



Colorado College Board of Trustees

November 9, 2019

Business Meeting

Yalich Board Room, Spencer Center

Colorado College

Colorado Springs, CO

Summary of Proceedings

In Attendance: Susie Burghart (Chair), Sue Allon, Sam Bronfman, Bill Campbell, Heather Carroll, John Chalik, Carolyn Cullen, Jerome DeHerrera, Joe Ellis, Lisa Hastings, Ryan Haygood, Jesse Horn, Jeff Keller, Amy Louis, Tafari Lumumba, Kishen Mangat, Manuel Martinez, Eben Moulton, Natalie Pham, Liza Malott Pohle, Tony Rosendo, Bob Ross, Kyle Samuel, Bob Selig, Van Skilling, Andy Stenovec, Phil Swan, Brian Thomson, Jill Tiefenthaler, John Troubh, Lauren Watel, Lily Weissgold, Cole Wilbur

Attended committee and SPT meetings (not business meeting): Bob Manning, Jane Rawlings, Marc St. John (by telephone), Mike Slade

Unable to attend: Jarod Rutledge, R. Thayer Tutt, Jr., Jack Wold

Staff in attendance: Mike Edmonds, Mark Hatch, Mark Hille, Lesley Irvine, Robert Moore, Alan Townsend, Jane Turnis, Kim Waldron, Lyrae Williams, Brian Young

Introductory Remarks

Chair Susie Burghart thanked trustees for attending the board meetings and for participating in the important strategic work of the board. She thanked Ryan Haygood for his presentation on voting rights, and said that he will also be the keynote speaker during the college's celebration of Martin Luther King, Jr. Day in January 2020. Chair Burghart welcomed Professor Wade Roberts, chair of the Faculty Executive Committee, and Ethan Greenberg '20, president of the CCSGA to the meeting. She then asked the board to approve the board meeting minutes of June 14, 2019. *Approval of the minutes was moved, seconded and passed unanimously.*

President's Report

President Tiefenthaler reviewed highlights of the fall semester, noting in particular the U.S. premiere of “Black American Symphony” by composer and renowned trumpet master Nicholas Payton and the appearance of Shamila Kohestani and Brandi Chastain at the Global Gamechangers event, hosted by Lesley Irvine. Family and Friends Weekend and Homecoming were very well attended and she thanked trustees for participating in these important events. CC teams won four fall regular season SCAC titles (volleyball, men’s soccer, and men’s and women’s cross-country).

President Tiefenthaler added her thanks to Ryan Haygood, and recognized the trustees on the Creativity and Innovation advisory board, John Chalik, Kishen Mangat, Bob Selig, and Brian Thomson, for participating in a two-day retreat on campus in October.

President Tiefenthaler reported that the draft antiracism plan was shared with the campus community early in Block 1. She solicited feedback from campus committees and students, faculty and staff. She thanked Tafari Lumumba, Jerome DeHerrera, and Lily Weissgold for working on the draft plan. Based on the feedback received, the plan was revised and will be shared with the community next week. President Tiefenthaler said that while considerable progress has been made in making changes and putting together the plan, antiracism work is just beginning and is critical to CC’s future.

President Tiefenthaler reviewed the provisions of the three access programs launched recently: the Colorado Pledge, Stroud Scholars and the test-optional admission policy. She thanked Jane Turnis and her team in Communications and Mark Hatch and his team in Admissions for promoting the programs. Mr. Hatch reported a large increase in campus visits and a modest increase in applications compared with this time last year. He then reviewed early trends in the applicant pool.

President Tiefenthaler outlined the many ways in which the college is enhancing the student experience, including building Robson Arena, planning for a new space for the Creativity and Innovation program, reaching carbon neutrality in January 2020, and enhancing the wellness program. She highlighted the opening of the Student Opportunities and Advising Hub, a collaborative effort of the Provost’s and Dean of Student’s offices. The Hub is the center of holistic advising and support for all students, connects students with mentors, and provides information on opportunities such as fellowships, grants, faculty research, and co-curricular experiences. Every first-year student will now have both a faculty advisor and a Hub advisor.

