

# LEADERS *in* 2014 HIGHER EDUCATION



Paid Supplement to the

**DENVER  
BUSINESS JOURNAL**

# RE-ENERGIZE YOUR COMPANY THROUGH HIGHER EDUCATION.

*Turn the page and you'll find out how.*



[CSUGlobal.edu](http://CSUGlobal.edu)

## Letter from the Publisher

The Denver Business Journal has again collaborated with our outstanding local colleges and universities to produce this latest edition of Leaders in Higher Education.

The purpose of this supplement is to illustrate and support the close partnership between institutions of higher education and Denver's business community. We are all invested in developing and retaining a highly skilled and effective work force, right here in Colorado, and thankfully we have strong players dedicated to the challenge. And there's never been more educational options for potential students, even those from the business community, to evolve or even reshape their skillsets to become more competitive in today's work place.

So we invite you to spend some quality time engaging and processing the information these great schools have assembled and we hope this section helps your employees, your children, and you, make the best decisions when it comes to advanced learning and the associated degrees.

**Pete Casillas, Publisher**  
Denver Business Journal



## Letter from the Sponsor

Dear Colleagues,

As a leader in innovation and education, Colorado State University-Global Campus is grateful for the work of the Denver Business Journal in addressing the importance of higher education in workplace success. As a resource for local professionals and thought leaders alike, this DBJ supplement is a valuable tool to promote the active exchange of ideas towards the education of individuals, society, and the nation.

The value of formal degree education on an individual level is clear and well-documented. It is not only one of our nation's great economic equalizers, but it also provides unique opportunities for personal and professional achievement, as well as a higher quality of life.

At an organizational level, ongoing investments in professional training and lifelong learning have been identified as major factors for organizational success in the 21st century and beyond. In order to remain competitive, organizations need greater capacity to address change, an increase in creativity and innovative thought, and higher levels of individual critical thinking. These are all factors that are more easily addressed when you invest in and support the education of your workforce.

As a Coloradan who cares deeply about the continued economic development and prosperity of our state and citizenry, I look forward to working with many of you during this upcoming year as we continue to strive for a more educated Colorado.

Sincerely,  
**Dr. Becky Takeda-Tinker**  
President, CSU-Global Campus





## THE CSU-GLOBAL

# SOLUTION

*The key to a happier, more productive work force*

**The value of an educated workforce is greater than you might think.** What might sound like a minor benefit to your employees can actually play a major role in your company's long-term success.

Investing in the continued education of your employees adds value to your company in more areas than you may have thought possible. Here are some of the ways organizations benefit from cultivating an educated staff.

### Job Satisfaction

Job satisfaction rates increase significantly for employees with higher-level degrees. According to the National Opinion Research Center, the percentage of workers claiming to be "very satisfied" climbs from 40% without a diploma to 58% for those with a bachelor's degree or higher. If you add in those who report themselves as "moderately satisfied," that number increases to a very impressive 93%.

### Employee Retention

The Wall Street Journal Guide to Employee Retention lists tuition reimbursement as one effective way of fostering staff development. Retaining great employees should be a major objective, and providing them with opportunities for educational advancement is an excellent way to do that. Succession planning and promoting from within whenever possible also demonstrate to your staff that hard work will be recognized and rewarded. By investing in their education, you're investing in the company's growth.

### Thought Leadership

Higher education doesn't just produce employees who are capable of doing a good job; it produces employees who are capable of improving the way their job is done. "Critical thinking and decision making are

paramount in today's global market," says CSU-Global President Dr. Becky Takeda-Tinker. "In addition to career-relevant skills, our students gain the ability to make themselves more efficient and effective in their professional roles."

### Reduction in Training Costs

The total amount spent on employee training grew 15% from 2012 to 2013 according to Forbes. That pushed it to its highest ever amount: over \$130 billion worldwide. The reasons behind such a large increase in training are worrisome, with 70% of surveyed organizations identifying "capability gaps" as one of their top challenges. Investing in employee education is a more thorough and strategic way to train your staff than relying on external, fragmented training. It is also less costly, as you avoid investing salary for the 3 to 5 years (on average, according to the same organizations surveyed) that it takes training programs to turn under-performing employees into "fully productive" ones.

