

#VISION
2020

FALL 2019 Convocation

August 19-23, Colorado State University-Pueblo

A Campus on a Mission.

Cultura. Gente. Comunidad.





From the President

Campus Community,

Welcome to the fall 2019 semester. I hope you had some unstructured time this summer that allowed you to reconnect with family and friends and invest some time in taking care of yourself.

We are a "university on a mission." I'm very proud of the work we have completed, and I am excited about the work that's in front of us.

This past year, we worked through some very tough challenges. We managed a critical accounting error dating back almost two decades that included changes to personnel and reporting structures; we managed a \$2.7 million FY20 budget reduction through incentivized retirements, natural attrition, and a targeted and limited reduction in staff. But, together we successfully...

- Graduated over 836 graduates in an on-campus, all-employee hosted commencement ceremony.
- Developed a new vision based on the bold idea of becoming the people's university of the southwest United States.
- Broke ground on a state funded \$16.8 million renovation project that will transform the Psychology Building into the new Center for Integrated Human Health and Humanities.
- Increased "new student enrollment" (1,061 new freshmen and transfers) by more than 4 percent and increased student retention from 63% to 68% over prior year.
- Were invited to serve as a Reisher Scholarship campus that will provide our students with an additional \$200,000 in scholarships for FY20.
- Received a \$3.75 million Hispanic Serving Institution Programs 5-year cooperative grant award through the Department of Education to fund transfer advising and teacher education initiatives.

This semester, we will begin to fully implement Vision 2028 in order to create a differentiated student experience, target new student populations, and reimagine the way we do our work. Today, our mission is to serve our students. We must meet their needs in and out of the classroom and remove the barriers that keep them from persisting and earning their degrees.

Convocation week offers us an opportunity to professionally recharge, connect with our colleagues, and plan the year ahead. I encourage you to take advantage of this time together. Share your ideas, your voices, your expertise, and your hope for our future.

Thank you for all that you do to support our students and each other. Let's have a good year.

Best wishes,

A handwritten signature in black ink that reads "Timothy P. Mottet". The signature is written in a cursive, flowing style.

Dr. Timothy P. Mottet
President, Colorado State University-Pueblo



Academic Excellence at CSU-Pueblo

Dear Colleagues,

It is my pleasure to welcome you to a new academic year and thank you for a wonderful first year. I am hopeful that you have had a restful and rejuvenating summer and are ready for another year of dedicated teaching, advising, service, and research. As we all know, Higher Education is not the same environment it was a few years ago. It has become a dynamic environment where for us to remain relevant, we have to be willing to examine where we are and adapt quickly to the needs of the market place. In doing so, we will need to work together on many fronts, including the following:

1. Identify best practices and policies and provide opportunities for professional development for faculty and staff to create a work environment that is conducive to employee satisfaction and student success.
2. Thoroughly review curricula and delivery mechanisms (Online, Hybrid, Traditional ...) including general education and capstone experiences to identify needs, reinvigorate our programs, and align them to market needs and student demand.
3. Be innovative and identify opportunities for growth, including cutting edge programs that cater to the market targeting professional graduate programs and completion degrees that serve nontraditional populations.
4. Obtain external resources and grant funding to support scholarship, creative activities, and opportunities for engaging students in high impact practices.
5. Focus on engaging students through balanced advising and mentoring; providing guidance and support, while empowering students throughout their educational journey.

The previous academic year saw progress on many of these priorities. One priority for CSU-Pueblo is the creation of a **satisfactory and rewarding work environment** that is conducive to academic excellence and student success, while **financially sustainable**. I was glad we were able to allocate funds towards **faculty equity** in 2018/2019 with a promise to continue these efforts in the future. The provost office will continue to promote equity, support professional development, increase internal funding for scholarship and creative activities while balancing the diverse interests of faculty from all disciplines. These will be facilitated through the increased efficiencies in delivering academic programs and other services as well as entrepreneurial activities of the faculty and departments and seeking external funding.

