

PRESIDENT'S CABINET MEETING

Monday, September 19, 2016

9 – 11 a.m.

President's Office –SSB 440A

Present: Vicki Golich, Provost and Vice President for Academic and Student Affairs; Braelin Pantel, Associate Vice President for Student Engagement and Wellness/Dean of Students; Liz Milewski, President of Student Government Assembly; Ruth Ann Nyhus, Council of Chairs, Cathy Lucas, Associate to the President for Marketing and Communications/Chief of Staff ; Joan Foster, Dean of the School of Letters, Arts and Sciences; President Jordan, Amy Bechtum, Council of Administrators; Metza Templeton, President, Classified Staff Council; George Middlemist, Associate Vice President, Administration, Finance and Facilities/Controller; Liz Hinde, Dean, School of Education; Loretta Martinez, General Counsel and Secretary to the Board of Trustees; Myron Anderson, Associate to the President for Diversity; Percy Morehouse, Executive Director Equal Opportunity; John Burtness, Vice President, University Advancement; Anthony Grant, Intercollegiate Athletic Director, Sandra Haynes, Dean, School of Professional Studies; Steve Kreidler, Vice President for Administration, Finance and Facilities

Absent: Matt Makley, President of Faculty Senate, James Lyall, Associate Vice President for Information Technology Services/CIO;

Substitutions: Clay Daughtrey for Ann Murphy

Guests; Brandi Rideout, Alumni Relations, Ned Muhovich, Director of Advising

AGENDA

1. Approval of minutes from July 5, 2016

President Jordan asked for a motion to approve the minutes of July 5th. A motion was made and seconded. There were no changes noted and Cabinet **approved** the minutes on a voice vote.

2. Presidential Search (Jordan, Lucas)

Loretta Martinez is helping to staff the committee for the Trustees. Cathy Lucas noted two articles on this in *The Daily*. She encouraged participants to attend the meetings. Metza noted that there are no Classified Staff members on the committee, and Dr. Nyhus stated that there are no Chairs represented either. Dr. Jordan said the Board is focused more on the community being involved in the selection of the next president. They wanted to keep the number down to 15 people. They have a limited number of Trustees on the committee to generate a list of people for the Board to consider. Loretta noted that the vision of the committee is a wide sampling of constituencies. It's not intended to have

representatives of all the constituencies. The committee is not selecting the next president, the Board of Trustees will do that. Cathy urged everyone to attend the meetings to give input. There are two opportunities for staff – 10 am tomorrow and on Wednesday. They provided two times for convenience. The timeline is not out yet. The timeline, roughly, ends in February of 2017. The timeline in more detail will be on the Presidential Search Website. That will launch next week sometime, per Cathy Lucas. Candidates can apply there as well. Loretta asked for questions. The Board’s intent is to keep all the names confidential until the list of finalists is appropriate to release. This is to respect candidates’ confidentiality if they are sitting Presidents, etc.

3. Lessons Learned, AASCU Webinar on Campus Demonstrations (V. Golich, B. Pantel, L. Hinde, S. Haynes, +)

Vicki Golich noted some concern in higher education overall about things that happened last spring on campuses. AASCU had a webinar addressing civil dialogue on campuses. She showed some data on race and bias, openness to all viewpoints and right to assemble. Student demands nationally include changes to curricula, support for minority students, greater faculty diversity. President Jordan responded to the recommendation for a multi-cultural center; we are signing a lease agreement for the location for DIME to be completed and open by fall of next year, and there may be adjacent space for the Center.

Vicki noted social media is a new organizing tool for students connecting nationally around strategy.

