

## **BOARD OF TRUSTEES**

**February 23, 2013**

**9:00 a.m.**

**Slocum Commons Room**

### **SUMMARY OF PROCEEDINGS**

In attendance: Sue Allon, Samantha Barlow, Susie Burghart, Bill Campbell, Heather Carroll, John Chalik, Lynne Cheney, Angela Cobian, Dan Cooper, Alan Harris, Bill Hybl, Mike Lampton, Amy Louis, Bob Manning, Manuel Martinez, Eben Moulton, Doug Norberg, Karen Pope, Adam Press, Jane Rawlings, Bob Ross, Bob Selig, Van Skilling, Phil Swan, Brian Thomson, Jill Tiefenthaler, Cole Wilbur, Jack Wold, Nancy Woodrow, Sue Woolsey

Faculty: Kristi Erdal

Staff: Dave Armstrong, Jermyn Davis, Mike Edmonds, Mark Hatch, Robert Moore, Sean Pieri, Ken Ralph, Jane Turnis, Sandi Wong

Students: Nathan Lee

Trustees not in attendance: Neal Baer, Chad Milton, Mike Slade, Brian Williamson

#### **Introductory Remarks**

Chair Sue Woolsey called the meeting to order at approximately 9:02 a.m. and welcomed trustees, faculty, staff and students.

#### *Presentation on Slocum Renovations*

Vice President for Student Life/Dean of Students Mike Edmonds reported that mutual collaboration and input from several people has helped with the Slocum Hall renovation design and plan. He introduced Gregory Freeson (the lead architect for the renovations) who walked through the plan site drawings and renovation plans. This presentation focused primarily on the external renovations of Slocum Hall.

#### **President's Report**

President Tiefenthaler began her report by discussing the Year of Planning, specifically the Winter Conference. She received feedback from several staff and faculty members that were appreciative of the strong trustee participation. Overall, there were more 400 people in attendance and the conference generated several ideas for initiatives. She stressed the importance of communication, particularly around the process. President Tiefenthaler gave a final thank you to Heather Carroll and John Chalik for their hard work during the strategic planning process.

President Tiefenthaler announced that she has appointed a SCRUM Team. This group, which was recommended through Goal #13 of the Strategic Planning Goals, will help the college identify and adopt best practices to improve collaboration, communication and transparency on campus. An outside consultant has been hired to help with this team.

A climate/engagement survey will be administered to the college's faculty and staff later this spring. Barbara Wilson (Director of Human Resources) and Rich Boyer (ModernThink) are leading this initiative.

Human Resources is also leading the Performance Excellence Initiative, a new staff evaluation and merit pay system. President Tiefenthaler has explained to the campus community that exhaustive evaluations for every staff member, including the President's Cabinet and herself, are necessary. The evaluations will be used for a new merit pay system. President Tiefenthaler stressed that it is important to recognize and award staff for excellence.

President Tiefenthaler shared the new dashboard indicators. The dashboards are based off the exercises the trustees completed at the July 2012 Trustee Retreat regarding the indicators they would like to monitor.

The President gave an update on a project to enhance our institutional policies. Currently, Director of Internal Audit Yolanda Lyons is assessing which policies we do and do not have to ensure compliance with various regulations.

In January 2013, President Tiefenthaler invited three higher education technology leaders to do a review of Colorado College's Division of Information Management (IM). Their charge included assessing and evaluating the current staff structure and responsibilities, space and physical location of staff, and the critical need of establishing a senior-level advisory body. President Tiefenthaler has decided to begin a national search for a new VP of IM. She announced that current Interim VP for IM Dave Armstrong has chosen not to contend for this position. She thanked Dave for his leadership during this transition.

Led by Vice President of Student Life/Dean of Students Mike Edmonds and Vice President of Finance and Administration Robert Moore, the college is working with a local firm on a transportation master plan. Given our urban location, the President stated the importance of keeping the CC community safe.

The college has decided participate in the GI Bill Yellow Ribbon program. We will begin with five maximum undergraduates and ten graduate MAT students per year. A participating undergraduate on the GI Bill Yellow Ribbon program at CC would receive a total of \$32,077 to offset tuition/fees. A participating graduate student would receive a total of \$28,077 to help offset tuition and fees. The President gave special thanks to the committee that assessed our potential participation.

