

**THE BOARD OF GOVERNORS OF THE
COLORADO STATE UNIVERSITY SYSTEM**

**COLORADO STATE UNIVERSITY PRESIDENTIAL SEARCH ADVISORY
COMMITTEE LISTENING SESSION
Cherokee Park Ballroom
Colorado State University, Fort Collins**

November 8, 2018

ATTENDANCE

Committee Members Present: Nancy Tuor, Chair; Steve Gabel, Board of Governors; Dave Edwards, Community/Donor Representative; Dr. Albert Bimper, Jr., Faculty and Athletics Representative; Tristan Syron, ASCSU President and Student Representative to the Board of Governors; and Anselma Lopez, Classified Personnel Representative

Committee Members Absent: Jane Robbe Rhodes, Board of Governors; Kim Jordan, Board of Governors; Bill Mosher, Board of Governors, Dr. Margarita Lenk, Faculty Representative; Dr. Blanche Hughes, Cabinet Representative; Diana Wall, University Distinguished Professor; Tiffani Kelly, Administrative Professional Representative; Mark Stetter, Dean and CVMBS Representative; Wade Troxell, Engineering and Mayor of the City of Fort Collins; and Denise Favela Apodaca

Staff and Administrators Present: Jason Johnson, General Counsel, CSU System; Mike Hooker, Director of Public Relations; Melanie Geary, Executive Assistant; Wayne Hall, IT Technician; and Allen Sneesby, IT Technician

Guests Present: Shane Kanatow; Carrie Middleton; Robert Peters; Melanie Claderwood; Bruce Shields; Brigid Hilderberger; Carol Dollard; Jess Dryaahl; Maggie Walsh; Todd Headley; Joan Cornell; Ria Vigil; Shannon Archibeque; Kim Daggett; Becca McCarthy; Emily Koger; Jennifer Mayhew; John Henderson; Cori Wong; Yvonne Bridgeman; Stephani Hardon; Rob Novak; Heather Novak; Arlene Nededog; Patricia Vigil; and other guests.

CALL TO ORDER

Search Advisory Committee Chair Nancy Tour called the meeting to order at 1:06 p.m.

Chair Tour began the meeting by talking about the purpose of the listening sessions and the Search Advisory Committee, as well as the types of information and feedback that the Search Advisory Committee is interested in hearing, along with a description of the search process.

Each member of the Search Advisory Committee gave an introduction and talked about their reasons for serving on the committee.

PUBLIC INPUT DURING THE LISTENING SESSION

The persons who attended the listening session provided the following input to the Search Advisory Committee about the desired qualities, issues and opportunities facing the next President at Colorado State University:

- The next President should support staff and students and demonstrate a commitment to diversity.
- Appreciation for President Frank's holistic focus on student development.
- President Frank makes all parts of the university feel important – students, parents, and alumni – and it is important that the next President is kind, relatable and part of the community.
- The next President will need to have excellent fund raising skills given the current funding for Colorado institutions of higher education.
- Someone who is focused and engaged in the Town – Gown relationship and the continue the positive connections between CSU and the City of Fort Collins.
- The campus leader should model the behavior and actions that we ask and expect of our faculty, staff, and students. Also, it is important to seek a diverse pool of candidates. The next President needs to be authentic and connect with students and the campus community, and properly manage the competing interests on campus. And the primary focus and connection is the students. The students connect and relate to President Frank and the next President should also be authentic.
- The Search Advisory Committee should look to understand who a candidate is as a person – her or his values – and not just what is displayed during an interview.
- The next President needs to understand that a large percentage of the student body includes adult learners and veterans, and should continue the support and encouragement for this important student population, which brings a significant benefit and experience to our campus.
- Diversity and inclusion is a priority and these critical issues require consistency, accountability, and transparency. The next President needs to lead by example in these areas and use creativity and innovation to develop initiatives that benefit the campus community. What happens on campus can help shape the discussion about and social issues on campus, as well as the larger society.
- Important to develop leadership opportunities on campus.
- Diversity, equity, and inclusion is important and the university has made progress in these areas, and there is still work to be done. Appreciate how President Frank handles

issues directly and openly, and does not avoid commenting and addressing challenging events on campus.

- The next President need not be perfect, but should be open, honest, and willing to receive feedback about mistakes or shortcomings to help lead and show that the campus can grow and improve.
- The campus culture of holistic student development is important. The next President needs to consider and think about a university that represents the entire State of Colorado, as part of our land grant mission.
- The next President needs to be innovative in how the education system works for non-traditional students who may struggle to manage schedules in order to get into certain classes, labs, and other educational opportunities.
- Concerns about the current political environment and how the next President will interact within that environment. How will the next President address concerns about Native Americans and Native American students? Worried about the changing demographic of our students, such as working students, and how can we adapt to serve and meet the needs of those students.
- The rural and urban interaction, and addressing the needs of all students, is important. As a land grant institution, we need to serve all of those students. There is a concern about transparency, and the need to communicate about the campus climate and the results of the campus climate surveys. Should ask potential candidates about transparency and how they have dealt with problems and mistakes in the past.
- It will be difficult to fill the shoes of Tony Frank. Candidates will be worried about the challenge of replacing Dr. Frank. Candidates should recognize the uniqueness of CSU and the System, and the programs that Tony has built. The next candidate needs to recognize and respect his legacy, and then work and develop her or his own legacy and initiatives and reputation.
- Important to keep CSU affordable as a land grant institution in order to make this education accessible.
- Need to continue our connections with community colleges around the state, which will reinforce our land grant mission.
- Ask candidates how they have formed the teams they have developed and how long have those teams stayed together – recruiting folks with different experience and backgrounds – and has the candidates retained the members of the team. Are those teams and units properly resourced, such as the office of diversity? How does the candidate value student affairs and the different facets and parts of the university leadership team. Who do they work with?

- The President needs to work with DACA undergraduate and graduate students and how can we serve those student populations to help with reach their goals. How could we improve graduate student diversity and growing enrollment.
- How can the university address inclusion, as well as advancing teaching in the classroom. The next President should recognize and appreciate the values of a liberal education – arts and humanities – to develop students who are critical thinkers and involved citizens.

The Search Advisory Committee members thanked the audience and the participants for sharing their thoughts and perspectives.

The listening session ended at 1:53 p.m.