President Tiefenthaler described the Edge Internship program, which provides CC students with paid internships at companies with a CC connection. She thanked Liza Malott Pohle and her family for generously supporting the program, and Kishen Mangat for providing Edge internships at his company. Trustees then watched a short video about students who participated in Edge Internships at Cisco Systems. Ms. Pohle and Mr. Mangat encouraged trustees to participate in the program.

In concluding her report, President Tiefenthaler thanked Mark Hille and his team for their work on fundraising and alumni engagement.

Provost's Report

Provost Alan Townsend referred trustees to Dean Claire Oberon Garcia's written report. He said that fourteen new tenure track faculty members and four Riley Scholars joined CC this fall and will help diversify the faculty and curriculum. Further, he reported that this will be a very busy year in the Dean's office with eleven tenure track faculty searches, eight promotion and tenure cases and seven third-year reviews.

Provost Townsend said that he and Dean Garcia are actively working with academic departments on achieving CC's antiracism goals. In addition, they have formed faculty groups to discuss the future of the sciences and the humanities and how to build cross-disciplinary strength. Provost Townsend is leading the Climate Change Task Force and he thanked Jerome DeHerrera, Marc St. John, Lauren Watel, and Lily Weissgold for serving. The task force will discuss climate change as it relates to four areas: campus operations, CC's endowment, curricular and co-curricular programs, and CC's leadership beyond the college's boundaries.

Provost Townsend noted that Professor Ryan Bañagale is now the faculty director of the performing arts, and is facilitating community and academic engagement in the arts. Jane Hilberry has been named Professor of Creativity and Innovation and is strengthening faculty engagement in the program.

Provost Townsend reported that he and Dean Garcia are working with faculty and staff to plan the celebration of the 50th anniversary of the Block Plan. They are also discussing academic structures, rewards and promotions with the Faculty Executive Committee. In closing, he said that after eighteen months at CC, he appreciates working with the board and the college's leadership.

Faculty Executive Committee Chair's Report

Professor Roberts, chair of the FEC, outlined the various issues and projects the committee is working on this year. In addition to engaging with faculty hiring and review, the committee is overseeing implementation of the new GNED requirements. The FEC has asked academic departments to report on their antiracism efforts, and is discussing with Dean Garcia ways to assess faculty participation in antiracism work. Provost Townsend said that the college will hire a senior associate dean of the faculty to focus on antiracism efforts in the academic division, and will work with similarly charged new senior members of the human resources and student life offices who will focus on antiracism work for staff and students, respectively.

Professor Roberts said that the FEC is discussing ways to make files associated with faculty reviews (3rd year review, promotion and tenure) more transparent to the candidates. The FEC is evaluating faculty governance structures in order to make committee and other forms of faculty governance service more equitable and meaningful. Professor Roberts noted that the FEC is also

reviewing the faculty's professional conduct policy and considering ways to tie the policy to an accountability process.

Colorado College Student Government Association President's Report

Ethan Greenberg provided a report on CCSGA's activities and plans for the academic year. He said that CCSGA solicited feedback from students on the draft antiracism plan and submitted comments to President Tiefenthaler. Given student interest and involvement in campus-wide antiracism efforts, he suggested that students be invited to serve on the Diversity and Equity Advisory Board. Students are also very interested in CC's efforts to address climate change, including advancing climate policies in the Pikes Peak region and discussions of divestment in fossil fuels. Mr. Greenberg and two other students will serve on the Climate Change Task Force. CCSGA is also involved with implementation of the new GNED requirements, with students serving on subcommittees focused on each new theme.