AASCU stressed open communication on issues and to be aware that what one says and how one says something matters as well as when and how quickly an issue is addressed also matters. Issues raised during the webinar include how to lead, model good behavior and civil dialogue. Robust conversations can happen in a civil context. AASCU listed three key things; listen, learn, speak. They suggest that institutions re-emphasize values; she noted our “CADRE” pins that do just that. Another tip is to take advantage of teachable moments. Vicki noted a draft proposal in the packet, which she will return to. AASCU suggests responding to offensive language with more civil language. Also it’s important to support student-led efforts. Teach cultural competency. Diversify leadership and faculty. Faculty Senate is reviewing the new FRIP and TOP programs. We are doing well on diversity and are gaining ground on our goals, and we are doing many of these items already. Lastly, the recommendation is to deal quickly with issues.

Recommendations:

- A Campus Climate Survey – we are already doing these.
- Diversity of faculty and staff should reflect the student body
- Support all students
- Invest in a cultural center
- Address racial discrimination – we have trainings and workshops; We have supported six faculty attending SEED workshops through EiE and Diversity and Inclusion.
- Campus celebrations – we are already doing about 23 of them per year.

- Identify safe spaces – we don't have as many of those as we would like. She noted some; LGBTQ Center, Brother to Brother, Veterans; this is one to think about and ensure we have safe spaces. Joan Foster added Africana Studies, Chicano/a Studies and Women's Studies; Myron said those areas are considered "invisible" safe spaces. The MC Center will be another one.

Other ideas:

- Engage in facilitated conversations – i.e. Hot Topics, Student conflict ambassador facilitated dialogues, SGA events. Braelin noted that Hot Topics, facilitated conversations, provide an avenue for dialogues outside the classroom. Places to be heard and to hear from one another. The student conflict ambassador item is just getting underway here. That is being developed.

Liz Milewski noted SGA is creating a platform for dialogue on the national election. It will be structured and run by professionals.

Vicki said they felt pretty good at the webinar in that we are already doing many of the recommended items.

- Another idea is to create a "Contemporary/Current Issue Response Team". We would designate a team to meet immediately to discuss response. Dr. Jordan noted such a team did not do well at UNC. We don't want to tell people what they can say and what they cannot say. Braelin says her staff have the ability to mobilize and get space for an event in response to national situations.
- Last idea from AAASCU is to be attentive.

Dr. Jordan said the leadership of AASCU is concerned about this and has met on it. There will be speakers on this issue at their next meeting. There was a single issue in the Vietnam era; issues are much more diffuse now; it ranges from police actions with African Americans, rape culture – there are at least seven items, which makes responses more difficult. There is no question that this election is causing concern at heightened levels. Some institutions are just adding positions such as Myron's (Chief Diversity Officers). We have been working on these issues a lot longer and are better prepared than some to handle them. There is a real discomfort level today in our student population with how things are being handled.

Questions/Comments

Vicki noted six people led the webinar. One of them is coming to the AASCU Presidents' meeting. Loretta and Dr. Jordan will go to Central Missouri University to talk about the ASSET Bill and lessons learned. Myron liked AASCU's equity lens and proactive approach. They didn't discuss compliance much but it does work hand-in-glove with these issues.

4. Learn On (Brandi Rideout for Mary Ann Watson)

Brandi brought and distributed pamphlets about Learn On. Mary Ann Watson is marketing to Alumni to engage them with the University. This will be her last year, as she will finish in the spring. Brandi encouraged faculty to let her know if anyone wants to teach a course. It's a low cost enrichment program. Alumni come with questions on career development. The first class is free for Alumni and then a course is \$10. It's much less than DU's program. This semester courses are on Tuesday and Thursday evenings. They have diverse offerings. They take proposals from community members, faculty and staff. They are non-academic classes. Career workshops are a big hit with alumni.

Dr. Jordan encouraged Cabinet to share this with friends and neighbors.

Right now they have 18 classes and 58 attendees. When it started it was geared toward the community; Dean Foster asked about community outreach. Brandi said she got a call Friday for more brochures. Now it's a good mix of community members and alumni.

