



All College Meeting Fall 2024



**WARNER COLLEGE
OF NATURAL RESOURCES**
COLORADO STATE UNIVERSITY



Agenda

1:00	Welcome and Introduction	Novak
1:05 – 1:35	Introductions from new College leadership	Boyd (virtually) Pederson Cheng Ojima (via video) Gustison
1:35– 2:05	Dean's Report	Aguirre
2:05 – 2:25	Warner College Business Services Update	Barb Gustison
2:25 – 2:35	Q&A	
2:35 - 2:40	Diversity, Equity, and Inclusion Update	Frierson
2:40 – 2:45	International Affairs Committee	Durán and Gallo Cajiao
2:45 – 2:50	Technology Update	Frank
2:50 – 2:55	Development Update	Young
2:55 – 3:00	Events Reminders and Communications Updates	Novak
3:00	Adjourn	



New Leadership Introductions



Dr. Jennifer Boyd



Head

Department of Fish, Wildlife, and Conservation Biology



**FISH, WILDLIFE, AND
CONSERVATION BIOLOGY**
COLORADO STATE UNIVERSITY

Dr. Joel Pederson



Head
Department of Geosciences



GEOSCIENCES
COLORADO STATE UNIVERSITY

Dr. Tony Cheng



Interim Head

Department of Human Dimensions of Natural Resources



**HUMAN DIMENSIONS
OF NATURAL RESOURCES**
COLORADO STATE UNIVERSITY

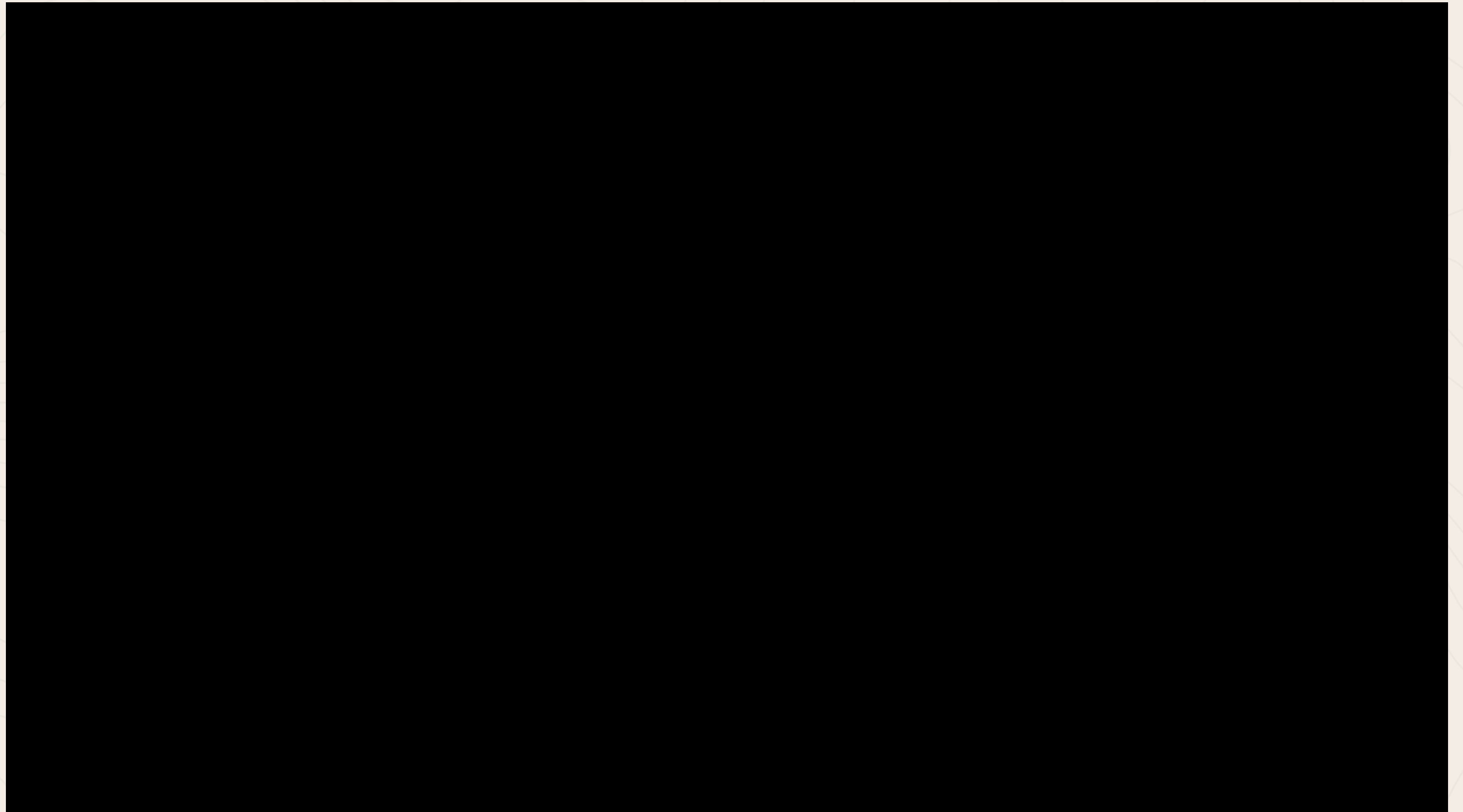


Dr. Dennis Ojima



Interim Director
Natural Resource Ecology Lab

Dr. Dennis Ojima



Barb Gustison



Senior Business Officer
Warner College of Natural Resources



**WARNER COLLEGE
OF NATURAL RESOURCES**
COLORADO STATE UNIVERSITY



Dean's Report

Dean A. Alonso Aguirre



Announcing new Associate Dean for Research





Dr. Chris Myrick



Associate Dean for Research

Professor

Department of Fish, Wildlife, and Conservation Biology

Warner College updates

- Implementation of Fall & Spring All College Meetings
- E-suggestion box
- Dean's Counseling Team (Rocca, Myrick, Frierson, Conant, Fariss, Novak)
- Revamped Warner Wire
- Business Services Newsletter
- Dean's Office Digest
- Faculty hours
- Scholar Sip





Dean Funding Decisions



Funded Initiatives

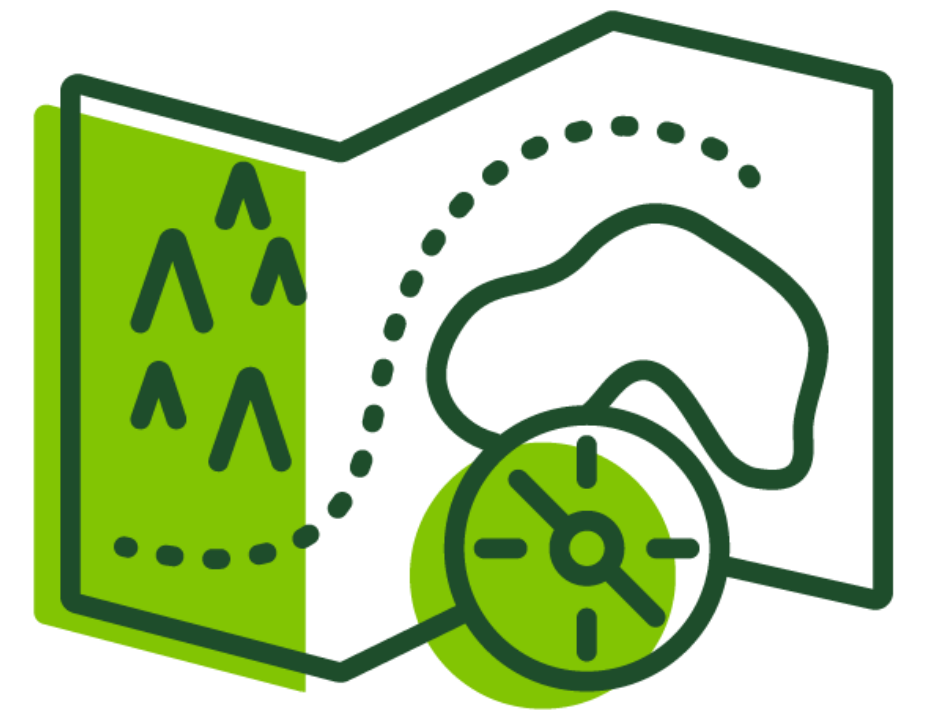
- Engage Scholars Program
- First Year Student Experiences at CSU Mountain Campus
- Grants to stimulate experiential learning
- Funding for technology in classrooms and conference rooms
- *Climate Science Studies Degree Program ?*
- *SUPER (Skills for Undergraduate Participation in Ecological Research) across College?)*



