

Presidential Search



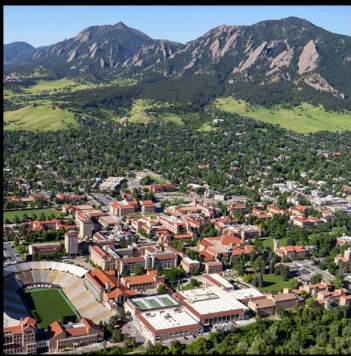
University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus



The University of Colorado invites nominations and applications for the position of president.

The university seeks an inspirational, culturally responsive leader with a proven track record of achievement as its next president. The ideal candidate will be a visionary and compelling chief executive officer, an exceptional communicator, and an innovative and collaborative trailblazer who can build bridges with the many constituencies of the university and its communities. As the principal executive officer of the University of Colorado (CU), the president reports to the Board of Regents and carries out the policies and programs of the board. The president is responsible for the academic, administrative, and fiscal matters of the university and for compliance of all university matters with applicable regent laws and policies and state and federal constitutions, laws, and regulations. The president shall also be responsible for providing academic leadership for the university in meeting the needs of the state. As the chief spokesperson for the university – and interpreter of university policy – the president shall represent and interpret the roles, goals, and needs of the university throughout the state of Colorado and beyond.



ABOUT THE UNIVERSITY

CU is committed to serving as a premier, accessible, and transformative public university that provides high-quality, affordable education with outstanding teaching, learning, research, service, and health care. Through collaboration, innovation, technology, and entrepreneurship, CU expands student success, diversity, and the economic foundation of the [State of Colorado](#). The [CU system office](#), located in Denver, brings together administrative departments and service centers that provide guidance and services to CU's four campuses: [Boulder](#), [Colorado Springs](#), [Denver](#), and the [Anschutz Medical Campus](#). Each campus has a distinct role and mission. CU enrolls some 67,000 students, employs more than 37,000 people, and has over 490,000 living alumni. CU plays a profound role in improving the lives of individuals, businesses, and communities throughout the State of Colorado, across the country, and around the world.

[Points of pride](#) for the University of Colorado include a top-ranked program in Geosciences. University physicians conducted the world's first liver transplant and completed the first bionic eye implant. The university has had five Nobel Prize-winning faculty. Twenty of its alumni have been astronauts in the U.S. space program. CU has major strengths in aerospace, biosciences, cybersecurity, urban issues, and medicine, among others. Its CU Anschutz Medical Campus is one of the premier academic medical centers in the world. A fact book on the university can be found [here](#).



CU MISSION, GUIDING PRINCIPLES, AND VISION STATEMENT

Mission of the University of Colorado

The University of Colorado is a public research university with multiple campuses serving Colorado, the nation, and the world through leadership in high-quality education, professional training, public service, advancing research, and state-of-the-art health care. Each campus has a distinct role and mission, as provided by Colorado law.

Guiding Principles

The University of Colorado will:

- Encourage and provide access to the University for all qualified students within the University's capacity.
- Maintain a commitment to excellence.
- Promote and uphold the principles of ethics, integrity, transparency, and accountability.
- Be conscientious stewards of the University's human, physical, financial, information, and natural resources.
- Encourage, honor, and respect teaching, learning, and academic culture.
- Promote faculty, student, and staff diversity to ensure the rich interchange of ideas in the pursuit of truth and learning, including diversity of political, geographic, cultural, intellectual, and philosophical perspectives.
- Encourage and support innovation and entrepreneurship at all levels of the University including research and creative activities.
- Strive to meet the needs of the State of Colorado, including health care, technology, work force training, and civic literacy.
- Ensure that the University is an economic, social, and cultural catalyst.
- Support and encourage collaboration amongst departments and campuses, and between the University and other educational institutions to improve our communities.
- Provide an outstanding, respectful, and responsive living, learning, teaching, and working environment.
- Focus on meaningful measurable results.

