



**Board of Trustees Retreat  
BUSINESS MEETING MINUTES**

Friday, June 9, 2023

9:00 a.m. – 12:00 p.m. MDT

West Ballroom AB, Broadmoor West

**Trustees in attendance:** Susie Burghart, Jeff Keller, Brian Thomson, Eric Duran, Mike Slade, Chester White, Jerome DeHerrera, Bill Campbell, Joe Ellis, Bob Ross, So Yong Park, Jane Franke, Carolyn Cullen, Heather Carroll, Lilly Chen, Dan Cooper, Kyle Samuel, Amy Louis, Ed Bowditch, Liza Mallott Pohle, Sue Allon, L. Song Richardson, Jen Hoglin, John Troubh and Ryan Haygood

**Staff:** Manya Whitaker, Lori Seager, Emily Chan, Lesley Irvine, Mary Ann Graffeo, Lacy Karpilo, Ryan Simmons, Mark Hatch, Khaleel Gathers and Pedro de Araujo

Jeff Keller called meeting to order at 9:27am

- I. Welcome and Introductory Remarks ..... Jeff Keller
  - Welcomed new charter trustee Jen Hoglin, incoming AAC President, to the Board.
  - Welcomed new staff leadership Khaleel Gathers, Lacy Karpilo, Lori Seager and Nicole Herden.
  - Named four pillars and three lenses:
    - Pillars:
      - Student transformation
      - Thriving community
      - Courageous conversations
      - Visibility
    - Lenses:
      - Antiracism
      - Mental health and well-being
      - Sustainability
  
- II. Faculty Executive Committee ..... Marion Hourdequin
  - Marion Hourdequin delivered the FEC report on behalf of for Aju Fenn, who will continue as FEC Chair in 2023-2024.
  - The FEC had a successful year, as evidenced by the Committee working effectively and efficiently together through campus outreach engaging with faculty and staff.
  - The FEC piloted general faculty meetings to gather feedback on key issues. Examples include:
    - A mental health forum led to a handbook change supporting a wellness day for students, where students may take one wellness day without a negative impact on their engagement in their course. Overall, this has been effective. Students appreciate that their mental health is a priority.
    - A faculty forum was held to discuss needs of faculty to support and lead to student transformation.
    - A faculty forum was held to discuss effective service.
    - Blockly forums were held to further the antiracism plan, which led to productive conversations.

- Individual committee highlights:
  - The Budget and Planning Committee had a well-defined charge to deliver a clear report across constituencies across campus. An accurate budget improves staff and faculty morale.
  - The Personnel Policies Subcommittee undertook a thorough review of faculty files.
  - The Governance Subcommittee worked to reimagine and streamline faculty service, so that faculty service work may become more impactful.

### III. Updates

- A. General Counsel ..... President Richardson
  - An Ad Hoc Committee comprised of faculty, staff and trustees had conversations about increased regulations around higher education, and whether Colorado College should hire an internal general counsel.
  - The consensus was yes, if President Richardson thinks that one would be necessary.
  - Nothing will be done in the short term, and we will continue to use external counsel.

### IV. Committee Reports

- A. Executive ..... Jeff Keller
  - There is significant trustee engagement at the committee level, partially evidenced by excitement for initiatives underway. The next academic year bodes well for where we are headed.
- B. Governance ..... Kyle Samuel
  - Trustee votes passed the proposed bylaw changes resulting from the bylaw review process.
    - Current life trustees will be designated as emeritus trustees. Governance wants to engage emeritus trustees and bring value to their role.
    - Trustee terms have been amended from 6 to 4 years.
    - The Board will consist of at least two trustees who graduated in the last 10 years.
    - The Alumni Association Council president will be a charter trustee.
    - The student trustee role will continue.
- C. Investment ..... John Trough
  - Fiscal year 2023 closes at the end of June 2023. We are 7% below benchmark, which is partially explained by private and liquid space that moves slowly.
  - There has been a linear, thoughtful pace into private, liquid space, further explaining our underperformance.
  - Students are engaged with investment and want to be able to vote directly on investment policies. As an example, students have asked that we not invest in the oil and gas sectors.
  - Further divestment and reinvestment discussions are needed.
- D. Budget & Finance ..... Lauren Watel
  - We have had strong enrollment numbers that have resulted in a revenue increase.
  - Cabinet was asked to cut a total of \$800K, which they successfully achieved.
- E. Audit Subcommittee ..... Lauren Watel
  - The College Policy Adoption and Administration Policy outlines the College's policy adoption policy. It will need to be posted on the Colorado College website in its accurate form. The approved changes had to do with adding additional equity tools so that it is in line with the College's antiracism lens.