College Strategic Plan

Action Plan for AY 24-25

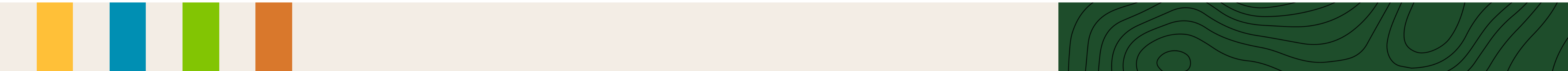
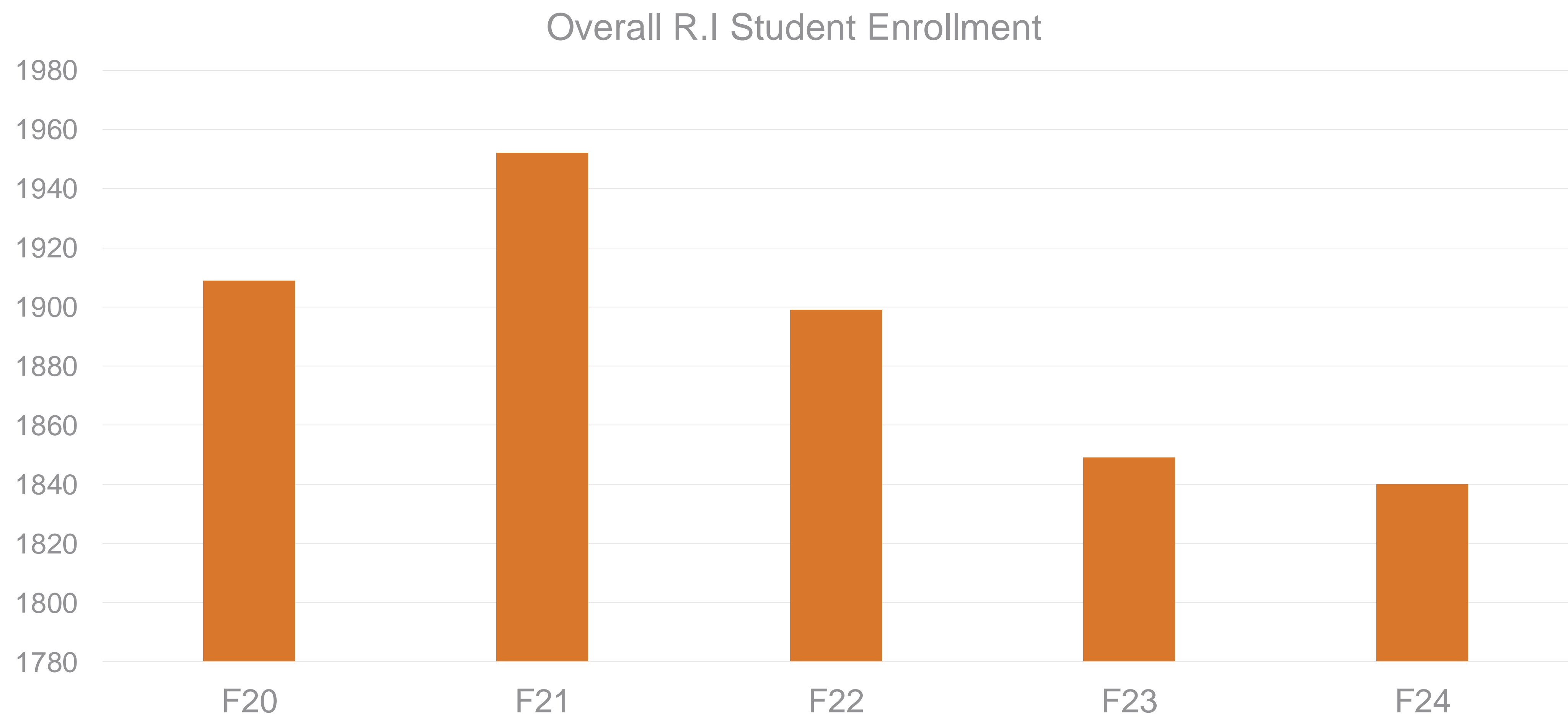
- Developed by goal teams for each area
- Teams to proceed this year with making progress
- A progress report in Spring All College Meeting
- Goal 5: Culture and Resources emphasis on finalizing Business Services Reorganization



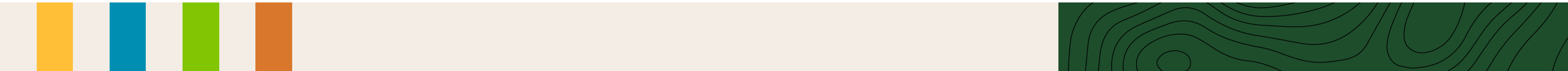
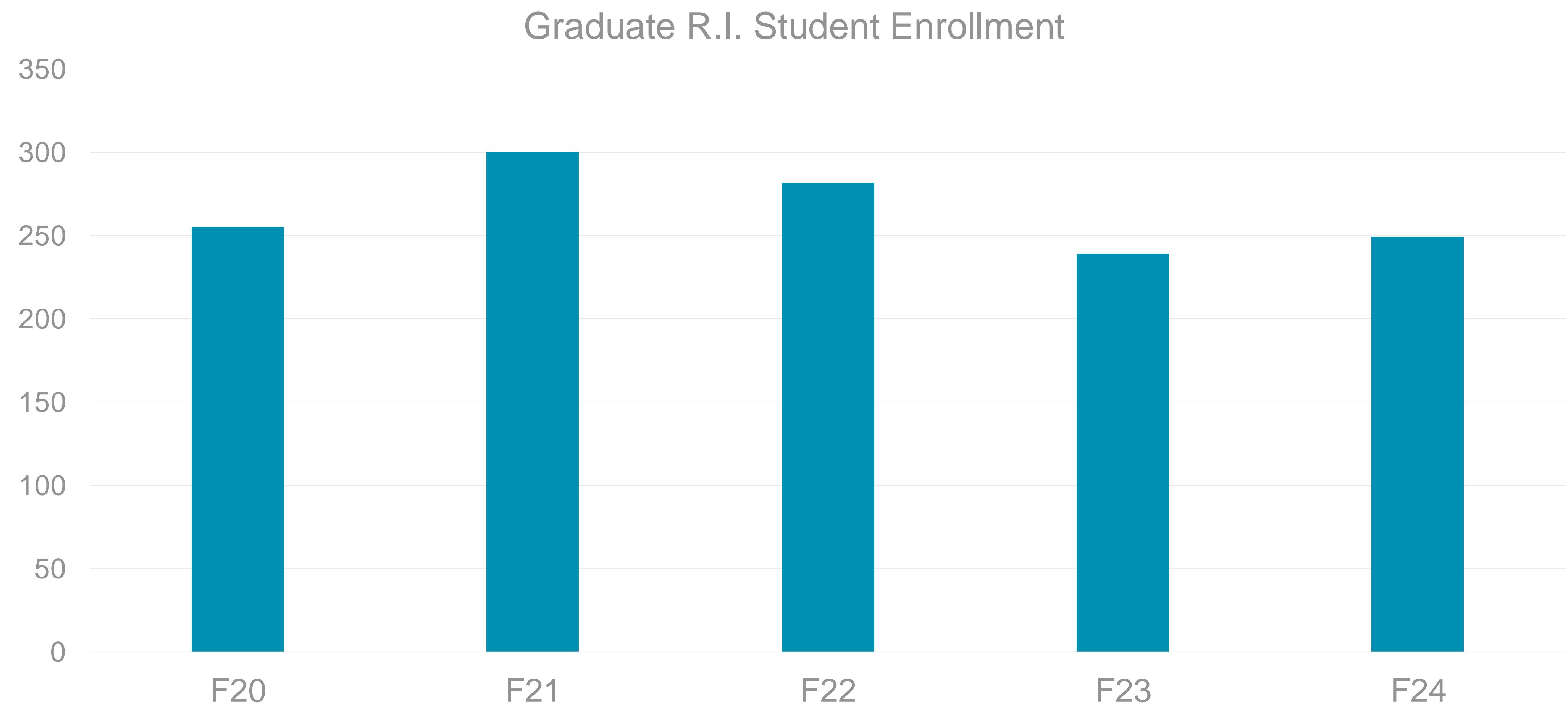
Academic and Research Growth Opportunities



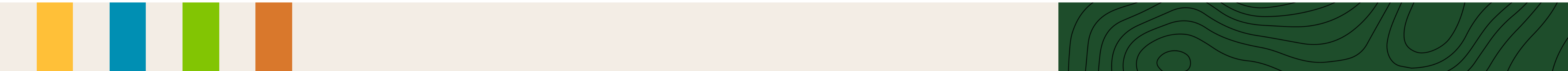
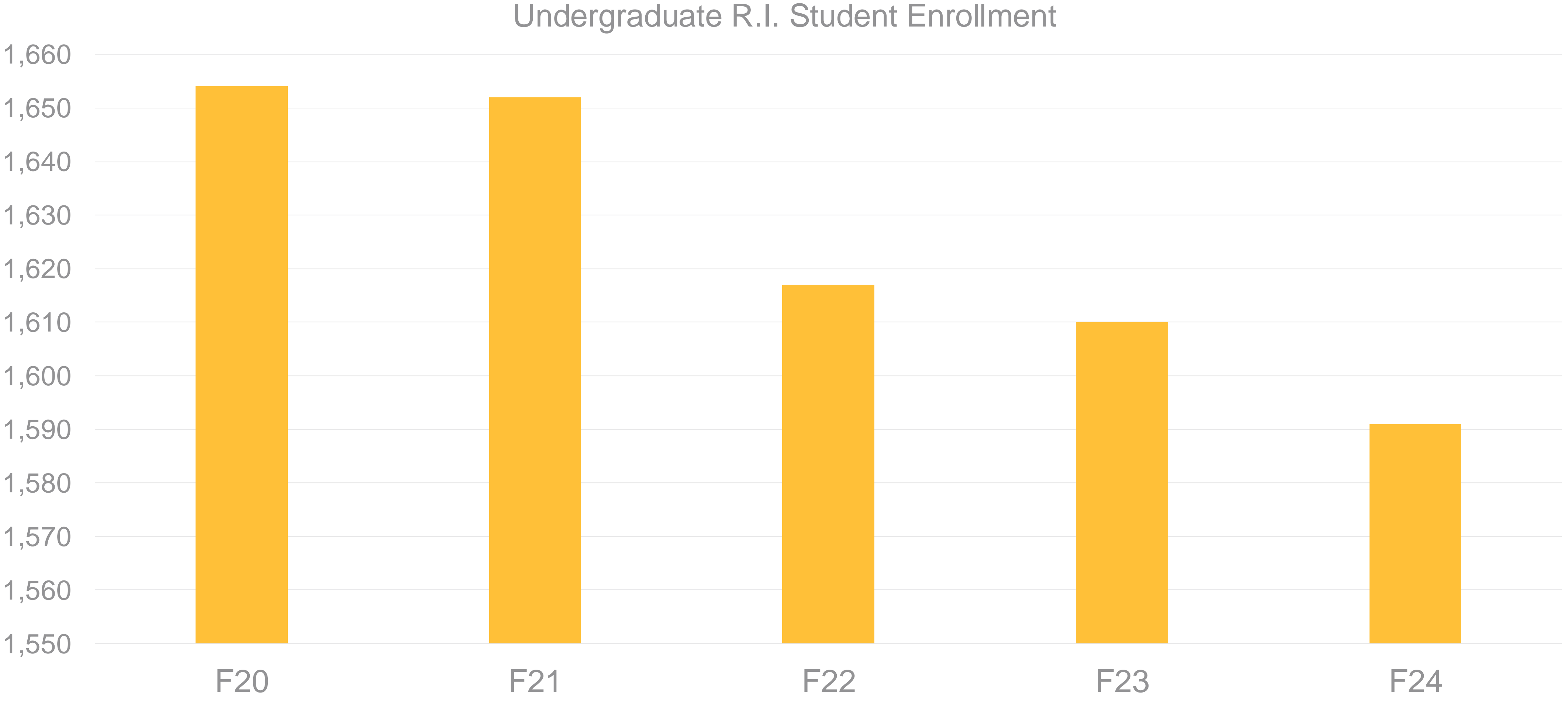
Overall College RI Enrollment



