

PROJECT 2024

January 2024

Project 2024-related initiatives

Campus-wide discussions of **how we can do what we do better** in Year 1 expressed both **shared values and common concerns**. The values included health and wellbeing of the community; antiracism, access and equity; sustainability; and clear, effective communication. The calls for change coalesced around one major theme: **Build Connections**. Managing **Time** better also emerged as a significant goal.

The **vision for the college** with its pillars and lenses coincides with these values and hopes. Because of the collective nature of the vision, initiatives supporting it come from multiple sources and take many forms.

Here are **examples of accomplishments** achieved over the last two and a half years in response to calls for change from students, staff, faculty, trustees, and alums. These include significant structural and campus-wide changes and the many smaller initiatives motivated by shared values and goals.

➤ What have we done to advance these four common commitments?

Key structural and campus-wide initiatives

1. Building connections

- Project 2024 campus-wide discussions and working groups.
- Combining Advancement and Communications.

2. Thriving community/health and wellbeing

- Creation of a division for People and Workplace Culture.
- Mental Health Assessment and Action Panel.
[<https://www.coloradocollege.edu/basics/welcome/leadership/mentalhealth/Mental-Health-and-Wellness-External-Review-Recommendations.pdf>]

3. Antiracism/equity and access

- Consolidation of the ADEI team under the President's Office to support its college-wide focus.
- ADEI strategic plan.
- Mellon Foundation grant to support new courses and pedagogies for equitable and antiracist teaching.

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4. Effective communication

- Trustees Town Hall.
- Work of the College program.
- Moved to online alumni magazine, The Peak.

More focused initiatives

1. Building connections

A. Cross divisional and office collaborations

- Implementation of Operational Groups under an Institutional Shared Governance structure.
- Enrollment included campus partners in monthly divisional meetings.
- Enrollment participates in cross departmental committees, CC Leadership Program, and CC's International Student Support Network.
- Partnership between Butler Center & Financial Aid Office for FAFSA/Profile Workshop.

B. Staff-Faculty collaboration

- CC Connect orientation includes both new staff and new faculty.

C. Off-campus collaborations

- Alumni mentoring program for students.
- “Behind the Scenes” and “Get to Know” social media video series to connect alumni, staff, faculty, current and prospective students.
- FAC partnerships with D11, School for the Deaf and Blind, and Mt. Carmel Veterans Service Center.

D. Within offices and divisions

- Affinity groups for faculty and faculty and staff.
- Monthly gatherings for new and visiting faculty.
- Regular get togethers in Financial aid/Enrollment.

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2. Thriving community/Health and wellbeing

A. Empowerment

- CC Leadership Development Program pilot.
- Creation of the People Practices Advisory Group.

B. Mental health

- Comprehensive leave reform and enhancement.
- Class attendance policy considers mental health and wellness.
- Virtual therapy for students available 24/7; additional in person counseling hours.
- Suicide prevention training mandated for all employees.
- Partnering with Children's Hospital to implement peer counseling for student athletes.
- Arts and Crafts Employee Wellness sessions (twice a block).

C. Managing time

- Divisions established work from home policies.
- Admissions streamlined travel and reading processes.

3. Antiracism/equity and access

- Just World Awards.
- FAC work with Native American Graves and Repatriation Act.
- ADEI themed spring and fall conferences, grants program, and workshops.
- Enrollment reinforced existing partnerships with external student access organizations and developed new ones.
- Student application forms revised in response to Supreme Court decision on Affirmative Action.
- Established an Alternative Admissions group.
- Grants to promote the adoption of Open Education Resources.

4. Effective communication

- Cabinet members' briefings at In-the-Loop and faculty meetings.
- Funding Guide Roadshow and new video content to educate campus on financial aid.
- Dean of Faculty Canvas page to consolidate communications and forms.