Board of Governors Policy 130 Best Practices and Training





Board Policy 130 Board Training and Best Practices

House Bill 18-1198 – Best Practices for Boards and Commissions

The Board must have written policies or bylaws and obtain annual training on:

- Laws related to the Board's powers and duties
- Identifying and managing Conflicts of Interest
- Colorado Open Records Act and Open Meetings Law
- Staff roles and responsibilities and reviewing management practices
- Oversight over public funding

Colorado State University System







Legal Authority of the Board of Governors

Colorado Constitution, Article VIII, Section 5

The Board of Governors has the general supervision of its institutions and the exclusive control and direction of all funds of and appropriations to the Colorado State University System and its institutions, unless otherwise provided by law.

BOG Enabling Legislation – C.R.S. § 23-30-101 et seq.

- The Board of Governors is a body corporate and is capable in law of suing and being sued.
- Ownership of real estate and personal property is vested in the Board and the Board is authorized to hold, acquire, exchange, sell and determine the uses of its personal property and real estate.
- The Board has authority to enter into contracts.

COLORADO STATE UNIVERSITY SYSTEM



BOG Enabling Legislation – C.R.S. § 23-30-101 et seq. (cont.)

- The Board has the duties and powers to control, manage, and direct the fiscal and all other affairs of the Colorado State University System and the entities it governs.
- The Board has authority and responsibility for all moneys of the Board and any entity that it controls.
- The Board has authority over all personnel matters relating to the System and its institutions, and may subdelegate that authority.

Other areas of Board authority:

- o "make programs of theoretical and practical instruction"
- set the academic year, which "may be divided into terms"
- "fix tuition" and confer degrees
- o "may temporarily suspend a university in case of fire, the prevalence COLORADO STATE UNIVERSITY SYSTEM of fatal disease, or other unforeseen calamity."

COLORADO STATE UNIVERSITY - PUEBLO

CSU - GLOBAL CAMPUS



Article IX of Bylaws and Board Policy 108 Conflict of Interest

Board Members are required to make all decisions or actions solely on the basis of a sincere and faithful effort to promote and foster the best interests of the System and its constituent institutions.

- A conflict of interest exists when a Board member or employee has or represents interests that may compete with or be adverse to those of the Board and the System.
- At the May meeting, Board members are asked to update their disclosure statement and identify any affiliations likely to cause an actual or apparent conflict of interest.
- During the year, if there are any changes to a Board member's
 affiliations that may cause an actual or apparent conflict of interest,
 they should contact the Chancellor and the General Counsel.

COLORADO STATE UNIVERSITY SYSTEM







Board Policy 102 Colorado Open Meetings Law

Meetings of the Board of Governors are generally open to the public under the Colorado Open Meetings Law (OML)

Under the OML:

- Meetings of two or more Board members at which public business is discussed or at which formal action is taken are open to the public.
- If a quorum or majority of the Board is expected to be or attends such a meeting, the meeting can be held only <u>after</u> full and timely notice to the public. A meeting includes any gathering in person, by telephone, electronically, or by other means of communication.
- These requirements do not apply to a chance meeting, or a social gathering, at which discussion of public business is not a central purpose.
- At any special or regular meeting of the Board, the Board may, by 2/3 vote of its entire membership, hold an executive session that is not open to the public. The executive session may be held only to discuss specific matters enumerated in the law.

COLORADO STATE UNIVERSITY SYSTEM







Board Policy 112 Colorado Open Records Act

The Board of Governors, the System and its institutions comply with the Colorado Open Records Act

Under the Colorado Open Records Act:

- "public record" includes "<u>all</u> writings made, maintained, or kept" as part of the duties as a member of the Board of Governors
- "writings" consist of "<u>all</u> books, papers, maps, photographs, cards, tapes, records or other documentary materials ... including without limitation electronic mail messages"
- Electronic mail is any electronic message transmitted between computers – this includes e-mails between members of the Board about Board business, regardless of which e-mail account is used
- In general, <u>all</u> Board records are presumed to be open to the public, unless they fall within one of the exceptions stated in the Act.

COLORADO STATE UNIVERSITY SYSTEM







Staff Roles and Responsibilities Reviewing Management Practices

- Chancellor Policy Board Policy 104
- Campus Presidents Policy Board Policy 105
- Internal Audit Charter Board Policy 111
- Legal Services Board Policy 117
- Presidential Evaluation Board Policy 119
- Board Appointee Evaluation Board Policy 120

COLORADO STATE UNIVERSITY SYSTEM



Oversight Over Public Funding

- Board Policies on Budget and Finance Policies 200-210
- Today's Discussion on System funds

COLORADO STATE UNIVERSITY SYSTEM

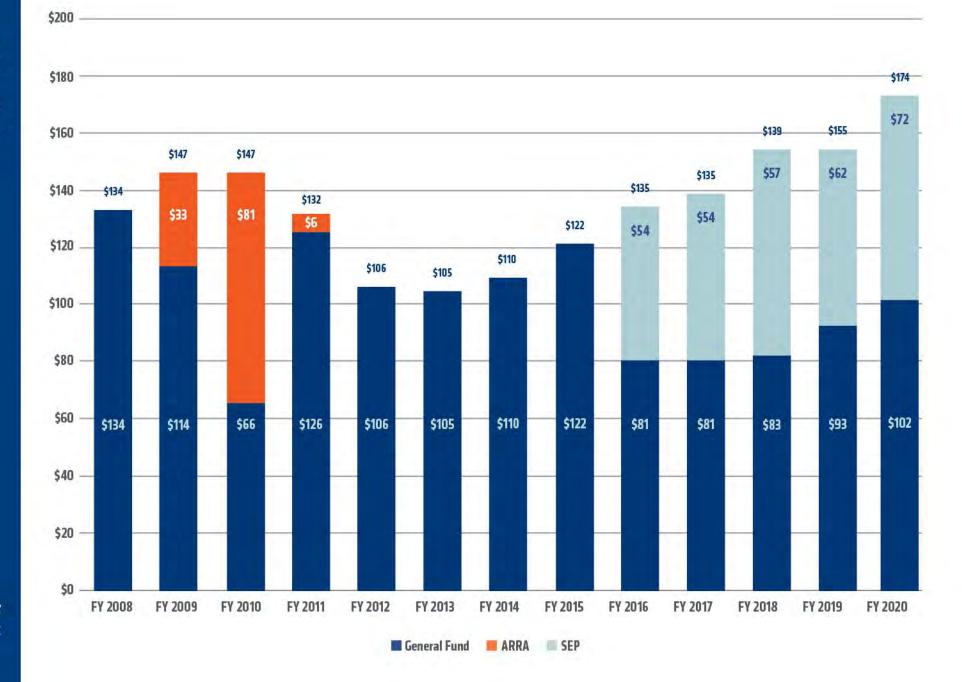


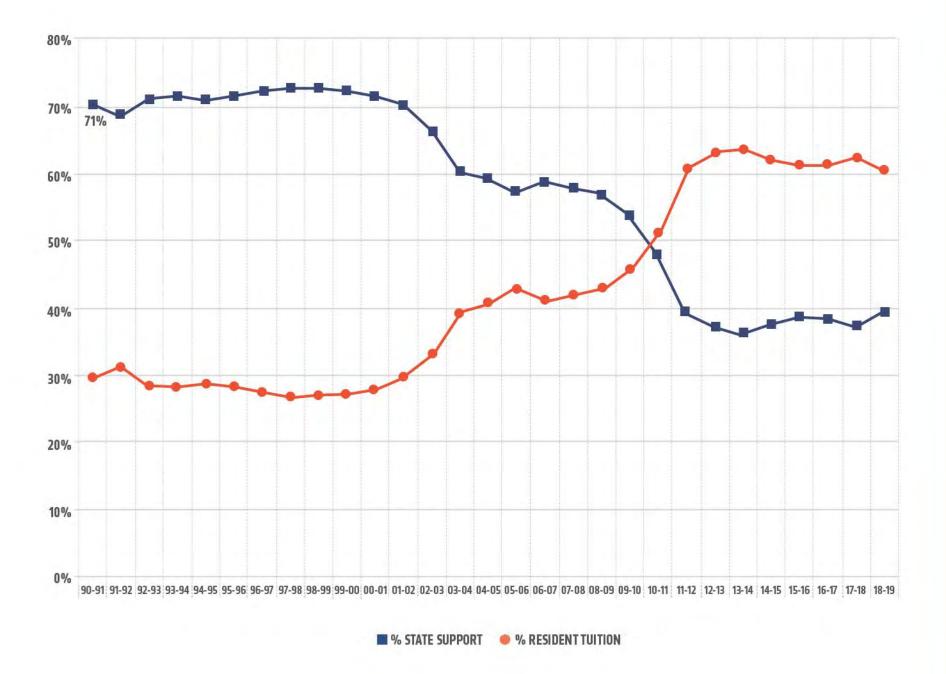
CSU System Big Picture Budget Information June 2019 BOG Retreat



GENERAL FUND HISTORY

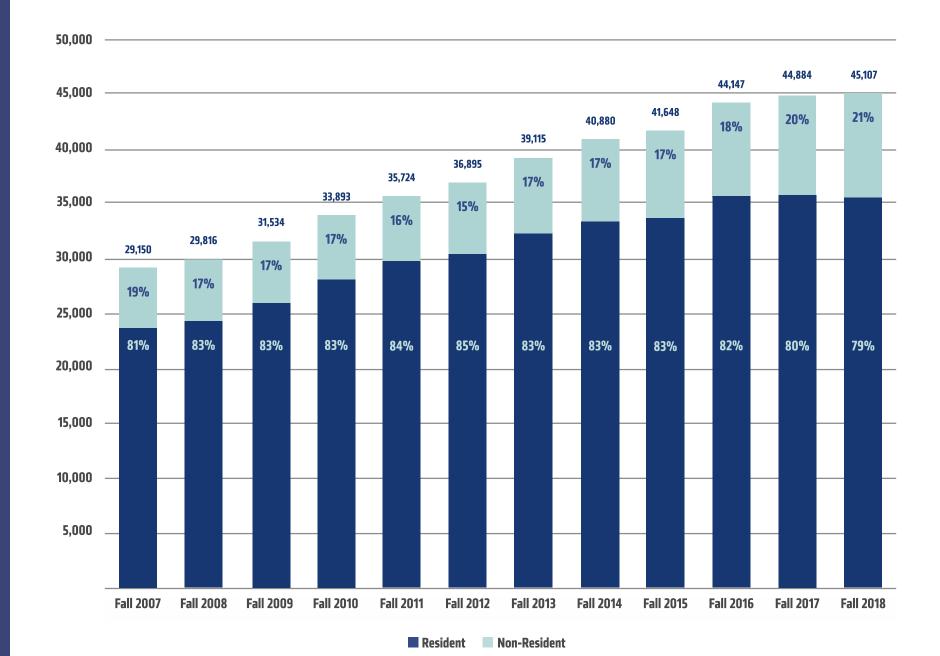
(REPORTED IN MILLIONS OF DOLLARS)



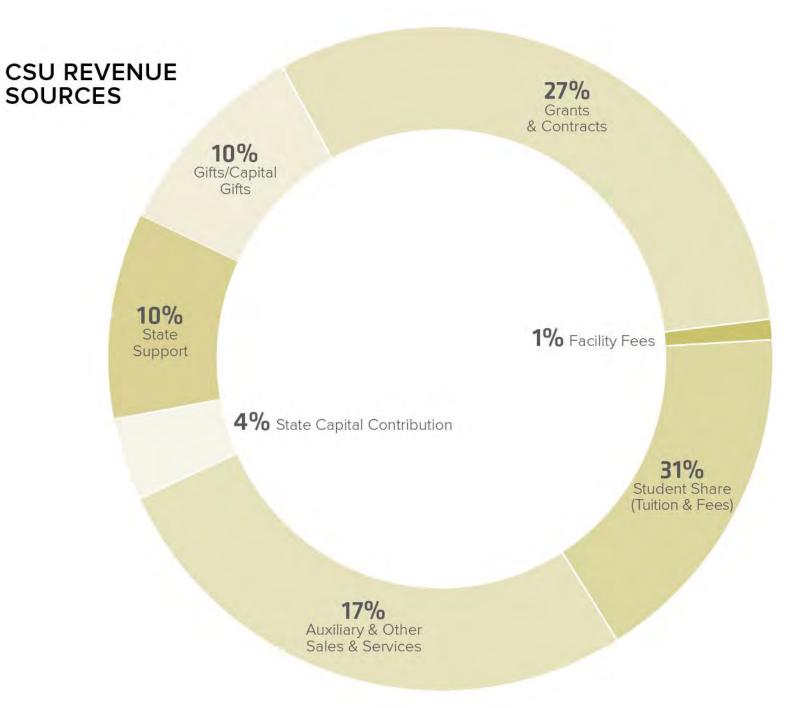


HISTORY OF STATE FUNDING AND RESIDENT TUITION

CSU, CSU-PUEBLO AND CSU-GLOBAL HEADCOUNT





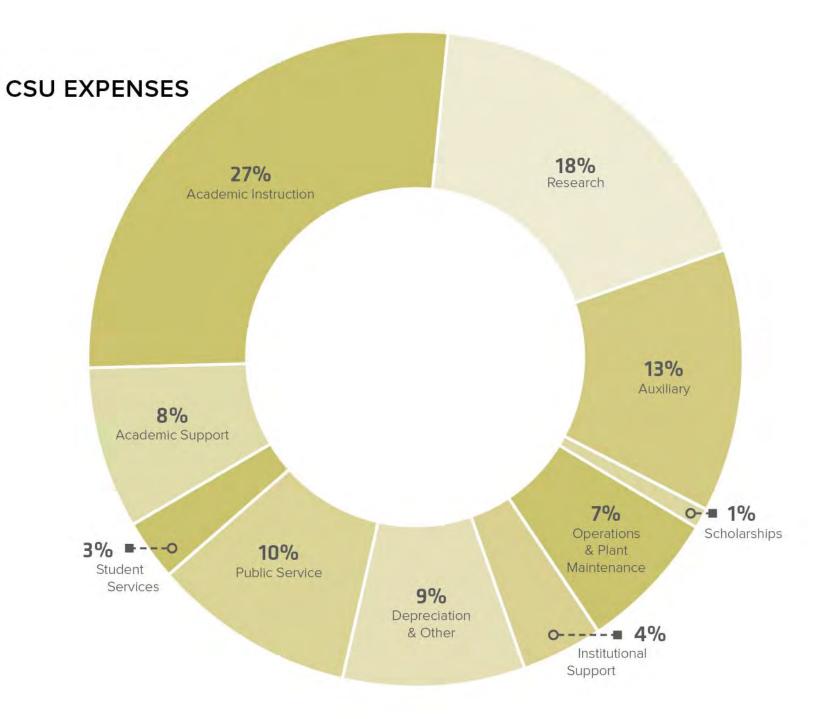


OPERATING AND NONOPERATING REVENUES

(amounts expressed in thousands)	2014*	2017*	2018
Operating revenues	70.00	J Bar 1	
Student tuition and fees (net of scholarship allowance)	292,466	389,130	410,106
State COF tuition stipends	31,661	36,594	37,154
State fee for service contract	65,420	82,274	85,522
Grants and contracts	260,315	292,487	323,486
Sales and service of educational activities	33,871	40,986	42,724
Auxiliary enterprises (net of scholarship allowance)	133,329	165,386	182,883
Other operating revenue	6,335	6,564	7,157
Total operating revenues	823,397	1,013,421	1,089,032
Nonoperating revenues			
State appropriations	2,472	4	2,768
Gifts, capital gifts, and grants	66,514	59,243	136,680
Student facility fees (net of scholarship allowance)	8,248	12,405	12,529
Federal nonoperating grants and contracts	24,492	23,760	26,216
State capital contributions	1,823	28,890	59,351
Other nonoperating revenues (expenses)	9,484	5,908	(6,205)
Total nonoperating revenues	113,033	130,206	231,339
Extraordinary items			
Extraordinary items	(-)	÷	
Total revenues	936,430	1,143,627	1,320,371

^{*} Reclassified per review of Student Facility Fees to be more in line with other Institutions of Higher Education.

