

APPENDICES

- Appendix I: Construction Reports
- Appendix II: Correspondence
- Appendix III: Higher Ed Readings

APPENDIX I

Correspondence

CSUS Board of Governors Correspondence Received

<u>Date Received</u>	<u>Email/Letter</u>	<u>From</u>	<u>Subject</u>
3/14/21	Email	James Harmon	Engine Efficiency
3/15/21	Email	Amy Dorfer	Disgruntled over emails to student body and parents
3/16/21	Email	Katie Hurley	Remembering a Brave CSU Alumnus
4/19/21	Email	Karen Kalavity	Hughes Property
4/19/21	Email	ASCSU	Resolution #5007 re: Hughes Property
4/22/21	Email	Dale Mconnell	Chauvin Trial Result Email
4/24/21	Email	Dayna Moore	Online Classes - Fort Collins
4/24/21	Email	Mary Kate Gagnier	Online Classes – Fort Collins
4/24/21	Email	Lori Brown	Online Classes – Fort Collins
4/24/21	Email	Kristin Thomas	Online Classes – Fort Collins
4/24/21	Email	Angela Milholen	Online Classes – Fort Collins
4/24/21	Email	Adria Vondra	Online Classes – Fort Collins
4/24/21	Email	Cindy Green	Online Classes – Fort Collins
4/24/21	Email	Jay Gabbe	Online Classes – Fort Collins
4/26/21	Email	Kim Quinn	Online Classes – Fort Collins
4/26/21	Email	Jennifer Brooks	Online Classes - Fort Collins
4/26/21	Email	Juli Hoogs	Online Classes – Fort Collins
4/26/21	Email	Amy Inglis	Online Classes – Fort Collins
4/26/21	Email	Julie Cole-Marie	Online Classes – Fort Collins
4/26/21	Email	Jennifer Price	Online Classes – Fort Collins
4/26/21	Email	Gary Hoffman	Online Classes – Fort Collins
4/26/21	Email	Jill Markworth	Online Classes – Fort Collins
4/26/21	Email	Ann Halon	Online Classes – Fort Collins
4/26/21	Email	Brenda Neil	Online Classes – Fort Collins
4/26/21	Email	Julie Guinee	Online Classes - Fort Collins
4/26/21	Email	Wendy Grove	Online Classes – Fort Collins
4/26/21	Email	Laurie Heistand	Online Classes – Fort Collins
4/26/21	Email	Helen Chadwick	Online Classes – Fort Collins
4/26/21	Email	Karen Calderone	Online Classes – Fort Collins
4/26/21	Email	Jennifer Gonzales	Online Classes – Fort Collins
4/26/21	Email	Kim Scheible	Online Classes – Fort Collins
4/26/21	Email	Kim Quinn	Online Classes – Fort Collins
4/26/21	Email	Amy Guillen	Online Classes – Fort Collins
4/26/21	Email	Kim Erbe	Online Classes - Fort Collins
4/26/21	Email	Jacqueline Ellis	Online Classes – Fort Collins
4/26/21	Email	Sharon Murphy	Online Classes – Fort Collins
4/26/21	Email	Susan Barnard	Online Classes – Fort Collins
4/26/21	Email	Colleen Drysdale	Online Classes – Fort Collins
4/26/21	Email	JR Hanson	Online Classes – Fort Collins
4/26/21	Email	Anne Engle	Online Classes – Fort Collins
4/27/21	Email	Lara Strom	Online Classes – Fort Collins
4/27/21	Email	Mike Dailey	Online Classes – Fort Collins
4/27/21	Email	Jana Constant	Online Classes – Fort Collins
4/27/21	Email	Melinda Clemens	Online Classes – Fort Collins
4/27/21	Email	Brenda Kozakis	Online Classes – Fort Collins
4/27/21	Email	Sarah MacGuire	Online Classes – Fort Collins

4/28/21	Email	Jill Caulfield	Vaccine Mandate
4/28/21	Email	Ming Wang	Vaccine Mandate
4/28/21	Email	Autumn Curtiss	Vaccine Mandate
4/28/21	Email	KC	Vaccine Mandate
4/28/21	Email	Julia McCaughey	Vaccine Mandate
4/28/21	Email	Christian Pruett	Vaccine Mandate
4/28/21	Email	Joshua Croft	Vaccine Mandate
4/28/21	Email	Stephanie Clark	Vaccine Mandate
4/28/21	Email	Free Spirit	Vaccine Mandate
4/28/21	Email	Dustin	Vaccine Mandate
4/28/21	Email	Achille Bigliardi	Vaccine Mandate
4/28/21	Email	Lorie Zylstra	Vaccine Mandate
4/28/21	Email	Dana Schaefer	Vaccine Mandate
4/28/21	Email	Katie ODonnel	Vaccine Mandate
4/28/21	Email	Titus Unruh	Vaccine Mandate
4/29/21	Email	Coleson Breen	Graduate Worker Fees
4/29/21	Email	Chayne Wild	Graduate Worker Fees
4/29/21	Email	Curtis Kline	Graduate Worker Fees
4/29/21	Email	Gabriella Gricius	Graduate Worker Fees
4/29/21	Email	Hailey Hall	Graduate Worker Fees
4/29/21	Email	Kate Weimer	Graduate Worker Fees
4/29/21	Email	Aaron Prairie	Graduate Worker Fees
4/29/21	Email	Nevi Beatty	Graduate Worker Fees
4/29/21	Email	Paige Hansen	Graduate Worker Fees

Correspondence to the Board of Governors that contains sensitive and personal information required to be kept confidential by federal or state law, rules, regulations, and policies are provided to the Board in the Executive Session materials.

THERMAL POWER RECOVERY, LLC

JAMES V. HARMON, DIRECTOR
JAMES V. HARMON, JR., MANAGER
STEPHEN C. HARMON, MANAGER
56 PINE STREET
MAHTOMEDI, MN 55115

Ms.Nancy Tuor Chair By e-mail only csus_board@mail.colostate.edu. 3-15-2021

Colorado State University, Ft. Collins , CO Board Of Governors

Dear Ms. Tuor NOTE : THERE IS A TIME DEADLINE OF APRIL 15 2021

I am writing as CEO of Thermal Power Recovery LLC concerning our offer this week to license, share or sell our exclusive patent rights to Colorado State University Both our work and the 2017 CSU thesis by Dr. Jonas Adler concern a waste heat recovery system that produces an almost 400% improvement in vehicle engine fuel savings and air quality compared to the savings of prior investigators. We hope that our offer is given serious consideration and a fair hearing for four reasons:

First, both our company and Dr. Adler found that the system not only works, but nothing was found in the literature searches that was even close to heat recovery almost 400% better than the best of the competition .

Second ,the apparent high quality of the Adler thesis is good evidence that the CSU Mechanical Engineering Dept. staff is already familiar with the operating principles and well qualified in this area of reaearch, therefore optomizing the odds of success .

Third ,the possible return on investment for the entity (university or corporation) that introduces and transfers this technology to industry is fairly significant. Assuming payment of \$15 per car or truck, based on the 15,000,000 cars and trucks built in the U.S. in 2020, the result if adopted even in a decline becomes around \$900,000,000 return on investment in the first 10 years .Even if CSU recieved only half this amount, it would help pay many CSU expenses. Ventures having a great potential return should in general be given the greatest consideration,

Fourth ,without patent protection, CSU would have no way of recovering an investment of time and money, thus little incentive to get this technology into commercial use so that the U.S. Patent System could then serve its intended purpose of benefiting humanity. It is our intention to recieve remuneration primarily in relation to the benefit being provided to the public . At times like this it is sometimes helpful to remember that Edison turned down alternating current , Western Union rejected the telephone; IBM,GE and RCA rebuffed Xerox and newspapers ridiculed Goddard's rockets.

Thank you for considering our offer. Respectfully submitted, James V. Harmon CEO



Phone: (651) 426-4786
Fax: (651) 426-4786

e-mail james.v.harmon@gmail.com

THERMAL POWER RECOVERY, LLC

JAMES V. HARMON, DIRECTOR
JAMES V. HARMON, JR., MANAGER
STEPHEN C. HARMON, MANAGER
56 PINE STREET
MAHTOMEDI, MN 55115

Professors Anthony Marchese, Daniel B. Olsen and Brian Willson

Department of Mechanical Engineering, Colorado State University

400 Isotope Drive Ft. Collins Colorado

By e-mail only: marchese@colostate.edu, daniel.olsen@colostate.edu and
bryan.willson@colostate.edu

Mar. 15 2021

Dear Professors Marchese, Olsen and Willson

Re: Exclusive patent rights for recovering 25%-30% of waste engine heat are now available.

I am writing to you again as CEO of Thermal Power Recovery LLC (TPR) to let you know that our waste heat recovery (WHR) technology described in our U.S. patents 8448440 and 8661817 of 2014 which disclose an operating principle of the kind also used by Dr. Jonas Adler in his 2017 CSU thesis was made available by our company on March 1, 2021 for exclusive licensing, sale or a sharing arrangement. CSU is the first to receive this offer. As you may be aware, the TPR WHR system which takes the same approach used later by Dr. Adler is apparently the only technology known to be capable of a robust recovery of waste heat viz. about 25%- 30% or more of the waste heat from an internal combustion (IC) engine. If CSU were to have exclusive rights to the TPR patented technology in the U.S, we believe it would provide a sound foundation for enabling CSU to usher in and help commercialize a unique breakthrough that would not only save millions of gallons of fuel annually but also help improve air quality for mankind while at the same time bringing accolades to CSU together with adequate compensation to recover the cost of promoting its adoption in the U.S. for cars and trucks. However, in the event CSU has no interest in exclusive rights, arrangements are in place to promote TPR Technology via other venues. TPR expects a financial return only if there is a public benefit. We also want you to know that we congratulate you and welcome the Adler thesis partly because it helps confirm our earlier finding that the TPR Technology is the only safe way found able to recover a large fraction of the waste heat from an IC engine. The electric car may be the future, but experts anticipate the replacement of ordinary cars with electric ones would not exceed 38% by 2040. Consequently, any substantial IC engine advance should be adopted and made available to the public for the good of society and the environment. The brains behind virtually all of our theoretical work is Mr. Jerry A. Peoples, a career engineer with NASA and author of the book Steam Automotive Analysis as well as over 20 technical papers concerning vapor or steam power and the first to analyze Rankine efficiency as a function of cutoff and clearance volume.

We hope that you will find our offer of this far-reaching opportunity of sufficient interest to review the attached information and to contact us before this offer will end on April 15, 2021 when we will be conferring with other interested parties. Our company has been working on recovering waste heat energy for over 20 years and in this project plan to do even more than our share of the work needed to unite an expander (preferably one of our own) to a suitable CSU IC engine selected to provide an attractive working prototype with sufficient performance to interest industry. We have found that only by working in cooperation with an esteemed university or major corporation can a small company gain public attention. Since financial matters are involved, we sent a copy of this letter to the Board Of Governors. Further information and a PV tracing are attached.

Respectfully submitted with our best regards, TPR by  James V. Harmon CEO

cc. Ms. Nancy Tuor, Chair CSU Board of Governors

Thank you for your interest in the CSU System. Your correspondence will be shared with the CSU System Board of Governors.

Best regards,
Melanie

CSU System Board of Governors Office

From: James Harmon <james.v.harmon@gmail.com>

Sent: Saturday, March 13, 2021 3:09 PM

To: CSUS Board <csus_board@Mail.Colostate.edu>

Subject: Regarding email to CSU Professors concerning a major advance in engine efficiency and air quality

Dear Ms. Tuor,

See attachment regarding this matter. Best regards, James V. Harmon

Thank you for your interest in the CSU System, your correspondence will be shared with the Board of Governors of the CSU System.

Best regards,
Melanie

CSU System Board of Governors Office

From: Eii Insurance <csr@eii4u.com>

Sent: Monday, March 15, 2021 3:12 PM

To: presofc <presofc@colostate.edu>

Cc: CSUS Board <csus_board@Mail.Colostate.edu>

Subject: Disgruntled over your emails to student body and parents

To CSU President Joyce McConnell,

I am a mother of two children going to your school and have been worried and even angry at your emails over this past year. I have stopped reading them and have thought to email you multiple times on how degrading they can be. Today, I was pointed to an article [linked below](#). This article has led me to believe that I must be brave enough to write you and say what I think about your correspondence.

At times, I believe you are accepting the narrative that most people are racists (when I am not) - in fact, I think I am less prone to prejudice than you... that's what I get from your emails. I feel like your emails separate and even target certain groups of people. Your emails made me feel inadequate, divided, and irrelevant in my actions to support current tensions. In addition, all your emails take a very liberal stance. I do not think it is appropriate to interject your opinions (more like judgements) on political issues and government ongoings when you are talking to a student body that is comprised of liberals, conservatives, and everyone in between.

I am a woman, a liberal, Jewish, and no longer a democrat because of rhetoric like yours. I am not on your "side" and I have felt anger directed toward me when you don't even know me. I want you to know that my husband is very upset at your presumptions and narrative.

My daughter is too far in her education to talk about other schools – but my son is not, and we are talking about it.

When my daughter started at CSU, I truly enjoyed reading Tony Franks correspondence. He had an ability to make everyone feel included while bringing together his students during hard times.

Hopefully, you can hear my words without anger,
Amy Dorfler
my son has requested me to add his name to this email: Rory Dorfler

Please read this article:

<https://bariweiss.substack.com/p/the-miseducation-of-americas-elites>

From: [Olsen, Nik](#)
To: csr@eii4u.com
Cc: [presofc](#); [CSUS Board](#)
Subject: RE: Disgruntled over your emails to student body and parents
Date: Friday, March 19, 2021 10:47:56 AM

Good morning Ms. Dorfler,

Thank you for your email and please allow my response on behalf of President McConnell. I certainly understand and respect your position and acknowledge the impact any message may have had on you and your family. There are, at times, when President McConnell feels the need to provide her thoughts on national events. As with any issue, others have the right to disagree with her opinions. Our nation finds itself in a time of polarized political opinions and we often hear from both sides that we have taken a position that runs counter to a position someone may hold. Here at CSU, we ask that students and others in our community engage in an exchange of ideas in a place that allows others to explore positions and be open to at least hearing from others who may not hold the same ideas.

As we navigate the challenges ahead, I will continue to advise regarding your position, and the positions of others, as we navigate communications needs and outcomes. Again, I appreciate you sharing your feedback.

Best regards,
Nik Olsen

Nik Olsen
Assistant Chief of Staff for Communications and Outreach
Office of the President
Colorado State University

From: Eii Insurance <csr@eii4u.com>
Sent: Monday, March 15, 2021 3:12 PM
To: [presofc](mailto:presofc@colostate.edu) <presofc@colostate.edu>
Cc: [CSUS Board](mailto:csus_board@Mail.Colostate.edu) <csus_board@Mail.Colostate.edu>
Subject: Disgruntled over your emails to student body and parents

To CSU President Joyce McConnell,

I am a mother of two children going to your school and have been worried and even angry at your emails over this past year. I have stopped reading them and have thought to email you multiple times on how degrading they can be. Today, I was pointed to an article [linked below](#). This article has led me to believe that I must be brave enough to write you and say what I think about your correspondence.

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fact, I think I am less prone to prejudice than you... that's what I get from your emails. I feel like your emails separate and even target certain groups of people. Your emails made me feel inadequate, divided, and irrelevant in my actions to support current tensions. In addition, all your emails take a very liberal stance. I do not think it is appropriate to interject your opinions (more like judgements) on political issues and government ongoings when you are talking to a student body that is comprised of liberals, conservatives, and everyone in between.

I am a woman, a liberal, Jewish, and no longer a democrat because of rhetoric like yours. I am not on your "side" and I have felt anger directed toward me when you don't even know me. I want you to know that my husband is very upset at your presumptions and narrative.

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Hopefully, you can hear my words without anger,

Amy Dorfler

my son has requested me to add his name to this email: Rory Dorfler

Please read this article:

<https://bariweiss.substack.com/p/the-miseducation-of-americas-elites>

From: [Katie Hurley](#)
To: [CSUS Board](#)
Subject: Remembering a Brave CSU Alumnus
Date: Wednesday, March 10, 2021 12:01:20 PM

To whom it may concern,

I'm writing on behalf of myself and my family to all those who will one day walk on this campus in the future, ready to make a difference in this world.

My dad was Lieutenant David Hurley of the Colorado State University police department and had been for 32 years before he suddenly passed away in 2014. If you talked to anyone who knew him however, he was just Dege, the 6'6 gentle giant who loved meeting new people and making new friends. Before being an officer for CSU, he was a student who wanted to do right in the world and help anyone he could. He became a CSO and made his career at Colorado State. He loved the university almost as much as he loved the students who attended. My dad dedicated his life to CSU as well as ensure the safety of both students and staff on campus and in the city of Fort Collins so that they may enjoy their time free of fear and uncertainty.

I used to walk the sidewalks and roads of campus everyday for 4 years until recently when I received my bachelor's. I was proud that I got to share a degree from the same distinguished university my family attended. Every other day I would walk down Amy Van Dyken Way in order to make it to my history class and I couldn't help but smile when I saw that name. Being a Fort Collins native, I grew up knowing of the famous CSU alumnae and what a role model she was to many. It made me wonder the kind of person you had to be to be so highly honored. Those thoughts led me to my dad and all he did. He wasn't famous, nor rich, nor a sport's champion. But he was a role model to many. He was a teacher, a mentor, and truly proud to be a CSU ram.

I know the opinions of our nation's officers are uncertain in the current world, but I strongly believe that those who are good at their jobs should be just as showcased as those who are not. My dad was a great officer, but he was an even better man. He taught those who needed guidance, encouraged those who needed development, and protected those who needed help. He was proud of this university and even more so to work for it. My dad wasn't known by all, but all those who met him remembered his tall stature and kind soul. He set examples by treating everyone with respect and learned from those who saw the world different than him. He was my hero and best friend and I'm proud and honored to call him my Dad.

I'm writing this today because I want the university to remember my dad's legacy. One that cannot be struck down, but can be engraved and cherished. I wanted to ask that you consider his name in a future project on campus, whether it be a side street or a plaque. He spent 32 years protecting and serving the CSU community and never regretted it for a moment. I'd love if all students, past, present, and future, are aware of what an incredible person he was. I don't want him to be remembered for the reason he died, instead remembered for the way he lived. I want to thank you for your consideration and would love to hear back from you.