### Productivity

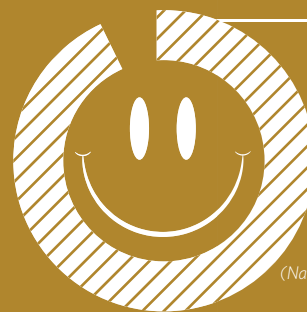
According to The Families and Work Institute, productivity increases when employees have more opportunities, including education. The Institute says that employees can be "more engaged, committed, and satisfied with their jobs" through education as well as "more effective at work and achieving a better quality of life."

Your organization's path to a more educated workforce starts with CSU-Global. Our 100% online bachelor's degrees, master's degrees, and certificate of completion programs can give your staff the knowledge and skills needed to take your organization to the next level while they continue to work full-time. CSU-Global provides tuition discounts to employees of its affiliate organizations, and can help you develop custom learning solutions tailored to your organization's training needs.



"OUR STUDENTS GAIN THE ABILITY TO MAKE THEMSELVES MORE  
**EFFICIENT**  
&  
**EFFECTIVE**  
IN THEIR PROFESSIONAL ROLES"

—Dr. Takeda-Tinker, President, CSU-Global



93%  
of employees with a bachelor's degree are at least "moderately satisfied" with their employment.

(National Opinion Research Center, 2008)



35%  
of workers surveyed would leave their employer for a company offering professional development opportunities. (Catalyst, 2013)



70%  
of organizations identified "capability gaps" as one of their top challenges.

(Forbes, 2014)



ROCKY MOUNTAIN  
EDUCATION CENTER  
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RED ROCKS COMMUNITY COLLEGE'S CONTINUING EDUCATION DIVISION  
Rocky Mountain Education Center (RMEC) | OSHA Institute and Education Center REG VIII

## HELPING EMPLOYERS DEVELOP A COMPETITIVE WORKFORCE

As the REGION VIII OSHA Education Center serving Colorado, Utah, Montana, Wyoming, and North and South Dakota, Rocky Mountain Education Center offers courses to authorize trainers in OSHA's Construction and General Industry Outreach Training Programs.

RMEC also specializes in a broad range of occupational safety, health, and environmental training specific to the compliance needs of industries operating in the Rocky Mountains. RMEC is proud to have lead a national group of oil and gas industry representatives to develop and launch the new OSHA authorized 5810 Hazards Recognition and Standards Training Course for the U.S. On-Shore Oil and Gas Exploration and Production.

This fall we are continuing the workforce development program for oil and gas extraction and production with the Field Leadership in Oil and Gas. The 2.5 day course will debut in Dickinson, North Dakota, in September 2014.

Visit our home page [www.rmecosha.com](http://www.rmecosha.com) or call 800.933.8394 to learn more about the over 70 JUST-IN-TIME intensive training programs offered to meet the needs of technical employers. We customize training programs and can bring those programs to your worksite anywhere in the country... or the world!



# LAUNCHING INNOVATIONS IN STEM EDUCATION

Red Rocks Innovations in STEM Education (RISE) offers courses and programs that showcase how STEM (science, technology, engineering and mathematics) is critical to solving local and global challenges. By doing so, RISE inspires and motivates students to pursue a STEM career through impactful hands-on and real-world experiences.

RISE created the IDEA Lab where students practice big concept ideas of innovation, entrepreneurship and sustainability through engineering projects with community partners. Co-created with RRCC students, the IDEA course provides experience in key engineering activities: design-thinking, prototyping, teamwork and collaboration.

RISE is a platform for faculty and students to launch impactful STEM innovations, preparing the workforce of today... and tomorrow. Learn more at [www.rrcc.edu/rise](http://www.rrcc.edu/rise).

## Be challenged. Be entrepreneurial. Be here.

Whether you're pursuing an MBA or MS degree to advance your career, broaden your skill set or change course, Leeds serves as a foundation for your professional and personal development. The supportive Leeds community encourages you to embrace the entrepreneurial spirit, create change and act on new ideas.