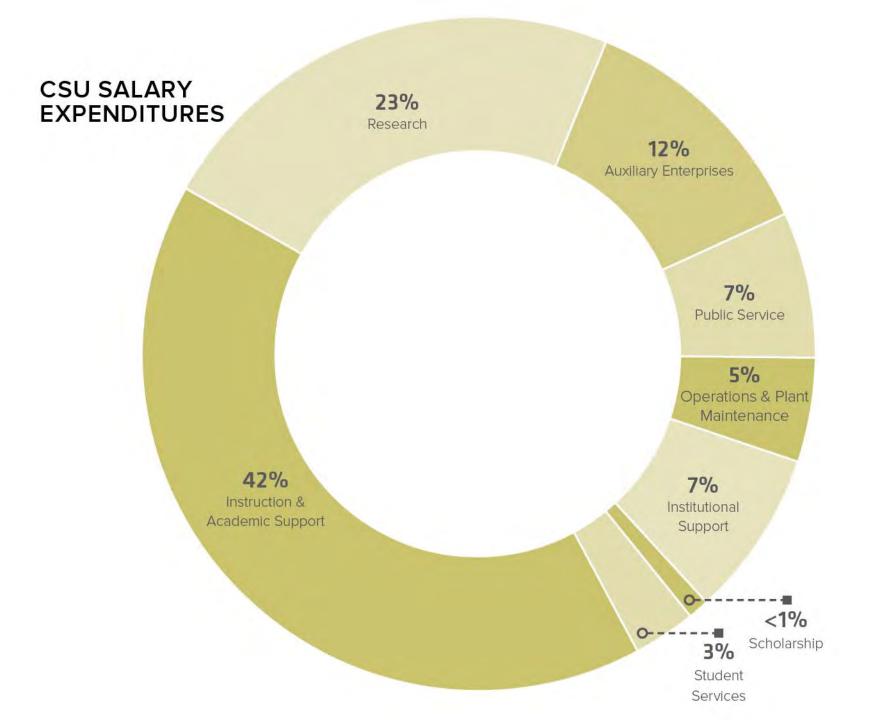






OPERATING EXPENSES

(amounts expressed in thousands)	2014	2017	2018
Operating expenses	11.00		
Instruction	239,212	338,793	378,568
Research	181,971	230,685	246,346
Public service	82,703	118,783	143,454
Academic support	67,375	92,792	101,488
Student services	26,940	37,645	38,242
Institutional support	41,458	65,629	72,465
Operation and maintenance of plant	59,158	77,186	91,410
Scholarships and fellowships	9,812	12,338	15,043
Auxiliary enterprises	126,365	152,577	176,302
Depreciation	70,884	81,909	82,292
Total operating expenses	905,878	1,208,337	1,345,610





EXPENDITURES BY CATEGORY, OPERATING AND NON-OPERATING

(amounts expressed in thousands)	2014	2015	2016*	2017	2018
Instruction	239,212	261,240	280,646	338,793	378,568
Research	181,971	186,132	200,819	230,685	246,346
Public service	82,703	90,495	101,895	118,783	143,454
Academic support	67,375	71,354	76,908	92,792	101,488
Student services	26,940	29,482	31,478	37,645	38,242
Institutional support	41,458	45,299	48,347	65,629	72,465
Operation and maintenance of plant	59,158	67,844	65,927	77,186	91,410
Scholarships	9,812	9,952	10,835	12,338	15,043
Auxiliary	126,365	130,258	134,268	152,577	176,302
Depreciation and other	93,368	108,144	116,971	117,984	122,139
Unusual items	22,185	-	-	S-E	
Total	950,547	1,000,200	1,068,094	1,244,412	1,385,457

^{*}As reclassified



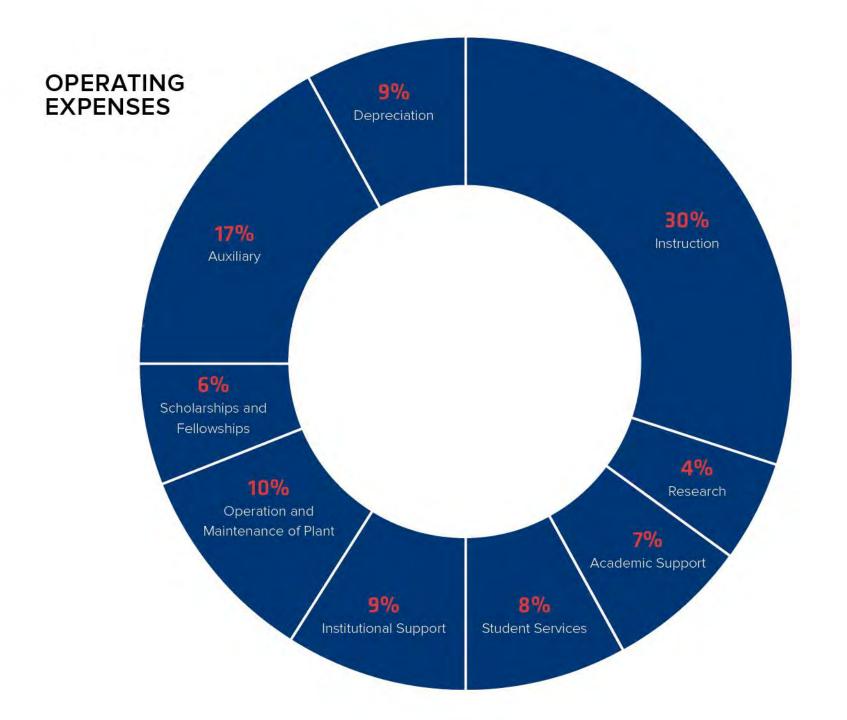
OPERATING REVENUES

(amounts expressed in thousands)	2014	2017	2018
Operating Revenues			
Student tuition and fees (net of scholarship allowance)	22,626	27,964	26,700
State COF tuition stipend	6,162	6,683	6,413
State fee for service contract	6,605	8,969	10,196
Grants and contracts	9,651	12,820	9,316
Sales and service of educational activities	307	511	199
Auxiliary enterprises	11,070	9,659	10,123
Other operating revenues	600	773	348
Total operating revenues	57,021	67,379	63,295



NONOPERATING REVENUES

(amounts expressed in thousands)	2014	2017	2018
Nonoperating Revenues			
State appropriations	÷ (899	1,800
Gifts, capital gifts, and grants	1,997	4,510	3,652
Student facility fees	4.1	1,711	1,498
Federal nonoperating grants and contracts	8,977	7,982	8,312
State capital contributions	1,798	1,293	1,935
Other nonoperating revenues (expenses)	3,292	(627)	(6,342)
Total nonoperating revenues	16,064	15,768	10,855
Total revenues	73,085	83,147	74,150

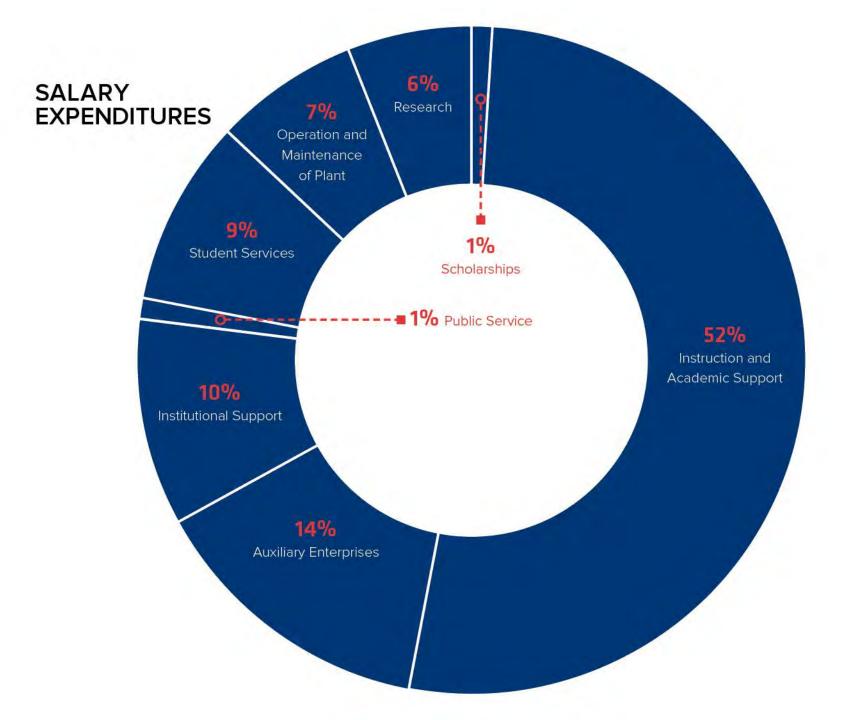






OPERATING EXPENSES

(amounts expressed in thousands)	2014	2017	2018
Operating Expenses			
Instruction	22,603	24,534	28,307
Research	124	2,754	4,152
Public service	1,000	452	536
Academic support	8,468	6,505	6,810
Student services	6,776	6,674	7,262
Institutional support	3,882	7,334	8,806
Operation and maintenance of plant	7,320	8,701	9,311
Scholarships and fellowships	8,191	8,552	5,278
Auxiliary	9,689	15,133	16,286
Depreciation	6,671	7,280	8,167
Total operating expenses	74,724	87,919	94,915







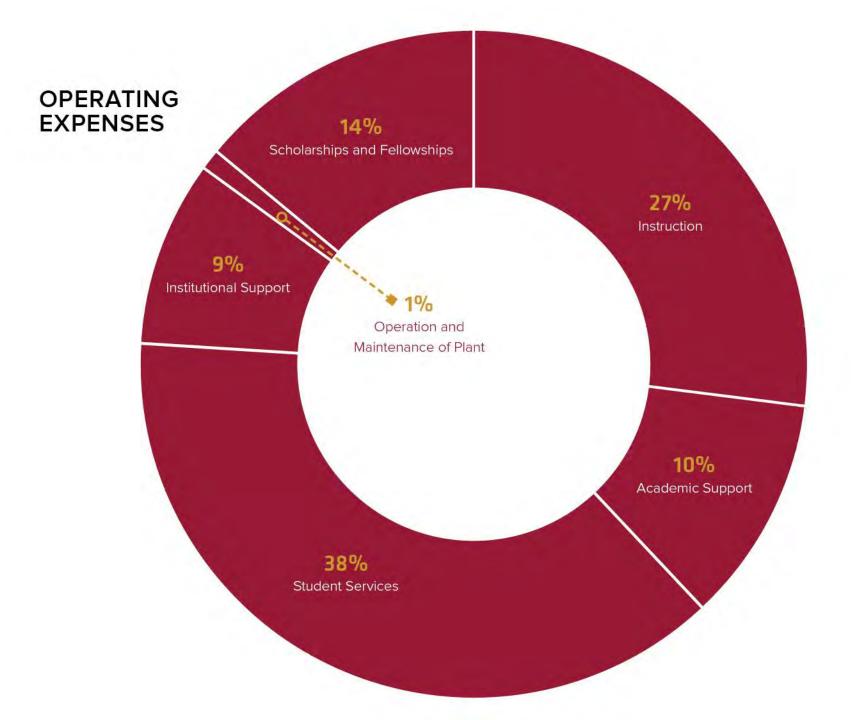
OPERATING REVENUES

(amounts expressed in thousands)	2014	2017	2018
Operating Revenues			
Student tuition and fees (net of scholarship allowance)	48,454	85,060	90,637
State COF tuition stipend			
State fee for service contract			
Grants and contracts			
Sales and service of educational activities			
Auxiliary enterprises			
Other operating revenues	1,192	2,685	4,487
Total operating revenues	49,646	87,745	95,124



NONOPERATING REVENUES

(amounts expressed in thousands)	2014	2017	2018
Nonoperating Revenues			
State appropriations			
Gifts, capital gifts, and grants			
Student facility fees			
Federal nonoperating grants and contracts	6,551	9,994	11,118
State capital contributions			
Other nonoperating revenues (expenses)	(6,933)	(27,943)	(21,688)
Total nonoperating revenues	(382)	(17,949)	(10,570)
Total revenues	49,264	69,796	84,554







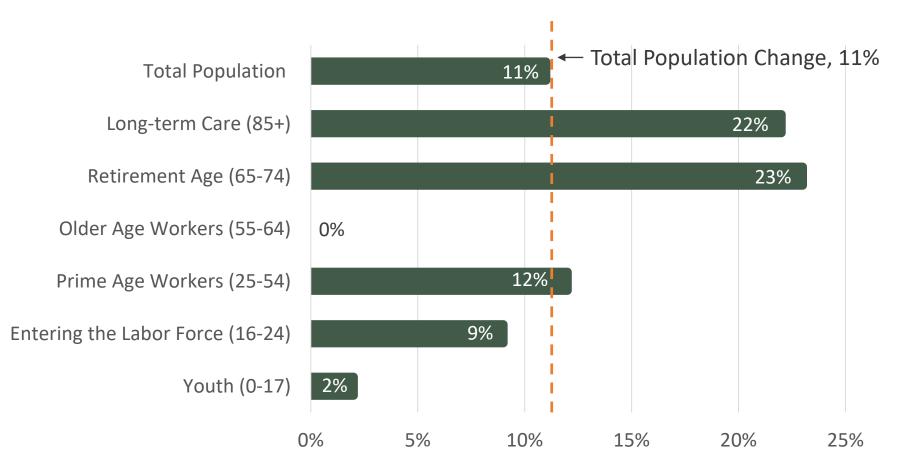
OPERATING EXPENSES

(amounts expressed in thousands)	2014	2017	2018
Operating Expenses	1.3.		
Instruction	10,233	19,331	21,148
Research	· ·	19	1.9
Public service	- 12	2	4
Academic support	2,961	6,167	7,904
Student services	13,196	28,198	29,160
Institutional support	5,275	6,726	6,838
Operation and maintenance of plant	419	542	528
Scholarships and fellowships	6,551	9,930	11,118
Auxiliary	-		1.5
Depreciation	93	417	367
Total operating expenses	38,728	71,311	77,063

Perspective on State Economic and Fiscal Issues



Projected Change in Specific Age Group Populations in Colorado, 2018 to 2025



COLORADO STATE UNIVERSITY SYSTEM

COLORADO STATE UNIVERSITY COLORADO STATE UNIVERSITY - PUEBLO

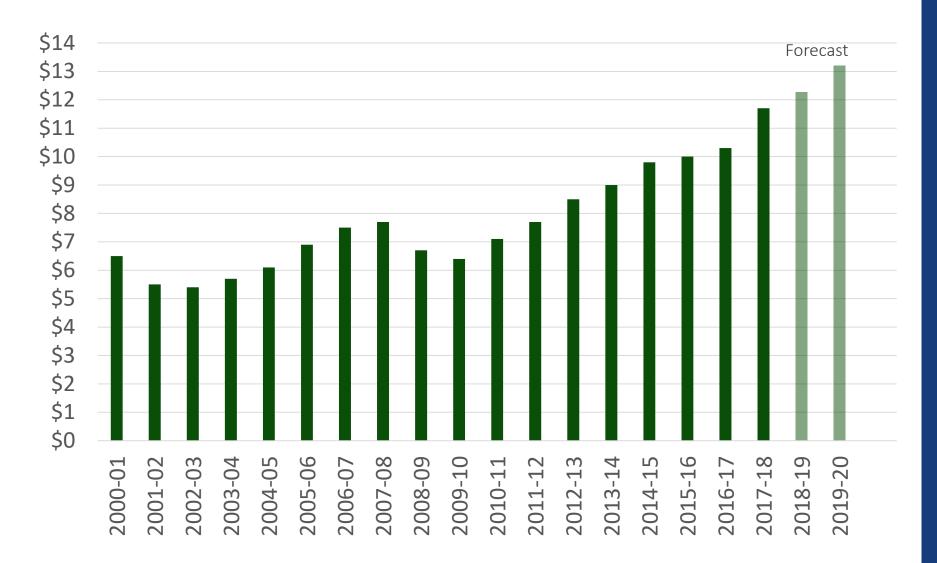
CSU - GLOBAL CAMPUS







Colorado General Fund Revenue FY 2001 to FY 2020 (\$ in Billions)