Best,

Katie Hurley
Colorado State University Alumnae

From: [Neth,Cara](#)
To: katie.hurley009@gmail.com
Cc: [CSUS Board](#)
Subject: RE: Remembering a Brave CSU Alumnus
Date: Tuesday, March 16, 2021 11:40:59 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
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[image013.png](#)
[image014.png](#)
[image015.png](#)
[image016.png](#)

Dear Katie,

I am happy to respond to your inquiry on behalf of the Board of Governors. First, I want to thank you for a wonderful letter. As someone who knew your dad, I imagine he would be enormously proud of you – both for earning your degree and for caring about how he and other outstanding public servants are honored by our campus and community. He was dearly loved and respected by his CSU colleagues, and his memory and service live on. The Emergency Operations Center at CSUPD is actually named for your father, and there is a plaque there honoring him along with a portrait of him wearing his Eagles attire. Even more than a street, naming the EOC for Dege seemed like a way to recognize his distinguished career and legacy of leadership in law enforcement – he continues to have a presence in the department and serve as a role model for students and fellow officers. If you would like to visit the center, I've copied his friend and former Chief, Wendy Rich-Goldschmidt, who is currently serving as interim chief of the CSUPD. I'm sure she would be pleased to host you for a visit in Green Hall.

I will also reach out to our Alumni Relations team and the CSU Magazine staff to ask that they share a reminder about the naming of the EOC for Lt. Hurley – you are absolutely right that it is a good time to recognize the important role that he and other exemplary officers play on our campus.

Thank you for writing, and best wishes to you and your family.

CARA NETH

Director, Executive Communications
Colorado State University System

P: 970-491-3759 | C: 970-391-9601
555 17th St., Ste. 1000 | Denver, CO 80202





CARA NETH

Director, Executive Communications
Colorado State University System

P: 970-491-3759 | C: 970-391-9601
555 17th St., Ste. 1000 | Denver, CO 80202



From: [Geary, Melanie](#)
To: [Karen Kalavity](#)
Subject: RE: CSU: Are You Kidding me?
Date: Monday, April 19, 2021 5:15:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

Thank you for your interest in the CSU System, your correspondence will be shared with the Board of Governors at their next meeting.

Best regards,

Melanie

MELANIE GEARY

Director, System Office Operations/Board Liaison
Colorado State University System

P: 303-376-2606 | C: 303-748-8048
555 17th St., Ste. 1000 | Denver, CO 80202
Connect with us: CSUSystem.edu



From: Karen Kalavity <integradesign1@yahoo.com>
Sent: Wednesday, April 14, 2021 1:43 PM
To: CSUS Board <csus_board@Mail.Colostate.edu>; Office of Governor Jared Polis <governorpolis@state.co.us>
Subject: CSU: Are You Kidding me?

Tony Frank and CSU's Board of Governors:

CSU's refusal to use the old Hughes Stadium land for anything but to line the pockets of a corrupt corporate entity such as Lennar Homes, is disgusting to say the least.

You guys are so "in bed" with corporate crooks that you can't see the forest for the trees.

As a CSU alum from 1980, I have seen the CSU campus become a host for corporate "sponsorship" beyond belief.

1. CSU believe that the old Hughes Stadium is supposed to be Lennar Homes private resource for 1980's unsustainable design for "affordable housing" and other B.S. and it is becoming a

ridiculous and embarrassing joke. It is supposed to fund the misguided decision to raze the old stadium and build a new one, in town, where residents and businesses were displaced to put that monster and debt-ridden "Construction project" in place. By the way, the construction of the new stadium was not supposed to incur ANY debt, instead, it has incurred over \$230 million in debt for a bunch of rowdies who think that giving guys concussions on the football field is what a higher learning campus is all about. Let's put it this way, Harvard has had its stadium for over 100 years and has a much higher standing in the world of education than CSU will EVER have...especially with all the misguided philosophical and financial mistakes that the higher-ups at CSU are continually making...with tax-payer money!

2. With regard to "sustainability" which seems to be a buzz word that CSU likes to use without having an ounce of understanding of what it actually means...Let's also talk about Liberty Mutual, that insurance company that CSU likes to boost with paid membership and is also the focus of many environmental groups who are dismayed to see a company subsidizing fossil fuel construction/destruction projects around the globe...Unfortunately, and apparently, that is right up CSU's alley of hypocrisy!

3. The JBS slaughter house on campus. Again, JBS is the focus of many environmental and indigenous people's concern as the company subsidizes and supports the burning of the Amazon rain forest to provide hay and soy production on irreplaceable acreage for meat consumption, often undercutting Colorado's own beef producers. The JBS plant in Greeley has polluted millions of gallons of water yearly as its manure-ridden waters flow into open waterways, polluting miles of land and water around Greeley. The plant, itself, has been the focus of numerous complaints and accidents regarding the COVID-19.

4. CSU gets plenty of grants for VIRUS research without acknowledging that animal "agriculture" is the CAUSE of the virus.

JEEZ, talk about not understanding what SUSTAINABILITY Even means, well that's where CSU is truly the EXPERT!

Get with the 21st Century, you guys and stop selling us this propaganda! Start PRACTICING SUSTAINABILITY, not just talking empty words about it, and practicing complete hypocrisy, already!

Karen Kalavity
(ashamed CSU ALUM)

From: [Geary, Melanie](#)
To: [ASCSU Front Desk](#)
Subject: FW: ASCSU Legislation: Resolution #5007
Date: Monday, April 19, 2021 5:19:53 PM
Attachments: [image002.png](#)

Thank you for your correspondence, it will be shared with the Board of Governors at their next meeting.

Best regards,
Melanie

From: ASCSU Front Desk <ascsu_front_desk@Mail.Colostate.edu>
Sent: Wednesday, April 14, 2021 9:47 AM
To: McConnell, Joyce <Joyce.McConnell@colostate.edu>; Frank, Tony <tony.Frank@ColoState.EDU>; presofc <presofc@colostate.edu>; jeniarndt53@gmail.com; Troxell, Wade <Wade.Troxell@colostate.edu>; Hughes, Blanche <Blanche.Hughes@ColoState.EDU>; vpsa <vpsa@colostate.edu>; Lynn, Lori <Lori.Lynn@colostate.edu>; Smith, Tyrone <Tyrone.Smith@ColoState.EDU>; pathsfoco@gmail.com; Anderson, Brett <Brett.Anderson@colostate.edu>; Hooker, Mike <Mike.Hooker@colostate.edu>
Subject: ASCSU Legislation: Resolution #5007

Hello All,

Attached is Resolution #5007, *Demanding a Democratic Process for the Future of Hughes Natural Area*, written by Benton Roesler, *University Affairs Chair*, and Christian Dykson, *ASCSU Speaker of the Senate*.

Let us know if you have any questions.

Best,

ASCSU Front Desk

Associated Students of Colorado State University

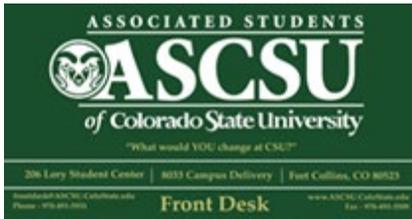
206 Lory Student Center | 8033 Campus Delivery | Fort Collins, CO | 80523

Phone - 970-491-5931 | Fax - 970-491-3509

frontdesk@ASCSU.ColoState.EDU

www.ASCSU.ColoState.EDU

“What would YOU change at CSU?”



**ASSOCIATED STUDENTS OF COLORADO STATE UNIVERSITY
FIFTIETH SENATE
20th SESSION
7 APRIL 2021**

**RESOLUTION #5007
Demanding a Democratic Process for the Future of Hughes Natural Area**

DISCLAIMER: On April 6, 2021, the Hughes Open Space ballot initiative passed with a 68.6% approval by the Fort Collins voters (final vote: 27,787 in favor, 12,714 against). This resolution was assembled prior to the vote, but all of the expectations, research, and student demands are still relevant and necessary. We also hope that this legislation will serve as a historic document for future leaders seeking perspective on this important community issue.

WRITTEN BY: Benton Roesler, University Affairs Chair; Christian Dykson, ASCSU Speaker of the Senate

COLLABORATED WITH:

ENDORSED BY: Molly Ranger, CSU Student; Ben Torres-Doxey, Senator, Asian Pacific American Cultural Center; Ariadne Athey, Senator, Student Disability Center; Jackson Hunter, Senator, College of Liberal Arts; Emely Cruz Arrazola, Associate Senator, El Centro; Jacob Djorup, Senator, College of Natural Sciences; Evan Welch, Senator, College of Liberal Arts

ABSTRACT: A resolution outlining student expectations for CSU regarding the Hughes Stadium Property: If the Proposed Citizen-Initiated Ordinance ballot initiative passes, ASCSU urges CSU to partner with the City of Fort Collins and Planning Action To Transform Hughes Sustainably (PATHS) to establish Hughes Property as an open space for parks, recreation, natural area, and wildlife rescue/education; If the ballot initiative fails, the students of CSU demand to have a voice in the final contracts between CSU and the respective developers and private corporations.

WHEREAS

“The CSU System Board of Governors has contracted to sell this historical, irreplaceable open space, inside the Fort Collins city limits, to Lennar, a real-estate speculator and mega-developer headquartered in Miami, Florida. The profit-sharing deal would turn this land-grant land into a private development of high-density housing and multi-use commercial buildings, sold or leased by Lennar on the open market¹,” and,

WHEREAS

Benton Roesler and Christian Dykson, in order to understand both sides of the argument, met with Brett Anderson, Special Assistant to Chancellor Tony Frank, and Mike Hooker, Director of Media Relations and Denver Outreach at CSU, two of the drivers behind the potential contract between CSU and Lennar so that we'd have a more complete picture of the argument made by each side. The argument of the pro-housing development side follows; and,

WHEREAS

According to Brett Anderson, Special Assistant to Chancellor Frank, and Mike Hooker, Director of Media Relations and Denver Outreach, the motivations for the Hughes project are as follows: affordable housing, healthcare facilities, daycare facilities, sustainability, and transportation in the Western sector of Fort Collins; and,

WHEREAS

The Hughes Development would include 242 single-family homes, 112 paired homes, and 108 townhomes, which could help address the need among CSU employees for affordable housing, daycare and healthcare facilities; and,

WHEREAS

The 242 single-family homes, 108 townhomes, and 112 paired homes will be under the jurisdiction of Lennar, but CSU may influence and limit the cost of those homes by writing a **deed restriction** into the contract that would require X% of housing to be 'attainable' or 'affordable', meaning that CSU can negotiate with Lennar to demand a price point that is X% of the Area Median Income (AMI). A deed restriction is one of the limited policy tools that CSU has available to influence the housing costs in the new development; and,

WHEREAS

170-200 apartment units will also be built and will be entirely owned and managed by CSU, similar to Aggie Village. Mike and Brett claimed that these apartments will be 100% at affordable prices of 80% AMI or lower, and will not exceed that 80% AMI threshold for at least 30 years; and,

WHEREAS

The daycare and medical facilities will be owned by CSU, but will be leased to private corporations. The daycare will accommodate approximately 150 children daily; and,

WHEREAS

Argument 2: There will be a **new transportation center** here, which would establish a new public transportation route from CSU to the West side of Overland, which currently does not exist. Furthermore, Brett and Mike estimate that the transit center will reduce local carbon emissions by 450 metric tons per year; and,

WHEREAS

Argument 3: This development would be **sustainable**. According to Mike and Brett, the housing units will utilize gray water for all lavatories and solar energy for energy production, which will cause an increase in the retail value and price of the properties; and,

WHEREAS

Brett and Mike stated that the funds from the project will not be going towards repaying the debts on Canvas Stadium. According to them, this development would provide CSU with approximately \$14 million dollars over the next 10 years, \$4 million of which will go towards the outstanding costs from demolishing Hughes Stadium; and,

WHEREAS

When asked about the role that U+2 reform should play in the conversation, they explained that the two are not mutually exclusive, which suggests that U+2 reform and establishing affordable housing should be simultaneous efforts; and

WHEREAS

The arguments in favor of the Hughes Open Space ballot initiative are as follows; and,

WHEREAS

“Despite CSU claims that the subdivision would be ‘affordable’ for ‘CSU workforce’ housing, there is no language in the CSU-Lennar sale-purchase agreement that mentions, suggests or guarantees either;”¹ and,

WHEREAS

‘Affordable and attainable housing’ at the proposed development is not guaranteed, but rather based on ‘good-faith’ unless the contract contains deed restrictions that can ensure that affordable housing is fulfilled in the 242 single-family homes and 112 paired homes; and,

WHEREAS

The [Coloradoan released an article on February 7, 2019](#) stating that "Proceeds from the Hughes sale will go into the reserve fund for Canvas Stadium, helping to assure it is funded without the use of tuition or state funds, CSU President Tony Frank said in a statement."

WHEREAS

If true, the fundraising shortcomings of the Canvas Stadium should not justify the further development of the Front Range corridor, land that is likely to be prized real-estate given its proximity to Horsetooth Lake and Dixon Reservoir; and,

WHEREAS

“**Hughes Open Space is one of a kind.** It connects Maxwell Natural area with Pineridge Natural Area, expanding the beautiful Foothills nature and recreation corridor that makes Fort Collins so special¹;” and,

WHEREAS

The Front Range corridor holds immeasurable value for the longtime residents of Fort Collins, and most importantly, the members of the Cheyenne, Arapahoe, and Ute Nations and Peoples, whose land the Hughes Stadium was built upon⁴; and,

WHEREAS

Gayla Maxwell Martinez, longtime community member of Fort Collins and wrote: “we have an opportunity to restore some of what has been lost. To dedicate a piece of land, on the highly ozone-polluted western edge of town, to the grasses and plants who know best how to clean the air, to the bees and butterflies who assure the propagation of the flowers that grace the hills with their beauty, and to the birds and other creatures who will be given a better chance of survival by having access to land corridors that allow them to move from place to place without confronting barriers of concrete and asphalt”⁵; and,

WHEREAS

CSU is intending to use the SPAR (Site Plan Advisory Review) provision, which is exclusively reserved for the development of public-use development. SPAR should not apply in this instance for two reasons:

1. The proposed purchaser of the land, Lennar, is not a public institution, but rather an out-of-state real estate speculator and mega-developer; and,
2. “The proposed structures are not government (Public) buildings that would continue to be owned, maintained and operated by CSU (a Public institution) for The Public at large”⁵; and,

WHEREAS

“On the April 6, 2021 city election ballot, Fort Collins voters have an opportunity to protect as Public Open Lands the 165 acres where Colorado State University’s Hughes Stadium once stood”¹; and,

WHEREAS

“Collected in under 60 days, 8,300 signatures represent 25% of eligible Fort Collins voters who voted in the last municipal election (in 2019) and far exceeded the 3,280 signatures required”¹; and,

WHEREAS

The 2021 Hughes Ballot Measure states: “Shall the City enact an ordinance requiring the City Council of the City of Fort Collins to immediately rezone upon passage of the ordinance a 164.56-acre parcel of real property formerly home to the Hughes Stadium from the Transition District to the Public Open Lands District, and requiring the City to acquire the property at fair market value to use said property for parks, recreation, and open lands, natural areas, and wildlife rescue and restoration, and further prohibiting the City from de-annexing, ceasing acquisition efforts or subsequently rezoning the property without voter approval of a separate initiative referred to the voters by City Council, and granting legal standing to any registered elector in the City to seek injunctive and/or declaratory relief in the courts related to City noncompliance with said ordinance¹; and,

WHEREAS

ASCSU’s position is as follows; and,

WHEREAS

Colorado State University states that “To be a land-grant university in the 21st century means: **Access, Inclusion, and Opportunity:** [...] At CSU, we prize diversity and the rich history that different peoples and populations bring to our academic community – as well as the rich history of the land and region on which our university is built;”⁶ and,

WHEREAS

The median annual salary breakdown of CSU employees is as follows²:

Employee Median Annual Salary

Fiscal Year	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Employment Group						
Admin Professional	\$59,300	\$60,107	\$60,720	\$61,670	\$63,200	\$63,000
Faculty	\$79,500	\$80,485	\$81,939	\$84,839	\$88,416	\$90,068
Graduate Assistant	\$35,973	\$37,000	\$38,016	\$38,976	\$40,560	\$40,560
Other Salaried Employee	\$42,840	\$43,692	\$47,476	\$48,000	\$48,222	\$49,220
State Classified	\$41,628	\$41,748	\$42,120	\$43,044	\$44,208	\$44,064

The Area Median Income of Fort Collins is \$94,100 for a family of four in Fort Collins, meaning that the 80% AMI in Fort Collins is \$75,280 as of 2020. Affordable housing, as defined by the City of Fort Collins, is when rent and utilities together cost less than 30% of a family’s gross monthly income, or, in the case of homeowners, when the cost of their mortgage, utilities, taxes, interest, and insurance together should be no more than 38% their gross monthly income³; and,

WHEREAS

It appears that the calculations for affordable housing are based on the annual salary of Fort Collins residents, not CSU employees, which is concerning because the majority of CSU employees do not meet the 80% AMI threshold of \$75,280; and,

WHEREAS

Those who are under CSU's definition of "minoritized" make a median annual salary of \$51,148, as opposed to those defined as "non-minoritized" making \$55,000 as their median annual salary. These numbers include all Admin Professionals, Faculty, Graduate Assistants, Other Salaried Employees, and State Classified employees²; and,

WHEREAS

According to the US Census Bureau as of July 1, 2019, Fort Collins has a population of 170,243, 88.3% of whom are white. According to CSU's records, CSU has 11,592 ethnically diverse employees. If ~150,324 people in Fort Collins identify as white and the majority of Fort Collins' ethnically diverse population works at CSU, then we can assume that the majority of people defined in the "affordable housing" categorization they've mentioned in the project are non-ethnically diverse and non-minoritized individuals. Furthermore, approximately 50% or more of the ethnically minoritized community members at CSU aren't earning enough to meet the 80% AMI that has been talked about as 'affordable housing', let alone our non ethnically minoritized community members^{2,3,7}; and,

WHEREAS

"Single family housing costs rose significantly over the last 10 years, making Fort Collins one of the highest increased areas in the state" and "over the last 10 years, housing costs have significantly outpaced the increase in wages;"³ and,

WHEREAS

In our perception, this project will contribute to increased gentrification in the Front Range corridor, because the real-estate value and the numerous amenities mentioned in the project are bound to increase the appraisal values and cost of rent for all the surrounding properties; and,