RI Graduate Student Enrollment



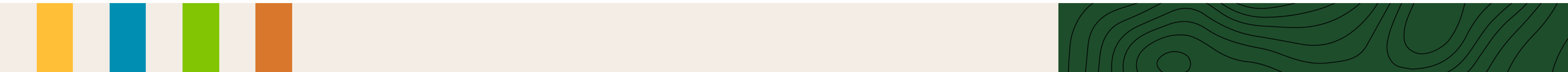
RI Undergraduate Student Enrollment





▲ **Opportunity** ▲

**Poised to meet growing demands
for students trained in climate,
biodiversity and sustainability
science**



Transdisciplinary Education



Providing students with the skills to operate effectively in transdisciplinary environments during their careers



▲ **Opportunity**



Diversity, Equity, and Inclusion

*Commitment to diversifying our college and associated fields
and creating an inclusive environment for everyone*

Expansion
of Alliance
Schools
Partnership

Establishing
pipelines and
exchanges with
diverse
institutions

Training and
education and
challenging
dominant
narratives



OFFICE OF
**DIVERSITY
& INCLUSION**

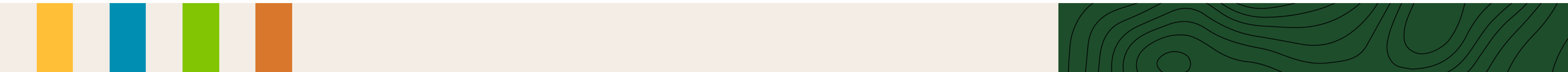
WARNER COLLEGE OF NATURAL RESOURCES

New Academic Offerings

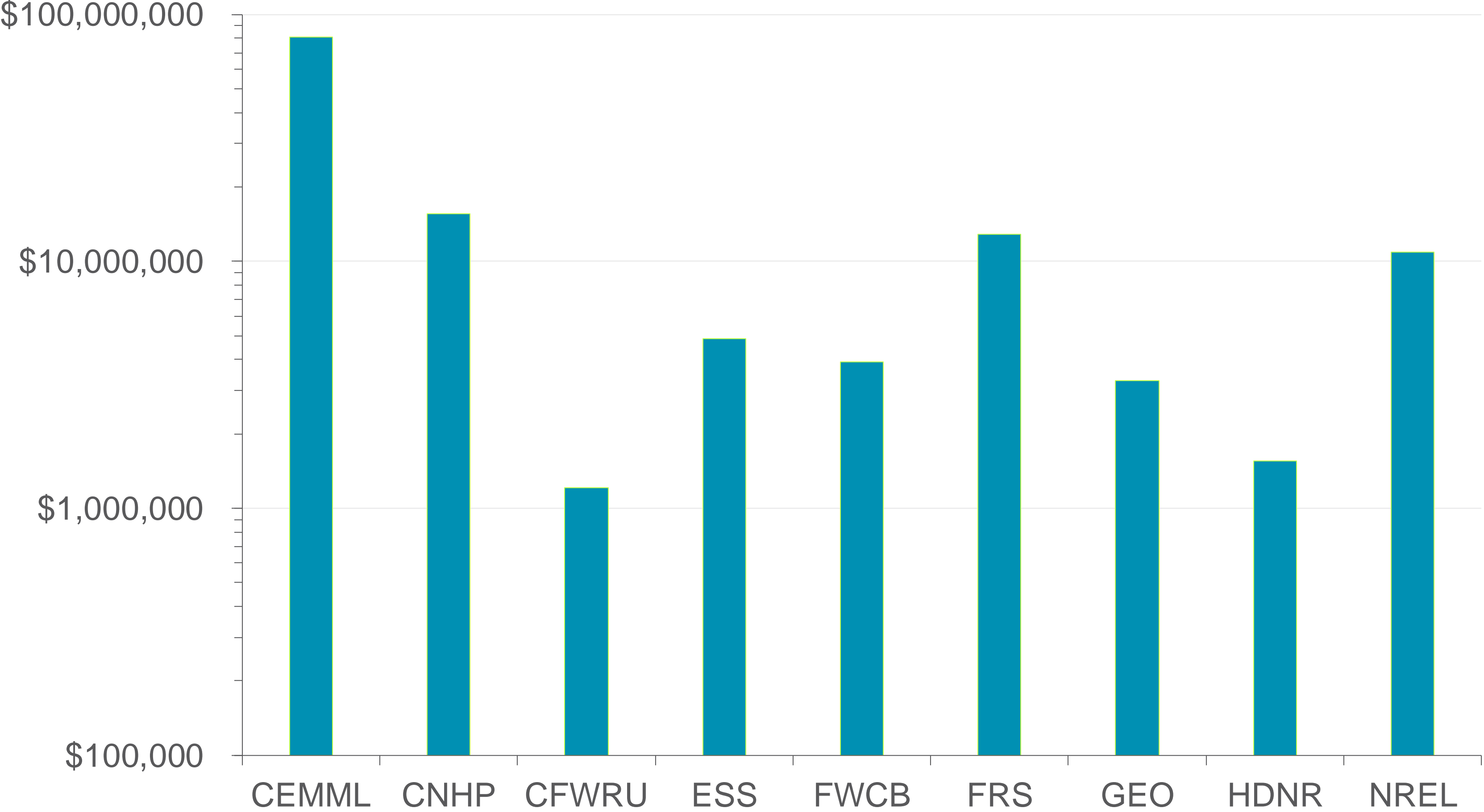
- Climate Science Studies Degree Program
- Urban ecology and forestry programs
- Masters in Environmental Regulation and Compliance (*researching potential*)
- Increasing graduate certificates
 - Environmental Data Science
- Programs integrating social sciences for natural resources practitioners
- Creating new skills-based courses, 1 week/2 credits; 2 weeks/3 credits, i.e. Bird ID course



Research Opportunities

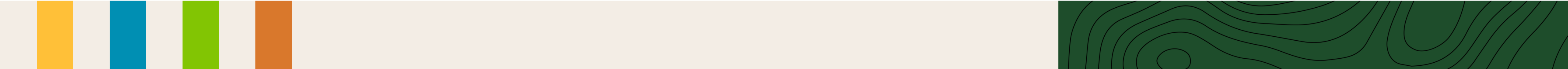


Extramural Funding - WCNR 2024



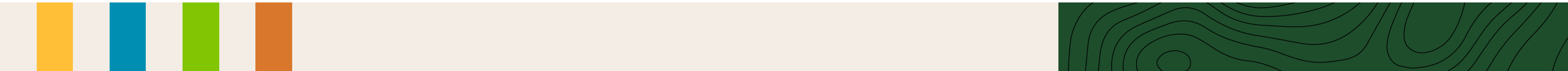
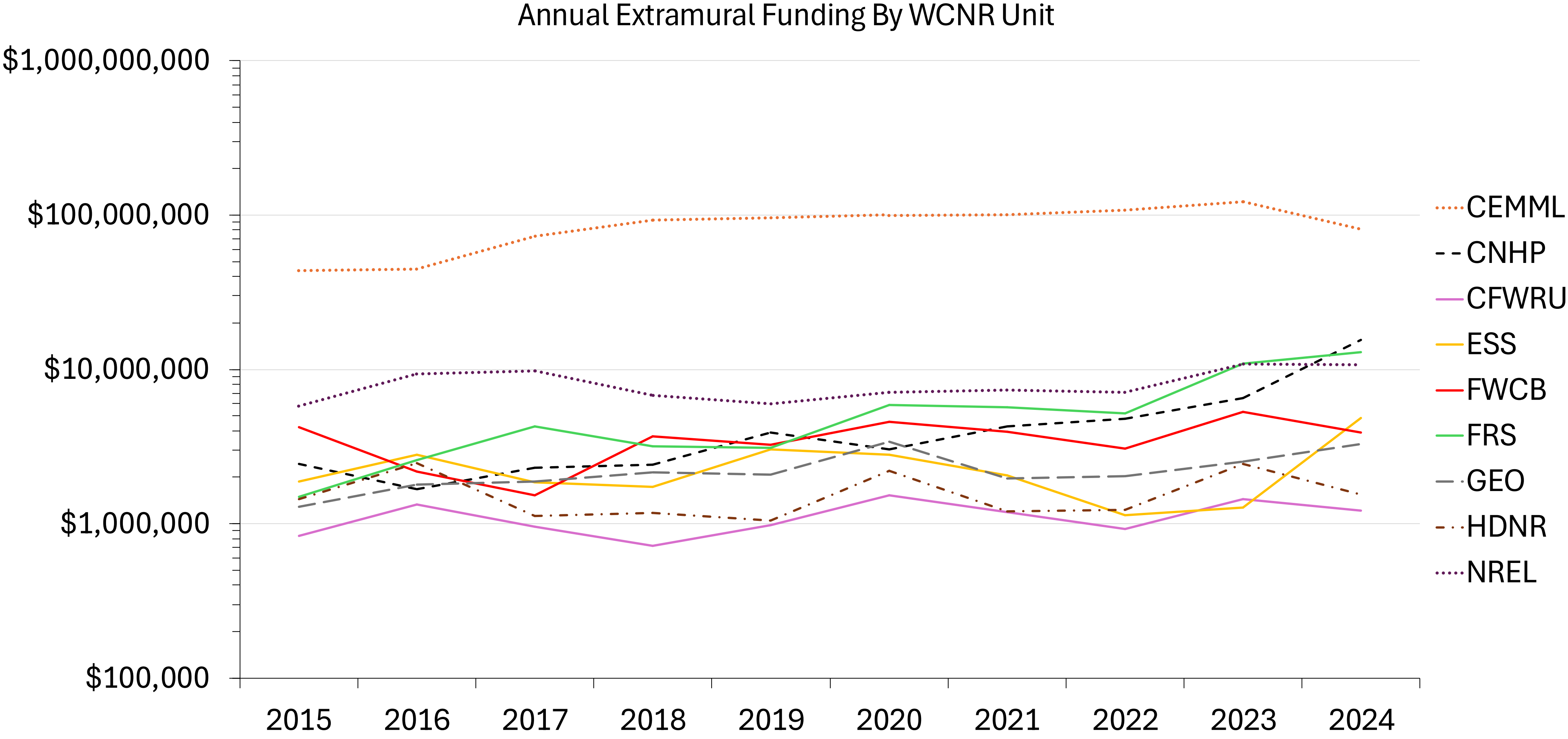
2024 Extramural Funding

