The revised 2008 Form 990 has challenged tax exempt organizations since first introduced in draft form. Even after being revised, this form creates more questions than there are answers. Attend this session to learn the practical challenges related to implementing this form including: governance issues, yes/no questions, compensation reporting, related organizations and Section 318, transactions with interested persons, “unintended consequences” and 2009 form and instruction changes.

Wouldn’t it be nice to logon to our institutional system and then conduct business with NSF, NIH and other facilities? NSF has joined the InCommon Federation and is implementing it for Research.gov access (and later FastLane access) to be able to accept recognized single sign on credentials from InCommon members. We will focus on understanding the benefits to institutions, what it means for NSF and review the management and operational opportunities and challenges associated with implementing federated IdM, including: what federated IdM does and doesn’t do; level of assurance issues (Identity Assurance Framework); and how large facilities can leverage these technologies.

As Boomers head for retirement, employers are about to see years of experience and knowledge walk out the door. In the government sector alone, 60% of the workforce is eligible for retirement in the next five years. Who is going to be left to take the organizational reins and how will they know where to start?

The key is in mentorship. Engaging key contributors of any organization or agency to help guide the next generations is critical at this juncture. As mentors they will help grow new leaders by sharing their experience, helping their mentees create a vision and set goals, and providing an understanding of how to navigate the system. In turn, they have the opportunity to learn new things about themselves as well as new approaches.

Andy and Carle Churgin of Chain Reaction Partners have taught mentoring to individuals throughout the Federal Government, helped define mentoring programs and worked with hundreds of individuals at UCAR at all levels, capacities and departments. In this session, we will introduce types of mentoring, what it takes to be a good mentor, discuss mentoring best practices, employ a mentor self-assessment and will share key strategies for successful mentoring relationships.
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**The New Accounting World Order: International Standards and Fair Value Accounting**

Rod Filliben  
KPMG LLP Partner

In this session, KPMG partner Rod Filliben will discuss a brief background of accounting standard setting, the reasons for moving to international accounting standards and the evolving debate about fair value accounting. Increased demands for transparency and accountability will be highlighted, along with a discussion of the impacts of these changes on organizations, their boards and other stakeholders.

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**Optimizing Your Virtual Investment**

Craig Jeske  
Solutions Engineer  
Global Technology Resources, Inc.

More and more of the industry has taken advantage of the advances in server virtualization to optimize the data center. The growing question in many people’s minds is “now what?” With so many potential options and new technologies emerging each day, what is the best direction for your existing investment? And more importantly, what can we do to leverage what we have already invested in order to continue utilizing our existing environment to its fullest potential?

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**Employment Law Update and a Peek into the Future**

Darren E. Nadel  
Attorney for Littler Mendelson, P.C.  
Employment & Labor Law Solutions Worldwide

Darren Nadel, a Shareholder in Littler Mendelson’s Denver office, will provide an update of key changes in the labor and employment laws that have taken place over the last year, as well as a survey of what the road looks like ahead.

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**Measuring Sustainability Initiatives**

Dave Newport  
Director, Environmental Center  
University of Colorado, Boulder

This presentation will survey various sustainability assessment tools currently in use in different sectors from Fortune 500s to higher education. Definitions and goals related to sustainability will be discussed. Benefits and barriers to producing an assessment will be reviewed. Finally, a deeper look at the evolution of the new Sustainability Tracking and Ratings and Systems (STARS) will be presented.

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**Environmental Compliance – the Good, the Bad, and the Ugly**

Craig Foltz  
National Science Foundation

The Advanced Technology Solar Telescope (ATST) is a project led by the National Solar Observatory, an NSF-funded facility. The ATST project has been more than ten years in planning, during which an extremely careful site selection process identified Haleakala, on Maui, as the optimum site for the telescope. Along with a quick discussion of this truly remarkable instrument and its promise for understanding the root causes of solar activity, I will describe the very complex compliance process required for Federal undertakings on sensitive sites.
**Federal Healthcare Reform – What’s Next? Focus on 2010 & 2011**

**Thomas D. Jones**  
Vice President  
Willis of Colorado

**Scott Gardner**  
Underwriting Co-Practice Leader  
Willis of Colorado

With enactment of the healthcare reform proposal (otherwise known as the “Patient Protection and Affordable Care Act” or “PPACA”) and its companion reconciliation “fix-it” measure -- many employers are understandably anxious to learn how their businesses will be affected by the new law. Specifically, what impact will federal legislation have as to healthcare benefits offered, healthcare costs, and possible availability of other benefits for employees?

