

**THE BOARD OF GOVERNORS
OF THE
COLORADO STATE UNIVERSITY SYSTEM
MEETING MINUTES
June 7-9, 2023
CSU System and CSU Spur Hydro**

ROLL

Governors present: Armando Valdez, Chair; John Fischer, Vice Chair; Kenzo Kawanabe, Treasurer (8th and 9th); Nate Easley, Secretary; Polly Baca; Ray Baker; Kim Jordan; Betsy Markey; Louis Martin; Susan Aloï, Faculty Representative, CSU Global; Dr. Andrew Norton, CSU Faculty Representative; Gavin Graham, CSU Pueblo Student Representative; Laxman Adhikari, CSU Global Student Representative; Jon Pluskota, CSU Pueblo Faculty Representative; and Nick DeSalvo, CSU Student Representative.

Administrators present: Tony Frank, Chancellor, CSU System; Jason Johnson, General Counsel, CSU System; Amy Parsons, President, CSU; Timothy Mottet, President, CSU Pueblo; Becky Takeda Tinker, President, CSU Global; Henry Sobanet, Senior Vice Chancellor and CFO, CSU System; Susy Serrano, Director of Internal Auditing, CSU System; and Rick Miranda, EVP, CSU and Chief Academic Officer, CSU System; Roze Hentschell, Interim Chief Academic Officer.

CSU System Staff present: Melanie Geary, Board Liaison; Adam Fedrid, IT Manager; Wayne Hall, IT Manager.

Guests present: Chad McKinney, Interim Provost, CSU Pueblo; Johnna Doyle, Deputy General Counsel, CSU Pueblo; Jannine Mohr, Deputy General Counsel, CSU; Jocelyn Hittle, AVC, CSU System; Cara Neth, Executive Communications, CSU System; Dr. Donna Souder Hodge, CSU Pueblo; Dr. Van Winkle, CSU Pueblo; Garrison Ortiz, CFO, CSU Pueblo; Jan Nerger, interim provost, CSUFC; Tiana Kennedy, CSU System and CSU Fort Collins; Kyle Henley, CSU FC VP for Marketing and Communications; Sandra Jones, CSU Global; Gena Alfonso, CSU Pueblo, marketing and communications; Jenna Tarleton, CSU Global; Kauline Cipriani; CSU Fort Collins, VP for Inclusive Excellence; Katie Siegel-Shimko, CSU System; Nancy Deller, CSU Fort Collins Marketing and Communications; Dr. Gloria Wilson, CSU Global; Dr. Lisa Eiden-Dillow, CSU Global; Patti Arroyo, CSU Global.

CALL TO ORDER

Chair of Evaluation Committee John Fischer called Evaluation Committee to order at 11:20 a.m. and asked to convene in Executive Session.

EVALUATION COMMITTEE

Motion/Action: Governor Baca moved for the Board to go into Executive Session for the reasons listed in the meeting notice. The Motion was seconded and carried unanimously. General Counsel Johnson read the Board into Executive Session at 11:21 a.m. and noted the reasons for going into Executive Session:

As stated in the meeting notice, the Board has moved to go into Executive Session of the Evaluation Committee under C.R.S. § 24-6-402(3) (b) (I) and (3)(d), for discussions regarding the Board's evaluation and performance reviews for the Chancellor, Presidents, and professional staff employees of the Board, and for the Evaluation Committee of the Board of Governors to receive legal advice from General Counsel, which is confidential pursuant to C.R.S. § 24-6-402(3)(a)(II).

Following a Motion, second, and unanimous vote to leave Executive Session of the Evaluation Committee, the Evaluation Committee came out of Executive Session into open, public session.

With no further business for the day, the Board of Governors recessed at 5:30 p.m.

THURSDAY, JUNE 8, 2023

Chair Valdez convened the meeting at 9:00 a.m. He welcomed everyone and discussed expectations and hopes for the next two years, including competitive compensation for the value created by our employees. He recognized President Mottet, who had recently announced that he would be stepping down at the end of the calendar year, and noted that the Board would work with him on the transition at CSU Pueblo. He thanked President Mottet for Vision 2028 and his exceptional service as CSU Pueblo's president. He then introduced Garrison Ortiz, the new CFO at CSU Pueblo. Chair Valdez shared that Chancellor Frank and Governor Fischer would spend time over the summer on the transition process, including meeting with campus constituencies to hear their perspectives and better understand the desired characteristics for CSU Pueblo's next leader. He then reminded the Board of the expectations that major data requests be routed through him as Chair, and Chancellor Frank so that requests can be tracked and shared.

PUBLIC COMMENT

Chair Valdez noted that the Board received written Public Comment from the CSU Pueblo AAUP (American Association of University Professors) related to the CSU Pueblo Transition and requesting inclusion in the Search process. He also noted that the Board received a petition from Divest CSU requesting that CSU divest from fossil fuels. That petition had 734 signatures. He then invited the individuals who had signed up for Public Comment in person to come forward.

William Bencini spoke representing the (Automotive Industry Management) AIM program at CSU Pueblo. He acknowledged recent issues that he felt had "crippled" the program, but noted he did not want to focus on the problems. He argued that eliminating this niche program violated the spirit of Vision 2028 and discussed the "calamitous" circumstances the program faced this year while facing threats to close the program. He asked for continuity and the opportunity to work with the new academic leadership before the program was eliminated.