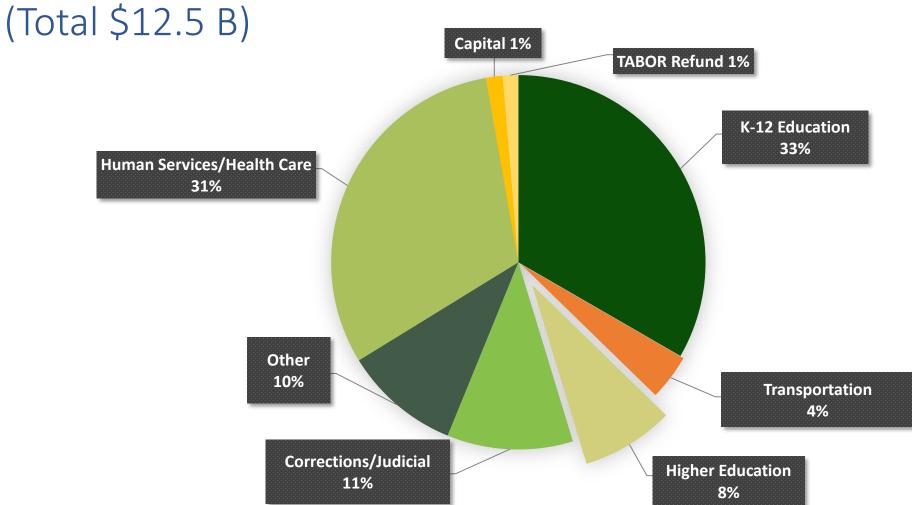
COLORADO STATE UNIVERSITY SYSTEM







General Fund Obligations FY 2018-19



COLORADO STATE UNIVERSITY SYSTEM

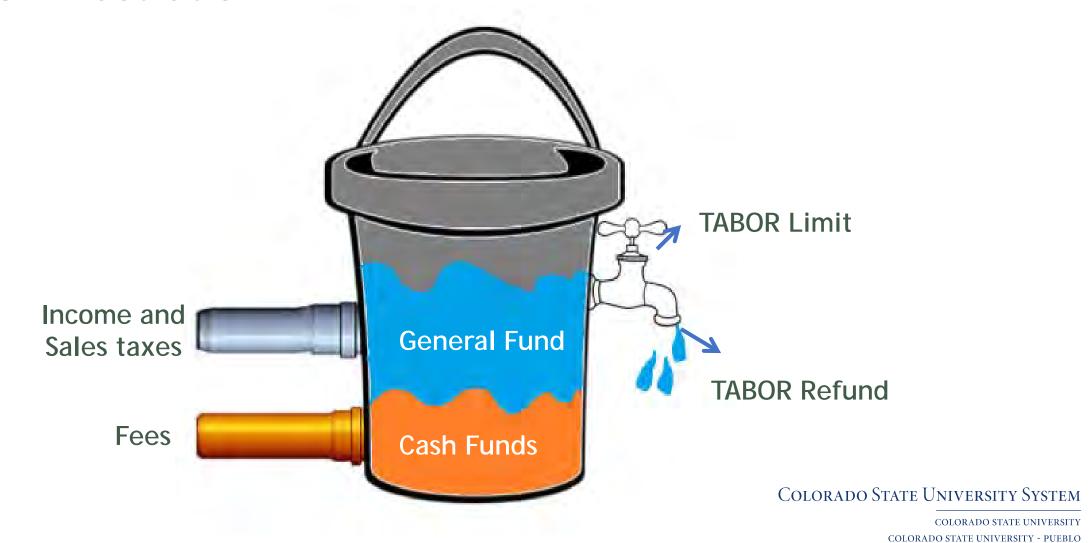








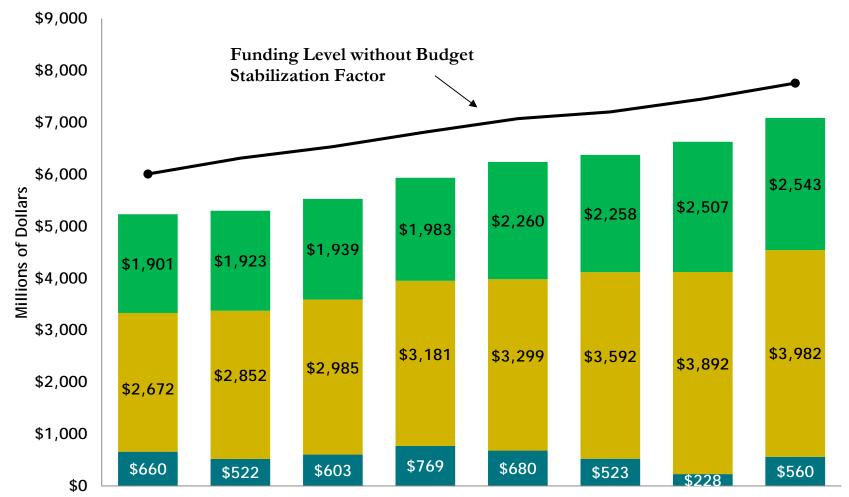
A TABOR Illustration





CSU - GLOBAL CAMPUS

Public School Finance: Target vs. Funded Amounts by Source (FY 2012 to FY 2019)



FY 2011-12 FY 2012-13 FY 2013-14 FY 2014-15 FY 2015-16 FY 2016-17 FY 2017-18 FY 2018-19

■ State Ed Fund/Public School Fund ■ General Fund ■ Local Share

Source: Colorado Office of State Planning and Budgeting

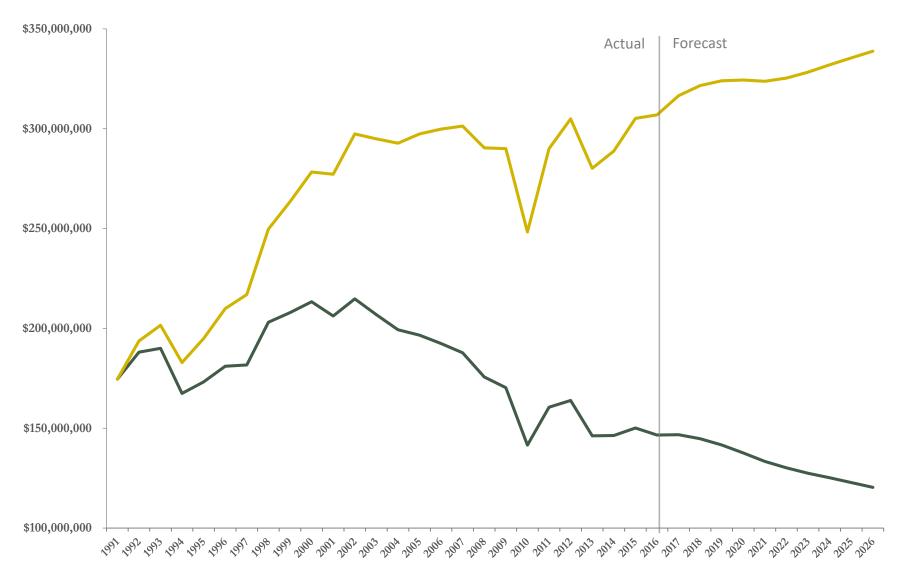
COLORADO STATE UNIVERSITY SYSTEM







Colorado Gas Tax Revenue, Nominal and Inflation-Adjusted (1991-2026)



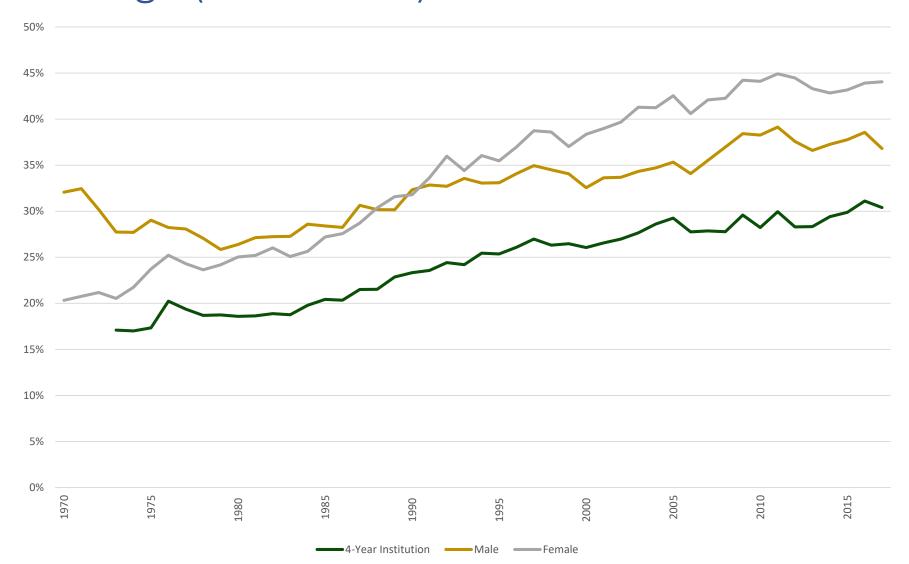
COLORADO STATE UNIVERSITY SYSTEM







Percentage of 18-24-Year-Olds Enrolled in College (1970-2017)



COLORADO STATE UNIVERSITY SYSTEM

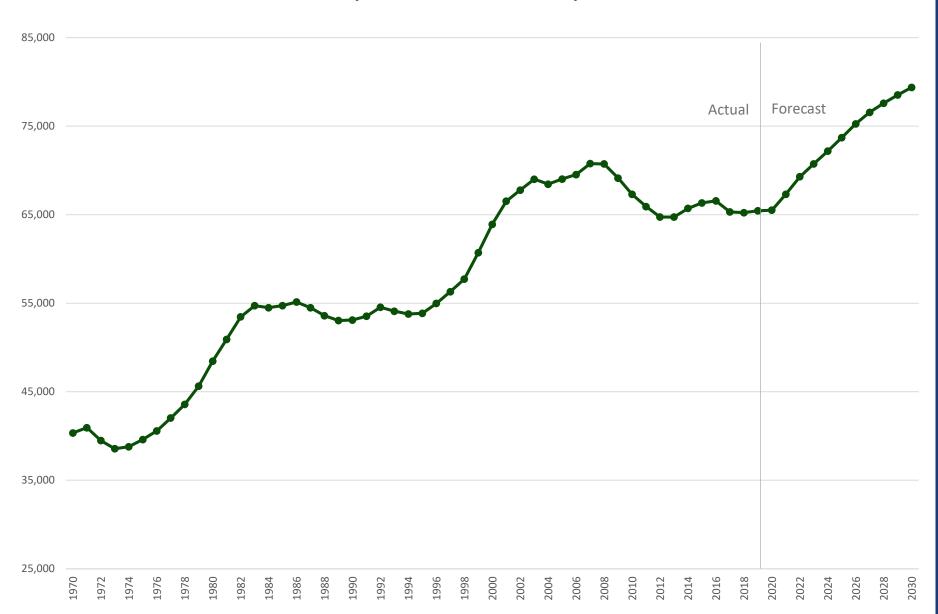
COLORADO STATE UNIVERSITY - PUEBLO CSU - GLOBAL CAMPUS







Colorado Births (1970-2030)



COLORADO STATE UNIVERSITY SYSTEM

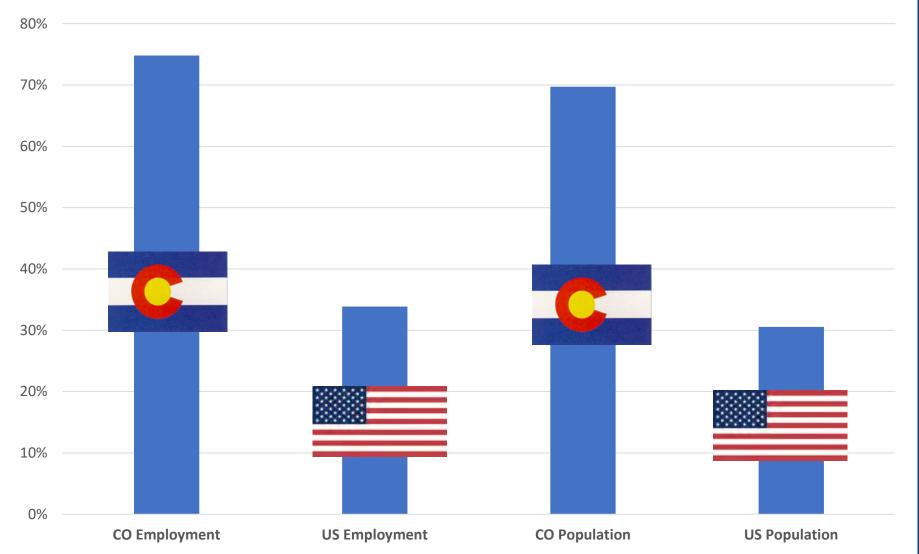
COLORADO STATE UNIVERSITY COLORADO STATE UNIVERSITY - PUEBLO CSU - GLOBAL CAMPUS







Cumulative Growth Employment and Population (1990-2017)



COLORADO STATE UNIVERSITY SYSTEM

COLORADO STATE UNIVERSITY COLORADO STATE UNIVERSITY - PUEBLO CSU - GLOBAL CAMPUS











Our mission is to enhance the regional economy through the expansion and retention of primary jobs and capital investment.

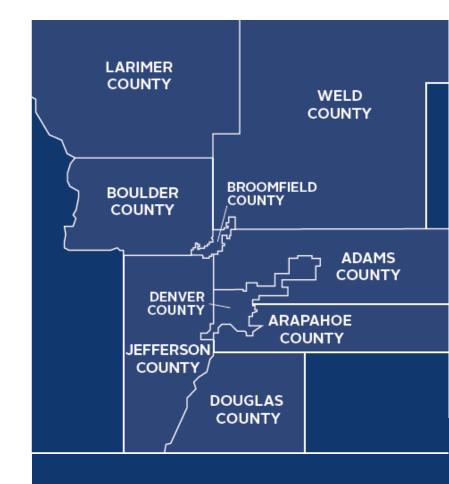


Nation's first regional economic development entity



Largest privately funded and governed eco-devo organization in Colorado



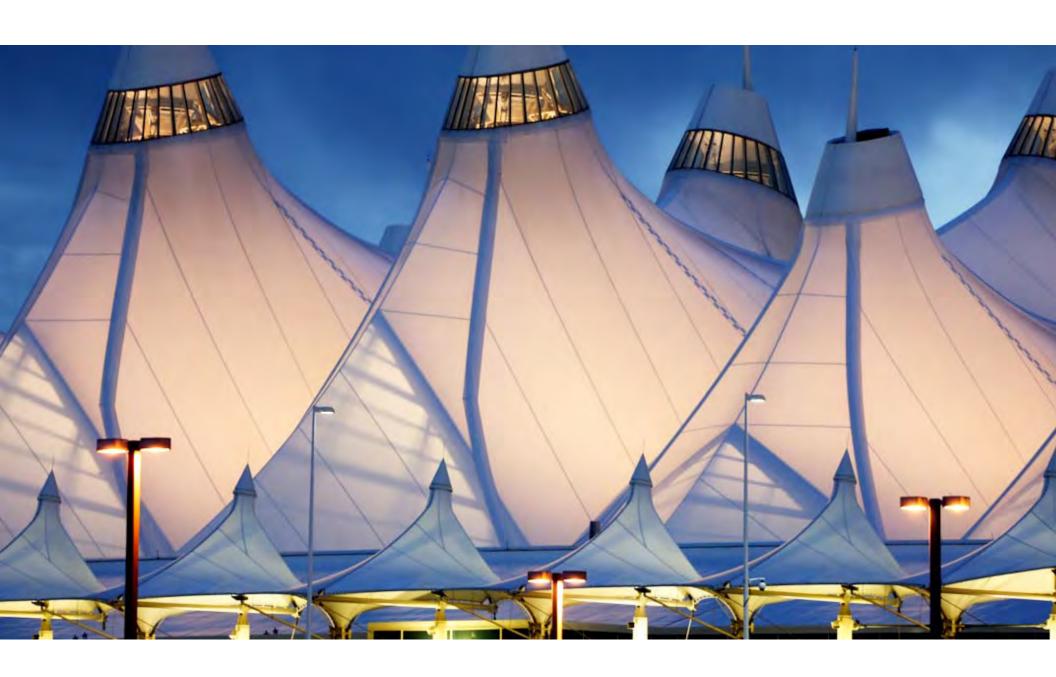


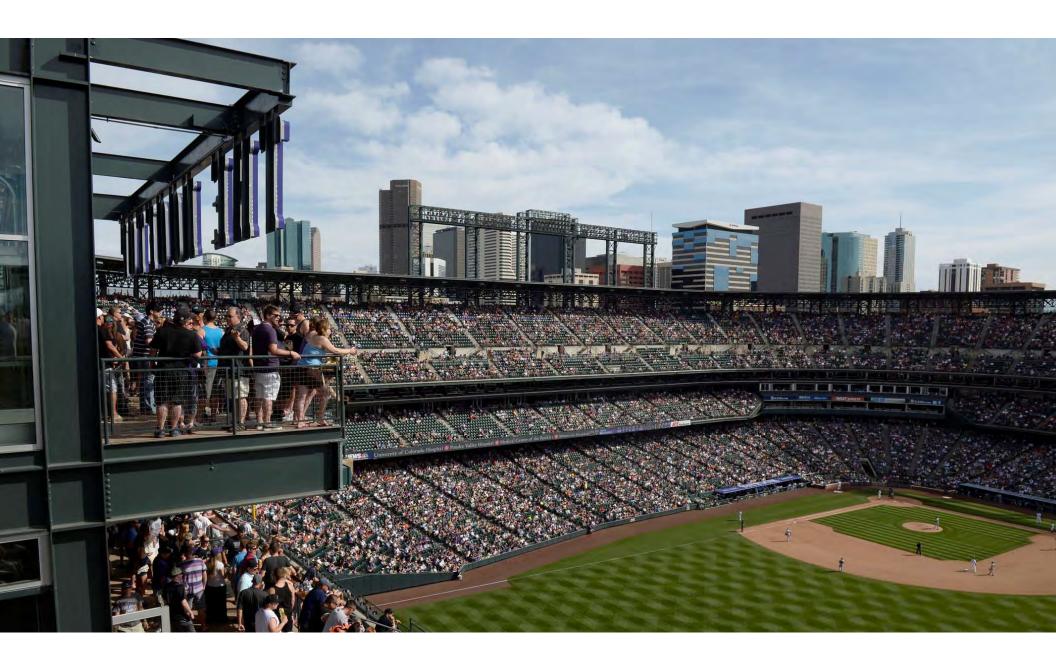
More than 70 cities, counties & economic development agencies in 9 counties





