

BOARD OF TRUSTEES

November 9, 2013

8:45 A.M.

Slocum Commons

SUMMARY OF PROCEEDINGS

In attendance: Sue Allon, Joel Begay, Susie Burghart, Bill Campbell, Heather Carroll, John Chalik, Lynne Cheney, Dan Cooper, Alan Harris, Mike Lampton, Amy Louis, Bob Manning, Manuel Martinez, Eben Moulton, Adam Press, Jane Rawlings, Chris Schluter, Bob Selig, Van Skilling, Mike Slade, Andy Stenovec, Phil Swan, Brian Thomson, Jill Tiefenthaler, Jack Wold, Nancy Woodrow

Faculty: Gail Murphy-Geiss

Staff: Caitlin Apigian, Molly Bodnar, Jermyn Davis, Mike Edmonds, Mark Hatch, Mark Hille, Robert Moore, Ken Ralph, Jane Turnis, Sandi Wong

Students: Isaac Green

Trustees not in attendance: Neal Baer, Angela Cobian, Karen Pope, Bob Ross, Thayer Tutt, Cole Wilber, Brian Williamson

Introductory Remarks

Chair Eben Moulton called the meeting to order at approximately 8:45 a.m. and welcomed trustees, faculty, staff and students. He also reminded everyone of new retreat dates and congratulated Brian Williamson on the birth of his son, Cole Samuel Williamson.

Plenary Session – Innovation Institute and The Big Idea

President Tiefenthaler began the session by giving a brief overview on the progress of the Innovation Institute. On October 19, 2013, President Tiefenthaler hosted a one-day retreat for 27 faculty, staff, students and alumni to brainstorm about what an Innovation Institute would look like at Colorado College. The participants represented various parts of campus including: State of the Rockies, the Public Interest Fellowship Program, Venture Grants, Global Sustainability Summer Internships, and The Big Idea. These five programs are examples of opportunities that enable students to combine their passions with what they learn in the classroom and the activities they pursue in the summer and beyond CC, which is an underlying principle of the Innovation Institute. The goal of the brainstorming retreat was to find possible points of collaboration between these programs and discuss ideas of things the college could work on this academic year to move the vision of the institute forward.

President Tiefenthaler asked Vice President of Student Life/Dean of Students Mike Edmonds to give an update on the Big Idea and to introduce the new Executive Director of the Big Idea Patrick Bultema. Mike Edmonds stated that last year's turnout for The Big Idea competition was outstanding, but he is hopeful that this year the competition will be even better. Mike indicated that with Patrick's help, The Big Idea is moving from being solely a pitch idea/competition to a comprehensive educational experience. To help make the Big Idea more exhaustive and

successful the college is doing the following: starting the program earlier for increased visibility, moving Patrick Bultema's office to the center of campus, working to introduce students to entrepreneurs as partners, and rethinking the interactions between judges and students. Dean Edmonds then introduced Patrick Bultema.

Patrick discussed his diverse background and indicated that he wants an emphasis on quality versus quantity and outcomes versus "shiny" presentations. He is overall very excited to be at Colorado College and working on this program. Following Patrick's presentation, several trustees voiced their support for the Innovation Institute and The Big Idea.

President's Report

President Tiefenthaler began her report by thanking all trustees and cabinet members for their help during this board meeting. She also officially welcomed the new Vice President for Information Technology/Chief Technology Officer Brian Young. President Tiefenthaler reiterated that since there is a strategic plan in place, there is the ability to strategically focus energy and resources in advancing the mission of the college.

President Tiefenthaler noted that there is a great focus on revitalizing the half-block. These new programs will have credit and non-credit courses for students ranging from GMAT, GRE, LSAT, or MCAT Test Preparation and Competent Public Speaking programs. Students are excited about these programs and many of the classes are reaching capacity.

The strategic plan rollout is being well received across the country. President Tiefenthaler expressed her sincere appreciation of trustee engagement and participation.

Colorado College recently received an \$800,000 Andrew W. Mellon Foundation Grant. The grant will be used to begin implementing the college's strategic plan – but in particularly the Center for Immersive Learning and Engaged Teaching. This will include grant funds to identify, study and implement best practices in teaching, undergraduate research and learning; hiring of a professional administrator to staff the Office of Field Study; stipends for faculty and students for research in the humanities and humanistic social sciences; hosting external humanities scholars and supporting the initial salary of a scholar-leader that will investigate the distinctive pedagogical outcomes of the block plan.

U.S. News and World Report listed Colorado College as an over-performer as it relates to CC graduating Pell grant recipients. Colorado College has a six year graduation rate of 90% for all students, compared with a graduation rate of 95% for those receiving Pell grants. President Tiefenthaler thanked everyone as well as the staff at the Colket Center for all the work they do with the students to achieve such success.

