

PRESIDENT'S CABINET MEETING

Tuesday, July 5, 2016

9 – 11 a.m.

President's Office –SSB 440A

Present: Liz Hinde, Dean, School of Teacher Education; Metza Templeton, Classified Staff Council; James Lyall, Associate Vice President for Information Technology Services/CIO; Braelin Pantel, Associate Vice President for Student Engagement and Wellness/Dean of Students; Vicki Golich, Provost and Vice President for Academic and Student Affairs; Carol Svendsen, Associate Vice President for Extended Campus; Liz Milewski, President of Student Government Assembly; John Kietzmann and Amy Bechtum, Council of Administrators; Stephanie Brooks, Marketing and Communications; Joan Foster, Dean of the School of Letters, Arts and Sciences; Matt Makley, President of Faculty Senate; John Burtness, Vice President for Advancement; Ann Murphy, Dean School of Business; Steve Kreidler, Vice President for Administration, Finance and Facilities; Cathy Lucas, Associate to the President for Marketing and Communications/Chief of Staff; Sandra Haynes, Dean School of Professional Studies; Loretta Martinez, General Counsel and Secretary to the Board of Trustees; President Stephen Jordan

Absent: Percy Morehouse, Executive Director Equal Opportunity; Myron Anderson, Associate to the President for Diversity

Substitutions: Cindy Lindquist for Ruth Ann Nyhus, Council of Chairs.

Guests: none.

Dr. Golich led the meeting while the President was on a call.

AGENDA

1. Approval of minutes from March 7, 2016

Dr. Golich asked for any comments, additions or changes to the minutes. A motion was made and seconded, the minutes were approved with three abstentions; from those members who were not part of Cabinet at the time.

2. Revised FRIP and TOP Hire documents (Golich)

Dr. Golich wanted to point out the key changes. She, Dr. Morehouse and Dr. Anderson worked on the documents. FRIP support was out of date and low, so that will go up.

TOP changes: The purpose statement has changed. Demographics should reflect the community we serve. The narrowing of focus was checked for compliance federally. The utilization numbers based on our student numbers and the regional demographics will be added to update the table. No representation was also added as a category. Another change, as a result of federal law, is to include

veterans and disabled persons. TOP hires apply to faculty, staff, administrators, prior to position posting.

FRIP Changes: also added the demographic representation of students and the local community, added veterans and the disabled, and increased the financial support from \$10K to \$20K.

Dr. Golich asked for any questions. Dean Foster asked about teaching load for Tenure Track positions. It is in the Handbook.

Dr. Golich wants all constituencies to provide feedback. Faculty Senate will review and she'd like input by the end of October.

3. Shared Governance (Dr. Jordan)

Dr. Jordan wanted to update Cabinet about where we are in the Shared Governance process and what we are looking at changing. We behave like a small institution, but we are no longer small. The governing structure needs to grow with the University. Steve Reno, former Chancellor of the New Hampshire system, shared ideas, came back to hear feedback on his initial report. The suggestion came forward for the Task Force to focus on what is do-able. The Shared Governance Implementation Team needs someone from the faculty to serve as a project manager. Items to be addressed include; the evolution of Cabinet and its role in governance, clarification of membership and mission; redefining roles and responsibilities. He is recommending a group chaired by the Provost and Cathy Lucas; Dr. Zsuzsa Balogh, Professor of Engineering Technology, as project manager, with representation from COC, CSC, COA, SGA and Faculty Senate. They would review Steve Reno's report, determine the low-hanging fruit that we can move on quickly, work on those items and bring them to Cabinet. This should be done by the end of Fall semester. What is the role of Cabinet and how does it connect to the other governing bodies and their constituencies? What should Cabinet be approving? The group will also identify important things that may take longer. Work could begin this summer. One of the factors is the Board's role in governance and who they should be interacting with. The Board wants to improve, and be engaged in, the shared governance process at the University. Council of Chairs thinks it is important to have this implementation team after gathering the data.

Dr. Jordan asked for a motion to approve the action. A motion was made and seconded, and **the item was approved by unanimous voice vote.**

4. Regular Occurring Updates

A. President's update (Dr. Jordan)

There is a larger national debate about higher education and the issues facing it, about diversity and inclusion, how we have tough conversations, and how we link those to curriculum. What we see from Black Lives Matter is a cry that they are not being heard. He will lead presidents of AASCU in a discussion around these conversations and how unprepared Presidents and Universities are for these conversations. It will take place

at the national meeting in October. As the national election plays out, they will want to be on campuses, including this one, and groups will clash. We want to protect people's rights, engage people. It will play out in our classrooms as well. He asked for Cabinet members to speak up with any advice on handling issues.

As he participated in these conversations, our institution's reputation has increased in this area with our recognition by Insight into Diversity as one of the top ten "Diversity Champion" Universities in the nation. We are ahead of many others in this area and he is being looked to on this issue. Campus Climate assessments have been important in determining where to put our efforts.

