

**METROPOLITAN STATE COLLEGE of DENVER  
BOARD OF TRUSTEES**

**Wednesday, December 5, 2007  
9:00 a.m. – 11:20 p.m.  
Tivoli Student Union Room 320  
Auraria Campus**

**MINUTES**

**I. CALL TO ORDER**

- a. The meeting was called to order at 9:08.

**Trustees Present:**

Trustee Phelan, Trustee Garcia Berry Trustee Butler, Trustee Tonner, Trustee Martinez, Trustee Lucero, Trustee Robinson, Trustee Esquibel, Trustee Osborn, Faculty Trustee Gene Saxe, Student Trustee Kevin Harris

**Metro State Personnel Present:**

Stephen Jordan, President; Lee Combs, General Counsel Myron Anderson, Associate to the President for Diversity; Linda Curran, Interim Provost and Vice President for Academic Affairs; Natalie Lutes, Vice President for Administration and Finance; Steve Beaty, Interim Vice President for Information Technology; Cathy Lucas, Associate Vice President for Communications; Joan M. Foster, Associate Provost for Institutional Planning; Sandra Haynes, Dean, School of Professional Studies; Kathy Heyl, Assistant Dean, School of Professional Studies; Joan L. Foster, Dean, School of Letters, Arts and Sciences; Hal Nees, Faculty Senate President; Julie Price, Administrative Assistant to the President; Brandi Saturley, Administrative Assistant to the President; and others.

**II. EXECUTIVE SESSION**

- a. The Board convened into Executive Session for the purpose of discussing personnel matters in accordance with 24-6-402(3)(b)(I), C.R.S. or to possibly confer with the Board's attorney to receive specific advice on legal questions in accordance with 24-6-402(3)(a)(II), C.R.S.
- b. The Board re-convened at 9:45 am.

**III. APPROVAL OF MINUTES**

- a. Approval of November 7, 2007 Board Meeting Minutes: The minutes were approved as recorded. The motion passed **unanimously**.

**IV. REPORTS (Optional)**

- a. Chair's Report - Chair Adele Phelan encouraged Trustees to attend the groundbreaking for the Science Building, reminded them about

Commencement, and acknowledged the service of Trustees Butler and Osborn in light of their term of service ending. Trustee Tonner's appointment is still undetermined, and Trustee Garcia Berry will be reappointed. Chair Phelan also reported that an Alumni Representative will be added to the Board of Trustees.

- b.** AHEC Board – Trustee Maria Garcia Berry provided a Science building update and noted that the AHEC Board is continuing to work on the Master Plan and the CFOs are working on the MOU.
- c.** President – Dr. Stephen Jordan: President Jordan reminded Trustees of the Tri-Board Retreat on Saturday, March 1st, from 8:00 p.m. to 1:00 p.m. here on campus. Jordan also provided an update on Globalization Initiatives, noting four projects underway with Yunan Province and Sichuan University. Jordan then asked Christine Staberg of the Capstone Group to update the Board on legislative items. Jordan also updated Board members on the Alumni Board's Apprentice Challenge events.
- d.** Student Government – Student Government Assembly President Jack Wylie provided an update on the textbook initiative, noting that Senator Tapia and Representative Kefalas are sponsoring the bill. Wylie reported that he will be bringing a formal agenda Item to the Board for consideration of supporting this bill. Senator Tapia and Representative Kefalas will conduct a formal introduction of the bill on December 13th.
- e.** Finance Committee – Trustee John Osborn reported that the Finance Committee met last week to discuss next year's budget and the current funding climate for higher education. The committee also met with Metro State's external auditor. Those findings will be public in the next week or so.
- f.** Academic and Student Affairs Committee – Chair Adele Phelan (No Report)
- g.** Public-Private Partnerships – Trustee Ellen Robinson reported that the P3 Committee will be meeting in the next week.
- h.** Foundation Report - Trustee Ellen Robinson reported that the Foundation Board will be meeting in the near future as well, and that her work with the Board has primarily involved nominating new Foundation Board members.
- i.** Faculty Senate – Dr. Hal Nees, President, reported on the Pay for Performance vote and addressed some of the concerns surrounding the vote. Full-time temporary votes accounted for only 12 out of 325 total votes. Dr. Nees reviewed some of the concerns of the faculty and remarked that the faculty seemed evenly divided on the issue of Pay for Performance.
- j.** Council of Chairs – Mr. Greg Watts reported that the Chairs voted on their Pay for Performance plan; of 36 votes possible; 29 voted in favor, three voted against, one abstained, and three chairs didn't vote.
- k.** Alumni – Alumni Representative Roosevelt Price, faculty representative to the alumni board, reported in place of Alumni President Eric Peterson.

He reminded Board members of the upcoming Tri-Board retreat in March and asked for Board members' support in the Apprentice Challenge.

## V. PRESENTATIONS

- a. **Linda Curran, Interim Provost and Vice President for Academic Affairs: Information on the Pay for Performance Agenda Item:** Interim Provost Linda Curran presented on the history and recent developments in faculty evaluations and pay for performance in preparation for Board action on Pay for Performance.

## VI. ACTION ITEMS

**The following item(s) are recommended by the Office of Academic Affairs:**

- a. **Pay for Performance Proposal and Hybrid Option:** The Pay for Performance motion in the agenda was replaced by a motion made by Trustee Lucero (below). This item was approved; the motion **passed** unanimously:
- i. (PHASE I) Effective January 1, 2008 Metro State faculty evaluations will no longer be ranked on a letter-based system. The evaluations will now be based on “Meets Standards,” “Exceeds Standards” or “Needs Improvement.” At the end of that year, that system will make a determination of their base salary adjustment and will not include a performance adjustment.
  - ii. (PHASE II) The criteria necessary to implement Pay for Performance will be completed by May 2008, and on January 1, 2009, the Pay for Performance criteria will be implemented. In 2010, evaluations will be made and payout of performance pay will commence. Metro State is to protect the 8% allocation within the budget for this program. Until 2010, these funds can be reallocated on a one-time basis.

**The following item(s) are recommended by the Office of Legal Counsel:**

- b. **Support for Legislation Providing In-State Tuition for Colorado High School Graduates:** This item was approved; the motion **passed** unanimously.

## VII. CONSENT ITEMS

**The following items are presented by the Office of Human Resources:**

- a. **Personnel Items:** This item was approved; the motion **passed** unanimously.

## VIII. INFORMATION ITEMS

**The following items are presented by the Office of Human Resources:**

- a. Personnel Items**

**The following items are presented by the Office of the President:**

- b. President's Written Report to the Board**

**IX. PUBLIC COMMENT**

- a. N/A**

**X. REQUESTS FOR FUTURE AGENDA ITEMS**

- a. N/A**

**XI. ADJOURNMENT TO FROSTY'S FEAST HOLIDAY LUNCHEON;  
TURNHALLE**

- a. The meeting adjourned at 11:40 am.**