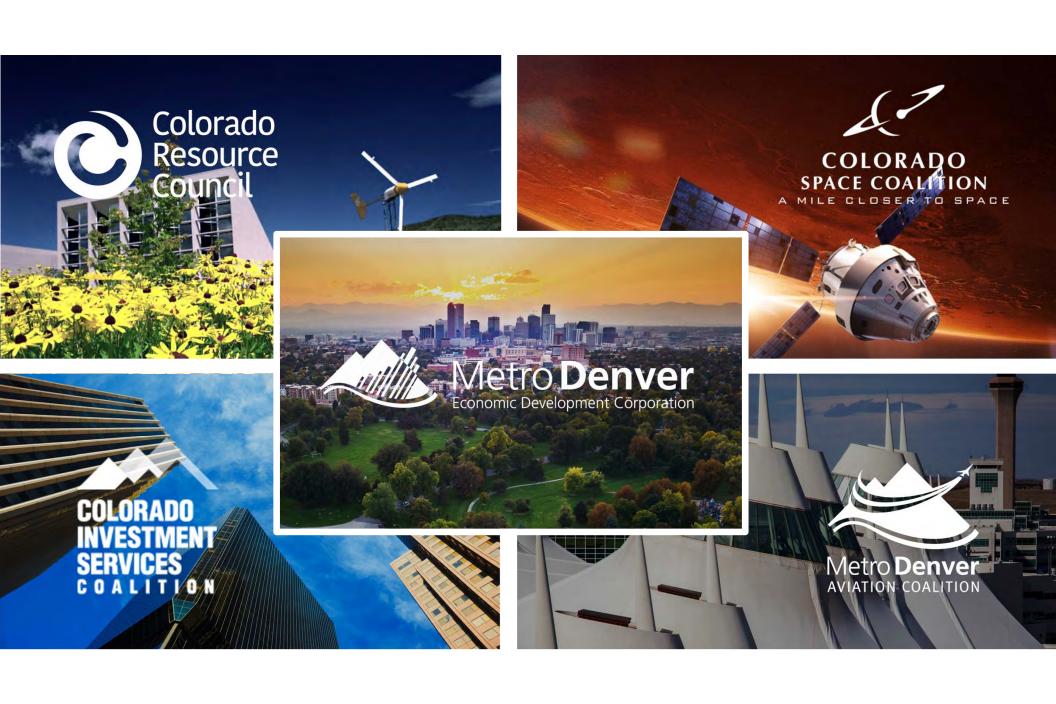














Metropolitan Denver Region

INDUSTRY CLUSTERS

2018

- + Aerospace
- + Aviation
- + Bioscience
 Medical Devices & Diagnostics, Pharmaceuticals & Biotechnology
- + Broadband & Digital Communications
- + Energy & Natural Resources
 Natural Resources, Power Generation & Distribution, Renewable Resources, Intellectual Resources
- + Financial Services
 Banking & Finance, Insurance, Investment Services
- + Food & Beverage Production Food, Beverage, Ag-Tech
- + Healthcare + Wellness
- + IT-Software

WWW.METRODENVER.ORG



- KEY TAKEAWAYS -



MORE JOBS FOR METRO DENVER

All of the industry clusters posted positive employment growth in 2018. Six of them grew over 10 percent between 2013 and 2018.



EMPLOYMENT IS HEALTHY & WELL

The region's largest cluster in terms of employment size is Healthcare & Wellness, with 232,070 workers in 23,830 companies.



IT-SOFTWARE IS SURGING

IT-Software was the fastest growing cluster in the nine-county region in 2018 in terms of employment, increasing 8.8 percent.



BETTER SALARIES FOR EVERYONE

People are making more money in the Metro region. And starting salaries in all clusters were higher in 2018 too.





- KEY TAKEAWAYS -



SCIENCE AND RESEARCH CENTERS CONTRIBUTE \$2.6B

Colorado's federally funded science and research centers contribute an estimated \$2.6 billion annually to the state's economy and employ nearly 17,000 workers.



FOOD MANUFACTURING IS TURNING UP THE HEAT

Colorado food production exports totaled more than \$1.7 billion in 2017, up 28 percent over the last five years and 16.3 percent between 2016 and 2017 alone.



FINANCIAL SERVICES – WHERE THE MONEY'S AT

Financial services companies employed 4.5 percent of the region's total base – and people working in investments saw the highest annual wage across all industries.



RENEWABLE RESOURCES IS SEEING DOUBLE

The Renewable Resources subcluster nearly doubled its employment base in the last six years.

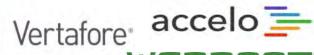


Industry Leaders Choose the Metro Denver Region



























SMUCKERS

Charter

2015

We've Stayed Busy

2019



Fortune 500 HQ Moves

- VF Signs 10 Floors (285,000 sq. ft.) at 1551
 Wewatta Street in downtown Denver
- Employee Relocation Events
 - Alameda, CA
 - Greensboro, NC
 - Salt Lake City, UT
- Requested Assistance
 - Schools Public & Private
 - Trailing Spouses
 - Transportation
 - Culture & Activities
 - Religious Communities
 - Transportation
 - Pets
 - Firearms





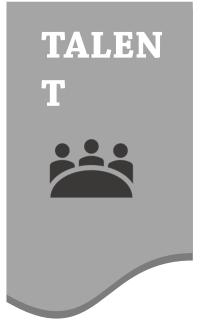
amazon





HQ2









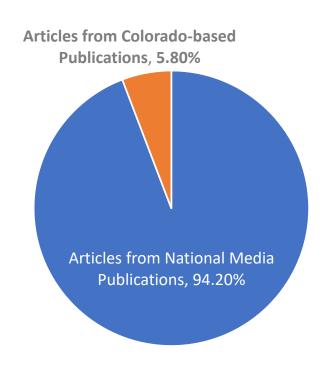


The Amazon HQ2 Effect on the Region

Colorado's response to the Amazon HQ2 opportunity quickly identified major gaps in marketing efforts for the region. It also created more awareness than could have been predicted.

Coverage Using Keywords: Denver, Amazon HQ2

- 2,969 articles
- 3,339,487,526 impressions
- 27.9 percent of the articles ran on January 18, 2018 – the date of the shortlist announcement
- 421 of the articles pre-dated the bid submission date. This indicates that reporters were already speculating about Metro Denver pre-bid.



Engineered in Colorado. Delivered Globally. Welcome to Your **New Frontier**



Source: Curated Communications, a Denver-based communications and strategic messaging firm.



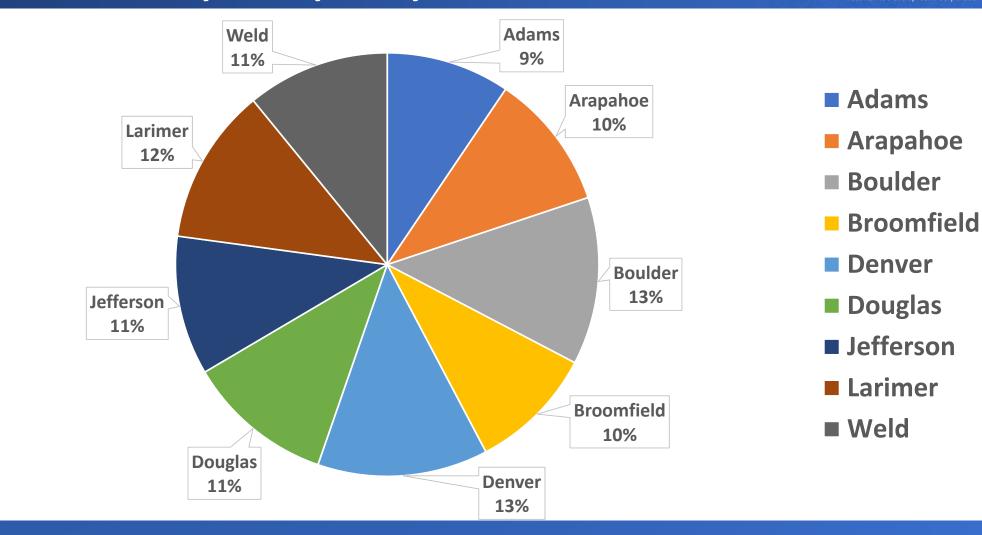




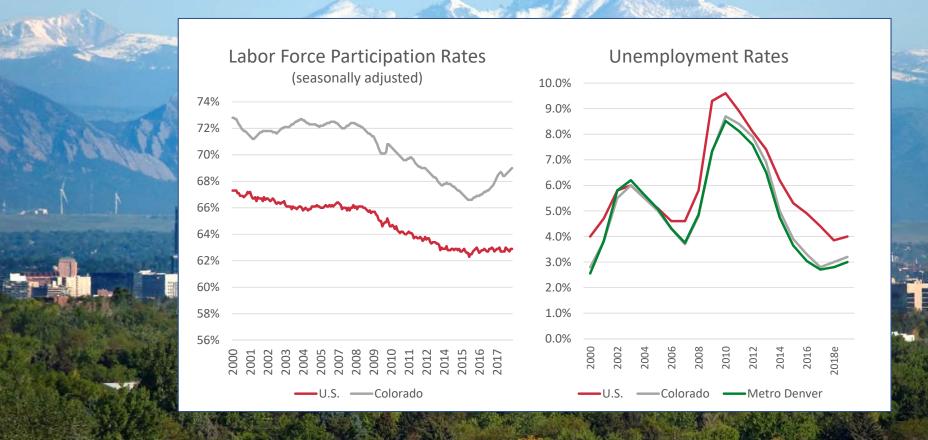


Potential Jobs by County – May 2019



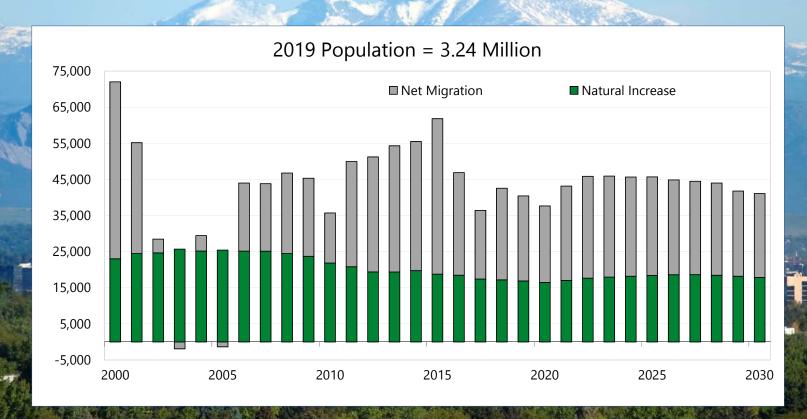


Metro Denver Labor Force Expanding and Employed



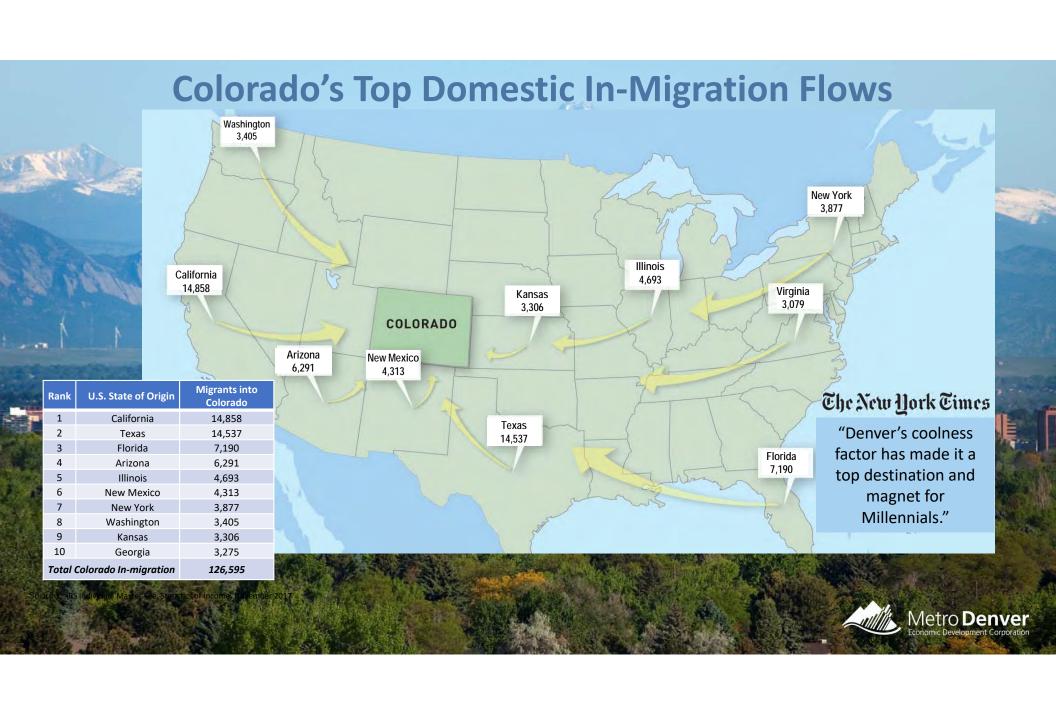


Metro Denver Population Will Continue to Grow



Source: Colorado Division of Local Government, State Demography Office.









Preparing for the Volatile Decade Ahead

Higher Education State of the Sector



Higher Ed's Three Most Pressing Challenges



Will Our Business Model Survive?

"The competitive landscape has never been more challenging – both in traditional and new markets."



The Student of the Future

"We are not prepared for how student needs and preferences are rapidly evolving."



Crisis of Confidence in Higher Education

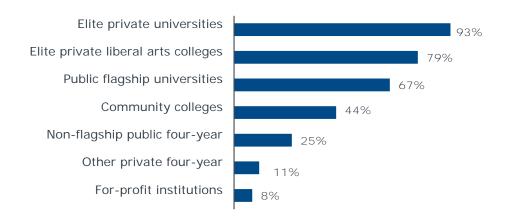
"Perception has never been so negative—from all directions."

Financial Sustainability in the Decade Ahead

Existential Urgency Dependent on Segment...

Percent of presidents that strongly agree/agree business models for each type of institution will be sustainable over next ten years:

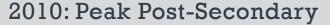
Inside Higher Ed and Gallup 2018 Survey of College and University Presidents, (n=618)



...But Worries Span Institutional Type

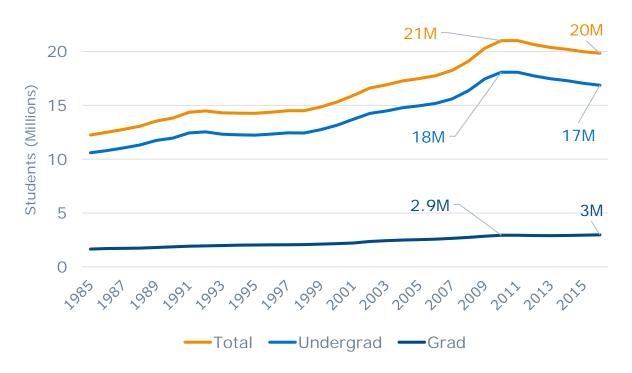
"We're not going to go out of business. But will our current financial model allow us to maintain excellence, serve the community, and meet our ambitions? I don't think so."

