



Provost

Overview

Located at the foot of Pikes Peak, Colorado College (CC) hosts a liberal arts curriculum grounded in strong departments from classics to organismal biology and ecology. The College also has interdisciplinary programs such as environmental science, feminist and gender studies, international political economy, and neuroscience, as well as opportunities for enterprising students to design their majors. Colorado College provides an excellent liberal arts education for highly motivated students of varied social, ethnic, and economic backgrounds, and prepares them for positions of professional, political, and civic leadership in an increasingly complex, interdependent world. The College is notable for its intense learning communities, nationally acclaimed professors, close student-faculty interaction, and wealth of options for field study and undergraduate research. Its diverse academic opportunities combine—with a well-rounded program of athletics, outdoor education, student organizations, residential life, and community service—to offer students an encompassing educational experience. The exceptional opportunities made possible by the College’s small size and stimulating location in the Rocky Mountain West are enhanced by the academic rigor and flexibility of its unique Block Plan, in which students take—and faculty teach—one class at a time. Colorado College students leave their undergraduate experience prepared for the nation’s best graduate and professional schools or to begin building careers.

Mission and Vision

Colorado College strives to offer the finest liberal arts education in the country. Drawing upon the adventurous spirit of the Rocky Mountain West, it challenges students to develop those habits of intellect and imagination that will prepare them for learning and leadership throughout their lives.

A Distinctive Experience

The College empowers its graduates with mental agility and critical judgment. Its alumni have learned how to learn. Through small classes and diverse learning opportunities, Colorado College offers environments inviting intellectual development, creative expression, and personal growth. In the studio and on the stage, in classrooms, libraries, and laboratories, in residence halls and on playing fields, in the local community and foreign countries, the College confronts students with unfamiliar perspectives and new possibilities in thought and action. Exploring the complexities of the natural world, the achievements of the human past, and the urgent social and moral issues of the present, the College’s faculty teach its students how to recognize and weigh relevant evidence. Professors inspire undergraduates to read carefully and express their ideas effectively, with precision and grace, while encouraging them to create a more humane world.

The Block Plan

The most distinctive feature of the institution is the Colorado College Plan or “[Block Plan](#).” Implemented in 1970 and subsequently developed and refined, this virtually unique calendar divides the academic year into eight three-and-one-half-week segments called “blocks.” Students complete eight blocks per academic year, the equivalent of the typical course load of a liberal arts college offering the traditional semester system.

The Block Plan affords several advantages. First, students do not face competing academic demands, so they can give their full attention to each unit of study without “time stealing” from others. Undergraduates grow accustomed to the pace of each block and recognize the importance of each class day; class attendance is consistent and high. Classes remain small: at Colorado College, the average class size is 16 students, and all classes, from introductory courses to senior seminars, are capped at 25 students. Instructors can organize their courses creatively. Seminar discussions, group projects, laboratory research, and field experiences are as frequent as lectures, and overnight or extended field trips occur without interference from other courses—opportunities impossible under the semester system.

Interdisciplinary and team-taught courses offer further variety. The Block Plan enhances the curriculum with distinguished block visitors who complement an outstanding institutional faculty. A summer session, organized as two blocks, provides courses beyond the eight-block year. The experience of fifty years of the Block Plan’s success is compelling evidence that this curricular system fosters a level of intellectual engagement that will continue to enrich the lives of Colorado College graduates in their leadership of professions and communities.

Diversity

Colorado College values all persons and fosters an environment that encourages learning from diverse experiences and perspectives, and teaching through diverse approaches. Since its inception in 1874, Colorado College has been a coeducational institution open to all races. Its persons’ [diversity](#) of origin and their collective pursuit of diversity patterns of thought are central to the College’s aim to provide a liberal arts education among the finest in the world. Students, faculty, and staff work together to stimulate, coordinate, and support diversity among all constituencies of the Colorado College community.

Enhancing diversity and inclusion is integral to the 2012 strategic plan, [Building on the Block](#). The Colorado College community works hard to advance the needle on important demographic indicators. Twenty-five percent of students identify as domestic students of color (compared with 18 percent in 2011). Seven percent of students are first-generation (up from five percent in 2011), and eight percent are international (up from six percent in 2011). The College’s “Pell Grant eligible” student percentage is about 11 percent.