Although the industry has for months prepared for final action on healthcare reform, tracking developments has been nearly impossible because healthcare reform has been a moving target. Reform proposals have been extremely fluid and adjusted by closed-door negotiations, compromises and special deals throughout the process. Our break-out session will focus on the direct impact of the PPACA and the changes in the first plan year that begins 6 months after passage of the bill - or January 1, 2011 for the majority of plans. Please join Willis for this program to help you begin to gear up to address those changes in your plans.

**Sustainability and Environmental Factors in Wind Turbine Design and Implementation**

**Warren Schmelzer**  
Senior Engineer  
TMA Global Wind Energy Systems Inc.

Wind turbines are naturally considered an environmentally friendly and sustainable technology because the power production results from a sustainable fuel. The design, manufacture, and installation of commercial wind turbines however rely on much of the same industrial and logistical base as fossil fuel power production, and may leave a deep footprint in the global eco-system. We will discuss different types of environmental impacts that may result from the large scale implementation of wind energy systems and identify sustainable features and potential risks of this rapid global resource development.

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**Breakout Sessions 3**

Main Auditorium

**Strength in Numbers Track**

**Workplace Technology Track**

**Mindful Management Track**

**Sustainability Track**

**Global Perspective Track**

**Room 2126**

**Maintaining Important Business Relationships at a Distance: Using Collaborative Technologies to Enlighten, Inspire, Motivate, Innovate and Collaborate**

**Eron Brennan**  
Multimedia Services Manager, UCAR

The quality of relationships are important in the success of any enterprise. In today’s business environment many times our strategic partners and others with whom we wish to communicate are not collocated with us. And just talking on the phone may not be enough. Why not take advantage of the technological tools available to facilitate your ability to not only see and hear people at a distance but to share your work with them as well? Learn about current and emerging collaborative technologies and their use in this seminar.

1. Why use collaborative technologies?  
   Less travel, cost savings, ability to meet more frequently and environmentally friendly.

2. What are the current multimedia collaborative technologies and how are they applied?  
   Video conferencing, Web conferencing, Access Grid, multimedia software applications and webcasting. Demonstrate the various technologies.

3. What are the future developments in collaborative technologies that will change how we do business?  
   High resolution computers and video, animations, 3D and the “Art of Science.”

4. What resources are available within the organization and online to help attendees utilize these technologies?  
   Multimedia Services, Viz Lab, Communications, numerous vendors and Web sites.

**Room 3150**

**Federal Healthcare Reform – What’s Next? Focus on 2010 & 2011**

**Thomas D. Jones**  
Vice President  
Willis of Colorado

**Scott Gardner**  
Underwriting Co-Practice Leader  
Willis of Colorado

With enactment of the healthcare reform proposal (otherwise known as the “Patient Protection and Affordable Care Act” or “PPACA”) and its companion reconciliation “fix-it” measure -- many employers are understandably anxious to learn how their businesses will be affected by the new law. Specifically, what impact will federal legislation have as to healthcare benefits offered, healthcare costs, and possible availability of other benefits for employees?