Alan Fass discussed the impact of AIM on his life, which positioned him for a long career with Ford Motor Company. He was a current part-time teacher in the AIM program. He disputed the wisdom of shutting the program down at a time when the industry had a dramatic need for employees. He discussed career opportunities for students in the program as well as the need for

better marketing and advertising of the program and for CSU Pueblo as a whole. Mr. Fass shared that he felt it would be a shame to see the program close and encouraged the Board and CSU Pueblo leadership to build it instead of close it.

Mr. Bencini then introduced three students of the AIM program including one soon-to-be graduate.

Administration of the Oath of Office for New Members

Chair Valdez asked Jason Johnson to administer the oath of office to Governors Laxman Adhikari, CSU-Global Student Representative, Gavin Graham, CSU-Pueblo Student Representative, Nick DeSalvo, CSU ASCSU Representative; Susan Aloï, CSU Global Faculty Representative; Jonathan Pluskota, CSU Pueblo Faculty Representative, who all affirmatively agreed to perform their duties as members of the Board of Governors of the Colorado State University System, and to uphold the laws of the State of Colorado, the Constitution of the State of Colorado, and the Constitution of the United States.

CSU-Global Excellence in Undergraduate Teaching Award

Chair Valdez discussed the importance of the Excellence in Undergraduate Teaching Award given annually by the Board. He introduced President Becky Takeda-Tinker, who introduced Dr. Lisa Eiden-Dillow, interim director of faculty operations (and new appointee to the permanent position) who introduced the 2023 CSU Global recipient, Dr. Gloria Wilson from the BS in Healthcare Administration and Management. Chair Valdez invited Dr. Wilson to share her thoughts, and she thanked the Board and expressed her hope to continue to serve the students of CSU Global.

CHANCELLOR'S REPORT

Chancellor Frank allowed the Chancellor's Report to stand as submitted. He noted that VPIT/CIO Bernier, Senior VC Sobanet, and VPUO Hanlon had submitted a proposal to Colorado's Joint Technology Committee for implementation of a cloud-based Human Capital Management system for the CSU System's campuses. He noted it would be a three-year project and CSU System campuses would work together to replace antiquated HR systems currently in use, which ranged between 20-30 years old. He then asked AVC Jocelyn Hittle for an update on CSU Spur.

AVC Hittle discussed recent and upcoming events at Spur, community engagement activities, programs. She spotlighted the Hydro Backyard, which was celebrating its grand opening that afternoon, along with the ongoing partnership with Denver Water. She discussed metrics and strategic planning for the coming year. Governor Jordan shared that she felt it was inspirational to hear about the details of CSU Spur as it had and continues to evolve, and she thanked AVC Hittle for her leadership.

AUDIT AND FINANCE COMMITTEE

Kenzo Kawanabe, Chair

Governor Kawanabe called the committee to order at 9:50 a.m. He asked Susy Serrano, Director of Internal Auditing, to begin with the audit section.

Audit Items

Internal Audit Charter Policy

Ms. Serrano explained the Internal Audit Charter, which is auditing's governing document and provides the authority to have unrestricted access to information to provide the System with independent and objective assessment of governance, risk and controls. She noted the Board would vote on the action item at the full Board meeting.

Chair Kawanabe asked for a motion to approve.

Motion/Action: Governor Jordan moved to approve the revised Internal Audit Charter. Governor Martin seconded, and the Motion carried unanimously. This Action Item is included in the Board materials.

FY 2023-2024 Internal Audit Plan

Ms. Serrano then discussed the annual risk assessment process that engages many constituents to help prioritize and inform the annual plan of work. She noted intent to address risk before there is an issue. She went on to review the key risk themes and noted the crossover from the previous fiscal year was less than 5 percent. She also noted that Title IX was included in the plan because of the new regulations from the federal government which were expected in October 2023.

Chair Kawanabe asked for a motion to approve the FY 2024 Internal Audit Plan.

Motion/Action: Governor Baca moved to approve the Internal Audit Plan. Governor Markey seconded, and the Motion carried unanimously. This Action Item is included in the Board materials.

Finance Items

Governor Kawanabe informed new members about the timing of the budget process, which begins with initial draft budgets in October. He noted that meetings are held on the campuses to receive and incorporate input. Draft budgets are updated in February, and a recommendation is shared in May for Board review and comment. At the June meeting, the Board reviews, edits, and approves budgets, with the goal of protecting the long-term sustainability of our land-grant university system. He noted that the Board had heard the comments and recognized the pain that people are feeling over costs and compensation. Committee Chair Kawanabe noted that the proposed budgets include compensation increases as well as tuition increases, along with investments in the programs and future of the universities, reflecting the balance among key priorities. He introduced System CFO Sobanet.

FY 2024 Campus Budget Scenarios

CFO Sobanet introduced the FY24 Campus Budget presentations.

CSU Fort Collins

President Parsons and VP/CFO Hanlon introduced the CSUFC budget, which was unchanged since May. He reflected on the work that had gone into addressing the deficits in the budget from October and the process of revising the budget for its ultimate approval by the BOG. He noted that tuition increases were all below the authorized levels, thanks largely to state-appropriated support.