- F. Buildings, Grounds & Infrastructure ..... Amy Louis
    - Honnen will be a co-occupied space by Block 3 that will be connected to Colorado College’s environmental commitment.
    - A campus-wide space utilization study will be conducted in 2023-24.
  - G. Student Success ..... Lisa Hastings
    - The Committee continues to offer monthly presentations and welcomes all trustees to attend.
- V. SPT Reports
- A. Science Building
    - Emily Chan and Amy Louis comprehensively reviewed all work done on the science building to date. They feel that in addition to trustees, faculty, staff, students, stakeholders should be included in the discussion. A Request for Proposal will go out this summer, and feedback from the external community will be solicited. An external consultant will be used.
  - B. Strategic Futures
    - A recommendation was proposed by the SPT to dissolve the committee.
    - The committee’s discussions focused on three areas in the lifetime of a college student: before college, during the college experience itself, and afterwards. The ideas that were discussed would more closely align with divisions and committees that focus on marketing and revenue generation.
    - The committee was disbanded, and its charge has been dismissed. The work will move into other SPTs and standing committees.
  - C. 150th Anniversary
    - This is still a work in progress and the SPT looks forward to hearing other ideas.
  - D. Financial Model/Revenue Generation
    - The SPT hasn’t met since February, so will convene ahead of the November meeting. They look forward to hearing how Advancement’s trip to Greenland went.
  - E. Value Proposition/Branding & Marketing
    - The visibility pillar is now moving into how the College will differentiate and brand itself to external audiences. An outside consultant and alumni with visibility will be engaged.
- VI. Action Items ..... Jeff Keller
- A. South Hall Report and Resolution
    - Motion for consideration: South Hall renamed to Courage Hall
    - Motion: TABLED
  - B. Approval of Faculty Promotion to Full Professorship
    - Faculty be promoted to rank of Full Professor:
      - Jared Richman (English)
      - Peony Fhagen (General Studies)
      - Carrie Ruiz (Spanish and Portuguese)
      - Shawn Womack (Theater and Dance)
      - Rebecca Garcia (Mathematics and Computer Science)
    - Motion: PASSED
  - C. Approval of Retiring Faculty to be Awarded Emerita
    - Retired faculty to be awarded emerita:

- Mike Edmonds (Co-president emeritus)
- Robert Moore (Co-president emeritus)
- Lawrence (Larry) Stimpert (Professor Emeritus of Economics and Business)
- Kris Stanec (Senior Lecturer Emerita of Education)
- Motion: PASSED
- D. Review and Approval of Faculty Handbook Changes
  - Five handbook changes:
    - Clarify mentors shouldn't write letters
    - Formalize well-being day absence
    - Elaboration of academic freedom
    - Academic sports requirements
    - Under exceptional circumstances, reinstate visiting professors beyond four years. 85% courses taught by long term members.
    - Motion: PASSED
- E. Approval of College Policy Adoption and Administration Policy
  - Motion: PASSED
- VII. Other Business ..... Jeff Keller
  - A. Termed/New Trustees/Celebration of Departing Trustees
    - Jeff Keller recognized Sue Allon's contributions to the College.
- VIII. Executive Session (Trustees and the President)
- IX. Executive Session (Trustees Only)
- X. Adjourn

*WRITTEN REPORTS ONLY (XI. through XVII.)*

- XI. Antiracism ..... ADEI Leadership
- XII. CCSGA President's Report ..... Dore Young '22
- XIII. Fine Arts Center ..... Maria Capp
- XIV. Staff Council Report ..... All Members
- XV. Art Loan Program Report ..... Student Interns
- XVI. Divisional Reports
  - A. Advancement ..... Mary Ann Graffeo
  - B. Athletics ..... Lesley Irvine
  - C. Communications ..... Todd Woodward
  - D. Enrollment ..... Mark Hatch
  - E. Finance & Administration ..... Lori Seager
  - F. Human Resources ..... Ryan Simmons
  - G. Information Technology ..... Tulio Wolford & Katharina Groves
  - H. Student Success ..... Pedro de Araujo
  - I. Student Life ..... Rosalie Rodriguez
- XVII. Dashboards