WHEREAS

One of the leading aphorisms supporting neoliberal economics and a growing economy is that 'a rising tide lifts all boats,' but it does not lift vessels that have holes in them. As our economy and population grows, and as more affluence enters the Fort Collins community, we must continue to emphasize the importance for affordable housing, especially in regions that have high prospective real-estate value and return on investment from development; so,

THEREFORE BE IT HEREBY RESOLVED

That if the Hughes Open Space ballot initiative passes, the Associated Students of Colorado State University (ASCSU) urges CSU Administration to work collaboratively with the City of Fort Collins and PATHS to establish Hughes Stadium Property as a natural area; and,

THEREFORE BE IT HEREBY FURTHER RESOLVED

That if the ballot initiative passes, CSU should allow for sufficient community input before allocating funds. There should also be a transparent report, available to the CSU Student Body, that outlines how the funds will be utilized once a decision has been made; and,

THEREFORE BE IT HEREBY FURTHER RESOLVED

That if the ballot initiative fails, the students of Colorado State demand to have a voice and a vote in the final contract(s) that will be signed between CSU, Lennar, and any other affiliated partners, in order to ensure that affordable housing is actualized at the proposed development; and,

THEREFORE BE IT HEREBY FURTHER RESOLVED

If the ballot initiative fails, ASCSU strongly urges Colorado State University to incorporate some form of academic benefit to CSU students, which is an implicit expectation for Land-Grant universities, and an explicit expectation for any institution intending to use the SPAR provisions; and,

THEREFORE BE IT HEREBY FURTHER RESOLVED

That if the initiative fails, ASCSU members, CSU students, and community members will collaborate to write a follow-up resolution expressing more specific demands regarding the future of the project; and,

THEREFORE BE IT HEREBY FURTHER RESOLVED

Whether or not the ballot initiative passes, ASCSU believes that the conversation around affordable housing should incorporate U+2 reform since U+2 limits our ability to utilize existing housing capacity in Fort Collins; and,

THEREFORE BE IT HEREBY FURTHER RESOLVED

That ASCSU demands that CSU Administration, in the interest of transparency and public trust, release the full, unredacted contract between CSU and Lennar, and allow sufficient public comment prior to its completion; and,

THEREFORE BE IT HEREBY FURTHER RESOLVED

That a copy of this legislation be forwarded to Joyce McConnell, Colorado State University President; Tony Frank, CSU Chancellor; Jeni Arndt, Incoming Fort Collins Mayor; Wade Troxell, Fort Collins Mayor; Blanche Hughes, Vice President for Student Affairs; Lori Lynn, Ty

Smith, Director of Native American Cultural Center (NACC); Sarah Rossiter, PATHS Representative; Brett Anderson, Special Assistant to Chancellor Frank; Mike Hooker, Director of Media Relations and Denver Outreach at CSU;

21-0-0

PASSAGE

4/7/2021

DATE

TAGS: Use this section to place topic “tags,” such as Residence Life, Dining Halls, Student Services, Parking, Liberal Arts College, etc.

Citations:

- 1) <https://yes4hughesopenspace.com/hughes-open-space-2021-ballot-measure-overview>
- 2) <https://diversity.colostate.edu/data/csu-demographics/>
- 3) <https://www.fcgov.com/socialsustainability/faq>
- 4) <https://landacknowledgment.colostate.edu/>
- 5) <https://yes4hughesopenspace.com/faqs>
- 6) <https://catalog.colostate.edu/general-catalog/about-csu/land-grant/>
- 7) <https://www.census.gov/quickfacts/fact/table/fortcollinscitycolorado/PST045219#>

From: [Geary, Melanie](#)
To: dale_mcconnell@prodigy.net
Subject: RE: New message from "CSU System contact us"
Date: Thursday, April 22, 2021 8:38:36 AM

Thank you for your interest in the CSU System, your correspondence will be shared with the Board of Governors at their next meeting.

Best regards,
Melanie

CSU System, Board of Governors Office

From: CSU System <email@dev.csusystem.edu>
Date: Wednesday, April 21, 2021 at 10:13 AM
To: CSUS mailchimp <csus_mailchimp@Mail.colostate.edu>
Subject: New message from "CSU System contact us"

Name: Dale L McConnell

Email: dale_mcconnell@prodigy.net

Message: I sent the email below to President McConnell today.

President McConnell

My name is Dale McConnell and I graduated from CSU in '81 with a BS degree. While at CSU, I was on the debate team where we were ranked in the top 10 nationally. My excellent CSU education also served as a basis for what has been a very successful career for me, and I'm grateful for that. I also have strong familial ties to CSU; with a close relative being a former Academic Vice President and Dean of a College. Needless to say, I'd like to say I was proud of CSU today.

Reading your latest letter, however, (Reflecting on the conviction of Derek Chauvin | Office of the President | Colorado State University (colostate.edu) is a huge embarrassment to the institution—and thus to me. Many of the people you say we should "remember" can reasonably be categorized as criminals. Or their deaths were investigated by both state and federal authorities and found no issues or wrongdoing by law enforcement.

I find your letter racist in its misleading pandering and demeaning to CSU.

I am in the position to donate meaningfully to causes and organizations that align with my beliefs of equality, meritocracy, racial equality, and optimism. It appears that CSU no longer aspires to those ideals.

Please reconsider such extraneous controversial, missives and focus instead on delivering a quality education. Like the one I received.

I am also sharing this message with the CSU Board.

Dale

Dale L. McConnell

O: 415-529-1952

C: 408-655-6825

Date: April 21, 2021

Time: 10:13 am

Page URL: <https://csusystem.edu/contact-us/>

User Agent: Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko)

Chrome/90.0.4430.72 Safari/537.36 Edg/90.0.818.41

Remote IP: 67.188.110.195

Powered by: Elementor

Thanks for sharing your perspective with the Board of Governors of the CSU System. Your concerns have been received by the Board and shared with the decision makers on campus, who are handling the planning for fall semester in coordination with state and county health authorities. They will provide additional updates as they become available.

Best regards,
Melanie

MELANIE GEARY

Director, System Office Operations/Board Liaison
Colorado State University System

P: 303-376-2606 |
555 17th St., Ste. 1000 | Denver, CO 80202
Connect with us: CSUSystem.edu



Name: Dayna Moore

Email: scottdayna@comcast.net

Message: CSU Fort Collins is a mess. Very few in-person class options for Fall 2021. My sophomore son had all online classes this year. He only has only one class that a teacher even gets on a call with the students. The other teachers just post power point presentations and readings. No instructor interaction. Students are teaching themselves. Why are professors allowed to do this? Enough is enough. Where is leadership? Your customers are the students & yet their needs seem last in decision making. He is looking at transferring which is a shame because he liked CSU when classes were in-person & the campus was open.

Date: April 24, 2021

Time: 8:00 am

Name: Mary Kate Gagnier

Email: mkgagnier@yahoo.com

Message: I'm very frustrated as my current freshman has all online classes next year. In 21/22 this is completely unacceptable as most universities in the nation are moving to all in-person. Any chance you can communicate with parents SOON about the upcoming Fall plans? We are hearing it was left to professors to decide the format. Parents and students are paying the salaries - we should have more of a voice. Most, if not all, want in-person classes.

Date: April 24, 2021

Time: 8:15 am

Name: Lori Brown

Email: loribrown@pcisys.net

Message: I am so frustrated and concerned that CSU is planning to have so many online classes again this fall. My daughter had such a hard time this year being a freshman and not having in person classes.

Please reconsider. Every other university is going back to 100% in person classes. Their mental health, not to mention their ability to get the education we are paying for is at serious risk. This plan is unacceptable CSU.

Date: April 24, 2021

Time: 8:21 am

Name: Kristin Thomas

Email: dylkristhomas@comcast.net

Message: Please have all classes in person!! The online format is brutal & creating mental health issues for students.

Date: April 24, 2021

Time: 8:26 am

Name: Angela Milholen

Email: angelamilholen@hotmail.com

Message: Hello! I'm the parent of an incoming freshman at CSU Ft Collins and I am hoping that most of his classes will be in person next year but can't really find out any information on that given he can't register until after he takes orientation in June. Is there someone that can help me out with finding out that information before May 1st???

Date: April 24, 2021

Time: 8:53 am

Name: Adria Vondra

Email: avondra75@gmail.com

Message: I have an incoming freshman from out of state. Looking at the classes that he needs to take - and every single one show as only online. I'm not understanding how this is when the communication from CSU has said that it is planning on "robust in-person" learning. He has been almost completely online since March 2020 and is ready for a regular college experience. If this means that CSU needs to require vaccinations for in-person learning, than I highly encourage it. He's fully vaccinated and I expect most will be by August. There is zero reason to have fully online classes. How are students expected to want to come to CSU when they will be sitting in a dorm room online? Please assure that the original email of in person classes was not incorrect as that is what he based his decision off of.

Date: April 24, 2021

Time: 9:19 am

Name: Cindy Green

Email: cg@scottfgreen.com

Message: My daughter is a rising senior in Fort Collins. Until now we have been very happy with CSU including their handling of covid. It was my understanding that there were going to be more in person classes in the fall yet her schedule is entirely online. This is gravely disappointing to us. With vaccines readily available, why are we not pushing ahead. I can get on an airplane and fly to many countries, eat indoors, see a movie, go shopping...but my child has to suffer through another semester of glorified YouTube videos that we pay good money for? I'm tired of reading Joyce's flowery, politically correct emails that sound good, but have no action behind them. We need a leader to stand behind what they

promised. Thank you for reading my feedback.

Date: April 24, 2021

Time: 11:02 am

Name: Jay Gabbe

Email: jgabbe2@gmail.com

Message: I believe it is ridiculous and harmful for my student to nit have all in person classes. We pay out of state tuition and we expect in person classes. There is no data that supports otherwise. He is vaccinated and so are many of the teachers. He almost flunked out 1st semester due to lack of actually teaching. His virtual classes were taped and a joke. I would have expected more in the fall of 2021. Is there a reason why any class would be virtual?

Date: April 24, 2021

Time: 2:17 pm

Name: Kim Quinn

Email: kjq4famiily@gmail.com

Message: My daughter will be coming in as a Freshman from California. I want to know she will be able to attend classes in person. Tuition is too expensive to be virtual. And young people and staff alike are safe. No reason to continue "distance" school. Thank you.

Date: April 26, 2021

Time: 7:27 pm

Name: JENNIFER S BROOKS

Email: jensbrooks@hotmail.com

Message: Hello, I am the parent of a current CSU freshman and an incoming CSU freshman for 2021-2022. I am writing to ask that you please consider establishing many more in-person 100-level courses for the fall. I realize that things can change and that they may end up needing to be remote if the pandemic numbers are not where we need them to be however, due to the difficulties of remote learning for 13+months, my student is needing in-person classes to re-engage with her education. Right now she is just "going through the motions". Thanks for listening.

Date: April 26, 2021

Time: 4:24 pm

Name: Juli Hoogs

Email: julihooogs@yahoo.com

Message: Please do everything possible to have classes in person for the fall 2021. With vaccinations, and things opening up, there is no reason students can't be in person, especially when I am seeing football tickets sold...we have an incoming freshman. Thanks, Juli

Date: April 26, 2021

Time: 4:27 pm

Name: Amy Inglis

Email: amyinglis@msn.com

Message: I'm concerned that COVID is being used as an excuse to keep classes online when the real issue is cost savings. It will not be acceptable for CSU to continue with its tuition rates to provide a second rate online education. CSU needs to fill time in person for Fall 2021 or offer a substantial tuition discount.

Date: April 26, 2021

Time: 4:28 pm

Name: Julie Cole-Marie

Email: jcole-marie@viedu.org

Message: Hi -

My son made his decision to attend CSU because the chancellor stated she hoped 80% of classes would be in person for freshmen. We are hearing this is far from accurate. Please consider mandating vaccinations for COVID like UC/CSUs Judy did in California and keep your commitment to getting students back to the classrooms. Thank you.

Date: April 26, 2021

Time: 4:29 pm

Name: Jennifer Price

Email: jenprice@yahoo.com

Message: CSU stated that they would be in-person this fall. We signed an apartment lease and made plans for our Ram to move back to Fort Collins after receiving a sub-par education this last year online while living at home in Texas. She just registered and we were shocked to find so few classes in-person. Very disappointed with how much money we are spending in out of state tuition for the quality of online teaching. It is hard to understand why CSU is not going to be fully in person when so many other universities will be. I'm afraid CSU will be losing a lot of students due to these decisions and we have big decisions to make for our family, as well.

Date: April 26, 2021

Time: 4:35 pm

Name: Gary Hoffman

Email: gphoffman56@gmail.com

Message: It is time for the President to step up with an email that is of utmost importance to ALL students and ALL parents. That is whether fall classes (designated as online or hybrid as of registration just a few weeks ago) will transition to inperson assuming Colorado meeting its vaccination goals, or if CSU will not revise those classes. It matters so that students can decide if they want to transfer to get a quality education elsewhere, or take a gap year. With all the emails the Oresident has time to compose and send out, out of all of them this issue is the most important to all students and parents. I look forward to a timely response that addresses this issue WITHOUT SIDESTEPPING IT. Please do the right thing. I am into CSU for \$80,000 plus, and I understand the need IN THE PAST for online classes, but enough is enough. Anyone who chooses to be vaccinated can now get shots (my daughter has). Do the right thing, or risk losing enrollment this fall.

Date: April 26, 2021

Time: 5:12 pm

Name: Jill Markworth

Email: jmarkworth@comcast.net

Message: My son who will be a sophomore in the fall is in the college of business is working on fall registration and every class is designated on line except for one day resitation. You are opening up sports events but are not getting these kids back in the classroom. We are paying way to much for another semester of him literally teaching himself. Watching on line lectures with professors never even meeting their students is ridiculous. Students have been vaccinated. Get them back in person. If these professors don't want to teach in person then let them go and get professors willing to teach our students. I'm an elementary teacher and we have been in person since September. This is our third child attending CSU and comparing our youngest education this year to the other twos is disheartening. He is not getting a quality education from CSU. CU Boulder is offering almost all business classes in person. Maybe it's time to look into switching schools. Please think about your students and open up school to inperson learning. If we wanted to do online learning we wouldn't have sent my son away to CSU. He's there for in person learning. Mandate all students get vaccinated and get college back to normal!

Date: April 26, 2021

Time: 5:26 pm

Name: Ann Hanlon

Email: amhanlon@verizon.net

Message: Hello...my son will be a sophomore next year. I'm not understanding why you will not be flexible with classes next fall. If public health guidelines change, so should how classes are held. Online learning is not what we are paying for. If anything let students go to class and have teacher on a screen if necessary. But if you are not willing to do that...at least require that the on line learning is NOT like an online college....make the teachers TEACH please. It's a lot of money for my son to be teaching himself. Please consider the students who are paying to go here and who pay a good portion of your salaries....remember they need you to advocate for them...and you need them to have a university.

Thanks

Date: April 26, 2021

Time: 5:29 pm

Name: BRENDA NEIL

Email: cubaninja@comcast.net

Message: Respectfully, we are getting vaccinated, many restaurants are coming back to full capacity, sporting events are occurring in person including CSUs fall football season. These college students need to bracket in person classes for their greatest potential of learning!! If the option is to remain on line the the tuition needs to reflect that because many of these students aren't getting sufficient support to learn the information needed. It's time to make more decisions that favor the students.

Thank you

Brenda Neil

Date: April 26, 2021

Time: 5:31 pm

Name: Julie Guinee

Email: Juliecarretta@hotmail.com

Message: My daughter has committed to CSU but based on feedback from others that most of the classes will be online, she is considering switching. Every other school she applied to has full in person classes. Mandate the vaccine and open the campus!

Date: April 26, 2021

Time: 5:33 pm

Name: Wendy Grove

Email: wenmcd@yahoo.com

Message: I am really hoping that classes will be in person in the fall. That is what I was told as a new freshman parent. I have an incoming OOS freshman and I keep hearing that students who have already signed up for classes are signed up for more that are remote than in person.

I hope there is sincerity behind what is being communicated to new students and parents.

Thanks.

Date: April 26, 2021

Time: 5:43 pm

Name: Laurie Heistand

Email: lheistand@gmail.com

Message: Hello,

My daughter is a 4th year student at CSU. I am writing to express my displeasure with the University's decision to continue to hold most classes online for Fall 2021. My daughter has reached the point in her college courses where she is into her upper level studies, and finds it impossible to teach herself the subjects. She is in the Honors program, has worked very hard to get really good grades, and cries when she expresses how upset she is that her GPA has dropped during the online instruction - due to no lack of hard work on her part. Online instruction is simply not the same as in person, and obtaining the extra assistance she needs to learn is not available. She cannot teach herself Organic Chemistry - and she should not have to. She will be fully vaccinated this week, and all of her friends will be as well. We are OOS, and her education is expensive. I am incredibly frustrated with a university that just seems lazy, from my perspective. The reasons that have been presented as a justification for remaining on-line are nonsensical, ridiculous, and non-science based. No matter what, you get my hard-earned 529 money. You should be providing my daughter with an education that mirrors that cost.

Sincerely,

Laurie Heistand

Date: April 26, 2021

Time: 6:29 pm

Name: Helen Chadwick

Email: hchadwick241275@aol.com

Message: I am very concerned that so few fall classes are in person. My son registered for classes after reading in the letter from Joyce that classes were going to be in person, he rented a house and now he

finds he only has one in person class, I am so disappointed.

Date: April 26, 2021

Time: 6:46 pm

Name: Karen Calderone

Email: kk_calderone@yahoo.com

Message: I am very concerned hearing that classes in the fall are planning to be online. THIS IS UNACCEPTABLE. If teachers want to teach online than they can move over to CSU online but you are NOT an online format and have done a terrible job with online learning. My son has lectures that are not even done by his professor. WHAT who would pay for this. We are not CSU You Tube. I demand that in person classes are in place for the small semester. i will start petitioning Governor Polis as well and demand if you receive state or federal funding that you find way to get our TUITION paying students in class. How can we have a full stadium no masks All Star baseball game in the state but you cannot demand in person classes from your teachers.

Date: April 26, 2021

Time: 7:00 pm

Name: Jennifer Gonzales

Email: jjsgonzo@gmail.com

Message: My only ask is that you do everything possible for our kids to learn IN PERSON and have opportunities for in person campus related activities. These kids need this for their education and mental health. I am a teacher, and I have taught 100% in person for the majority of the year. without any negative effects. Our college kids deserve the same opportunity. Require students to get vaccinated and do everything possible to open CSU Fort Collins, so our kids can experience everything they chose this school for!