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**Room 2503**

**The Changing World of Immigration Law**

**Christopher L Thomas**  
Partner  
Holland & Hart

In the wake of 9/11, dramatic enforcement activity, the Great Recession, etc., the relevant federal agencies (including the Department of State, Department of Homeland Security, and the Department of Labor) have demonstrated an increased propensity to revise and complicate long-established procedures. This presentation will outline important developments in processing visas and permanent resident cards (green cards), address methods by which to avoid or respond to governmental requests for evidence, notices of intent to deny, and denials, and offer tips on ways to accelerate applications and petitions and overcome the effects of retrogression (or immigrant visa backlogs). Attendees will also have the opportunity to ask and receive answers to their questions.
Cybersecurity for Managers
Ardoth Hassler
Associate Vice President
University Information Services
Georgetown University

What a Manager Needs to Know and Ask About Cybersecurity and What makes a good security plan? Information security is a journey, not a destination. The research and education community faces a pressing need for effective and efficient strategies for securing its IT infrastructure, balancing risks against costs. Researchers perceive cybersecurity as expensive, time consuming, decreasing researcher efficiency and effectiveness, and yet remaining fallible. However, cybersecurity requirements are particularly important in large, federally-sponsored facilities that operate interconnected networks of diverse resources including computers, information stores, and special instrumentation. Moreover, the NSF Cooperative Agreement calls for information security to be the responsibility of the awardee. Starting with “why do we need it?”, best practices in cybersecurity that might be useful for NSF Large Facilities will be discussed emphasizing the elements of a good security plan and how it can be structured to meet the criteria in the Cooperative Agreement.

Fran Durekas
Founder & Chief Development Officer
Children’s Creative Learning Centers

Kathryn S. Schmoll
VP Finance and Administration
UCAR

Fran Durekas, Founder and Chief Development Officer, Children’s Creative Learning Centers, and Katy Schmoll, UCAR Vice President for Finance and Administration, will discuss the challenges and opportunities involved in “family friendly” policies and practices. They will review the research and the realities of dealing with “family friendly” issues, providing practical advice for how your organization can explore the benefits and costs.

Drivers of Change: The Broader Business Context for Sustainability.
Paul Sheldon
Senior Consultant
Natural Capitalism Solutions

This session will present recent evidence for economic and jobs impacts of investing in sustainability, including the results of studies conducted in California, Colorado, Kentucky, Oregon, and Alaska. In addition, economic and regulatory factors will be presented that indicate if and when it will become more profitable to provide jobs and economic renewal through investing in energy, water, and materials efficiency and renewable energy, rather than fossil and nuclear fuels.

Participatory Research at National Laboratories: Examples at UCAR
Rajul Pandya
Director, UCAR SOARS and Community Building Programs
UCAR

This session will explore an additional approach to guiding research at national laboratories – community-based participatory research (CBPR). In CBPR, which was first applied in the field of rural development and has been used for many years in biomedical fields, scientists and community leaders work together to design a research agenda that simultaneously advances basic understanding and addresses community priorities. Good CBPR integrates research, education and capacity-building.

A brief presentation will describe three examples of CBPR at UCAR. The first is NCAR’s partnerships to explore climate change and its impact on Tribal lands. The second approach a Denver-area listening conference that will identify and articulate climate-change related priorities in the rapidly-growing Denver-area Latino community. Finally, we will describe a Google-funded project that brings together atmospheric scientists, epidemiologists, medical doctors, and economists to use improved precipitation forecasts to better manage Meningitis in Ghana.

After this presentation, the session will set up some hands-on activities designed to help participants identify opportunities for CBPR at their laboratory.
Developing and maintaining systems to manage financial information and to support informed decision making is a constant challenge for administration in federally funded environments. How do we make informed decisions in determining resource allocations, anticipate opportunities and challenges, and maintain the programmatic and financial health of our organizations? Participants at the prior two conferences shared information about specific organizational financial tools and reporting systems. We explored challenges in implementing new tools and systems. We identified best practices and discussed alternative approaches to meet organizational requirements.

Since 2008, UCAR has purchased and begun planning the implementation of two new data management systems to provide our users with a state-of-the-art financial management tool and to meet pre- and post-award tracking and management requirements. In addition we have upgraded our core financial system to a web-enabled version and have implemented new functionality.