UNIVERSITY COMMUNITY

Students

The University of Colorado offers a broad range of academic opportunities for Colorado residents and nonresidents. The university's four campuses – Boulder, Colorado Springs, Denver, and Anschutz Medical Campus – have their own locations, programs, student populations, and areas of excellence. CU students can create their own personal journey. Whether leading research projects, participating in [intercollegiate athletic programs](#),





finding ways to creatively address social inequity, or learning to navigate the college experience, there's no limit to their potential. In fall 2021, the total student headcount enrollment among CU's four campuses was 67,069 (CU Boulder, 36,289; UCCS, 11,385; CU Denver, 14,884; CU Anschutz Medical Campus, 4,511). Fifty-one percent of students identify as female and 49 percent identify as male. Thirty-two percent of students identify as Black, Indigenous, and people of color. Between fall of 2010 and fall of 2021, CU has increased its population of students from underrepresented groups by 85 percent.

Some 30 percent of CU's students are the first in their family to attend college, and nearly 20 percent are Pell-eligible. University-wide, awards to students for academic excellence include seven [Marshall Scholarships](#), 79 [Fulbright Fellowships](#), 21 [Rhodes Scholars](#), eight [Truman Scholarships](#), 27 [Goldwater Scholarships](#), and seven [Udall Scholarships](#).

Faculty & Staff

The CU's long-standing tradition of academic excellence and rigor has been made possible by its outstanding community of faculty and staff. From administrators to teachers, researchers to coaches, and accountants to custodians, the work of the university is accomplished through the dedication and commitment of its employees.



In fall 2020, CU had 4,249 tenured/tenure-track faculty and 4,529 non-tenure-track instructors. Faculty at CU are not only exceptional teachers, they are highly research active. In fiscal year 2020-21, CU garnered \$1.45 billion in sponsored research awards to conduct research in economic sectors critical to the state and nation, including energy, bioscience, aerospace, and health care. In addition, CU ingenuity has fostered 190 startups in the past 25 years, landing it in the top fifth percentile nationally for university business startups at No. 18 out of 349 reporting institutions. Noteworthy honors and awards earned by CU faculty include: five [Nobel Laureates](#), nine [MacArthur fellowships](#), and two [Carnegie Foundation's Professor of the Year](#) awards.

More than 37,000 full- and part-time employees make up the dedicated and indispensable staff and administration of the university. Their passion, talent, and commitment to the university's mission are critical to ensuring the smooth and effective operation of CU. Staff members have an impact on every aspect of life at CU, from supporting the infrastructure of the academic life of the institution, to maintaining a functional, safe, and beautiful campus, to implementing well-run and engaging athletics and health programs.

In addition to individual campus faculty and staff governance structures, CU benefits from systemwide faculty and staff councils and a systemwide intercampus student forum:

CU Faculty Senate and Council

The [Faculty Council](#) is the systemwide executive body of the Faculty Senate and as such initiates advice and recommendations to the president or other appropriate administrative officials for submission to the Board



of Regents on matters within the jurisdiction of the council which are related to educational policy, internal operations, and external operation of the university. In addition to the university-wide representation, each campus has its own faculty assembly.

CU Staff Council

The [University of Colorado Staff Council](#) (UCSC) serves as the systemwide representative body for communicating matters of interest to classified staff and University employees to CU administration and the CU Board of Regents. Each member of UCSC is appointed for a three-year term and works closely with university administration to address issues and develop the best solutions for the majority. UCSC has representatives from each CU Staff Council ([Boulder](#), [Colorado Springs](#), [Denver | Anschutz Medical Campus](#), [CU system](#)) and strives to create engagement opportunities to build the CU community.

CU Intercampus Student Forum

The University of Colorado Intercampus Student Forum (ICSF) serves as the systemwide representative body for communicating student matters of interest to CU administration and the CU Board of Regents.

Alumni & Friends

The University of Colorado boasts 490,000 alumni around the globe, nearly 285,000 of whom call Colorado home. CU values the friendship, support, spirit, and contributions of its alumni and friends of the university. Nearly a half million alumni are leaders in business, science, the arts, health care, and their communities, and they're joined by some 16,000 more each year. Additionally, CU has 19 alumni astronauts and one teaching astronaut.