802 Nevada Ave, the former site of the Leechpit, has been renovated and transformed into a new student space. This new space will open before the end of November.

President Tiefenthaler gave an update on the Olin Hall incident, which occurred in spring 2013. President Tiefenthaler hired an outside investigator do a thorough review of the incident. The Office for Occupational Safety and Health Administration (OSHA) also conducted a thorough review. Both the outside investigator and OSHA came to the same conclusions – need for a hazard communication plan, chemical hygiene plan and a training program in place. OSHA cited

Colorado College with an “other than serious” violation, the lowest category of severity that one can receive, which resulted in a \$7,000.00 fine. We now have a hazard communication plan, chemical hygiene plan and a training program in place. Additionally, Colorado College is working on an exhaustive Environmental Health and Safety Program.

The renovations on Spencer Center will begin soon. With the exception of the Advancement division, all other occupants have been moved to temporary locations on campus.

The effort to construct the 2MW solar array is still underway. President Tiefenthaler reported that is a complex project and that Colorado College is still waiting to get proposed rates into a written agreement. She stated that she would keep the board updated with the progress.

The policy and compliance website is now up and running. Transparency requires policies. President Tiefenthaler has asked the campus community to consult these policies as a resource for knowledge when they have questions.

President Tiefenthaler reported that the performance excellence initiative tied to staff compensation worked well and was well received. The new system had four categories broken down into exceptional (27% of staff and 5% base salary increase); strong (69% of staff and a 2.5% base salary increase); needs improvement (3.7% of staff and cost of basic goods and services); unacceptable (no one received this rating). \$340,000 was also used to complete compression and market adjustments, which resulted in 39.1% of staff receiving more than 5%, and 49% of staff had salary increases between 2.55 and 5.0%.

President Tiefenthaler also gave an update on Pre-Med. For pre-med applications, there were 46 applicants with 31 accepted applicants. In 2012, there were only a total of 33 applicants. Colorado College does not have GPA or standardized testing cut-offs, but if the college required the minimum GPA of 3.5 and MCAT score of at least 30, only 26 applicants would have been accepted. These students were accepted at the University of Colorado, Columbia, Boston University, Northwestern, Mt. Sinai, Creighton, St. Louis, Utah, Indiana and University of Illinois.

President Tiefenthaler also gave an update on the college’s admissions process. The Common Application platform is undergoing major issues and President Tiefenthaler acknowledged that students and admissions representatives are having difficulty with the system. Vice President for Enrollment Management, Mark Hatch and his team are communicating with students and their guidance counselors to ensure applications are completed. Regular applications have greatly increased and campus visits are also up significantly.

On the athletic front, President Tiefenthaler announced that Geoff Bennett was recognized as Conference USA Coach-of-the-Year. The women’s soccer team finished the regular season ranked 22nd with a 13-4-1 record. Volleyball finished the regular season in second place in the Southern Collegiate Athletic Conference and ranked 9th nationally. Men’s soccer finished the regular season in third place in the SCAC standings. Both the men’s hockey team and women’s soccer team posted a perfect score of 1,000 on the NCAA Division I Academic Progress report.

President Tiefenthaler gave an update on fundraising, indicating that cash received including bequests is at \$4.2 million compared to last year’s \$2.1 million. Also, alumni donors are up nearly 50% over this time last year. President Tiefenthaler also recognized Randy Kinder’s hard

work in the call center. The call center has raised \$170,000 thus far, which is more than the total collected last year.

Family Weekend and Homecoming were split this past year. President Tiefenthaler reported that this split was very successful. Over 400 families attended Family Weekend and over 1,250 guests attended homecoming.

President Tiefenthaler extended a special acknowledgement to Chief Technology Officer Brian Young and Vice President for Communications Jane Turnis for their quick work in responding to a third party vendor breach. They worked together to notify the affected constituents and to keep them all updated on the situation.

The President announced that Jane Lubchenco has agreed to be the 2014 Commencement Speaker

President Tiefenthaler closed her report by stating that she would email out all the various faculty achievements.

Dean's Report

Dean of the College/Dean of the Faculty Sandi Wong noted that the following faculty members were awarded Emeriti status: Donna Arnink– Professor Emerita, Drama and Dance; Margaret Duncombe – Professor Emerita, Sociology; Ronald Hathaway – Professor Emeritus, Biology; Bruce Kola – Lecturer Emeritus, Sport Science; Libby Rittenberg – Professor Emerita, Economics and Business; Adrienne Seward – Professor Emerita, English; Yun Yu Wang – Professor Emerita, Theatre and Dance, William Weida – Professor Emeritus, Economics and Business. Dean Wong also announced the following new tenure-track faculty members: Idris Goodwin – Assistant Professor of Theater and Dance; Clay Haskell – Assistant Professor Film and New Media Studies; Dylan Nelson – Assistant Professor of Film and New Media Studies; and Santiago Guerra – Assistant Professor of Southwest Studies. Dean Wong also reported that the Dean's office is in the process of hiring ten to twelve new faculty members.

