

## **PRESIDENT'S CABINET MEETING**

### **Agenda**

**Monday, February 12, 2018**

**9 – 10:30 a.m., SSB 400**

- I. Student sexual violence survey results – Dr. Myron Anderson, Associate to the President for Diversity, Braelin Pantel
  - a. Federal recommendation;
  - b. Braelin presented PowerPoint. Worked closely with Phoenix Center, SGA, IWSS, LGBTQ Resources Center and others. Collaborative effort. Combined climate survey from 2016 and 2017. Overall, MSU Denver hovers around the national average for the three major areas that the inventory examined. On par with our peers with respect to engagement in continuous improvement in this area. However, we don't staff our work in this area at a level that's on par with our peers. This survey did not differentiate between residential and non-residential in regards to peer groups. If we were a residential institution our trainings would look very different. Move to a biannual schedule for the survey. Climate survey results will be posted to Diversity website. Up to the leaders to understand the procedures, be able to direct students to the resources. Faculty and coaches are the first point of contact.
  
- II. Electronic and Information Technology Accessibility Committee recommendations – Dr. Myron Anderson & Chris Mancuso, Manager of Web Communications, Marketing & Communications, April Hill
  - a. Office of Civil Rights complaint, April 2017; cross campus committee. All University content must meet Web Content Accessibility Guidelines. Accessibility vs. accommodation; accommodation shifts the burden to the person with the disability, it is reactive. Accessibility is welcoming 100% to people with disabilities, proactive. From time of resolution, 2 year action plan. Beyond specific complaint, address other issues in phases. Three proposed accessibility specialist positions based on other institutions. 2 positions under Center for Faculty Excellence. Met with CU Boulder, they had a similar complaint. They hired/repurposed 13 positions. Implement a culture change in regards to accessibility. \$220k estimated salary budget. Partner with other schools in CO, pool our resources. Part of our CADRE mission.
  
- III. President's Collaboration and Teamwork Award – Dr. Davidson
  - a. Roadrunner Development Report; put it together in 6 weeks. Champions the people who have been supporting us, and encourages others to give.
  - b. Plaques presented by Dr. Davidson.

- IV. Academic Excellence and Student Academic Success Council update – Dr. Angela Marquez & Jeffrey Loats
- a. Focus issue is should the academic departments be re-aligned to better level the loads and best reflect and market our mission? If so, how? What’s good, what’s problematic about the current structures around campus? Council is available on SharePoint. Doing this academic reorganization not in the context of crisis, planning from a revenue neutral standpoint. First kick off meeting was centered on hopes and fears. ¼ of fears were not about outcomes, but about process. Be inclusive. What’s the outcome “you” are afraid of or hopeful for? Survey went out to chairs on Friday, will use what the chairs talk about as a reach to the broader community. Steering committee will visit each of the deans. Focus group style endeavors reaching out to different constituent groups. Recommendation from Dr. Davidson to think about 3 categories; what problems do people want fixed? What opportunities do we want to seize (internal and external component)? What do we want to preserve?
- V. President’s Update – Dr. Davidson
- a. Inclusive leadership summit, Friday, February 23. Co-design what we mean by inclusive leadership. Consultants will facilitate. Last Fall student athletes had record breaking semester with 3.2 GPA.
  - b. Congratulations to the aeronautics department for partnership with United Airlines, establishes career path program for our student pilots. Direct pathway; there’s a worldwide pilot shortage and we are answering the call in a high skilled area. Thanks to Kevin Kuhlmann, Associate Chair of Aviation and Aerospace.
  - c. Last week Cathy Lucas was honored as one of the Top 25 Most Powerful Women in Colorado by the Colorado Women’s Chamber.
  - d. Hosting NCOS meeting in April and can bring in people to talk about the value of service. More to come.
- VI. Round Robin – All
- a. Anthony Grant – record breaking semester in terms of academic achievement. Could not achieve what we did without collaboration and buy in. Homecoming February 23 – 24, playing Colorado Christian and Colorado School of Mines. Spring sports beginning. Hired new Associate AV for Compliance and Internal Operations.
    - i. Coaches stand and are recognized (names from Anthony). Officially recognize and thank for their dedication to the students.
  - b. Kevin – no major updates
  - c. Josh – no major updates. 360 is out to supervisors. Individuals and supervisors work together to identify who their raters will be. This is about constructive feedback; help people do their job better. Be thoughtful, constructive. Take them seriously, but not personally.
  - d. Metza – no major updates

- e. Evan – working on response to Shared Gov implementation team. Year-end employee day with staff band/live entertainment.
- f. Steve Kreidler – AES 4<sup>th</sup> floor will be complete by the end of the month, tenants will be in shortly after. Accounting dept. will roll out advanced travel module in Banner; reduce paperwork, expedite reimbursements. Office of Sponsored Research and Programs added two new positions. No increase to employee healthcare premiums for calendar year 2018. Life insurance premiums went down 40%.
- g. Vicki Golich – back from AASCU winter meeting for provost and teams. AASCU is the “mother” of the American Democracy Project. We were invited to participate in a new project, The Digital Polarization Project. Focused on how we can use any kind of digital communication mechanism to promote social justice and equity rather than continue to exacerbate inequity. Presentation by Sean Harper, Center on Race and Equity. Myron Anderson and Brandi Scott working on an equity grant. Heard a lot of dissatisfaction with shared governance on campuses. ASA has been working with the Denver Education Attainment Network. Pathways for students to move into higher ed and move to graduation. Want students to take the appropriate pathways o guide them in life. Identifying 2 or 3 programs to serve as pathways.
- h. Matt – working since Fall on proposal for expanded tuition benefits for full time admin, staff and faculty. Have a proposal to take to compensation subcommittee and task force. Continuing with curriculum work.
- i. Josh – Homecoming week and series of events leading up to it from 19 – 24<sup>th</sup>. Ice skating in the Turnhalle. Meeting with SGA’s across the state and country, trying to build a statewide constitution, then regional coalition, then national, laying the groundwork.
- j. Liz Hinde – Friday the COB is sponsoring International Business Expo in the Tivoli. School of Ed established partnership with Boetcher teacher residency. CPS, criminal justice and criminology won a national award.
- k. Nick Stancil – working on policy. Working with an outside consultant to do a scrub. Moving ahead on permanent EO director search, hope to have a position in place by beginning of April. Trademarks moved from Foundation to University. New liquor license to get beer on the Athletic complex. No movement on the federal level on DACA.
- l. Cathy Lucas – the Mayor is going to host 10 DACA students for Hamilton, he will come on campus to present the tickets. Ad campaign is in full force. Light rail train wraps coming up next month. First flight is alumni. Second flight, will highlight employers who hire MSU Denver alumni. March 7, MSU Denver Day at the Capitol. March 13, President’s Spring Update at the King Center at 8:30am (coffee program at 9am). Looking at new dates for Investiture, hope to have a date by the end of the week. Cathy and Dino will co-chair planning committee.
- m. Layton – Fall 2018 schedule.
- n. Dino – President Davidson closed first six figure gift last week. Corporate outreach team is working on partnership with CO Biz bank. March 20 York

Space Systems ribbon cutting; they will be dedicating their physical space. Phase 1 of 2 phases of feasibility study. Phase 2 begins July 2. Is MSU Denver in a campaign; yes, but we are in a pre-silent phase.

- o. Myron – Academic Impressions requested a textbook to transfer our knowledge. Diversity committee to make recommendations to improve our workplace environment. Dr. Phil Hart, recipient of Noel award. New Ombudsman is Ms. Barbara Beatty.