
KARL F. SPIECKER

EDUCATION

Master of Public Policy Ford School of Public Policy UNIVERSITY OF MICHIGAN Ann Arbor, MI	1996
Master of Science (Natural Resource Policy) School of Natural Resources and Environment UNIVERSITY OF MICHIGAN Ann Arbor, MI	1996
Bachelor of Science (Finance) College of Business and Administration UNIVERSITY OF COLORADO Boulder, CO	1988

EMPLOYMENT HISTORY

<i>Vice President for Finance and Administration</i> COLORADO STATE UNIVERSITY – PUEBLO 2200 Bonforte Boulevard Pueblo, CO 81001	<i>January 2014 – December 2019</i>
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DUTIES:

One of three vice presidents who reported directly to the President. Responsible for overseeing a wide range of administrative functions within the university. Supervised eight direct reports with approximately 135 full-time employees in the following areas: auxiliary services, capital construction, controlled maintenance, facilities management, public safety, human resources, purchasing, information technology, budget preparation and implementation, controller, payroll, accounts payable, student billing, accounts receivable, and cashier. Oversaw a total operating budget of \$94.8 million. Of this amount, \$57.1 million was the Education and General budget, \$28.0 million was the cash budget, and \$9.7 million was in restricted funds.

Assumed leadership roles on a number of university-wide initiatives to include: (a) budget balancing initiatives; (b) the establishment of an annual budget process for requesting Education & General funds; (c) the migration to a new financial accounting system; (d) oversight of an independent study to evaluate campus salaries relative to the market place; (e) oversight of the construction of a new \$16.8 million classroom building;

(f) the successful development and implementation of \$4.2 million in funding proposals to enhance the university's information technology system; (g) oversight of the bidding process for a \$35.0 million cash funded renovation and expansion of the student center; (h) implementation of a \$12.5 million energy performance contract; (i) the doubling of state funds for a cannabis research institute; and (j) the development of a CSU System Board-approved plan to generate 100% of campus energy needs from solar panels to be located on the campus. Actively participated in all cabinet meetings and took a lead role in developing materials for presentation to the CSU Board of Governors and campus stakeholders. Worked collaboratively with students in my leadership role on the Facility Fee Governing Board.

Chief Financial Officer / Director of Finance and Administration
COLORADO DEPARTMENT OF CORRECTIONS
2862 South Circle Drive
Colorado Springs, CO 80906

2007 – 2013

DUTIES:

One of four Deputy Directors on the Executive Management Team who reported directly to the Executive Director. Oversaw a wide range of administrative functions within the Department. Supervised eight direct reports with approximately 425 full-time employees in the following areas: budget preparation and implementation, strategic planning, constituent services, public affairs, legislative relations, research, policy development, accreditation, controller, contracts, purchasing, warehouse operations, accounts payable, accounts receivable, payroll, risk management, human resources, training academy, information technology, correctional industries, victims' services unit, legal services, capital construction, controlled maintenance, and facilities management. Responsible for an operating budget of approximately \$741 million.

Participated as a member of the Executive Management Team in developing policy and in responding to a myriad of operational issues for the Department. Led a wide variety of management meetings in which recommendations were developed and forwarded to the Executive Director for final approval. Coordinated and provided leadership in developing the Department's strategic plan, its mission statement, and vision statement. The plan involved coordination with outside consultants, other state agencies, and a wide variety of senior managers within the Department of Corrections.

Represented the Department and the Executive Director in a wide variety of public environments with a divergent group of stakeholders to include: (a) staff members in the Governor's Office; (b) members of the Colorado General Assembly; (c) legislative staff; (d) representatives from other state agencies; (e) members of the victims' community; (f) inmate advocates; (g) private prison partners; (h) lobbyists; (i) the Colorado District Attorneys' Council; (j) vendors; (k) the Attorney General's Office; and (l) other concerned members of the public. Was responsible for maintaining relations with other state agencies to include the Governor's Office of Information Technology and the Department of Personnel and Administration. Testified on behalf of the Department to a

wide variety of legislative committees. Acted as a lead negotiator for the Department with its employee partnership group, Colorado WINS.

Chief Legislative Analyst

1998 – 2007

COLORADO GENERAL ASSEMBLY, JOINT BUDGET COMMITTEE (JBC)

200 East 14th Avenue

Denver, CO 80203

DUTIES:

Prepared and presented written analyses of annual budget requests submitted by various agencies to the Joint Budget Committee (JBC). Prepared a wide range of concisely written materials for decision makers, ranging from half-page memos to extensive, detailed analyses – including spreadsheets, charts, graphs, and appendices. Evaluated the appropriateness of base funding levels, assessed requests for new funding, and estimated the fiscal impact of proposed legislation. Provided support to both the House Appropriations and Senate Appropriations Committees. Lead analyst responsible for coordinating the calendar of bills heard by the Senate Appropriations Committee. Assisted in the preparation of orientation materials for new legislators, and gave presentations to new legislators on criminal justice issues. Responsible for reviewing resumes and interviewing prospective job applicants. Made hiring recommendations to the JBC Staff Director. Responsible for training new staff members. Lead analyst responsible for evaluating budgetary, legal, and programmatic issues for the Department of Corrections (\$704.1 million total funds in 2007) and the Division of Criminal Justice in the Department of Public Safety (\$71.3 million total funds in 2007) from 2002 to 2007.

