

CSU Pueblo Presidential Survey

July 31st 2023, 8:36 am MDT

Q1 - Please indicate if each of the issues below should be prioritized by CSU Pueblo's next president

(Responses ordered descending by immediate priority)

Issues	Not a priority		Long-term priority		Immediate priority		Total
Recruiting and retaining exceptional faculty and staff	1.74%	6	30.14%	104	68.12%	235	345
Technology infrastructure to support operations, education, and research	2.94%	10	30.59%	104	66.47%	226	340
Recruiting students	3.75%	13	34.01%	118	62.25%	216	347
Creating operational efficiencies (HR, procurement, etc.)	7.99%	27	33.43%	113	58.58%	198	338
Strengthening public trust	8.50%	29	35.78%	122	55.72%	190	341
Campus climate	8.19%	28	37.13%	127	54.68%	187	342
Community engagement, especially rural Colorado	3.52%	12	41.94%	143	54.55%	186	341
Degree completion	2.92%	10	46.94%	161	50.15%	172	343
Advancement (fundraising, government relations)	9.55%	32	48.66%	163	41.79%	140	335
Relevancy and rigor of academic programs	7.65%	26	52.94%	180	39.41%	134	340
Diversity, inclusion, and social justice	25.00%	86	37.21%	128	37.79%	130	344
Cost of attendance	9.59%	33	54.07%	186	36.34%	125	344
Institutional reputation and rankings	12.98%	44	52.80%	179	34.22%	116	339
Plant & facilities maintenance	14.37%	49	52.49%	179	33.14%	113	341
Public-private partnerships	14.84%	50	56.97%	192	28.19%	95	337
Alumni involvement	17.70%	60	57.52%	195	24.78%	84	339
Environmental sustainability	22.85%	77	56.38%	190	20.77%	70	337
Interdisciplinarity	26.61%	87	59.02%	193	14.37%	47	327

Q2 - Please indicate the importance of each of the personal attributes listed below for CSU Pueblo's next president.

(Responses ordered descending by extremely priority)

Attributes	Not at all important		Slightly important		Moderately important		Very important		Extremely important		Total
Honest	2.29%	8	0.57%	2	1.71%	6	14.29%	50	81.14%	284	350
Dependable	2.01%	7	1.15%	4	3.44%	12	21.20%	74	72.21%	252	349
Transparent	2.58%	9	0.86%	3	6.88%	24	19.48%	68	70.20%	245	349
Respectful	1.74%	6	0.58%	2	5.22%	18	24.93%	86	67.54%	233	345
Authentic	2.86%	10	1.14%	4	6.00%	21	30.00%	105	60.00%	210	350
Collaborative	2.59%	9	2.02%	7	8.65%	30	29.97%	104	56.77%	197	347
Open-minded	2.31%	8	2.59%	9	10.66%	37	28.53%	99	55.91%	194	347
Resourceful	1.45%	5	3.48%	12	9.28%	32	36.52%	126	49.28%	170	345
Motivating	0.87%	3	3.48%	12	13.91%	48	33.04%	114	48.70%	168	345
Thoughtful	2.05%	7	3.23%	11	12.32%	42	37.54%	128	44.87%	153	341
Compassionate	2.31%	8	3.76%	13	15.90%	55	33.82%	117	44.22%	153	346
Intelligent	1.73%	6	1.15%	4	12.39%	43	40.63%	141	44.09%	153	347
Enthusiastic	1.45%	5	4.64%	16	18.26%	63	32.46%	112	43.19%	149	345
Decisive	1.45%	5	3.49%	12	14.53%	50	48.55%	167	31.98%	110	344

Q3 - Please indicate the importance of each of the abilities listed below for CSU Pueblo's next president.