Colorado College has also worked steadily since the 1970s to increase diversity among both the faculty and staff community constituencies. Currently, 23 percent of faculty identify as being of color (up from 18 percent in 2012), as do 21 percent of staff (up from 20 percent in 2012). The College continues to increase representation from historically underrepresented groups among all campus constituencies. Welcoming and supporting a community with an evolving demography remains a top priority. Further, Colorado College seeks to engage its increasing diversity in the strategic direction of the College toward an aspirational community that is inclusive and just.

Faculty

Colorado College's 10:1 student to faculty ratio ensures that faculty and students experience vibrant, direct interaction and in-class discussion. Of Colorado College's 201 full-time professors, 99% hold the highest degree in their field. [The faculty](#) is composed of active scholars who contribute significantly to the global intellectual community. Some examples include the former Colorado poet laureate, one of the most dynamic and innovative young playwrights in the country, a leading researcher who involves students in her work on discovering new medicines to treat African Sleeping Sickness, and 15 faculty principal investigators on 13 active research grants totaling just over \$3 million in federal and private funding.

Because they teach only one course at a time, Colorado College professors are regularly available to encourage and assist individual students in their endeavors. The block schedule enables faculty to expect of their students a high level of academic independence.

A highly-qualified and dedicated group of professional academic staff support faculty and students, including those working in Tutt Library, the Colket Center for Academic Excellence, International Programs, Field Study, Accessibility Resources, Sustainability, Sponsored Research, the Butler Center, and the Collaborative for Community Engagement.

Students

Faculty, students, alumni, and staff agree that [the student body](#) of just over 2,000 is one of Colorado College's greatest resources. Hailing from across the U.S. and many other countries, students bring ideas and perspectives from a range of ethnic, religious, socioeconomic, and cultural experiences. These undergraduates are passionate, curious, and adventurous learners inside and outside the classroom. They apply their intellectual intensity to all aspects of campus life. Because of consistent institutional focus on the student experience in the decades since the introduction of the Block Plan, Colorado College enjoys a 96 percent first to second-year retention rate and an 84 percent four-year graduation rate.

Students' relationships with faculty promote critical thinking and sustain the interest necessary to succeed on the College's distinctive schedule. Students participate in the College's committee structure, actively contributing to decisions about issues facing the academic community. Small class sizes actively engage students in learning. This engagement continues as over 50 percent of students go on to graduate or professional schools within five years. Many students also opt for domestic and international service through programs such as the Peace Corps, AmeriCorps, and Teach for America. Colorado College alumni have won prestigious awards including Fulbright, Marshall, Rhodes, Watson, Wilson, Rotary, Mellon, National Science Foundation, and Danforth Fellowships.

Majors, Minors, and Degrees

Colorado College provides a [broad liberal arts education](#), offering the bachelor of arts and a master of arts in teaching degrees. The College requires students to gain knowledge and experience in a variety of areas and to study at least one academic discipline in depth. The [Colorado College Catalog of Courses](#) lists majors in some 25 departments and ten interdisciplinary programs. During their second year at the College, students choose a major field in which to take concentrated work. Many majors include a capstone experience through which students conduct independent research, write senior theses, give oral presentations, or create works of fine or performance art.

The Colorado College curriculum also features departmental and interdisciplinary minors in fields other than the student's major. Examples include Integrative Studies in the Ancient World, Theory and Practice of Arts, and Myth and Folklore. The curriculum also permits significant coursework to be done in Chinese, Italian, Arabic, and journalism. The Block Plan offers opportunities for collaborative research in the natural and social sciences, as well as in the humanities.

Study abroad is another valuable part of the curriculum. It is a serious academic experience that provides in-depth engagement in languages and cultures, as well as the opportunity to take courses not available at Colorado College. Each year, hundreds of students study abroad in a wide variety of programs and locations, for instance in Japan and China, and through [Associated Colleges of the Midwest \(ACM\) consortium programs](#) in Botswana, Costa Rica, and India. Opportunities for study abroad extend beyond the traditional junior year or semester. Approximately 80 percent of Colorado College students receive credit for studying abroad during their college careers.

Honor Code

Established in 1948, the Colorado College [Honor Code](#) is an essential part of the academic program. Upon admission, students commit themselves to uphold the Honor Code. Unless otherwise stipulated, work done on all assignments is entirely the student's, with quotations, paraphrases, and ideas not the student's own acknowledged in standard form. Under the Honor Code, examinations are not proctored; student honesty is assumed. Students themselves administer the Honor Code, appointing an Honor Council from among the student body to educate the campus about the Honor Code, investigate alleged violations, and recommend penalties for violators ranging from no credit grades to dismissal from the College. By fostering a trusting atmosphere, the Honor Code encourages the development of personal honor, individual responsibility, and academic integrity.