Dean Wong has recommended to the President that Robert N. Schock '61, Edward J. Robson '54 and Jerri Marr for honorary degrees at Commencement in 2014.

Faculty Executive Committee (FEC) Chair's Report

Professor Gail Murphy-Geiss reported that its business as usual for the FEC. They are in the process of filling out course evaluations and revising the appeals section of the handbook. She hopes the course evaluations will be done by next year and that the appeals section by the end of fourth block. She also stated that they are in the process of reviewing personnel files and mentioned the possibility of a flexible sabbatical leave policy. She also mentioned that the FEC's Governance committee was continuing to re-evaluate faculty time to stream-line and make their time more efficient.

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

CCSGA President Isaac Green reported that CCSGA is focusing on long term goals instead of short-term goals. He also reported that CCSGA is more structured with regular meetings and weekly reporting. He stated that CCSGA is focusing on civic engagement and outreach for students to connect with non-profit groups. He closed his report by stating that nothing recent has come up regarding divestment.

Advancement – Peer Assessment

Assistant Vice-President for Advancement Operations, Molly Bodnar and Associate Vice-President for Development, Mark Hille handed out individualized binders to all trustees that had specific information on development opportunities. They indicated that in the following months someone from advancement would be in touch with each trustee to go over the binder in detail.

Consent Agenda

The following items on the consent agenda were **moved, seconded and approved**: The May 4, 2013 Board meeting minutes and the amended July 20, 2013 Board meeting minutes.

Audit Committee, Sue Allon, Chair

Chair Sue Allon reported that the audit committee met with Clifton Larsen Allen and received a clean audit report with no findings. The audit report was **moved, seconded and approved**. She also reported on the new Naming Policy. The purpose of the Naming Policy is for consistency and to ensure that names accurately reflect purposes and Colorado College's mission. She indicated that the administration of the policy would be the responsibility of the Vice President for Advancement. The Naming Policy was **moved, seconded and approved**.

Budget and Finance Committee, Amy Louis, Chair

Chair Amy Louis briefly reported that the Budget and Finance Committee completed the annual review of the Operating Reserve and the Board Designated Reserves and recommended that these items be approved. The items were **moved, seconded and approved**. She also thanked President Tiefenthaler and Vice-President for Finance and Administration Robert Moore for their patience and understanding during tuition discussions.

Governance Committee, Phil Swan, Chair

Chair Phil Swan reported that the Governance Committee discussed criteria for future life-trustee recommendations. He indicated that a list would be forthcoming. He also stated that the list of new trustee candidates were due by year-end and that he would be sending a follow-up letter with demographic information. Lastly, Phil Swan proposed a bylaw change, adding Chief Technology Officer to the Vice President for Information Technology title, which would require a vote by the board no sooner than 30-days after the proposal.

Investment Committee, Eben Moulton, Chair

Chair Eben Moulton reported that the investment committee had no action items and nothing to report.

Alumni Association Board (AAB), Christine Schluter, President

An oral report was not given during this Board meeting. Please see the November 2013 Agenda Book for an update.

Other Business

The Board **moved, seconded, and approved** honorary degree status for Robert N. Schock, Edward J. Robson and Jerri Marr for Commencement 2014. The Board also **moved, seconded, and approved** emeritus status for Donna Arnink– Professor Emerita, Drama and Dance; Margaret Duncombe – Professor Emerita, Sociology; Ronald Hathaway – Professor Emeritus, Biology; Bruce Kola – Lecturer Emeritus, Sport Science; Libby Rittenberg – Professor Emerita, Economics and Business; Adrienne Seward – Professor Emerita, English; Yun Yu Wang – Professor Emerita, Theatre and Dance; William Weida – Professor Emeritus, Economics and Business. Dean Wong also announced the following new tenure-track faculty members: Idris Goodwin – Assistant Professor of Theater and Dance; Clay Haskell – Assistant Professor Film and New Media Studies; Dylan Nelson – Assistant Professor of Film and New Media Studies; and Santiago Guerra – Assistant Professor of Southwest Studies.

Vice-President for Communications, Jane Turnis gave a brief communications updated. She noted that the Bulletin has been updated and stated that she would appreciate feedback on the new format.

The oath of office was given to new trustee Christine Schluter.

Lastly a resolution for David Palenchar and for the WES society were **moved, seconded and approved.**

Executive Session

The full Board went into executive session at 11:05 a.m. and adjourned approximately 30 minutes later.

Respectfully submitted,



Susan S. Burghart
Secretary