CCSGA will not recommend increasing the student activities fee for 2020-21, because the fund is running at a slight surplus, and with the move to Robson Arena, CCSGA anticipates spending less on transportation and tickets to hockey games. Mr. Greenberg reported an increase in voting in first-year elections, and increased engagement on CCSGA social media outlets. He also noted that a CC student has been elected chair of the Colorado Student Government Collaboration. Finally, Mr. Greenberg thanked trustees for their leadership in the recently launched college access programs.

Committee Reports

Budget and Finance Committee: Andy Stenovec reported that the committee discussed the key factors underpinning review of tuition and fee rates for FY21. In January, the committee will discuss the president's budget recommendations, which will be based on recommendations from the campus Budget Committee. The committee voted to consolidate line items in the quasi endowment, and reviewed the report of the Colorado College Retirement Benefit Plan. Mr. Stenovec said that construction costs for Robson Arena have risen, for reasons including the trade war with China, and unless significant reduction in scope and value engineering reduce the cost, it will exceed the \$44 million cap the board enacted. The Budget and Finance Committee voted to remove the cap, as long as the project scope remains stable, and recommended the full board approve. *A motion was made to remove the \$44 million cap on the Robson Arena project budget, with the proviso that the scope of the project remains stable. As a recommendation from the Budget and Finance Committee, no second was required. The motion was approved unanimously.*

Audit Subcommittee: Mr. Stenovec reported that the subcommittee met with auditors CliftonLarsonAllen (CLA), to review the FY2019 auditors report. CLA gave unqualified audit

reports for both Colorado College and KRCC and were very complimentary of CC's finance staff. Mr. Stenovec thanked Mr. Moore and Ms. Seager for their work on the audit. Ms. Allen asked about the risk of hacking, pointing to the recent experience of Regis University. Mr. Young outlined the steps being taken to reduce the risk, including faculty and staff training.

Investment Committee: John Troubh reported that the college's endowment returns over one, five and ten years have consistently exceeded benchmark performance. The committee, he said, decided to initiate a review the college's investment advisors, currently Monticello Associates, and has sent out a request for proposals. The committee plans to conduct such reviews every ten years. With the assistance of the Kidderbrook Group (consultants), the committee will review proposals in December and January and make a decision on or near the February, 2020 board meeting. Mr. Troubh said that he is a member of the Climate Change Task Force and will give a presentation on the endowment at the task force meeting in February.

Executive Committee: Chair Susie Burghart reported that the committee recommends the board approve awarding honorary degrees to four individuals at Commencement 2020. *A motion was made to approve the honorary degree candidates. As a recommendation from the Executive Committee, no second was required. The motion was approved unanimously.*

The committee also recommends the board approve changes to the Gender-based Discrimination, Sexual Harassment and Sexual Violence Policy and Procedures, and Anti-discrimination Policy and Procedures. The proposed changes are relatively minor, but important, as they eliminate the appearance of a conflict of interest for student decision-making, and provide parity from an organizational structure standpoint. *A motion was made to approve the changes. As a recommendation from the Executive Committee, no second was required. The motion was approved unanimously.*

Buildings, Grounds and Infrastructure Committee: Brian Thomson reported that the committee met on campus on November 7 and 8. Members toured campus, to view recently completed projects and the sites of planned projects. The committee, he said, met with architects Kennedy and Violic Architecture (KVA) who presented concepts for a Creativity and Innovation building. JLG Architects also met with the committee to review designs for Robson Arena. Mr. Thomson noted that JLG will continue to work on aspects of the exterior design, particularly the Nevada Avenue elevation, which will be reviewed by the committee in the coming weeks. The committee discussed the campus master plan, recognizing that it is a living document. Mr. Thomson emphasized that, as an urban campus, CC needs to be disciplined in consuming land.

