



COLORADO STATE UNIVERSITY PUEBLO

President

Position Description

The Board of Governors of the Colorado State University System invites letters of nomination and applications for the position of President of Colorado State University Pueblo.

Colorado State University Pueblo

Colorado State University Pueblo is a regionally focused comprehensive university with an enrollment of more than 3,500 students. As an historically federally designated Hispanic Serving institution, CSU Pueblo is among the most diverse campuses in Colorado, with a special commitment to empowering all learners for academic and career success in economically important fields. One of the three campuses in the Colorado State University System, CSU Pueblo is described by the System as “diverse, intimate, and supportive.” Students can choose from 34 undergraduate degrees, 13 graduate degrees, and 13 pre-professional degree programs, with a student to faculty ratio of 15:1 and an average class size of 16. The University is home to more than 300 faculty members in the College of Science, Technology, Engineering, and Mathematics; the Hasan School of Business; the College of Health and Education; the School of Nursing; the College of Humanities, Arts, and Social Sciences; and Extended Studies. Independently accredited by the Higher Learning Commission, CSU Pueblo also maintains specialized accreditation in many academic programs.

The University is a recognized national leader in net-zero energy performance, with a 23-acre solar farm. The CSU Pueblo School of Nursing is ranked among the nation’s best schools for online degrees and certificates in the healthcare field in 2023. The Center for Cyber Security Education and Research at CSU Pueblo is designated by the National Security Agency and the Department of Homeland Security as a National Center of Academic Excellence in Cyber Defense Education. The undergraduate engineering program is ranked in the nation’s Top 100 by *US News and World Report*. The Hasan School of Business ranks in the Top 15 percent internationally through its accreditation with the Association to Advance Collegiate Schools of Business (AACSB). At CSU Pueblo, new programming at the baccalaureate, master’s, and doctoral levels has reinvigorated academic offerings, alongside a recent investment of more than \$75 million in capital renewal projects. CSU Pueblo has also secured more than \$23 million in external funding to launch programs and initiatives aimed at enhancing the student experience. Competing at the NCAA Division II level, CSU Pueblo is a member of the Rocky Mountain Athletic Conference and offers 20 varsity intercollegiate sports, providing opportunities to more than 580 student athletes. CSU Pueblo has earned two team national championships, more than 90 RMAC championships, and more than 100 national tournament appearances.

Mission

CSU Pueblo's success is measured by the resilience, agility, and problem-solving abilities of its diverse student population and the ways in which graduates are able to navigate work in a rapidly changing world.

Values

CSU Pueblo is dedicated to interdisciplinary learning and entrepreneurship that elevates our people and our community, creates educational opportunities, fosters unique collaborations, and supports inclusion, access, and affordability as a gateway to the world.

Guiding Principles

- Develop People
- Transform Learning
- Live Sustainably
- Cultivate Entrepreneurship
- Engage Place
- Build Knowledge
- Empower Students
- Impact Society

The Community

The 275-acre campus is located in the City of Pueblo, Colorado, a diverse community of more than 120,000 people, less than two hours south of Denver. Pueblo is a historically and culturally rich community, located in the heart of the state along the Arkansas River near the Wet Mountains of the majestic Sangre de Cristo range.

Pueblo enjoys ideal year-round climate with four distinct mild seasons, crisp mountain air and over 300 days of sunshine per year. Pueblo attracts outdoor enthusiasts to a full slate of summer and winter recreational activities, encompassing water sports at Lake Pueblo, biking or running along Pueblo's beautiful river trail system, golfing, playing tennis, hiking or skiing in the mountains to the west, or just enjoying the sun. Nightlife venues feature local and national artists performing at the Sangre De Cristo Arts & Conference Center, dinner and movie theaters, and local nightclubs. The Royal Gorge Bridge is less than an hour away. The region is heavily agricultural, with large and small scale farming and ranching, and a strong mix of service, retail, manufacturing, and technology industries.

The Position

CSU Pueblo seeks a skilled administrator with exceptional communication and interpersonal skills to serve as the chief administrative officer of the University. The president has general authority and responsibility for the strategic leadership and management of the institution and its resources, within the direction of the Colorado State University System Board of Governors and under the supervision of the CSU System Chancellor. The Board of Governors is nine-member Board appointed by the Governor of Colorado and confirmed by the State Senate. The CSU System mission is to support, enhance, and protect the unique missions of the CSU System institutions and encourage collaboration that benefits all students and Colorado. The CSU campuses include CSU Pueblo, the flagship CSU campus in Fort Collins, the fully online CSU Global, and the non-degree-granting CSU Spur public experiential campus in Denver.

The Opportunity

CSU Pueblo seeks an accomplished leader who understands the unique role and value of a regional comprehensive university and will engage, collaborate and inspire faculty, staff, students, alumni, and the surrounding community to achieve a shared vision of excellence.

Minimum Qualifications

- An earned doctorate or other appropriate terminal degree. (The search committee may, at its sole discretion, consider exceptional candidates with strong leadership backgrounds who do not possess a terminal academic degree.)
- Demonstrated success as a senior leader in a collaborative work environment, including building and leading high-level teams toward successful outcomes and operational efficiencies.
- Outstanding communication skills.
- Fiscal acumen with demonstrated success in navigating among shifting financial landscapes, aligning University budgets and strategic priorities, and fundraising.
- Commitment to and understanding of the mission and responsibilities of an historically federally designated Hispanic Serving Institution.
- A reputation for honesty, integrity, authenticity, and transparency as a basis for strengthening public trust and engaging the entire campus and local community in an atmosphere of collegiality and respect.
- Ability to understand, prioritize, and embrace the rich culture and diverse community of Southern Colorado and the surrounding region.

Preferred Qualifications

- Understanding of and commitment to shared governance.
- Strong commitment to CSU Pueblo's mission of access and student success, as well as demonstrated success in working with diverse communities and populations. A proven record of successful initiatives that serve students and faculty as well as the community is highly desired. In addition, experience with Hispanic Serving and Minority Serving Institutions is a plus.
- Deep understanding of the needs and culture of Southern Colorado and the role that public higher education plays in the region, including economic development.
- Ability to foster, grow, and sustain strong internal and external relationships for the advancement of the University, its students, and faculty. Demonstrated history of building community relationships and securing external revenue from individuals, corporations, foundations and government.
- Ability to work collaboratively and productively as part of the Colorado State University System, including work with the other system presidents, the Chancellor, and Board of Governors.
- The commitment, entrepreneurial skills, and ability to foster growth of the academic enterprise, ensuring its quality and competitiveness, as well as its contribution to economic development.
- Commitment to recognize, develop, recruit and retain talented faculty and staff.
- Understanding of the dynamics, current landscape, and most urgent challenges facing higher education generally and regional comprehensive institutions, specifically.
- An appreciation for the unique mission, programs, and role of CSU Pueblo in Colorado and in the national higher education landscape.

- Support for the academic success and wellbeing of all students, including student-athletes, and the success and long-term viability of CSU Pueblo's academic and intercollegiate athletics program.

Application and Nominations

The Search Advisory Committee invites letters of nomination and applications (letter of interest plus resume/CV detailing education and employment history). These should be submitted to CSUPuebloPresidentialSearch@colostate.edu by October 13, 2025, for full consideration. References may be requested as needed. Review of materials will begin immediately and continue until the appointment is made. This will be a confidential search in accordance with Colorado law, as has increasingly become the norm in higher education, to attract the most qualified candidates.

The Colorado State University System does not discriminate on the basis of race, age, color, religion, national origin, gender, disability, sexual orientation, veteran status or disability.