(Responses ordered descending by extremely important)

Abilities	Not at all important		Slightly important		Moderately important		Very important		Extremely important		Total
Communicate effectively	0.31%	1	0.63%	2	4.39%	14	29.47%	94	65.20%	208	319
Engage with the university community (students/faculty/staff)	0.93%	3	0.93%	3	6.85%	22	32.71%	105	58.57%	188	321
Ability to leverage system support and resources to strengthen CSU Pueblo	1.26%	4	0.95%	3	11.67%	37	29.97%	95	56.15%	178	317
Align institutional budget(s) with strategic priorities	0.96%	3	1.27%	4	11.15%	35	33.12%	104	53.50%	168	314
Understand issues facing public higher education	0.94%	3	1.89%	6	11.95%	38	32.39%	103	52.83%	168	318
Prioritize competing demands/priorities	0.32%	1	0.95%	3	10.41%	33	39.43%	125	48.90%	155	317
Set and accomplish goals	0.32%	1	0.95%	3	9.49%	30	42.09%	133	47.15%	149	316
Address issues of inclusion, equity, and social justice	10.09%	32	8.52%	27	18.93%	60	27.44%	87	35.02%	111	317
Ability to align the campus with regional needs and overall system strategic vision	0.95%	3	2.86%	9	20.32%	64	42.54%	134	33.33%	105	315
Engage shared governance processes	0.96%	3	4.17%	13	25.64%	80	36.22%	113	33.01%	103	312
Engage with individuals OUTSIDE the university	0.95%	3	6.62%	21	23.97%	76	37.54%	119	30.91%	98	317
Ability to strengthen relations with system campuses (CSU Spur, CSU Global, CSU Ft. Collins)	0.94%	3	7.86%	25	22.64%	72	38.99%	124	29.56%	94	318
Build consensus	0.94%	3	3.14%	10	26.73%	85	39.94%	127	29.25%	93	318
Administratively align CSU Pueblo as a campus of the CSU system (human resources, marketing, facilities, etc.)	4.10%	13	7.89%	25	29.34%	93	29.97%	95	28.71%	91	317

Q4 - Please indicate the importance of the experiences listed below for CSU Pueblo's next president.

(Responses ordered descending by extremely important)

Experiences	Not at all important		Slightly important		Moderately important		Very important		Extremely important		Total
Experience aligning university budgets and strategic priorities	1.26%	4	1.58%	5	15.14%	48	35.65%	113	46.37%	147	317
Experience building and leading high-level teams	1.59%	5	1.59%	5	13.38%	42	38.54%	121	44.90%	141	314
Experience with diverse students, faculty, and staff	2.83%	9	9.12%	29	15.41%	49	29.56%	94	43.08%	137	318
Experience working with diverse communities	3.19%	10	7.99%	25	18.53%	58	27.48%	86	42.81%	134	313
Leadership experience at a public university	1.88%	6	6.88%	22	20.00%	64	36.88%	118	34.38%	110	320
Leadership experience in community engagement	2.20%	7	4.40%	14	21.07%	67	38.99%	124	33.33%	106	318
Experience in successfully fundraising in higher education	0.96%	3	4.15%	13	23.00%	72	40.26%	126	31.63%	99	313
Experience working with state legislative processes	1.91%	6	4.46%	14	20.38%	64	42.68%	134	30.57%	96	314
Experience with enhancing system-wide partnerships	1.62%	5	7.77%	24	20.39%	63	42.72%	132	27.51%	85	309
Leadership experience at a regional comprehensive university	3.45%	11	8.78%	28	26.33%	84	34.17%	109	27.27%	87	319
Experience building public-private partnerships in higher education	3.15%	10	6.62%	21	23.34%	74	41.96%	133	24.92%	79	317
Experience with Division II athletics	15.77%	50	15.46%	49	33.75%	107	23.34%	74	11.67%	37	317

Q5. Do you have any additional input regarding the search for CSU Pueblo's next president?

The university is made up of good students and good professors. Is important to support the first with scholarships and grants if they have an outstanding level. Professors are the key part of a university, and they have to be able to exercise their position without interference. Good academics guarantee students. Also, there should not be unjust impositions on the students or professors. The new president has to have this in mind.

willingness to work hard for the good of the University/System and to accept help if needed. Team player yet still be the leader. Needs to be able to accept criticism and learn from it.

need someone who is business-minded and not afraid to make staff members accountable. And don't give 'power' to individuals who will abuse it and use it for their own personal motives.

I recommend that if a strong local candidate emerges, he/she be given the utmost consideration.

Experience with "cleaning house" and not afraid to clean the house!

preferably a minority President with strong HSI Leadership that can serve our student population.

