



Friday, May 15, 2020 | 7 p.m. MT

Colleagues,

Welcome to summer 2020. Summer classes are in full swing, and many of our faculty colleagues are already hard at work planning for fall classes, in multiple formats. As I shared in my message last week, summer school enrollments continue to exceed expectations, and I am grateful for all that you did to make this unusual summer possible. Though the future remains uncertain, at CSU Pueblo, our commitment to access and affordability for all students, quality teaching and learning, and developing our people remains steady because of each of you. Thank you.

Today's message will include "Just-in-Time" information, some updates on the ways in which we continue to enhance the appeal of campus, increase student success, and develop our people. Finally, I will continue to encourage everyone to take advantage of open office hours, Friday "Fun" hours, and other opportunities to connect with leadership, and your colleagues, while working remotely.

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

### **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.

### **HUMAN RESOURCES**

1. The new deadline for CSU Pueblo's Annual Performance Review process for Administrative Professionals is June 30. Classified Staff reviews must be completed and returned to HR by June 12. Performance review forms may be found at: <https://www.csupueblo.edu/human-resources/doc/classified-performance-planning-evaluation-10-2015.pdf>. As always, feel free to contact Jennifer Martin-White at [jennifer.martinwhite@csupueblo.edu](mailto:jennifer.martinwhite@csupueblo.edu) or Kat Abernathy [kat.abernathy@csupueblo.edu](mailto:kat.abernathy@csupueblo.edu), with any questions or concerns you may have.

2. The mandatory Sexual Harassment and FERPA training has launched and must be completed by all employees today, May 15. You should have received an email directing you to your online portal. If you have any questions, please contact CSU Pueblo Human Resources at 719-549-2441 or at [hr@csupueblo.edu](mailto:hr@csupueblo.edu). If you need other health and wellness support, visit [HR online](#).

3. If you have new 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>.

### **NOW TRENDING: ENROLLMENT MANAGEMENT, COMMUNICATION, AND STUDENT AFFAIRS**

On April 30, the Enrollment Management, Communication and Student Affairs (EMCSA) division launched a new online update, [Now Trending](#) — a campus wide communication designed to highlight important enrollment-related work happening at CSU Pueblo.

Each week, this site will focus on an aspect of EMCSA's enhanced campus marketing efforts. While many of these featured programs will be geared toward enrollment, you'll notice that many updates include key decisions and partnerships involving numerous divisions, units, and departments across campus. The goal of the "Now Trending" update is to offer all of our diverse campus stakeholders an opportunity to learn more about enrollment strategies, community outreach, student affairs, marketing efforts, and many other programs and student-focused initiatives driven by and supported through teams in EMCSA. Though we know that the online update cannot provide an all-encompassing view of every enrollment initiative on campus, we hope that it generates more understanding and, in the process, encourages many of you to share your ideas for enrollment enhancements. Past issues can be accessed on the [EMCSA web site](#).

## **ENHANCING OUR APPEAL**

### **ARMY CREDENTIALING ASSISTANCE PROGRAM**

CSU Pueblo is proud to have recently launched an important new program, the Army Credentialing Assistance (CA) Program, designed to support active military in pursuing credentials, licenses, and certifications. The program aims to provide additional economic support to students, and it will offer access to books, fees, exams, and re-certifications. See more here at: [CSU Pueblo Army Credentialing Assistance Program](#).

### **FORBES FEATURES CSU PUEBLO**

On May 1, 2020, CSU Pueblo was pleased to be featured by *Forbes* in "Hispanic Serving Institutions And The Coronavirus: Spotlight On Colorado State University-Pueblo" by Dr. Michael Nietzel. The article, which focused on our Vision 2028 plan, and the ways in which this new vision and mission have helped to guide us during the pandemic, has brought enhanced national recognition to our work to become the people's university. Read more here: [Spotlight on CSU Pueblo](#).

