



Friday, April 24, 2020 | 5 p.m. MT

Dear CSU Pueblo Campus Community—

Our country and the state of Colorado are facing numerous challenges because of the COVID-19 pandemic. Though an uncertain future lies ahead of us, our vision to become the people's university has never been more important. I remain grateful to our faculty and staff who serve our students, support the health and wellness of campus, and continue to adapt and innovate in ways that will help us reach our three campus goals: expanding our appeal, enhancing student success, and developing our people. Every day, I learn more about how our students and employees are going above and beyond. I remain grateful to our...

- **Students** who consistently put their education first and who welcome new opportunities to learn, show compassion for their fellow humans, and adapt to this unusual situation with grace and courage
- **Faculty** who embrace innovative teaching methods and adopting new modalities in order to engage students and ensure the continuity of teaching and learning at CSU Pueblo
- **Admissions, financial aid, registrar, advising, student affairs, career, TRIO, communications, and community outreach teams** who continue to recruit, admit, advise, process, plan, mentor, and innovate for future students, current ThunderWolves, and all our alumni during the current “new normal” that is impacting higher education
- **Academic, grants, and research teams** who are problem-solving, creating new academic policies, addressing student concerns, engaging faculty in professional development, and advancing new processes that will ensure business continuity in a global pandemic
- **IT, business services, procurement, facilities, and auxiliary teams** who are managing budgets, paying bills, invoicing vendors and partners, working with external stakeholders, moving construction forward, feeding students, and securing the physical plan during an unprecedented crisis to ensure our financial sustainability
- **Human resources, athletics, and the Office of Institutional Equity** who are leading people, driving results, and ensuring all CSU Pueblo employees are healthy and engaged
- **The Pueblo County Sheriff deputies and A'viands staff members** who are collaborative partners, who keep our buildings and property safe and secure, and who feed the 80 students who remain on campus
- **The CSU Pueblo Foundation Board of Directors, campus leadership, and fundraising personnel** who are creating new opportunities and support for scholarship and tuition assistance programs for students
- **Executive Council, Cabinet, University Leadership Team, and the President's Budget Advisory Council** who are meeting daily, thinking creatively, making measured decisions, and who are passionate advocates for our students, our colleagues, and our future

Certainly, this list is not exhaustive. I know that there are many other individuals who have stepped up to serve campus, students, and the community. I am incredibly grateful for all of you who are working in agile and responsive ways — all in the midst of a worldwide health crisis.

In today's message, I want to share my gratitude, provide you with important just-in-time campus updates, and offer you other opportunities to "connect the pieces." You will find additional information about campus safety, educational resources, and general operations at [CSU Pueblo COVID-19](#).

## **JUST-IN-TIME INFORMATION**

### **CSU PUEBLO FOUNDATION: EMBRACE THE PACK**

The uncertainty of our worldwide situation means that our students' basic needs – food, shelter and tuition – are in jeopardy. While access to federal funds are providing support to students, tuition and scholarship assistance is greatly needed.

To ensure our students' needs are met, the CSU Pueblo Foundation has launched "Embrace the Pack," a crowdfunding initiative that has secured \$38,500 in matching funds in support of our students. The "Embrace the Pack" crowdfunding campaign started on April 15 and will run through May 16, when I will host a virtual President's Gala Cocktail Hour via Zoom and Facebook Live.

For every dollar donated, sponsors will match donations up to \$38,500. As of Monday, April 20, more than \$32,000 has been raised. Another \$23,500 in matching funds are available. To support #EmbraceThePack, visit <http://c-fund.us/rji>.

### **DEFERRED ACTION FOR CHILDHOOD ARRIVALS (DACA) STUDENTS**

Sometime between now and June, we expect the United States Supreme Court to determine the fate of the federal DACA program. In a time of heightened uncertainty and high financial need across student groups, DACA students are especially vulnerable: these students are facing extreme financial challenges, as they work to renew their DACA protections before the Supreme Court makes its ruling. Colorado institutions of higher education serve a large number of DACA students, and we know this ruling will have a significant impact on the students and their ability to complete a college education.

Leadership across Colorado higher education institutions have drafted a letter to send to our Colorado delegation in which we ask for specific financial support for our DACA recipients during the pandemic. I have joined other president's in signing this letter and making sure our University is included. In the meantime, I am working closely with campus leadership and our CSU Pueblo Foundation in order to identify immediate, short-term monies to dedicate to these students.