Experience as a faculty member, preferably with substantive research experience, preferably with awards for teaching, research and service at previous higher educ institutions. Communication skills very important, but must not be too jargonized (e.g., don't use trite verbiage like 'leader' ad nauseum - collaborative, substantive, nontrivial experiences much more important than 'leadership', whatever that means)

Experience of caring about community and college. Treating everyone equal and fair

Tim has been great. Pick someone who will move the university forward from here, not backward.

need for a President who is fair and ethical and who will hire qualified people not people in their friendship circle. One that realizes this university is top heavy

Understand that the faculty is the school's most important asset (not football, not the brick & mortar) consequently it is incumbent upon administration to select them based on merit and ability to teach! Based on all the distractions and political garbage infiltrating most college campuses today, I would refuse a full scholarship to Harvard!

Spend monies where necessary not on irrelevant people/positions

Please no current Cabinet members. We need to retain staff and students. We need a better perception in the community.

Please no current Cabinet members. We have lost over 179 employees and 44 are on Family Medical Leave. This is too many employees for a campus our size. We need to retain employees. It is hurting the students, staff, and community.

Should appoint Donna Souder-Hodge; she works the hardest at the school and understands what CSUP needs and how to get it.

Find an administrator from Fort Collins who has a broad knowledge of the system and how to integrate the two institutions effectively. A close Fort Collins-Pueblo alliance could allow for a quick, but very effective change that could benefit both campuses relatively quickly. There are many areas that currently and unnecessarily duplicated, President Mottet's time as president has been a real game-changer for us. He's been genuine and full of big ideas that pushed us in the right direction. We've seen more students join us in the later years and had the resources to make our campus even better, all thanks to his forward-thinking approach. COVID was a difficult time and he navigated it well for our campus. However, nobody's perfect. Handing a lot of power to [REDACTED] was a move that didn't pan out as well as we'd hoped. [REDACTED] has put monumental effort when it comes to getting things done, but the teamwork aspect has fallen short. It has felt as though she has seized control and been pushing through her agenda without the collaborative approach we need. This mismatch was a bump in the road for Mottet which has likely been a contributing factor to his departure. We need a new leader who can stand firm and make well-informed choices, while also taking everyone's opinions into account. We've got to remember that while short-term success is great, we're also playing the long game and that the mission and vision of Vision 2028 was authentically

created by the Pueblo campus community. The guiding principles run deep. Our next steps should be a blend of celebrating small victories while keeping our eyes on the future evolution of higher education. We need to foster a culture where everyone feels heard and valued, making sure we hit our targets while keeping our community strong. We've learned some important lessons from Mottet's time in charge, we've also achieved a lot. As we welcome new leadership, I hope we can use these experiences to keep pushing forward.

First and foremost, someone who truly cares about the students and their experience and completion of their degree. Someone who desires to be a part of the Pueblo community - that's extremely important for someone in this role. Someone who appreciates the ENTIRE campus community and the strengths that the staff bring. Someone who does not rely on only one person to advise them, the next leader needs to be someone who brings various constituencies together and doesn't divide campus or shut out the community.

No. Thank you for asking. I think President Mottet embodied most of the qualities I am looking for in a leader of this institution and I am incredibly disappointed he will no longer be our leader.

Keep all the best traditions & practices going!!! Somebody with experience, diversity, excellence to bring to the job.

The new President needs to be willing to listen to the voice of faculty directly. There are significant problems with leadership at both the Department Chair, Dean, and Provost level, and the continued condoning of decisions made by these leadership members as a rubber stamp of support while ignoring the importance of the faculty voice will continue to damage morale at the university as it has for many years running. Please provide a safe outlet and actually listen to the faculty who are having difficulties with each of these levels of leadership.

Human resources office is an unethical disaster. Student success and empowerment are not considered by any upper leadership. Ego-centric narcissists have governed many programs, departments, and all leadership. Cut-throat exclusion and covering yourself are the primary goals of leadership. Students have been injured with the lack of functional advocacy.

We want a university president, who supports students, faculty, and staff while also supporting shared governance, transparency, respect, compassion, and embraces diversity. We also want a leader who does not support cronyism.

I think that it might be time to think outside the box and get a President who understands the importance of truly connecting with students, while ensuring we are offering a quality educational experience. We currently do well in maintaining standards, but in many universities, there is a push to pass students, even when they haven't done the work. When you start doing that, employers notice and a college degree begins to mean less, which diminishes the impact that having a degree currently has. I think that the next President needs to focus on admissions and what is keeping students from ever even starting at CSU-Pueblo and then also provide more basic classes to ensure that students are equipped to finish the journey once they start it.