\$135,000,000
Total *(approx)*



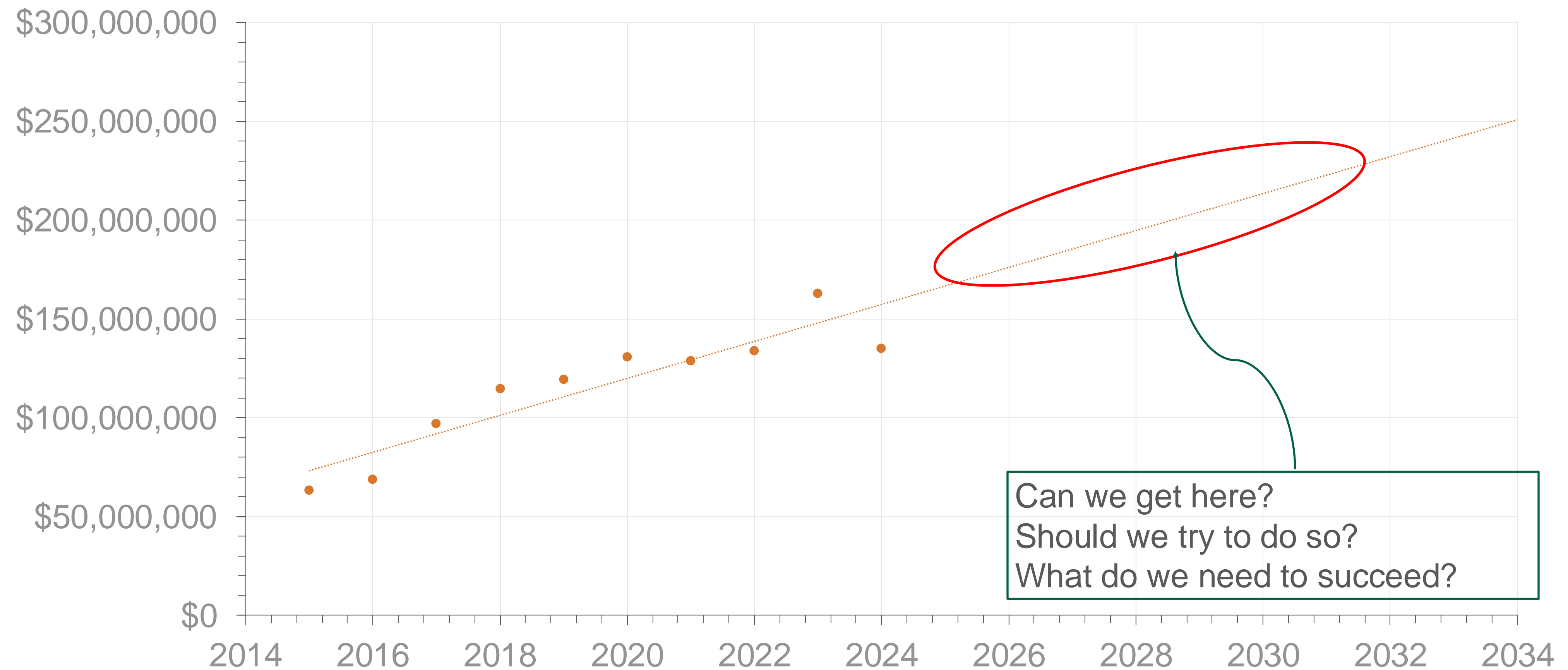
Extramural Funding Trends by Unit

(2014-2024)



Extramural Funding Trends by Unit

(2014-2024) Projecting to 2034



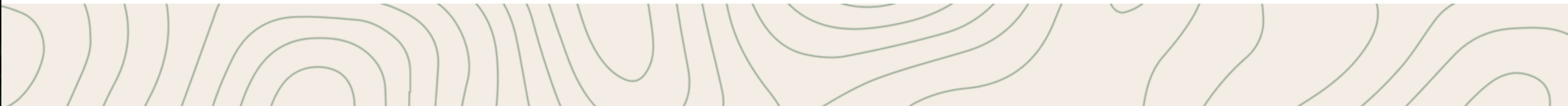
How can we maintain and/or grow WCNR success?

- Our people are our greatest resource – we hire some of the best and brightest and we need to support them
- First step: ask you what you need to maintain or grow your level of success, if, indeed, that is what you want to do
- We could get bigger, but not at the expense of our quality or mission





Possible options for helping our people

- Provide research resources including competitive startup packages & greater pre- and post-award support for all units
 - Encourage the organic formation of interdisciplinary teams
 - Intra- and inter-college as well as with outside institutions
 - Leverage existing CSU resources (e.g., from Office of the VPR) to:
 - Offer training on grant preparation, administration & work-life balance
- 



More options for helping Warner College grow

- Help with the maintenance and (when needed) expansion of our research infrastructure & personnel
 - If our people and infrastructure are already at or close to capacity, then we need to be deliberate about planning for expanding our capacity
 - This will require engagement with development office & working with OVPR
- Incorporate our research into all aspects of our land grant mission



Business Services Update

Barb Gustison
Sr. Business Officer

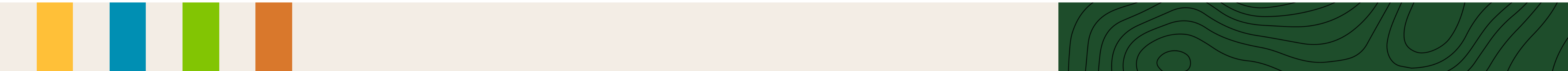




Business Services Reorganization

FY25 WCNR Budget Overview

FY24 Base Budget	11,365,729
PBC	42,982
Budget Reallocations*	(411,979)
Increases & Promotions	200,060
Misc Revenue	6,000
Differential Tuition	1,079,966
RARSP (16) – Initial 90% allocation*	6,024,407
Technology Charges	335,000
Course Fees	242,853
Total FY25 Operating Budget:	18,813,018



[illegible]

WCNR EG & RARSP - FY24 & FY25 Comparison

Dept No.	Dept. Name	FY24 Total Base (13) Budget	FY25 Total Base (13) Budget		FY24 Beg RARSP (16) Budget	FY25 Beg RARSP (16) Budget		Total FY24	Total FY25
1401	Dean	1,953,799	1,341,827		1,506,078	1,988,055		3,459,877	3,329,882
1472	FRS	1,693,090	1,848,357		88,170	240,976		1,781,260	2,089,333
1474	FWCB	1,923,420	1,973,395		97,665	174,105		2,021,085	2,147,500
1475	CNHP	-			219,923	264,471		219,923	264,471
1476	ESS	2,039,087	2,191,354		127,558	142,778		2,166,645	2,334,132
1480	HDNR	1,801,077	1,829,710		51,371	75,305		1,852,448	1,905,015
1482	GeoSci	1,954,256	2,011,150		56,536	148,803		2,010,792	2,159,953
1490	CEMML	-			2,602,183	2,641,702		2,602,183	2,641,702
1499	NREL	-			326,516	348,211		326,516	348,211
		11,365,729	11,195,794		5,076,000	6,024,406		16,440,729	17,220,199