5. NACADA Audit progress (S. Haynes)

Sandra Haynes said a little over a year ago she reported on the review of Advising. We have made great progress addressing their concerns. Ned Muhovich, Mark Potter were on the team. Ned said they developed an Advising mission statement. They hired an advising coordinator tasked with communication and development. They hired more professional advisors- 15 new positions in the last academic year. They are all trained and on board. Now they are working to identify metrics to assess progress. They also added some technological tools such as the SSC Guide app. We are among the first to use it and it is being designed to match our needs. 71% of students in the pilot program did download the app. They are rolling it out to first-time, first-year students. Two other technological tools are DegreeWorks – which is like the CAPP report but with additional tools such as planning curriculum. Second is Student Success Collaborative Campus (SSC Campus) which helps to track students. This fall they are working with faculty to see if they want to adopt it for their advising needs.

Another recommendation is to increase capacity to meet student needs. First, they determined what student needs are. They are targeting outreach to specific groups; those who have not registered or who have holds, who have not declared a major, or who have not completed a key course.

They also recommended assessing student orientations. They added advisor support to SOAR and LSO and piloted college-specific orientation sessions for transfer students.

We found we had too many advisory councils so they combined some to create the Advisor's Council. This focuses on policy issues. They are defining roles of professional vs faculty advisors. They are looking at best practices of similar institutions.

Discussion

Dr. Jordan had a meeting last week with the Lumina Foundation, where they discussed national goals of numbers of students with degrees. Getting information about how systems are working is critical for success. We need the information to demonstrate how it can be done not just for us, but for other institutions as well. Sandra Haynes said they will visit CSU Fullerton as they are effectively using advising teams and SSC Campus to reach their students.

6. Regular Occurring Updates

A. President update (Dr. Jordan)

i. HSI Update

HSI Implementation teams are having their 3rd meeting today. There is a lot of cross-cutting stuff going on, so Esther Rodriguez is making sure that if they are working on similar issues that it's coordinated. They will look at key findings from focus groups with the Hispanic community. They believe there is strong community support for MSU Denver. Focus Group results show that they believe we provide a high quality, affordable education and that the degree is worth the financial investment. However, they think we need to do a better job of selling our degree programs and increasing cultural competence. They also think we need to increase our presence in Hispanic schools. We have the programs, but they need to communicate and coordinate. This will create a broader picture of our University. We need to engage more with the parents of Hispanic students. They need to be able to describe the array of programs and services. We received great information and now must determine strategies.

Dr. Jordan noted the US News Best Colleges came out again. There was some analysis done on the selections and it was found that UMBC is great but wasn't on the list. They prepare students of color for sciences; US News misses some schools.

Leadership Exchange is going to Salt Lake next week. Dr. Jordan will meet with representatives from Boeing. It's an opportunity to discuss industry input into our curriculum in AES.

The American Council on Education coordinates all the other higher education orgs; they are the spokes-person on higher education and have asked him to serve on a policy committee. ACE has a program training future leaders. ACE Fellows were hosted here and we can use them as consultants. One project they are helping with is shared governance. Others were internal communications, campus climate

surveys. It's basically free consulting. They spent a day here on campus and we should have some reporting back in January.

B. Theme I – Student and Academic Success

i. Education Quality(Golich)

No report.

C. Theme II – Urban Land Grant University

i. MSU Denver Neighborhood update (Kreidler)

No report.

D. Theme III – University Culture

i. Campus Climate (Anderson)

No report.

E. Theme IV – University Resources

i. Budget Update (Kreidler)

No report.

ii. Advancement/Fundraising (Burtness)

No report.

F. Telling the MSU Denver Story

i. Strategic Communications and Branding (Lucas)

Cathy stated that for the brand audit they did focus groups. She received data from the audit on Friday. Overall the brand is stronger. They did surveys, one-on- one interviews and focus groups. October 7th is manufacturing day and they will be doing tours.

