



CSU PUEBLO SPRING CONVOCATION

— 2022 —

PARTNERSHIPS

Collaboration, Innovation, and the Future of Higher Education



JAN 10-14, 2022 • OSC BALLROOM

COLORADO STATE UNIVERSITY PUEBLO



From the President

Welcome to Spring 2022. I'm excited to launch the new semester with you.

We continue to work together to reposition CSU Pueblo as an innovative regional university that provides our students with a differentiated set of learning experiences, helps the attainment gap with underrepresented students, and drives the economic development of our region.

Our work focuses on three institutional goals generated from Vision 2028: Expanding our Appeal, Enhancing Student Success, and Developing Our People.

We continue to **expand our appeal** by launching three new graduate programs including a doctorate in Education, Masters in Engineering Management, and a Masters in Cannabis Biology/Chemistry. We are promoting a bold new "Free College" enrollment incentive to families who make less than \$50,000 a year. And we are launching Pathways, Works, and Discovery, three new student experiences that will differentiate CSU Pueblo in the marketplace.

I'm happy to report that several CSU Pueblo academic programs have been ranked nationally by *U.S. News & World Report* and other independent ranking organizations, and we continue to be recognized as providing strong upward mobility for our graduates. In fact, we are the only Colorado university to be ranked in providing students with significant upward mobility.

We are committed to **develop our people**. We have launched two new cultural competency training programs and have recently signed a contract with Franklin Covey to provide a large curriculum of professional development opportunities available to our employees throughout 2022.

Finally, we are intensifying a university-wide discussion on how to **enhance student success** including student retention, persistence, and completion rates. We have always had this focus, but our governing board is also interested in better understanding how they can help support our student success efforts. Throughout 2022, we will:

- Take a more data-driven and systematic approach to understanding what is keeping our students from retaining or completing their degree.
- Fund the continuation of interventions (tutoring and supplemental instruction) that are working and refine our interventions based on what we learn from the data.
- Report out on a more regularly basis the impact of our work.

Our working together is yielding results. I thank each of you for all the ways you contribute to the above goals. I also remain grateful to the partnership with have with the CSU System for their support of Vision 2028 and helping us navigate the financial impact of the pandemic.

Best wishes,

A handwritten signature in black ink, appearing to read "Timothy Mottet".

Dr. Timothy Mottet, President



Academic Affairs

Towards an Equitable Educational Environment: In the Business of Dreams

I am not a first-generation college student. My father is a college professor who valued education, knew the system, and provided a clear pathway for me to follow. He was among the first from his entire village ever to make it to college. When he started, he did not have the best preparation or resources. With help along the way from understanding educators who saw his dream and went out of their way to lend him a helping hand, he persisted, balanced life and education, and went all the way to get his doctorate and eventually become a university professor. Education changed his life, our lives, and the lives of many others who saw him as a role model. *I cannot help but wonder, where would I be if he had not carved a path for me to follow?*

I am lucky to have the opportunity to serve at a **selective institution of higher education**. **Our selectivity criterion is simple: we serve those who dare to dream of a better life for themselves and others.** I work with incredibly talented people who care: with people who dedicate their lives to sharing their knowledge and serving others. With people who know education can change lives. Our students and employees are diverse in race, color, gender, and socioeconomic background. They come from rural and urban areas, from families with generations of college education, or as the first in their families to embark on this journey. They come with varying degrees of confidence and preparation. One thing is common among those who come our way, though: they all dream of success.

However, our story is that of life. Our students are not perfect, and neither are we. We work hard to help all who come our way achieve their dreams. Yet, we still lose many. We lose some to life. Some lose faith in their dreams or get lost trying, and some fall through the cracks of the system. Some leave because they feel they do not belong, despite our best efforts. Those who leave belong to some of the most vulnerable groups representing people like my father. People who live in areas where resources are scarce. People who need to balance life and education or lack proper advice or role model. Our institution has been supportive, resilient, and resourceful. We had attracted external resources to help our students achieve their dreams for many years, even when our state funding declined. We made incremental progress in the right direction of equity and student success. The current national, state, and CSU System **focus on equity and student success** provides valuable resources that can move us faster than ever in the direction of an equitable educational environment at CSU Pueblo. **More importantly, our increased focus on equity will allow us to take a hard look at our practices and how they impact students differently.**

Some questions that come to mind when I think about achieving an equitable educational environment include:

- How does a hands-on, active approach to learning, and a focus on practical application, keep students motivated?
- How does a flexible schedule for turning in assignments impact the success of a working parent who has a sick child?
- What testing or grading practices reduce implicit biases?
- How does providing second chances or competency-based grading make a difference for a first-generation student who did not have it right the first time?
- What is the optimal collaboration and communication form among the faculty members, advisors and success coaches, tutoring centers to support students?
- Can rubrics relating grades to the level of achievement of Student learning outcomes reduce wide variability of grading?