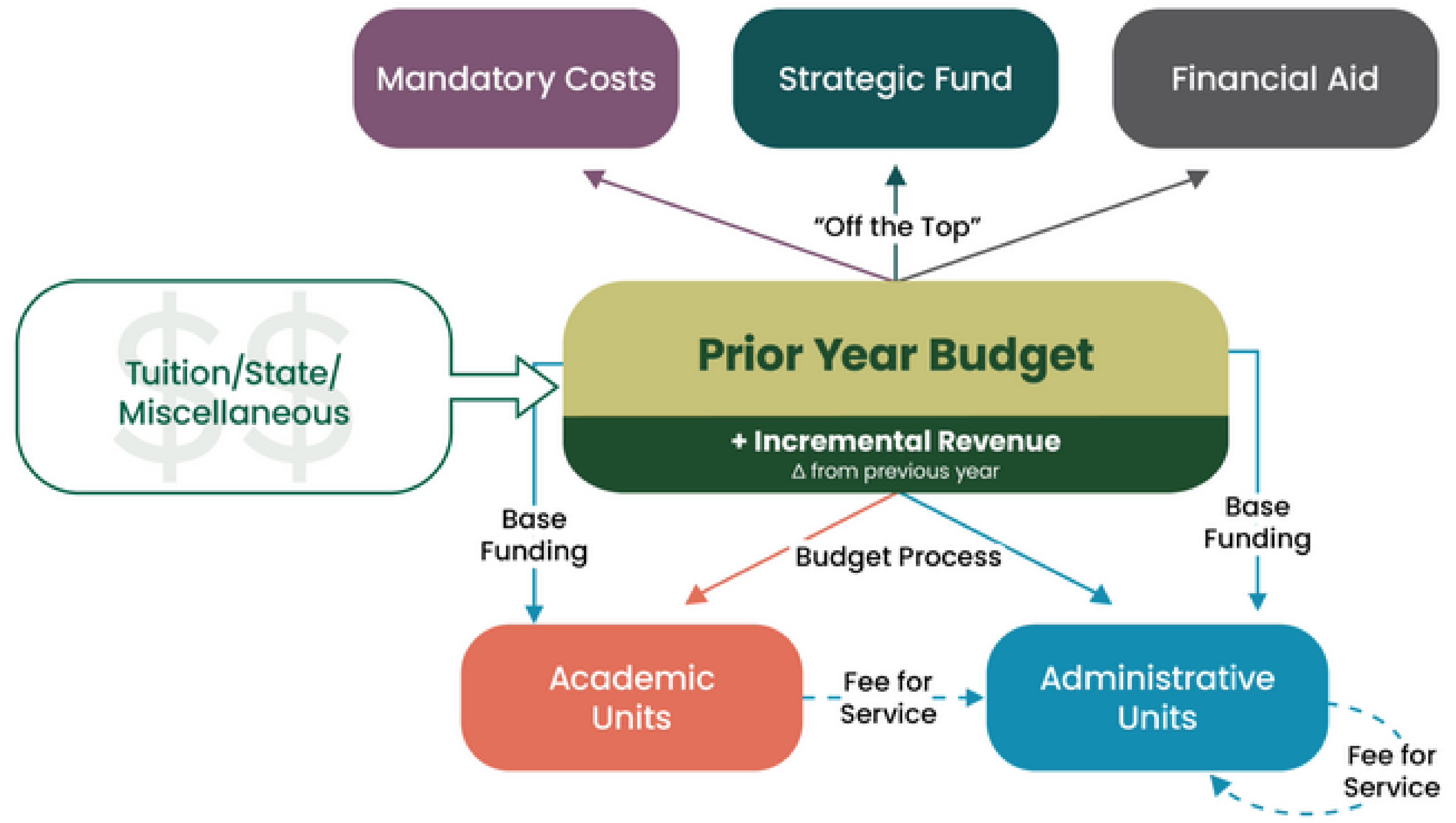


University Budget Redesign

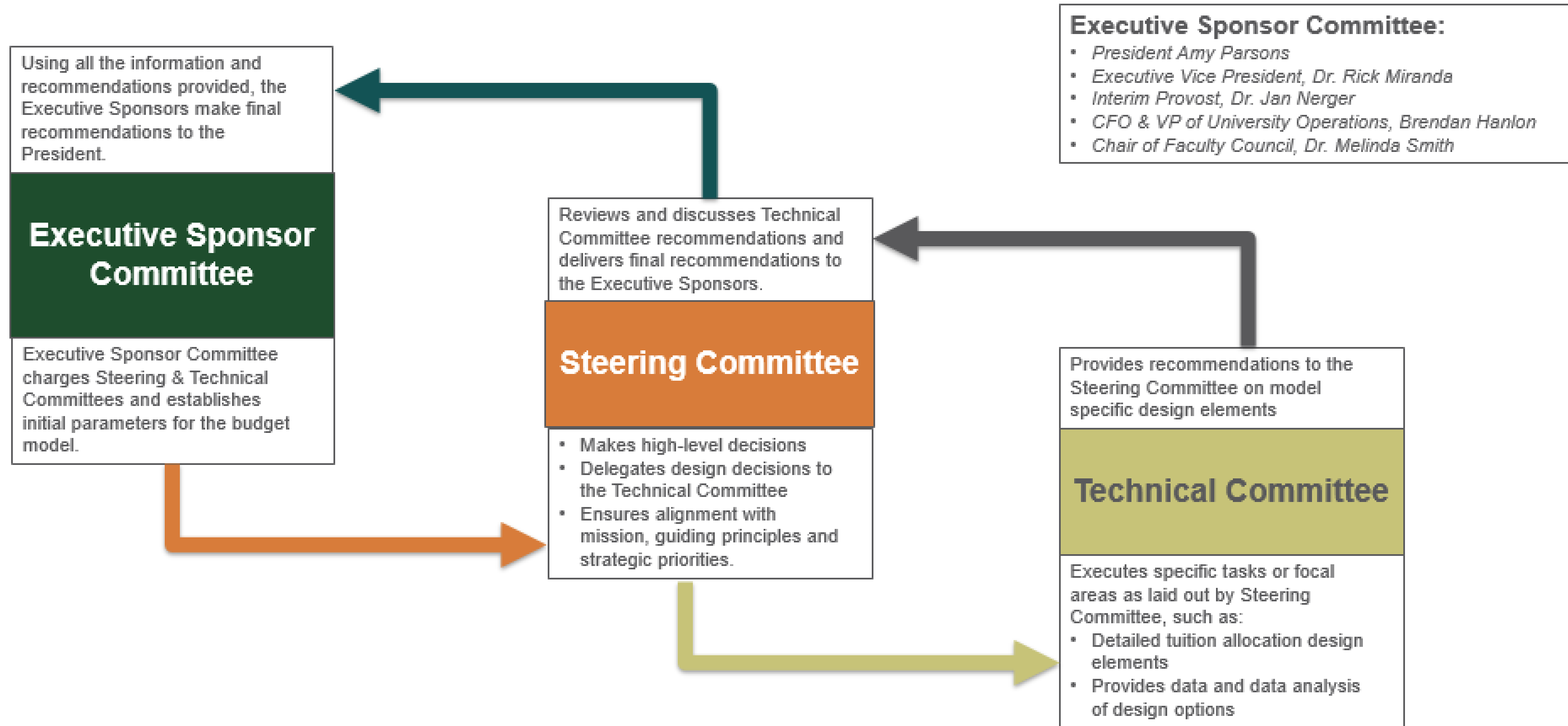
President Parsons' institutional priorities

- Student success.
- World-class academic and research programs.
- Institutional competitiveness.
- Outreach and impact around the state and world.
- Strengthening our democracy.

CSU's Incremental Budget Flow

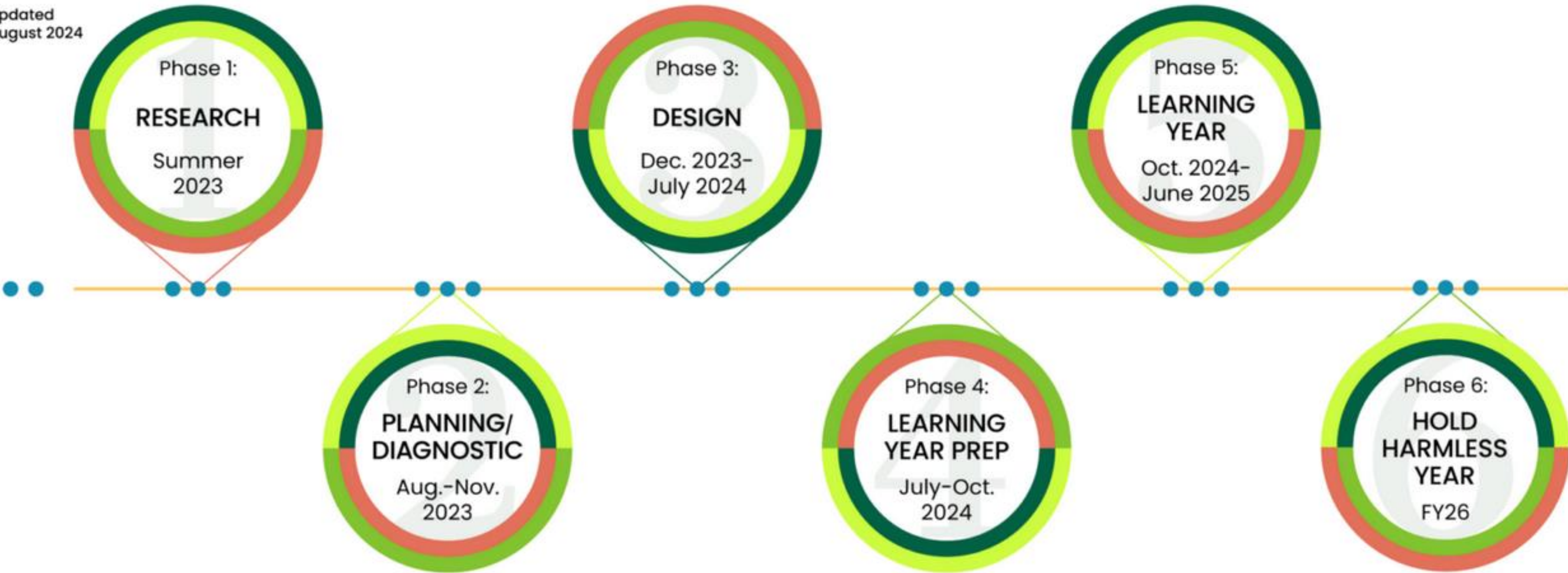


Governance Structures & Associated Committees



Project Phases and Timeline

Updated
August 2024

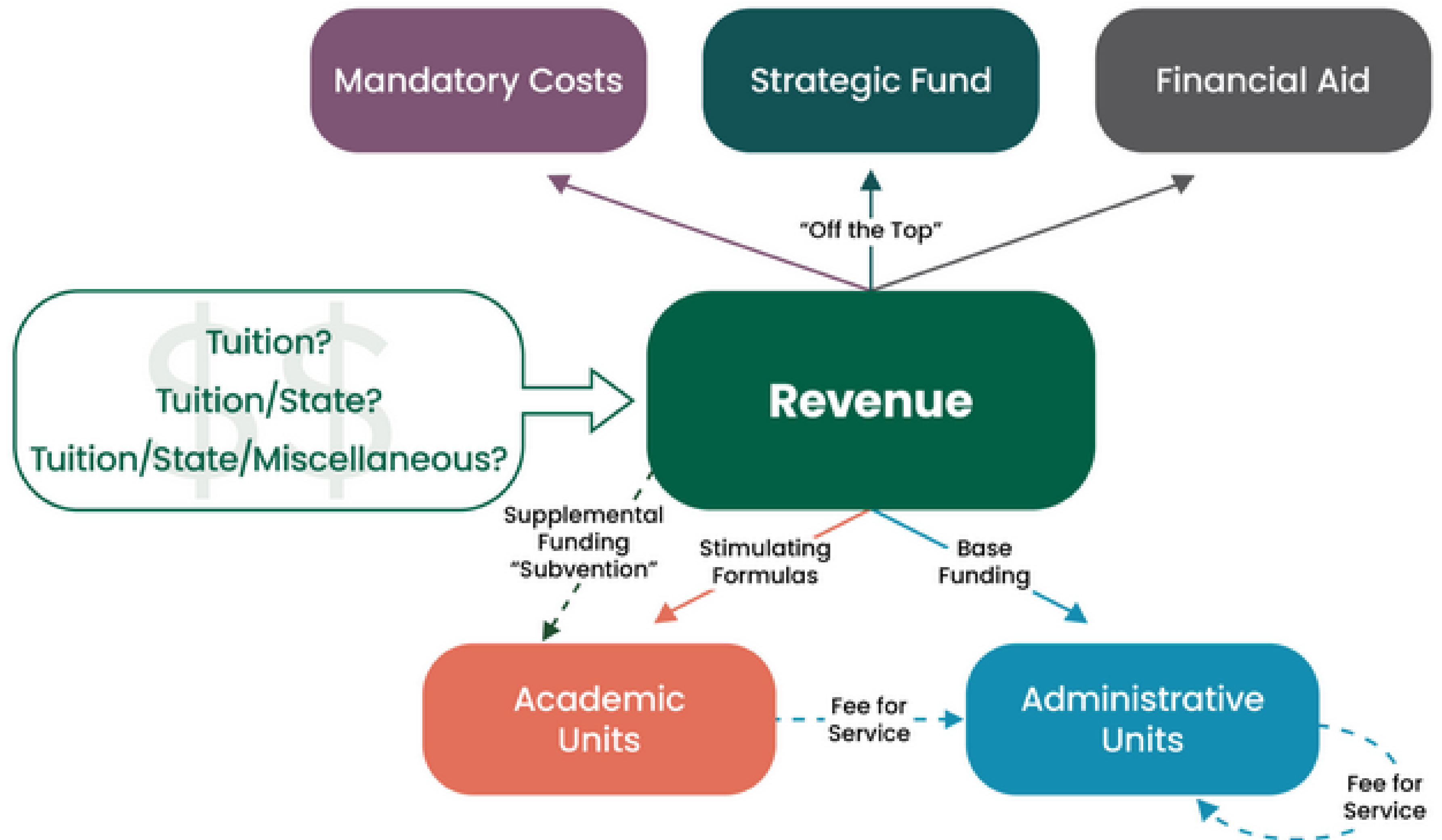


CSU Budget Model Redesign Initiative Update

- The Initiative began in 2023, with ongoing work occurring by a Steering Committee and a Technical Committee.
- One goal of the model redesign is to alleviate some of the disincentives for growth, which inhibit our ability to fulfill our mission.
- To this point, the focus has been on refining key parameters that will be part of a new budget model.
 - Parameters include revenue allocation to academic and administrative units.
 - Transparency, inclusivity, and strategy are core principles.