Date: April 26, 2021

Time: 7:24 pm

Name: Kim schneible

Email: kschneible98@yahoo.com

Message: Please reconsider fall 2021 plans. Our children need to be in person....we need to move



forward and still be safe as necessary. Thank you

Date: April 26, 2021

Time: 7:26 pm

Name: Kim Quinn

Email: kjq4family@gmail.com

Message: My daughter will be coming in as a Freshman from California. I want to know she will be able to attend classes in person. Tuition is too expensive to be virtual. And young people and staff alike are safe. No reason to continue "distance" school. Thank you.

Date: April 26, 2021

Time: 7:27 pm

Name: Amy Guillen

Email: amycoop28@yahoo.com

Message: With the availability of vaccines please make the classes go back in person. There is no reason now to be online. The vaccines are available for anyone who wants one. Education should be considered essential.

Date: April 26, 2021

Time: 8:17 pm

Name: Kim Erbe

Email: erbelady@gmail.com

Message: I am voicing my concern about the majority of classes being online in the fall. As a medical professional, I feel with the vaccine being available to everyone who is of college age now, there should be no reason why classes need to continue online. Our students have suffered enough. Make the vaccine mandatory. If you do not have the vaccine, then these students can take online classes. The students that are now fully vaccinated, or will be by then should have the option of in person classes. Last year there was no other option and that was totally understandable. This next semester there is. Don't let the students and families who are doing the right thing be punished for the ones who refuse to do what is needed to protect others. Let these students be back in class.

Date: April 26, 2021

Time: 9:27 pm

Name: Jacqueline Ellis

Email: jre@cybernet1.com

Message: I am so disappointed that plans are not being set in motion for in person classes for fall of 2021. Unless there are unforeseen changes, I do not understand the reasoning. I will definitely not encourage my Ram to return, pay the tuition for a quality education of classes are virtual.

Date: April 26, 2021

Time: 9:32 pm

Name: Sharon Murphy

Email: sgmurphy24@gmail.com

Message: As a parent of an out of state student attending CSU, I'm finding it very difficult to understand why the majority of classes for Fall 2021 appear to be offered online? I completely understood the need for that format for the 2020-2021 school year but not as registration takes place for the 2021-2022 school year. My student had more F2F classes in the midst of COVID last fall than for the upcoming year. CSU has an online campus so students who want to take classes online can do so through there but the students who want to be in class, who want to interact with their peers and make connections and build relationships with them and their professors should be afforded the opportunity to do so. I understand President McConnell is trying to avoid having to retract any promise of in person classes if something happens but there is a vaccine and for those who want to be in class have the opportunity to get it in order to protect themselves and others. President McConnell spends a lot of time authoring emails about any and every social justice event happening around the country but she clearly has turned a deaf

ear to what the students and their families are wanting for the upcoming school year. If we are truly listening to the science, then get students back in the classrooms before we're burying them in the ground because of the continued isolation and lack of social interaction that is directly contributing to their deteriorating mental health and increased suicide rates. Get students and teachers back in the classroom. Remote teaching should no longer be the norm, it should be the exception that is utilized only in the most extreme of circumstances.

Date: April 26, 2021

Time: 9:52 pm

Name: Susan Barnard

Email: Susan@barnardteam.com

Message: Please please please have 100 percent in person learning . My daughter had several classes that turned into all online or just a utube video. This is completely unacceptable. All classes need to be in person

Date: April 26, 2021

Time: 10:17 pm

Name: Colleen Drysdale

Email: drysdales@hotmail.com

Message: I'm writing to voice my frustration at the number of classes being offered online next fall. With vaccines being readily available, CSU should be planning for in person classes with a few exceptions. CSU's competitiveness will likely be harmed as well as the quality of education. Students only have 4 years. Please start recognizing the urgency of the situation. You are hurting students by forcing them online despite the risks being significantly reduced with the vaccines.

Date: April 26, 2021

Time: 10:41 pm

Name: J R Hansen

Email: jodyrodhansen@comcast.net

Message: We - the entire country needs the students in person learning from instructors who care about the student's education, wellbeing and futures. Simply construct protection/barrier that allows for any at risk teaching staff to be in person and engaged with these young adults. If a student wants to be face to face for learning, not online or hybrid, they should have access to this. Lecture can be held "live" virtually for student who don't want to be with classmates. This is what they pay for. No more of this fear. Thank you!

Date: April 26, 2021

Time: 10:44 pm

Name: Anne Engle

Email: anne.engle@gmail.com

Message: Hello,

I'm writing to voice my concern about the upcoming fall semester. My son graduated in 2020 and was set to attend CSU Ft. Collins. we deferred due to COVID and now he is excited to attend this fall.

However, we are paying for him to live in campus and attend classes. We are NOT paying for him to

attend only online classes. That is why we deferred last year. The vaccine is available to all. You require students be immunized for many different things. Why not COVID? California state universities will require proof of COVID vaccine. Why not CSU? We are respectfully requesting you make vaccination mandatory so that our students can attend your university without restrictions. It is unfair for you all to punish all students due to the few who are refusing to get vaccinated.

Date: April 26, 2021

Time: 11:26 pm

Name: Lara Storm

Email: laraarmstrong@hotmail.com

Message: We committed for fall but are thinking twice about having our son attend CSU. We are from CA which has been much worse for Covid and all school classes are in person for fall. I don't care to pay out of state tuition for my son to watch a computer screen. I feel keeping most classes online (4 of his 5 are) is a poor decision and shows CSU is heading in a poor direction. If they keep so many classes online, reduce the costs.

Date: April 27, 2021

Time: 6:55 am

Name: Mike Dailey

Email: mikedailydev@gmail.com

Message: I have two students at CSU. Both have done everything asked regarding covid, test quarantine, vaccine, etc. They need to be 100% in person in fall. It is daughters last semester and mental illness/stress is very real. It out ways covid risk in my opinion. I know CSU staff has done a lot and this isn't a criticism. But communication needs to be clear that classes are in person. Registration still shows mostly online. This is the #1 priority over everything else. I would support in person for those with vaccine but know that is too controversial. Please communicate that in person as we are making major decisions now. Thank you

Date: April 27, 2021

Time: 7:35 am

Name: Jana Constant

Email: j2constant@msn.com

Message: When can we expect more transparency on Fall classes being remote or in person? I am hearing from numerous parents that when registering for classes for Fall that they are remote. I have an incoming Freshman and just cannot justify housing if he is going to be full remote. What are our options? I was really hoping with vaccinations would come in person learning. Thank you!

Date: April 27, 2021

Time: 8:00 am

Name: Melinda Clemens

Email: how-d@hotmail.com

Message: Hello! Daughter will be attending from out of state. I'm sending this note to ask for in classroom instruction for those that want it. Having the option for hybrid or remote for those with concerns is great. But for those that want the experience they should have the opportunity.

Thank you
Melinda

Date: April 27, 2021
Time: 8:45 am

Name: Brenda Kozakis

Email: gbnkozakis@verizon.net

Message: I'd like to ask that some communication be sent as soon as possible to parents regarding CSU's plans for the fall semester. What changes will be made to housing, clubs, intramurals, classes, orientation, RAM welcome, etc now that vaccinations are widely available for our students and faculty? Please commit to sending out regular updates between now and August. I can appreciate that COVID rates and corresponding safety recommendations will be evolving weekly between now and then, but the next 3 months are critical to families and students. We are hearing conflicting information from our kids about what CSU will look like in the fall. They are told something from their advisor, receive an email from CSU, and view classes during registraton, etc and it all seems to contradict each other. Thank you!

Date: April 27, 2021
Time: 9:11 am

Name: Sarah MacGuire

Email: sarahmacguire92@gmail.com

Message: I would like to see the students have the option to attend in-person classes Fall '21. My freshman lost enthusiasm with asynchronous classes this spring '21 which is unfortunate on many levels. The charge for Asynchronous classes should cost less in tuition due to lack of professor engagement. Thank you for your consideration.

Date: April 27, 2021
Time: 9:12 am

Thank you for your interest in the CSU System and we appreciate you taking the time to reach out and share your thoughts – our team has logged your questions and comments and your correspondence will be shared with the Board of Governors at their next meeting.

The CSU System made the announcement about vaccine requirements for Fall 2021 to give students and their families as much opportunity to plan as possible. More information will be available following the Board of Governors meeting on May 6, 2021.

The latest information is available at <https://csusystem.edu/news/>.

Best regards,
Melanie

MELANIE GEARY

Director, System Office Operations/Board Liaison
Colorado State University System

P: 303-376-2606 | C: 303-748-8048
555 17th St., Ste. 1000 | Denver, CO 80202
Connect with us: CSUSystem.edu



Name: Jill Caulfield

Email: caulfieldjill@hotmail.com

Message: My daughter will be a junior in the fall. If CSU is requiring a vaccine for all students there is no reason to not have in person classes. The past year and a half have been a joke, Out of state tuition is way too high to be going to school virtually when there is no reason.

Date: April 28, 2021

Time: 7:15 pm

Name: ming wang

Email: wming@colostate.edu

Message: Hi,

I have a question about the COVID vaccine required. Now I am in China, and I plan to go back to campus in the fall. But I may need to take the vaccine from China, which is from a Chinese company (e.g. Sinovac). Does this work ?

Thanks ahead.

Ming

Date: April 28, 2021

Time: 9:14 pm

Name: Autumn Curtiss

Email: Autumn.Curtiss@rams.colostate.edu

Message: Hello, in regards to vaccination requirements, what is the point of restricting those who refuse

vaccination from education- especially if the classes will continue to be primarily online for Fall 2021? If everyone is vaccinated then why can't we go back Face-to-Face, without masks, and get the unified education that we all deserve. I understand that there are other vaccinations that require students to be on campus, meningitis being one, but I truly cannot comprehend that CSU will require COVID-19 vaccinations while keeping their students off-campus. Thank you

Date: April 28, 2021

Time: 10:29 pm

Name: KC

Email: slusherk@yahoo.com

Message: How can Covid vaccines be mandatory for Fall 2021 if none are to have full FDA approval until 2023 yet the announcement contains this statement "This requirement is conditioned upon full approval of one or more vaccines by the U.S. Food and Drug Administration." ? It's contradictory in nature, not to mention illegal to mandate a non approved vaccine Title 21, Section 360bbb-3 of the Federal Food, Drug, and Cosmetic Act (the "FD&C Act") vests the Secretary of Health and Human Services with the permissive authority to grant Emergency Use Authorizations ("EUAs") providing that appropriate conditions designed to ensure that individuals to whom the product is administered are informed:

1. that the Secretary has authorized the emergency use of the product;
2. of the significant known and potential benefits and risks of such use, and of the extent to which such benefits and risks are unknown; and
3. of the option to accept or refuse administration of the product, of the consequences, if any, of refusing administration of the product, and of the alternatives to the product that are available and of their benefits and risks. 1

This all seems like murky water to be navigating and I'm just trying to get a firm grasp on what is actually going on to help best direct my child.

Regards,

KC

Date: April 29, 2021

Time: 4:43 am

Name: Julia McCaughey

Email: jkm1430@gmail.com

Message: Will there be any exemptions for the Covid-19 vaccine requirement? If so, where would I find a listing of those? Thank you.

Date: April 29, 2021

Time: 6:57 am

Name: Christian Pruet

Email: pruettc@gmail.com

Message: Our daughter is set to be a new student for the 2021 fall semester. As an alumnus myself, I was ecstatic when we got her acceptance letter. However, with the news today that COVID vaccines will be mandatory for all students, this is causing us to reconsider plans for the coming year.

I urge the administration to reconsider this plan and remove the mandate.

Date: April 29, 2021

Time: 8:11 am

Name: Joshua Croft

Email: joshharrisoncroft@gmail.com

Message: I saw your vaccine requirements for students and staff. All I have to say is: Your cowardice and your willful ignorance are the fibers of the rope with which you will be hung upon. Enjoy technocracy.

Date: April 28, 2021

Time: 9:47 pm

Name: Stephanie Clark

Email: sclark1024@comcast.net

Message: I just read that CSU will be mandating the covid-19 vaccine. I'm wondering if CSU will reimburse my son for any adverse affects he may experience from the vaccine since the vaccine is not necessary for his age group because their recovery rate is 99%. Is this a correct assumption?

Date: April 29, 2021

Time: 12:58 am

Name: Free Spirit

Email: freespirit@gmail.com

Message: Your university is a disgrace to human society for requiring Covid vaccinations to attend school. I hope your school goes out of business.

Date: April 29, 2021

Time: 12:58 am

Name: Dustin

Email: dsdw30@aol.com

Message: Our 17 year old daughter was in the process of being approved for financial aid ... she had fully planed on attending this school. However due to forcing of "vaccines" - aborted fetus cells - into human bodies you are attempting to require of us ... we do not consent. Your choose to infringe on human rights has made our decision easy! We will not be supporting this college, or any other leftist agenda.

Date: April 29, 2021

Time: 7:06 am

Name: achille bigliardi

Email: achille@achillephoto.com

Message: Vaccinate the young and healthy with a shot that isnt even FDA approved. Mandating this is outrageous!!! So sad for my daughter, son and all these young people who WILL suffer long term effects

from this. All for a virus that has a 99.8% survival rate. Not cool at all.

Date: April 28, 2021

Time: 5:03 pm

Name: Lorie Zylstra

Email: loriezy@hotmail.com

Message: Thank you! Thank you for your constant communication. Thank you for keeping everyone safe and requiring the vaccine. We feel so much safer sending our daughter to school!

Date: April 28, 2021

Time: 9:02 pm

Name: Dana Schaefer

Email: dana@lukez.net

Message: Thank you, thank you, thank you for requiring vaccinations for the fall!

Date: April 29, 2021

Time: 7:50 am

From: [Geary, Melanie](#)
To: [Kathy O'Donnell](#)
Subject: RE: your vote next week
Date: Thursday, April 29, 2021 12:59:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

Thank you for your interest in the CSU System and we appreciate you taking the time to reach out and share your thoughts – our team has logged your questions and comments and your correspondence will be shared with the Board of Governors at their next meeting.

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The latest information is available at <https://csusystem.edu/news/>.

Best regards,

Melanie

MELANIE GEARY

Director, System Office Operations/Board Liaison
Colorado State University System

P: 303-376-2606 | C: 303-748-8048
555 17th St., Ste. 1000 | Denver, CO 80202
Connect with us: [CSUSystem.edu](https://csusystem.edu)



-----Original Message-----

From: Kathy O'Donnell <kathyod@plainstel.com>
Sent: Thursday, April 29, 2021 8:59 AM
To: CSUS Board <csus_board@Mail.Colostate.edu>
Subject: re: your vote next week

Dear Members of the Board of Governors,

As a concerned citizen of Colorado and a parent, I am writing to respectfully ask that you allow CSU students, instructors, and staff to exercise their individuality in their decision as to whether or not to

take the covid vaccine.

We must look at the situation rationally so that no one's rights are trampled and emergency experimental vaccines are not made mandatory for an illness in which 99.8888% of Coloradoans survive.*

Furthermore, the covid incidence amongst young people, most of whom we are discussing here, is known to be at an even lower risk.

Everyone should be able to make their 'own' decisions regarding their 'own' health. Exemptions for religious, medical, and ideological reasons must also be available to help insure this freedom is protected.

Please do not mandate away these individuals' abilities and opportunities to make their own informed decisions which are God-given rights of every individual and are protected by our United States Constitution.

Sincerely,

Kathy O'Donnell
of rural Colorado

*(This statistic was obtained from information per the CDC website for period through April 26, 2021)

From: [CSU System](#)
To: [CSUS mailchimp](#)
Subject: New message from "CSU System contact us"
Date: Wednesday, April 28, 2021 4:55:53 PM

Name: Titus Unruh

Email: titusunruh17@icloud.com

Message: I am contacting this site in regards to the recent announcement for the requirement of the COVID vaccine.

I want to start of by saying that this requirement is not legally possible. If the governor of colorado and the executive director of the Colorado Department of Health and Safety both DO NOT have the power to require vaccinations. Also under Colorado law, no person or group has to power to require the vaccination. CSU systems CANNOT legally require a vaccine.

If was not unlawful it is unnecessary. It has been scientifically proven that the covid can be prevented thought our body's immune system, if the body has enough vitamin D. Which the human body produces naturally and if it could not there are supplements for allow for adequate vitamin D.

If that wasn't enough the requirement of a vaccine is not valid for colleges and wastes money. The data that backs this is is as follows. The age group that has the highest death percentage are 80 year olds and older with a 28.7% death. When comparing that to the age group of 10 to 19 year olds, 20-29 year olds who have a death percentage of 0.1%, and 30 to 40 year old who have a rate of 0.4% . Taking this information and comparing it with the current age groups attending both CSU Fort Collins and CSU Pueblo it is not practical to mandate a vaccine because 98% of people are within the age group of 18 to 40 years old. The colleges are ultimately wasting money on things that are not necessary when that money could be put towards other thing that would benefit the colleges.

Date: April 28, 2021

Time: 4:55 pm

Page URL: <https://csusystem.edu/contact-us/>

User Agent: Mozilla/5.0 (Windows NT 10.0; Win64; x64) AppleWebKit/537.36 (KHTML, like Gecko) Chrome/90.0.4430.85 Safari/537.36

Remote IP: 73.229.190.119

Powered by: Elementor

From: [Coleson Breen](#)
To: [CSUS Board](#)
Subject: Graduate Worker Fees
Date: Thursday, April 29, 2021 9:55:03 AM

Board of Governors Board of Governors,

Dear CSU Board of Governors,

I am writing to you today to urge you to approve all the recommendations made by Dean Stromberger and Associate Dean Webb in their new GA Compensation report. Graduate students are an integral part of the university community. They carry out cutting edge research projects that make CSU a renowned R1 institution. They face classrooms every day to bring world class education to the undergraduates.

Currently graduate students must pay a prohibitive amount of student fees every semester while being inadequately compensated for their work. Many graduate students experience financial hardship while performing their research and teaching duties. This treatment of graduate students reflects neither the integral roles they play within the university nor the respect they all deserve.

Continuing to underpay the graduate workers will be of great detriment to the university as whole. Without a competitive compensation package, CSU will continue to lose talented prospective students to other institutions. Without a strong pool of bright graduate students, the university will struggle to maintain its status as a R1 university.