### **HUMAN RESOURCES**

1. I am pleased to report, that over the last year, we have increased employee diversification by 3%. Currently, 35% of our employees identify as under-represented. This chart compares the percentage of full-time (1 FTE) employees who self-identify as a racial/ethnic minority with the

overall, or total, percentage of minority faculty/staff:

Employee Type	Nov. 1, 2014	Nov. 1, 2019	Change in %
Admin Pro	57 of 175 (32.57%)	87 of 240 (36.25%)	3.68%
Classified	54 of 119 (45.38%)	52 of 106 (49.06%)	3.68%
Faculty	39 of 177 (22.03%)	42 of 174 (24.14%)	2.11%
Non-Student Hourly	2 of 7 (28.57%)	7 of 17 (41.18%)	12.61%
<b>Total</b>	152 of 478 (31.80%)	188 of 537 (35.01%)	3.21%

2. When Governor Polis extended the Stay at Home order for Colorado, CSU Pueblo established an “emergency” personnel protocol. This plan radically reduced the already limited number of “essential” staff on campus during our state’s expanded response to the pandemic. Once we transition into the Governor’s “Safer at Home” initiative on April 27, all designated *essential personnel* will be allowed back on campus. To confirm whether or not you are listed as a designated essential employee, please contact your direct supervisor immediately.

3. If you have summer resource needs for a university computer or wifi hot spot, a check-out procedure and pick-up schedule has been established. Please complete the Remote Faculty-Staff Technology Form online at <https://bit.ly/RemoteFacStaffTech>.

### **ENROLLMENT INITIATIVES**

Summer and fall enrollment are integral to the university budget, and the success of those efforts are more essential now than ever before. Enrollment Management, Communication, and Student Affairs team members are partnering with colleagues across campus to ensure CSU Pueblo does everything feasible to positively impact new student recruitment and retention.

Efforts range from increased personal contacts with students to online admissions events/tours, as well as new digital marketing that targets key potential student populations. Recognizing that some local students who intended to leave the area for college may be reconsidering that decision, we are re-engaging with all prospective students within a three-hour radius to make sure they realize CSU Pueblo remains a strong option.

The Center for Academic Enrichment continues to contact all non-enrolled current students in an effort to connect them with needed resources to continue their academic journey, and coordinating with Student Financial Services to refer students for special balance pay-down scholarships. These are select highlights of the important work taking place to maximize our enrollment outcomes; anyone with additional ideas is encouraged to share those with Vice President of EMCSA, Chrissy Holliday at [chrissy.holliday@csupueblo.edu](mailto:chrissy.holliday@csupueblo.edu).

### **SUMMER CLASSES, CAMPUS EVENTS, AND REMOTE WORK**

As a reminder, all previously scheduled face-to-face (F2F) courses this summer will be delivered via online or distance learning. Exceptions may be made for some in-person classroom or laboratory education, for fewer than 10 students per classroom or lab, in designated “medical

training” fields only, following direction provided to us by the Colorado Department of Higher Education and the Office of the Governor.

Additionally, as I announced on April 3, employees will continue to work remotely — through June 30 — and all campus events are canceled until July 1. As always, these dates may be shortened, extended, or adapted as new information becomes available.

## **CONNECTING THE PIECES**

In the coming weeks, we’ll be sharing more financial information for campus, working through our return-to-campus plans for July, considering scenarios for fall, and providing each of you an opportunity to connect with leadership via virtual meetings and online office hours. Though there will be other meetings scheduled over the coming weeks, the next Presidential Open Office Hour will be on Thursday, May 20 from 4-5 p.m. Look for secure links to office hours and “Friday Fun Hours” in the next Email Digest.

Many of you are working from home while caring for vulnerable family members, educating your children, and caring for your neighbors. Thank you all for the courage that you show every single day —for the sleepless nights, for the frantic Zoom meetings, for the moments of kindness that you have shown your students and your colleagues. I recognize that for all of us, often the biggest contribution we can make is simply getting up each day, putting one foot in front of the other, and completing that day’s tasks. As always, do not hesitate to reach out to me, or my team, if you need anything at all.

With sincere wishes for your continued health and safety,

A handwritten signature in black ink that reads "Timothy P. Mottet". The signature is written in a cursive style with a large initial 'T' and 'M'.

**Dr. Timothy Mottet**  
**CSU Pueblo President**