

# 2021 NASPEs AWARD

Eugene H. Rooney, Jr. Award Nomination  
*Leadership in State Human Resource Management*

Nominations from dues-paying states are considered for eligibility. Nominated leaders and programs should have a positive effect on the administration of state human resource programs. A state's central human resource department or line agency human resource operations may administer nominated programs.

Programs and projects must have been operational for at least six months and must be transferable to other states. Selection criteria are based on the questions asked on the award application. Included in this packet are the specific criteria for each award and their categories. Nominations are encouraged in all areas of human resource management administration.

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## NOMINEE INFORMATION

Nominee: John Bartley                      Title: Deputy Director, Division of Human Resources

State: Colorado                      Agency: Department of Personnel & Administration

Telephone: 720.766.5084                      Fax: N/A

E-mail: john.bartlet@state.co.us

**Brief Biography of Nominee (One paragraph, please):** John Bartley is the Deputy Director of the Division of Human Resources, the state's central HR function located at the Department of Personnel & Administration (DPA), where he leads the Center for Organizational Effectiveness, Consulting Services, and the Colorado State Employee Assistance Program (CSEAP). He is the DPA lead for several equity, diversity, and inclusion projects at the State of Colorado, and co-chairs the Colorado Equity Alliance's Equitable Hiring and Retention Subcommittee. An East-Coast native, he spent 18 years in Seattle before trading the rain for sun and relocating to Denver in 2016. John sits on the Board of Directors for the Seattle Jobs Initiative, which creates opportunities for people to support themselves and their families through living-wage careers. He holds a Bachelor's degree in English and Theater from Oberlin College.

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## NOMINATOR INFORMATION

Nominator: Kara Veitch                      Title: Executive Director

State: Colorado Agency: Department of Personnel & Administration

Telephone: 303-866-6559                      Fax: n/a

E-mail: kara.veitch@state.co.us

### ALL SUBMISSIONS MUST:

Meet all eligibility requirements. • Meet deadline requirements stated on the NASPE website. • Be entered in the correct category and be correctly identified. • Include a complete nomination packet. • Conform to all copyright laws.

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## DETAILS

1. Describe how the nominee has demonstrated leadership by participating on major state government committees, task forces and/or special projects related to state human resource management.

As the Deputy Director of the Division of Human Resources, John led the State of Colorado in the collaborative efforts to develop a comprehensive Equity, Diversity, & Inclusion (EDI) program. This program aims to implement nondiscriminatory practices and provide equitable opportunities for employment and advancement in all of Colorado's departments, programs, services, and worksites.

John spearheaded Colorado's EDI efforts by steering the development of an [Executive Order](#) and [Universal Policy](#) aimed at integrating EDI into all parts of agency personnel and program management. He also led the development and deployment of EDI training for state employees. More than 85% of state employees have completed this 4-module training, which helps to inform employees on EDI as a concept, its importance, and strategies to incorporate EDI into their work. He has also led the development of supervisor EDI training, which will be deployed across the workforce in the upcoming fiscal year.

John also leads an EDI cabinet working group consisting of several executive directors, deputies, and other leaders from across state agencies to examine best practices, incorporate aspects of their EDI plans into departmental goals, and operationalizing the Executive Order and Universal policy by provide a forum for agencies to talk through obstacles and successes as we engage in this collective effort.

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Finding unique ways to communicate the importance of EDI to state employees, John led the development of an [EDI website](#) containing resources for employees and videos showcasing inclusivity through a [Colorado for All](#) theme and this year's [Pride events](#).

In 2018, the Colorado Equity Alliance was formed. The Alliance, composed of representatives from both state agencies and community organizations, aims to operationalize equity and make sure it is woven into the fabric of state governance. As a member of the Equity Alliance and co-chair of the Hiring and Retention Subcommittee, John has directly influenced the direction of executive action with the development of an Executive Order; the creation of the State's Universal Policy on EDI; and the strategic development of both an EDI training plan as well as an agency reporting mechanism designed to move the State of Colorado and all state agencies forward in a collaborative effort to create a Colorado for All. John worked with the Equity Alliance to review plans and provide feedback, with an eye toward encouraging growth and highlighting best practices for collective learning and identifying ways of strengthening their EDI plans.

2. Describe how the nominee has demonstrated exceptional leadership in the field of human resource management beyond your state human resources organization.