At CU, much is made possible by the generosity of donors. In 2019-20, CU had its second-best fundraising year in university history, raising \$455 million across its four campuses in the fiscal year, with more than 225,000 donors providing nearly 425,000 gifts. The university is grateful for its donors, who partner with CU to expand opportunities for students, unearth new discoveries, attract top talent, and transform health care.

Board of Regents

The [University of Colorado Board of Regents](#) comprises nine members serving staggered six-year terms, one elected from each of Colorado's seven Congressional districts and two from the state at large. Colorado will add a Congressional district in 2022, reducing the at-large regents to one. The Board of Regents is charged constitutionally with the general supervision of the university and the exclusive control and direction of all funds of and appropriations to the university, unless otherwise provided by law.





Community

[CU for Colorado](#) highlights CU's nearly 800 outreach programs and health care services, which extend from the four campuses to people and places across the state. With programs in education, business, public health, environmental conservancy, and community development, CU is proud to serve the State of Colorado and the communities surrounding its four campuses.

ACADEMICS & RESEARCH

CU Boulder

Founded in 1876, CU Boulder is a member of the prestigious [Association of American Universities](#) and is one of the most beautiful campuses in the nation. At [CU Boulder](#), undergraduate and graduate students put their knowledge to use in areas of study ranging from archaeological finds in the arctic, to creating and enhancing an equitable classroom experience, to working with NASA to conduct research in space. CU Boulder is committed to furthering the public good through the positive impacts of new knowledge. Offering dozens of exciting programs in a range of academic fields, serving as one of the world's leading research and innovation hubs, and working closely through hundreds of public outreach efforts across Colorado and the world, CU Boulder takes pride in helping turn new ideas into positive outcomes.



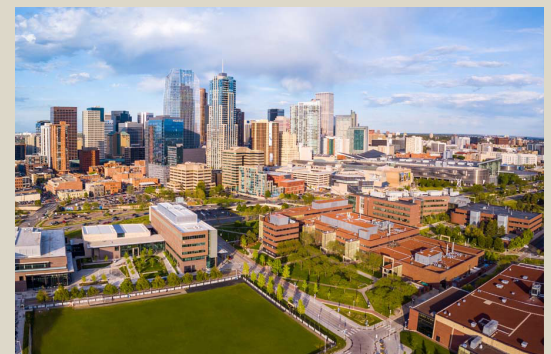
CU Colorado Springs

Founded in 1965, [CU Colorado Springs](#) is a residential academic and research mainstay in southern Colorado, partnering with major corporations and federal agencies to provide leading-edge education in areas such as cybersecurity, business, engineering, arts, and health care. UCCS is repeatedly ranked highly for undergraduate, graduate, and online programs and much more. U.S. News & World Report calls UCCS a top-10 public university in the West, as well as a top-5 regional college in the West for veterans. UCCS proudly serves approximately 1,400 veteran students each year.



CU Denver

In the heart of downtown, [CU Denver](#) combines innovative research and accessible education with the advantages that only a dynamic, urban environment can provide. CU Denver's [eight schools and colleges](#) offer more than 100 degrees, including globally recognized programs in business, engineering, equitable education, public





affairs, computer science, art, digital media, architecture, health professions, and public administration. Founded in 1973, CU Denver is a commuter campus with some on-campus and nearby housing options and a wide range of online course and degree offerings. CU Denver is a vital contributor to the economic and social fabric of Denver and the state through education, innovative partnerships, and public service. In 2021, CU Denver was designated a Hispanic Serving Institution by the U.S. Department of Education, making it Colorado's only R-1 HSI.