He discussed the continued commitment to financial aid support and compensation improvements. CFO Hanlon reviewed work to address budget deficits and noted that additional reallocation efforts within the colleges and units had allowed them to make further progress on compensation, as well. Governor Valdez discussed the difference between the “net new resources” budget and the chart that showed the full budget. Governor Easley asked for a one-page list of highlights on a slide that includes things like “we’ve dedicated X percentage of new resources to compensation.” President Parsons explained they were going to have a 90-minute public forum on the budget for campus later in June and that they would hold future forums in the fall to begin the planning for the following year. She also noted that they were looking at the overall budget model and ways to increase transparency. Governor Easley said he appreciated when budgets focused on where we want to be and how we’re going to get there, rather than starting with, “We have X dollars available.”

Chancellor Frank discussed the previous annual financial accountability reports and the expectation that the campus will be bringing these back. He also noted that the annual financial reports used to start with a narrative that told the story of the budget, and he said that could be re-implemented. Governors Easley and Kawanabe both discussed the importance of telling this positive story from Fort Collins as a counter to the negative news out there about higher ed transparency.

CSU Pueblo

President Mottet introduced Garrison Ortiz, who was on Day 6 as CFO at CSU Pueblo. He reviewed the strategic priorities that driven budgeting at CSU Pueblo for the proposed budget. He discussed budget highlights and work to reduce deficits, as well as to improve compensation and keep tuition increases below authorized levels. Governor Kawanabe reiterated that Pueblo also had a positive story of recovery and accountability coming out of the pandemic.

CSU Global

President Takeda-Tinker introduced VP/CFO Patti Arroyo, who discussed the budget and forecasted scenarios, which were impacted by enrollment declines and withdrawals. She noted that there had been improvements over the year. She also discussed breaking out book expenses to show that those costs were largely reimbursed. Chair Valdez discussed the differences in CSU Global’s budgets and calendar, with terms starting every month, 12 months a year. Noting that Students could take 4-8 week breaks in between terms, and up to a year without having to re-enroll. CFO Arroyo noted that instruction is one of the largest areas of expense. She then presented the proposed FY24 budget, which was not an incremental budget, but a full budget. She also noted the impacts of recent strategic investments in marketing/advertising and plans for significant investment in that area for the year ahead to get enrollment back on track.

CFO Sobanet thanked the teams for all of their hard work.

He then presented the CSU System office budget and projected expenses from the Board strategic reserve. He noted that percent changes reflected the growth and operationalizing of CSU Spur. He shared that underlying support from the campuses was held flat. CFO Sobanet then provided some history on the Board strategic reserve, which supports CSU Spur, the CSU medical school cohort, System-wide IT projects and the investments at CSU Pueblo.

Action on Adoption of FY 2024 E&G Incremental Budgets and related items

Chair Kawanabe asked for a motion to approve the adoption of FY 2024 E&G Incremental Budgets and related items.

Motion/Action: Governor Easley moved to approve the FY 2024 E&G Incremental Budgets and related items. Governor Baker seconded, and the Motion carried unanimously. This Action Item is included in the Board materials.

FY 2024-2025 Combined Capital Construction Prioritizations List and Capital IT Prioritization List

CFO Sobanet presented the capital construction prioritizations and capital IT prioritizations that had been submitted to the State and the points system that entails. He noted that the Potato Research and Storage Facility was rated number one and the Veterinary Health Education Center (VHEC) was number two. He also noted that the completion funding for the Clark building renovation was also included on the list. CFO Sobanet also explained the request for State support for the new HR system which would benefit Fort Collins, Pueblo, and the System.

Chair Kawanabe asked for a motion to approve the adoption of FY 2024-25 Capital Construction Requests.

Motion/Action: Governor Baca moved to approve the FY 2024-25 Capital Construction Requests. Governor Jordan seconded, and the Motion carried unanimously. This Action Item is included in the Board materials.

FY 2023-2024 Capital Construction Cash Funds Request

CFO Sobanet presented the capital construction cash funds request, noting that these are self funded projects but they still needed to be submitted to the State.

Chair Kawanabe asked for a motion to approve the adoption of the Capital Construction Cash Funds Requests.

Motion/Action: Governor Baca moved to approve the Capital Construction Cash Funds Requests. Governor Jordan seconded, and the Motion carried unanimously. This Action Item is included in the Board materials.

Paused for a break at 11:15 a.m. The meeting resumed at 11:23 a.m.

CSU-PUEBLO REPORTS

Student Report – Presented by Gavin Graham

Governor Graham introduced the new leadership of CSU Pueblo student government and thanked outgoing Governor Lerch for setting a high bar. He discussed upcoming events planned

by the student government and shared his enthusiasm for the opportunity to learn as a member of the BOG.