Last year, we started work on the renovation of the Psychology building aiming for a model for **Integrated Human Health and Humanities**. This integration model represents an approach to interdisciplinary collaboration at CSU-Pueblo. It is also in line with our **Vision 2028** and the guiding principles that will shape our future through the next decade. With the expanded academic needs for Vision 2028 and the requirements for HLC accreditation, the Provost office had to increase its capacity to support academic units and faculty. Hence, the following low cost, high impact changes, will be in effect this academic year:

1. Duties related to accreditation and implementation of Vision 2028 will be covered as follows:
 - Dr. Caprioglio will support accreditation and assessment as Executive Director for Assessment and Institutional Effectiveness (0.75 FTE).
 - Dr. Vandenneuvel will serve as Executive Director for Undergraduate Studies (0.75 FTE). This position will support Vision 2028 academic initiatives focused on student success.

2. Dr. Susan Belpert will serve as Director for Graduate Studies (0.5 FTE). She will work with the Graduate Studies Board to enhance our graduate programs.
3. The Office of Research and Sponsored Programs (reinstated with support from the Indirect Cost recovery from grants) is led by Dr. John Williamson (0.75 FTE) and Ms. Nicole Quartiero (0.25 FTE). It will facilitate grant identification, submission, and compliance.
4. The Center for Honors and Leadership, under the leadership of Dr. Volk and Ms. Shelly Moreschini, will administer both the Honors and the President Leadership programs allowing for synergies, collaboration, and effective use of resources.

Last year also saw many successes on the front of the academic programming. We gained approval for and started our first Doctoral program with the **Doctorate of Nursing Practice (DNP)**. This new degree reflected the determination of our graduate nursing faculty and their efforts led by Drs. Kalevela, Franta, and Belpert. Dr. Foust led efforts to create a **BS degree in Health Sciences** aimed at increasing retention and providing alternative career options to students interested in the Health fields. The newly restructured **School of Nursing and Health Sciences** will house this new degree. Dr. Folkestad and Prof. Steffen worked diligently with CHASS faculty to develop a new completion degree as a **BA in Humanities and Social Sciences** that will help many students reach the final destination of a college degree. Dr. Reilly Sandoval and the faculty of the Social Work program are having an excellent start for the new **Master of Social Work (MSW)** program in fall 2019. The Division of Extended Studies, led by Dr. White-Davis and collaborating with a multidisciplinary group of faculty developed a **new online degree**, designed for adult learners.

Moreover, we expanded our **online offerings** with new online courses and programs. The Teacher Education Program (TEP) will be offering the **Master of Education program online** in the fall 2019 semester, which came to fruition through the efforts of Dr. Piquette and the TEP faculty working with Extended Studies. These online offerings reflected the entrepreneurship of many faculty and staff and a spirit of collaboration within academic affairs. Incentives from such innovations are available to the academic units and will **support various faculty development, scholarly and creative activities**. We have also started initiatives focused on student success, including those targeting **remedial education in English and Mathematics** through the efforts of the English and Mathematics faculty and the leadership of Drs. Eskew, Chacon, Folkestad, and Lehmpuhl. These changes and newly developed and implemented programs were facilitated by the hard work of members of the Curriculum and Academic Programs board led by Professor Nichols.

On the crucial accreditation front, we received favorable accreditation decisions on programs in **Business and Nursing** thanks to the efforts of the faculty and leadership of Drs. Raymond, Shah, Kalevela, and Franta. We submitted an interim report to the HLC and commenced preparing for our next HLC accreditation visit in 2020. The HLC work led by Drs. Caprioglio and Calhoun-Stuber required collaboration from all faculty and staff across campus and the support of the **faculty senate** under Dr. Massey's leadership.

As we start the new academic year, I want us to be aware of the work that lies ahead, proud of what we have accomplished over a short period and excited about what we will achieve in the future for our students at CSU-Pueblo. Thank you for all your dedication and hard work. I look forward to working with all of you over the coming year.