-- Public Flagship Research University





Student Enrollments (1985-2016)



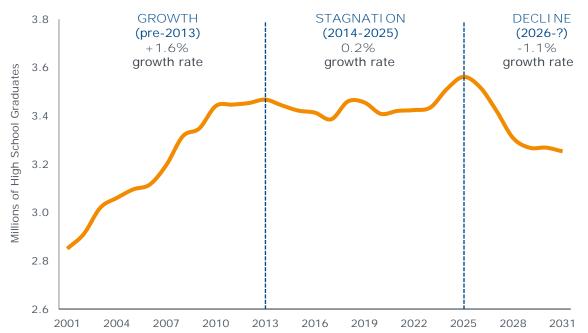


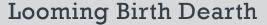
A Trend We're All Too Familiar With

Gen Z High School Graduates Won't Be Enough to Fulfill Growth Goals

High School Graduate Growth Rate Plateaus Before Decline

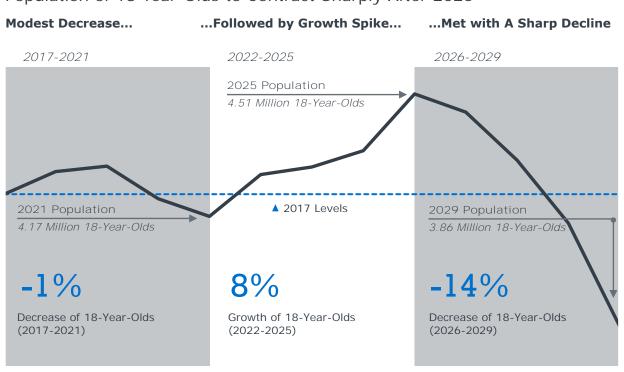
Number of High School Graduates and Compound Annual Growth Rates







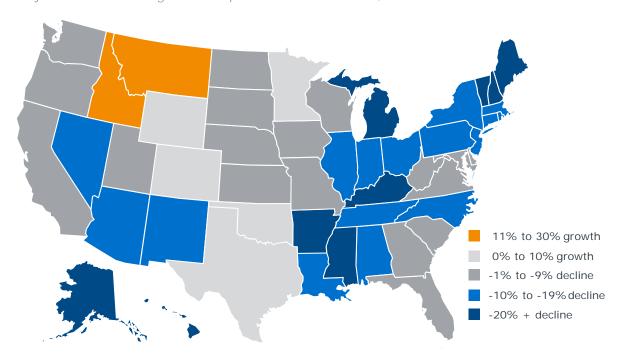
Population of 18-Year-Olds to Contract Sharply After 2025



Diverging Fortunes by Region



Falling Birthrates From 2007 to Present Projected to Hit HEIs Across the US Projected Percent Change in the Population of 18-Year-Olds, 2017-2029



Diverging Fortunes by Selectivity

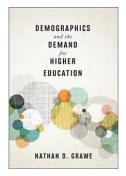




THE WALL STREET JOURNAL.

U.S. Colleges Are Separating Into Winners and Losers February 2018

"...U.S. not-for-profit colleges and universities are segregating into winners and losers—with winners growing and expanding and losers seeing the first signs of a death spiral."



Nathan D. Grawe Professor of Social Sciences Carleton College

Developed a new probabilistic model that projects collegegoing population from 2012 to 2029





188th

WSJ Ranking 1,051st

50K

Avg. Graduate Earnings, Year 10 32K

3%

Default Rate

15%

Higher Education Demand Index



9%

Projected decline in 4-year collegebound students, 2017-2029



HEDI aims to predict first-time college students, disaggregated by state and selectivity

Summarizing by Segment and Selectivity



Elite HELS

Top 50 research universities, Top 50 liberal arts colleges (USNWR rankings)

2017 to 2029

Percent change in demand

Total change in demand

Timespan	% Change in Demand	
2019 to 2023	3%	
2024 to 2026	2%	
2027 to 2029	-5%	

 Continued strong demand for elite HEIs. Some may struggle to shape a diverse class as demographics shift.

National HELS

Top 50-100 research universities, Top 50-100 liberal arts colleges (USNWR rankings)



2017 to 2029

Percent change in demand

Total change in demand

Timespan	% Change in Demand	
2019 to 2023	1%	
2024 to 2026	2%	
2027 to 2029	-11%	

 Aggregate gains among elite HEIs could offset projected losses at national HFIs who capture "spillover" demand.

Regional HEIs

Research universities and liberal arts colleges ranked outside of Top 100 (USNWR rankings)



2017 to 2029

Percent change in demand

Total change in demand

Timespan	% Change in Demand	
2019 to 2023	0%	
2024 to 2026	2%	
2027 to 2029	-12%	

 Most subject to demographic volatility as core student population is least likely to travel and most skeptical of college value proposition.

Mountain Region Outlook

Surge in Elite College-Going Students Create Halo Effect for Region

Student Population Trends 2017 to 2029

Number of 18-Year-Olds

152% Elite College-Going Students

8% National College-Going Students

8% Regional College-Going Students

5% 2-Year College-Going Students

Higher Education Ecosystem



9% of US Enrollments7% of US Institutions

Region HEIs as a Percent of US HEIs

All	Elite	National	Regional	2-Year
7%	2%	4%	7%	8%
	A			

This region has a low concentration of Elite HEIs

Student Migration Patterns



First-time college students enrolled within region in 2015

Net Importer

More first-time college students imported than exported

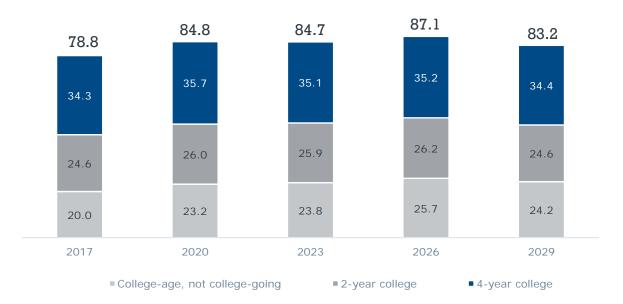
Key Insights

- Above-average college attendance rates and modest decline in 18-yr-olds create regional reprieve
- Increase in elite and national college-going students will serve as a great opportunity for regional HEIs to capture spillover demand

The Colorado Picture

Forecasted Number of College-Aged and College-Going Students in Colorado and Wyoming¹ (Thousands), by Year of High School Graduation

1% Growth among four-year college-going students between 2017 and 2029

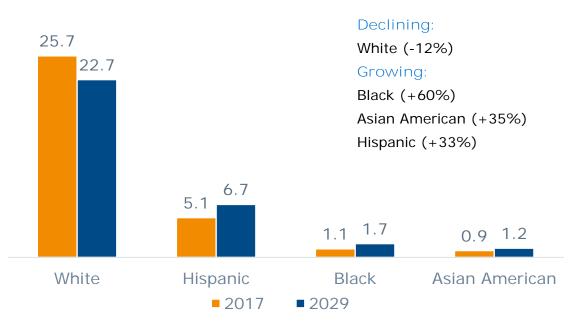


The states of Colorado and Wyoming are grouped together in the enrollment projections in order to maintain sufficient sample size and maximize the predictive power of the forecasts.



Colorado's Shift in Race/Ethnicity

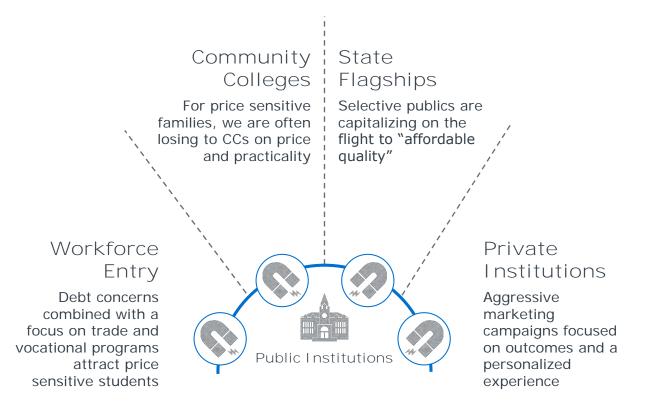
Projected Number of Four-Year College-Going Students in Colorado and Wyoming¹ (Thousands), by Race/Ethnicity



The states of Colorado and Wyoming are grouped together in the enrollment projections in order to maintain sufficient sample size and maximize the predictive power of the forecasts.

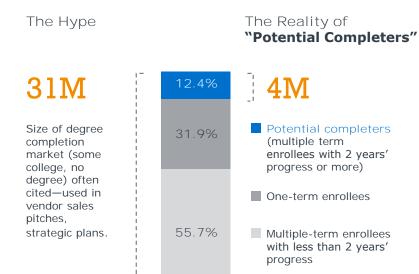
14

Pressure on Publics From All Sides





Degree Completion—Not All Can Scale

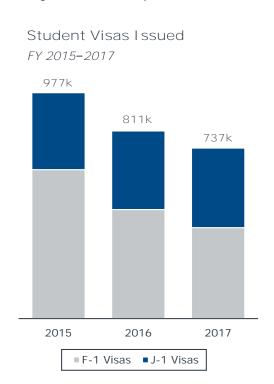


NATIONAL STUDENT CLEARINGHOUSE



Downward Pressure on International Enrollment

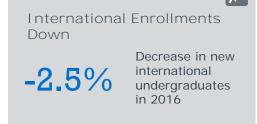
Nearly a 10% Drop in Student Visas Last Fall



Fewer Visas from Top Countries

24% Decline in F-1 visas from India in FY 2017

Decline in F-1 visas from China in FY 2017



Online Ed Not the Out-of-State Solve



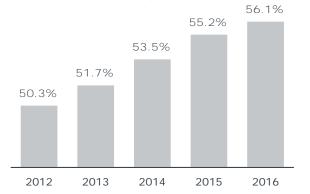
Online Students Still Local

Online Student Distance from Institution, 2019



Proportion of Local Online Students Increasing

Percentage of Exclusively Online Students Located in the Same State as their Institution, 2012 - 2016



Access to In-Person Services Valued

76%

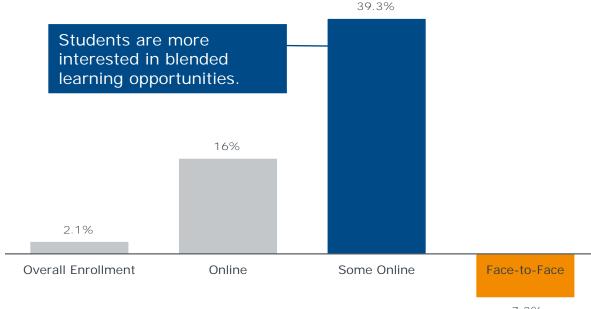
Proportion of students who visited campus or a campus center at least once during program²



Online Courses Increasingly Popular

Online Enrollment Growth Outpaces Face-to-Face Enrollment Growth

Percentage change in student enrollment at four-year, degree-granting institutions, 2012-2016

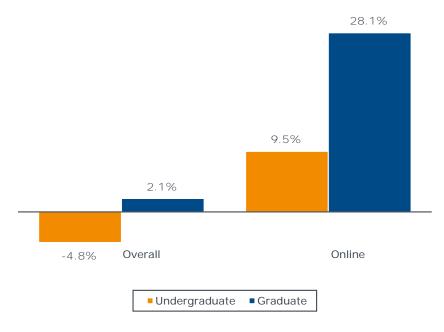


19

Online Enrollment Bucking Overall Market Trends

Online Graduate and Undergraduate Enrollment Outpaces General Changes

Percentage change in student enrollment at four-year, degree-granting institutions by degree-level, 2012-2016



Consolidation Activity Still Fairly Limited

Fewer M&As than Soundbites Suggest

M&A Transactions Involving 4-Year Degree-Granting Institutions, 2000-present



Buying (Rather than Building) Way into New Markets

Distribution of Drivers to Pursue HEI M&As, 2000-present

trategic academic asset merger/acquisition

Strategic academic asset efficiency merger

System-mandated efficiency merger

Capital asset acquisition

Accreditation-granting acquisition

Accreditation-granting acquisition

Examples of HEI Strategic Academic Asset Acquisitions



Middlebury College acquires Monterey Institute of International Studies, 2010



Expanded foreign language programming and global reach



Texas A&M University acquires Texas Wesleyan Law School, 2013



Increase in ranking and comprehensiveness of institution



Arizona State University acquires Thunderbird School of Management, 2014



Access to strong brand, business network, and international footprint



Purdue University acquires Kaplan University, 2018



New, robust online division



Boston University acquires Wheelock College, 2018



New education programs and improved clinical and research opportunities

A Quick Word on Closures



Doomsayers Forecast a Dizzying Increase in the Number of Closures...



"Fifty percent of the 4,000 colleges and universities in the U.S. will be bankrupt in 10 to 15 years."

> Dr. Clay Christensen Innovation + Disruption in Higher Education Symposium, 2017

Closures Certainly on the Rise...





HEI closures since 2000



Of HFIs closed since 2000 are 2-year institutions



Increase in number of HEI closures from 2011-2013 to 2014-2016



75% UI held direction are for-profit Of HEIs closed since 2000



Higher Ed's Three Most Pressing Challenges



Will Our Business Model Survive?

"The competitive landscape has never been more challenging – both in traditional and new markets."



The Student of the Future

"We are not prepared for how student needs and preferences are rapidly evolving."



Crisis of Confidence in Higher Education

"Perception has never been so negative—from all directions."



Getting Ready for the Student of the Future

Preparing Not Only for **Changes in Demographics...**

-10%

Students with household incomes >\$100K (2017-2029)

-19%

Non-Hispanic white 18-year-olds (2012-2029)

64%

18-year-olds in a household where neither parent holds a bachelor's degree (2029)



...But Also a Change in College-Going Attitudes

A resurgence of the trades?

"Men who otherwise would likely attend community colleges are now finding employment opportunities in areas like manufacturing."

> The Wall Street Journal April 26, 2018

Is college worth it?

"We appear to be approaching a time when, even for middle-class students, the economic benefit of a college degree will begin to dim."

> The New York Times May 16, 2018

The Affordability Issue



Students Ruling Schools Out on List Price Alone



69% of students have some (or major) concern about financing college



59% of students consider only list price when evaluating schools early in the process



17% of students ruled out a school they will apply to because of cost

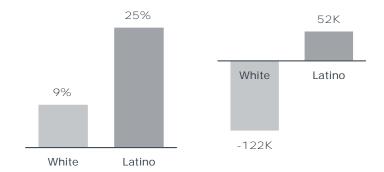


>50% of students from families earning less than \$120,000 per year say they cannot afford to attend a private college or university

Attitudes Shifting with Demographics

Percentage of students reporting "major" concern about financing college

Demographic change in HS graduates, 2017-2031 (in thousands)



Sources: Richard A. Hesel and Ryan C. Williams, "Students and Parents Making Judgments about College Costs without Complete Information," Student Poll, vol. 8, 1, 2010; Kevin Eagan et. al., "The American freshman: National Norms Fall 2016," Higher Education Research Institute, 2017; Peace Bransberger and Demarée K. Michelau, "Knocking at the College Door," WICHE, December, 2016; Student Loan Hero fast facts; Royall and Company. "Access and Higher Education: The Case of High-Ability Low-Income Students," Fall. 2014.

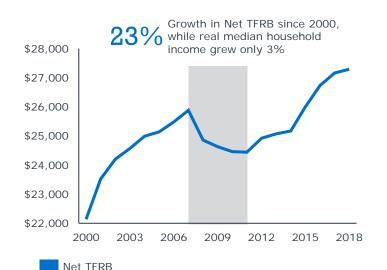
26

College More Expensive Than Ever... Every Year

High Costs and Staggering Debt Not a New Conversation

Growth in College Costs Continues...

Net Tuition, Fees, Room and Board at Private Institutions (in Constant 2018 dollars), 2000 – 2018



...And Student Debt Reaches Crisis Levels in 2018...