### MBA

Full-time program for an immersive experience  
Evening MBA for the working professional

Both programs take two years to complete, share faculty and staff, and provide students with a strong business foundation.

### Master's

Accounting	Real Estate
Business Analytics	Supply Chain Management
Finance	

Programs are one-year professional degrees that provide a concentrated, in-depth education with a specialized area of focus. Includes extensive coursework and a practical application of materials.

Act now and invest in your future.

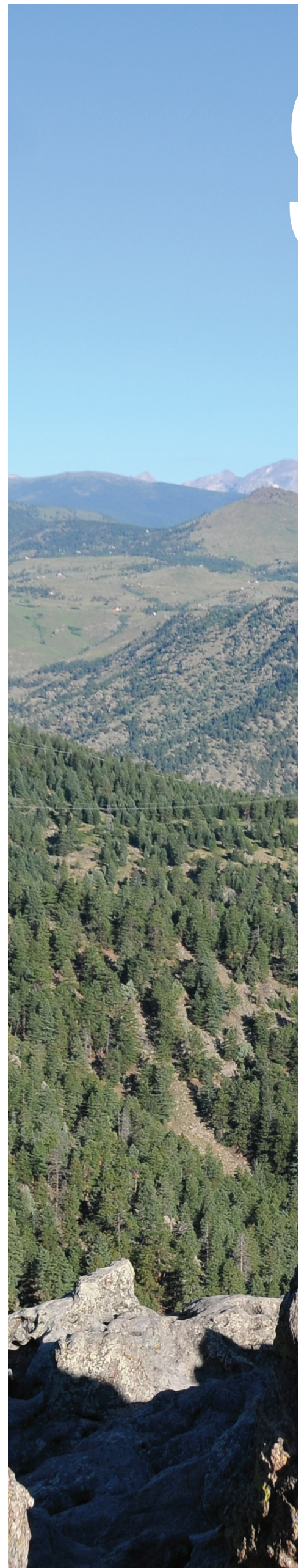
Attend an information session, talk with an admissions counselor, or come to campus and meet with a current student.

### Scheduled information sessions:

September 17th	January 14th
October 15th	February 11th
November 12th	March 11th
December 17th	April 15th

*All sessions are 6 – 8 p.m.*

**Contact us at [leedsMBA@colorado.edu](mailto:leedsMBA@colorado.edu),  
[leedsMS@colorado.edu](mailto:leedsMS@colorado.edu), or 303.492.8397**





# Stand Out.



**Matt Emmi**  
Leeds Alumnus and Entrepreneur

# Be Boulder.

 **Leeds School of Business**  
UNIVERSITY OF COLORADO BOULDER

[www.colorado.edu/leedsmba](http://www.colorado.edu/leedsmba)  
[www.colorado.edu/leedsms](http://www.colorado.edu/leedsms)

JOHNSON & WALES  
UNIVERSITY



1914 - 2014



# CELEBRATING A CENTURY OF INNOVATION

Since 1914, Johnson & Wales University has been an innovative leader in experiential education. Students learn from faculty with industry experience, who integrate arts and sciences with theory and relevant practice, helping students to build real-world experience in class and in the field. Students also learn to think globally, develop civic responsibility and acquire leadership qualities.

learn

do

Internships are a core part of every degree program. Students apply classroom theory to real-life working situations related to their major, building job experience that sets them apart for employers. The Four Seasons, Apple, Kroenke Sports, Marriott and Vail Resorts are just a few examples of leading employers who recruit JWU students because they know our students have the professional skills and knowledge to succeed.