Experience hiring the most qualified and not just friends and family. Look at the current Facilities, Mass Communications, and President's Office

We need someone to evaluate the structure and other leadership positions that were created under the previous president, specifically in student affairs and campus facilities/communication/marketing

I want a president that actually remembers my name. I'm tired of working effortlessly for a leadership team who views us--the staff & faculty--as an afterthought. Without us, it'd be VERY hard to actually run the institution. I want a leader who makes me feel seen, valued, and remembers my name! Not a politician, someone speaking their own agenda, and makes a VERY noticeable division between "them" and "us".

██████████, and the bunch of high school educated co directors of facilities needs to go. If you want to board up the windows at CSUP naming her president will achieve that.

We need someone who can navigate the unique community of Pueblo, which is very different from the northern Front Range both in terms of demographics and culture. We have lost an enormous number of connections, influence, and importance in Pueblo county over the last several years. We need someone that can navigate this and truly understands the needs of the region we serve instead of creating a vision to serve the people of the southwest without providing the academic and social support systems needed to serve the types of students this really is.

Someone who is ethical and fair - no favoritism. One who will fill positions based on knowledge and ability instead of having to be in the select group

We need somebody who ENGAGES the entire campus in defining and evolving what CSU Pueblo is and will become. Somebody who "leads from behind" and empowers others in support of their best work.

CSU-Pueblo is a smaller university that does not justify having any assistant deans external to Academics. Student Affairs does not serve the required number of students to justify Asst. Deans. In comparison to other universities this size, CSU-Pueblo would be best structured with only 1 Vice President. A more cost effective and efficient organizational structure of an institution this size would operate more efficient with Executive Directors rather than Vice Presidents. There is a high degree of ineffective financial resources within human resources and business financial services in which these departments can be legally and more effectively handled by the CSU System rather than at CSU-Pueblo

In my experience working for CSU Pueblo, there is a lot of separation between departments. I believe that in order to grow this University we need to put aside our personal opinions or how things are supposed to work on our departments and commit to creating an atmosphere that seeks growth. I struggle to believe that we are advancing by working so far from each other. I would like to consider a president who values business relationship.

We need someone who does not favor the people in his/her "click". Someone who will help employee/campus moral

Someone with a good moral and ethical compass.

A president who realizes that we do not need so many deans and assistant deans to run a college properly but an effective small team of maybe a vice president treasurer and an IT representative to make decisions. Right now, there is too many hands in the cookie jar.

Fair and honest - not scared - like current and past presidents that have hidden in their office

Next President should NOT be currently affiliated with CSUP, should NOT be from Pueblo, should NOT be from the world of business, but SHOULD currently be an academic leader in an institution similar to, or more selective than, CSUP.

We need someone who is not afraid to promote the great attributes of CSU-Pueblo. This seems to be a big issue for whatever reason.

Vision for rebuilding a decimated faculty and academic culture that inspires and leads student achievement and thriving.

I believe some of these are less important because there are team members here on campus who focus on those areas. I think personality and drive traits are extremely important in a president. We want to feel like we can connect with the President and that they rally people around them to accomplish goals.

Must completely understand that the primary purpose of the university is to teach and equip students with relevant information and skills to succeed in our country and as a member of this world. This next president should act with the knowledge that real, tangible skills and abilities necessary for building this nation, maintaining this nation, and defending this nation matter far more than luxury ideologies like DEI and feminist gender studies / perpetual victimhood theories.

I feel like administration has gotten too heavy the last few years. Possibly a leader who will streamline some of those mid-level jobs. A president who is interactive with staff as well as faculty and students.

New president must avoid only selecting friends and cronies. That really worked against current president, but he was only comfortable with a certain kind of person, mostly white women.

The new president should not only have experience with working with diverse minorities but should be one.

Pueblo is a unique city, it's not like the rest of Colorado and very different to Fort Collins. We need a president who is from the community and understand Pueblo. You should begin the search locally. There is also no room for politics in higher education. The focus should be on the students, and hiring politicians and making political stands causes the university to alienate itself from the community.