- Does an updated curriculum relevant to the industry and societal issues make a difference in motivating students to continue to pursue their dreams?
- What are the best ways to address gender disparities related to student success?
- How do we use data analytics of student outcomes to guide our teaching style?
- What support and development mechanisms do we offer our faculty and staff?

We need to address many more questions to approach equity as an institution. I urge us all to look at student outcomes in our classes and programs and seek ways to support students' dreams better. An essential resource that will be valuable for all of us is the newly relaunched [Center for Teaching and Learning](#) (CTL) and the designated group of faculty fellows. The CTL will also launch a series of professional development opportunities for faculty to address issues related to equity in an educational setting. Several academic sessions during the spring convocation will have opportunities for such discussions, and I ask for your participation and engagement.

I am proud to be part of an institution whose vision is to become the people's university. I am proud to work with faculty and staff who are dedicated and sensitive to this vision. I **am proud to be in the business of making dreams come true.**

Best regards,



Mohamed Abdelrahman
Provost and Executive Vice President for Academic Affairs

SPRING 2022 CONVOCATION SCHEDULE

MONDAY, JANUARY 10

CAMPUS WILL BE CLOSED FROM 8:00am-10:30am

8-10:30am **President Timothy Mottet | Keynote, Brandon Busteed** **WEBINAR**
The spring 2022 online, opening session will begin with a message from President Mottet, during which he will provide the campus with a "state of the university" address and welcome this year's keynote speaker, Brandon Busteed (bio, pg. 8), to our CSU Pueblo campus. In order to honor our commitment to developing people, all members of the CSU Pueblo campus community should plan to join us for this all-campus session. This year's keynote speaker is sponsored by the Title V Hispanic Serving Institution Programs, under the direction of Dr. Derek Lopez. Please close your offices, or operate with minimum staff, and coordinate phone and email messages as necessary. For more information, contact Kim Wharton in Operations and Advancement at 719-549-2312. JOIN THE WEBINAR AT: <https://csupueblo.zoom.us/j/95165336650>

11am-2pm **Academic Affairs Meeting with Provost Abdelrahman** **ZOOM**
All academic faculty and staff should plan to attend this innovative session with Dr. Mohamed Abdelrahman and the faculty and staff of the Office of the Provost. For more information, contact Lisa Chavez at lisa.chavez@csupueblo.edu. <https://csupueblo.zoom.us/j/99164931196>

3:00-4:00pm **Pack Athletics: Current Trends and Issues in College Athletics** **ZOOM**
College athletics has seen major transformation in the past year as State laws governing a student-athlete's ability to earn money from their name, image and likeness have changed and as the National Collegiate Athletic Association (NCAA) is undergoing major constitutional transformation. CSU Pueblo Athletics will talk specifically about Colorado law and the opportunities and implications that lie ahead. Come hear from Athletic Director Paul Plinske and Senior Associate Athletic Director, Christie Ward, as they introduce the topics and talk specifically about how it will impact our university. For more information, contact Dr. Paul Plinske at paul.plinske@csupueblo.edu. <https://csupueblo.zoom.us/j/93472930668>

TUESDAY, JANUARY 11

8:00am-5pm **Department/College/Unit Meetings** **ZOOM**
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, ask questions, and consider the work ahead in spring 2022. Additional Details will be sent to all faculty and staff by your individual college or unit administration, including Zoom links, when available.

8am-12:00pm	HSB Faculty Meeting	ZOOM
9am-12pm	CHEN Faculty Meeting	ZOOM
9:30-11:30am	CSTEM Faculty Meeting	ZOOM
10am-12pm	CHASS Faculty Meeting	ZOOM
11am-2pm	Extended Studies Employee Meeting	ZOOM
3-5pm	Library Employee Meeting	ZOOM

WEDNESDAY, JANUARY 12

9-10am **Assessment Plan Workshop** **ZOOM**
Assessment helps us identify improvements and track successes. Revisit your existing plan or build a new one. Come to clarify terminology and share ideas. Includes academic programs as well as non-instructional units. For more info, contact Dr. Helen Caprioglio at helen.caprioglio@csupueblo.edu. <https://csupueblo.zoom.us/j/98372855594>

2-3:30pm The IRB Application Process Moves On-line! [ONLINE] ZOOM

In order to make application submissions to the IRB easier and more streamlined, CSU Pueblo will be moving to an on-line format in Kual. Please join Zach Callahan, Fort-Collins RICRO Project Manager, and Pueblo IRB Chair, Pam Richmond, for a training on Kual. The training will be approximately an hour long. Time will be allotted for questions and discussion. Please email Dr. Pam Richmond for more details, at pam.richmond@csupueblo.edu. <https://csupueblo.zoom.us/j/91306376686?pwd=RHRIREtBQUUp0NkdKRWplQjcxaGNtUT09> | Meeting ID: 913 0637 6686