### NEW MAJORS IN DYNAMIC INDUSTRIES

- Advance your career in Colorado's growing industries through our unique new majors:
- MBA hybrid program with a concentration in Hospitality.
  - Beverage Industry Operations & Retail Management
  - Urban Studies
  - Media & Communication Studies
  - Applied & Organizational Psychology



*"Johnson & Wales provides students real-world experiences and skill sets that our region's thriving tourism, hospitality, business and food industries want and need to be successful."*

*— Richard Scharf '09 Hon.,  
president and CEO,  
VISIT DENVER*

*Discover why each year more than 1,500 students from 47 states and 14 countries choose Johnson & Wales' Denver Campus.*



# EXPERIENCE THE DIFFERENCE

—Jorel Pierce '07, Executive Chef, Stoic & Genuine

Kitchen stints as diverse as Le Manoir aux Quat Saisons in Oxford, England, Willie G's and other chain operations in Denver led Jorel Pierce to the kitchen of Rioja as a line cook where he told the other cooks he would be sous chef in just a few weeks. Chef Jennifer Jasinski promoted him after 18 months and he has never looked back.

The James Beard Rising Star Chef nominee has taken the helm as the Chef de Cuisine at Euclid Hall Bar & Kitchen and more recently as the executive chef for Denver's hottest new restaurant—Stoic & Genuine, located in Union Station.



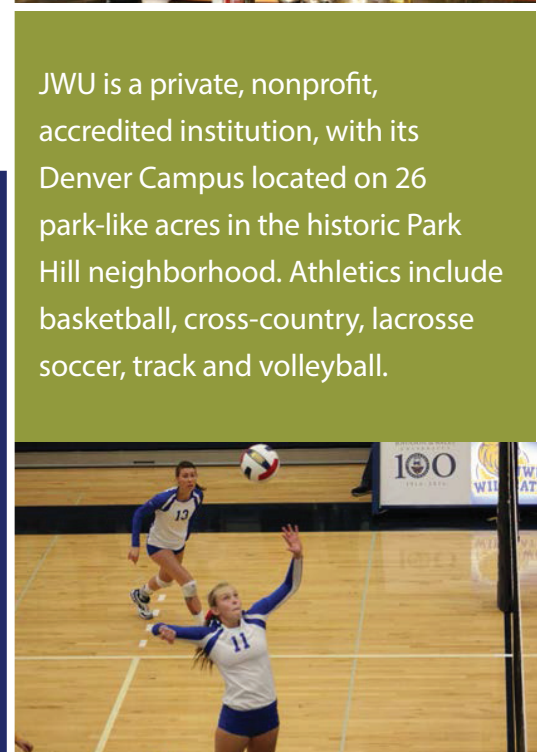
**grow** Students take classes in their major during freshman year, allowing them to evaluate their industry choice early and seize opportunities to set themselves apart through related work experiences. Students round out their education by participating in professional clubs and organizations, athletics and study abroad and exchange programs around the globe. They also build character through community service at partner organizations such as LiveWell Colorado, Cooking Matters and Clothes to Kids Denver.



JWU is a private, nonprofit, accredited institution, with its Denver Campus located on 26 park-like acres in the historic Park Hill neighborhood. Athletics include basketball, cross-country, lacrosse soccer, track and volleyball.

## CAREER CONNECTIONS

Robust career services, on-campus career fairs and networking events with employers and alumni are just the start. Our business clubs like Collegiate DECA connect students with guest speakers, leadership training and diverse professional development opportunities. In addition, a Small Business Development Center satellite office right on campus provides students with real-life work experience for regional businesses and non-profit organizations looking to launch, strengthen or expand their operations.



[www.jwu.edu/denver](http://www.jwu.edu/denver)

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# GLOBALLY RECOGNIZED. DENVER DELIVERED.

“Olin prepared me to take the next step in my career by making me a more effective leader with stronger ‘soft’ skills and a better understanding of organizational behavior and change management.”

**Casey Dugan, MBA '12**  
Director of Pharmacy Services  
Children's Hospital Colorado

## The top-ranked local Executive MBA.

- Ranked #12 by U.S. News & World Report
- Rigorous curriculum, once-a-month classes
- 10-day residency at Olin's Shanghai-based Executive MBA program
- Top faculty in business innovation and research

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You can see the future you want.  
Now take the steps to make it happen.