As you can see, I am not alone in supporting our graduate workers; Here is a petition started by Graduate Workers Organizing Cooperative that has gathered more than 700 signatures: tinyurl.com/CSUEndFees

Again, I strongly urge you to immediately approve all recommendations listed in the Aspirational Scenario presented in the GA compensation report. This will alleviate some of the financial burdens off the shoulders that are carrying this institution. Investing in our graduate students is investing in the future of CSU.

Sincerely,

Coleson Breen
ctbreen13@gmail.com
744 Wagon Trail Rd Unit 3
Fort Collins, Colorado 80524

From: [Chayne Wild](#)
To: [CSUS Board](#)
Subject: Graduate Worker Fees
Date: Thursday, April 29, 2021 1:53:24 PM

Board of Governors Board of Governors,

I am writing to you today to urge you to approve all the recommendations made by Dean Stromberger and Associate Dean Webb in their new GA Compensation report.

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Chayne Wild
chayne.wild@gmail.com
1600 W Plum St. 17G
Fort Collins, Colorado 80521

From: [Curtis Kline](#)
To: [CSUS Board](#)
Subject: Graduate Worker Fees
Date: Thursday, April 29, 2021 2:05:04 PM

Board of Governors Board of Governors,

I am writing to you today to urge you to approve all the recommendations made by Dean Stromberger and Associate Dean Webb in their new GA Compensation report. Graduate students are an integral part of the university community. They carry out cutting edge research projects that make CSU a renowned R1 institution. They face classrooms every day to bring world class education to the undergraduates. Currently graduate students must pay a prohibitive amount of student fees every semester while being inadequately compensated for their work. Many graduate students experience financial hardship while performing their research and teaching duties. This treatment of graduate students reflects neither the integral roles they play within the university nor the respect they all deserve. Continuing to underpay the graduate workers will be of great detriment to the university as a whole. Without a competitive compensation package, CSU will continue to lose talented prospective students to other institutions. Without a strong pool of bright graduate students, the university will struggle to maintain its status as a R1 university. As you can see, I am not alone in supporting our graduate workers; Here is a petition started by Graduate Workers Organizing Cooperative that has gathered more than 700 signatures: tinyurl.com/CSUEndFees Again, I strongly urge you to immediately approve all recommendations listed in the Aspirational Scenario presented in the GA compensation report. This will alleviate some of the financial burdens off the shoulders that are carrying this institution. Investing in our graduate students is investing in the future of CSU.

Curtis Kline
curtis.kline@colostate.edu
2507 Woodvalley Court
Fort Collins, Colorado 80521

From: [Gabriella Gricius](#)
To: [CSUS Board](#)
Subject: Graduate Worker Fees
Date: Thursday, April 29, 2021 2:13:19 PM

Board of Governors Board of Governors,

I am writing to you today to urge you to approve all the recommendations made by Dean Stromberger and Associate Dean Webb in their new GA Compensation report.

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Gabriella Gricius
ggricius@colostate.edu
2009 Kerry Hill Dr
Fort Collins, Colorado 80525

From: [Hailey Hall](#)
To: [CSUS Board](#)
Subject: Graduate Worker Fees
Date: Thursday, April 29, 2021 2:13:27 PM

Board of Governors Board of Governors,

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Hailey Hall
Hailey.r.hall@gmail.com
509 E Myrtle Street
Fort Collins, Colorado 80524

From: [Kate Weimer](#)
To: [CSUS Board](#)
Subject: Graduate Worker Fees
Date: Thursday, April 29, 2021 2:31:22 PM

Board of Governors Board of Governors,

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Kate Weimer
weimer.kate.em@gmail.com
872 Aztec Drive
Fort Collins, Colorado 80521

From: [Aaron Prairie](#)
To: [CSUS Board](#)
Subject: Graduate Worker Fees
Date: Thursday, April 29, 2021 2:33:01 PM

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Aaron Prairie
aprairie@colostate.edu
1607 Larch St
Fort Collins, Colorado 80526

From: [Nevi Beatty](#)
To: [CSUS Board](#)
Subject: Graduate Worker Fees
Date: Thursday, April 29, 2021 2:34:48 PM

Board of Governors Board of Governors,

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Continuing to underpay the graduate workers will be of great detriment to the university as whole. Without a competitive compensation package, CSU will continue to lose talented prospective students to other institutions. Without a strong pool of bright graduate students, the university will struggle to maintain its status as a R1 university.

As you can see, I am not alone in supporting our graduate workers; Here is a petition started by Graduate Workers Organizing Cooperative that has gathered more than 700 signatures: tinyurl.com/CSUEndFees

Again, I strongly urge you to immediately approve all recommendations listed in the Aspirational Scenario presented in the GA compensation report. This will alleviate some of the financial burdens off the shoulders that are carrying this institution. Investing in our graduate students is investing in the future of CSU.

Nevi Beatty
nbeatty@colostate.edu
228 1st st
Fort collins, Colorado 80524

From: [Paige Hansen](#)
To: [CSUS Board](#)
Subject: Graduate Worker Fees
Date: Thursday, April 29, 2021 2:35:07 PM

Board of Governors Board of Governors,

I am writing to you today to urge you to approve all the recommendations made by Dean Stromberger and Associate Dean Webb in their new GA Compensation report. Graduate students are an integral part of the university community. They carry out cutting edge research projects that make CSU a renowned R1 institution. They face classrooms every day to bring world class education to the undergraduates. Currently graduate students must pay a prohibitive amount of student fees every semester while being inadequately compensated for their work. Many graduate students experience financial hardship while performing their research and teaching duties. This treatment of graduate students reflects neither the integral roles they play within the university nor the respect they all deserve. Continuing to underpay the graduate workers will be of great detriment to the university as whole. Without a competitive compensation package, CSU will continue to lose talented prospective students to other institutions. Without a strong, diverse pool of bright graduate students, the university will struggle to maintain its status as a R1 university. As you can see, I am not alone in supporting our graduate workers; Here is a petition started by Graduate Workers Organizing Cooperative that has gathered more than 700 signatures: tinyurl.com/CSUEndFees Again, I strongly urge you to immediately approve all recommendations listed in the Aspirational Scenario presented in the GA compensation report. This will alleviate some of the financial burdens from the shoulders of those that are carrying this institution. Investing in our graduate students is investing in the future of CSU.

Paige Hansen
paige.m.hansen@colostate.edu
1625 E Stuart St, Apt E36
Fort Collins, Colorado 80525

APPENDIX II

Construction

COLORADO STATE UNIVERSITY - PUEBLO

CONSTRUCTION PROJECT STATUS REPORT

Project	Total Budget & Funding Source	Construction Start	Scheduled Completion	STATUS as of 04/14/2021	Description
Technology Building. Construction management, engineering, educations and automotive industrial management	Pending State funding request of 17 millionn	TBD	TBD	Currently submitted to state and pending funding	
Art Music Capps Capozzolo School of Creative and Practice	Pending State funding request of 19 million also there will be a fund raising effort for black box addition	TBD	TBD	Currently submitted to state and pending funding	
Emergency Roof and Structural repair at Buell CC EMQ xxx	Emergency funding provide by transfer from Hasan Roof project	Currently in Design	TBD	Procurement Office of the State Architect has approved the emergency repair of the Hasan Roof and strutral repair. Funding is due to a successful completion of the Hasan roof project.	
CSU Pueblo #20019/ Rawlings Sports Complex renovation phase one	Donation RHR Foundation Dan and Kerry DeRose and Art Gonzales	08.18.2020	01.31.2021	Scopes includes new astro turf, fence, netting, press box, dug out, umpire locker remodel. 310 new bleachers at softball, new press box, dug out and deck remodel. New entry gate for softball. STATUS IS completing punch list items and stating close out documents	
CSU Pueblo #20019/ Rawlings Sports Complex renovation phase two	Donation RHR Foundation Dan and Kerry DeRose and Art Gonzales	08.31.20	06.31.2021	Scope includes the construction of an approximately 32,000 square foot sports facility. The purpose would be to provide and indoor green astro turf field for multiple sports like baseball, football, soccer and even marching band to practice during inclement weather. STATUS IS on time and on budget. GMP resolved NTP for phase one foundations is under review.	
Video and audio project at Massari Arena	\$697,000 BOG	Nov-19	1-Jan	Complete	
Track repair at Football	\$1,000,000 BOG	Dec-19	June 1st, 2020	Complete reviewing warranty items	
Concrete repair at football concourse	\$162,582 BOG	Dec-19	June 16th, 2020	Complete	

COLORADO STATE UNIVERSITY - PUEBLO

CONSTRUCTION PROJECT STATUS REPORT

Project	Total Budget & Funding Source	Construction Start	Scheduled Completion	STATUS as of 04/14/2021	Description
2019-061M19 Replace Roof and Windows, Hasan School Business	\$720,720 State funded Controlled Maintenance			Completed working on close out documents. On budget. .	The Hasan School of Business roof system has deteriorated beyond repair with leaks running down the drywall and through the window system. Numerous repairs have been completed, but are not mitigating the situation. Removing the entire roof system and installing a new system is recommended.
2020-087 M19 Replace Campus Water Lines	\$900,680 State funded Capital Maintenance (only phase one funded at this time)			Design builder is undercontract and various meaningful meetings have occurred. More research of existing CSUP water line systems is needed. Investigation almost finished now as more valves are exercised and identified. To explain need Pueblo Water Department to help in the investigation. CSUP staff is on emergency essential status. Water line is on time and will be on budget. Some valves have been replaced for the purpose of completing the water line investigation and determining correct flow and pressure. With this information a more specific build can be accomplished. A GMP has been agreed and amendment is under review for contract execution. Planning for final scopes will proceed. Almost complete with valve replacement and researching xeroscaping Bartley median to save on water consumption	Currently the CSU Pueblo irrigation lines do not have the capacity to effectively irrigate the campus landscaping. The irrigation system presently has to operate 24 hours a day and still does not cover all the necessary areas. The existing water lines are deteriorating and many of the existing isolation valves are inoperable. Domestic water loop is unable to isolate breaks resulting from deteriorating valves and piping. Phase 1 = Design and Xeriscape Bartley Blvd, Phase 2 = New water main tap with distribution. Phase 3 = New water main tap.
2006 -050P18 Psychology Building Renovation and Addition	\$16,812,751 State funded Capital Construction			Six month warranty completed. Completed punch list. Notice of occupancy July 2020. August 3 staff and faculty move in after COVID deep clean. Entire project is on time and on budget Substantial Completion 7/28/20. Notice of Occupancy 7/28/20. See time lapse camera and web link written narrative www.csupueblo.edu/about/campus/construction-projects/psychology-building.html Close out documents have been started and are underway.	
2018-061 M19 SB267 Upgrade Fire Campus Systems Phase 1 and 2	\$1,229,140 State funded Controlled Maintenance SB 267			FUNDING was temporarily held which delayed project. Will reschedule and put back on track. Status. Drawings currently under code review awaiting final approval will start procurement.	The existing campus -wide voice mass notification and fire alarm system is nearing the end of useful life. The campus has one main fire panel and 18 fire panels. The panels should be replaced before the manufacture stops supporting the system, before parts are not available, and before the system fails to report issues. The two phases are to replace fire alarm panels.
2018 064M19 SB267 Install Campus Security System	\$890,450 State funded Controlled Maintenance SB 267			FUNDING HELD temporarily and delayed project. New Substantial completion date of July 2021. CSUP staff (IT) is working as emergency essential staff to maintain campus and will schedule camera installation accordingly Estimated 99% completed Funding released. Camera installation completed. Training completed and views of cameras are being reviewed by a security committee to determine if more cameras are needed in specific trouble spots.	This project will provide electronic video system surveillance to all generally funded campus buildings, open spaces and parking lots at Colorado State University at Pueblo. All generally funded buildings to receive video camera surveillance system at all entrances. Additional exterior cameras will be mounted to survey the grounds and parking lot entrances.
M13019 Roof Replacement Art / Music Classroom Ph 1 of 1	\$698,270 State funded Controlled Maintenance			Completed working on close out documents. On budget. .	Repair Art roof and constructed a new exit stair. 65 mile hour wind damage a HVAC roof cover and need to repair.
Ochiato University Center Renovation and Addition	\$35,000,000 Debt to be repaid with student fee facility fees, grants, & auxiliary services revenue			Completed. Occhiato University Center Schematic Design completed. Design Development Phase completed. GMP established, Notice to Proceed to Commence Construction issued November 3, 2015. All Bid Packages 1, 2, 3, underway - (Earth work, utilities, foundations, steel frame, electrical, plumbing, HVAC, finishes) Design-Build Team of Nunn Construction/hord-coplan-macht Architects. Phase 1 (New Addition) 100% complete, occupied November 28, 2016. Phase 2 (ACM Abatement Completed February 6, 2017. Phase 2 Renovation area is Substantially Complete. Entire project approximately 99% overall complete to date. Phase 2 Renovation Occupied 2Jan18, grand opening 23Jan18. Phase 3 Ballroom retrofit completed 03/02/18. Entire Project Substantially Complete, on time, on budget. Entire project has been closed out successfully.	
Exterior Door Security Access Control at all Academic Buildings.Phase II	\$998,351 Controlled Maintenance	completed working on close out documents. On budget. .	12/2015	Add electronic card access/monitoring, new keyways, and replace worn exterior entrances at 11 academic buildings.	Project under budget and on schedule. 11 buildings are live on-line. Project is Complete

Project	Bonds/Funding		Occupancy	Status as of April 2021
<p>Bay Facility</p> <p>Total Budget: \$6,250,000</p>	<p>\$5,250,000-bond funds</p> <p>General fund, CVMBS, VPR</p> <p>\$1M-VPR cash</p>		<p>October 2021</p>	<p>This project will construct a 10,000-12,000 gsf facility to house laboratory animals on South Campus in support of TMI, Animal Cancer Center, Pre-surgical Research Laboratory and VTH.</p> <p>Exterior structure is complete. Interior walls and MEP underway. Project is 45% complete.</p>
<p>Shepardson Building Renovation and Addition</p> <p>Total Budget: \$44,000,000</p>	<p>\$35,000,000-state funds (\$18M CCF, \$17M COP)</p> <p>\$9,000,000-bond funds</p>		<p>June 2022</p>	<p>This project will completely revitalize the Shepardson Building and add approximately 40,500 gsf of auditorium, classroom and laboratory.</p> <p>Window installation, MEP and data installation underway. Project is approximately 65% complete.</p> <p>Phase 3 funding from state COP issuance has been received.</p>

Project	Bonds/Funding		Occupancy	Status as of April 2021
<p>Johnson Family Equine Hospital</p> <p>\$35,400,000</p>	<p>Funding from NWC COPs & Donations</p>		<p>October 2021</p>	<p>This project will construct an approximately 80,000gsf Equine Hospital on South Campus.</p> <p>Project is on schedule and working to budget. Interior walls and MEP underway; design for rooftop solar PPA installation. Project is approximately 75% complete.</p>
<p>Lory Student Center Phase 3 Revitalization and Adult Learner & Veteran Services addition</p> <p>Total Budget: \$24,000,000</p>	<p>\$21,000,000-bond funds</p> <p>Student fees</p> <p>\$3M from LSC reserves</p>		<p>Tbd</p>	<p>This project will revitalize the north section of the Lory Student Center, focusing on MEP upgrades and finishes. Approximately 9,300 gsf will be added to accommodate the Adult Learner and Veteran Services (ALVS) program.</p> <p>This project has been contractually suspended to March 2022.</p>

Project	Bonds/Funding		Occupancy	Status as of April 2021
<p>Meridian Village Ph 1</p> <p>Total Budget: \$130M</p>	<p>\$130,000,000-bond funds</p> <p>Housing and Dining Services</p>		Tbd	<p>This project will construct approximately 1,000 beds for 1st and 2nd year students, with a satellite dining facility.</p> <p>Underground utilities under construction in coordination with widening of Hughes Way.</p> <p>This project has been contractually suspended to March 2022.</p>
<p>Women's Soccer/Softball Complex</p>	<p>\$6,500,000-bond funds</p> <p>Athletics</p>		Tbd	<p>The project will construct an NCAA Division 1 quality softball/soccer complex with competition and training facilities for women's soccer and softball, along with concession and restroom facilities for fans.</p> <p>The Design-Build team has been selected.</p> <p>The project has been temporarily suspended.</p>

APPENDIX III

Higher Ed Readings

[Biden is taking a fresh look at Title IX. Here's what to expect.](#)

The Chronicle of Higher Education; April 6, 2021

The Education Department's Office for Civil Rights recently announced a review of the Title IX regulations put in place last August by Trump administration Education Secretary Betsy DeVos — a response to President Joe Biden's executive order last month making clear he wanted to amend the regulations. A public hearing will take place "in the coming weeks," and the Office for Civil Rights plans to release a Q&A document, explaining how it plans to enforce current Title IX rules during the review process. Amended regulations will likely take years, but some expected changes include expanding the current definition of harassment to include more types of misconduct and to cover sexual orientation and gender identity; expanding jurisdiction to off-campus sexual assaults; and a potential rethinking of Title IX hearings, although it's unlikely they will be scrapped altogether.

[The vaccination dilemma](#)

The Chronicle of Higher Education; April 19, 2021

With full FDA authorization for COVID vaccines expected in late spring or early summer, colleges and universities are grappling with whether to mandate, or simply encourage, vaccinations among their student bodies. Currently, more than three dozen colleges have announced a vaccine mandate (with religious and medical exemptions) and many administrators worry that masking and social distancing will not be enough to get campuses back to "normal" without vaccines. But there are issues with requiring vaccinations, including political considerations and vaccine skepticism among the public.

[CSU System would restrict Hughes Stadium housing to employees, students if built](#)

BizWest; April 19, 2021

The Colorado Attorney General's office submitted a letter to Fort Collins' staff and City Council on April 8 — two days after a vote in which voters directed the city to zone the site of the former Hughes Stadium as open space and attempt to acquire the property from CSU — spelling out a possible scenario in which the CSU System ends its contract to sell the property to Lennar Corp. and reverts to developing the property through the SPAR process, with future housing restricted to CSU employees and students.

[CSU plans to set aside 60 of 180 'affordable and attainable' apartments for employees](#)

The Coloradoan; April 20, 2021

CSU is working on a land swap deal with Timberline Church to trade approximately 10 acres of Timberline's land for five acres of CSU's land — part of a former agronomy farm. CSU plans to donate the land to Tetrad Property Group to build and operate 180 below-market rate apartments, with 60 units reserved for university employees making less than 80% of the Area Median Income. The remaining units would be available to the public, creating a new supply of attainable housing for CSU employees as well as the general public. While Tetrad will eventually own the property, there will be a contract in place to ensure unit affordability for a minimum of 20 years.

