was functional and the classrooms were put back together overnight to reduce the impact of the flood on building operations.”

**STAFF SPOTLIGHT**

**Rob Byers**  
**Director of the King Center and Academic Scheduling**

When the King Center opened its doors in 2000, Rob Byers was one of the first employees, taking on the role of Technical Director. His position has evolved over the years, and he now leads both the King Center and Academic Services for AHEC.

With a bachelor’s degree in theatre and a master’s of fine arts degree in theatrical design, his commitment to the Auraria Campus is informed by his background on the stage. He believes theater has taught him how to work collaboratively with multiple groups of people toward a shared goal—both in front of and behind the scenes.

Byers enjoys working for AHEC, where the challenges of supporting a tri-institutional campus vary each day. He credits theater with his ability to be flexible, a requirement for working in his environment. “You have to not only accept and be open to change, but be an agent for change,” Byers said.

Committed to service, Byers embodies the “Make an Impact” Guiding principle. He believes in helping students, faculty, and staff. No matter how busy he is, and no matter how big or small the task, he’s always willing to offer assistance. His work philosophy is a theater metaphor: “We aren’t the star of the show. We are the people behind the sound board or light console, and our contribution is to make the star look and sound good,” he said. “When it’s done right, no one notices any issues.”

Byers pitches in beyond his expected responsibilities on a regular basis, whether it be hanging the giant commencement banners on the Tivoli or supporting the recent Active Shooter Drill at the King Center. Blaine Nickeson, Assistant Vice President of Campus
Relations and Chief of Staff, commended his dedication during the drill: “He was there early and late, helping in whatever way he could, even if that meant carrying cases of bottled water, setting up tables, or helping to direct exercise participants. He stepped up to help—a great ‘One Auraria’ example.”

Byers enjoys spending time with his family—his wife, Krista, his daughters, Zoe (18) and Audrey (8), and their new puppy, Milo. In his spare time, Byers goes camping with his family, rides his motorcycle, and works on classic cars. His staff describe him as generous, thoughtful, conscientious, and the “go-to” guy across campus.

**BEVERAGE OF CHOICE**
Arnold Palmer, but you’ll usually see him with an energy drink in the mornings

**FUN FACT**
His home was used as a “location” for the filming of an internet soap opera

**CRAZIEST BUCKET LIST ITEM**
To join the Bonneville 200 MPH Club

**SPORTS**
Running

**MUSIC**
Blues (or trance when running)

**FAVORITE HOLIDAY**
New Year’s—a time for new beginnings and to celebrate the past