...And in 2015...



...And 2012...



Great Recession

Source: Trends in College Pricing Source Data File. College Board as of November 2018; Market Outlook, July 2018 Median Household Income. Seeking Alpha. August 2018: Friedman, Z. Student Loan Debt Statistics In 2018: A \$1.5 Trillion Crisis. Forbes. January 2018; Carey, K., Student Debt Is Worse Than You Think. October 2015. The New York Times. Nance-Nash, S., The Student Loan Crisis Is Crippling America's Families -- Is The Economy Next? February 2012. Forbes. EAB interviews and analysis.

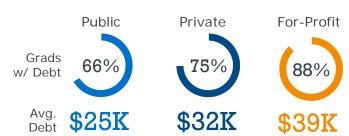
Throwing Lots of Numbers Around

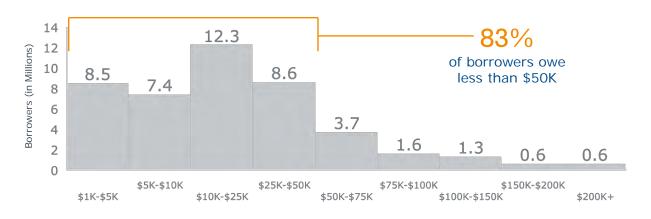


US Student Loan Debt Statistics



average debt at graduation





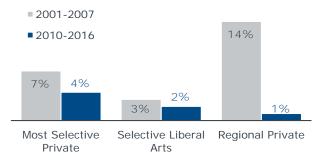


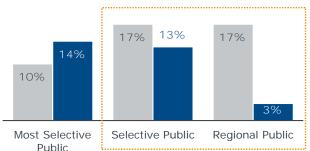
Affordability Concerns Hit Privates Hard

Focus on Affordability Draw Students to Lower-Priced Options

Anemic Growth in Headcount Among Regional Privates Post-Recession

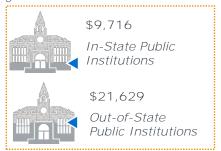
% Enrollment Growth by Institution Segment





As Privates Remain the Most Expensive Option

Average Tuition and Fees, 2018-2019





\$35,676

All Private Institutions

Privates Feeling the Pain

57%

of private bachelor's did not meet their 2018 enrollment goals by May 1st

Generation Z Brings New Challenges



Traits, Preferences of Today's Students Manifested in Lifestyles



Generational Traits Ages (13-21) Focus: Practical, Open, Connected

- Tech driven Prone to unplug, yet hyper connected; expects smart, flexible tech
- Digital natives- Comfortable with technology at a very early age
- · Open to sharing Puts lives online without filter
- Self-Educators Uses online media; has seen it all



Marketing or Communication Preferences Focus: Humanity, Collaboration, Sharing, Personal

- Expects authenticity Expects demonstrated commitments to worthy causes
- Personalized Prefers customized content
- Shared values -Needs to establish common ground to build trust, loyalty
- · FOMO (Fear of Missing Out) Needs to be in the loop; driven to connection via social media

A Typical Day in the Life of a Gen Z'er



Touches 5+ devices

Engages in 3+ hours

of screen time



Surfs 2 screens simultaneously

Expects an app for everything (banking, dinner reservations, etc.)

Is social media savvv from an early age



Uses images over text (TLDR - Too Long, Didn't Read)



The Adult Learning Opportunity By The Numbers



COE STUDENTS IN BRIEF

Working adult professionals pursuing additional education to advance or change careers

- · Professional master's
- · Bachelor's degree completion
- Certificates
- · Standalone courses
- Contract education

- Online/distance education
- Self-paced
- Accelerated
- Evening/weekend
- · Branch locations

Graduate Growth Outpacing Undergraduate

36% vs. 17%

Projected Master's vs. Bachelor's Growth through 2022

The Rise of Short-Format Credentials

Graduate Certificate Enrollment Growing at a Rate



Greater than Master's Degrees Enrollment

> Source: Jessie Brown and Martin Kurzweil, The Complex Universe of Alternative Postsecondary Credentials and Pathways (Cambridge, Mass.: American Academy of Arts & Sciences, 2017

What Students Want



Common Attributes of Effectively Designed Programs

Flexible Delivery

Accommodates competing professional and personal commitments

May expand audience to include new geographic and demographic markets



Accelerated Format

Reduces opportunity cost for those taking time off work for degree

May also reduce price, depending on credit and tuition structures

Stackable Credentials

Allows students to pick out modular, often specialized, parts of degrees

Encourages students to later apply credits toward advanced credentials



Interdisciplinary Pathways

Tailors content and pedagogy to students formally trained in another discipline

Provides common knowledge base to students with varied backgrounds

Practical Experience

Fulfills growing employer demand for new hires with work experience

Enhances employment outcomes by producing better prepared graduates



Professional Development

Encourages application of program content in current work setting

Allows for networking, mentorship, and other career advancement benefits







Libraries



Makerspaces



Residence Halls

- Room oriented around lectern so students focus on lecturer
- Students transcribe presented information; little interaction
- Space dedicated to stacks, reading rooms
- Mainly used to review physical materials, engage in silent reflection and "serendipitous discovery"
- Hands-on learning largely done in programspecific labs and studios
- Access restricted to some students with specific curricular goal
- Dorms mainly a place to eat, sleep, and study; rarely used as formal social space
- Most are double loaded corridor with singles and doubles

- Active learning classrooms lack true front of room
- Project-based learning encourages collaboration and generates more face time with faculty, peers
- Shift away from book storage, toward learning commons, group rooms
- Space designed to support both individual and collaborative pursuits, creative thinking (e.g., makerspace)
- Cross-disciplinary equipment combined into open-access lab
- Open to all students (and sometimes community)
- More focused on innovation, bringing ideas to life

- Private sector competition created amenities arms race
- Campuses investing in luxury, community-centric, and cost-effective housing options to serve different student segments

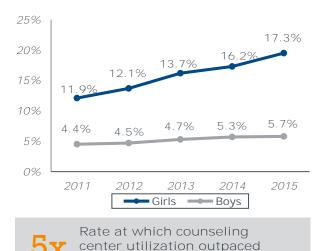
33

Depression and Anxiety on the Rise Among Teens

A Silent Epidemic Is Coming to Campus

Escalating Rates of Depression

Past Year Major Depressive Episode¹ Among Adolescents, By Gender (2011-2015)



enrollment growth

 A major depressive episode is characterized as suffering from a depressed mood for two weeks or more, and a loss of interest or pleasure in everyday activities, accompanied by other symptoms such as feelings of emptiness, hopelessness, anxiety, and worthlessness.

External Factors Driving Up Demand

Substance Abuse

Students look to drugs and alcohol to relax; use prescription drugs to focus, work late into the night

Intensified Expectations

Students face early and persistent pressure to academically excel, fit in socially, and be successful after graduation

Social Media

Time spent online amplifies existing stressors and contributes to an overwhelming sense of social isolation on campus

Political Climate

Stress from current events and politics exacerbates students' existing issues with stress, anxiety, and depression

New Parenting Styles

Highly involved parenting creates busy, overscheduled, failure-averse students who struggle to adapt to challenges as they arise in college

Source: National Institute of Mental Health, "Major Depression Among Adolescents," https://goo.gl/KSk7xT; Olfson M et al, "Trends in Mental Health Care among Children and Adolescents," The New England Journal of Medicine, https://goo.gl/3GjjFn; Merikangas K et al, "Lifetime Prevalence of Mental Disorders in US Adolescents: Results from the National Comorbidity Survey Replication...,"

Journal of the American Academy of Child & Adolescent Psychiatry, https://goo.gl/apDwDe;" EAB interviews and analysis.



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Higher Education Continuing to Face a Drumbeat of Critiques

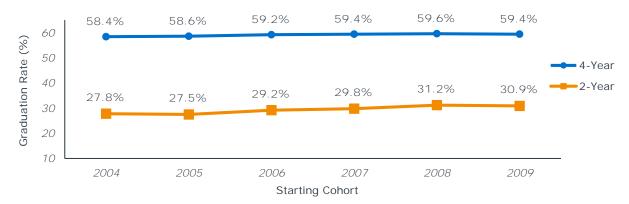


Some Good Reason for Concern



College Graduation Stagnant as Costs Rise

Percent of Students Graduating with a Degree Within 150 Percent of Normal Time¹, 2-Year and 4-Year Postsecondary Institutions



The Rising Financial Burden of a College Education

Tuition and fees at public 4-year institutions growing 19 times faster than the median family income since 1980

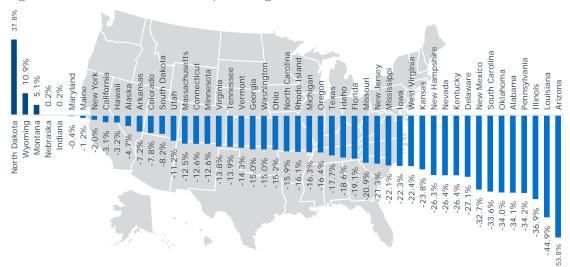
Americans owe more than \$1.3 trillion in student loans

 ³⁻year graduation rate at 2-year institutions,
 6-year graduation rate at 4-year institutions.

Government Funding Below Pre-Recession Levels



Changes in Per Student State Spending, 2008-2017



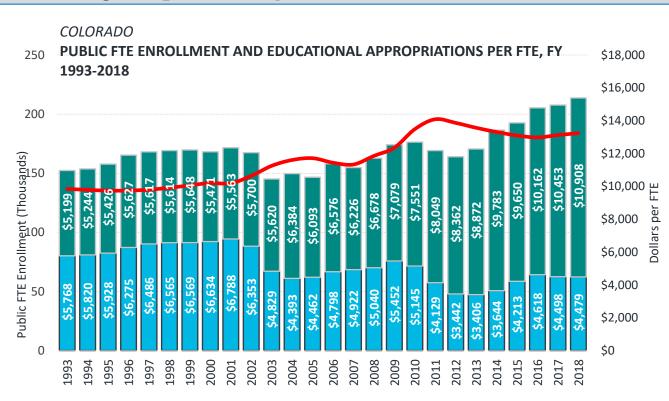
Small Uptick in Funding Barely Improves Budgets



Shifting Responsibility to the Student



PUBLIC FTE ENROLLMENT



EDUCATIONAL APPROPRIATIONS PER FTE

TUITION REVENUE PER ETF

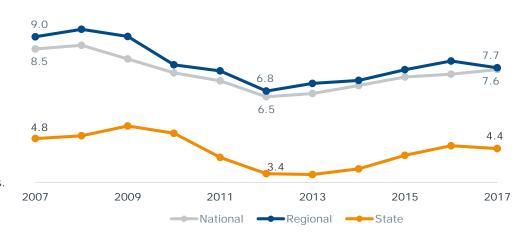


Still Comparatively Lower

Educational Appropriations per Student FTE in CO, Regionally¹ and Nationally (Thousands), 2007-2017

Educational Appropriations per Student Below National and Regional Levels

Educational appropriations per student FTE have consistently remained lower than regional and national averages.



A New Low in Perception of Liberal Arts Value



66

The Political Challenge

"Find entire parts of your campus ... that don't need to be there... [that are] not helping to produce that 21st-century educated work force... If you're studying interpretive dance, God bless you, but there's not a lot of jobs right now in America looking for people with that as a skill set."

Kentucky Governor Matt Bevin

BA East Asian Studies, Washington and Lee University

66

The Branding Challenge

The term "liberal arts" no longer works as an effective means of communicating one of higher education's most precious assets... Putting the words liberal and arts together is a branding disaster, and the most effective way to save or defend the liberal arts may be to change what we call them.

Brandon Busteed

Executive Director of Education and Workforce Development, Gallup

"

"

The New Learning Economy



Knowledge Economy

Economic value from knowledge of a topic, skill, or process not held by others



Learning Economy

Economic value from gathering, adapting, and applying knowledge from diverse sources



Constant skill and information acquisition needed



Traditional siloes of knowledge less relevant



Networks even more important—for individuals and organizations



B.A. Lundvall Danish Economist

New Strategies

- Learning to learn—and apply knowledge
- Lifelong education
- Taking advantage of knowledge networks in higher education



In Demand: T-Shaped Professionals

Why Short-Format Training Will Not **Replace Master's Degrees**



- 1 Supplementing Undergraduate Gaps
 Post-baccalaureate credentials can
 complete the "T" for students whose
 undergraduate programs were more
 focused on either the top or the stem
- Depth Across A Discipline Matters Up the Ladder
 Not just UX or SEO but how they're part

of larger marketing expertise

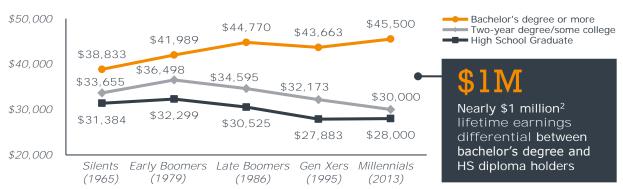
- More Advanced Universal Skills Needed in Middle and Later Career
 - Universal competencies—problem-solving, communication, team-building—require further development across a career
- The Intersection Between Specialized and Universal Skills More Important (And Difficult) in Leadership Roles

43

Value of College Degree has Never Been Higher

Bachelor's Degree Holders See ROI1 in Lifetime Earnings and Beyond

Median Annual Earnings Among Full-Time Workers Ages 25 to 32



Benefits Beyond Earnings



Likelihood of having health insurance through employment +72%

Likelihood of having a retirement plan through employment



Likelihood of reporting health to be very good or excellent



Likelihood of being married

¹⁾ Return on Investment.

²⁾ Median lifetime earnings differential \$964,000. © 2018 by EAB. All Rights Reserved, eab.com



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BOARD OF GOVERNORS STRATEGIC INVESTMENT PRIORITIES

- CSU-Pueblo Sustainability
- Middle-Class Affordability
- Student Success
- System Infrastructure
- Medical School & Rural Colorado
- System Initiatives (National Western, Todos Santos, CSUS Hubs)