Best Regards,



Mohamed Abdelrahman, Ph.D.
Provost and Executive Vice President for Academic Affairs
Colorado State University-Pueblo

FALL 2019 CONVOCATION SCHEDULE

MONDAY, AUGUST 19

CAMPUS WILL BE CLOSED FROM 8:30am-11am

8:30-9am Reception and Light Breakfast OSC Ballroom Foyer

9-11am Opening: A CAMPUS ON A MISSION, President Timothy Mottet OSC Ballroom

At this opening session, we will (1) Recognize employees, (2) Provide the campus with a comprehensive update on Vision 2028, (3) Introduce campus wide initiatives that will enhance how we serve our students and cross all aspects of the campus. In order to honor our commitment to developing people, all members of the CSU-Pueblo campus community should plan to attend the opening session of Convocation 2019. CAMPUS WILL BE CLOSED FOR THIS EVENT. Please operate your offices with minimum staff and coordinate with student workers, as necessary. Open to the public.

11am-1pm Lunch Break, On Your Own

1-3pm Academic Excellence, Provost Mohamed Abdelrahman OSC Ballroom

All academic faculty and staff should plan to attend this innovative session with Dr. Mohamed Abdelrahman. Featuring remarks by Dean of Student Affairs, Dr. Marie Humphrey.

TUESDAY, AUGUST 20

8-9am President's Open Office Hours OSC, Fireplace

Join the President and members of his cabinet in "Open Office Hours." Ask questions, seek counsel, or simply listen and learn about big ideas happening at CSU-Pueblo during the 2019-2020 Academic Year.

8am-5pm Department/College/Unit Meetings Various

Please check with your chairs and directors to confirm these meetings. All college meetings will include an opportunity for faculty and academic staff to meet the Provost and his team, ask questions, and consider possibilities for academic and professional development during Academic Year 2019-2020.

9am-12pm CEEPS Faculty Meeting LARC 108

9:30-11:30am CSM Faculty Meeting CHEM 104

10am-12pm CHASS Faculty Meeting GCB 111

8am-4pm HSB Faculty Meeting HSB 113/108

3-5pm Library Faculty Meeting LARC 317

4-5pm Extended Studies Employee Meeting LARC 108

5-7pm All Employee, Family Reception with ThunderPup Sports Clinic Rooftop, Leomiti Center

Join us for an exciting evening on the Leomiti Warrior Center Rooftop at the ThunderBowl. Watch our student athletes practice, enjoy video and music on the ThunderTron, and hear more about upcoming sporting events. This casual evening is sponsored by ThunderZone, Pepsi, and RMC Distributing, and it is free to employees and their families with an RSVP. Enjoy pizza, beer, and Pepsi – and an opportunity to network with your colleagues and their families, and have your children enjoy a ThunderPup sports clinic. RSVP to the Office of the President by calling 719-549-2804 or by email to lee.templeton@csupueblo.edu by August 12, 2019.

WEDNESDAY, AUGUST 21

7:30am-1pm Lunch Registration Desk OSC, Foyer

All regular full and part-time employees are encouraged to check-in, learn about events for this year's convocation, and pick-up a lunch ticket. You must have your staff ID in order to pick-up the FREE ticket. Employees will only be given their own ticket.

8-8:50am Academic Session: Institutional Effectiveness OSC Cottonwood
Join the Institutional Effectiveness Committee (IEC) for an update on campus assessment and planning. This includes a review of the recent Interim Report to HLC and a roundtable discussion of the expectation for faculty roles in continuous improvement as we head toward our November 2020 HLC comprehensive site visit. All faculty are encouraged to attend.

9am-12pm EXHIBIT HALL OSC Ballroom
Visit the #VISION2028 Exhibit Hall and learn more about the dozens of services, departments, programs, support systems, and academic opportunities available at CSU-Pueblo for faculty, staff, and students. Human Resources will be available in order for new and returning faculty to sign contracts and offer letters – or ask questions about any HR-related issue. Faculty & Staff Photos will also be taken for phone and web directories at the Exhibit Hall.

