What are the Desired Characteristics of a New President?

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<th>Number of Listening Sessions</th>
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<td>Supportive of Staff</td>
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<td>Committed to DEI</td>
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<td>Focused on CSU Students</td>
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<td>Collaborator</td>
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<td>Strategic Thinker</td>
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<td>Committed to LG/CSU Mission</td>
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<td>Possesses Soft Skills</td>
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<td>Values Liberal Arts</td>
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<td>Attention to HSI Goals</td>
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“As an alum, as someone who works here, someone who’s committed to Colorado State University, [I am] looking for someone who understands the complexity of diversity, equity, inclusion in the Rocky Mountain southwest. So context matters, and our context matters.”

Listening Session Participant

Stakeholders would like a new president that is...

**Supportive of Staff | 8/8**
- All staff (including NTTF, state classified, non-teaching/research staff, staff across all campuses)
- Committed to solving workload, retention, morale, and HR issues
- Values employee contributions and feedback

**Committed to DEI | 8/8**
- Values students and staff from minoritized groups
- Committed to language inclusion and justice
- Supports students and faculty/staff with disabilities
- Values a diverse staff and faculty
- Values diversity of ideas

**Focused on Students | 7/8**
- All students (graduate, undergraduate, online, and international)
- Approachable and visible
- Committed to easing burden on students

**Collaborator | 7/8**
- With the surrounding community, others in the state, faculty/staff, global community
- Foster collaboration between departments
- Transparent with decision-making

**A Strategic thinker | 7/8**
- Strong decision-maker
- Strategic with funding priorities/opportunities

**Committed to Land Grant Mission and CSU Traditions | 6/8**
- Committed to rebuilding relationship with rural Colorado
- Values history and relevance of agriculture

**Has Soft Skills | 6/8**
- Good Communicator
- Approachable
- Trustworthy
- Unifying

**Values Liberal Arts | 4/8**
- Recognizes contributions of College of Liberal Arts
- Addresses teaching load impacts on research ability
- Addresses wage disparity among colleges

**Focused on Goals of a Hispanic-Serving Institution | 4/8**
- Committed to understanding how to recruit, support, and retain Hispanic students
What are the Current Challenges at CSU for a New President?

- **Low Salaries of All CSU Employees**: 8/8
  - Low salaries for all CSU employees
  - Lack of pay equity for non-tenured track faculty
  - Low salaries for State-Classified Employee Salaries

- **High Cost of Attending CSU**: 6/8
  - High tuition
  - High campus living costs
  - High cost of living in Fort Collins

- **Prior President Leaving Mid-Contract**: 4/8
  - Lack of transparency
  - Drag on resources
  - Fear of losing momentum on initiatives in progress

- **Lack of Quality Education**: 3/8
  - Lack of quality professors and courses
  - Lack of student accountability
  - Lack of hands-on learning opportunities
  - International students not being supported

- **Maintenance Issues**: 3/8
  - Buildings outdated and in disrepair
  - Lack of quality facilities impacts students

“People are leaving higher ed in a record numbers – yes; However, many colleagues I see are leaving CSU for other higher ed institutions. We need a president who will improve salaries.”

Listening Session Participant

Stakeholders see the current CSU challenges as...

**Lack of Quality Education** | 3/8
- Lack of quality professors and courses
- Lack of student accountability
- Lack of hands-on learning opportunities
- International students not being supported

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**What are Opportunities at CSU for a New President?**

- **Work Already Underway** | 5/8
  - Courageous Strategic Transformation
  - CSU’s sustainability goals
  - Experiential learning achievements

- **Strong Campus Community** | 3/8
  - High quality staff and faculty
  - High quality students

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