[Many left behind in this recovery have something in common: no college degree](#)

The Washington Post; April 22, 2021

In what is increasingly looking like a two-track recovery for the job market post-pandemic, there has been a surge in recent months among Americans with college degrees getting back into the workforce, while Americans with a high school diploma or less remain out of work; nearly 4 million adult workers without college degrees have not found work again, while only 199,000 workers with a bachelor's degree or higher haven't. Additionally, while men without college degrees have struggled with the disappearance of blue-collar jobs for decades, the pandemic has left many non-college educated women who previously worked service-sector jobs in a similar situation.

[CSU graduate student workers advocate for higher pay, lower fees](#)

The Coloradoan; April 22, 2021

Graduate student workers at CSU have formed a group — Graduate Workers Organizing Cooperative — to petition the university and Board of Governors to increase compensation packages. CSU Graduate School Dean Mary Stromberger has presented a range of recommendations to the president's office; students in the Graduate Workers Organizing Cooperative are circulating an online petition to implement the most aspirational recommendation, which would exceed parity of pay and benefits with CSU peer institutions. The petition has garnered around 750 signatures so far.

[CSU attorneys' letter sets possible path forward if Hughes Stadium is redeveloped](#)

The Coloradoan; April 22, 2021

While a letter sent from the Colorado Attorney General's office to Fort Collins' city attorneys lays out a potential roadmap for redevelopment of the former Hughes Stadium land, it does not address the recent ballot initiative, and the Board of Governors — which ultimately has the final say — has not made a decision on the property. If CSU opts not to sell the land, the options include owning land that has significantly reduced value for any potential buyer; using the SPAR process to develop the property itself; or suing Fort Collins over the new zoning impacts to its private property rights.

[New CU School of Medicine at Colorado State University to welcome first cohort this summer](#)

CU Anschutz News; April 23, 2021

The first four-year cohort of 12 medical students will matriculate at the new University of Colorado School of Medicine at Colorado State University (CU SOM at CSU) beginning in July. The partnership has allowed the two schools to strengthen their already robust collaboration in the health care sphere, and offers expanded opportunities for clinical training, especially for students interested in experiencing a less urban or a less traditional academic setting. And while this first four-year cohort won't begin for a few months, a group of 11 third-year students transitioned to the CSU branch last June, and initial feedback has been extremely positive.

[CSU Todos Santos Center Quarterly Newsletter: Feb. 2021](#)

Check out the latest news from the CSU Todos Santos Center.

[Together We Grow: April update](#)

Check out the latest news from Together We Grow and Executive Director Kristin Kirkpatrick.

Biden is taking a fresh look at Title IX. Here's what to expect.

The Chronicle of Higher Education

Less than a year after colleges scrambled to carry out sweeping new requirements for handling sexual-misconduct cases, campus officials will have to prepare for yet another round of Title IX changes.

The Education Department's Office for Civil Rights announced on Tuesday that it would review the Title IX regulations put in place last August by the Trump administration's education secretary, Betsy DeVos. The rules — which interpret Title IX, the federal gender-equity law — ramped up protections for students accused of sexual misconduct by requiring accusers to be cross-examined at a live hearing, among other things.

The announcement was expected, as President Biden made clear in an executive order last month that he wants to amend the Trump-era Title IX regulations.

The Title IX review begins exactly 10 years after Biden, as vice president, announced the “Dear Colleague letter,” the landmark document that implored colleges to take sexual violence more seriously or risk facing a federal investigation. The Dear Colleague letter touched off a decade of intense scrutiny of how colleges respond to sexual-misconduct complaints. DeVos rescinded that guidance in 2017.

Here's what you need to know about Biden's Title IX review.

What is the Education Department doing?

The Education Department's civil-rights office is reviewing “existing regulations, orders, guidance, policies, and any other similar agency actions” on Title IX. The civil-rights office will also hold a multiday public hearing at which people can offer comments, in oral or written form.

The review will be led, for now, by Suzanne B. Goldberg, acting assistant secretary for civil rights and a former senior official at Columbia University. Goldberg, who's also a law professor, was closely involved with Columbia's Title IX process at a time when the university was mired in controversy over its handling of sexual-assault cases.

Know Your IX, a national victim-advocacy group, praised Tuesday's announcement and said it was a sign that the Biden administration had listened to calls for change. Over the past week, Know Your IX has been drumming up support with an #EDActNow campaign that demanded the Education Department scrap the Trump-era rules.

What's the timeline?

The public hearing on Title IX will happen "in the coming weeks," according to the civil-rights office. The office also plans to release a new guidance document, a "Q&A," that will tell colleges how the agency plans to enforce the current Title IX rules while the review is in progress.

Amended Title IX regulations will take a lot longer. "Eighteen months, at least," said Melissa M. Carleton, a higher-ed lawyer who works with colleges on Title IX issues. The Trump administration announced its intent to craft new Title IX rules in September 2017 and finished the rulemaking process three years later.

What changes might be coming for Title IX and sexual misconduct?

Courtney Bullard, a former campus counsel who now advises colleges, said she expects the Biden administration to expand the current definition of harassment under Title IX to include more types of sexual misconduct, and also to cover sexual orientation and gender identity. Harassment is currently defined as conduct that is "so severe, pervasive, and objectively offensive" that it denies a person access to an education.

The Trump-era Title IX regulations also don't cover most off-campus sexual assaults, and Bullard predicts that will change.

Many victim advocates are lobbying to end mandatory hearings and cross-examination, saying such processes can retraumatize victims and discourage them from coming forward in the first place. Proponents of due process, though, believe that cross-examination is the best way to learn the truth of what happened in an alleged incident.

Goldberg wrote in *The Chronicle* in 2019, as those Title IX rules were being developed, that she didn't support cross-examination in campus Title IX cases.

"The usual image of cross-examination includes trained lawyers asking precise, rigorous questions of individuals on the other side of a case and a judge ruling on well-crafted objections to improper questions," she wrote. "But campuses are not courtrooms, and the reality at most colleges and universities would look quite different."

Still, Carleton doesn't think colleges will entirely scrap Title IX hearings, even if the Education Department no longer mandates them. "It's always hard to roll back procedural protections once they're in place," she said. What's more, recent federal court rulings mean that colleges in certain parts of the country will have to continue holding hearings, no matter what.

The civil-rights office's forthcoming Q&A document probably won't prompt major campus overhauls, Carleton said. But it could bring about changes in particular aspects of the Title IX process.

For instance: Say an accused student makes a confession in writing, but then doesn't appear at the Title IX hearing. Currently, if a student decides not to participate in the hearing, colleges can't use any information that student has provided to determine whether a sexual assault occurred.

That would put colleges in an uncomfortable position in which they could feel forced to make a finding that might be incorrect, Carleton said. She hopes the Education Department will clarify how colleges should handle such situations.

What should colleges do in the meantime?

Explain to the campus community that administrators are aware of what's happening, but that the Trump-era Title IX rules remain on the books, Carleton said.

Colleges are just finishing up their first academic year under the mandates. Most institutions had to revamp their Title IX policies. Some campuses had

to set up entirely new adjudication procedures for sexual-misconduct cases and hire new staff members.

Federal Title IX rules and guidelines for colleges have been altered several times over the past decade. While many campus officials may welcome changes, Bullard said, carrying them out means that they will have to spend time on legal compliance that they'd rather spend on sexual-assault prevention. "It's overwhelming for a lot of schools," she said.

The vaccination dilemma

The Chronicle of Higher Education

It's clear: With students eager to get back on campus this fall and college leaders eager to have them, most institutions will try to provide an experience that's something close to normal.

It won't look quite like it did before the Covid-19 pandemic, however. According to scores of college officials, masking will remain the norm at most campuses at least through the end of 2021. Social distancing will still be required but might gradually be relaxed depending on infection rates. Students will continue to monitor themselves for symptoms and, at many colleges, record those data on apps. Where possible, they will live in less densely populated dorms. And many classes and activities will stay at least partly online.

But whatever else colleges do right, if students, faculty, and staff members aren't vaccinated in high enough numbers, institutions' plans will crumble.

"To us," says Michael Huey, interim CEO of the American College Health Association and former assistant vice president for student-health services at Emory University, "the key thing is to get as many students, faculty, and staff vaccinated before the fall semester, because everything is going to hinge on that."

Colleges cannot make vaccination mandatory right now, some lawyers advise, because the vaccines are not yet available to all and are under federal emergency-use authorization. Some public-health experts expect full FDA authorization in late spring or early summer, however, and lawyers say that will change the legal context for vaccination mandates. Already, more than three dozen colleges have announced that they will require Covid vaccination for enrollment this fall, among them Brown University, Cornell University, Fort Lewis College, Nova Southeastern University, and Rutgers University. As with shots for measles, mumps, and rubella, there will be some religious and medical exemptions.

"Best estimates," says Michael Deichen, associate vice president for student health services at the University of Central Florida, "are that a very large

number of students will not get vaccinated if it remains voluntary. In order for campuses to return to a new normal, vaccine requirements will likely be necessary.” He points out that young adults are a major driver of the broader population spread. “Vaccine requirements for college students would therefore also be a terrific step toward achieving herd immunity in the U.S. and finally subduing Covid-19.”

Ezekiel J. Emanuel, vice provost of global initiatives and a professor of medical ethics and health policy at the University of Pennsylvania, argues in a recent New York Times op-ed that “all colleges and school districts should mandate that students who are authorized to receive Covid-19 vaccines get them.”

Political considerations and the public’s apprehensions could complicate things.

Some members of minority groups, as well as some Republicans, are among vaccine skeptics. College leaders are sensitive to these cultural and political dynamics.

Daryl Lowe, a lawyer who is the associate vice president for student affairs at Spelman College, an HBCU for women, questions whether it is “within the scope of any institution to incentivize or encourage vaccinations. Especially if a student were to have an adverse reaction, how far could liability potentially extend to the institution?”

He would also be reluctant to pressure scared students to get the shot given some racist, exploitative medical practices, like the Tuskegee syphilis study, in America’s history, and continued health disparities today. (He emphasizes that these are his opinions and not official stances on the part of Spelman.)

Lawmakers, mostly Republicans, in almost half the states have proposed bills that would prohibit requiring vaccines of workers, saying that should be a matter of personal choice.

Legal analysts say those state bills might face court challenges if they pass, because they conflict with employers’ responsibility to keep workplaces

safe. Such laws probably wouldn't prevent private colleges from eventually requiring vaccination, but they could pose legal conundrums for public colleges. Those usually follow local, state, and CDC health guidelines, says Scott Schneider, a partner with the law firm Husch Blackwell.

But whether they concern vaccination, mask-wearing, or other policies, what happens when state and CDC guidelines conflict? That, he says, is a gray area.

In Iowa, where the governor has taken a position against so-called vaccine passports, the president of the Board of Regents announced that students at the state's three public universities will not be required to have been vaccinated to attend classes on campus in the fall. However, he said, "We continue to strongly encourage members of our campus community to get vaccinated."

On March 10, Texas's governor, Greg Abbott, rescinded the state's mask mandate and announced Texas was open for business at 100-percent capacity. Texas Tech University is continuing to require masks, bolstered by an emergency resolution by the student senate in support of them for the spring. But its president, Lawrence Schovanec, has announced that the university plans to operate at normal capacity in classrooms this fall.

And what if, come fall, the Centers for Disease Control and Prevention is still recommending Covid-19 policies more restrictive than the state's? "We will follow the advice of the CDC and local public-health experts with respect to the use of masks in our classrooms and hygienic practices," Schovanec wrote in his memos about Texas Tech's fall plans. Asked about CDC guidelines about distancing in classrooms that differ from the state's, though, he said, "In many classrooms, you would not see that observed."

Hailyn Chen, a co-managing partner in the law firm Munger, Tolles, and Olson, says that "some public institutions are creations of their state's constitution and so enjoy so-called constitutional autonomy from the state legislature on all matters except for financial and budgetary oversight. That is the case with the University of California." Then again, public colleges in those states may still have to comply with state laws if those are tied to crucial funding, she says.

“Ultimately, it will depend on how broad each state’s rules are,” says Derin B. Dickerson, a partner with the law firm Alston and Bird. “Each state can decide to include or exclude public colleges from the reach of any vaccine mandates or prohibitions on vaccine mandates.”

For all the political eddies swirling around the topic, remember, says Edward M. Cramp, a partner at the law firm Duane Morris, if there is, in some situations, legal risk to mandating vaccines, there’s also risk in not doing so. No college wants to be the test case if a student or employee falls ill or dies because vaccination rates on that campus are low. Nor does any college want the competitive disadvantage of negative publicity should they become known as a Covid hot spot.

For now, most colleges are emphasizing persuasion and the dissemination of information.

Huey, of ACHA, says it’s key to get as many students as possible vaccinated before that “mass-migration event” of returning home for the summer so that they don’t spread the virus. In early March, the association announced that it had entered a \$2-million collaborative agreement with the CDC “to address vaccine hesitancy, increase vaccination visibility, and combat vaccine misinformation in campus communities. The project will include development and dissemination of a vaccine confidence toolkit for faculty and staff, a social media toolkit, and a national student social-media campaign.” ACHA is working with student-affairs, college-leadership, intercollegiate athletics, state-government, and other organizations.

At the University of North Carolina at Greensboro, vaccinated students can enter a lottery to win a meal plan, a textbook scholarship, or even a grand prize of free housing for the academic year.

Corey Hébert, the chief medical officer at Dillard University, an HBCU in New Orleans, says he appeals to students’ sense of community responsibility and their visions of restored normalcy to encourage them to get vaccinated, just as he does for masking, distancing, and Covid-testing.

The City University of New York has begun a #VaxUpCUNY campaign that includes a video from Sandra Lindsay, an alumna of the university's nursing program and the first person in the United States to receive a Covid vaccination. "The virus does not discriminate," she says in the video. "I am seeing too many minorities die as we're disproportionately affected — two to three times more than our white counterparts. Covid affects young people, people with no comorbidities. Our best defense forward is a vaccination. This is the only thing that will get us out of this dark time and preserve life."

Health experts are trained not to make assumptions about why someone might hesitate to get vaccinated, Huey explains in an interview with The Chronicle. "The key," he says, "is to ask the person, 'What are you concerned about? And let's talk about it.'"

"You build your vaccination pool one person at a time," he says. Skeptics are just that — they haven't dug in their heels — and "there are a large number of people who are in the wait-and-see category."

The clock is ticking, and the more people who are vaccinated, and the sooner they are vaccinated, the less chance that runaway coronavirus variants will assert themselves. The more cases you have, Huey says, the more opportunity the virus has to mutate into faster, more infectious strains.

James Giordano, a professor of neurology and a bioethicist at Georgetown University, says colleges have to strike a balance between maintaining the public good on their campuses and respecting autonomy. Effective, efficient Covid policies, he says, don't necessarily require a vaccine mandate. Rather, they might spell out what will and won't be available to those who are not vaccinated. Maybe those who aren't vaccinated will need to live in a separate residence area or attend classes remotely — at least if there is a campus outbreak. Maybe they will be required to wear an N-95 mask even when masking policies over all have been relaxed.

But Anna Gonzalez, vice president for student affairs and dean of students at Harvey Mudd College, sees problems with the separation of unvaccinated students.

“While some schools are talking about separating students into residence halls of who will be vaccinated and who won’t be,” she says, “we believe that this will be a serious violation of HIPAA in terms of outing someone’s medical record by virtue of where they live. It may also cause some serious ‘shaming’ of students, faculty, and staff in terms of people making assumptions about the reasons people have for not being vaccinated.”

What would be best, administrators agree, is if voluntary-vaccination rates are so high that these problems don’t arise, and colleges don’t have to go down legal rabbit holes to keep their campuses safe.

Amir St. Clair, associate vice president and executive director for Covid-19 response and recovery at Emory University, says that surveys of the university’s faculty and staff members show that about 80 percent plan to get vaccinated.

Robert Turner Schooley, a professor of infectious diseases and a key architect of the University of California at San Diego’s Covid-management program, acknowledges possible complications but hopes they won’t arise.

“These vaccines are so damned good,” he says, “it’s very hard to imagine why everyone in the country wouldn’t want to be vaccinated.”

CSU System would restrict Hughes Stadium housing to employees, students if built

BizWest

Editor's note: After this story's publication, the CSU System said in a statement that while the letter from the Colorado Attorney General's office spells out a scenario in which the System would use SPAR to develop the property, the CSU System Board of Governors has not yet made a decision on whether or not to go ahead with that development.

The Colorado Attorney General's office said the Colorado State University System has the right to develop the Hughes Stadium land using a provision in state law and would restrict any new developments there to its employees and students, a position that may complicate negotiations with the city over the property's future.

In a letter submitted to Fort Collins' staff and City Council last week, the Colorado Attorney General's office said the CSU System is in the process of ending its contract to sell the 161-acre property to Lennar Corp. (NYSE: LEN) and develop the property according to previously described plans.

The Attorney General's office is required to represent state entities, including the CSU System, in legal matters.

The letter also said the housing slated for the property would be restricted to CSU employees and students.

"With the updated information provided by this correspondence, which clarifies that under its Site Plan the Board of Governors owns and will continue to own the Hughes Property development and that the occupancy of the residential units will be limited to qualified CSU employees or students, the SPAR process applies in accord with the express terms of the City Code and Colorado law," the letter read.

The letter is dated April 8, just two days after Fort Collins voters overwhelmingly directed the city to zone the property as open space and to try to acquire it from CSU. That ballot initiative came months after the city council failed to rezone the property for development in a rare tie last May

amid months of intense opposition to any construction on the land nestled along the foothills leading to Horsetooth Reservoir.

After that May vote, CSU said it would use a Site Plan Advisory Review, or SPAR, to relegate Fort Collins officials to an advisory capacity on any new developments rather than seek their approval. The SPAR process allows state government entities to build on land they own without requiring approval from the city or county that would normally have the power to approve or deny development.

Opponents to development have argued that CSU couldn't invoke SPAR since its original plans to sell the property to Lennar fell outside the requirements that any SPAR-approved development be used as a public building.

CSU said it would spin out construction in the area to third-party organizations, as it has for other campus buildings in the past.