CU Anschutz Medical Campus

Established in 2006 as a state-of-the-art academic medical center, [CU Anschutz Medical Campus](#) is globally recognized for its research, teaching, and clinical programs in medicine, dentistry, pharmacy, public health, physical therapy, and nursing. CU Anschutz Medical Campus is also home to two of the top hospitals in the nation:

[University of Colorado Hospital](#) and [Children's Hospital Colorado](#). The university has been active in health sciences for more than a century, and its programs relocated in 2006 to the CU Anschutz Medical

Campus, the former Fitzsimons Army Medical Garrison. CU School of Medicine's roots reach back to when it opened in Boulder in 1883. The Anschutz Medical Campus is at the forefront of transformative science, medicine, education, and patient care. The campus encompasses the University of Colorado health professional schools, more than 60 centers and institutes, and two nationally ranked hospitals that treat some 2 million adult and pediatric patients each year. CU Anschutz Medical Campus is one of only a handful of academic medical centers nationally with top-ranked adult and pediatric partner hospitals on the campus, as well as one of the only such centers to have teaching, research, and clinical care on one site.



CU ONLINE

[CU Online](#) offers a variety of programs online and in distance education. Since 1996, CU Online has combined CU's world-class bachelor's, master's, doctoral, and certificate programs with the convenience and flexibility of learning online. Designed to help students achieve personal and professional goals, each online degree and certificate program features the same academic standards, industry-experienced faculty, and engaging curriculum as on-campus courses.

UNIVERSITY PRIORITIES AND STRATEGIC PLANNING

Innovating for the Future: 2021-2026 Strategic Plan

Between summer 2019 and spring 2021, CU conducted a collaborative and inclusive [strategic planning process](#) to identify common themes that would help guide the university for the next five years and beyond. Priorities to advance CU's mission were collectively identified by stakeholders from around the CU system who engaged in the process. The [CU Strategic Plan](#) is a high-level plan that aligns all elements of governance



(Regents, System, and campuses) to achieve a focused set of goals that are essential to fulfilling the university’s mission and serving students, faculty, staff, and community members. The System plan does not replicate or replace campus strategic plans but is achieved in concert with them. CU’s strategic plan elevates the university and shines light on its successes, needs, and goals.

The collaborative process resulted in the creation of four strategic pillars; each of these pillars has several areas of focus, some of which are campus-specific while others are systemwide.

- **Pillar 1: Affordability & Student Success**
 - » Graduation Rate & Retention
 - » Campus Wellness & Mental Health
 - » Innovation in Learning & Teaching
- **Pillar 2: Discovery & Impact**
 - » Research/Scholarship/Creative Work
 - » Healthcare
- **Pillar 3: Diversity, Inclusion, Equity & Access**
 - » Diversity of New Students
 - » Diversity of New Faculty and Staff Hires
- **Pillar 4: Fiscal Strength**
 - » Collaboration and Partnerships
 - » Deferred Maintenance and Sustainability
 - » Transformation & Innovation Program

DIVERSITY, EQUITY, INCLUSION, & ACCESS (DEIA)

CU is dedicated to broadening diversity and fostering inclusive excellence and is committed to recruiting and retaining a diverse community, promoting the full participation and inclusion of all its members. With a long and proud history of diversity and access advocacy, CU’s campuses welcome and celebrate diversity of all kinds, including race and ethnicity, gender and sexual identity, regional and national origin, socioeconomic status, different learning styles and abilities, veteran status, and more. As mentioned above, [DEIA](#) is one of four pillars of the university’s strategic plan. CU continues to make direct and effective investments in advancing DEIA in hiring, training, communications, pay equity, outreach and engagement, and more.

FINANCES

CU’s operating budget for the 2021-22 fiscal year totals \$5.2 billion. Contracts, grants, and tuition and fees account for nearly half of the university’s revenues. The majority of CU’s budget is spent on instruction, research, and health services. This reflects the institution’s role as a university that emphasizes classroom instruction, research training, and community outreach. CU is the third-largest employer in the state, employing a workforce of more than 37,000 people. In addition, CU and its affiliate hospitals generate an economic impact of more than \$14 billion annually for the state. This does not include the economic impact of CU alumni in Colorado.



