



## COLORADO STATE UNIVERSITY

OFFICE OF THE PRESIDENT

October 11, 2019

Sue James, Blanche Hughes  
Co-Chairs, President's Council on Culture  
Colorado State University

Dear Sue, Blanche and the Members of the President's Council on Culture,

I thank everyone on the President's Council on Culture for their hard work during the first six months of this year. Their report underscores the daunting mission they took on: to understand, transform, and improve Colorado State University's institutional culture and effectiveness. While six months is a short-time to work on such an effort, the PCC made significant progress in understanding our climate and culture, and in capturing the convergence of feedback from various surveys and studies of students, faculty and staff over the last several years. I encourage all the members of CSU's community to read the report as it provides a foundation for the strategic transformation we are embarking on as a community.

Culture cuts across all aspects of what we do here at CSU, as this report clearly demonstrates and as I articulated in my recent Fall Address to campus. I believe that we can improve our campus culture through attentiveness to our purpose, our people, and our processes. I also believe that considering the "health" of our institution according to the clearly-articulated [standards of a healthy organization](#) will provide us a terrific roadmap forward. But all our future-focused efforts will build on the work of the PCC. I am extremely grateful to Chancellor Tony Frank for beginning culture transformation, and I want the entire CSU community to know that I am dedicated to continuing this journey. As we embark on our Race, Bias, and Equity Initiative and on the Courageous Strategic Transformation of CSU, we will invite members from all constituencies within our CSU community to share their expertise, their excellence, and their energy to help us make CSU a stronger, more equitable and inclusive community.

Sincerely,

Joyce E. McConnell  
President