I feel that the president must first engage with his faculty and staff; getting to know who he is working with and for. The personal connections are so important.

It needs to be someone from the outside who brings new ideas and perspectives

I nominate Derek Lopez as the next CSU Pueblo president.

I think it's time for someone decisive who can trim some fat, make some tough decisions, and bring in big money to knock down Belmont hall, figure out the bonds on the residence halls, focus on funding growth programs and enrollment efforts to get the university financially sound

Operating the university as a business is critical. Middle of the road politics would be nice.

One who promotes traditional values of education

Administration and faculty have always had a fragile relationship, at best. Faculty at CSU-P feel undervalued due to low pay, regardless of the cost of living in Pueblo. This is the elephant in the room.

As past chair of the CSU Pueblo Community Advisory Board for the School of Nursing, I want a president who is supportive of the nursing school and who understands its importance and complexities in this time of a nationwide and local shortage of nurses.

Colorado resident would be preferable.

New president needs courage. Needs an understanding of the community within the institution and in the region

Yes. Getting faculty salaries to market level should be the no. 1 priority. This can be done, but the new pres. will have to drastically reduce athletics and admin bloat. Faculty have to come first if we're going to recruit, retain, and build a sustainable univ. What we're doing now isn't working. Faculty have left in droves, and many more want to leave. The salaries are humiliatingly low--but we pay huge salaries to folks who matter the least: admin and athletics. Here's a challenge for the new pres.: commission an outside audit to see if admin and athletics bring in revenue. Do they attract students to campus? I know the answer to this question--they don't. It's to put faculty and academics first.

They should focus on being a better serving HSI as well.

Please make it an external hire.

They should be ready to look at CSU Pueblo with a Quality Improvement lens. There are many processes that need improvement and departments that run inefficiently. That needs to change, and the next president should be prepared to take on that task immediately. They also should be ready to tackle department collaboration. There is extremely high turnover due to bullying, departments not getting along, bulldozing, etc. and the next president needs to be focused on unifying the area, even if that means having tough conversations with lifers here. It'll help retaining quality staff and faculty.

Instead of trying to put lipstick on a pig, might be more helpful to first address the foundational problems with the school before trying to promote big strategic initiatives.

Needs to be fair, and avoid clicks in their hiring practices

Someone who is going to be fully for free speech on campus and not shut anything down unless it is a direct threat and goes against the 1st amendment and what it states.

The next president should be transparent with staff and students. They should also be open to criticism and willing to listen to ideas students and staff bring to better the university.

Because we are an HSI university, it is important that the next president either mirror the Hispanic community or greatly understands the Hispanic culture.

Be a President who doesn't have to be heavy in top administration

Experience is important but not necessarily specifically in higher education. A strong government or business background has proven to work at other institutions of higher learning.

Look for one who understands how to work with nursing and allied health programs; one who "gets" that, although expensive to operate, these programs bring revenue to the university through enrollments in gen ed and differential

tuition; one who supports innovative programming.

System needs to be part of selection and review of president once in office. Talking to high level employees only gets what you want to hear. Talk to lower-level employees with promise of anonymity.

Getting CSU Fort Collins more involved in support alumni relations and foundation needs. Developing a mini-CSU Spur at the Colorado State Fair. Hiring an individual that wants to make Pueblo their final stop. Improved Alumni relations.

Needs to seek advice from people other than cabinet. Avoid making decisions without consulting the leaders who have boots on the ground and are impacted by their decision.

This needs to be a full, national search. CSU Pueblo is a microcosm of Southern Colorado. It is extremely parochial. This place needs new ideas, fresh energy, lots of goals. We cannot simply hire someone who has been with CSU Pueblo and is from Pueblo because they know local issues. We need ideas that can change the way things are done and not continue with the old path. Our current strategic level administrative teams have been at CSU Pueblo for a decade or more. They have not provided the solutions we need. If anything, they are contributing to an exodus of mid-level administrators because of their leadership style. We should not elevate these individuals to the position of President. A full, national, competitive search is appropriate to lead CSU Pueblo into the future.

CSU Pueblo is uniquely situated in a working-class community with a deep connection to the Hispanic/Latinx culture of the region. As an HSI, it would behoove the system to search out a President who can advance our mission as an HSI and prioritize advancement targeting Latinxs as one of the fastest growing college-going populations to achieve Vision 2028 goals of becoming the people's university of the Southwest.

