

ICR Governing Board Meeting

June 16, 2022 12:00 – 1:00 pm

Meeting By Zoom: <https://csupueblo.zoom.us/j/95780770453>

Meeting Minutes:

In Attendance: Dr. Chad Kinney, Dr. Cinnamon Bidwell, Mr. Patrick Warwick-Diaz, Mr. Sal Pace, Dr. Sue Sisley, Dr. Joanna Zeiger, Mr. John Lord, Ms. Elyse Contreras, Ms. Wendy Fairchild

- I. Dr. Chad Kinney is transitioning to Interim Provost soon - Interim Director needed for ICR
 - A member of the Attorney General's Office, Mr. Patrick Warwick-Diaz, has joined the meeting to offer assistance with process for selecting Interim Director and ensure laws that govern this process are followed.
 - Statutory language speaks to permanent director – ACT Equal Pay for Equal Work – Director's job must be posted/promoted – not so for Interim Director – Given the short-term nature and the need to place someone quickly the law does not require that the position be posted if the position is held for less than 6 months.
 - Statute – ICR GB states the process for hiring a permanent Director - Governing Board is the search committee – CSUP President serves as hiring authority. The MOU has consistent language on this process.
 - Interim Director position can be separate from this
 - If the 6 month time is approaching, what then?
 - Patrick Warwick-Diaz says most conservative approach is to post Interim position for a short search - President will select – can be, but does not have to be a different person chosen for the interim position after 6 months
 - If the time is right for a permanent director search, we will follow the statutory procedures for a full national search at that time.
 - Dr. Zeiger asks how Dr. Jeff Smith's name came up? Dr. Kinney discussed with Drs. Mottet and Bidwell – Dr. Smith's name rose to top of list – he familiar with campus systems, familiarity with cannabis research and the ICR, has experience with cannabis research, administrative/supervisory experience - most Interim positions are appointed from within, as with Dr. Kinney as Interim Provost. Finding someone willing to leave their current position for a temporary position is a challenge.
 - Dr. Bidwell – expresses the importance of choosing a director before Dr. Kinney leaves for Interim Provost position – time sensitive issue - Willing to consider other candidates – is process agreeable? Input?
 - Mr. Pace would like to ensure Interim does not become permanent without due process– recognize this in any resolution to make people more comfortable. Everyone agrees.
 - Dr. Sue Sisley suggests feedback be given after 2-3 months – make a formal process/performance review. Everyone agrees.
 - Dr. Zeiger asks for a list of criteria for evaluating candidates for the role – would like to be standardized
 - Dr. Kinney shared criteria via email
 - Dr. Bidwell – we will provide criteria broken out as a rubric for Board members to provide direct feedback on the candidates

- Dr. Kinney says the ICR can tackle and prepare – GB can provide feedback to President Mottet
 - Dr. Bidwell - names can be shared/added
 - ACTION: Dr. Bidwell - proceed with providing GB meeting with recommended candidate – provide feedback to President Mottet – formal feedback at 3 months for the selected interim candidate. Over this period, the Board will continue to strategize to prepare for the possibility of a search for a permanent director.
 - Dr. Zeiger asks that the criteria rubric and rating form be sent out to GB members
 - Dr. Bidwell – we have a consensus on process - next step to meet with candidate
 - Dr. Kinney asks all to respond today to doodle poll regarding next meeting
 - If it becomes necessary to select a new permanent Director a national search will take place for next director
 - Mr. Lord offers that we need to be pragmatic and efficient with selecting an interim – only a 6 month position – and spend our energies finding a strong permanent director should that be required
 - Dr. Kinney offers that Dr. Smith has been identified as the best candidate and to move forward to the Board for consideration at this point
- II. Adjourn – 3:35