Faculty Report – Presented by Jonathan Pluskota

Governor Pluskota reported on recent faculty engagement activities, including summer STEM camps, academic partnerships around research and educational projects related to health, literary magazine and reading series, philosophy forum, faculty awards and honors, District 60 art show hosted by CSU Pueblo faculty, a new course on public art, musical performances, and recent student successes and transitions on to graduate school. He provided an update on CSU Pueblo shared governance bodies. Governor Pluskota noted that Faculty Senate did not support closing the AIM program. He also shared there had been problems identified with the faculty handbook, and the faculty would appeal to the University and the BOG to support that effort through resources including faculty release time. He discussed shared governance concerns including one related to a tenure situation and interest in being involved in the presidential search process. He also noted that there were problems with four elevators on campus being out of service and concerns have been directed to the elevator repair company rather than being responded to by campus facilities personnel.

President's report – Presented by Tim Mottet

President Mottet highlighted several items mentioned in the written report, including commencement, which drew 10,000 guests for the graduation of 600 students. He noted that 1994 alumna Dana Perino was the commencement speaker and she had written about the experience of returning to campus in an op-ed and discussed it on her TV show. Also he shared that football camps were currently taking place, along with the state (Future Farmers of America) FFA convention. President Mottet shared that campus was booked with events for the rest of the summer. He also highlighted that many students were studying abroad over the summer.

President Mottet shared that the Pueblo Chamber of Commerce was turning over its welcome center to CSU Pueblo, which would staff the center with a recruiter and use it as a location that connects the city to the campus and Admissions. He discussed progress on a \$510K grant over three years. He noted that enrollment for fall was on track and significantly higher than at the same the year before. Governor Fischer asked about enrollment projections net of summer melt; President Mottet reviewed those numbers as well as persistence goals. Governor Fischer asked about community engagement and how it was assessed; President Mottet said it's primarily grassroots and used to advance faculty work. He invited Dr. Pluskota to comment who noted that CSU Pueblo students needed more faculty time, so balancing scholarship and engagement required some balance.

The Board paused for lunch at 11:58 a.m. and resumed at 12:46 p.m.

CSU REPORTS

Student Report – Presented by Nick DeSalvo

Governor DeSalvo shared his love for Pueblo, his hometown, and CSU Pueblo. He talked about the importance of bringing the student experience back to what it was pre-Covid at CSU Fort Collins and efforts underway to do that. He talked about the challenge of affordability and his desire to have a voice at the state legislature through hiring a lobbyist. Governor DeSalvo

discussed his relationship with Fort Collins city leadership and interest in getting students involved on city and county boards. CFO Sobanet noted that he leads government affairs for the CSU System and would welcome the opportunity to coordinate with students around legislative affairs.

Faculty Report – Presented by Andrew Norton

Governor Norton noted he was celebrating his one-year anniversary of serving on the board and reflected on what had happened over the past year. He shared the Faculty Council annual report and discussed new council leadership. He noted that he was coordinating with the AP and CPC councils as they do not have a representative on the Board. He highlighted the shared governance priorities of the coming year and areas of ongoing focus ranging from the exploration of a new budget model, housing, and Section J of the Faculty Manual.

President's Report – Presented by Amy Parsons

President Parsons shared highlights from her written report. She thanked Governors DeSalvo and Norton for their reports and ongoing work. She highlighted that CSU Spur and CSU were receiving the top NACUBO Sustainability Award. President Parsons reflected on commencement and thanked Board members for participating. She shared that CSU and the state community college system held a joint event to celebrate new pathways for community college students to transfer into CSU. She noted she would be traveling around the state throughout the summer, visiting with faculty and staff at Experiment Stations and Extension offices, and going to the Colorado Capital Conference in DC. President Parsons shared that the searches for the Provost and Vice President for Research were underway. She then introduced VP for Marketing and Communications, Kyle Henley, and AVP for Marketing and Brand Strategy, Nancy Deller, to preview the comprehensive rebrand of the Fort Collins campus.

CSU Re-Brand – Kyle Henley

VP Henley discussed the importance of a strong brand in a competitive and evolving higher education marketplace, in which students were increasingly diverse and in which many were questioning the value of a college degree. He discussed the exhaustive focus group process they had completed to test the concepts, primarily with student audiences. He then invited Nancy Deller to share the new brand strategy. She cited the Board of Governors' Magellan study from a year prior as the basis for the strategy and then discussed the brand strategy in detail: Find Your Energy. She then talked through the specific brand touchpoints and the types of stories that would be used to illustrate those points. AVP Deller shared examples of how the brand could be used across various platforms and marketing materials.

Governor Baca said the brand presentation captured how she felt stepping on campus as a 17 year for the very first time. Governor Valdez said he was in awe and felt the energy – and then asked about the challenge of potentially alienating various constituencies. VP Henley shared that had been a key reason for the extensive focus group sessions and the need to have a lot of different voices telling stories as part of the brand message. AVP Deller explained the aim to represent the institution in an authentic way that spoke to different populations. Governor Jordan said the combination of inclusivity and aspiration through the word “energy” was really strong and spoke well to CSU. She also appreciated that it wasn't too plain and boring; the graphics were really energetic and have a lot of potential. President Mottet liked that it removed constraints, and he liked the color palette that was “strange but interesting.” Governor Fischer asked about the

“energy” theme; VP Henley explained that originally it was “That Colorado Energy,” but it got refined through the discussions. Focus groups with students who chose other universities all said the “energy” theme made them reconsider their decision. VP Henley said the brand would formally roll out in September/October, although they were currently weaving it into admissions materials for immediate use. He noted that first phase was very much focused on enrollment and admissions, and it would roll out from there to other audiences.