The most recent proposal from CSU would create up to 662 homes split between single-family homes, duplexes, townhomes and apartments, along with a childcare facility, transit hub, urgent care center, commercial space and about 70 acres of open space.

It's not clear how CSU's plans would affect negotiations between it and the Fort Collins City Council with several new members. Fort Collins City Manager Darin Atteberry recently told BizWest that he expects full negotiations to begin in May.

Representatives for Lennar and PATHS, the lead advocacy group for keeping the Hughes Stadium property as open space, did not respond to requests for comment Monday.

A spokesperson for the CSU System declined to comment, saying that its election night statement remains its official position.

Representatives of the city of Fort Collins said they had not yet seen the letter and declined to comment.

**CSU plans 'affordable and attainable' apartments for employees in
Timberline Church swap**
The Coloradoan



Timberline Church is working on a land swap with Colorado State University for 10 acres of its property at 2908 Timberline Road for affordable and attainable housing. *City of Fort Collins Documents*

Neighbors of Timberline Church can weigh in May 3 on plans for a proposed land swap that could eventually lead to 180 "affordable and attainable" apartments on what's currently church property.

The church, 2908 S. Timberline Road, and Colorado State University have been working on a deal that would trade roughly 10 acres on the southeast edge of Timberline's property for 5 acres of CSU's former agronomy farm south of the church.

Once the land swap is finalized, CSU will donate the land to Tetrad Property Group to build and operate 180 below-market rate apartments. Sixty units

will be reserved for university employees who make less than 80% of the Area Median Income, said Brett Anderson, special assistant to CSU Chancellor Tony Frank.

Donating the land to Tetrad helps reduce the cost of units, Anderson said. Tetrad will eventually "own the property with a legally binding contract to ensure affordability of units for a minimum of 20 years," he said.

The units would create a new supply of workforce housing that CSU employees have long said is needed in Fort Collins.

The other 120 units would be open to the public but would rent for less than market rate, creating a new supply of attainable and workforce housing for CSU employees, Anderson said. Although Tetrad has not finalized details, Anderson said they were likely to be for those making about 90% of AMI.

Fort Collins' 2021 AMI, set by the U.S. Department of Housing and Urban Development, is \$67,200 for a single person or \$95,900 for a family of four.

Someone making 80% of that would earn \$53,700, or \$76,700 for a family of four. An apartment is considered affordable to rent if a household earning 80% or less of AMI pays no more than 30% of their gross monthly income toward rent, including utilities.

The average rent for an apartment in Fort Collins is nearly \$1,600, according to RentCafe.com, although some new apartments coming online are charging close to \$2,000 a month for two-bedroom units.

According to current plans, the units would be spread out among seven three-story buildings.



An artist's sketch of what the Timberline apartments might look like. *Norris Design*

CSU has rehired Debbie Mayer, who helped employees navigate a difficult housing market in 2018, to survey the demand for affordable and attainable housing among its staff. That could dictate plans for not only the Timberline project but former Hughes Stadium land as well if that project goes forward.

"We're hoping over the summer and fall to do a full data analysis and get a good sense of the sizes and houses that would be needed," Anderson said.

He anticipates construction could start late this year or early 2022 with the apartments ready for occupancy in spring 2023.

In the land swap, CSU gets nearly 10 acres and Timberline gets about 5, Anderson said. "They've both been appraised at the same value," he said. "The 5 acres (of CSU land) on Timberline Road is more valuable" because it has frontage on Timberline.

Once the land swap is finalized, Timberline Church will have more than 30 acres for future use. The church will also present an overall development plan for the site as it grows over the next couple decades.

Interested?

A virtual neighborhood meeting will be held from 6-7:30 p.m. May 3. Information on how to participate will be posted at fcgov.com/developmentreview/proposals 48 hours prior to the meeting.

Many left behind in this recovery have something in common: No college degree

The Washington Post

Catelyn Morris fills out job applications daily for positions as a receptionist, office manager or sales associate near her Macon, Ga., home, but so far she's only had one callback. She believes there's a major drawback to her application: She doesn't have a college degree.

"Everybody has to have bachelor's degree or an associate's degree. If you don't they just look over you at this point," said Morris, a single mom of two who has fallen behind on her utility and car payments.

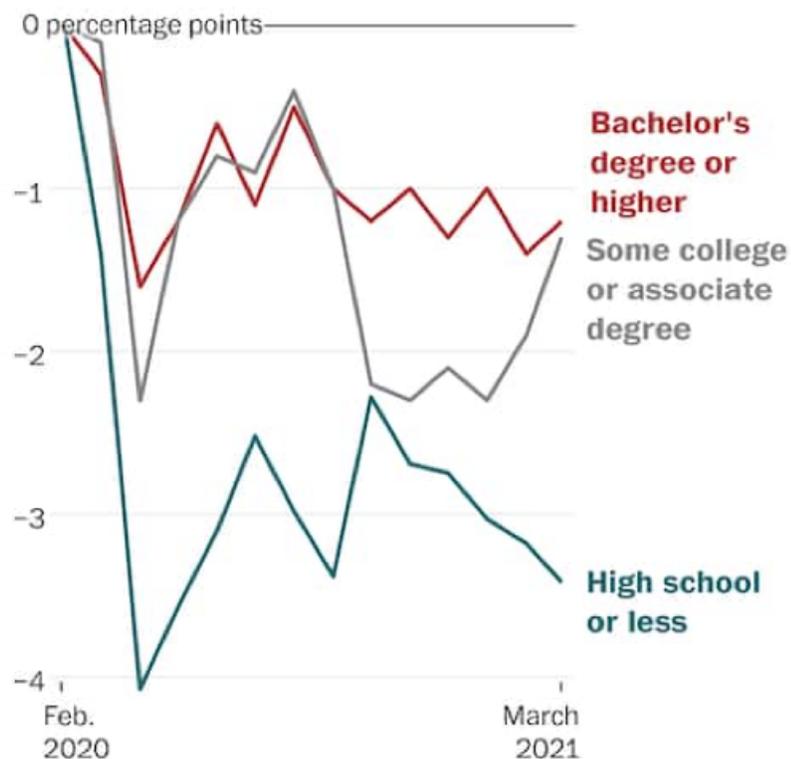
What Morris is experiencing in her job search is playing out across the country. Hiring has rebounded quickly for Americans with college degrees. In recent months, there has been a noticeable surge in people with two-year associate's degrees getting back into the workforce, but Americans with only a high school diploma or less remain deep in crisis mode, even as employers claim they are having trouble finding workers.

Nearly 4 million adult workers without college degrees have not found work again after losing their jobs in the pandemic. Only 199,000 adult workers with a bachelor's degree or higher are in the same situation. (About 2.4 million adults over 25 with associate's degrees had a job in February 2020 and have not returned to work a year later.)

Workers with no college experience are struggling

Change since February in the share of the population working or looking for work

Source: Labor Department
Note: Seasonally adjusted
THE WASHINGTON POST



Economists are especially concerned about the sharply divergent situation for college-educated workers versus non-college educated since October. Even as more and more restaurants, hotels and other service sector businesses have reopened, hiring has continued to backslide for non-college-educated workers.

In March, for example, the overall economy added back 916,000 jobs. Only 7,000 went to workers with high school diplomas but no college degree.

“There really is an educational divide in the jobs that are coming back now,” said Diane Swonk, chief economist at Grant Thornton. “Women are coming back into the labor force, but it’s the higher-skilled jobs that are coming back for women.”

This looks increasingly like a two-track recovery. There’s a fast track for the college educated and a largely slow track for the non-college educated,

which only compounds the pain among lower-skilled workers who suffered the most job losses early on in the pandemic as well.

Some analysts suggest it's time to start talking about the "No-college-degree" recession.

"A lot of people have been calling this the SHE-session, but it's really the She-minority-less-than-a-bachelor's-degree recession," said Michael Horrigan, president of the W.E. Upjohn Institute for Employment Research. Horrigan's research has shown that both minority women without college degrees and White men without college degrees are having the hardest time finding work again.

For decades, men without college degrees have struggled as blue-collar jobs went away, leaving fewer opportunities for low-skilled men to make it in the modern economy. Now the pandemic has thrust millions of women into the same situation.

As low-skilled service-sector jobs evaporated in restaurants, malls, hair salons, spas and home health care, women without college degrees are struggling to figure out their next steps. Many are growing frustrated, and the concern is they will simply stop looking for work.

The numbers are striking. After the Great Recession, the share of adult workers with a high school degree who were employed or looking for work hit a low point of 56.9 percent at the end of 2015. This March, only 54.9 percent of workers with a high school diploma were employed or looking for work, raising concerns about whether these workers will recover to even 2015 levels, let alone the 58.3 percent who were in the labor force in February 2020 just before the pandemic struck widely.

"We have to figure out a way to generate employment gains for lower-educated and low-skilled workers, who typically are the slowest to recover," said Michael Madowitz, an economist at the Center for American Progress, a Democratic think tank.

Some economists think it's only a matter of time before companies start hiring these workers again. And the Biden administration is pitching its

infrastructure plan as a job creator with special funding for retraining workers and boosting Rust Belt communities.

But there's an eerie similarity to what's happening at this point in the 2021 recovery with high school-educated workers struggling and what happened in the years after the Great Recession when men without college degrees had some of the hardest times finding work again. Many men after the Great Recession ended up so discouraged that they turned to alcohol, drugs and suicide, what became known as "deaths of despair."

The problem for policymakers, Madowitz says, is there has been a lot of thinking in the past decade about how to help men in blue-collar industries, but there has been little thinking about how to help women in the service sector who suddenly might need to change careers.

"We need to re-skill people for manufacturing jobs of tomorrow, but we've never really talked about what you need to do to make service-sector employment grow really quickly," Madowitz said.

The longer low-skilled workers are out of a job, the worse their prospects become. It's harder to find a new job and, if they switch to a new career after being unemployed for 12 months, low-skilled workers typically suffer a 15 percent pay cut, according to new research by John Bluedorn at the International Monetary Fund.

Some economists see hope that job opportunities in the service sector are coming back. Major employers such as hotels and casinos are hosting job fairs and calling the sales agents at job recruiting websites asking how to boost their ads and make themselves more attractive to potential workers. Reports are surging of labor shortages, especially in lower-paid jobs.

"Employers are hungry for candidates, but job seekers don't seem to have noticed that yet," said Julia Pollak, a labor economist at ZipRecruiter.

But workers still are hesitant to return, partly because they want to wait until they are vaccinated first and partly because they are discouraged after months of not getting any callbacks, Pollak says.

Others say the reason workers without college degrees aren't flooding back into restaurants and hospitality jobs is because the pay is too low.

"We should be asking how we got to a place where service-sector wages are so low and benefits are so nonexistent and workplaces are so unsafe and scheduling practices are so volatile that a mere \$300 per week [on unemployment] may be better than the financial benefits and security of a job," tweeted Elizabeth Pancotti, a senior analyst on the Democratic-led Senate Budget Committee.

The number of Americans who have been unemployed for more than six months has jumped to 4.2 million. Many of these people tried to look for work over the summer and fall and couldn't find anything. The winter was a particularly slow time for hiring, according to Labor Department data. This can cause people to get discouraged.

A recent ZipRecruiter survey found that high school dropouts were the most likely to agree with this statement: "I'm worried that I may not find a job at all and I'm thinking about giving up."

Morris, the mom still looking for work in Georgia, hasn't given up yet, but she is getting demoralized.

"At this point in time, I would take any job I can get that would keep my bills paid," she said.

CSU graduate student workers advocate for higher pay, lower fees

The Coloradoan

Graduate student workers at Colorado State University have formed a group petitioning the university and the CSU Board of Governors to raise graduate student worker stipends and lower their fees.

Students in the Graduate Workers Organizing Cooperative are citing Fort Collins' increased cost of living and the amount of work they do for the university, along with lasting economic impacts of the pandemic, as reasons they should be better compensated.

The university estimated around 2,000 of its 6,400 graduate students receive assistantships, meaning they are paid a set amount to serve as researchers, research assistants or teaching assistants while completing their graduate studies.

"We're doing critical work for the university," said Chayne Wild, a master's student studying political science at CSU who has worked as a department assistant and as a teaching assistant. "Basically the entire university is interfacing with graduate student workers, whether they're in a research lab or a section of an intro class or whatever."

Graduate student stipends are not only important to the students who receive them, but in attracting students to the university and maintaining CSU's level of research.

Mary Stromberger, dean of CSU's Graduate School, said that without raising stipends and lowering fees, the university risks losing graduate students who are already enrolled and cannot afford to stay, and it will continue to struggle recruiting students away from universities offering more pay.

"Many of the top students are going elsewhere because they get a much better compensation package," Stromberger said. "So it does make it difficult for us to recruit like the top talent around the world."

When Stromberger took on the position of dean in 2019, she began research into what other schools were doing with their graduate students,

including how much student workers were being paid for their contributions.

“We didn't have consistent annual increases to stipends. And at the same time, the cost of living in Fort Collins just skyrocketed, so we weren't keeping up with the cost of living in Fort Collins,” Stromberger said.

Stromberger found that just three out of 11 peer institutions paid graduate workers less than CSU does, and most were paying thousands of dollars more even with adjustments for cost of living. As a result, Stromberger and her team presented recommendations to the president's office ranging from a stopgap solution that would make pay more similar to their peers and cover graduate student fees to an aspirational recommendation that would exceed parity of pay and benefits with CSU's biggest competitors.

Students in the Graduate Workers Organizing Cooperative are asking the university to take immediate action and implement Stromberger's aspirational compensation plan, which would provide full coverage of fees and up to five credits of tuition return, create higher minimum stipends and provide summer salaries for 9-month appointees.

The group has an online petition that has garnered around 750 signatures.

Josh Sbicca, an associate professor in the sociology department, said he supports the students advocating for higher stipends not only because of the economic struggles, but because of the psychological impacts financial struggles can have on students and their ability to perform. Thinking back to his time as a graduate student, Sbicca said he worried about having money for groceries or rent, something he doesn't want his teaching assistants to worry about now.

“There's a human toll at the end of the day, it's not strictly about economics,” Sbicca said. “One thing that's really common at this university is a commitment to sustainability, and we should be sustaining our workforce.”

Sbicca also said he's had a number of students turn down offers to complete graduate studies in his department because of “inadequate” compensation packages.

Stromberger said that while she feels increasing pay for student workers and adjusting their compensation to meet the increasing price of living is important, she has made recommendations to leadership and budget changes are not her decision.

The Board of Governors, which would ultimately need to approve any increase, is set to discuss budgetary matters at its May meeting, but they will likely not be finalized until June.

CSU President Joyce McConnell did not confirm whether she plans to bring up the issue of graduate student worker compensation at the upcoming Board of Governors meeting.

“We take seriously the issues that our graduate students have raised and are considering them as we move forward with our budget process,” she said in a statement to the Coloradoan.

Wild, a father of 2-year-old twins who said his wife lost her job at the beginning of the pandemic, is now considering leaving CSU to pursue his Ph.D., in large part because of the compensation package.

But he hasn’t decided yet and is hopeful that the university can make this change.

“There is a possible solution here if the right people care, right?” Wild said. “The Board of Governors has the capacity to add this on the budget, if they think that it's important enough. And if they don't think it's important enough, that's a problem.”

CSU attorneys' letter sets possible path forward if Hughes Stadium is redeveloped

The Coloradoan

A three-page letter from the Colorado Attorney General's Office to Fort Collins' city attorneys has laid out a potential roadmap for redevelopment of the former Hughes Stadium land in west Fort Collins, if the project goes forward.

As the attorney for Colorado State University, the AG's office asserts CSU's right to develop the property and move the project through the Site Plan Advisory Review, or SPAR, process that essentially invites the city to weigh in but gives it no actual authority to approve or reject the project.

As a state entity, CSU does not have to go through the city's regular development review process. In a statement Thursday afternoon, CSU said "a city zoning ordinance is not binding on CSU."

Fort Collins City Council is scheduled on May 4 to discuss city voters' direction to zone the property as open space and work to buy it from CSU. Both CSU and city officials say the entities continue to work together to determine a path forward for the site.

In its justification for using the SPAR process should the site be developed, the letter states CSU is in the process of canceling its purchase-and-sales agreement with national homebuilder Lennar Inc. and will instead develop and retain ownership of the land itself and restrict occupancy to students and staff.

Although the AG's letter states occupancy "will be limited to qualified persons who are either CSU employees or students," CSU said this week that is "one scenario, but no decisions have been made." In the past, the university has said students and staff would get first dibs on any affordable housing units built on site before they would be offered to the public.

The AG's letter "illustrates and comments on a scenario in which CSU could do this; however, such a decision, while contemplated in the letter, has not

been made by the CSU Board of Governors," according to the CSU System statement. A subsequent statement called the scenario "a hypothetical."

The letter reflects the AG's opinion on whether the SPAR process would apply if CSU retained the land to provide housing only to CSU staff and students, the statement read.

First Assistant Attorney General Jacquelynn Rich Fredericks wrote to Fort Collins attorneys Carrie Daggett and Brad Yatabe in response to Nov. 20 correspondence from the city asking whether its SPAR process was the apt means by which to review the site plan for the former Hughes Stadium in west Fort Collins.

CSU General Counsel Jason Johnson was copied on the letter.

Sent two days after Fort Collins voters overwhelmingly approved a ballot initiative directing the city to rezone the 165-acres as 100% open space and make a good faith offer to buy the site, the AG's letter does not address the vote.

In some respects, the letter muddies the water even further because CSU's Board of Governors has made no decisions about the land's future.

The newly elected Fort Collins City Council, which includes a new mayor and three new council members, has expressed interest in respecting the will of voters. That still leaves a giant question mark of what happens to the property if CSU declines to sell it to the city.

CSU said this week it respects the voting process and the direction Fort Collins voters have provided to the city.

"As has been true all along, the recently passed ballot measure does not bind the state to sell the Hughes property — that decision and authority rest with the Board of Governors of the CSU System. We continue to look forward to future conversations with the city to determine if there is a path forward," the statement read.

If the property is rezoned as open space, CSU could not the build 671 homes and apartments, childcare, urgent care and transit centers that it envisions for the property while abiding by zoning rules.

If CSU doesn't sell, it could find itself either: owning land that has significantly reduced value for any potential buyer, using the SPAR process to develop the property itself, or suing Fort Collins over the new zoning's impacts to its private property rights.

CSU's Board of Governors is expected to discuss Hughes at its May 6 meeting, said CSU spokesman Mike Hooker.