CU researchers received more than \$1.4 billion in sponsored research funding and gifts supporting research in FY 2020-21 to advance knowledge, create businesses, and foster discovery and innovation. Research and development expenditures total some \$828 million, and the university's endowment is more than \$2 billion. Nearly 76 percent of students receive financial aid, and the average need-based scholarship or grant award is \$10,000. CU boasts an AA+ credit rating from Moody's and Fitch.

SUSTAINABILITY

CU has a longstanding commitment to fostering sustainability systemwide as well as leading the state in such efforts. More than a decade ago, the CU Board of Regents passed a Sustainability Resolution directing the president and CU chancellors to incorporate Leadership in Energy and Environmental Design (LEED) standards in construction projects wherever possible; develop comprehensive plans to reduce greenhouse gas emissions; and incorporate the mandates of the Governor's Climate Action Plan into each campus' efforts to attain climate neutrality. CU is also home to the [Sustainability Innovation Lab](#), which is committed to accelerating solutions for a sustainable planet. CU's latest sustainability report can be found [here](#).

THE 25th PRESIDENT

The president of the University of Colorado reports directly to the Board of Regents and will join an energetic leadership team and a vibrant community of lifelong learners. The president relies on the following [officers and direct reports](#), among others:

- Chancellor, Boulder
- Chancellor, Colorado Springs
- Chancellor, Denver
- Chancellor, Anschutz Medical Campus
- Senior Vice President and Chief of Staff
- Vice President, University Counsel, and Secretary of the Board of Regents (this position also reports to the Board of Regents)
- Vice President for Academic Affairs
- Vice President for Communication
- Chief Financial Officer
- Chief Diversity Officer

OPPORTUNITIES AND CHALLENGES

The University of Colorado's 25th president will lead the institution to new heights by building on recent successes, including record accomplishments in fundraising, increased enrollments and diversification of the student body, continued excellence in academics and research, and improvements to campus infrastructure. The president will lead an engaged, thoughtful, and dynamic community in identifying new opportunities to positively impact the experiences of students, faculty, and staff and to serve and improve the lives of the citizens of Colorado and the world. Advancing CU's place in the rapidly evolving higher education landscape



will require a visionary leader who can empower and motivate members of CU’s diverse community—including students, faculty, staff, leadership, alumni, donors, friends, regents, local community members, and business, educational, and governmental partners—to continual reflection, improvement, and growth. Embodying this spirit of innovation, tenacity, and inclusive excellence, the next president will:

- Articulate a bold and innovative vision for the future of the university as a national leader in higher education. The next president will have a strong commitment to advancing accessible and equitable public higher education. They will architect a vision for the future of CU that extends well into the future of the institution, attentive to the needs of students, faculty, staff, administration, community members, and the state. This vision will acknowledge and include the importance of technology in the future of online higher education. The president will inspire passion and engagement about the transformative power and promise of higher education from constituencies both inside and outside the university.
- Bring a strong commitment to – and track record of – advancing issues of diversity, equity, inclusion, and access. The president will embrace and advance CU’s core values and guiding principles regarding DEIA. The president will develop measurable goals, including those related to retention and graduation rates, recruitment, retention, and promotion of a diverse workforce, and work with leadership to devise metrics for tracking success. The president will also recognize the importance and value that international students bring to CU and make a strong commitment toward their continued inclusion and success. Ensuring that all CU community members feel heard and included remains a priority for the next president.
- Advance the university’s positive impact on the State of Colorado. The president will help educate Coloradans about important issues facing the state and convey ways in which the university can help address them. The president will lead efforts to make CU a guiding voice in Colorado’s higher education landscape as the institution that brings together Colorado’s colleges and universities to address common issues. Additionally, the president will foster partnerships with K-12 schools, community colleges, and business/industry partners. The president also must be the state’s leading advocate for articulating and promoting the value of higher education in terms of a highly skilled workforce and an enhanced quality of life in Colorado.
- Prioritize academic inclusive excellence and pedagogic rigor of research. The president will prioritize the scholastic mission of CU to advance the collective impact of the system and foster cross-campus collaboration, where appropriate. He or she will recognize the strengths and character of the individual campuses and bring an understanding of how to manage large, complex organizations. The president must foster an environment across the system that promotes academic success, and they will advocate on behalf of students for more financial aid from the state.