9-10:45am Assessment is Learning OSC Cottonwood
Come for an active session on curriculum mapping for the assessment cycle with University of Northern Colorado Director of Assessment, Kim Black. Share ideas and work together with your faculty department colleagues to look at curriculum and plan for improvement. All faculty are encouraged to attend.

10-11am President's Open Office Hours OSC, Fireplace
Join the President and members of his cabinet in "Open Office Hours." Ask questions, seek counsel, or simply listen and learn about big ideas happening at CSU-Pueblo during the 2019-2020 Academic Year.

11am-1pm All Employee Lunch, Sponsored by Project 4181 Team & A'viands OSC Café
Stop by the registration desk from 7:30am – 1pm on Wednesday, 21 August, and pick-up your FREE lunch ticket.

1-2pm Senate, Open Session OSC, ASG Chambers
Open to all employees. Join elected faculty leadership, representing all academic units on campus to discuss goal setting, the upcoming academic year, and much more.

1:30-2:30pm COFFEE BREAK, Sponsored by Office of Research & Sponsored Programs OSC, 2nd Floor

2-3pm VISION 2028: Building the Comprehensive Campaign OSC Monarch
Work with campus leaders and the CSU-Pueblo Foundation in order to learn more about the upcoming comprehensive campaign. Share ideas, discuss campus and programmatic needs, and learn more about becoming involved. All employees are encouraged to attend this interactive, brainstorming session.

3-5pm VISION 2028: Updates and Next Steps OSC Monarch
Hear updates from President Mottet and Cabinet leaders about CSU-Pueblo's visioning process and next steps. Get involved and work collaboratively in order to validate implementation planning and to brainstorm ideas around differentiating the CSU-Pueblo student experience.

THURSDAY, AUGUST 22

9-10am All About CourseLeaf LARC 217
Training session for new curriculum software, hosted by the Registrar's Office. All deans, chairs, Curriculum and Academic Programs Board members, and any faculty who may be proposing curricular changes during the coming academic year should plan to attend at least one session during convocation.

10-11am All About CourseLeaf LARC 217
Training session for new curriculum software, hosted by the Registrar's Office. All deans, chairs, Curriculum and Academic Programs Board members, and any faculty who may be proposing curricular changes during the coming academic year should plan to attend at least one session during convocation.

10am-11am Building Excellent Courses for All Modes of Delivery OSC Blue Spruce
Come explore the online, hybrid, or other alternative "classroom" structures of course delivery. What are the expectations for student-student and student-instructor interaction? What else is crucial as we build more online/hybrid offerings? Using examples of good practice to discuss acceptable structures for supporting student learning. All faculty are encouraged to attend.

10am-2pm Senate, Retreat **OSC, ASG Chambers**
Closed Session. Elected leaders of the Faculty Senate will work and plan the next academic year.

11am-12pm All About CourseLeaf **LARC 217**
Training session for new curriculum software, hosted by the Registrar's Office. All deans, chairs, Curriculum and Academic Programs Board members, and any faculty who may be proposing curricular changes during the coming academic year should plan to attend at least one session during convocation.

12:30pm-2pm PROFESSIONAL DEVELOPMENT: Luncheon with Dr. Rico Munn **OSC Ballroom**
In order to honor our commitment to developing people, all employees should plan to attend this exciting professional development opportunity, sponsored by the La CALLE grant, with Dr. Rico Munn, a member of our CSU System Board of Governors and the superintendent of Aurora Public Schools. Please operate your offices with minimum staff and coordinate with student workers, as necessary.