CSUS PORTALS THAT ADD CAPACITY





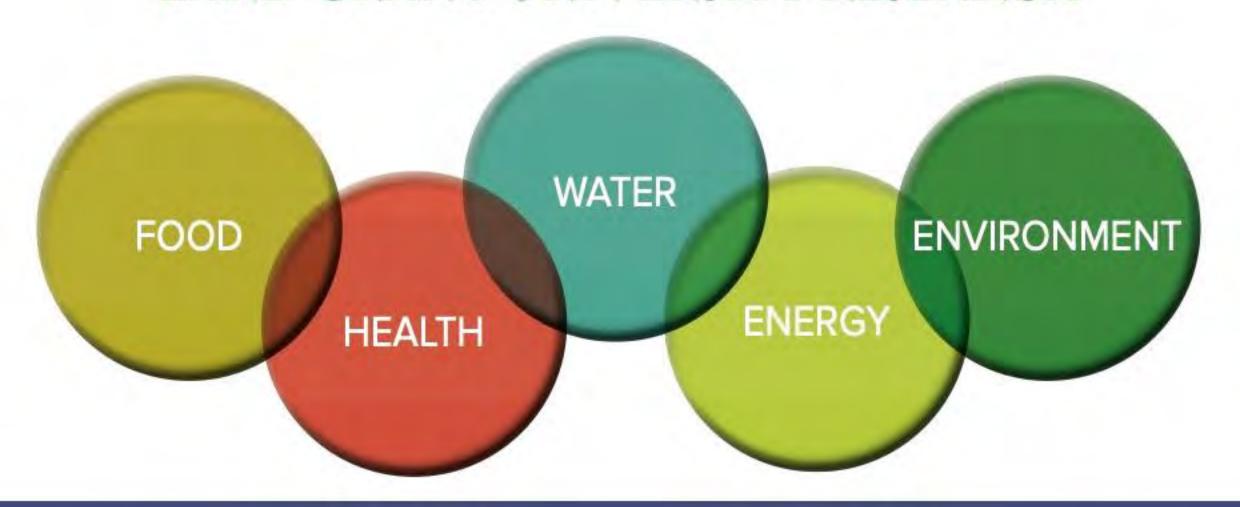


CSUS PORTALS THAT ADD CAPACITY

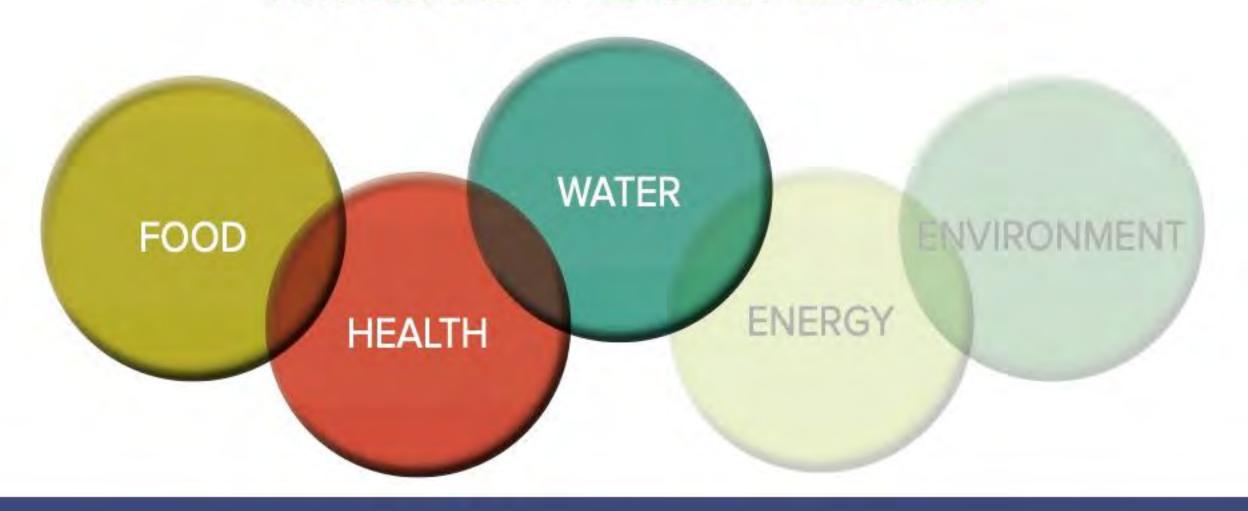


NATIONAL WESTERN CENTER

LAND GRANT UNIVERSITY RESEARCH



NATIONAL WESTERN CENTER

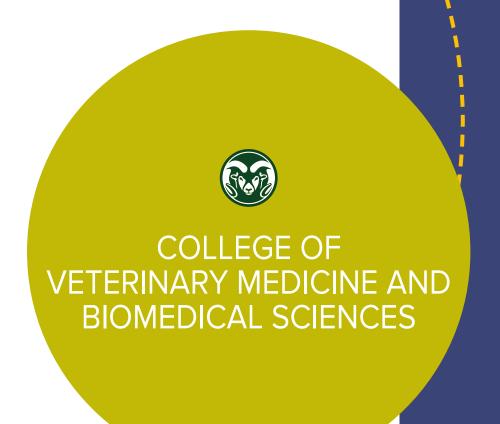


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COLLEGE OF
VETERINARY MEDICINE AND
BIOMEDICAL SCIENCES





FLINT ANIMAL CANCER CENTER







COLLEGE OF
VETERINARY MEDICINE AND
BIOMEDICAL SCIENCES





TRANSLATIONAL MEDICINE INSTITUTE

BOARD OF GOVERNORS of the Colorado State University System



VETERINARY MEDICINE AND
BIOMEDICAL SCIENCES



COLORADO STATE
UNIVERSITY
GLOBAL CAMPUS
NURSING PROGRAMS



CSU PUEBLO NURSING EXPANSION



COLLEGE OF VETERINARY MEDICINE AND BIOMEDICAL SCIENCES



FLINT ANIMAL CANCER CENTER



MEDICINE INSTITUTE



TRANSLATIONAL



CSU GLOBAL CAMPUS NURSING PROGRAMS

colorado school of public health

COLORADO SCHOOL OF PUBLIC HEALTH



public health

COLORADO SCHOOL
OF PUBLIC HEALTH



CSU PUEBLO NURSING EXPANSION



TRANSLATIONAL MEDICINE INSTITUTE





CU-CSU SCHOOL OF MEDICINE



COLLEGE OF
VETERINARY MEDICINE AND
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CSU GLOBAL CAMPUS NURSING PROGRAMS



STATE-WIDE REACH

RURAL COLORADO BOARD PRIORITY

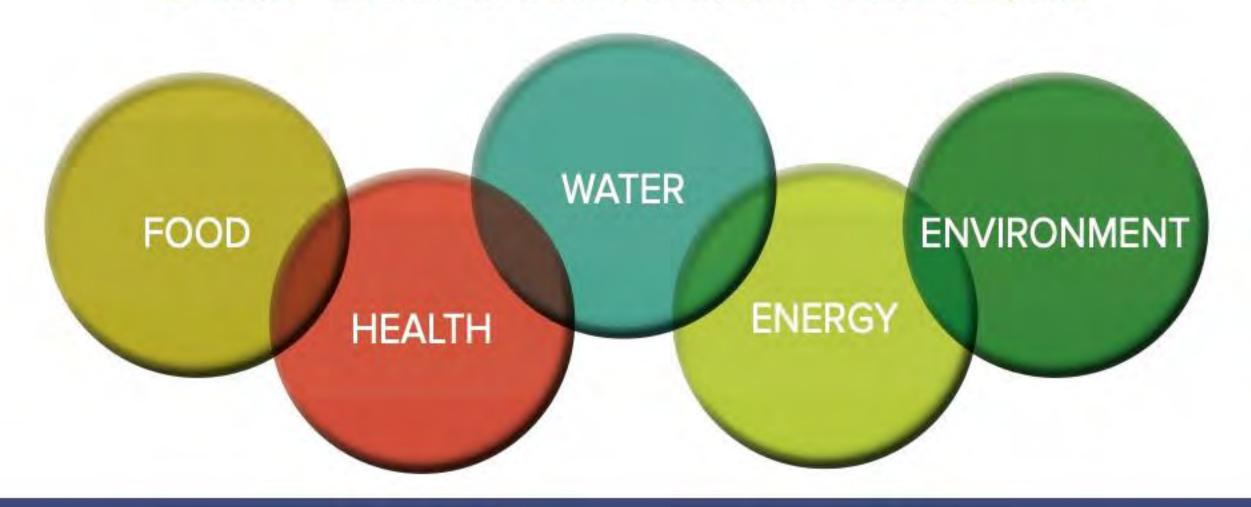


STATE-WIDE REACH

ONE HEALTH

- Concept(s)
- "Delivering the promise of One Health"
- Packaging on assets for local delivery and national/international prominence
- Internal director
- External council

LAND GRANT UNIVERSITY RESEARCH



CSUS PORTALS THAT ADD CAPACITY



NATIONAL WESTERN CENTER

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RURAL COLORADO BOARD PRIORITY



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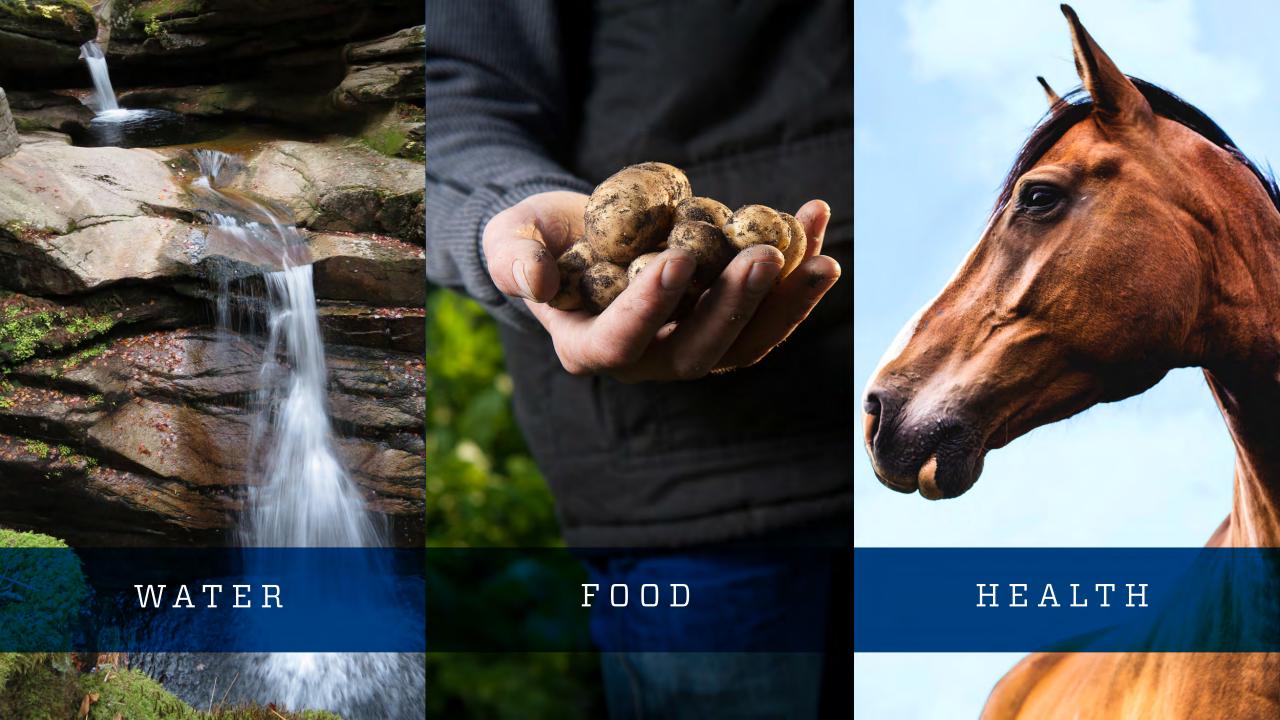
FEEDBACK?





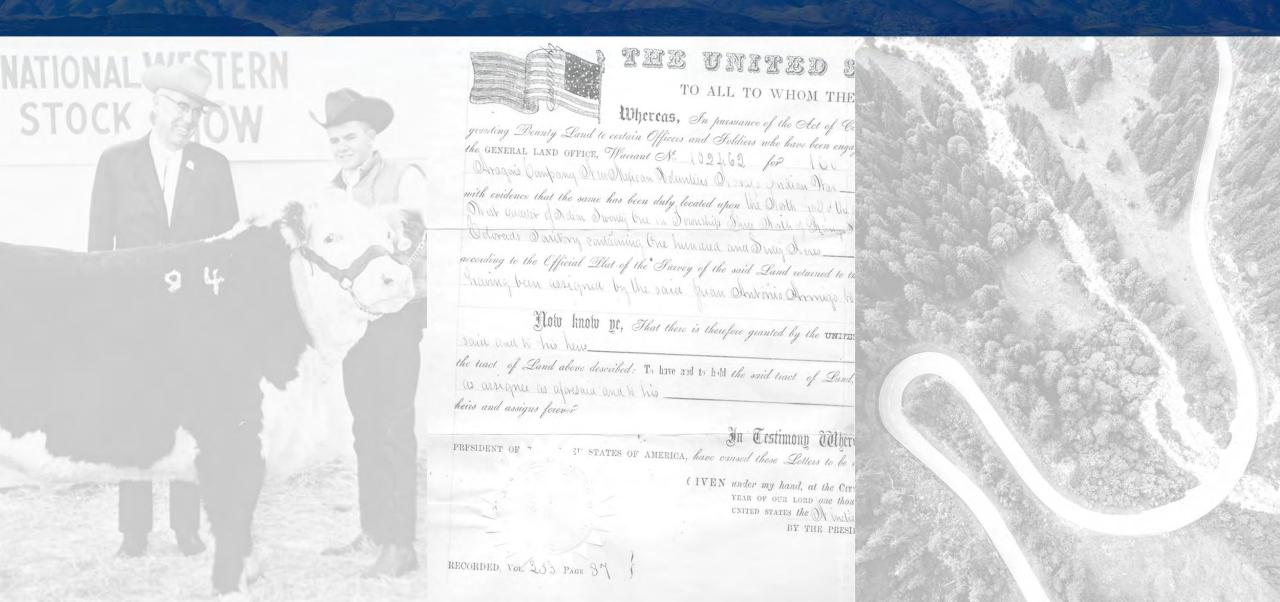






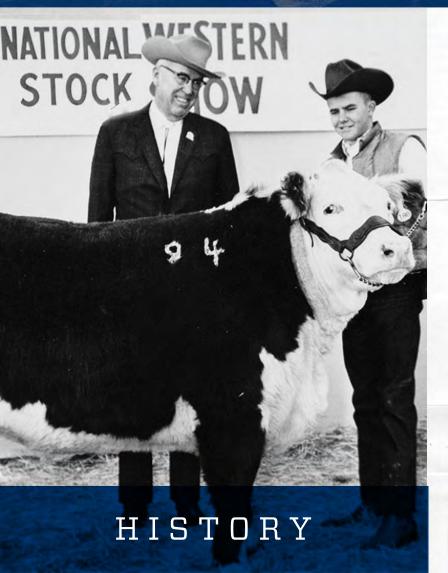
"Every great place has one foot in memory and one foot in prophecy."

Frederick Morton



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HISTORY OF THE STOCK SHOW

1906 - First National Western Stock Show is held January 29 to February 3

1931 – The 25th National Western presented the first Rodeo in conjunction with the Livestock and Horse Show.

1954 – The Westernaires made their first appearance at the Rodeo.

1981 – The show increased to 12 days and included 21 Rodeo performances.

1989 – National Western 2000, a fundraising group organized to support the City of Denver ballot proposal for a \$30 million NWSS building expansion.

1991 – The Expo Hall and Stadium Hall were completed just in time for the show.

2006 – National Western celebrates its 100th anniversary. The show's attendance reached 726,972 for the 16-day show and the grand

champion steer sold for \$75,000 or \$58 per pound.



NATIONAL WESTERN STOCK SHOW

The National Western Stock Show is the premier livestock, rodeo and horse show in the nation – called the Super Bowl of stock shows.

Visitors

- 701,656 visitors in 2019
- Third highest attendance (100th anniversary record 726,972 in 2006)

Economic Impact

- \$100 million economic impact on City & County of Denver
- 15K head of livestock
- \$115 million per year for all events; 60%+ is attributed to non-local sources
- More than \$6 million in local and state tax revenues
- 42 states represented
- 32 countries in attendance

National Western Stock Show awards \$500K through 100 scholarships annually.

- 2,500 scholarships awarded since inception
- Majority of scholarship recipients attend CSU



CSU & STOCK SHOW HISTORY

CSU has a rich history with the NWSS dating back to the first Stock Show, from exhibiting the first Grand Champion steer to becoming a key partner in redevelopment more than 100 years later.

Shared board leadership

 Long history of WSSA and CSU member participation on the CSU System Board of Governors and WSSA Board of Directors, respectively.

Citizen of the West

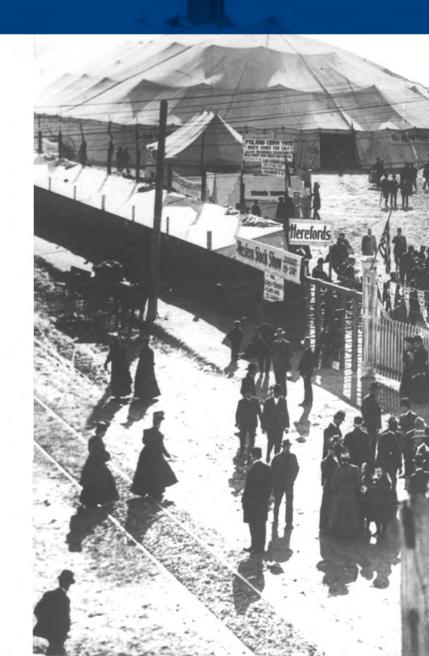
Winners include Tony Frank, Al Yates, John Matsushima

Student and faculty engagement

- Student livestock judging, Seed Stock Team
- Ag Ambassadors at Stock Show

Educational outreach

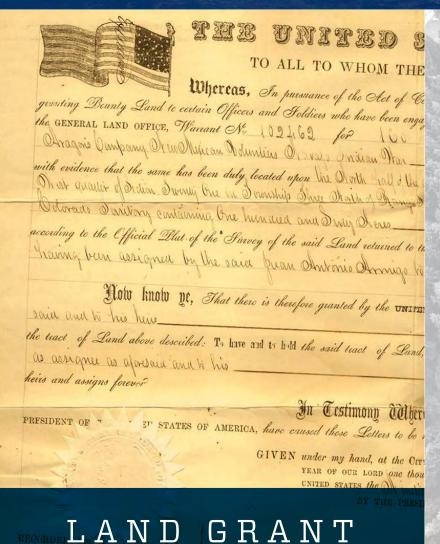
- Ag students manage annual Ag Adventure exhibit
- Extension visits to Denver-area classrooms



"Every great place has one foot in memory and one foot in prophecy."