Updates

Liz Milewski- SGA has a campus week of action planned. There will be four events. Take Back the Night event is October 20th. There will be a college party to dialogue about violence. There will be film screenings as well. Dr. Jordan raised the campus walk item at his ABOD meeting; everyone is working to make the campus safer. Liz has been trying to work with the other SGAs on this.

Dr. Jordan said data show that our students participate in voting at a higher rate than students at other institutions. SGA is registering students; they have registered about one thousand so far. They will have balloting boxes in the Multicultural Lounge.

Braelin Pantel – they are finalizing their annual security report for next week. Dr. Jordan said CU asked to police the residence hall; they are going to cover the cost. That will begin soon. She reported that crime on campus continues to be low. Auraria Police's text a tip program is doing well.

George Middlemist – is getting ready to finish the financial statement. They worked with the Auraria bookstore to allow students to charge up to \$500 in books to have them when classes began. This allows students without their financial aid package available yet to start classes with their books. We are not guaranteeing the debt.

Anthony Grant – Athletics adopted a new vision and mission statement with core values. The site is updated and more mobile friendly. They worked last year and the summer. They are working on their strategic plan. Volleyball and soccer went on this weekend. They are off to a good start. Women's soccer is struggling a little in early RMAC play. RoadRunner luncheons are changing format; the next one will be at the Athletic Complex and then they will hold them at some new sites to get new faces, expand the brand. It will also be more of an interview format than a Q & A. They do want crowd participation though. Monday coaches' shows will be at the Tap House at 5:30 and will be streamed. They participated in the IMA ping pong tournament; our athletes came in second overall.

Myron Anderson – the inclusive climate survey will be in March. We have had 63% response rates and will continue to market it for participation. MLK Committee is seeking additional members. Myron will send an announcement so please forward it.

Metza Templeton – CSC will be sending out information on the Colorado Combined Campaign. MSU Denver Foundation is on the charity list to contribute to. They recommend the Working Together Foundation which supports state employees in need. Metza also expressed appreciation from the Classified Staff for including the one-time stipend in the budget.

Ruth Ann Nyhus – COC is working with the Access Center on the Note Taking Accommodation policy. They are also working with the Testing Center on the new policy regarding limiting class test taking at the center.

Sandra Haynes- The AMSI director, Robert Park, will start on October 3.

Steve Kreidler – AES Construction is on time and on budget. The plan is for it to be completed in June. Moves into it will start in June/July/August. Ribbon cutting will be in June. The backfill planning for spaces vacated to move into the building is starting. Physics will move from North to Plaza. The SSB first floor renovation estimates have come back twice as high as expected. Construction prices in Denver have had a sudden jolt; steel, concrete and contractors have gone up.

VP Kreidler thanked everyone who served on the Budget Task Force. We have a few new positions on campus this year but not very many. They were happy to be able to give raises this year. Dr. Jordan complimented the committee. The compensation proposal was creative. We were able to make a major step forward relative to CUPA. He appreciates their work with regard to the Classified Staff as well. VP Kreidler noted that there was some mythology about faculty salaries compared to the national average; now the minimum is at 98% of the national average. That is the result of serious effort

over many years. His desire is to raise it more due to the cost of living in Denver. Dr. Jordan added the Trustees are desirous of this as well. The Board understands the importance of fair compensation for employees.

VP Kreidler said the rating agencies have maintained our “A” rating.

John Burtness- Alumni Relations has done a good job of getting new alumni conversations started. Our donations from Alumni have gone up by 79% over the last couple of years. Advancement is working on closing some gifts.

Liz Hinde – the 2nd annual School of Education summit is this Friday. They established the SOE Advisory Board. Last week they had their scholarship recognition dinner.

Loretta Martinez – added Kimberly Spiering to the legal team. We have had new Board members and a student Trustee go through orientation over the summer. The BOT business meeting will be in October; the next regular Board meeting won’t be until December. Cathy Lucas, Steve Kreidler and she are on the selection team for our state and federal lobbyists and are almost to completing contracts.

Cabinet adjourned at 10:50 a.m.