Look at the community see what programs would help Pueblo rather than just looking at salary rates for programs

We need someone who will initially listen more than they talk. Our campus has had tremendous change over the last several years. We need someone who understands that and is willing to lead us through additional changes with that in mind.

We need the next president to be supportive of Open Educational Resources (OER)

Find someone who understands that prestige comes after function.

CSU System should eliminate the position and employ a president for the entire system instead of for individual colleges.

Give president much less latitude to build bloated administrative teams; align CSU Pueblo with CSU Global. The population in Pueblo is shrinking and you are certainly not going to recruit students outside of the region. Merger with CSU Global is a priority.

Search for a leader with a background in the basic sciences, e.g., chemistry, biology, math, physics

Someone from the outside not a current "insider." We need fresh leadership.

I am alumni class of 1997 and an adjunct professor for the department of nursing for the past 5 years. I believe CSUP needs someone who has all of the above attributes including a commitment to community and to place the university at the forefront as a dynamic institution, attracting to recruit quality instructors.

CSU's next president should be aware of the technological advancements being made, and consequently how to advance the university and prepare its students for this competition. We don't need a person who is out of date with technology and doesn't recognize that this needs action.

They need to be knowledgeable about OER initiatives as it is cheaper for us students, more readily available than traditional textbooks, and finally really helps with DEI/JEDI initiatives.

As a long-time employee of CSU Pueblo, I'm seriously questioning whether we need a "traditional" university president who has worked their way up through higher education leadership positions. CSU Pueblo may be better served by someone with strong community ties and extensive service experience in the public sector. The world of higher education is rapidly changing, and, with the right leadership, CSU Pueblo has the potential to distinguish itself as a university that truly serves the people of its community and region. Pueblo has so much potential to grow,

attract new industries, etc., and an effective president at CSU Pueblo can help make the community thrive.

This President needs to only appoint duties to those below him based on their experience.

There are certain individual(s) going for power grabs at the moment, they are both in upper administrative positions. If either of those individuals were chosen, it would negatively impact the entire campus.

The continuity of some of the processes started by Dr. Mottet is vital to the school's vision and long-term sustainability. The next president should be open minded to carry on with those initiatives but at the same time bringing new ideas.

To hold LGBTQ+ and women's rights, safety, and health highly important and close to their values in a country that is slowly taking rights away from minority communities.

The new president should not be insulated from faculty, students, staff, and retired faculty. Your retired faculty could bring a wealth of recruitment experience to the table. Use Them!

I find experience is not as important as the willingness to learn and change techniques and policies as they learn.

The next president needs to clean up processes and improve employee morale. Years of demoralization are causing people to leave. This new person needs to cut the fat and spend where it matters. The cabinet needs to be gutted and replaced. Listen to your people. We are hurting and we want to work hard but we can't do well under a dictatorship where our expertise doesn't matter.

Someone who understands, can relate to, and that will put people in upper administration positions that reflect our student population, can relate to their background, culture, and understands and can help alleviate the obstacles they face.

My hope is that the new President understands the important work that needs to be done to truly serve Hispanic students at a Hispanic serving institution. This means setting goals to align all academic and non-academic practices to ensure that we are serving our students and not just enrolling. Enough focus has been put on enrollment, but not enough is being done to address retention of our students and staff.

Please ensure assistant professors are a part of the hiring committee, too, not just elite faculty and staff

It is imperative that CSU's next president understand what 'servingness' looks like at an HSI and has the courage to implement it to help the community thrive.

Needs to stay for 10 years.

Someone interested in developing people, who understands or is willing to learn the needs of the community

A university of higher education must be a leader in the community. Given the state of climate change, CSUP and other institutions will be asked to give solutions to problems and not be one of the sustainability problems. CSUP needs to be an example of how medium to large institutions should operate sustainably. We should challenge every employee to think outside their long-seated belief systems and comfort levels to explore new ways of living on a fragile planet.

If the next CSU-Pueblo president wants to be successful, they need to kill the work from home for all of campus across the board. The inequalities across campus are at an all-time high because of this. Also, the current administration has taken a model of choosing who gets giant raises and favoritism to a new low...there shouldn't be this many people making 6 figures working at this University. There are a lot of overpaid people, while the people who are here on a daily basis are underpaid. The gap between the top and bottom is also at an all-time high and that shouldn't be the case at a University our size.