This year we have set another all-time record for total applications – 5,778. Thus far, 185 students have been admitted from the first early decision deadline group and 35 students from the second early decision deadline. Students of color applicants were up 11.1% and international applicants by 41%. Of the Regular Action applications about 360 more students will be admitted.

In conjunction with Admissions, the President announced that the college has accepted an invitation to joint Quest Bridge Scholars network as their 33<sup>rd</sup> partner. The Quest program works with more than 12,000 of the brightest and most accomplished low-income students nationwide. Many of these students are also students of color and/or the first in their family to attend college. Some of the current members of this group are: Amherst College, Bowdoin College, Grinnell College, Haverford College, Pomona College, Princeton University, Stanford University, Swarthmore College, and Williams College. The President thanked Vice President for Enrollment Management Mark Hatch and his entire team for all of their hard work.

The college has made several key new hires. These new hires include Megan Nicklaus, Director of the Career Center; Cesar Cervantes, Asst. Dean of Students; Molly Bodnar, Assistant VP for Advancement Operations; Mark Hille, Associate VP for Development; and Anita Pariseau, Director of Alumni Relations.

The President strongly supports Dean Sandi Wong's four candidate recommendations for tenure.

President Tiefenthaler highlighted several campus community accomplishments and awards. Professor of Political Science Tom Cronin was featured on CBS Sunday Morning News with Charles Osgood as he discussed the American Presidency. The 2013 Colorado College State of the Rockies Conservation in the West poll has received national attention including from the White House. Assistant Professor of Spanish Carrie Ruiz recently published two articles. "Pieces from the Past: Contestation around Francoist Monuments in Modern-day Spain." and another article in the Libro de buen amor. Professor of Music, Ofer Ben Amots, joined four of Colorado's leading artists and groups to premier "A Journey of the Human Spirit." Lecturer/Artist-in-Residence Sue Grace recently performed Beethoven's Piano Concerto No. 4 in G major, Opus 58 with the Colorado Springs Philharmonic.

The President gave updates on the athletics program. In addition to recognizing the successes of various teams, she acknowledged several coaches for their personal achievements, including: Geoff Bennett, head coach, women's soccer, was named Conference USA Coach-of-the-Year. Horst Richardson, head coach, men's soccer, was named SCAC and West Region Coach-of-the-Year. Rick Swan, head coach, volleyball, was named SCAC Coach-of-the-Year. Anne Goodman James, head coach, swim and diver teams, was named SCAC Women's Coach-of-the-Year. The President finished her athletic update with the final timeline for the Adam F. Press Fitness Center, which she announced would be open to students the first week of Block 7.

Student indebtedness for college is increasingly a topic of concern. President Tiefenthaler stated that CC realizes this and has approached this topic from three different angles: (1) Half-Block course on Personal Financial Planning offered by Department of Economics & Business – large session of 75 students (1/3 fresh/soph., 1/3 juniors and 1/3 seniors), equally split by gender. (2) Four pilot 2-hour workshop sessions in collaboration with Student Life [2-fall, 2-spring] conducted by Jim Swanson (Financial Aid) and Lyrae Williams (President's Office). Students who are currently on financial aid were asked to participate in a pilot program on Money Management for Students. Topics included student loans, consumer debt, savings, personal budgeting, and planning for retirement. (3) Researching other methodologies used by other institutions including online programs, 1-on-1 counseling, and peer on peer counseling and outside expertise.

Marian Wright Edelman, Founder and President of the Children's Defense Fund, will be the 2013 Commencement speaker.

The President closed her report by reiterating the importance of the Slocum Hall renovations, as well as the student internship campaign of finding, funding or forming 250 internships.

### **Dean's Report**

Dean Sandi Wong utilized most of her report exhaustively describing the work of the four assistant professors recommended for tenure and the candidates nominated for Honorary Degrees. The four tenure candidates are Assistant Professor of Geology Megan Anderson, Assistant Professor of English Steven Hayward, Assistant Professor of the Environmental Program Miroslav Kummel, and Assistant Professor of History Jane Murphy.

