

## **PRESIDENT'S CABINET MEETING**

### **Minutes**

**Monday, June 11, 2018**

**9 – 10:30 a.m., SSB 400**

- I. Academic Impressions & professional development partnership– Josh Mackey, Director of Human Resources – Partnership between MSU Denver & Academic Impressions. Piece of the overall professional development plan. This will help us with longer term/bigger picture planning.
  - a. Ahmet, President of AI. Look globally at the trends in higher ed. played a strategic role in strategic planning with MSU Denver. Supplement and enhance the PD already happening. New capabilities to achieve results. Align training with goals. What are we trying to accomplish, how can AI help us. Success coaching, measure in a more concrete way. Management training around personnel issues; management and leadership training is a core value. Leadership development for academic and staff side. Will follow up with online launch information. We have been working together in a one-off basis; this is an opportunity to work in a more coordinated way. We will create better alignment in trainings and make sure people are more successful. How to transition the information from individuals to trickle down to the institution. How do we create a culture of learning and growth? What can be done at the supervisor level; expectations stated by leadership of institution. Title IX workshops available.
    - i. Access to online resources for all employees.
    - ii. 25 seats per year at conferences in person.
    - iii. Leverage their expertise; individual development plans.
- II. Built Environment & Infrastructure Advisory Council – Liz Hinde, Dean of the School of Education and Tina Wells, Director of Facilities Planning & Space Management - Utilizing the academic priorities of the University to guide the physical space and infrastructural recommendations. Academic priorities and physical space have to be synergistic. Navigate the complex relationship between AHEC and the three institutions. People want to fix the buildings that are already here. Everyone cares deeply about MSU Denver and would like to point to a campus that reflects their pride in the university. Only 11% of MSU Denver classes are held in MSU Denver buildings. 43% of MSU Denver classes are held in West, Central, Plaza, Arts and PE Center (the buildings that need the most renovations). Concerns of accessibility and inclusivity throughout campus, including the new buildings. What does inclusivity mean for MSU Denver? Facilities audit conducted in May and will continue in August to update our overall campus space management system. Deferred maintenance; submitting a

- funding request to the state of CO to implement an energy savings program. There is excitement at the state level to help entities become self-sufficient.
- a. Information gathering through survey, two open forums/information meetings, many informal meetings and conversations.
  - b. Recommendations
    - i. Create an academic strategic plan
    - ii. Development of academic strategic plan would enable Built Environment Master Plan to be updated and provide short, mid, and long term direction and provide University with Strategic planning.
    - iii. Use space audit to create long and short term goals.
    - iv. Define inclusive learning environments.
    - v. Educate the MSU Denver community about AHEC. m
- III. Academic Excellence & Student Success Advisory Council – Angela Marquez, Special Assistant to the President for HSI and Jeffrey Loats, Director of the Center for Faculty Excellence - 25-50-15 split on academic reorganization. Charge has been to say “should the academic organization structure at MSU Denver be changed, and if it should, how?” What each person thinks constitutes change is very different.
- a. 6 summary themes
    - i. Resource distribution problems and CLAS
    - ii. Collaboration
    - iii. Fundraising and clear identity
    - iv. Haphazard programs and departments within traditional structures
    - v. Overall appetite for reorganization
    - vi. Grouping departments: criteria, performance and recommendations
  - b. Next steps
    - i. Finalize June report
    - ii. Explore details
    - iii. Examine financial impacts
    - iv. Reach out for input from directly impacted folks
- IV. Undergraduate Tuition Benefit Proposal – Steve Kreidler, Vice President of Administration and Finance - BTF has been taking a look at some additional compensation benefits; increased tuition benefit and an extended leave program focused on parental leave. Last week BTF approved a recommendation to the president for the tuition benefit proposal to be adopted. Moves employee from 6 credits a year to 9 a semester and up to 12 hours per term for spouses and dependents. Does not include any cash funded program at this time. About \$4700 benefit for employees. Goal is to have it in place for Fall.
- a. President Davidson approves the Undergraduate Tuition Benefit Proposal.
- V. Cabinet date & time change discussion – Dr. Davidson - work and research to do on an alternative day/time.
- VI. Round Robin – All
- a. Vicki Golich, Provost and Executive Vice President of Academic & Student Affairs – just returned from AACSB and learned a reminder that MSU Denver was named best in class for its student voter turnout. Bethany will come to Cabinet to present in Fall. Bethany was named a 2018 Civic Engagement

Fellow and be a guest editor for the next journal on public affairs. Vicki was awarded the William M. Plater award for civic engagement.

- b. Josh Gardner, former SGA President – SGA presidential transition has taken place, expect to see new president and VP at the next cabinet.
- c. Liz Hinde, Dean of the School of Education – no report from the deans
- d. David Fine, General Counsel – office is spending a lot of time on policy rewrite including handbook for professional personnel; one faculty one admin. Managing litigation on behalf of the school for attorney general’s office. Advising on personnel actions. EO office will now report to General Counsel’s office. In the process of hiring a new EO director. David will be speaking on a panel looking at how has the #metoo movement affected the behavior of men at various institutions. Legal and AG’s office are going to work with AI on Title IX trainings and anti-bullying policy trainings.
- e. Cathy Lucas, Chief of Staff & Vice President of Strategy – Inauguration; Strategy Branch is collaborating with Advancement. September 7. Weeklong series of events calendar goes live online on Friday. Engaging in brand audit; will conduct focus groups and send out a survey.
- f. Layton Curl, President, Council of Chairs– keeping an eye on Fall enrollments
- g. Myron Anderson, Associate to the President for Diversity – went to Harvard to serve on a panel; position paper will be published. Introduce and welcome Barb Beatty, new Ombuds.
- h. Nick Pistentis, Director of Client Services & Interim Director of Application Services – Banner 9 system upgrade is in flight and testing, final stages of upgrading Microsoft licensing,
- i. Josh Mackey, Director of Human Resources – initiation of parallel projects on total rewards and compensation classification for admin staff; look at additional non-salary things we can do for employees. Report out on PD conference; 470 attendees up 30.5% from last year.
- j. Metza Templeton, President, Classified Staff Council – no updates
- k. Anthony Grant, Director of Athletics – finished competition season; 84 student athletes made the honor roll down 5 from Fall (89 was the record). Athletics finished 4<sup>th</sup> in sports cup. Men’s and Women’s tennis won the championships, Men’s advanced to NCAA regional. Scholarship auction, huge success.
- l. Evan Bowles, President, Council of Administrators – completed elections last month, Evan reelected.
- m. Jo for Matt – Matt returning as president.