Need to look out for the longevity of the University and not spend university grants/funds on projects that will not immediately benefit the college.

That he understands the population of southern Colorado. Many of the students are from this part of Colorado, many rural and families have been in Colorado for over 100 years.

Please consider diversity when picking this position - CSU system keeps adding white people. we are not enhancing diversity. It will also not do this campus any good to choose someone from a larger school that does not know how

to do any of the work for themselves - they tend to leave quickly and become overwhelmed at how many "hats" we all wear

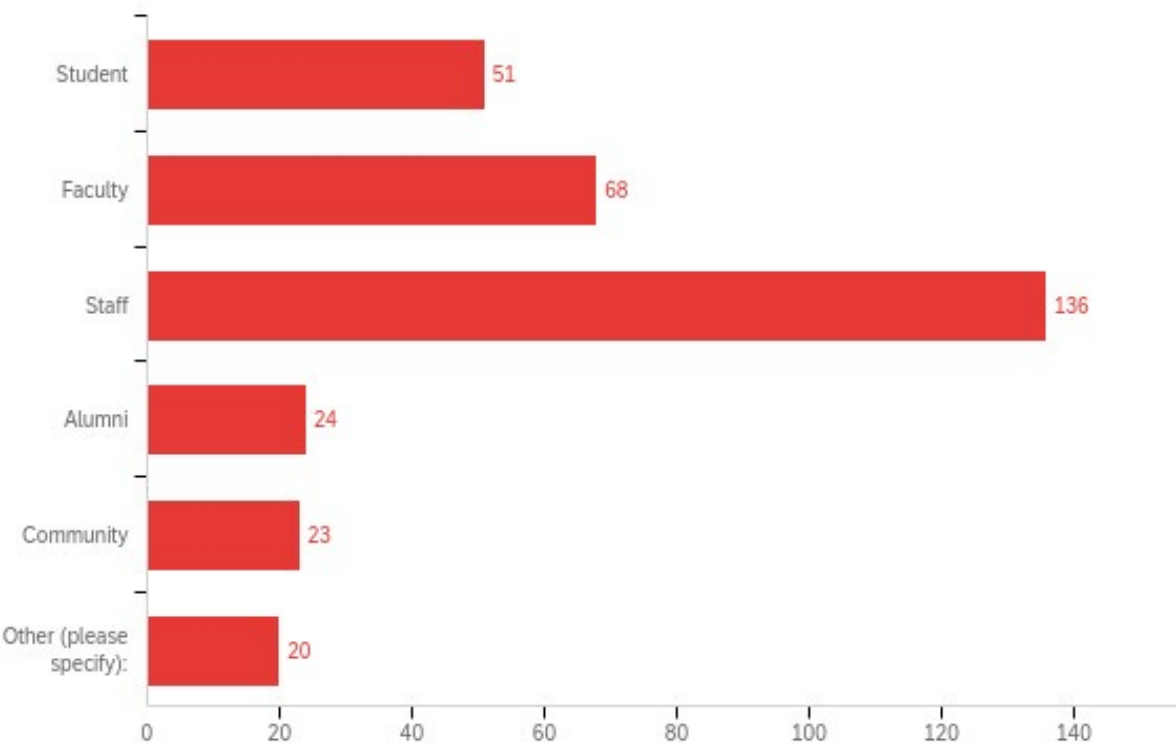
Do not engage in diversity hiring. Look for someone who is completely qualified, whoever that may be and whatever their background is

I hope that they will be as open minded and resourceful as Mr. Motett. He has always been an open ear for the school, and I hope the next president continues building a strong relationship with the student body as Mr. Motett has and not holed up where no one will see/know what they are doing to contribute to the school. Very sad Mr. Motett is leaving.

The ability and passion to assimilate into the Pueblo community.

pay instructors equally; there is a significant disparity between President and lecturer

Q6 - How would you best describe your current affiliation with Colorado State University Pueblo? (select one)



Affiliation	%	Count
Student	15.84%	51
Faculty	21.12%	68
Staff	42.24%	136
Alumni	7.45%	24
Community	7.14%	23
Other (please specify):	6.21%	20
Total	100%	322