

Colorado State University – Pueblo

Presidential Search Prospectus

The University

Colorado State University-Pueblo is one of the fastest growing universities in Colorado with an enrollment of more than 5,100 students. As a fully accredited, regional comprehensive state university, CSU-Pueblo provides educational, social, and cultural opportunities to its constituents throughout Pueblo, Southern Colorado and the state. The 275-acre campus, which overlooks the Front Range of south central Colorado, is located in Pueblo, one of the more culturally dynamic regions of the country.

With a minority student population of 40 percent, CSU-Pueblo provides relevant professional coursework, hands-on research experiences and superior instruction with a small student-to-faculty ratio and state-of-the-art technology. The University is accredited by the Higher Learning Commission and has been designated by the U.S. Department of Education as a Hispanic Serving Institution. The University offers 28 undergraduate and seven graduate programs through four schools: the College of Science and Mathematics; the College of Engineering, Education and Professional Studies; the Hasan School of Business; and the College of Humanities and Social Sciences. The Division of Continuing Education offers classes in several majors to meet the needs of working adults and military personnel throughout the greater Pueblo area and in Colorado Springs.

Among its unique features, CSU-Pueblo is one of seven schools in the nation to offer a degree in mechatronics, which combines electrical and mechanical engineering. The Hasan School of Business ranks among the top 15 percent of all business schools internationally with graduate and undergraduate programs in business administration accredited by the AACSB International Board of Directors. CSU-Pueblo offers a cash incentive program to Colorado freshmen students who graduate in four years, as well as tuition savings for students who stay in campus residence halls. Beginning in the fall of 2011, the University will launch the Commitment to Colorado financial aid program, enabling full-time Colorado resident undergraduates who receive a Pell grant and have a family adjusted gross income of \$50,000 or less, to receive financial aid grants sufficient to cover tuition and mandatory fees.

The campus landscape has changed dramatically in the last few years with \$120+ million in physical improvements. This includes renovation of the athletic and academic facility (Massari Arena), and construction of a new student recreation center, student recreation field, the Neta and Eddie DeRose ThunderBowl football and track stadium, and a three-part residence hall complex. Renovations to the university library and the Buell Communication Center, which will include a new Visitors' Center, will be completed in the spring of 2011.

Student Life offerings have increased significantly with the transition of the campus from a commuter environment to a more traditional collegiate experience. Annual offerings include a Distinguished Speakers Series, concerts, movies and outdoor pursuits including ice climbing, hiking, and kayaking. CSU-Pueblo competes at the NCAA Division II level as a member of the Rocky Mountain Athletic Conference. In addition to offering 16 varsity intercollegiate sports, there is an active intramural and club sports program.

Mission

Colorado State University-Pueblo is committed to excellence, setting the standard for regional comprehensive universities in teaching, research and service by providing leadership and access for its region while maintaining its commitment to diversity.

Governance

CSU-Pueblo is one of three higher education institutions that comprise the Colorado State University System. The System, established in 1985, includes Colorado State University in Fort Collins, Colorado State University-Pueblo, and Colorado State University Global Campus. Each has a distinct role and mission, and together they serve the state, region, country, and world, educating about 31,000 new and returning students annually. Highly skilled graduates number more than 7,300 a year and there are more than 198,000 alumni world-wide. The System is governed by a Board of Governors that includes nine voting members appointed by the Governor and confirmed by the Senate, and four elected non-voting faculty and student members. The System is led by a Chancellor, to whom the presidents report.

Values

The Colorado State University System Board of Governors adopted this set of values for its institutions:

- Support excellence in teaching and learning
- Provide opportunity and access
- Demonstrate inclusiveness and diversity
- Act with integrity and mutual respect
- Be accountable
- Encourage and reward innovation
- Promote civic responsibility
- Employ a customer focus
- Promote freedom of expression

The Community

The city of Pueblo is a historically and culturally rich, diverse city of over 100,000, located in the southern part of the state along the Arkansas River near the Wet Mountains and 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. The region is heavily agricultural, with large and small scale farming and ranching, and a diverse mix of service, manufacturing and technology industries.

