

## **PRESIDENT'S CABINET MEETING**

**Monday, September 21, 2015**

**9 – 11 a.m.**

**President's Office –SSB 440A**

### **AGENDA**

#### **1. Approval of minutes from August 24, 2015**

Dr. Golich asked for a motion to approve the minutes. A motion was made and seconded. The minutes were **approved** on a voice vote. Metza Templeton abstained as she was not present.

#### **2. LAS Community Outreach Program, Learn On (Foster, Dr. Mary Ann Watson 10 -15 minutes)**

Dean Foster introduced Mary Ann Watson, who began at MSU Denver in 1974, and just retired last spring. She came forward with this idea for not-for-credit courses. They surveyed alumni and found that the vast majority were interested in the courses. They are priced at \$10 per hour. After a pilot program last spring, the result financially was to the positive.

Mary Ann had attended many of DU's Enrichment Programs, and thought we could do the same thing. She spoke with Joan once she was in transitional retirement. They started with 12 classes. She handed out information about LearnOn that included the mission statement. It is aligned with the strategic plan for community engagement. There are 20 members on the steering committee, who help in choosing courses of interest to the community, with some members who are from the community. They are making connections in the senior community as well. Some on the steering committee are alums. The cost is half of what DU charges. Faculty receive a small honorarium. She meets with each faculty member and helps them with strategy. She sent a press release to free publications without cost. The classes are all laid out for fall and spring. If anyone has ideas for courses for next year, please contact her.

Discussion

Dean Foster noted that she has been out publicizing in Civic Center Park on the food truck day. Giving back to the community through education is the goal. Mary Ann wants more people to be comfortable on campus which could lead them to take some courses for credit as well. Carol noted that this broadens the scope of knowledge of MSU Denver to the community.

#### **3. Campus Climate Survey Results Presentations: Pulse Survey, Title IX Survey (Anderson, Richard Boyer – done by 11:00 am)**

Pulse Survey Results

Myron stated that this year's survey was done with a random sample, as the fully inclusive employee survey will be done every four years. We have some trend data now that we have done three surveys. We can now benchmark against ourselves and track our progress as well as participate in the *Great Colleges to Work For* program which benchmarks our results with other institutions nationally. Rich Boyer, founding partner of ModernThink, is here to present our results.

Rich noted that he will be presenting at two Town Halls this afternoon and that he will be able to go into greater detail during those presentations. This survey used the same questions as the others in the past. We have a good dataset, but not the number of results we receive in a full employee survey. The response rate is about 20-22%. Senior Leadership definition is important because what faculty and staff think of senior leadership affects strongly the opinion of climate. MSU Denver has good infrastructure, values, mission, and a good strategic plan. Some don't see how those things are connected or how they affect them personally. Negative responses approaching 20% are ones we need to pay attention to.

Overall, results are not as positive as the 2013 survey, although some statements have improved. MSU Denver has done a good job of identifying issues and addressing them. Rich thinks it is equally important to address the internal brand, or employee value proposition as it is to address our external brand. There are no new issues surfacing from the Pulse Survey. Statements related to pride are still strong. Relationships with immediate supervisors remain strong. Faculty and staff see some progress in the evaluation process and resources. Communications is an area that differentiates great workplaces. The number and pace of changes has been a challenge for some employees. Open-ended questions this year show less confusion about the term preeminence. Rich looked at the key barometer statements. They give us insight into important areas. The good news is that technology and resources are looking up from 40% to 50% in a short period of time. Benefits satisfaction is up as well. Diversity and Community statements are a strength for MSU Denver.

The largest declines are related to effective on-boarding and orientation processes. Dean Hinde asked about differentiating faculty responses from staff ones as the two are so different when it comes to areas such as evaluations. The 2015 random sample data is not as large a dataset, but we did use SoE as a new division/school, so we can pull some data pertinent to the School of Education for Dean Hinde. Overall, technology and resources have improved. Communication issues within and between departments, including from senior leadership, are ongoing. Tough conversations are not addressed as productively as needed. There was not a lot of movement on the bullying question responses, but Rich noted that we cannot expect to see improvement yet before the policy is implemented. Rich thinks all Cabinet members should feel as though they are each stewards of the climate and the culture. People need to understand the purpose of changes, why it's good for the institution and good for them.

#### Recommendations

A survey is an assessment, and a communication tool. Rich doesn't have new recommendations versus those from the 2013 survey. Better message

management and alignment of messaging throughout levels of leadership and consistency of messaging are key to improvement. Consistent, positive, and aligned leadership messaging will positively affect responses in this area for future surveys.

Myron noted that the Pulse Survey data will be online, Rich's slide deck will be added to the Climate pages.