CSU GLOBAL REPORTS

Student Report – Presented by Laxman Adhikari

Governor Adhikari described visiting Colorado from Nepal and finding his place here, and CSU Global had given him the opportunity to continue his education. He shared his goals as the student representative were to contribute to the experience of being at an online university for students who are spread out all over the world. He noted they were exploring virtual activities and events, as well as emails and surveys. He thanked the Board for the opportunity. He said he “feels the energy.”

Faculty Report – Presented by Susan Aloï

Governor Aloï thanked the student representatives for their inspiration and Drs. Takeda-Tinker and Lisa Eiden-Dillow for their support and encouragement. She shared that she taught at the undergraduate and graduate level online and enjoys working with different types of students. The CSU Global students were very impressive and brilliant, she said, and that is a welcome challenge for her. She said the resources available to support faculty success had also been very welcome for her. She lives in Pennsylvania on a former Christmas tree farm with her husband and four dogs. Her career had been at an executive level in health care and has now transitioned to leadership development.

President’s Report – Presented by Becky Takeda Tinker

President Takeda-Tinker said going forward she was going to have members of her leadership present information during her President’s Report to showcase their work. She introduced Dr. Sandy Jones, VP for Strategic Engagement, and Dr. Abby Wernicki, Sr. Director of Enrollment. Dr. Jones discussed marketing and communications efficiencies and improvements over the past year, with a focus on increasing enrollment without increasing costs. She then introduced the new CSU Global commercial. Dr. Wernicki talked about enrollment efficiencies and KPI improvements, including a reorganization that saved the department \$150k in personnel costs and improvements in the lead-to-student conversion rate. Dr. Takeda-Tinker highlighted the latest improved enrollment figures.

Next, Dr. Jerid Counterman, interim director of the student experience, who discussed metrics around student satisfaction and success. Dr. Andrea Butler, AVP of digital learning, next discussed course updates and student engagement. Dr. Lisa Eiden-Dillow discussed faculty operations, including research on student retention and persistence and on faculty engagement and satisfaction. Dr. Janine Smith, the director of student financial services, provided an overview of student financing and support services, including some key scholarships available to Global students. Roger Seflinger, director of IT, discussed improved data warehouse and security measures.

The Board paused for a break at 2:25 p.m. and resumed at 2:36 p.m.

EXECUTIVE SESSION

Chair Valdez asked that the Board move into Executive Session and asked for a motion
Motion/Action: Governor Kawanabe moved for the Board to go into Executive Session of the Board of Governors and then Executive Session of the Evaluation Committee for the reasons listed in the meeting notice. The Motion was seconded by Governor Baca and carried unanimously. General Counsel Johnson read the Board into Executive Session at 3:38 p.m. and noted the reasons for going into Executive Session and Executive Session of the Evaluation Committee under the Colorado Open Meetings Law, as stated in the meeting notice:

As stated in the meeting notice, the Board has moved to go into Executive Session under C.R.S. § 24-6-402 (3) (a) (II), C.R.S. § 24-6-402 (3) (a) (VII), and C.R.S. § 24-6-402 (3) (a) (VIII) to discuss matters concerning trade secrets, privileged information, and confidential commercial and financial data furnished by or obtained from any person, to consider naming opportunities on the campus, and to receive specific legal advice on questions regarding the meeting topics referenced in this public notice and the meeting agenda, and to receive the Litigation Report from General Counsel related to pending and imminent litigation, as well as specific claims or grievances.

And then, as stated in the public notice, the Board has moved to then go into Executive Session of the Evaluation Committee under C.R.S. § 24-6-402(3) (b) (I) and (3)(d), for discussions regarding the Board's evaluation and performance reviews for the Chancellor, Presidents, and professional staff employees of the Board; and for the Evaluation Committee of the Board of Governors to receive legal advice from General Counsel, which is confidential pursuant to C.R.S. § 24-6-402(3)(a)(II).

Following a Motion, second, and unanimous vote to leave Executive Session and then Executive Session of the Evaluation Committee, the Board reconvened in open session at 4:04 p.m.

With no further business for the day, the Board adjourned the meeting until the next morning.

FRIDAY, JUNE 9, 2023

Chair Valdez reconvened the Board meeting at 9:02 a.m.

DIVERSITY EQUITY AND INCLUSION

Chair Valdez introduced a set of presentations on Diversity, Equity, and Inclusion from all three campuses.

CSU

Kauline Cipriani, VP for Inclusive Excellence at CSU, introduced the leadership of her division: Shannon Archibeque-Engle, Bridgette Johnson, and Ria Vigil, who were all in attendance. She then reviewed the staff of the entire division and provided an overview of institutional diversity;

among students, 25% are diverse and 23% are first generation, 20% are Pell recipients. She also reviewed faculty and staff data, as well as mission and vision of the office. She highlighted the work of Bridgette Johnson including the MURALS initiative, student success initiatives, school and industry partnerships, community connections; the education and training work of Ria Vigil, which helps people increase their DEI competencies – including a Chairs and Heads Institute for Inclusive Excellence, the Symposium for Inclusive Excellence; the work of Shannon Archibeque-Engle, including the Employee Climate Survey, work to become an HSI (including the goal of earning a Systemwide Seal of Excelencia), OIE collaborations with groups including VPSA and Athletics). She highlighted partnerships with academic colleges and the office. She noted that the goal was for when people came to CSU, they feel the Principles of Community as they go about their business. She also noted some of the challenges facing the unit and university, including increased demand for their services, as well as opportunities ahead. In summary, she noted there was no inclusion without diversity; success depends on cross-campus collaboration; noting the need for a center to uphold our values.