The re-authorization of the Higher Education Act is coming up. In the Senate, there has been some good bipartisan work. They have already agreed to inclusion of Summer Pell Grants. There is some interest in the House as well, but no action has been taken yet. This is really important to our students, and for us to improve graduation rates. He was in Washington DC all last week and had a great meeting on HSI. Right now undocumented students do not count toward our HSI requirement numbers. He met with the director, and they said we can count undocumented students toward our HSI numbers. Their interpretation of the laws is that it's an ethnicity ID and can be used. They will meet with their general council and make an announcement. He also met with the Secretary of Education. They discussed the trend toward a more bi-modal set of institutions; one favoring the rich white students and one set working with under-represented students. They discussed closing the equity gap between the institutions. The Secretary said they are on board with closing the gap. It did not make it into the legislation however. With regard to Colorado's legislature, it looks like both houses are up for grabs. He reiterated that state employees should not use state resources to promote any candidate or party.

Next week he goes to Portland to chair the AASCU Presidents meeting. There is a new interim for Executive Director of CDHE. The newly appointed Deputy is the interim. She has spent a lot of time on K-12 and higher education issues. Her role is like a COO, which is her background.

Dr. Jordan thanked everyone who has been working hard to improve our enrollment numbers. Loretta asked if we can tell how we are doing with our efforts versus cyclical trends. VP Kreidler said we are not sure yet how much the 4.6% growth is due to our efforts; there is a really small, less than 1% upward trend in enrollment in the state. Vicki noted that Lori Kester found that our outreach is deeper and more intense than in the past. Joan Foster thinks the new applications are partly responsible. We have a couple programs addressing losses in summer.

There is a federal bill with the House and Senate to create within the Department of Defense support for Advanced Manufacturing. It was

written into a bill already approved. He met with both House and Senate members of our delegation to encourage them to support it in the House and get it to conference. Then they will write a letter to try to get MSU Denver to be one of the 25 institutions. It could really help our program. Nothing will happen in Congress until after the election now, but we are in a good position.

B. Theme I – Student and Academic Success

i. Education Quality(Golich)

No report.

1. HSI Update (Golich)

Dr. Golich stated that enrollment as of June 20th is up 4.6%. We budgeted for a -6.2%. It is exciting that we are in the positive. Hispanic new students are up 53%, or 195 students. The online graduate application recruiter will roll out in July.

July 1 was the fall deadline for applications, and that will be extended to August.

C. Theme II – Urban Land Grant University

i. MSU Denver Neighborhood update (Kreidler)

AES construction is a little ahead of schedule. Bricks will start going up on the outside soon. June first of next year is the date it will be open to us. The facility master plan is going to the VP team for final review and then it will come to Cabinet. Over 300 people have given input. Tom Cech and Sarah Harman have agreed to co-chair an effort with the Denver Botanical Gardens and Denver Water to design a xeriscape garden that requires almost no water, a signature area. Both organizations will give some funds to accomplish this. The hotel has done very well again this year. It covered its operating costs and the HLC is generating some funds. Funds will soon be released to the Foundation.

The first floor of the SSB remodeling work will start in the late summer and go into the fall. A company was just chosen.

The hotel board will try to add about 50 more parking spaces. Eleventh St. will be connected to the new road to the hotel parallel to Auraria. This intersection will allow buses into the heart of campus and out onto the roads without having to turn around. Meetings at the hotel are why more parking is being added. The hotel parking garage has about 75 spaces now.

D. Theme III – University Culture

i. Campus Climate (Anderson)

No report.

E. Theme IV – University Resources

i. Budget Update (Kreidler)

VP Kreidler noted that last year we had many changes to increase student enrollment, changes in personnel, use of a new service, and other things. He is waiting to see how the enrollment numbers play out. We have almost doubled new student numbers for fall. There are some mixed signals, however, so he is waiting for the start of fall semester. They budgeted for -6% and right now enrollment is in the positive 4%. The Budget Task Force will make recommendations to the President, and those will go to the Board of Trustees, so changes could go forward as of October 1. As an FYI, during the last 4 months or so, the Fair Labor Standards Act had some changes made that almost doubled the minimum salary for being exempt from overtime. It had not been changed for about 20 years, so it was due. They reset the number to about \$47,000. That would bring some employees into being eligible for overtime. By August first he plans to have some information to share with campus. They will have to look at those positions to see what falls below the minimum and what we want to do about them to be in compliance with federal law and our values. Comp time is still available to use instead since we are a state agency. Faculty Senate President Matt Makley asked if it affects Affiliate Faculty. VP Kreidler said not really, faculty are exempt. This will have budget implications for the Budget Task Force as well.

There are two initiatives in the Legislature that he wants to inform people about; first, Initiative 69, ColoradoCares, would create a single payer system in Colorado. Taxes would about double. Employers and employees would pay in, there's a 10% payroll tax. They want to see what costs employees more. It would make Colorado the only state with a single payer system, and how would that work?

The second one is Initiative 101, which increases the Colorado Minimum Wage from \$8.31 to \$12 per hour, over four years. This would increase our student workers' wages, and cost us about \$1M a year.

There is also an initiative that would provide some relief on TABOR. It will be on the ballot. Some higher education leaders are supporting it. It also extends it for another 20 years.