#### Title IX Survey Results

The Student Survey on Sexual Violence was championed by Michael Maza. This is a hot topic on campuses. This survey was administered in March, and garnered a 12% response rate, with 974 respondents. Student surveys receive lower response rates generally. This is a more complex survey than a climate survey; there are multiple definitions, opportunities for education. Just administering the survey is providing education. Michael worked with ModernThink to implement the survey and participated on a Blue Ribbon Panel to create ModernThink's survey for other institutions as well. Luis asked how "decline to answer" affects the results. The nature of the survey is that it asks some personal questions. Statement 9, that the institution takes reasonable steps to provide a safe and secure environment, received a 79% positive response. Students do want to see more lighting, police presence. The statements get progressively more detailed. Knowledge of policies will be an important factor in the responses. Training opportunities exist. We received very positive responses on the statement concerning administration taking seriously any complaints filed. Rich has done several Title IX surveys over the last nine months or so and stated that our results were very positive in comparison. When asked about their most recent incident, 152 respondents replied they'd had an incident; of those, 4.6% actually used formal procedures to report the incident. Many are not familiar with the process and haven't had training. There were 101 pages of responses to the open-ended questions. Most concerns were around homeless folks on campus and in the buildings. Some noted aggressive political advocacy on campus. People were not negative, but it is clear that more training is needed. The student survey in 2010 as well as this one showed appreciation for the diversity of students on campus. At the Town Hall he will discuss what we need to do to see more progress. Rich offered to accept emails or phone calls with any further questions.

#### **4. Policy Recommendation, Catalog Year Selection (Rucki)**

Dr. Rucki noted some issues in the past as to student assignment of catalog year, by year accepted or by initial involvement. The problem with this is students are being advised under the wrong catalog. This policy sets a standard where they are automatically assigned the catalog year of their acceptance, not enrollment. If the program changes and they want a different catalog year, that can be requested and processed. Faculty Senate is requesting support from Cabinet for this policy change.

## Discussion

This offers flexibility; students can choose a later catalog year, but not one prior to their acceptance. It will reduce CAPP adjustments as well. It is more user-friendly to the student. Sheila moved for Cabinet support. Luis seconded.

**Cabinet voiced support.**

### **5. Bullying Policy Approval (Morehouse, Anderson)**

Percy stated that at the last Cabinet meeting, Sheila and Faculty Senate had some concerns. The Welfare Committee had two concerns; one was around a disclaimer regarding frivolous complaints. Percy showed them that language, satisfying that concern. Second, they wanted to know if filing a complaint is mandatory. Percy relayed that it is not mandatory. Faculty Senate's concerns were thus alleviated. Council of Chairs would still like some discussion around the policy. Classified Staff Council had concerns about page 5 of the guidelines; to make sure the investigator is someone who has been certified by the International Bullying Association; it still could be an employee. Percy wondered if this organization offers training. Their idea is to have the investigation done in an impartial way, by someone with credentials. Percy and Myron will speak with John Wiltsie or Metza Templeton or both. The Welfare Committee is happy to take it to the Faculty Senate Executive Committee and then it will go before the whole Faculty Senate. There will be a vote at their next meeting, per Dr. Rucki. The next steps: meet with COC, contact the CSC, and wait for the recommendation from the Faculty Senate. The policy will be stronger for the discussions and support from all areas of campus.

### **6. Regular Occurring Updates**

#### **A. President update (Dr. Jordan)**

No report.

#### **B. Theme I – Student and Academic Success**

##### **i. Education Quality (Golich)**

Dr. Golich stated that the ASA Committee meets to present on this topic to the Board. The Student Success Collaborative is our first attempt at looking at big data. The HLC Accreditation presentation was to inform the Board of our progress toward accreditation. She thanked everyone who worked so hard to bring enrollment up. Efforts and resources across the institution are being brought to bear on increased enrollment. We are in the same boat with many other institutions.

##### **1. HSI Update (Torres)**

Dr. Torres stated the Task Force met on Friday. They don't have desegregated information from census yet as to the portion of Hispanic students. There are three sub-

committees; K-12 Pipeline, Adult and Veteran students and one on retention. He previously reported about their survey. The Retention group received 31 surveys back; they analyzed them and requested additional information on 21 of those. Recruiting more adult students was one focus of discussion. There has not been much outreach by other institutions to this demographic. They will work on goals for growth per year to reach the percentage needed to achieve HSI status.

They are on track to present to the Board in December. He is not sure if the final report will be completed by then, but a plan to impact enrollment for fall is underway.

The assumption has been that we cannot include the Hispanic ASSET students in our totals toward HSI status. However, Esther, who is a lawyer, is researching this. The Co-Director of Excellencia In Education was consulted. There is nothing in any federal guidelines, in writing, saying that we cannot include them. They are, after all, Hispanic students and should be counted. The assumption that they cannot be counted is based upon the term “foreign”. These students are residents of Colorado; ASSET defines them as residents, DACA also does this. Everything tells us it doesn’t make sense not to include them in totals. They add 1.3% to our total.