CSU Pueblo

Dr. Derek Lopez, AVP of Operations and Advancement, from CSU Pueblo introduced himself and presented for CSU Pueblo. He lead the DEI Strategic Plan Task Force, and he shared the membership of that task force. He reviewed student diversity data and noted that CSU Pueblo Pell-eligible students mirror the First Generation population. He reviewed equity gaps, employee demographics, gender data, and the centers and resources available for student support. He discussed community and statewide connections, most of which were Pueblo-focused, as well as education and training resources based on campus. He shared ongoing initiatives including embedding DEI into search processes, expanded DEI presence for students, onboard training, strategic planning, and more. AVP Lopez noted that they were very focused on additional grant funding to counter budget and staffing limitations. He also discussed ongoing challenges including opposition to DEI, apathy/disinterest, and budget issues. AVP Lopez shared that success, at Pueblo, looks like a sense of belonging, an employee base that reflects the population, and more.

CSU Global

Dr. Takeda-Tinker shared an institutional overview for CSU Global; 18% of Global students were Hispanic and 38% were minoritized. Twenty-seven percent qualify for Pell Grants. She reviewed recent and ongoing initiatives, including hiring a DEIB coordinator who will start that summer. President Takeda-Tinker shared that success focused on diversity and retention of staff, faculty, and students; training and development; and student success.

Chair Valdez thanked all of the presenters for their information and opened the floor for questions. He asked President Takeda-Tinker whether Global looked at rural and urban residency; she noted that they track Pell-eligibility, First Gen status, career standing, military status, and try to work with each student where they are. There are diverse student groups led by faculty to help bring issues to the surface through student feedback. Governor Norton asked about whether they track equity gaps; Dr. Takeda Tinker shared that they did and were working to address them student by student. Global was looking at how to help each student reach their goals without being hampered by academic issues.

Governor Kawanabe said he thought the work was essential. He asked all three universities to think about plans around the upcoming Affirmative Action ruling and how we communicate about that to the campuses. Cara Neth, director of executive communications for the CSU System, discussed coordination around messaging in light of an upcoming ruling and the importance of messaging to internal audiences and prospective students.

Governor Easley discussed the 37 anti-DEI initiatives currently being considered nationwide. He noted that it was good to be in a state where we care about issues like this, and where it's not illegal to have this conversation. He thanked Dr. Cipriani for helping bring DEI forward as a focus for the Board. Governor Easley also asked about the connection between resources and return on investment and better understanding what we get for the investment in these issues and what more can be accomplished. He noted that he would like to see the data in context for Colorado and national peers. Governor Easley further explained "We don't fund these issues, we invest in them because there will be a return on more students coming to our institutions and graduating". He also said he'd like to see more on persistence, not just graduation. He also expressed gratitude for being able to talk about these issues.

Chancellor Frank acknowledged Governor Easley's recommendations and asked whether we have data on ethnicity of students who leave our campuses by graduate elsewhere. He also discussed that some groups had been focusing on talent being left behind rather than on race and ethnicity to be able to have those conversations. Chair Valdez talked about MURALS and whether there are similar programs within the colleges, as well as connections to rural students. Shannon Archibeque-Engel from CSUFC discussed the changing demographics in rural Colorado, and how universal design around student success will support success of all CSU students. Bridgette Johnson discussed student success initiatives and that the campus made sure not to focus student success funding just to OEI, but across campus. She explained how MURALS functions and the focus on students early in their college careers.

Governor Valdez discussed the importance of investing in those programs that we know contribute to success. Dr. Archibeque-Engle also noted the opportunity to collaborate and do more around research. Dr. Mottet asked whether student academic success plays a role in how they think about their sense of belonging – and whether the state funding formula is sensitive to the higher needs of underserved students. Chancellor Frank said the potential is there but not always used. President Mottet noted the need to really understand the cost per student at various institutions and what it really costs to set a student up for success. President Parsons noted that we do collect graduation data at other institutions by demographics, and that would be shared.

Governor Easley stated he believed the CSU System probably does more than any other institution in the state of Colorado. He also said the nature of education is uncomfortable; the idea that we wouldn't teach things that make people uncomfortable is antithetical to higher education. Governor Pluskota discussed the importance of faculty being prepared to support students and have these conversations. He also asked how much of DEI is part of the new CSU branding message and whether there was marketing business to business. He added that they were seeing a significant level of interest from faculty who want to move from states where these issues are under fire. Chancellor Frank noted this is the first time for this report and Board feedback was welcome and would help guide future presentations. Chair Valdez thanked the

group for their wonderful work and great report. Governor Baca said she was in awe of the presentations, and the remarkable the progress that has been made and she was so proud to be associated with CSU. Chair Valdez said he will follow up with Chancellor Frank on some of the issues raised.