Example Hybrid RCM Budget Flow



Next Steps and Community Engagement

- Learning Year will collect data and feedback for further revisions.
- Revised budget model to be in place by Spring 2025.
 - “Hold Harmless Year” begins in July 2025.
 - There is no perfect model, but we hope for one better than our current model.
 - We expect ongoing revisions and adjustments.
 - Commitment to transparency, shared governance, and alignment with CSU’s mission.



Project Phases and Timeline

- Completion of Phase 4 this Fall.
- Preparation for the “Learning Year” (Phase 5).
 - Phase 5 will start in October 2024.
 - Public forums will provide updates on the budget model prototype.
 - In the Learning Year, the potential new model to run in parallel to existing budget model but will not be implemented.
 - Steering & Technical Committee will continue to learn from and adjust the budget model prototype during the “earning Year”



Hybrid Open Forum

Thursday, Oct 17th, 11-12:00 in LSC 312 or via Zoom

- Discussion will include how funds are distributed between academic and administrative units & potential metrics to determine formulaic allocations to the academic units as a component of the new budget model
- Campus Conversations: 5 scheduled in Oct/Nov
- Steering Committee encourages you to stay engaged in this process and provide feedback
- See “Budget Model” email sent this morning





Diversity, Equity, and Inclusion Update

Dr. Rickey Frierson

Assistant Dean for Diversity and Inclusion



WCNR SPUR TAKEOVER

Objectives:

- **To clarify degrees within Natural Resources**
- **To increase brand awareness of Warner College of Natural Resources**
- **To assist students interested in getting an early start to pursue a natural resource field of study**
- **To assist community college students interested in transferring to Warner College of Natural Resources**
- **To highlight the CSU SPUR campus and the idea of taking classes within the Denver Metro area**

Rescheduled for November 4th!!



Training Emphasis

- **Accommodations & Accessibility**
 - **Student Disability Center (SDC) Training THIS FRIDAY in Horsetooth Rm. 345 from 1-3pm.**
- **DEI Trainings for new faculty and staff**
 - **Share details in later slide**
- **Hiring, Retention, Searches**
 - **Hiring Bias**
 - **Hiring Analytics**
 - **Facilitation: Hiring a Diverse Faculty**
 - **How to use the Toolkit**



Other News

- **Tuggle Scholarship**
 - **Financial Assistance for HBCU/TCU student applying to graduate school in WCNR.**
- **Collaboration with Development**
- **Supporting our diverse student orgs**
 - **Emphasizing collaboration between organizations and cultural resource centers**
- **Requesting Faculty/Staff/Student highlights for newsletter**
- **Tailored or specific trainings**
- **WCNR Diversity Council**
- **WCNR DEI webpage as a resource**



Upcoming

- **Student Disability Center (SDC) training on **Sept. 27th** from **1-3pm**.**
- **Inclusive Pedagogy **October 7 & 27th****
- **Accessible and Inclusive Electronic Content- **October 28th & November 17th****
- **Rethinking the Syllabus- **February 24th & March 16th****
- **Creating Inclusive Excellence Program (STAFF)**
- **Inclusive Excellence Program (Chairs & Heads)**
- **CSU Inclusive Excellence Symposium **Oct. 21st-25th****
- **Multicultural Undergraduate Research Art & Leadership Symposium (MURALS) **March 28th****

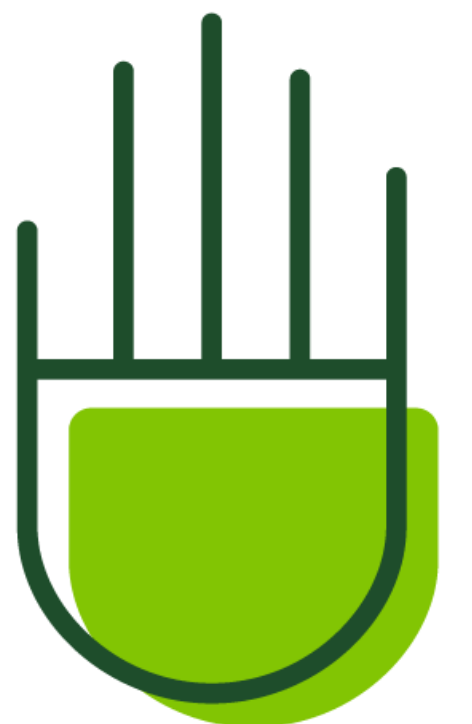




International Affairs Committee

Dr. Sandra Durán (FRS)
Chair

Dr. Ed Gallo Cajiao (HDNR)
Co-Chair



WCNR International Affairs Committee (IAC)



Sandra M Durán
Committee Chair
Forest and Rangeland Stewardship



Ed Gallo-Cajiao
Committee Co-Chair
Human Dimensions of Natural Resources



Rickey Frierson
Warner College of Natural Resources



Ryan Finchum
Center for Protected Areas Management



Joel Berger
Fish, Wildlife, and Conservation Biology



John Moore
Department of Ecosystem Science and Sustainability
Natural Resource Ecology Lab



Stacy Lynn
Department of Ecosystem Science and Sustainability
Natural Resource Ecology Laboratory



Mocha
Human Dimensions of Natural Resources



Erin Hicks
Center for Protected Areas Management



Sarah King
Natural Resource Ecology Lab



Jack Capp
Warner College of Natural Resources



Sean Gallen
Department of Geosciences



Wen Zhang
Department of Human Dimensions of Natural Resources



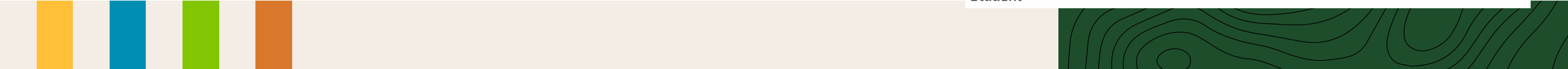
Abrão Soares Pereira
Human Dimensions of Natural Resources Student



Carolina Barbosa
Department of Ecosystem Science and Sustainability



Saif Al Hathirami
Geosciences Student





Goal 2 - WCNR Strategic Plan

Demonstrate global leadership in creating a sustainable and equitable world by increasing the international nature of our research, teaching, outreach and service

Objectives and Activities 2024-2025

1. Community building and engagement
2. Research in focus
3. WCNR Internationalization

Obj.1. Community building & engagement



Field trip



WCNR Picnic



First Friday

JOIN THE IAC
GOOGLE GROUPS



Follow us on Instagram
@warner_iac

Potluck in the park



Obj.2. Research in focus



Why a blog:

- Gain experience in writing for a broader audience
- Any International students/scholars
- Any student doing research internationally



Virtual Workshop: Convergence for Sustainability and Biodiversity

Friday, November 1st



Presentations open to the general public:
08:00 a 10:30 a.m. MT (Mountain Time)
Internal discussion among researchers:
10:30 a.m. to 11:40 p.m. MT (Mountain Time)



Presentaciones abiertas al público general:
09:00 a 11:30 a.m. CST (Hora Colombia)
Discusión interna entre investigadores:
11:30 a.m. a 12:40 p.m. CST (Hora Colombia)

Dallas Divide

**Researchers from the fields of biology and human sciences
at the University of Ibagué and Colorado State University
are meeting to share their areas of focus and research
projections, as an exercise in identifying synergies for
future collaborations.**



**COLORADO STATE
UNIVERSITY**



investigaciones@unibague.edu.co
e.gallocajiao@colostate.edu.co

Nevado del Tolima



W. Chris Funk

Director, Global Biodiversity Center, School of Global Environmental Sustainability
Professor, Department of Biology, Colorado State University
Head of Delegation



Vinamra Mathur

Biodiversity Indicators Dashboard Program Director,
Colorado natural Heritage Program



Eduardo Gallo-Cajiao

Assistant Professor, Department of Human Dimensions of Natural Resources, Colorado State



Liba Goldstein

Professor, Department of Fish, Wildlife and Conservation Biology, Colorado State University



Colleen Duncan

Professor, College of Veterinary Medicine and Biomedical Sciences, Colorado State University



Sandra Duran Mancipe

Assistant Professor, Department of Forest and Rangeland Stewardship, Colorado State University