QUALIFICATIONS AND PERSONAL CHARACTERISTICS

CU seeks a president who embodies an entrepreneurial spirit, demonstrates a creative problem-solving approach, possesses exceptional listening and communication skills, has a record of engaging with and advancing external communities, is committed to transparency, advocacy, and shared governance, and possesses deep personal integrity.

The next president will also:



- Demonstrate an unequivocal commitment and track record pertaining to diversity, equity, inclusion, and access as an imperative;
- Possess proven skills as an active listener and a strong communicator, both internally and externally, especially when communicating decisions;
- Bring a servant leadership approach to engaging with CU's many constituencies;
- Be dedicated to CU's core academic values and promote and uphold the principles of diversity, ethics, integrity, transparency, and accountability;
- Bring an understanding of technology-enhanced education models to help articulate a clear future vision for CU Online;
- Have a high emotional quotient and an ability to understand differing perspectives in decision making;
- Stay informed of national higher education trends and impactful changes to traditional higher education institutions or models;
- Be accessible to students and willing to work to understand their concerns and needs;
- Have a strong track record of meaningfully engaging with faculty, staff, and administration in shared governance;
- Support the management of academic healthcare, including the university's hospitals;
- Be committed to innovation and be willing to take risks to advance the mission of CU and its campuses;
- Possess demonstrated experience working with the state and local officials and advocating on behalf of an organization;
- Bring a strong fiscal and business acumen and demonstrated capacity for innovation with revenue generation;
- Be able to tell the story of CU and amplify fundraising efforts;
- Demonstrate the ability to think systematically and strategically to develop and communicate a shared vision for the institution;
- Effectively leverage the diversity of background, perspectives, experiences, and disciplines making up the scholarly landscape of CU;
- Have a demonstrated record of working closely and effectively with a board;
- Serve as a bridge to external partners, including other higher education institutions, business, industry, and communities, particularly rural communities; and
- Bring a passion for the state of Colorado and a strong understanding of its political and geographic landscape.

WHAT WE OFFER

Salary: This salary range for this position reflects a market mid-point of \$825,000 base salary.

The salary of the finalist(s) selected for this role will be set based on a variety of factors, including but not limited to, internal equity, experience, education, specialty and training.

The above salary range (or hiring range) represents the University's good faith and reasonable estimate of the range of possible compensation at the time of posting.

Benefits: The University of Colorado offers an excellent benefits package including:



- Medical: Multiple plan options
- Dental: Multiple plan options
- Additional Insurance: Disability, Life, Vision and Wellness
- Retirement 401(a) Plan: Employer contributes 10% of your gross pay
- Paid Time Off: Accruals over the year
 - » Vacation Days: 22
 - » Sick Days: 15
 - » Holiday Days: 10
- Tuition Benefit: System employees have the benefit on all campuses
- ECO Pass: RTD Bus and light rail service
- Additional Perks & Programs: Click here to access a few more [Perks and Programs](#)

More information on benefits programs, including eligibility, is available at cu.edu/employee-services.

For more information, please visit cu.edu. Additional data breakdowns for the University can be found [here](#).

For best consideration, please send all nominations and applications—electronically and in confidence—to: CUPresident@storbecksearch.com.



Shelly Weiss Storbeck, Global Education Practice Lead and Managing Director
Carly Rose DiGiovanni, Senior Associate
Abby Kallin, Associate

The University of Colorado does not discriminate on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation or political philosophy in admission and access to, and treatment and employment in, its educational programs and activities. The University takes affirmative action to increase ethnic, cultural and gender diversity; to employ qualified individuals with disabilities; and to provide equal opportunity to all students and employees.