2-3pm COFFEE BREAK: "What's Brewing at the Library?" **OSC, Foyer**
Drop by, sip a cup of coffee, simply say "hello," or stay and spend an enjoyable hour with your campus librarians and see everything they have planned for the coming semester: new databases and books, library instruction, workshops, events, and faculty support services. Something new for everyone! Coffee, summer drinks, and light snacks will be served at this informal gathering.

2:30-3:30pm Center for Honors and Leadership Open House **LARC 259**
Learn more about the NEW CSU-Pueblo Center for Honors & Leadership (CHL)! Stop by to enjoy some refreshments, meet the faculty and staff, and hear about the new and continuing opportunities available for honors and leadership students on our campus.

3-4pm All About CourseLeaf **LARC 217**
Training session for new curriculum software, hosted by the Registrar's Office. All deans, chairs, Curriculum and Academic Programs Board members, and any faculty who may be proposing curricular changes during the coming academic year should plan to attend at least one session during convocation.

4-5pm All About CourseLeaf **LARC 217**
Training session for new curriculum software, hosted by the Registrar's Office. All deans, chairs, Curriculum and Academic Programs Board members, and any faculty who may be proposing curricular changes during the coming academic year should plan to attend at least one session during convocation.

3:30-5pm AAUP Open Forum **OSC, ASG Chambers**
All CSU-Pueblo faculty are invited to join the AAUP and discuss issues facing the university. "The mission of the American Association of University Professors (AAUP) is to advance academic freedom and shared governance; to define fundamental professional values and standards for higher education; to promote the economic security of faculty, academic professionals, graduate students, post-doctoral fellows, and all those engaged in teaching and research in higher education; to help the higher education community organize to make our goals a reality; and to ensure higher education's contribution to the common good." Questions? Contact AAUP Chapter President, Dr. Jonathan Rees at jonathan.rees@csupueblo.edu.

FRIDAY, AUGUST 23

8am-2pm New Student Move-in **Residence Halls**
Join the Residence Hall and Student Affairs staff as we welcome, meet & greet, and move in our newest members of the Pack!

8am-5pm Advising, All Departments **Various Offices**
All academic departments will be available to advise new students, meet with prospective majors, and discuss available classes and major/minor options.

1-2pm President's Open Office Hours **OSC, Fireplace**
Join the President and members of his cabinet in "Open Office Hours." Ask questions, seek counsel, or simply listen and learn about big ideas happening at CSU-Pueblo during the 2019-2020 Academic Year.

3-5pm New Student Convocation

Massari Arena

Come welcome our newest ThunderWolves as they embark on their journey here at CSU-Pueblo! All Faculty and Staff are invited and encouraged to attend New Student Convocation. By attending this signature welcome event, you will emphasize to the incoming students and their families that you are there to support them throughout their academic career at CSU-Pueblo. The event will feature a Campus Welcome by Dr. Mottet, a keynote address from an exciting speaker, and the academic charge and pinning ceremony promptly followed by a pep rally. Faculty must wear academic regalia to participate; staff should wear pack gear. Please RSVP by August 12, 2019 to gena.alfonso@csupueblo.edu.

SATURDAY, AUGUST 24

8am-3pm New Student Orientation

OSC Ballroom

Join the New Student Orientation Team welcome our newest ThunderWolves back to campus. Contact Keelan Bailey at x2205 to volunteer for a welcome session, panel discussions or informal lunch Q&A with new students and their families.

10am-12pm Colorado State Fair Parade

Downtown Pueblo

*President Mottet and Rick Gonzalez would like to invite faculty and staff to walk in the Colorado State Fair and Colorado State Fair Fiesta Day Parades, August 24 and September 1 respectively. You are invited to bring your family to walk alongside the President, the CSU-Pueblo band, our cheer and dance teams, alumni and student-athletes. Please make sure all participants are wearing CSU-Pueblo t-shirts or polos. **NOTE:** Any faculty or staff member who participates in either/both parade(s) will be given three additional Colorado State Fair general admission tickets at the parade. Please RSVP to Cindy at x2306 if you are interested in volunteering.*