The Board paused for a break at 10:39 a.m., and the meeting reconvened at 10:52 a.m.

ACADEMIC AND STUDENT AFFAIRS COMMITTEE

Dr. Nate Easley, Chair

Governor Easley introduced Interim CAO Hentschell to report on the committee's work.

Discontinuing Programs

CAO Hentschell reviewed the rationale behind program discontinuances at CSU Pueblo and CSU Global. CSU Global has passed a low-enrollment policy, with specific metrics under which programs will be discontinued. She reviewed specific plans for allowing currently enrolled students to complete.

CSU Pueblo – Advanced Construction Manager

CSU Pueblo – Construction Manager

CSU Pueblo – Teach Out: Automotive Industry Management

CSU Global – Teach Out: Criminal Justice

CSU Global – Teach Out: Fundraising

CSU Global – Teach Out: Military and Emergency Responder Psychology

CSU Global – Teach Out: Marketing

CSU Global – Teach Out: Networking

She then reviewed the Faculty Manual Changes that included: Section C.2.1.2, C.2.6, C.2.7 integrating “Shared Governance” into code and Section C.2.4.1.1, C.2.4.2.1 integrating “Shared Governance” into code. Next was the CSU Pueblo Waiver Request, Faculty Repay Salary and the two CSU Pueblo additional locations at the Youth Offender System site in Pueblo and Walsenburg. She then reviewed the CSU Pueblo Contractual agreements with Distance Providers for CSU Pueblo Teacher Ed Program, the CSU Pueblo Program Review Calendar and CSU Pueblo Program Accreditation. CAO Hentschell then moved on to the Faculty Activity and Curricular Reports for CSU, CSU Pueblo, and CSU Global.

CAO Hentschell listed items of note from the Faculty Report, including Promotions, Annual Reviews, and Faculty Demographics. She highlighted the longevity of CSU Global faculty, and competitiveness of Global's compensation structure.

Discussion about the AIM Program Closure

Chair Valdez asked to discuss the concerns brought forward in regard to the AIM program, specifically what will happen to students already in the program. Interim Provost Kinney noted that there will be aggressive advising of those students, so they are aware of the options available to them. Chair Valdez asked if there will continue to be any curriculum that supports the automotive industry. Interim Kinney said there was a recommendation to look at an updated curriculum focused on surface transportation that includes alternative fuels and hybrid vehicles.

Governor Kawanabe noted that this program discontinuation is a pretty close call, given the Pueblo Faculty Senate disagreed with the recommendation. Interim Provost Kinney said there were questions about resources and what would be required to update facilities to be compatible with a new curriculum. The Faculty Senate did not agree with the recommendations to close the program.

Governor Easley noted that two of his academic programs had been eliminated, and he cannot imagine faculty members would agree with closing a program even if it is fiscally necessary.

Governor Pluskota reviewed the votes around the program discontinuation that occurred at Faculty Senate and at other stages.

Governor Valdez asked about CSU Pueblo delivering curriculum to incarcerated youth, and potential impact of a new law related to sentence reductions for incarcerated youth pursuing education.

Governor Fischer asked about the decision levels and sequence around the AIM program: Self-study, which is provided to external evaluators selected by the program and approved by the Provost's Office; external evaluation that is made available to the program and the unit housing the program; a seminar panel that assesses a response to evaluation; Curriculum and Academic Programs Board; Faculty Senate; Provost's Office. The review was one year out of cycle.

Governor Pluskota said the CAP Board should have taken additional steps to hear from more voices, given the potential for eliminating the program and positions. He asked that it be pulled from the consent agenda and discussed and voted on separately.

Discontinuing the Automotive Industry Management Program at CSU Pueblo

In addition to the previous discussion, following Governor Pluskota's request to remove Discontinuing the AIM Program from the Consent Agenda, the Board continued its discussion on this item.

Governor Fischer asked whether there had been research on regional demand and what institution can meet the demand if CSU Pueblo does not continue this program. President Mottet shared that the Pueblo Community College would be providing much of this focus in the region. President Mottet provided background on the decision and the absence of necessary leadership among the three current faculty members. He discussed the situation around relocating the program during the building renovation, which was scuttled by a partner institution based on problematic relationships among the faculty. The new Center for Transportation Technology involves revitalizing and revamping the curriculum to serve the modern industry, as a replacement of the AIM Program. Governor Jordan thanked President Mottet for the background information. Chair Valdez asked for clarification on when the vote on this item would occur.

Motion/Action: Governor Baca moved to approve Discontinuing and Teaching Out the AIM Program. Governor Markey seconded the Motion. The Board further discussed the Motion.

Governor Pluskota reiterated some concerns, agreed that the curriculum needed to be revamped, and expressed concerns about momentum lost by closing the program while developing the new one. He also expressed concerns that Faculty Senate wasn't fully informed about what happened regarding the building renovation. Governor Graham noted the community concerns about the program elimination. Governor Easley called for a vote on the Motion. The Motion passed, with Governor Kawanabe voting "no" on the Motion. This Action Item is included in the Board materials.