Governance Committee: Jerome DeHerrera advanced the Governance Committee's recommendation that Susie Burghart, Jeff Keller and Marc St. John be elected to their second two-year terms as board chair, vice chair and secretary, respectively. After the candidates left the meeting room, *a motion was made to re-elect the three board officers to two-year terms. As a recommendation from the Governance Committee, no second was required. The motion was approved unanimously.*

Mr. DeHerrera said that the committee will recommend four candidates for charter trusteeship, with terms beginning in June 2020, and will ask the board to vote on this recommendation at the

February 2020 board meeting. He noted that while no charter trustees will leave the board in June 2020, the committee recommends adding trustees at that time to build expertise and prepare for the large number of charter trustees reaching the end of their terms in subsequent years. Further, he said the committee will also recommend a candidate for honorary trusteeship at the February meeting.

Mr. DeHerrera alerted trustees that the committee approved new guidelines for acknowledging trustees' expenses related to their service to the college. These guidelines will be sent to trustees in January.

Student Success Committee: Heather Carroll reported on the initial meeting of the committee. The committee, she said, will monitor evidence of student success using benchmarks. The committee will focus on retention and graduation rates, receive regular updates on implementation of the antiracism plan and the student experience.

Strategic Project Team Reports

Athletics SPT: Mr. Stenovec reported that the SPT reviewed its work to date and set the agenda for their work over the next 12-18 months. The SPT will discuss NCAA policies and continue to examine the women's soccer program. Lesley Irvine will also share the department's NCAA-required self-study with the SPT. Ms. Irvine gave a presentation to the SPT on the results of the "listening sessions" she held in her first months at CC. Mr. Stenovec and Ms. Carroll praised Ms. Irvine's work on campus and in the Colorado Springs community.

Campaign Steering SPT: Jeff Keller thanked Mark Hille and Molly Bodnar for organizing a series of meetings for the SPT and the Campaign Steering Committee, which includes non-trustee CC alumni and parents. He reported that the campaign total stands at \$374 million, 86% of the \$435 million goal, with two years left in the campaign. Fundraising for Robson Arena and the Colorado Pledge has been strong. He thanked Chair Burghart for matching gifts to the Colorado Pledge and said that as a result of her match, \$5 million has been raised for the Pledge in the last month. He encouraged all trustees to pledge support for the campaign before the end of the calendar year. Chair Burghart thanked Mr. Keller for his work in leading the campaign.

Financial Model SPT: Phil Swan reported that the SPT updated its charge to include analysis of the impact of the Colorado Pledge pilot on admission and financial aid. President Tiefenthaler met with the SPT to discuss the possible impacts of the Pledge. Mr. Swan said that the SPT will meet again in December and February. He thanked Robert Moore for his work with the SPT and, Ms. Turnis and Mr. Hatch for publicizing the Colorado Pledge pilot.

Size and Makeup of the Student Body SPT: Tafari Lumumba reported on the inaugural meeting of the SPT and thanked Alan Townsend and Mike Edmonds for their work with the group. He said that during the meeting, Provost Townsend gave a presentation on demographic trends and the group discussed how to prepare for changing demographics in the college-age population of the state and nation.

Fine Arts Center Advisory Board Report

Sue Allon, CC trustee representative on the FAC Advisory Board, reported that the FAC is working to decolonize the art collection as part of the college's antiracism efforts. She also reported on recent staff changes, and efforts to improve the FAC's dashboard indicators. Ms. Allon noted that the FAC staff are supportive of moving the Bemis School of Art to the Van Briggie building. Tony Rosendo thanked the board for helping the Colorado Springs community understand the alliance between the FAC and the college. In answer to a question from Lily Weissgold, President Tiefenthaler said that the FAC endowment will remain separate from the college's endowment, and be used only for the benefit of the FAC.

Adjournment

There being no other business, the meeting adjourned at 11:30 a.m. Non-trustees left the meeting room, and the board convened a brief executive session that adjourned at 11:45 a.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Susan S. Burghart". The signature is written in black ink and is positioned below the text "Respectfully submitted,".

Susan S. Burghart
Chair