Dean Wong also presented candidates for Honorary Degrees, which will be presented at the 2013 Commencement exercises and the 2013 Fall Convocation program. The candidates for the 2013 Commencement exercises are Chilean Writer Antonio Skarmeta, Chair and Founding member of Citizens United for Research in Epilepsy (CURE) Susan Axelrod '74, and former Colorado Court of Appeals Judge Raymond Jones '67. The 2013 Fall Convocation Honorary Degree Candidates are Susan Tachau '76, Executive Director of the Pennsylvania Assistive Technology Foundation (PATF), and Paul Franco, Professor of Government at Bowdoin College. Paul Franco will serve as the Fall Convocation speaker.

Dean Wong completed her remarks by noting the exemplary talent pool for the current tenure-track positions that are open.

### **Faculty Executive Committee (FEC) Chair's Report**

FEC Chair Kristi Erdal began by thanking the President's Office for their assistance in organizing dinner with the FEC and trustees. Professor Erdal reported that the subcommittees are working on several initiatives: the Priorities Committee is focused on strategic planning, the Personnel is focused on the tenure, third-year review, and promotion decisions, as well as areas in the personnel review process; the Governance Committee is also focused on the revision of the faculty handbook, which they hope to have completed soon. Currently the faculty is engaged in discussions regarding an all-college course evaluation system. There is some opposition, but the FEC will continue their presentations on the topic.

### **Colorado College Student Government Association (CCSGA) President's Report**

CCSGA President Nathan Lee reported that the CCSGA has devoted much of their time to improving their internal organizational structure, developing better communication with staff members and making their governance structure more democratic. They are also focused on creating a handbook for future campus leaders to use as a guide.

Nathan also reported on the buzz around campus. Students are giving positive reviews regarding President Tiefenthaler's Year of Strategic Planning. They are also supportive and enjoy First Mondays. Students are also concerned about wellness and mental health issues. Students are beginning to get excited about year-end events such as Blues and Shoes and Llamapalooza.

The endowment is still a hot topic of conversation on campus and that a group of students are planning on presenting to the board in May. Students are also still showing stress and concern regarding post-graduate concerns. Larry Stimpert and the Career Center are helping with this concern.

### **Consent Agenda**

The following items on the consent agenda were moved, seconded, and approved: The September 22, 2012 Board meeting minutes.

### **Audit Committee, Sue Allon, Chair**

Sue Allon reported that the committee accepted the financial statements. After the financial statements were complete, an error was discovered that resulted in expenses increasing and capital assets decreasing by \$9.7 million. The committee also renewed the current external audit firm for three additional years.

### **Budget and Finance Committee, Amy Louis, Chair**

Amy Louis reported that the committee approved the recommended FY 14 budget, which is a 5.95% increase in the comprehensive fee. There were questions from board members about the increase in tuition and fees, as well as questions regarding the projected 4-year budget. Amy Louis and President Tiefenthaler discussed how this increase will help enhance the quality of education. After discussion, the budget and related tuition and fees for FY 14 was moved, seconded, and approved.

### **Governance Committee, Phil Swan, Chair**

Phil Swan reported that there was an *ad hoc* committee (John Chalik, Alan Harris, and Van Skilling) appointed by Sue Woolsey to do an analysis of the Board's bylaws. Phil Swan asked John Chalik to explain the changes being made. After John Chalik's explanation, the board agreed to a special nominating committee—current board chair, past board chair, college president, two members at large selected by the governance committee—to select the identify and recommend the next board chair. The bylaws will undergo another legal review and be presented at the May Meeting of the Board.

**Other Business/ Action Items**

The following items were moved, seconded, and approved: (1) The President's recommendation for tenure/promotion of Assistant Professor of Geology Megan Anderson, Assistant Professor of English Steven Hayward, Assistant Professor of the Environmental Program Miroslav Kummel, and Assistant Professor of History Jane Murphy. (2) Honorary Degree nominations of Antonio Skarmeta, Susan Axelrod '74, Raymond Jones '67, Susan Tachau '76, and Paul Franco. (3) The President's recommendation of Emerita Status for Professor Laurel Watkins.

**Investment Committee, Eben Mouton, Chair**

The committee will be listening to students regarding divestment at the May Board of Trustees meeting.

**Executive Session**

The full Board went into executive session at 11:58 a.m. and adjourned approximately 6 minutes later.

Respectfully submitted,



David M. Lampton  
Secretary