The Board paused at 11:46 to get lunch and return for a working lunch at 12:03 p.m.

REAL ESTATE FACILITIES COMMITTEE

Besty Markey – Chair

CSU Laser Research Facility

Governor Markey introduced CSU VPUO Hanlon to discuss the program plan for a new advanced Laser Research facility. He noted that they were asking for program plan approval, but the details around the facility were still in the early stages. VPUO Hanlon noted the efforts to avoid an impact on General Fund dollars by getting find from indirect funding sources and private partners. He also noted the possibility of the Department of Defense funding the equipment in the facility and the charge back tools they hoped to deploy to leverage funding.

Chair Markey asked for a motion to approve the Laser Facility Program Plan.

Motion/Action: Governor Jordan a moved to approve. Governor Fischer seconded, and the Motion carried unanimously. This Action Item is included in the Board materials.

CSU Pueblo Master Plan

President Mottet introduced the Pueblo Master Plan discussion. The Smith Group Consultants reviewed the plans and discussed goal of creating meaningful connections, where pathways make sense, and landscape is representative of the university and its mission. Chancellor Frank provided some context around master planning and how it informs the campus's growth and evolution. Governor Baker shared some perspective on ongoing operating costs, and he suggested further exploration of potential long-term lease opportunities and joint ventures. Chair Valdez applauded the efforts. Governor Jordan echoed that sentiment and asked about potential expansion of bike routes through campus. Governor Pluskota asked for clarification on the need for the Visitor's Center and potential impacts on the library space and the Aztlan Center.

APPROVAL OF CONSENT AGENDA

Motion/Action to Approve Consent Agenda: General Counsel Johnson presented the Consent Agenda to the Board of Governors for approval. Governor Jordan moved for approval of the Consent Agenda. Governor Baca seconded the Motion, and the Motion carried unanimously.

Colorado State University System

- Minutes of the May 1, 2023 Audit and Finance Committee
- Minutes of the May 4-5, 2023 Board and Committee Meetings

Colorado State University

- Faculty Manual Changes
 - Section C.2.1.2, C.2.6, C.2.7 integrating “Shared Governance” into code
 - Section C.2.4.1.1, C.2.4.2.1 integrating “Shared Governance” into code

Colorado State University Pueblo

- Discontinuing Programs
 - Advanced Construction Manager
 - Construction Manager
- Waiver Request, Faculty Repay Salary
- Additional Location – Youth Offender System site in Pueblo
- Additional Location – Walsenburg
- Contractual agreements with Distance Providers for CSU Pueblo Teacher Ed Program
- Program Review Calendar
- Program Accreditation

Colorado State University Global Campus

- Discontinuing Programs
 - Teach Out: Fundraising
 - Teach Out: Military and Emergency Responder Psychology
 - Teach Out: Marketing
 - Teach Out: Networking

ACTION ON EXECUTIVE SESSION AND EVALUATION COMMITTEE ITEMS

Chair Valdez noted the Board has completed its evaluations of CSU System leadership, and was grateful for the strong leadership team in place. This had been a particularly challenging year, with two presidential transitions and one upcoming, so he was pleased to be able to say all three of our universities were positioned for the success that they and Colorado deserved in the years ahead. One of our chief responsibilities of the Board was to attract and retain the best leadership, and they considered that duty carefully in light of the budgetary environment as they looked at potential action around executive compensation.

Chair Valdez invited Governor Fischer to introduce a motion on executive compensation.

Motion for Chancellor and President Compensation for June 2023 BOG Meeting

Evaluation Chair Fischer noted there was no standard contract for the Chancellor and Presidents, and each had a unique arrangement given their position and role within the System, often with different provisions for salary and incentive compensation. Looking back at the past year, the Board was pleased with the leadership of the Chancellor and Presidents and their efforts to reach their annual goals during challenging and changing times.

For President Takeda Tinker, the Board authorized Chancellor Frank to execute an addendum to President Takeda Tinker's employment agreement in order to provide \$100,000 in deferred compensation, subject to federal law and limits and Plan provisions.

For President Mottet, the recommendation was to award incentive compensation in the amount of \$25,000, which would be paid from the CSU System budget, and the Board specifically thanked President Mottet for his exceptional service and his dedication to continue the positive trajectory of the university over the Summer and into the Fall.

For President Parsons, the recommendation was to award \$25,000 in one-time compensation in recognition of her superior performance, and a five percent (5%) increase in her base salary.

For Chancellor Frank, the recommendation was to award \$200,000 as one-time compensation.

Base salary increases will be effective on July 1, 2023.

Motion/Action: Governor Baker moved for the Board to approve the Motion regarding compensation. The Motion was seconded by Governor Baca and carried unanimously.

Approval of Namings at CSU Spur

General Counsel Johnson presented two namings at CSU Spur that were discussed in Executive Session in accordance with Colorado law for consideration and approval by the Board of Governors.

Motion/Action: Governor Jordan moved to approve the two namings at CSU Spur, an innovation laboratory and a teaching and culinary center. Governor Fischer seconded, and the Motion carried unanimously.

Governor Easley congratulated Chair Valdez on running an efficient and effective meeting and finishing an hour early.

With no further business, the meeting was adjourned at 1:05 p.m.