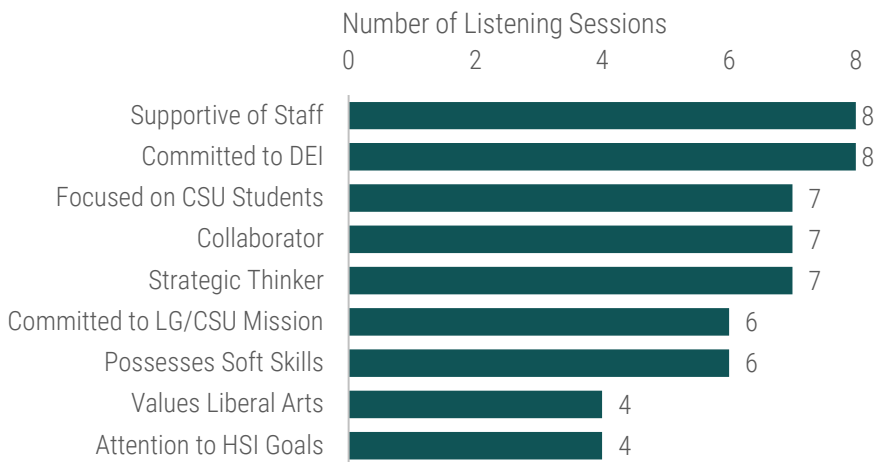


Listening Session Feedback Results

Colorado State University | 2022 Presidential Search | October 17, 2022

What are the Desired Characteristics of a New President?



“As an alum, as someone who works here, someone who’s committed to Colorado State University, [I am] looking for someone who understands the complexity of diversity, equity, inclusion in the Rocky Mountain southwest. So context matters, and our context matters.”

Listening Session Participant

Stakeholders would like a new president that is...



Supportive of Staff | 8/8

- All staff (including NTTF, state classified, non-teaching/research staff, staff across all campuses)
- Committed to solving workload, retention, morale, and HR issues
- Values employee contributions and feedback



Committed to DEI | 8/8

- Values students and staff from minoritized groups
- Committed to language inclusion and justice
- Supports students and faculty/staff with disabilities
- Values a diverse staff and faculty
- Values diversity of ideas



Focused on Students | 7/8

- All students (graduate, undergraduate, online, and international)
- Approachable and visible
- Committed to easing burden on students



A Collaborator | 7/8

- With the surrounding community, others in the state, faculty/staff, global community
- Foster collaboration between departments
- Transparent with decision-making



A Strategic thinker | 7/8

- Strong decision-maker
- Strategic with funding priorities/opportunities



Committed to Land Grant Mission and CSU Traditions | 6/8

- Committed to rebuilding relationship with rural Colorado
- Values history and relevance of agriculture



Has Soft Skills | 6/8

- Good Communicator
- Approachable
- Trustworthy
- Unifying



Values Liberal Arts | 4/8

- Recognizes contributions of College of Liberal Arts
- Addresses teaching load impacts on research ability
- Addresses wage disparity among colleges

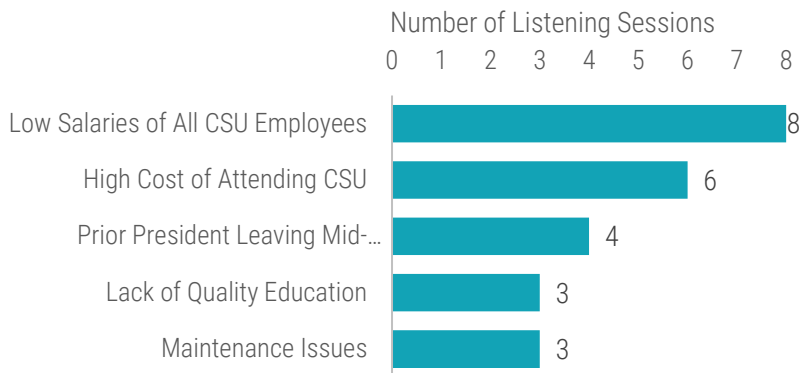


Focused on Goals of a Hispanic-Serving Institution | 4/8

- Committed to understanding how to recruit, support, and retain Hispanic students



What are the Current Challenges at CSU for a New President?



“People are leaving higher ed in a record numbers – yes; However, many colleagues I see are leaving CSU for other higher ed institutions. We need a president who will improve salaries.”
Listening Session Participant

Stakeholders see the current CSU challenges as...



Lack of Quality Education | 3/8

- Lack of quality professors and courses
- Lack of student accountability
- Lack of hands-on learning opportunities
- International students not being supported



Maintenance Issues | 3/8

- Buildings outdated and in disrepair
- Lack of quality facilities impacts students



Low Salaries for Employees | 8/8

- Low salaries for all CSU employees
- Lack of pay equity for non-tenured track faculty
- Low salaries for State-Classified Employee Salaries



High Cost of Attending CSU | 6/8

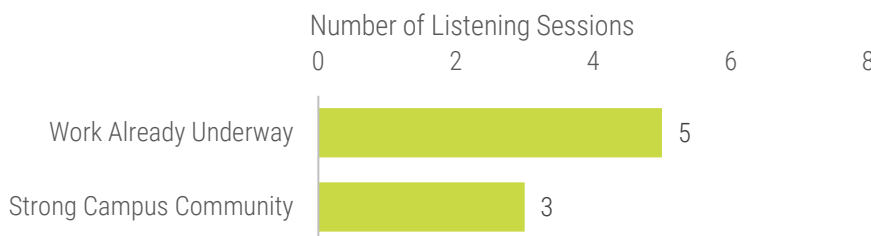
- High tuition
- High campus living costs
- High cost of living in Fort Collins



Prior President Leaving Mid-Contract | 4/8

- Lack of transparency
- Drag on resources
- Fear of losing momentum on initiatives in progress

What are Opportunities at CSU for a New President?



“I think CSU punches above its weight, and I think that the folks that are here are amazing from the staff through the faculty and all of the support. Everything we do. It’s really a scrappy, resourceful, effective, great bunch of folks.”

Listening Session Participant

Stakeholders see the current opportunities at CSU as...



Work Already Underway | 5/8

- Courageous Strategic Transformation
- CSU’s sustainability goals
- Experiential learning achievements



Strong Campus Community | 3/8

- High quality staff and faculty
- High quality students