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## Prepare for Tomorrow's Challenges Today

Business challenges are increasingly complex, today more than ever people are realizing that an advanced degree is needed to assist them in achieving their career goals. The University of Colorado offers an Executive MBA program that is designed with working professionals in mind, you can earn your EMBA in less than two years. Our convenient location in downtown Denver allows for convenient commuting from anywhere in the region.

For more information visit [colorado.edu/emba](http://colorado.edu/emba).



The University of Colorado Executive MBA is nationally recognized and consistently ranked as one of the top EMBA programs in the country.

- A renowned research institution, CU EMBA faculty are on the leading edge of research, widely published and recognized as experts in their respective fields.
- AACSB Accredited Business School
- Be a part of a proud tradition and history at Colorado's premier University
- Gain an invaluable network of classmates, alumni and faculty



Earn your MBA degree in less than 2 years while you work full-time



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**EXECUTIVE MBA**



# Partners in the Community

Good for Your **Business**, Good for **Nonprofits**



The Denver Business Journal, along with the Colorado Nonprofit Association and the Galloway Group, is proud to present a series of panel discussions over the next 12 months aimed at engaging the business community with nonprofits. Our goal is to provide insight and actionable ideas to create strong corporate philanthropy programs for any size company.

Please join us as we kick-off our series on Employee Engagement. Hear from our panelists on what they have done to get their employees engaged in nonprofit initiatives and learn how you can implement similar programs within your company.

**September 23, 2014**  
7:30 a.m. to 9:00 a.m.

Wellshire Event Center  
3333 S. Colorado Blvd., Denver, CO

To learn more call **303-803-9250**

**PANELISTS:**

- Brianna Borin**, Director of People – Snooze AM Eatery
- Kenya Haupt**, Director, Corporate Responsibility - PwC
- Kristy Judd**, Executive Director - Metro Volunteers
- Rob Swanson**, Founding Partner - RAS and Associates
- Marcy Loughran** - Saunders Construction

Moderated by **Susan Hyatt**, Executive Director – B:Civic

To register go to [denverbusinessjournal.com/events](http://denverbusinessjournal.com/events)

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### CAREER SERVICES AT EMILY GRIFFITH

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# CELEBRATING LEGENDARY WOMEN WHILE PREPARING NEW LEADERS

The Colorado Women's Hall of Fame was founded to inspire by celebrating the enduring contributions of Colorado's women. Our inductees include barrier-breakers, extraordinary achievers and women who have made a difference in Colorado and beyond.

For 125 years, Colorado Women's College at the University of Denver has impacted and influenced women in meaningful ways. At the College, women's thought leadership is elevated in the classroom, through research, and in salons where women address the great issues of the day. Students graduate prepared to lead — advancing future generations of women and girls as catalysts for purposeful lives.

We salute inductees of the Colorado Women's Hall of Fame whose education at Colorado Women's College and the University of Denver prepared them to expand opportunities for women, achieve success in their chosen fields and make a difference here and around the world.



**Mary Ann Kerwin**

Mary Ann Kerwin co-founded La Leche League International (LLL) which encouraged breastfeeding and has chapters in 70 countries. As chair of LLL, she worked internationally to encourage breast feeding to improve infant health where formula was mixed with polluted water. After receiving her law degree from the University of Denver, Kerwin spearheaded laws in Colorado to permit women to breastfeed in public and in the workplace.



**Cleo Parker Robinson**

Renowned choreographer Cleo Parker Robinson studied dance at Colorado Women's College under Rita Barger, who danced with George Balanchine. The Cleo Parker Robinson Dance Ensemble has performed across the U.S. and many other countries, earning global recognition. She teaches, choreographs and works to connect the world of dance with Denver's minority communities.



**Merle Chambers**

After receiving a law degree in California and a graduate tax degree at DU, Merle Chambers achieved success and leadership in three different industries. She created the Chambers Family Fund to expand opportunities for women and girls. She also provided the lead gift to establish the Merle Catherine Chambers Center for the Advancement of Women at the University of Denver. The center houses both the Women's Foundation of Colorado and Colorado Women's College.

Learn more about Colorado Women's College and the Colorado Women's Hall of Fame.

*Legacies as Tall as Our Mountains*