Evaluated budgets and programs for the Treasury Department, the Department of Public Health and Environment, the Department of Revenue, the Department of Military and Veterans Affairs, the Department of Labor and Employment, the Department of Natural Resources, the Division of Youth Corrections, and the Department of Personnel and Administration.

Associate

1996 – 1998

HAGLER BAILLY SERVICES, INC. (now STRATUS CONSULTING)

1881 9th Street

P.O. Box 4059

Boulder, CO 80302

DUTIES:

Responsible for collecting and analyzing data and preparing written reports for public sector clients. These reports were used by clients to evaluate public policy options related to energy and environmental projects. Clients included: utility companies, the World Bank, and the United States Environmental Protection Agency.

Graduate Student Teaching Assistant

1995 – 1996

SCHOOL OF NATURAL RESOURCES AND ENVIRONMENT

University of Michigan

440 Church Street

Ann Arbor, MI 48109

DUTIES:

Assisted professors in graduate-level courses in Natural Resource Policy and Environmental Economics. Conducted study sessions and graded exams, homework assignments, and research papers.

Graduate Student Teaching Assistant

1994 – 1995

GERALD R. FORD SCHOOL OF PUBLIC POLICY

University of Michigan

735 State Street

Ann Arbor, MI 48109

DUTIES:

Assisted professors in graduate-level courses in Economics and Benefit-Cost Analysis. Conducted study sessions and graded exams, homework assignments, and research papers.

Camping Tour Leader

1992 – 1993

TREKAMERICA

1221 West 130th Street

P.O. Box 1338

Gardena, CA 90249

DUTIES:

Led month-long camping trips throughout the United States and Canada. Responsible for coordinating all activities and arranging all aspects of the trips – managing trip funds, making reservations, coordinating logistics, leading hikes and activities, supervising food preparation, etc.

English Teacher

1989 – 1991

OVERSEAS TRAINING CENTER, INC.

Meijiseimei Building

3-5-1 Dosho-machi

Chuo-ku, Osaka, Japan

DUTIES:

Taught English to Japanese business people who were required to use English for their jobs. Prepared lesson plans, graded written papers, and prepared course materials.

LEADERSHIP, SUPERVISORY, AND ORAL PRESENTATION SKILLS

- Prepared a variety of written materials for the Colorado State University Board of Governors.
- Conducted interactive oral presentations to the Colorado State University Board of Governors.
- Presented budget and finance materials in a variety of different campus forums: Faculty Senate, University Budget Board, University Leadership Team meetings, CSU-Pueblo Foundation meetings, constituent meetings, convocation, and various meetings with external stakeholders.
- Through a process of participatory management, coordinated the development of policy options in responses to requests from the Governor's office as a result of declining state revenues.
- Led a variety of Executive Team meetings, strategic planning meetings, and budget preparation meetings for the Department of Corrections.
- Routinely spoke to a wide variety of constituent groups about a broad range of issues related to the Department of Corrections.
- Presented budget and policy issues to the JBC during highly scrutinized public meetings.
- Led lengthy discussion with legislators on the budget and activities of state agencies. Responded to wide ranging questions and funding scenarios by legislators.
- Defended policy and budget recommendations in public meetings and presented potential alternatives.
- Conducted interviews with members of the media.
- Testified extensively before a wide variety of legislative committees.
- Supervised a team of professional legislative staff to provide support to the Senate Appropriations Committee. Managed professional staff to provide information and support to the House and Senate minority caucuses. Coordinated the preparation of written memos prepared by professional legislative staff in responses to questions raised by legislators during caucuses.
- Presented as a guest lecturer for a graduate-level course in public policy and budgeting at the University of Denver (2012, 2013, 2014, and 2015).
- Attended a 3-day training on interest-based bargaining at Harvard University (2008).
- Nominated and participated in a year-long Executive Leadership Academy offered by the American Academic Leadership Institute (July 2018 to June 2019).

COMMUNITY ACTIVITIES

- **Assistant Scout Master / Parent Volunteer**
 - Boy Scout Troop 110 (2009 – 2018)
 - Cub Scout Pack 110 (2010 – 2011)

- **Youth Sports Coach (2003 – 2007)**
 - Longmont Baseball League
 - YMCA Basketball
 - St. Vrain Youth Soccer

- **Member**
 - St. Vrain Rotary Club (2003 – 2005)

- **Planning and Zoning Commissioner**
 - City of Longmont Planning and Zoning Commission (1999 – 2004)
 - Appointed by Longmont City Council
 - Elected Vice-chairman in 2003, and elected Chairman in 2004.

- **Planning Commissioner**
 - Boulder County Planning Commission (1998 – 1999)
 - Appointed by Boulder Board of County Commissioners

- **World Traveler**
 - Supported my travels throughout the world by working a variety of different jobs.

 - Ecuador (1996)
 - Central America (1993)
 - Southeast Asia and East Africa (1991)
 - Japan (1989 – 1991)
 - Australia and New Zealand (1988 – 1989)
 - Alaska (1987)
 - Glacier National Park (1986)
 - St. Thomas, U.S. Virgin Islands (1985 – 1986)
 - Yellowstone National Park (1985)