Progress on the future of Colorado College has had a great second year. With the completion of the work by the teams in 2013-14, most of our initiatives have now moved to a leadership execution format, where small groups are taking the recommendations developed last year and putting them into action. This report contains progress we’ve made in 2014-15.

**Recommendation #1 – Supporting the Block Plan**

To support our faculty and students as they experience the full potential of the Block Plan, we will create a Center for Immersive Learning and Engaged Teaching to be a focal place for academic support. *Action Team led by Anne Hyde, Director of the Crown Faculty Center – Professor of History*

Charged to set in motion specific pilot projects to demonstrate how the Center for Immersive Learning and Engaged Teaching will contribute to the mission of the college, the group completed many of the prior year pilot projects. One project - our thesis writing adjunct pilot received rave reviews from participants. The success of this pilot has spurred an initiative to hire a part time undergraduate thesis writing specialist to expand the pilot into yearlong programming that will include offering thesis courses throughout the academic year, and coordinating workshops and writing retreats during block breaks, Half Block, and Summer Session. The position will be funded for two years by the Mellon Grant the college received last fall. Additionally, Mellon Grant dollars supported the opportunity to bring Drew Cavin, PhD on board as CC’s first director of the Office of Field Study.

In addition, during Block 1, students shared the results of months of collaborative research at CC’s First Summer Undergraduate Research Symposium. The symposium brought students and faculty together for a series of short presentations, poster sessions, and community discussions across a variety of academic disciplines. The Mellon Grant that is supporting the vision of the Center funded ten student researchers who focused on the humanities.

To provide a physical home for the new Center for Immersive Learning and Engaged Teaching and prepare Tutt Library — the intellectual hub of the campus — for this generation of students, we will renovate Tutt Library. *Action Team led by Sandra Wong, Dean of the College/Dean of the Faculty and Brian Young, Vice President for Information Technology Services*

Charged now in phase two with recommending an architectural firm that will work on schematic design, the college invited 18 architectural firms in August to participate in a request for qualifications for design architect services. The 18 firms included those who participated in the first phase, as well as recommendations from the Library Action Team and campus leadership. The college received 13 proposals. In
September, the college selected four firms to participate in a request for proposals and to present their proposals on campus during interviews in late October. The four firms selected included Michael Graves & Associates, Pfeiffer Partners, Sasaki Associates, and Will Bruder Architects. After the November Board of Trustees’ meetings, the college selected Pfeiffer Partners for the design phase.

To recruit the best and brightest students the college must foster an inclusive campus and culture that truly values different backgrounds, experiences, ideas and opinions. Leadership Team led by Paul Buckley, AVP and Director of the Butler Center

Charged with enhancing each student’s educational experience by surrounding them with other talented and curious students from different backgrounds, cultures, and places, Campus Activities, along with the Sociology Department and The Butler Center, is leading the effort to provide additional resources for all CC students, by developing free block break programming initiated by a former student. The programming provides numerous opportunities for students to participate in a variety of free activities around the region, meeting a need for students who cannot, or do not want to, take a four-day vacation each month at the end of the block.

To continue to attract, develop, and retain an engaged faculty who are equal to the challenge of teaching on the block, we must enhance resources and flexibility to support faculty scholarship and creativity across the disciplines and activities that make up the learning experience. Leadership Team led by Sandra Wong, Dean of the College/Dean of the Faculty

In order to provide faculty members more time to devote to scholarly research, six development blocks will be awarded for the 2015-16 academic year. These blocks will enable faculty to complete critical stages of research or creative projects, produce research results for publication, or initiate study in new fields of interest. In addition, early in the fall, CC implemented the first of the 2013-14 Faculty Scholarship Action Team’s ten recommendations, by allocating $50,000 to a new form of internal support. Funding in this “SEGway” program (Spurring/Supporting External Grants) is designed to position faculty to be more competitive for external funding; to assist faculty who have been awarded external grants, often through required or voluntary matching grants; and to invest in the college’s research environment.

**Recommendation #2 – Summer/Half Block**

To take full advantage of these strengths, we will create one of the premier summer learning experiences in the U.S. Administrative Execution led by Dean Sandra Wong, Vice President Mark Hatch, Emily Chan, Associate Dean of Academic Programs and Strategic Initiatives and Ann Van Horn, Assistant Dean of Summer Session

Charged with creating summer programs of linked thematic blocks, CC embraced intensive, hands-on learning in our 2014 Summer Institutes that integrated intellectual, academic, practical, and professional experience. Advancing our strategic initiative to build programs to support a new generation of learners, one of the programs - the Summer Film Institute: 2014 Documentary Project focused on documentary filmmaking in Colorado and
provided students with the opportunity to develop filming, interviewing, and researching skills in creating their own documentary.