Strategic Planning

President Jill Tiefenthaler refers to her first year (2011) at Colorado College as “The Year of Listening” for good reason. By meeting extensively with students and professors, participating in formal and informal conversations with colleagues, and hearing from hundreds of alumni, she learned about the experiences, hopes, and dreams of the College community. These conversations and discussions framed the priorities shaping the College's strategic development now and in the coming years: to increase focus on engaged teaching and learning through realizing the potential of the pioneering Block Plan, emphasize the College's distinctive place in the world, and extend the College's reach and well-deserved reputation.

After the “Year of Listening,” the Colorado College community came together in 2012-13 by deeply and thoroughly contemplating its values, ambitions, and future as an institution during the “Year of Planning.” Five committees—Engaged Teaching and Learning; A Distinctive Place of Learning; Extending Our Reach; Institutional Effectiveness; and the Steering Committee—held outreach meetings to collect input from a variety of constituents, then used this information to identify goals and strategies.

In January 2013 at the “Year of Planning Winter Conference,” 400 participants drilled deeper into the College's strengths and ambitions. Students, alumni, trustees, faculty, staff, parents, and community members contributed their ideas for initiatives that would advance key strategies. Through website feedback forms, email, chalkboards, bulletin boards, phone booths, and even a photo booth, the Colorado College community proposed nearly 1,500 initiatives for consideration.

This process resulted in five key recommendations for the strategic plan: Provide Additional Support to Realize the Potential of Our Pioneering Block Plan; Build Nationally Recognized Summer and Half-Block Programs for a New Generation of Learners; Create an Innovation Institute; Enhance Our Distinctive Place of Learning — Our Campus — to Support Our Engaged, Globally Connected Academic Community and Embody Our Regional and Historical Identity; and Focus on Workplace Excellence to Foster an Organization that is as Innovative and Dynamic as the Colorado College Academic Experience.

The collaborative process of the “Year of Planning” showed Colorado College at its best—innovative, thoughtful, and visionary. Because so many voices were heard, multitudes of ideas expressed, and countless conversations shared, the result was an authentic plan, [Building on the Block](#). Much [progress has been made](#) toward the plan’s goals, and so an addendum to the strategic plan is set to be released in the coming year.

Library Renovations

The [Tutt Library renovation](#), completed in August of 2017, is the largest capital building project in Colorado College’s history. The College invested \$45 million in this project to reimagine the mid-century building as an open and welcoming facility designed specifically for the needs of current and future students. The renovated library is the first to be built for the Block Plan. As the intellectual hub of campus, it meets the evolving needs of Colorado College students and faculty, providing a comfortable, collaborative space that includes the technology students and faculty require to enhance teaching and learning. This technology is infused seamlessly throughout the building and clustered in focused areas. The renovation project has made Tutt the largest academic library in the nation to [achieve net-zero construction](#).

This new library anticipates the rhythm of the Block Plan, accommodating students by providing them with tools, expert instruction, and access to information in a flexible, inviting space. In this hub for academic support services, library partners cultivate students’ academic skills through collaborative learning, peer teaching, and intellectual community. Laboratories for Geographic Information Systems (GIS) and data visualization, a dedicated area for technology support, and a technology space for exploring virtual caves make an incredible array of technology and instruction available and accessible to students and faculty.

Colorado College makes a variety of electronic collections immediately available to students whether they are accessing them in person, from residence halls, or from study-abroad locations. Increased investment in electronic resources has expanded the collection of digital resources to 80,000 online journals and a growing local “Digital CC” archive. With a comprehensive array of research tools, librarians help students delve more deeply into the subjects they are researching and studying.

Fine Arts Center

In August 2016, Colorado Springs Fine Arts Center President and CEO David Dahlin and Colorado College President Jill Tiefenthaler announced an alliance between the two institutions that redefines the contributions of each organization to the arts in the region. The Center's 133,000 square feet of gallery space includes a 20,000-object collection with strengths in Southwestern Art, a 400-seat theater, and studios that house the Bemis Art School, which offers more than 300 art classes a year to local adults and children. The partnership supports the missions of both organizations while expanding innovative learning opportunities, arts programming, and cultural resources for the greater Colorado Springs community and the College. The alliance offers a secure financial foundation for the Fine Arts Center while honoring the Center's mission to "provide innovative, educational, and multidisciplinary, multi-dimensional arts experiences, building upon [the Center's] history as a unique cultural pillar of the Rocky Mountain region." It also complements Colorado College's areas of current strategic focus: continuing the development of the innovative Block Plan; underscoring the College's sense of place in the Rocky Mountain West; and investing in the innovative and creative people who make up the College community. On July 1, 2017, the Center became known as the [Colorado Springs Fine Arts Center at Colorado College](#) (referred to as the FAC). The agreement that guides the merger calls for a four-year transition period to allow for careful planning and integration of the programs of the Fine Arts Center—the museum, the Bemis School of Art, and the performing arts—and Colorado College. By July 2020, the transfer will be complete.

