



Mining and Metallurgical Society of America

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President's Message Mentoring – Retaining Professionals in the Mining Industry

Mentoring – Retaining Professionals in the Mining Industry

Have you ever been mentored during your career? Even if you answered “no,” the chances are that you were, but it wasn’t formally called mentoring. Most likely, each of us at some point in time during our career have had someone that we could turn to for advice or to bounce ideas off or to give something a second set of eyes. That is all a form of mentoring.

Throughout my own career, I have been incredibly fortunate to have a large number of professional mentors. Some of these mentor-mentee relationships were more formal than others, but all of them were important. Some were mentors who encouraged me to become involved with organizations such as MMSA and SME, some were mentors who taught me specific skills, some gave invaluable advice and some were role models and coaches. Many of my mentors were also advocates who helped to create opportunities that changed my career path. I’d love to mention all of them here, but I’d probably leave someone off (I can’t resist mentioning three of the most important – Terry McNulty, Erik Spiller and Barb Filas). I want to say thanks to all my mentors – I hope you know who you are!

In recent years, I have had the chance to be a mentor to several young professionals. I believe that I have gotten more out those relationships than they have! I am able to hear new, fresh ideas and approaches as well as new applications for technology. It helps me to see things differently, which is exceptionally important in our quickly changing and adapting world and industry.

When many of us think of mentoring, we think of mentoring students, but professional mentoring is as important, if not more. Professional



Amy E Jacobsen
MMSA President, 2019-2020

NEWS AT A GLANCE
2021 DUES
Regular Member—\$150
QP Member—\$250
+ \$50 for each QP category
Retired Members—\$50
for Regular
\$100 for QP
Due by January 1, 2021
Contact *Susan R Wager*
contactmmsa@mmsa.net

mentors step in where the school learning leaves off. A mentor can aid with career decisions and they can offer support, advice and help in a wide range of topics. A mentor is someone who can provide insight or a different point of view because they have gone through similar experiences or they have depth of knowledge on a particular topic. Professional mentoring is not just limited to a more experienced person mentoring a younger individual; professional mentoring can also apply to contemporaries who are supporting one another.

Why is mentoring so important? Mentoring provides an opportunity for continuity of knowledge, it provides encouragement for professionals to think out of the box and to share their experiences and it benefits both society and industry. In the mining industry, professional mentoring offers a way to retain professionals and to keep our industry moving proactively into the future.

As part of its strategic plan, MMSA has been working on establishing a professional mentoring program. We reached out to the SME Young Leaders Committee to get some input from younger professionals on how to get a program started and what that program should look like. The outcome is the launching of a pilot program. The intent of this program is to pair about 10 mentor-mentees and to launch a preliminary program where these pairs would participate in several sessions with each other. They would be expected to provide feedback on what they believe works and what doesn't work and how the program should proceed.

We are looking for participants for this pilot program. Have you considered mentoring? Do you need a mentor?

What makes a good mentor? A good mentor wants to "pay it forward." A good mentor also wants to share knowledge and experience and conversely views mentoring as a learning opportunity. If this sounds like you or someone you know, please let us know. By the way, this program is not limited to only MMSA members or SME Young Leaders. These two groups are the program initiators – our hope is that this program will expand across all facets of the

MMSA and SME membership for both mentors and mentees.

[Women In Mining USA](#)
Celebrates the 2020 Edition of
[Women In Mining UK's "100](#)
[Global Inspirational Women In](#)
[Mining"](#) **and the 9 Nominees**
from Women In Mining USA.

The 9 Women in Mining USA nominees are:

Amy Jacobsen, former Behre Dolbear Chair and MMSA President

Nicole M. Smith, Colorado School of Mines Assistant Professor

Sebnem Duzgun, Colorado School of Mines Professor and Fred Banfield Distinguished Endowed Chair

Carolyn Clark Loder, K2 Gold Corp Mining Rights & Tribal Relations, Board of Directors

Anita Bertisen, Newmont Director Innovation and Strategic Programs

Kimberly (Finke) Morrison, Newmont Director of Global Tailings & Water Management

Kathleen Benedetto, U.S. Dept. of the Interior, Bureau of Land Management Advisor to the Director

Rosa Maria Rojas Espinoza, University of Arizona Assistant Professor of Practice

Helena Robin Bordie, Rio Tinto General Manager, Macro, China and India Research Dr

Dr Richard L Bullock
Obituary

Richard L Bullock passed away November 20, 2020 with his wife Jan by his side. Dr. Richard Bullock was a retired Mining Engineer consultant, and Senior Associate with Behre Dolbear & Co., Inc., while also teaching on line courses for the University of Missouri-Rolla, as Professor Emeritus in Mining Engineering. He had over 47 years of experience in the mining industry. He made his mark on mining engineering and the hearts of his family. He will be interred at Pine Lawn Cemetery in Houston, Missouri.

Committee News

Abandoned Mine Lands Committee

The AML committee hosted a Webinar on November 19, 2020 featuring panelists Tawny Bridgeford (National Mining Association) and Steve Moyer (Trout Unlimited) who discussed legislative prospects post-election, as well as how both groups worked together to find consensus on the pilot project program. The MMSA AML effort has supported bringing diverse groups together to work on a common problem.