Frederick Morton

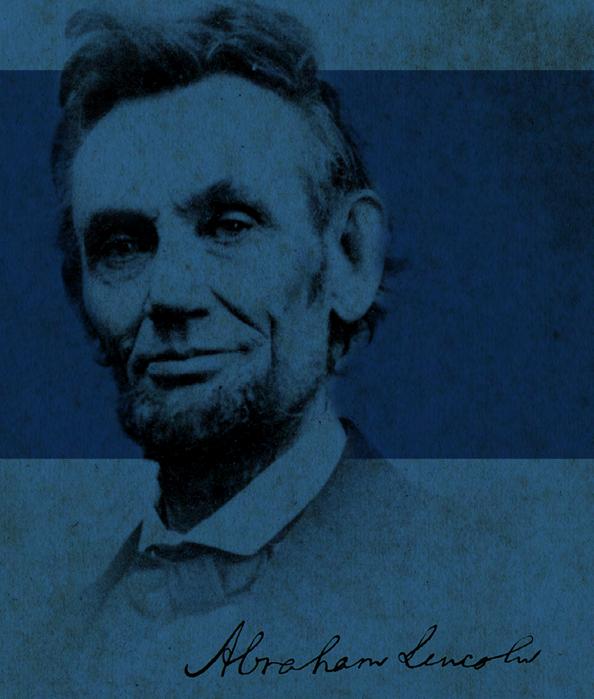






"The Land Grand University System is being built on behalf of the people, who have invested in these public universities, their hopes, their support, and their confidence."

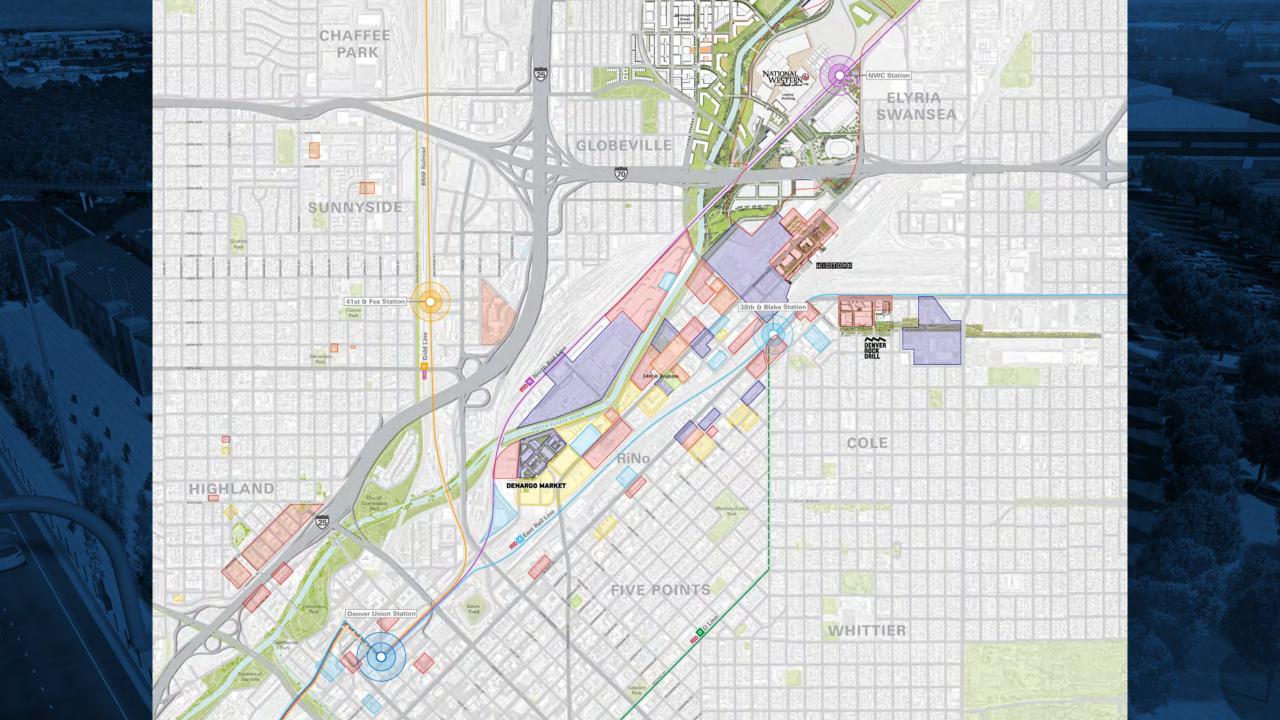
— Abraham Lincoln



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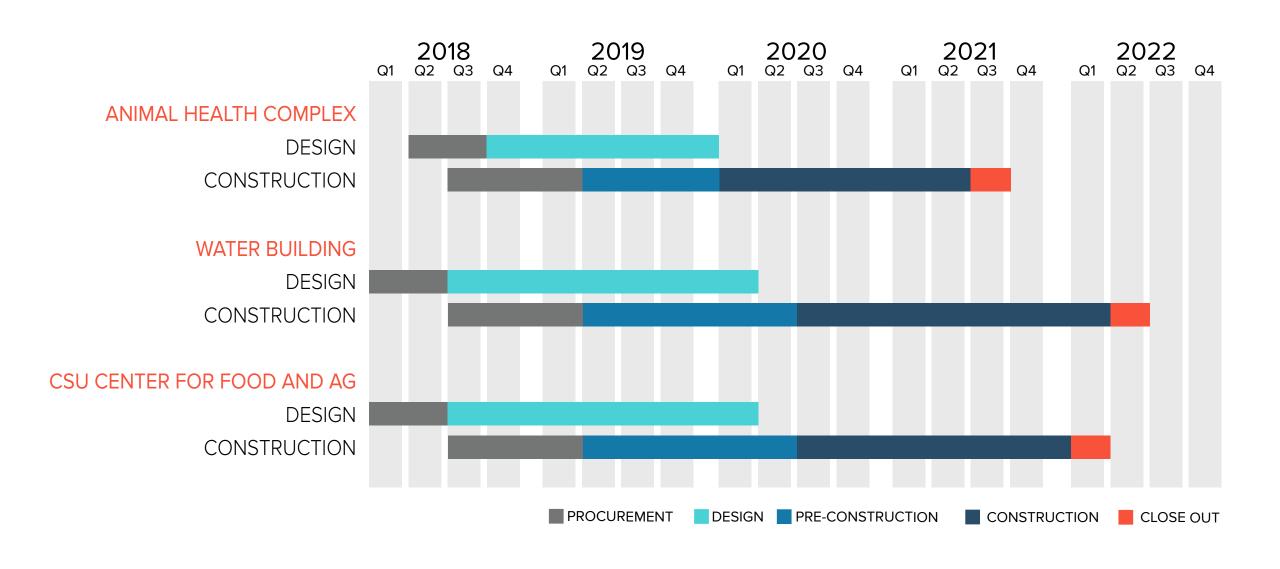








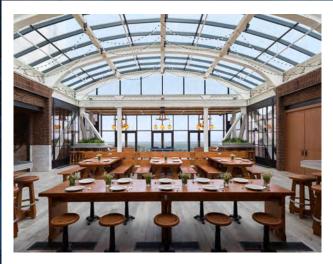
DEVELOPMENT TIMELINE







PUBLIC ENGAGEMENT











CONVENING







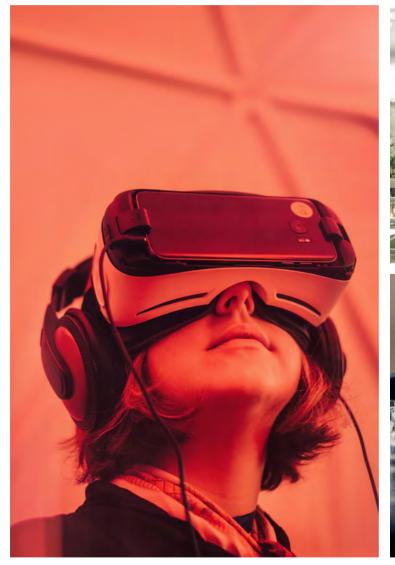






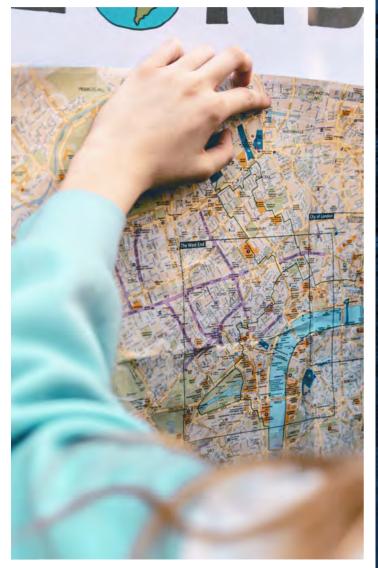


TEACHING & RESEARCH









PARTNERSHIP

"Individual commitment to a group effort – that is what makes a team work, a company work, a society work, a civilization work."

Vince Lombardi



















- K-12 educational facilities and programs
- Equine sports medicine
- Equine-assisted activities and therapies (EAAT) at the Temple
 Grandin Equine Center
- Small animal community outreach clinic
- Living space for students, visitors









K-12 EXPERIENCES & PROGRAMS

- "On-show" education
- DFL Humane Education classes and camps
- Connections to HEOC Anatomy Camp at CSU Fort Collins







EQUINE SPORTS MEDICINE & REHAB

- Veterinary space for on-site care during events
- Sports medicine and rehabilitation facilities for large animal vets in NWC equine network
- "On-show" rehabilitation space educating visitors to Animal Health Complex



TEMPLE GRANDIN EQUINE CENTER EQUINE-ASSISTED ACTIVITIES & THERAPIES

- Temple Grandin Equine Center will provide
 EAAT services at NWC
- EAAT provides health benefits to people experiencing a variety of physical and emotional conditions
- "On-show" therapy activities to educate visitors

DUMB FRIENDS LEAGUE SOLUTIONS VETERINARY HOSPITAL

- Veterinary hospital serving low-income families
 - "On show" spaces
 educate Animal Health
 Complex visitors
- Humane education lessons and camps
- Cat spay/neuter clinic
- DVM student rotations



LIVING SPACES

- DVM Students on rotations
- Temple Grandin Equine Center manager and researchers
- Ten student officers of Future Farmers of America
- 8-10 "hotel" rooms for visitors



CSU CENTER FOR FOOD AND AGRICULTURE

- K-12 Ag Discovery Center
- CAM's Ag Academy
- Soil, water, plant service labs
- Kitchen with sensory testing
- Urban ag research and education
- Denver Metro Extension Center
- Denver Engagement Hub
- Community spaces









K-12: DISCOVERY & CAM'S ACADEMY

- K-12 Ag Discovery Center
- K-12 CAM's Ag Academy Lab
- Summer camps
- Collaboration with partners



KITCHEN AND FOOD LAB

- Teaching kitchen for cooking/nutrition classes
- Commercial kitchen for ag innovation, industry, community
- Food lab for ag innovation, processing, packaging, labeling, etc.
- Sensory testing for new products





METRO EXTENSION CENTER & ENGAGEMENT HUB

- Metro Extension Center
 - Programs responsive to local need
 - Urban focused research
- Denver Engagement Hub
 - Regional engagement



URBAN AG RESEARCH AND EDUCATION

- Controlled environment agricultural research and demonstration
- Metropolitan Experiment Station
- Green roof research and education
- Vertical ag demonstrations
- Rooftop greenhouses & container gardens

SERVICE LABS

- Soils, Water & Plant Service Labs
- Plant diagnostic lab



CSU WATER BUILDING

- Collaborative innovation/incubation space
- Research and teaching labs
- Western Water Policy Institute
- Community and educational space
- Denver Water's Compliance Lab
- Outdoor research and learning
- Event and lecture space











K-12 WATER EDUCATION

- Water experiential learning
- Connection to scientists
- K-12 education programs by CSU and partners
 - Teaching lab
 - Classroom
 - Outdoor space
 - River access

WESTERN WATER POLICY INSTITUTE

- Policy Institute focused on water in the West
- Collaborative with Denver Water
- Links with research, innovation, and educational programs



INNOVATION CENTERS

Ag Innovation Center

- Business Incubation & Fund
- Connects to Masters of Food and Agribusiness Innovation Management and Metro Experiment Station

Water Innovation Center

- Incubation/acceleration of water solutions
- Connections to research programs

Co-working

 Brings together different sectors working in water



WATER BUILDING RESEARCH



• Ongoing Research Development:

- Water, energy, food nexus
- Urban sustainability and water research
- Researchers "on tap" for Innovation Center
 Possible weather, river, air quality monitoring

DENVER WATER COMPLIANCE LABORATORY

PERFORMING AND VISUAL ARTS

- Flexible theater/event space
 - Lectures, conferences
 - Theater, dance, film
 - Outreach, camps, Kids Do It All, etc.
- Artist studios and art teaching space
 - Collaboration with local arts groups
 - Visual arts, writing, digital media, music
 - CSU College of Liberal Arts engagement
 - Alumni opportunities



CSU SUSTAINABILITY TEAM

- Providing technical expertise to NWC team
- Developing long-term "living lab"
 - Energy
 - Water
 - Air quality
 - Economics
 - Sociology
 - School of Public Health
 - Urban Ecology
 - Geographic Information Systems (GIS)
 - Education
 - Landscape architecture











COLORADO STATE UNIVERSITY SYSTEM

BECOMING AN ANCHOR

"Commitment to consciously apply the long-term, place-based economic power of the institution, in combination with its human and intellectual resources, to better the long-term welfare of the communities in which the institution is anchored."

The Democracy Collaborative, 2013



WHERE WE'VE BEEN. WHERE WE'RE GOING.

Existing:

- Stable and effective community partners
- Educated youth
- Healthy community residents
- Healthy environment

Next:

- Equitable local and minority hiring
- Thriving business incubation
- Vibrant arts, and cultural development





2018 YEAR-IN-REVIEW ENGAGEMENT EFFORTS

- Partnerships with 16 nonprofits or schools
- Community visibility:
 - Attended and provided programming at 33 partner events
 - Hosted 9 events
 - 42 events with CSU presence



BRUCE RANDOLPH SCHOOL

Pipeline:

- 6th and 7th grades: Little Shop of Physics
- 8th grade: visit to CSU Fort Collins campus
- 9th grade: Road to CSU
- 10th grade: class work in AP Civics/Human Geography
- 11th and 12th grades: Youth Action Coalition



ANNUAL OUTREACH EVENT: LITTLE SHOP OF PHYSICS

Event overview:

- Bruce Randolph school 11th graders learned experiments and taught younger students
- Students attending:
 - Garden Place 2nd and 4th graders
 - Swansea 3rd graders
 - Bruce Randolph 6th and 7th graders



EQUINE-ASSISTED ACTIVITIES & THERAPIES

- Operational in a temporary space in the neighborhood
- Used by:
 - Denver Public Schools
 - Bruce Randolph School
 - Denver Health
 - Laradon School
 - Local hospitals



ENGAGING YOUTH IN MEANINGFUL WAYS

Water Sustainability Fellows

- CSU and north Denver high school students
- Students learn about water issues and engage community

Youth Action Coalition

- CSU-led effort to engage youth in NWC planning
- Adult Champions Team advocates for youth
- Youth direct engagement



ANNUAL OUTREACH EVENT: FOCUS ON HEALTH

Event overview:

- Partners:
 - Dumb Friends League
 - Clínica Tepeyac
 - Focus Points Family Resource Center
 - UC Health
 - Bruce Randolph School
 - COMAL
 - Metro Denver CAT
- 200 animals vaccinated, 35 spay/neuter surgeries
- 100 flu shots and health screenings

BOARD OF GOVERNORS STRATEGIC INVESTMENT PRIORITIES

- CSU-Pueblo Sustainability
- Middle-Class Affordability
- Student Success
- System Infrastructure
- Medical School & Rural Colorado
- System Initiatives (National Western, Todos Santos, CSUS Hubs)

RURAL COLORADO BOARD PRIORITY



STATE-WIDE REACH

ONE HEALTH

- Concept(s)
- "Delivering the promise of One Health"
- Packaging on assets for local delivery and national/international prominence
- Internal director
- External council

FEEDBACK?