Innovation Institute

The [Innovation Institute](#) is one of five strategic recommendations in the College's 2012 strategic plan. Much progress has been made on the strategy through a foundational anonymous gift of \$8.5 million. Since receiving the first gift, the Institute has offered a variety of opportunities with the goal "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." In the latest [US News and World Report](#) ranking, Colorado College is ranked the #1 most innovative liberal arts college in the country.

Innovation at Colorado College looks to create changemakers by cultivating strengths in three main areas: design thinking, mindfulness, and risk-taking/failure/resilience. Innovation at Colorado College strives to prepare students to have creative confidence—stepping into the unknown with the confidence to figure it out or build a team that can. Initial programming includes the Big Idea competition, Innovators in Residence program, Innovation Thursdays, and Colorado College's Faces of Innovation.

Governance

Colorado College is governed by the [Board of Trustees](#), of which the president is a member. The board presently has 36 voting members, including 28 charter trustees elected by the board. The trustees are actively engaged in committee work through four standing committees (Budget, Buildings, Grounds, and Infrastructure, Governance, and Investment) and strategic project teams. A majority of the trustees are alumni of the College and are representative of various geographical regions and economic sectors.

In the summer of 2011, [Jill Tiefenthaler](#) began service as the 13th president of Colorado College. Before her appointment, President Tiefenthaler served as provost and professor of economics at Wake Forest University. Dr. Tiefenthaler has also taught economics at Colgate University in Hamilton, N.Y., advancing to the rank of full professor there, chairing the economics department from 2000 to 2003, and serving as associate dean of the faculty from 2003 to 2006. She earned master's and doctoral degrees in economics from Duke University and a bachelor's degree in economics from Saint Mary's College in South Bend, IN.

Finance

Colorado College enjoys a strong [financial position](#) and operates with a budget of \$182.8 million. The Campus Budget Committee facilitates the College's budgeting process. This committee is chaired by the dean of the college/dean of the faculty and the CFO and is composed of faculty, staff, and student representatives. As of June 30, 2017, the market value of the endowment was \$744 million, resulting in an endowment-per-student of \$353,882.

Sustainability

The Colorado College community is committed to [environmental sustainability](#). It is also a key strategic initiative in the College's 2012 strategic plan. The College defines sustainability as commitments and behaviors that are ecologically viable, economically sound, and socially just—now and for future generations. The goal is to challenge students, faculty, and staff, both individually and collectively, to develop green habits that will last lifetimes and to honor the College's commitment to nurturing a sense of place and an ethic of environmental sustainability. Colorado College is committed to becoming carbon neutral by 2020.

The College has already made significant strides toward this goal, particularly in the Tutt Library renovations but also in the reduction of energy and water use. Solar panels have been installed on the roofs of campus buildings, and the [Baca Grande campus](#), three hours away in southern Colorado's San Luis Valley, is now off the grid, powered 100 percent by solar installations.

Colorado Springs

[Colorado Springs](#) sits at an elevation of 6,035 feet above sea level, where the High Plains meet the Rocky Mountains. It is a city of nearly 465,000 in a metropolitan area of more than 712,000 people. The campus is situated between a historic residential area and downtown, where there are many dining, entertainment, and shopping establishments within walking distance. Residents and visitors enjoy a semiarid climate and on about 250 days of sunshine. The city's major industries are space technology, computers and electronics, health care, the Olympic Training Center, and military institutions. Major ski resorts are just over two hours distant, and 149 major parks and trails in the foothills provide opportunities for excellent hiking, cross-country skiing, and bicycling. Several major airlines serve the city's convenient municipal airport. The city of Denver and Denver International Airport can be reached in less than one and a half hours by bus or car. Colorado Springs is also home to the University of Colorado at Colorado Springs, a public university that is part of the University of Colorado and enrolls about 12,000 students, the Air Force Academy with approximately 4,000 students, and Pikes Peak Community College with about 13,000 students. In 2013 the four higher education institutions formed a partnership—[QUAD Innovation](#). The partnership works to elevate, educate, and innovate in Colorado Springs.