The recorded webinar will be available on the MMSA website. There were 65 participants and the AML committee is planning future webinars.

The AML Phoenix Summit is scheduled for April 7, 2021.

Government Committee

The Government committee hosted a webinar on Critical Minerals as By-Products of Production and Criticality in Intellectual Capital on November 20, 2020. The Webinar was presented by Dr. Philip C Keller and Dr. Corby G. Anderson, Colorado School of Mines. The recorded webinar is available on the MMSA website.

There were 60 participants and the Committee is planning webinars for first quarter of 2021. The Committee is also looking for MMSA members that have material for future webinars. Please send your suggestions and information to

Susan R Wager contactmmsa@mmsa.net

Quality Membership Committee

The Quality Membership Committee and the SME Young Leaders are getting ready to launch the pilot mentorship program and plan to have it in place January 1, 2021. The pilot will have 6-10 mentor/mentee partnerships with the mentors coming from the MMSA ranks and the mentees from the SME Young Leaders. The pilot will provide lessons learned that will apply to the broader Mentorship program that will include a broader spectrum of participants. Please see the President's message.

The Quality Membership Committee will launch a membership drive to attract more members to

MMSA. The committee is currently preparing materials to facilitate discussions with potential members. All MMSA members are encouraged to look around at colleagues and associates for possible new MMSA members. The membership requirements are available on the MMSA website. Supporting information is being updated and will also be available on the MMSA website.

QP Enhancement Committee

The QP Enhancement Committee has an upcoming webinar:

**S-K 1300 Simplified for Consultants,
By Robert Cameron, Ph.D.
Dec 11, 2020 01:00 PM – 2:00 PM MT**

The U.S. Securities and Exchange Commission (SEC) has published new disclosure requirements replacing Industry Guide 7 for Registrants engaged in mining operations. These new requirements are currently referred to as S-K 1300 which will become mandatory for Registrants as of January 1, 2021. Dealing with the new regulations is not as overwhelming for consultants as they might initially appear. This webinar will outline the content of the new Technical Report Summary and a Registrant's annual summary reporting which an outside technical consultant might be asked to provide technical expertise and assistance.

You must register in advance for this webinar: https://us02web.zoom.us/webinar/register/WN_uN6RGQhRTSWu7nHehuLOSA

Three more Webinars are in the planning stage for January through March. Two more Webinars about the S-K 1300 requirements are planned. A third Webinar will focus on project finance.

The Committee is also looking for MMSA members that have material for future webinars. Please send your suggestions and information to **Susan R Wager** contactmmsa@mmsa.net

The Next Big Thing Committee

A sub-committee of Mike Gingles, Mike Blois, Jim Hesketh and Nick Michael refined the ideas that have been discussed and has produced a document summarizing Due Diligence issues. The document has been submitted to the full committee for comments that will

be due COB 12/4/20. The sub-committee core will meet to consolidate the committee comments after they are submitted. The final document will be presented to the MMSA Council and used by the NBT committee to go forward.



Other Mining News

BLM publishes Sage Grouse SEISs

The Bureau of Land Management published Supplemental Environmental Impact Statements (SEISs) in the Federal Register for six sage grouse plans. BLM is still waiting for Judge B. Lynn Winmill in the U.S. District Court for the District of Idaho to rule whether the plans (and the SEISs) are satisfactory to resolve litigation. Last year, the judge placed a preliminary injunction on the plans, preventing them from being implemented.

The six greater sage grouse plans cover Colorado, Idaho, Oregon, Nevada-Northern California, Utah and Wyoming. BLM, in coordination with the Department of Justice, has already notified the Ninth U.S. Circuit Court of Appeals that they will appeal if Winmill rules in favor of the plaintiffs. Of course, that position may change with the incoming Biden Administration. AEMA is coordinating with our allies to prepare for this contingency so mining interests and arguments are well-represented. (AEMA)

MMSA Old Miners Contest

Did you ever wonder what happens to Old Miners, Geologists, and Metallurgists? How many really old guys and gals do we see at mining meetings and running around mines? What keeps us going? Or not.

The Challenge:

Fill in the blank in the following statement:
Old Miners /Geologists/Metallurgists never die, they just _____,

To give you a start, this is what Len Harris says:
“Old Miners never die, they just lose their veins.”

Send your entry(ies) to contactmmsa@mmsa.net by December 20.

A panel of astute judges will pick out the best. The top choice will receive an MMSA Centennial Medallion. The top 3 and Honorable Mention will be lauded in the newsletter. All entries will be posted on the MMSA Web site. (If you don't want your name connected with your entry, let us know.)

Membership Update

Regular Member Additions:

Robert Mellon

Endorsers

Scott Phillips, Brian Olson, Andrew Hampton

Regular and QP Applications:

Phillip J Allen - Geology

Endorsers

Lewis KleinHans, Mary Little, Dave Kelly

QP Applications Approved

Membership Deletions:

MMSA presently has a total of 342 members, **one in process**. Currently, **201** members are QP members. Additions, deletions and routine changes to the Society's data base and member biographies are accessible through the Members On-line page in our web site, at www.mmsa.net. This data base is the best source for information on any particular member.