John has been and remains at the forefront of all strategies related to EDI and the State of Colorado's workforce. The state's EDI initiative is robust, as it is applied to every facet of Colorado's state government. The State of Colorado took statewide action through an Executive Order and Universal Policy, outlining the roles and responsibilities of leaders, managers, and frontline employees. Combined, the Executive Order and Universal Policy work to create a

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welcoming, inclusive, and equitable employment culture that includes best practices in hiring, accessible training, comprehensive communications, empowered leadership, and community involvement initiatives. The Executive Order and Universal Policy create a framework for interagency collaboration as well as a reporting structure to ensure accountability and continued focus in this space. The Universal Policy also directs the state to develop and assess recruitment strategies to actively engage the community and attract a diverse pool of candidates, especially where underutilization exists. As well, the Universal Policy directs agencies to establish policies and frameworks to accommodate employees with disabilities.

One of John's greatest values is that of forming relationships and strengthening community bonds to further EDI efforts. Most recently, John rallied State employees to get involved in celebrations of important events including Pride and Juneteenth.

### 3. Describe the nominee's leadership and/or management skills in implementing human resource management programs.

While John is highly regarded for his leadership in the area of EDI, he plays an invaluable role in all areas of HR management for the complex environment of state government. He participated in the Family and Medical Leave Insurance Task Force, providing valuable insight and information into the development of the State's Paid Family Medical Leave, which provides eligible employees with up to 480 hours of FML and up to 40 hours of state family medical leave to welcome a child into a home or care for a sick family member. He has also taken the lead in the statewide efforts to implement an improved human resource information system. He was

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also instrumental in Colorado's response to the COVID-19 pandemic, helping to guide policies and communications to a state workforce hungry for information and guidance.

4. Describe how the nominee has demonstrated leadership within the NASPE organization in support of NASPE's mission to share information on human resource issues so that members can better achieve their state's mission and business objectives. Include evidence of local or national acclaim in the field and influence on other states' personnel executives.

Through his ongoing involvement in NASPE, John brings lessons and insights from other states and tailors them to make improvements for Colorado.

John participated in the [Route Fifty Essential People, Critical Work Virtual Town Hall](#) in 2020 as a panel member where he spoke to how state and local government employment can provide a pathway for equitable job opportunities and how state and local governments can be a force for equity - beyond just ideological support - by reevaluating their workforce demographics and intentionally focusing on creating cultures that are diverse and inclusive.

5. Describe any relevant state human resource management programs or initiatives that were successful because of the nominee's involvement.

John was essential to the creation of the EDI Compliance Training for state employees, as well as the EDI for Supervisor training being rolled out to the State's workforce. This work is transformational to the state and could not have been completed without his dedication and passion for training state employees and supervisors in this area.

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**COLORADO**

**Department of Personnel  
& Administration**

June 30, 2021

National Association of State Personnel Executives  
1776 Avenue of the States  
Lexington, KY 40511

NASPE Leadership:

It is my pleasure to nominate John Bartley, Deputy Director of the Division of Human Resources for the State of Colorado, for the NASPE Eugene H. Rooney, Jr. *Leadership in State Human Resource Management Award*.

John serves the State of Colorado with dedication while leading statewide human resources with precision and thoughtfulness. Particularly this past year as we grappled with the effects of COVID-19 and the social justice movements sweeping the country. He possesses a well-rounded comprehension of human resources programs in State government, but he has absolutely excelled in the development and broadening of the State's commitment to equity, diversity, and inclusion (EDI). I'd like to share some of his greatest contributions to helping the State to move forward as an employer:

- John has been instrumental in leading an EDI cabinet group consisting of several executive directors, deputies, and other leaders from across State agencies to examine best practices, and develop and incorporate EDI plans into agency goals.
- John has been on the forefront of Colorado's EDI efforts by guiding the development of an [Executive Order](#) and [Universal Policy](#) aimed at integrating EDI into all parts of agency personnel and program management. His follow-through on operationalizing these has shown his commitment to transparency and accountability.
- He led the development and implementation of EDI training for all state employees, as well as training specific for supervisors.
- John's ongoing efforts as a member of the Colorado Equity Alliance and co-chair of the Hiring and Retention Subcommittee have benefited the State and its employees by furthering the reach of EDI efforts.

Thank you for your consideration of this dedicated and passionate public servant.

With appreciation,

Kara Veitch  
Executive Director  
Colorado Department of Personnel & Administration