To better educate our students about their options after college, help them to reflect on and articulate the relevance of their CC experience, and build the practical skills that ease transition to today’s workplace, we will create a dynamic half-block program. *Administrative Execution led by Mike Edmonds, Vice President for Student Life, Associate Dean Eric Popkin and consultant Jane Linnenburger*

Charged with developing new Half Block programming that will enhance the existing “for-credit” programs, yet be focused on helping students explore interests, develop new skills, and enhance existing skills, *the College held another successful Half Block in January 2015. Participation in both the for- and non-credit Half Block courses provided students with new and expanded opportunities. In all, 413 students participated in 27 for-credit courses, while 171 students and 10 alumni participated in 20 non-credit Half Block offerings focused on professional development and skill-building. Twenty-four alumni served as panelists during the non-credit courses, and 12 students traveled to Florence for a Half Block Away in the Creativity: Arts and Artisans offering.*

To offer our unique immersive learning experience to new constituencies, we will also develop special “block breaks” — short courses for alumni and parents on campus, at Baca, in the field, and around the globe. *Administrative Execution led by VP Sean Pieri and Anita Pariseau, Director of Alumni Relations*

Charged with developing new opportunities for alumni and parents to engage in lifelong learning and be intellectually engaged with the college and each other. *Thirty CC alumni, friends, and family spent an “extended block break — 12 days during Winter Break — exploring Antarctica aboard the Corinthian. Accompanied by lectures on the volcanic-glacier landscape and active tectonic plate movement beneath the sea, the group stopped off at Palmer Station, and experienced the best wildlife viewing Christine Siddoway, geology professor, says she’s ever had on an Antarctica voyage.*

**Recommendation #3 – Innovation Institute**

Our aim is to develop an Innovation Institute to provide resources, structure, and encouragement to students and faculty as they investigate social and environmental challenges, understand the context in which they exist, identify sustainable solutions, and put them into action. *Led by an advisory board chaired by Brian Young, Vice President for Information Technology Services*

Charged with developing a mission statement, goals and objectives for the institute, the advisory board has been meeting blockly working on a multi-faceted communication plan, while also exploring a certificate program in innovation, meeting with one of the six affiliate programs (Venture Grants, I.D.E.A. Space, P.I.F.P., the Big Idea, State of the Rockies, and Summer Global Internships) each and overseeing the Soup Kitchen Challenge.
Recommendation #4 – Distinctive Place
In the coming decade, we will ensure that the college is recognized as a model of environmental stewardship and innovation by advancing both the study and the practice of sustainability.

*Knowledge Development Team led by Mike Siddoway, Associate Dean of the Faculty – Professor of Mathematics*

This year, CC published its first State of Sustainability report, which benchmarks the campus’s performance across broad sustainability metrics and provides a road map for future improvements and priorities. Some highlights include CC’s integration of sustainability concepts into curriculum across disciplines. The renovation of the Spencer Center made it the most energy efficient building on campus, as well as completed solar arrays on Worner Campus Center, El Pomar Sports Center, the Dean of Students’ home, and Cornerstone Arts Center.

Recommendation #5 – Workplace Excellence
To create a campus culture that is truly creative and innovative, we must attract and retain a diverse faculty, staff, and administration and foster an inclusive campus culture that truly values different backgrounds, experiences, ideas, and opinions. *Leadership Team led by Dean Sandra Wong, AVP-Director of the Butler Center, Paul Buckley and Director of Human Resources, Barbara Wilson*

Following the great work in 2013-14 from the faculty and staff diversity action team and the diverse and inclusive campus action team, a leadership group consisting of Sandi Wong, dean of the college, Paul Buckley, assistant vice president and director of The Butler Center, and Barbara Wilson, director of Human Resources, developed the college’s statement on diversity. The statement which outlines Colorado College’s commitment on diversity is the foundation for fostering an inclusive campus culture.

To strengthen our culture and improve workplace excellence, the college will build strong internal communication, vibrant collaboration, and organizational transparency as strategic assets. *Workplace Excellence Team led by President Tiefenthaler, FEC Chair, Gail Murphy-Geiss, Senior VP, Robert Moore, Director of Human Resources, Barbara Wilson, Joseph Sharman, Staff Council, Dave Armstrong and Stacy Lutz Davidson, both from the previous Institutional Effectiveness Committee*.

In our efforts to improve organizational transparency, this fall the college launched the Who Decides? and the CC Facts webpages. Vibrant collaboration is another characteristic of a great place to work. Building on the success of cross-functional collaborative teams during the strategic planning process, the president has begun commissioning Block Projects that are designed to bring a new level of recognition, support, and structure to collaborative work. These projects, which give intense focus over a short period of time to accomplish a specific mission, bring a small group of people from across the campus together to work on a solution or improvement to an assigned topic.