## **INCREASING STUDENT SUCCESS**

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

Tomorrow, Saturday, May 16, I will host a virtual President's Gala Cocktail Hour via Zoom and Facebook Live from 6-7 p.m. MT. During this online event, we will celebrate the conclusion of our CSU Pueblo Foundation's "Embrace the Pack" crowdfunding campaign, which boasted a match of \$38,500. As you might imagine, this campaign has already provided crucial financial support for our students. The nature of our worldwide situation means that many of our students' basic needs – food, shelter and tuition – are in jeopardy. While federal funds have provided some immediate support to students, securing ongoing tuition and scholarship assistance for our students continues to be increasingly important.

As of Friday, May 15, almost \$80,000 has been raised through the support of generous donors. To support #EmbraceThePack, visit <http://c-fund.us/rji> through May 16.

### **VISION 2028: NEW STUDENT ADVISING MODEL**

As one of the most vital initiatives from Vision 2028, a new advising model has been launched. This plan was developed by a cross-functional campus working group, including faculty and staff from all units and colleges on campus. The model, which will be launched in time for Fall 2020, establishes an ecosystem that will partner professional success coaches with faculty and peer mentors to increase student success. Professional success coaches will work with students throughout their enrollment to ensure course registration that matches their individual advising plan developed in coordination with their academic department, as well as access to key resources, such as financial aid, career counseling, and retention support. The model provides opportunities for individual academic departments to determine how they will partner with the success coaches to meet specialized degree requirements. This model builds on the current strengths of our hybrid first-year faculty advising model - and involves faculty in a student-focused plan that is flexible and focused on student intake, retention, and persistence throughout the college experiences. The Cabinet, ULT, and Faculty Senate have reviewed and endorsed this plan. To learn more,

contact committee chairs, Dr. Brian Vanden Heuvel at [brian.vandenheuvel@csupueblo.edu](mailto:brian.vandenheuvel@csupueblo.edu), and John Sandoval at [john.sandoval@csupueblo.edu](mailto:john.sandoval@csupueblo.edu). More information is forthcoming and will be available on the CSU Pueblo web site.

## **DEVELOPING OUR PEOPLE**

### **PROFESSIONAL DEVELOPMENT OPPORTUNITY, 2020-2021, FOR ALL EMPLOYEES**

As part of our ongoing effort to invest in and develop our people, we have expanded our partnership with Academic Impressions, with funding made possible from the Title V Hispanic Serving Institution Grants and the support of Dr. Derek Lopez. Academic Impressions is a national higher education organization that provides extensive online leadership and professional development opportunities for colleges and universities. While many institutions may be cutting back these expenditures, especially during difficult times, our university's leadership team has made a strong commitment to continue to invest in our employees.

Our partnership with Academic Impressions provides ALL EMPLOYEES at CSU Pueblo access to:

- Hundreds of hours of online training, both live and on-demand, with new trainings added weekly
- All Academic Impressions 2020 virtual conferences, on a first-come, first-served basis
- Hundreds of additional tools, resources, and articles
- Exclusive member resources for: [current and aspiring women leaders](#), [improving online teaching and student support](#), [academic leaders](#), and [institutional advancement](#)
- A series [focused learning paths](#) to help leaders at all levels sharpen their skills
- Unlimited participation in the daily [Virtual Writing Café](#); providing support, accountability, and community for those wanting focused work space
- Direct access to the Academic Impressions research team to discuss emerging topics

To access this campus resource, simply [login or create an account](#) on the Academic Impressions website, using your @csupueblo.edu email address; member benefits will be automatically granted.

For help signing up for your account or questions about the member resources, please contact Jen Martin-White, Employee Relations Specialist, at [jennifer.martinwhite@csupueblo.edu](mailto:jennifer.martinwhite@csupueblo.edu), or at 719-549-2441.

## **CONNECTING THE PIECES**

By the end of May, we plan to have additional safety precautions in place for a (limited, and staggered) July 1 return to campus. By June 15, we will share additional direction from our system and the Colorado Department of Higher Education for fall planning. In the meantime, the next Presidential Open Office Hour is scheduled for Thursday, May 20 from 4-5 p.m. Look for secure links to office hours and "Friday Fun Hours" plans, with Zoom links, in the next Email Digest.

With sincere wishes for your continued health and safety,



Dr. Timothy Mottet  
CSU Pueblo President