Technology Services Update

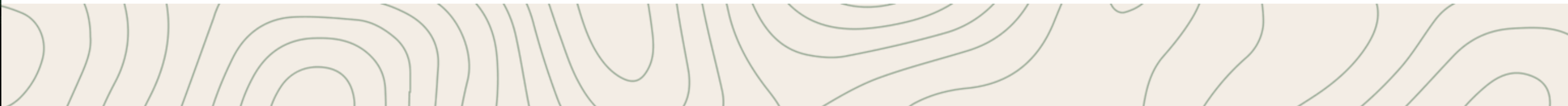
Marlowe Frank

Director of Information Technology



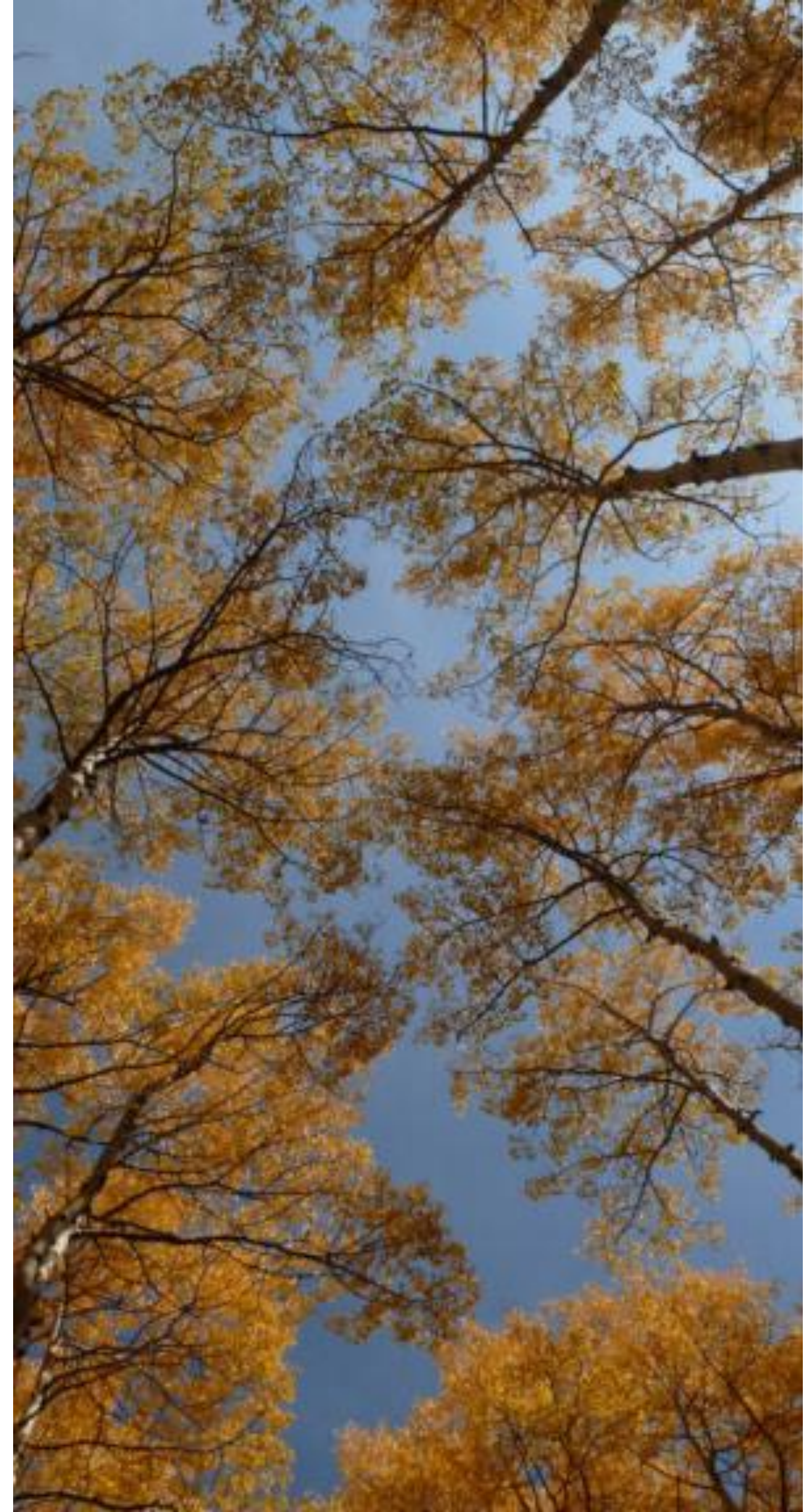


2024 Highlights

- FreshService IT service management platform
 - Infrastructure upgrades
 - CUI Secure Enclave
 - Teams Voice transition complete
- 

Upcoming Initiatives

- Service Portal expansion: knowledge, service catalog
- College IT committees
- Technology Services engagement and feedback
- MSNR 413 Teams Room demo space
- Windows 10 end of support October 2025
- Cybersecurity Alignment Initiative - [learn more](#)



Cybersecurity Initiative - Overview

CSU has been charged with updating the way information technology is organized, staffed, funded, and protected, to better comply with increasing legal and regulatory requirements and defend against evolving attacks against information systems.

Learn more: [Cybersecurity Alignment SharePoint Site](#)



Cybersecurity Initiative - Charge

"Establish a centralized authority for IT security at CSU and modernize its IT infrastructure (such as directories, e-mail, networks, servers, and digital storage), as well as its endpoint management (including Windows, Mac, and Linux)."

"Modernize the structure and allocation of resources, such as employees and budget, and update technology standards and procurement, as well as workflows and processes."

Learn more: [Cybersecurity Alignment SharePoint Site](#)

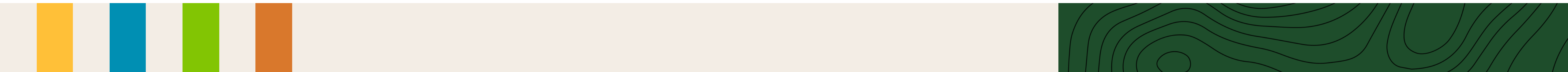


Cybersecurity Initiative - Timeline



Cybersecurity – Other Updates

- New Duo push verification process - [learn more](#)
- Division of IT controlled phishing tests start in October - [learn more](#)
- Required annual cybersecurity training - [learn more](#)



Technology Support

- Service Portal: services.warnercnr.colostate.edu
- Email: [WCNR IT Support@colostate.edu](mailto:WCNR_IT_Support@colostate.edu)
- Walk-in: MSNR 206, Mon-Fri, 9am-12pm & 1pm-4pm

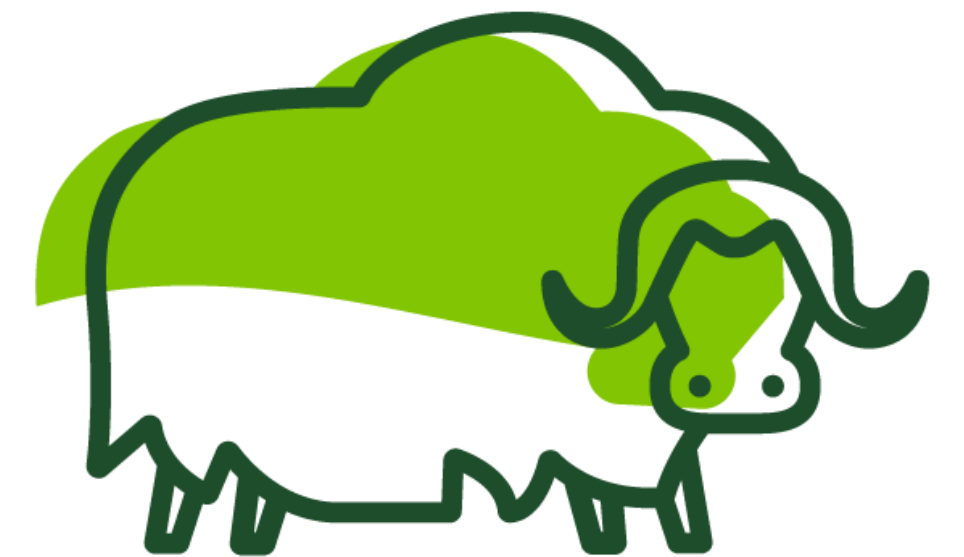




Advancement Update

Danielle Young

Director of Advancement





University Advancement's Mission



Our mission is advancing
CSU by connecting alumni
and donors to their passions



**Danielle
Young**

Managing
Director of
Development



Matt Flick

Associate
Director of
Development



**Jenny
Cleveland**

Development
Operations
Coordinator



**Lauren
Thornton**

Assistant Director
of Development
(Starting Oct. 14)

Warner College Development Team

**We will be reaching out to department
heads and center directors to schedule
meetings this fall.**

Warner Fundraising Goals and Priorities

WARNER COLLEGE's 2024 FUNDRAISING GOAL:

 **\$4,250,000** in total philanthropic support

FUNDED AS OF 9/19/2024:

 **\$4,423,017** in total philanthropic support

HIGH-LEVEL PRIORITIES TIED TO WARNER COLLEGE'S STRATEGIC PLAN:

Student
Success &
Enhancing
Experiential
Education

First Class
Laboratories
and Facilities

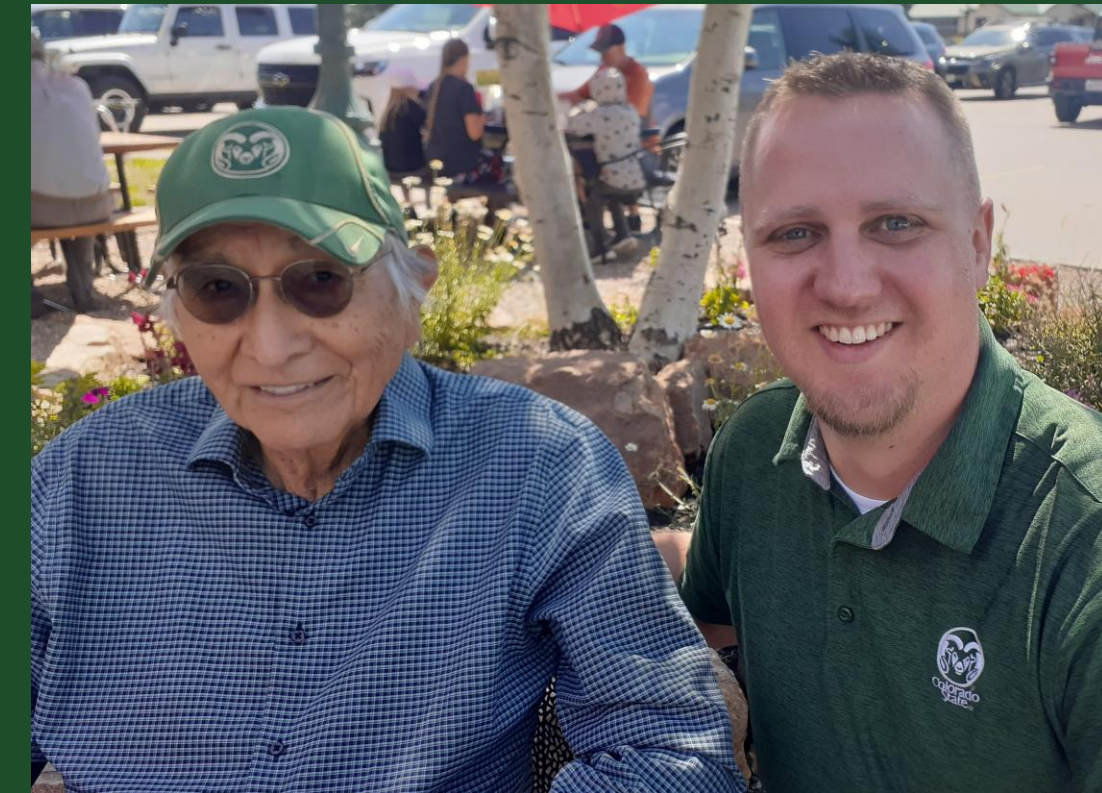
World-Class
Academic and
Research
Programs

Addressing
Global and DEI
Natural
Resources
Leadership



FYI

- **University Advancement** is searching for a new **Vice President** with an anticipated start of January 2025. Brett Anderson and Kyle Henley are serving as interim co-VPs.
- **Mike Werner ('70, Outdoor Rec)** is receiving the Warner College Distinguished Alumni Award on October 27. Jody Werner is also receiving a Distinguished Alumni Award from HHS.
- The next **Warner College Scholarship Dinner** will be held in Fall 2025.