If there's not enough clarity from council by then, the board could push the discussion until its June retreat, said Brett Anderson, special assistant to CSU Chancellor Tony Frank.

CSU has said only that it "has several options" for the property going forward and will consider offers from the city. CSU previously rejected a \$7 million offer for all but 10 acres, an offer that Frank said was too low.

"We want to create the best solution for CSU, the city and its residents," Anderson said. "It's hard to say what we're going to do. It will be the Board of Governors' decision."

The board will look at its alternatives and "what will provide the best outcome for CSU and its employees," he said. "We do care a lot about the community, and we will look at all of that. There are many options on the table, and we are looking at all of them."

The Fort Collins Board of Realtors, which opposed the ballot initiative, said in a statement it applauds CSU's effort to provide lower-cost housing for its employees as well as for Fort Collins residents.

"It is making great strides" ... evidenced by a plan to swap land with Timberline Church to build lower cost housing for its employees and the community, as well as plans for Hughes Stadium, the board said.

New CU School of Medicine at Colorado State University to welcome first cohort this summer

CU Anschutz News

The new University of Colorado School of Medicine at Colorado State University (CU SOM at CSU) branch campus will welcome its first four-year cohort of 12 medical students in Fort Collins this July. The branch will provide new avenues for clinical training for students as well as an opportunity to collaborate with another of Colorado's top universities.

Classes will be held in the CSU Health and Medical Center, which opened in 2017. The fourth floor was intentionally left unfinished when the building was originally constructed, and the new medical school space was completed in April 2020. But while the facilities may be brand new, the collaboration has been a long time coming.

"People have been talking about this idea for several years," says CU School of Medicine Associate Dean for Education Suzanne Brandenburg, MD, who is leading the establishment of the new branch. "When we looked at the resources and expertise of CSU that complement our goals as a medical school it made sense to explore a partnership, since these are two of the powerhouse research and education institutions in the state."

Holistic approach to health care

CSU is well-known as one of the best veterinary schools in the country (it was ranked No. 3 by U.S. News & World Report in 2019), but did the idea of a medical school partnering with a veterinary school raise any eyebrows?

"I think there was a little bit of surprise at first," Brandenburg says. "But the two schools already have a robust collaboration in the broader health care space." She notes that CSU is affiliated with the Colorado Clinical & Translational Sciences Institute (CCTSI), a program created on the University of Colorado Anschutz Medical Campus and funded by the National Institutes of Health to help accelerate the transformation of clinical and translational research and training efforts into improved health and patient care.

“There’s a significant amount of research happening at CSU that crosses from animals to humans,” Brandenburg adds, citing breakthroughs in both cancer and cardiovascular research that began with animal studies before moving to human trials.

Brandenburg says the pairing aligns well with CSU’s “One Health” framework, a holistic, transdisciplinary approach to health care that focuses on the intersection of human, environmental, and animal health.

“I believe an endeavor of this scale needs to have a vision to guide it, and as I learned more about the One Health concept, it really brought together the goals of CU and the strengths of CSU. It speaks to the ultimate outcome we hope to achieve,” Brandenburg says.

“We need our future health care professionals to think about the big picture and work together to create a healthier society.”

New community for clinical training

The new branch also offers expanded opportunities for clinical training, especially for students interested in experiencing a less urban or a less traditional academic setting.

“The medical community in Fort Collins is top-notch, and there are a lot of integrated health care options for students to follow patients through their healthcare journeys,” Brandenburg says. “The fact that it’s a smaller metro area means we can educate the medical students in a manner that will help them understand their whole community.”

Although the 2025 cohort won’t matriculate for a few months, some students have already begun taking classes at the new branch and embedding themselves in the Fort Collins health care community. A group of 11 students from the CU Anschutz campus transitioned to the CSU branch for their third year of medical school mid-pandemic last June. Brandenburg says the feedback from both students and faculty has been extremely positive, which is a testament to the high caliber of both the students and the Fort Collins-based clinical preceptors.

“I wanted clinical experience in a community hospital and clinic setting that would emulate the environment I’m most likely to work in as an attending physician,” says Sophia Wolfe, one of the CU students who is attending the new branch. “Since the community is smaller than Denver, I’ve seen the same patients in multiple settings and specialties, which has helped build stronger trust with them.”

Wolfe also mentioned that because there are fewer residents than in Denver, each student receives extensive hands-on learning experiences, especially in fields like surgery and obstetrics.

Looking towards the summer and welcoming the new class

Both Brandenburg and Wolfe hope that the vaccine rollouts for COVID-19 will allow current and incoming students to take full advantage of the new facilities soon. The open and airy space is built for collaboration. Small classrooms with movable desks and screens on each wall replace large lecture halls, and there are multiple conference rooms for individual study and group work. There’s even a virtual reality lab for learning everything from basic anatomy to how to read radiologic images.

For the first four years, each cohort at the new branch will be limited to about 12 students, but Brandenburg says she sees the program expanding in the future. There will also be some crossover between the Fort Collins campus and the Anschutz campus.

“We want our incoming students to build community with the entire medical school class, so there are going to be times when they will spend time at the Anschutz campus learning with the larger group,” Brandenburg says. She adds that during the students’ fourth years there will likely be clinical rotations that are only available at the CU Anschutz Campus and affiliates in a traditional academic medicine setting as they prepare to enter residency.

However, Brandenburg believes the new branch campus will also be a boon for students at Anschutz. “As one example, we’re building some exciting research connections that I think are going to resonate with some of them,” she says. “This collaboration is a win-win on so many levels for both institutions and for all of us.”

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Located in Baja California Sur, Mexico, the CSU Todos Santos Center serves as the University's international hub, providing research and educational opportunities in alignment with existing University curricula, and advancing CSU's mission of teaching, research, service, and outreach through collaboration with universities and organizations in Mexico and the U.S.

COLLECTING ORAL HISTORY IN TODOS SANTOS

by Ruth Alexander

As a History Professor at Colorado State University, I had the good fortune of teaching in the College of Liberal Arts program, *Liberal Arts and Community Engagement in Todos Santos* in Fall 2019. All five courses in the program immersed CSU students in the community of Todos Santos, whether the subject matter was art, writing, history, language, or ethnic studies. My course, *HIST 415: History, Community, and Environment in Mexico*, explored the history of community identity, formation, and change – inclusive of humans' changing relationship to the environment. With the support of CSU Todos Santos Center staff, my students and I conducted oral history interviews with a range of community members and organizations, from teachers and staff at the Center, to high school students, ranchers, fishermen, conservationists, and environmental educators. All the people we interviewed were welcoming and warm; all told personal histories that were fascinating and inspiring. My students learned that oral histories illuminate the past in

powerful ways and are a gift from those who offer them; they reciprocated with respect and admiration for those who had shared their stories. These were lessons in history and global citizenship that my students will hold onto for a long time.

All the faculty in the Fall 2019 program, myself included, discovered that the CSU Todos Santos Center was a wonderful setting for a study abroad program. CSU has developed a strong relationship with the community of Todos Santos, prioritizing educational activities in veterinary medicine and natural resources that serve the people of the area and our students simultaneously. In addition, Olaf Morales' courses in English are popular with community members of all ages, from middle schoolers to adults. With this foundation already in place between the Center and the people of Todos Santos, students and professors in the College of Liberal Arts program found an enthusiastic welcome in the community and rich opportunities to learn.

In Fall 2021, I plan to return to Todos Santos with the College of Liberal Arts program and look forward to teaching *HIST 415: History, Community, and Environment in Mexico* once again. COVID-19 has disrupted lives all around the world, and I expect my students and I will learn a great deal about the effects of the pandemic on Todos Santos and Baja California Sur. I'm sure we'll also learn about the Center's role in supporting food security during the pandemic. In Summer 2022 and subsequent summers, I look forward to teaching *History, Community, and Environment in Mexico* as a stand-alone class. My goal is to create an archive of oral history audio recordings and transcriptions at the Center that will document and honor the community of Todos Santos.

Ruth M. Alexander is Professor Emerita of History at CSU Fort Collins.

TODOS SANTOS CENTER TEAM DELIVERS FOOD TO FAMILIES AS PART OF STATEWIDE ALLIANCE

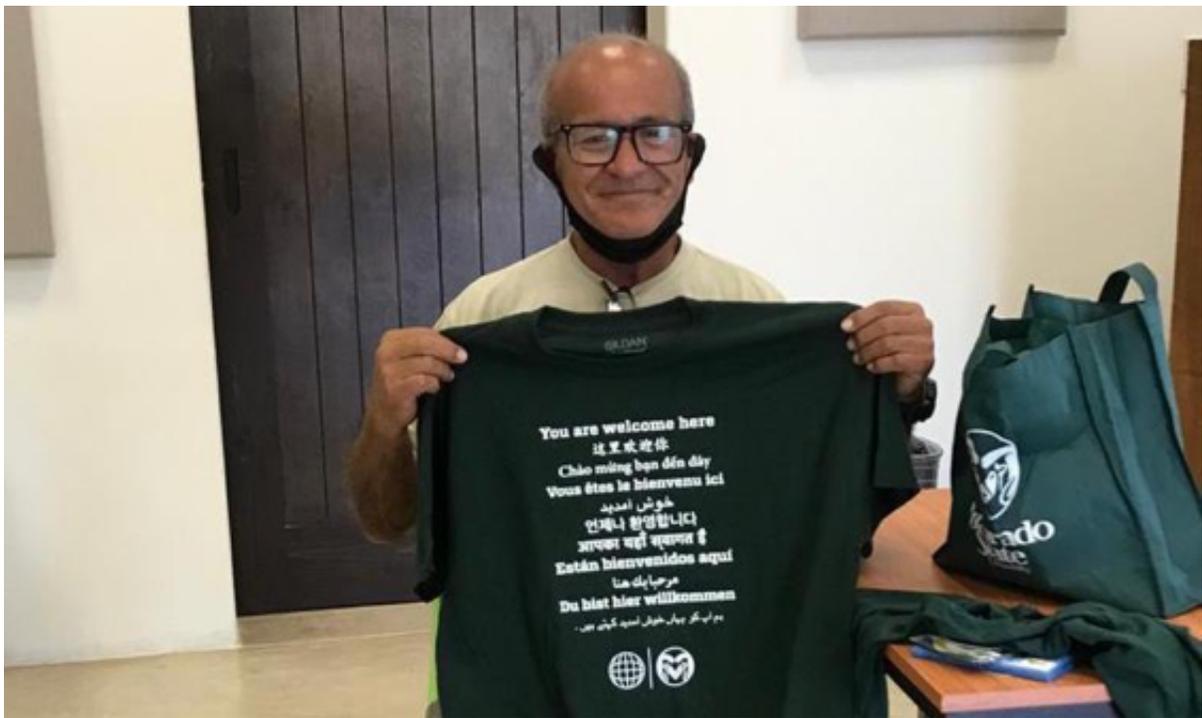


Alianza Comunitaria of Baja California Sur volunteers with food bags.

When a coalition was formed to respond to medical shortages and food needs in Baja California Sur, Mexico, the CSU Todos Santos Center team stood alongside their community. The Center joined the Alianza Comunitaria (Community Alliance) of Baja California Sur, which brought together more than 200 nonprofits, philanthropic organizations, and businesses to meet community needs during the pandemic.

[Read more.](#)

CELEBRATING VALENTINE'S DAY IN TODOS SANTOS



Alex Miro receives a gift from the Todos Santos Center in honor of his work with CSU students.

Officially known as Dia del Amor y la Amistad (Day of Love and Friendship), Valentine's Day doesn't look the same in Mexico as it does in the United States. In Mexico on Feb. 14, friends and family as well as significant others are lavished with warmth, love, and appreciation. Due to the pandemic, Valentine's Day for many of us looks different this year regardless of where we live. Alex Miro, a Todos Santos resident and Todos Santos Center collaborator, is showing love and appreciation for his community and the planet through recycling and teaching CSU students when they come to the Center.

[Read more.](#)

LEARN SPANISH FROM THE COMFORT OF HOME

The CSU Todos Santos Center, in partnership with the Department of Languages, Literatures, and Culture at CSU Fort Collins, is offering online Spanish immersion under the guidance of CSU Todos Santos Center Language Coordinator Olaf Morales. These non-credit, fully tutored courses are offered in several modules throughout Spring 2021 and include three hours of learning per week in the four language skills of listening, speaking, reading, and writing. Modules for March and April are still open; [learn more and sign up](#) today.

HOW TO MAKE BUÑUELOS



Looking for something new and fun (and sweet) in your life? [Learn how to make buñuelos](#) — sweet fried flatbreads with syrup — from Iracema at the CSU Todos Santos Center! And make sure to follow **@CSUTodosSantos** on social media for all the latest stories, photos, and videos.

In Mexico, friendship, caring, and love are often expressed through food. We are all part of the same extended community; we are all impacted by the pandemic, in similar and different ways. We would like to answer the call for those who want to show their love, by collecting donations and sharing the love among our Todos Santos community partners and friends through food, conversation, and connection. Most importantly, by honoring our commitment to exchange of knowledge, we see this time as an opportunity to strengthen our partnerships in anticipation of returning student programs, while also sharing traditions and stories of Todos Santos.

We are all CSU, no matter what country we are in or what country we come from originally. Please help us show our CSU family at the Todos Santos Center that we haven't forgotten each other!

SHOW YOUR LOVE



[View this email in your browser](#)



[Together We Grow](#), a consortium of some of the world's largest agribusiness interests, is focused on building a more diversified pipeline of talent for the agricultural industry. The organization is expanding its reach by [establishing the Center for an Enhanced Workforce in Agriculture](#) at the [CSU Spur campus at the National Western Center](#). CSU Spur broke ground in 2020 and opens in 2022.

April update –

There is much to be hopeful about right now. Vaccinations. Continued innovations. And the transformational energy that comes with spring.

I invite you to participate in our Food for Thought series if you haven't already. We've heard from so many phenomenal leaders across the food and agriculture sector about a variety of emerging strategies and best practices. Our final installment of the spring series is detailed below.

And, we're hiring! Help us find an awesome candidate to engage young people on social media, crafting a more expansive storyline for the food and agriculture industry.

Ever onward,

A handwritten signature in black ink that reads "Krister".

NEW AT TOGETHER WE GROW



- **WE'RE HIRING** Together We Grow is... *growing!* If you have a passion for social media and want to help connect and inspire the future workforce of the food and agriculture industry, [apply here](#) — and please share broadly with your networks!
- **SAVE THE DATE** This year's annual meeting will be held virtually on Sept. 7-8. More information to come.
- **THANK YOU, MELISSA** Melissa Harper, an early supporter of Together We Grow and a founding board member, recently departed Bayer after 12 years leading their human resources efforts. We cannot thank Melissa enough for her energy in launching Together We Grow, and we wish her luck as she takes the HR helm at energy company Enbridge.
- **SPRING SERIES** Together We Grow's spring webinar series will host its fourth and final session on May 4. The discussion will focus on inclusion and Native, Indigenous, and First Nation communities. Register [here](#).
 - *If you missed April's session exploring food equity and food security, you can find a recording of the session [here](#), passcode: **TWG2021!***
- **IN THE NEWS** Together We Grow was proud to support a new e-book produced by Together We Grow member [STEMconnector](#), featuring many Together We Grow members.

[Check it out](#) and share with your organizations and networks!

— **WORKING GROUPS** Together We Grow’s working groups have continued to finalize their priorities for 2021 to advance inclusion more broadly — and racial equity more specifically — within the food and agriculture industry.

- *There are four working groups — inclusion in agribusiness, inclusive excellence in higher education, pathways into agriculture careers, and storytelling — that meet monthly. [Contact Together We Grow](#) to get involved!*

— **TOPPING OUT** The final steel beam will be placed on the Terra building at [CSU Spur](#) — future headquarters of Together We Grow — on April 20. [You're invited to sign the beam](#) prior to the topping out, and [join us on Facebook Live](#) for the livestreamed ceremony at 11 a.m. on April 20.

FOOD FOR THOUGHT

[A new era of workplace inclusion: moving from retrofit to redesign](#)

The workplace is a key front line in the battle against systemic racism and economic inequality. We’re woefully far from achieving a truly equitable workplace, where everyone has the same access to the support and resources needed to thrive and where broader society is reflected throughout our organizations. Broad gaps in retention and advancement only widen and intensify with so-called knowledge workers and extend all the way up to the C-suite. *(Future Forum)*

[Bank of America says U.S. economy is hurt by a lack of workforce diversity](#)

If U.S. business and government leaders had decided more than 30 years ago to take action on diversity and inclusion, about \$70 trillion would have been added to the nation’s economic output, said Haim Israel, the bank’s head of global thematic investing research. *(Bloomberg)*

[Mothers are regaining jobs, even while shouldering pandemic burdens at home](#)

The perception that we’re in the midst of a “she-cession” — in which women have lost jobs at a higher rate than men — has not been borne out. And this winter, more mothers have returned to paid work, bringing them closer to the employment levels of fathers, a new analysis of census data shows. *(New York Times)*

[COVID-19 stimulus bill to provide \\$4 billion in debt relief for Black farmers, other farmers of color](#)

The legislation would forgive loans held by producers who have been racially discriminated against by the federal government, a long-sought win for civil rights advocates. *(The*

Counter)

[The trust gap on campus](#)

Waning trust among society is part of what prompted two education researchers to probe what was happening with trust among college students directly experiencing higher ed. Some key findings: Black students report substantially less trust in their college than white students; campus leaders are the least-trusted; and trust seems to erode with time. (*Open Campus*)

[Colorado's inclusive higher ed, employment programs help people with cognitive disabilities secure competitive jobs](#)

Colorado has three inclusive higher education programs: GOAL at UNC, Inclusive Services at University of Colorado Colorado Springs, and Elevate at Arapahoe Community College. They were created after the state legislature passed the 2016 Inclusive Higher Education Pilot Program bill. The programs currently serve over 70 students with intellectual and developmental disabilities. (*KUNC*)

[BlackRock breaks Wall Street ranks with planned racial audit](#)

The world's largest money manager plans to undergo an independent racial audit of its operations, following a request from a shareholder. Companies including Airbnb Inc. and Facebook Inc. have taken similar steps in the past few years. (*Bloomberg*)

[Assessing the talent life cycle through the lens of D&I](#)

In our dynamic and progressively connected world, it is vital for organizations to seek out diverse talent and perspectives. It's also crucial to create an environment where people feel comfortable sharing those perspectives without fear of bias taking over. (*Exude*)



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