### **C. Theme II – Urban Land Grant University**

#### **i. MSU Denver Neighborhood update (Kreidler)**

VP Kreidler stated that the parking lots west of us will close October 2. For two or three months we will be seeing groundwork. February will bring steelwork.

We have begun working at Loretto Heights. The facilities staff will get on campus and begin the process of assessing the facilities there. The Finance team is also starting the process of understanding what it will take to operate it.

The Facility MasterPlan will create a 15-20 year plan for facilities. Their work will include the Loretto Heights facilities.

### **D. Theme III – University Culture**

#### **i. Campus Climate (Anderson)**

Myron discussed the MOU with Southern University to allow us to recruit faculty of color for tenure track positions. A group went on site last week. They made connections between faculty senate presidents, nursing chairs, etc. at each school. They met with their Provost. She asked if we will take care of their faculty. Myron

assured her of the programs in place, including the Center for Faculty Excellence, to take care of faculty. She was pleased with our mission to care for our human capital. He was impressed that her primary concern was for her students. The committee will put together a report and meet with Dr. Golich about that. Dr. Flemon will lead the production of the document and the meeting.

#### **E. Theme IV – University Resources**

##### **i. Budget Update (Kreidler)**

We ended the fiscal year with a surplus, although enrollment was down. We had an increase in non-resident students which helped to offset the deficit, and we retrieved some funds back from healthcare as well. Most of the surplus came from decreased spending by the campus, for which VP Kreidler thanked all. Some portion will be re-invested into campus priorities.

For the coming year, we should not need to discuss cuts. New and attractive programs will help to attract students and potentially offset lower enrollment.

##### **ii. Advancement/Fundraising (Burtness)**

VP Burtness has been working with a healthcare advisory team over the last few months. The Foundation Board reorganized and wants to become more engaged.

They are launching a campaign this fall called “Transform Tomorrow”, which is geared more toward Alumni and those who give to scholarships.

#### **F. Telling the MSU Denver Story**

##### **i. Strategic Communications and Branding (Lucas)**

Cathy noted two events; October 1 from 4-6 pm is MSU Denver’s 50<sup>th</sup> Birthday Party on the lawn in front of the SSB. Founding fathers will be honored. October 8<sup>th</sup> is the AES Groundbreaking. The keynote is Leroy Chiao, a former NASA Astronaut. It will be a tented event on the front lawn followed by an industry panel. The actual groundbreaking will be at 11:00. There will be an industry dinner the night before at the hotel. October 28<sup>th</sup> is opening of the new restaurant at the hotel.

The ad campaign has been launched. They are looking for stories for profiles in the second wave. Julie Lucas is the new Senior Director in her area. She has 20 years of corporate experience and was at DU. She will bring her to the next Cabinet to introduce her.

## UPDATES

**John Kietzmann** – the COA had their first meeting. They had a lot of new faces in the room and have challenged them to bring ideas to the table.

**Joan Foster** - Castro events are going on tonight and tomorrow. This was in The Daily last week. Grease opens this weekend. Saturday evening there will be a sock hop and fundraiser – for an endowed scholarship for Cookie Hetzel. Grease is Dr. Hetzel's 50<sup>th</sup> production and is tied into the 50<sup>th</sup> Anniversary. Joan passed out the Arts calendars.

**Ann Murphy** – CIS is hosting their third SIP Conference in St. Cajetan's. It brings over 100 information specialists to campus. Our peer review team will be on campus November 2-4.

**Steve Kreidler**- we received a HHS Grant. The new restaurant in the HLC/hotel is open for business for lunch and dinner. They have a good menu and tested on diners last week.

**Anthony Grant** – We have volleyball games tomorrow evening, and this weekend men's and women's soccer. A couple weeks ago he went to the Chairs meeting of SPS and had a beneficial conversation. They are taking that show on the road to speak with other Deans, Chairs.

**Braelin Pantel** – The Phoenix Center, her area and EO has developed training for sexual assaults on campus that will be available to students this semester. There will be intentional outreach to all students this semester.

**Christian Solano** – There is a bystander intervention pledge available. October 7<sup>th</sup> they are presenting a movie and will have resources available afterwards for students. Hot Topics was changed to include more LGBT issues. Last weekend they invited training by a sexual assault prevention group. They are to nominate students to a CCHE committee. Africana Studies is hosting Sankofa Lecture Series. Student Affairs is allocating fees. A group of students are providing input to the Masterplan Committee. He will gather a student panel for arts from all three institutions

**Sandra Haynes** – Please come out and support Degree Restaurant. The Brewing Program was just named an exam site for Institute for Brewing and Distilling (IDB). The IDB Exam will be taken here. They are partnering with Jeff Shoemaker on a design device to clean up rivers.

**Liz Hinde** – the SoE Summit went well. A former faculty member will have his name engraved on a plaque near West Classroom and his family will be coming from Germany for the ceremony. He was a renaissance man from all his activities. She is tracking down all the courses he taught.

Cabinet adjourned at 11:30 AM.