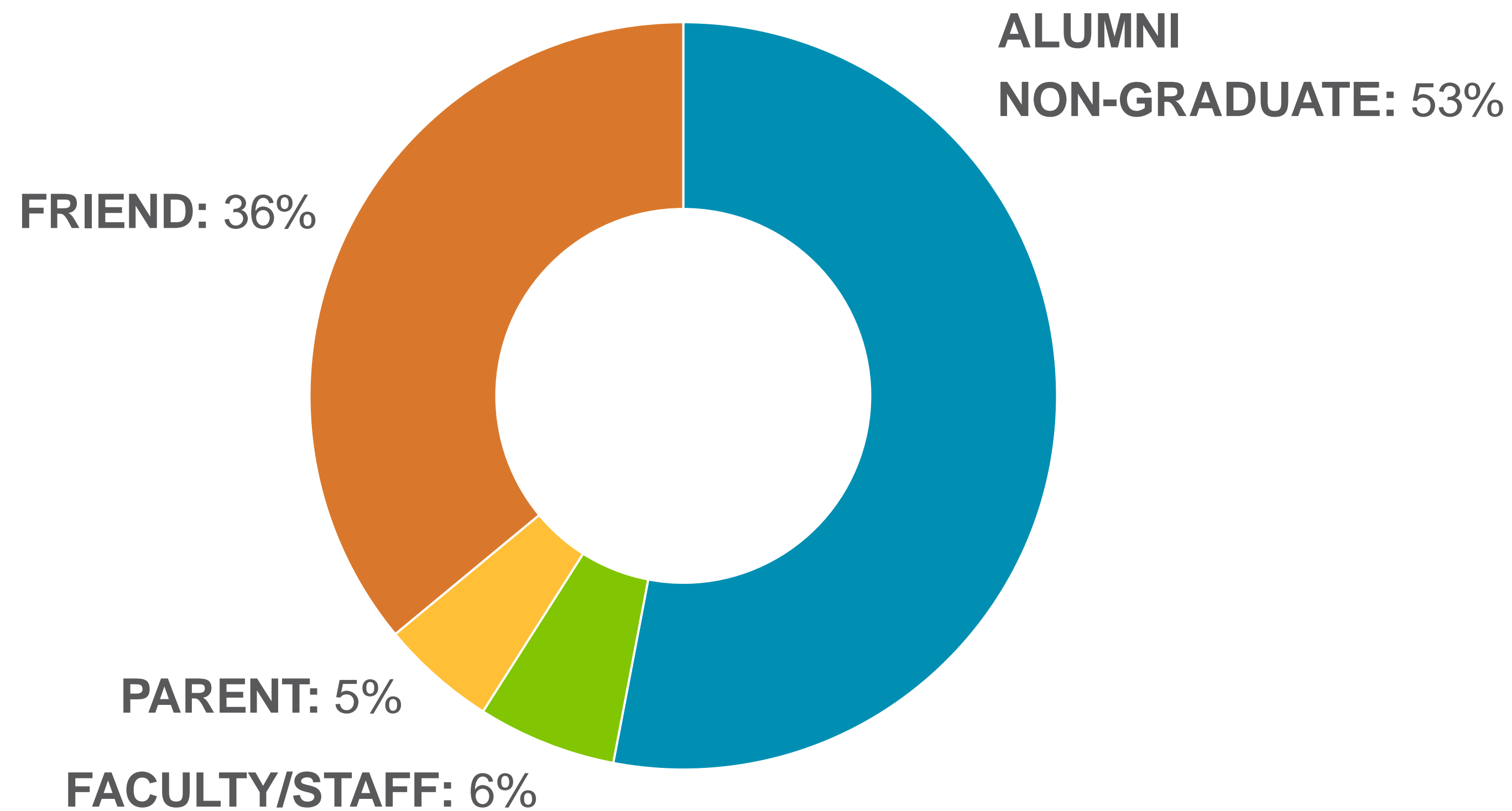
Who are CSU's donors?



Donor Segments

INDIVIDUAL DONOR SEGMENTS BY \$: CY17-CY23

Major Gift Donors (\$25K+)



6 % OF DONORS
AND

1 % OF ALUMNI

BECOME MAJOR
GIFT DONORS
(Gifts of \$25K+)

Giving Pyramid

CY17–CY23: \$850M Total Philanthropy; 75,484 Donors



DOLLARS



DONORS

94%

OF GIVING
(\$802M)

FROM 2.5%
OF DONORS
(1,875)

LEADERSHIP ANNUAL

(\$1K-24.9K):

8,437 donors \$41M



ANNUAL (<\$1K):

65,022 donors \$7M



PRINCIPAL GIFTS(\$1M+)

149 donors; \$529M

33%

OF GIVING
CAME FROM

24

DONORS

(\$5m+)

62%

OF GIVING
CAME FROM

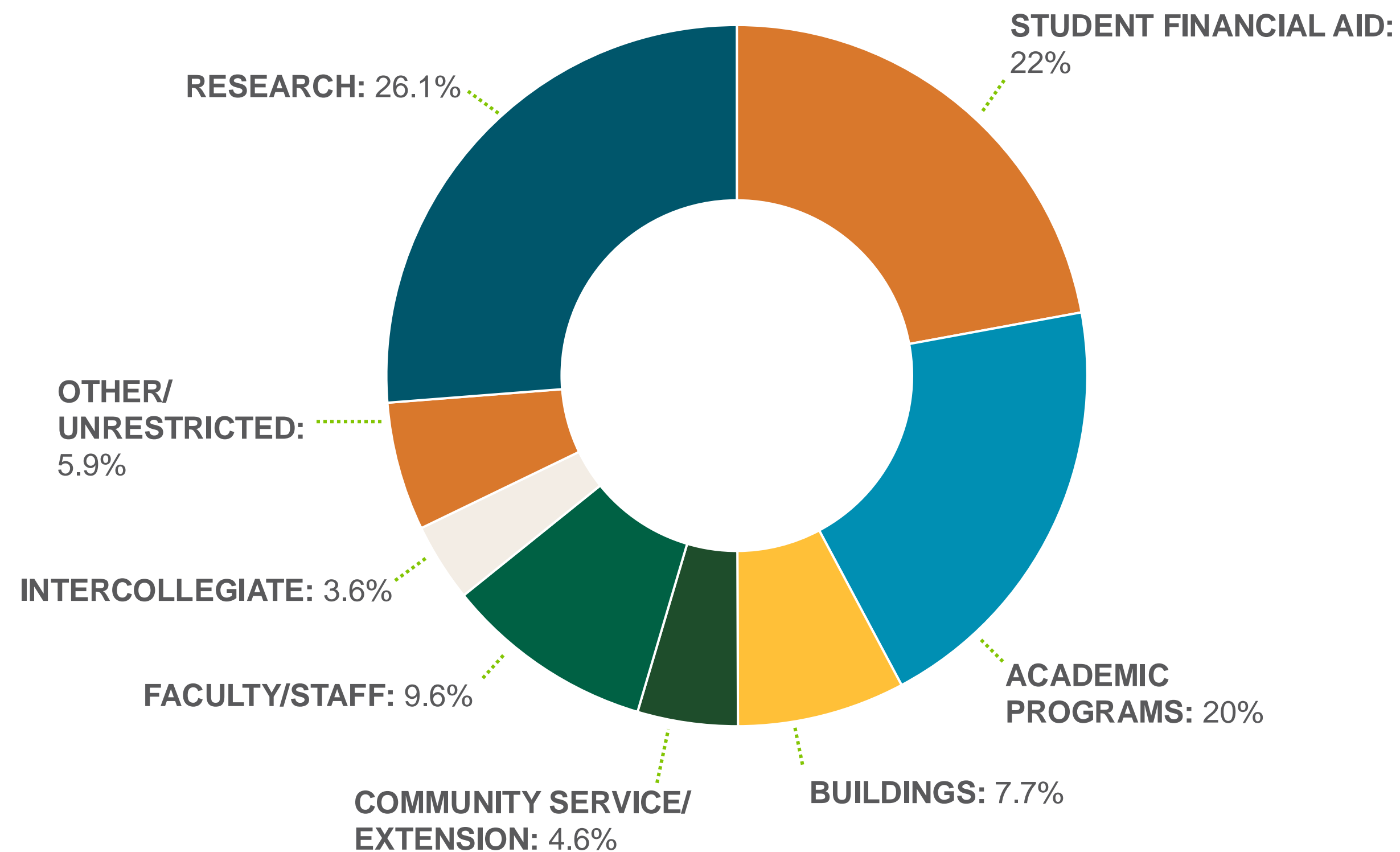
149

DONORS

(\$1m+)

Giving Areas

Philanthropic support by Purpose: CY17-CY23



68% OF GIFTS BENEFIT:

- Research
- Students
- Academic Programs

Thank you!

- **Faculty and Warner College leaders strengthen relationships** with major gift donors and make major gifts possible
- **Subject matter experts help connect donor passions** to opportunities to invest in high impact areas of Warner College
- **University partners ensure gift funds** are spent according to the gift agreement and in a timely manner
- **Those who benefit from gifts** are most able to demonstrate gratitude and impact





Events Reminders

Rob Novak

Director of Communications and Strategy



THE DEAN'S SCHOLAR SIPS CONVERSATION SERIES

October 8

5 – 7 p.m.

Avogadro's Number

What's Up Warner Lighting Talks

November 14

5 – 6:30 p.m.

Prost Brewing

Guest Speaker: TBD



WARNER COLLEGE
OF NATURAL RESOURCES
COLORADO STATE UNIVERSITY



What's Up Warner

Research Lightning Talks

- ▲ Tristan Kubick
Colorado Natural Heritage Program
- ▲ Sara Bombaci
Caitlin Wells
Department of Fish, Wildlife, and Conservation Biology
- ▲ Andy Beavers
Dillon Maxwell
Center for Environmental Management of Military Lands



And you?? Still time to register!



Warner Weekly Emails



Stay engaged and informed with fewer emails per week!



Warner Wire



Business Services Digest



Diversity Digest



Dean's Office Digest



Community Connections – Events Roundup



All College Meeting

Fall 2024

Thanks for attending



**WARNER COLLEGE
OF NATURAL RESOURCES**
COLORADO STATE UNIVERSITY