The Position

As the chief executive officer and administrative head of the university, the president has general authority and responsibility for the leadership and management of the institution and its resources, within the policies and regulations of the Colorado State University System Board of Governors and under the supervision of the CSU System Chancellor. The president's directly reporting senior management team includes: the provost, vice president for finance and administration, dean of student affairs, director of affirmative action, director of institutional research and analysis, director of external affairs, and director of university development. CSU-Pueblo currently has approximately 600 full-time and part-time faculty and staff and an annual operating budget of \$42 million.

The Opportunity

The next president of CSU-Pueblo will lead the university to the next level—in academic quality, access, and service. By capitalizing on a growing and increasingly diverse student population, the renewal and expansion of campus facilities, the commitment of the faculty and staff to academic excellence and student success, and the readiness of the community to engage as a full partner, the next president will guide CSU-Pueblo in realizing its potential to be a premier regional comprehensive university.

The next president will:

- **Embrace and advance the mission** by:
 - developing, in collaboration with all constituencies, an ambitious vision and strategic plan to guide CSU-Pueblo in its aspiration to become the premier regional comprehensive university
 - ensuring the quality of the academic programs, the commitment to student learning and success, and the appropriate balance between teaching and research
 - being a tireless, articulate and committed advocate for CSU-Pueblo and strengthening its reputation in the community, the region, and beyond
 - increasing financial support from all sources, and assuring the careful stewardship of all resources
 - nurturing an environment that supports and enhances the diversity of the students, faculty and staff
- **Sustain and extend the positive trajectory** by:
 - building and leading a strong senior administrative team
 - working with the campus community to hire as the next provost an individual with a demonstrated commitment to academic excellence and student success
 - developing collaborative decision-making processes in which all voices of the academic community are heard and valued, thus supporting a culture of trust and mutual respect
 - fostering and managing continued enrollment growth and student success, and assuring the appropriate infrastructure and capacity to support those efforts
 - providing strategic leadership in identifying relevant opportunities and evaluating their risks and benefits
 - strengthening partnerships in the community, the region, and within the CSU System

Professional Qualifications and Personal Characteristics

CSU-Pueblo seeks an accomplished leader who understands and is an unrelenting champion for the unique role and value of a regional comprehensive university and who has the energy, commitment and ability to listen to, work with, engage and inspire the faculty, staff, students, and larger community to achieve a shared vision of excellence for CSU-Pueblo.

The ideal candidate will have a record of:

- Personal integrity, high ethical standards, approachability, and a sense of humor
- Commitment to the highest standards of learning, teaching, and scholarship
- Passionate advocacy for the value of public higher education
- Success as a senior leader in a collaborative work environment
- Progressive responsibility in a complex organization
- Management that inspires confidence in an environment of growth with limited resources and multiple, competing demands
- Superior interpersonal skills, including a commitment to listening, problem-solving, and consensus-building with and among all constituencies
- Exceptional communication skills
- Commitment to diversity in all its forms
- Successful fund-raising and financial management
- Effective multi-sector partnerships

While academic experience (professional and administrative) is highly desired, exceptional candidates with nontraditional backgrounds are encouraged to advance their candidacies. Preference will be given to candidates with an advanced degree from an accredited institution. It is expected that the next president will be willing to make a long-term commitment to the university.

Application Process

The Presidential Search Advisory Committee will continue to accept applications and nominations until the position is filled. Screening of candidates will begin immediately. Applications should include a letter specifically describing how their experience relates to the opportunity, the qualifications and desired characteristics, and a current curriculum vitae. Submission of materials via e-mail is strongly preferred. Nomination letters should include the name, position, address and telephone number of the nominee. All nominations will be handled in the strictest of confidence unless otherwise directed by the nominator.

Applications and letters of nomination should be submitted to:



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For more information about CSU Pueblo, please visit: <http://www.colostate-pueblo.edu>