4-5pm Budget Information Session ZOOM

Join President Mottet and executive leadership for a budget information session to review the current FY22 Incremental Budget and the draft FY23 Incremental Budget, which was presented to the Board of Governors for review at the December 2021 meeting. Attendees will also have the opportunity to ask questions. For more info, contact Jon Valdez at jon.valdez@csupueblo.edu. <https://csupueblo.zoom.us/j/91498244400>

THURSDAY, JANUARY 13

9-10am Starfish Refresher ZOOM

Let's revisit what Starfish communication is designed to do. What are new aspects of Starfish which might help you serve students? Come to learn and share ideas! For more info, contact Dr. Helen Caprioglio at helen.caprioglio@csupueblo.edu. <https://csupueblo.zoom.us/j/96485568481>

FRIDAY, JANUARY 14

8am-5pm Advising, All Departments VARIOUS

All academic departments will be available, limited in-person or via Zoom, in order to advise new students, meet with prospective majors, and discuss available classes and major/minor options in person.

10am-12pm Addressing Equity: Teach All Students Effective Learning Strategies ZOOM

This 90-minute Center for Teaching and Learning (CTL) workshop has a two-fold agenda. First, we will unpack and discuss the equity reports faculty received in the fall. We will contextualize this individual data with literature that addresses the types of achievement gaps typical for our institution. Second, we will provide metacognitive and learning strategies proven to lessen these achievement gaps. This workshop will take an honest look at how our students are performing without blame; but rather, with a collective sense of responsibility, we will do what is within our control to help our students be more effective and efficient learners. For more info, please contact Denise Henry at denise.henry@csupubelo.edu. ZOOM LINK: <https://csupueblo.zoom.us/my/meetcsupdenise>

1-2:30pm Teaching Inclusion in Group Work Projects ZOOM

This 90-minute session aims to facilitate a university-wide discussion on the positive impact of group work and best practices when assigning such projects. This workshop will examine what makes collaborative learning effective and engaging. How can educators teach teamwork skills when assigning group projects? How can we ensure that every learner is engaged in group learning? What are the benefits of peer and self-assessments at the end of each group project? Participants will discuss the effectiveness of collaborative assignments and the importance of developing interpersonal skills for future employability. Faculty Fellows will lead a discussion on topics like modeling functional and dysfunctional teamwork, providing structural guidance for collective engagement, as well as advice on how to monitor group dynamics. The session will conclude on how to best conduct equity reviews among group participants. For more info, please contact Denise Henry at denise.henry@csupubelo.edu. ZOOM LINK: <https://csupueblo.zoom.us/my/meetcsupdenise>



About Monday's Keynote Speaker: Brandon Busted **Chief Partnership Officer and Global Head, Learn-Work Innovation, Kaplan**

Brandon Busted is Chief Partnership Officer and Global Head, Learn-Work Innovation, Kaplan and was Global Head of Public Sector at Gallup. His career spans a wide range of important work in education as an educational entrepreneur, speaker, writer and university trustee. Brandon's work integrates Gallup's research and science on talent, strengths, engagement and well-being to improve student success, teacher effectiveness and educational outcomes. His mission is to create a national movement to measure the educational outcomes that matter most, connect education to jobs and job creation and promote a paradigm shift from knowledge mastery to emotional engagement in education.

With Brandon's leadership, Gallup Education has released several ground-breaking Gallup studies. These include *State of America's Schools: The Path to Winning Again in Education*, which explores student and teacher engagement in public schools, and *Great Jobs, Great Lives: The 2014 Gallup-Purdue Index Report*, a comprehensive, nationally representative study of U.S. college graduates that focuses on their long-term outcomes in work and life.

Brandon has founded two companies and one nonprofit organization as a social entrepreneur. He is the founder and former CEO of Outside The Classroom, a company that pioneered adaptive online education in alcohol abuse prevention. A three-year, 30-school, national study funded by the National Institutes of Health showed that AlcoholEdu — the organization's flagship alcohol-abuse prevention program — was effective in reducing binge drinking, drunk driving and sexual assaults. More than 5 million students have participated in the program. The company was acquired by EverFi in 2011.

An internationally known speaker and author on education policy, Brandon has frequently written for *The Chronicle of Higher Education*, *Trusteeship Magazine*, *The Huffington Post*, *Fast Company* and other publications. His work has been featured in *The New York Times*, *The Wall Street Journal*, *The Washington Post* and *USA Today* and on NPR and the NBC News "TODAY" show, among others.

Brandon received his bachelor's degree in public policy from Duke University and an honorary doctorate from Augustana College. He is a trustee emeritus of Duke and has served on the Board of Visitors of the Sanford School of Public Policy. A former two-sport NCAA Division 1 athlete at Duke, Brandon continues to hone his competitive drive as an avid CrossFitter. He lives in Vienna, Virginia, with his wife, Deanna, and two children, Anabelle and Harrison.