The First Provost

As the College's chief academic officer, the provost will report to the president and join an energetic team and community, with an emphasis on collaboration and collegiality. The individual assuming this new position will oversee and foster connections with the following people and areas:

- The Dean of the Faculty
- The Dean of the College
- Faculty hiring and development
- Office of the Registrar
- Tutt Library
- Fine Arts Center
- Innovation Institute
- Crown Faculty Center
- Colket Center for Academic Excellence
- The Writing Center
- Quantitative Reasoning Center
- Office of International Programs
- Office of Field Study
- Office of Collaborative for Community Engagement
- Office of Accessibility Resources
- Office of Sustainability; Summer Session program
- Assessment and program review
- State of the Rockies research project
- Student undergraduate research
- First-year experience program
- Sponsored research

The provost may have the opportunity to reorganize these elements in the College's structure to more effectively support new and continuing strategic priorities and policy creation and implementation.

Challenges & Opportunities

The provost will be expected to define the role of the provost at Colorado College through serving as the inaugural position holder. Other opportunities and challenges of the position are listed below.

- Articulate the College's academic vision and ensure that the budget is in alignment with that vision by working closely with the president, president's cabinet (as second amongst equals), the provost's direct reports, and faculty.
- As one of the country's leading liberal arts institutions, the quality and rigor of Colorado College's academic program are unquestionable. The provost will be charged with maintaining these high standards while bringing a visionary approach to curricular development. The provost will work with all constituencies to maintain the College's distinctive place among peer institutions, building upon the Block Plan's distinctive paradigm to enhance Colorado College's place as one of the country's most academically innovative and demanding institutions.

- The provost will have the privilege to work with a supremely talented and dedicated faculty. They will cultivate the College's ability to continue to retain this outstanding faculty, mentor younger faculty as they embark on their academic careers, and continue to recruit and create an inclusive environment for an ever more diverse faculty. Additionally, the provost will prioritize increasing support for the unique needs of the Colorado College faculty, recognizing the intensity of the Block Program schedule and emphasizing the important role academic staff play in this support.
- Assuming the president's prior role in this initiative, the provost will oversee the remaining three-year integration of the Fine Arts Center at Colorado College. They will work to enhance the established vision for the Center to ensure that the College and the Colorado Springs communities benefit as much as possible from the unique programmatic opportunities this alliance offers.
- Oversee the Innovation Institute and forwarding the construction of a new building to serve innovation efforts and other academic programs.
- As a member of the president's cabinet, the provost will play a key part in developing and implementing institution-wide programs and priorities. Specifically, the provost will help implement the updated strategic plan, increase connections with the national liberal arts as well as regional and local communities, and advance engagement and fundraising efforts as part of the upcoming comprehensive campaign.

Qualifications & Personal Characteristics

Colorado College seeks a provost who demonstrates broad intellectual curiosity, significant administrative experience, and a distinguished academic record that will accord appointment as a full, tenured professor. In addition, the provost will:

- Support and seek to enhance the extraordinary collaboration of teachers and students that distinguishes the block plan;
- Be strategic in fostering innovations consistent with the distinctive academic plan of the College;
- Value diversity as a framework of curricula development and principle for pedagogy and student engagement; Appreciate the diversity of backgrounds, experiences, and opinions among all campus constituencies and possess an unwavering commitment to maintain and increase the inclusivity of the College;
- Actively engage in and encourage collaboration and collegiality among faculty, staff, students and administration;
- Participate in the national conversation regarding and demonstrate an ability to articulate the value and importance of a liberal arts education;
- Possess deep experience with budget planning and management, specifically in a higher education setting;
- Demonstrate a commitment to innovative and transparent leadership and communication, as well as an ability to delegate successfully through a team-oriented approach to management, while displaying unparalleled skills as an active listener;
- Exhibit a track record of administrative accomplishments and an ability to unify a campus to "move the needle" towards specific goals; and,
- Express and effect support for faculty scholarship and research.

Salary and benefits will be competitive. The ideal candidate will be available to start on or around July 1, 2018. For best consideration, please send all nominations and applications electronically and in confidence to:

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For more information, please visit Colorado College's home page at www.coloradocollege.edu.

Colorado College is an equal opportunity employer committed to increasing the diversity of its community. We do not discriminate on the basis of race, color, national origin, gender, age, religion, gender identity or expression, disability, or sexual orientation in our educational programs and activities or our employment practices.