There will be a lot of ballot initiatives this year. We can provide information but cannot take a stance. We should send out the rules in this election year for faculty as well.

ii. Advancement/Fundraising (Burtness)

VP Burtness stated they have three goals; overall fundraising, alumni engagement and fundraising, and Alumni efforts went well despite a whole new team this year. We have younger graduates now. We doubled alumni donors from 1000 to 2000 this year. The calling and direct mail programs were increased. From that base, they hope to find more major gift opportunities.

Overall, their goal for last year was not achieved. If they had closed more major donations they'd have met their goal. There are some in the works but they didn't sign the pledge by June 30th. They are meeting with a donor of equipment for the AES Building as well.

F. Telling the MSU Denver Story

i. Strategic Communications and Branding (Lucas)

Cathy noted that the 50th Anniversary logos should no longer be in use. The Website has been changed. They want everyone to use their materials up by December. New banners are on the building. They are working on a brand audit, a survey was sent to everyone, including business leaders. They are also doing focus groups with the Latino community and students. Dr. Jordan heard a lot of unsolicited positive feedback from the community about the individual profile ads. They really got our message out. Please convey the logo change-out to stakeholders.

UPDATES

Vicki Golich – Carol Sayre will be AVP for Innovative Learning

Loretta Martinez – just returned from NACUA where she heard the latest developments in the law. The new Associate General Counsel, Kimberly Spiering, starts here today. She attended NACUA with Loretta. Yvonne Underhill our office manager, resigned. We are starting her replacement, Ned Hoeswich, today. He was ranked well in the pool.

Carol Svendsen – ASCENT Program had 20 people starting; they get a year of discounted schooling to finish their degree. Of 16, 12 have enrolled for Fall Semester.

Liz Milewski – newly elected SGA reps are doing training. They will work on voter registration before November. They are working on determining their initiatives for this year. Dr. Jordan said he and AASCU's governmental relations staff have asked to carve out a position that will address sexual assaults on campuses. They will create the position to work on this issue. AASCU hopes ACE will take a more proactive role but if not, AASCU will do it.

Joan Foster – Winston Grady-Willis has taken another position in Portland. His wife also got a full time position there. AJ Steele will be the interim Chair of Social Work. **Matt Makley** – he has been talking with Vicki about curriculum software; there will be some lag time to educate the campus community about its use. It will be an improvement over last year. Base petitions and the loss of faculty's ability to make adjustments has been discussed a lot. These require more signatures now than just the faculty member. Matt thinks it slows down adjustments they can make for students. There is a lot of confusion about whose signatures are needed. It will be electronic by early fall. He has been receiving emails about the Fair Labor Standards Act issue, and clarified that he can tell them faculty are not eligible for overtime.

Braelin Pantel – we no longer have a student handbook. The policies live in the catalog now. Update your links online please. There were some questions about the lack of institutional response to Orlando. On July 11th from 12:30 -2 pm on the Tivoli Commons there will be a tri-institutional event. There will be an email to students.

John Kietzmann – Thanked Cathy and her staff as MSU Denver baseball got its highest draftee yet. He has pitched a couple games already and is doing well. He thanked Cabinet for their volunteer work at the NCAA Springs Sports Festival – it went off very well and everyone's volunteer efforts were needed. They asked for a longer term bid from MSU Denver – to host every year. We showcased MSU Denver well. This is for softball.

James Lyall – has a list! Grad applications will be online next week. They are integrated with Recruiter. We are live with SSC Campus, the advising platform, that will provide increased functionality. They are still moving forward with DegreeWorks. BlackBoard Analytics is complete; that is the learning management system. Electronic student ratings of instruction are in place, and will integrate with Digital Measures by fall. Time entry will transition in everyone else in September. All affiliate contracts are automated for the first time. SharePoint will roll out to the campus in fall, pilot sites will be determined. It has a whole variety of collaboration tools for shared documents. The University report catalog will be done in the next two weeks. 24 classrooms are being remodeled this summer. Over the next 18 months, they are transitioning the phones away from AHEC. IT is also fully staffed. Dr. Jordan thanked James for all the improvements. He recalled that it was only about 3 years ago that the role and reporting of IT was being discussed and how far we have come looking at their progress now.

John Burtness – The Gala on June 4th was wildly successful, and brought in about \$210K in gifts, sponsorships, donations. Their system for getting information to Alumni has also been used by Journalism and Technical Communication; alumni is adept at helping others use it.

Liz Hinde- annual summit is September 23rd. They are working with the foundation on invites. The Mayor's office wants to involve kids this year. It will run from 8 – noon. Elementary Education faculty are developing a residency model for student teaching, and that is ready to go for 2018. It is a full year of student teaching; DPS is their partner, but other districts are interested as well. The faculty buy-in on this is unique in higher education.

Sandra Haynes – the search for Advanced Manufacturing Director is ongoing. Their first traditional nursing class had a 96% pass rate on the first try. All students passed the

certification in the Beer Serving industry. They are having classes for employees of restaurants to update their skills on Tuesday evenings for five weeks.

Cabinet adjourned at 11:00 a.m.