In this year's session, we plan to:

- Share product functionality and experiences
- Review “case studies” shared by roundtable participants
  - Gisele Holden, NSF Project Manager, will present details on the National Science Foundation’s iTrack project, which is a Foundation-wide strategic initiative to transition NSF from the aging financial and property support systems to a consolidated, fully integrated solution that will facilitate efficiencies in supporting the NSF mission.
  - The UCAR FinTools project team will provide an update on their progress in implementing new Corporate Performance Management, Proposal & Awards, Business Intelligence, Electronic Travel, and Electronic Purchasing systems.
- Continue to explore the challenges in implementing new tools and systems
- Explore effective tactics to identify and deal with the elements of change that are unspoken or hard to talk about
- Identify best practices

Increasingly, companies are realizing the importance of managing employee total rewards. As they strive to control the rising cost of pay and benefits, companies must remain competitive in order to attract and retain the most suitable and productive workforce. On the other hand, companies must also manage their total reward dollars wisely. Rapidly increasing health care costs can place severe restrictions on cash compensation, increasing the emphasis on low cost or no cost rewards. Some companies have successfully leveraged total rewards to weather the emphasis on low cost rewards. Other companies are still working on breaking down silos and creating an integrated total reward framework.

What is the state of total rewards in your company, and what do you think the future holds? Does your company have a written total rewards philosophy? Has anyone changed their total rewards philosophy or balance over the past few years? If so, has it been successful? Lessons learned?

Has it provided a distinct employment value proposition?
Breakout Sessions 6

Strength in Numbers Track

Workplace Technology Track

Mindful Management Track

Sustainability Track

Global Perspective Track

South Bay Auditorium

American Recovery and Reinvestment Act

Dave Kennedy
Director of Costing Policies and Studies at the Council on Governmental Relations (COGR)

Carlos Rey Romero
Associate Vice President for Research Administration
The University of New Mexico

This session will provide an overview of the American Recovery and Reinvestment Act of 2009 (ARRA) from past, present and future standpoints. In addition to addressing some of the detailed Section 1512 reporting issues that research institutions have confronted (and still are working through), we will review ARRA from the broader perspectives of “post-ARRA” research funding prospects and the ongoing themes of accountability and transparency. This session will allow opportunities for questions and answers, as well as general discussion and comments from the audience.

Social Media in the Workplace: How to effectively use it, and pitfalls and legal issues to consider

Social Media in the Workplace: How to effectively use it, and pitfalls and legal issues to consider

Wind Energy Forecasting Challenges and Opportunities

NCAR Wyoming Supercomputing Center: Real Experience in Public-Private Partnerships

Meg McClellan
General Counsel
UCAR

Lucy Warner
Director of Communications
UCAR

William “Bill” P. Mahoney, III
Program Director
National Center for Atmospheric Research (NCAR)

Jeff Reaves
Associate Vice President, Business Services
UCAR

The business use of social media has created opportunities to reach new audiences and users, but also presents challenges in the form of viral media and potential liability. This seminar will first familiarize the participants with the concepts of social media, including corporate blogs, facebook and twitter, then explore some of the benefits and challenges such media play in an organization’s overall communications strategy. Finally, legal considerations, including good corporate policies will be reviewed.

Increasing wind energy’s contribution to our nation’s electrical supply depends heavily on our ability to accurately predict the wind speed at the height of the wind generators. This talk will discuss how wind forecasts are currently used by the utility industry and challenges and opportunities associated with our national goal of increasing the fraction of wind energy toward 20% by 2030.

In 2005, NCAR began looking for a new home for its supercomputing center that had been located at the NCAR Mesa Laboratory for the past 40 years. The Mesa Lab was space and power limited and could no longer accommodate NCAR’s growing supercomputing capabilities. As part of NCAR’s search, a coalition from Wyoming, including the State, the university and private sector parties, came together to make a proposal to locate the new supercomputing center in a new business park west of Cheyenne. This presentation outlines the Wyoming proposal and explains the mutual benefits derived from the NCAR-Wyoming partnership.