



President's Cabinet Minutes

November 13, 2019

10:00-11:30am

Attendees

- Dr. Janine Davidson, president
- Michael Benitez, vice president, Diversity and Inclusion
- Andrew Bonham, chair, Department of Chemistry and Biochemistry
- Cathy Lucas, chief of staff and vice president of Strategy
- Christine Márquez-Hudson, vice president and executive director, University Advancement and MSU Denver Foundation
- Arlene Sgoutas, dean, College of Letters, Arts and Sciences
- Danielle Holmes, president, Student Government Assembly
- Katia Campbell, president, Faculty Senate
- Vicki Golich, provost and executive vice president of Academic Affairs
- Stacy Dvergsdal, associate vice president, Human Resources
- Rebecca Reid, president, Council of Administrators
- Will Simpkins, vice president, Student Affairs
- Anthony Grant, director, Athletics
- Kevin Taylor, chief information officer and associate vice president for Information Technology Services

I. Approval of October 9, 2019 Minutes

II. President's Update (5 minutes)- Dr. Janine Davidson

- A.** Recapped several big things that happened on campus the day prior. The CDC toured and it was an opportunity to share messaging about campus buildings and maintenance-funding needs pertaining to the 5-year plan to chip away at \$88 million in deferred maintenance. The DACA press conference on campus with Colorado Attorney General Phil Weiser was also successful and was covered in the media. Governor Polis was also on campus to talk about affordability in higher education. Dr. Davidson reiterated that the upcoming legislative session is a top priority.
- B.** Cathy talked about the road map and how the state will make college affordable, and how Larry's team is working on complementary messaging. Also mentioned the Deep Dive on the legislative strategy to determine outreach plan and creating a database to track.

- C. Vicki also touched on the road map to containing college costs and a document that takes an in-depth look. MSU Denver has taken the lead nationally on lowering costs in a dramatic way.
- D. Michael echoed that the DACA event went well and was a chance to demonstrate how MSU Denver stands behind this mission and hear from students.

III. President's Advisory Council (15 minutes)- Culture and Workplace

- A. John Kietzmann, associate director of Athletics, and Bill Carnes, D.M., professor, Department of Management
 - 1. The council is focused on attracting and retaining diverse faculty, staff and student populations. At an August meeting, they looked at how to better the council going forward with communications.
 - 2. Four subcommittees are looking at employee training, employee development, employee engagement and recognition, and onboarding. Priorities include moving to a leadership track, mindful leadership, crucial conversations and continued coaching. Also want to bring together different types of committees on campus to combine power and make it go further and figure out who is doing what and where. Leadership buy-in is also important and communication help is needed.
 - 3. The next step is to connect with HR by the end of February to engage and get a broader prospective from campus.

IV. Proposed University Policies (20 minutes)

- A. Sheila Rucki, professor, political science and Nick Stancil, Deputy General Counsel
 - 1. Staff Government Policy
 - a) This was brought forward last month, and it outlines instructions for staff to meet and discuss staff issues. The vote on this was AY.
 - 2. Political Activity and Lobbying
 - a) The purpose is to provide a process for employees to speak on behalf of the University on political issues and outlines behavior as a staff member vs. affiliation. Highlights overall what is legal but may need more guidelines to address gray areas. The vote on this was AY.
 - 3. Animals on University Property
 - a) This policy takes a three-prong approach: no pets, allows service animals, establishes a system for emotional support animals through HR. The things to weigh concerning ESAs include questions allowed under federal law, doctor documentation, campus shared spaces and what the other schools allow, benefits vs. cons, appropriate accommodations, faculty and staff training, approved types of animals, delineating between ESAs and service animals. Vote was 41 recommend, 10 no; Dr. Davidson would like

everyone to reach out to their counterparts at the different schools and get more information on their policies.

V. Transfer Task Force Updates (10 minutes)

A. Liz Hinde, dean, School of Education

1. This task force is growing and will provide a more formal presentation next time. Topics that she touched on were articulation agreements, general studies, the orientation process, the role of department chairs and overall update within the system.

VI. Round Robin (30 minutes)

- A. This portion included an around-the-table update from the President's Cabinet members and other attendees. Highlights include: Cathy Lucas provided an update on the Strategic Plan, the Goals Conference on Feb. 14, subcommittee reports, AVP interviews and a reminder about the Faculty and Staff Holiday Party on Dec. 3. Christine Márquez-Hudson gave a debriefing on the Foundation Board retreat, discussed Socktober and end-of-year gifts. Liz Hinde shared good news about the Department of Nutrition HSI grant for \$2 million. Danielle Holmes provided an update on Student Government Assembly rebranding, holiday baskets and a Learning Management System survey. Katia Campbell gave an update on policy updates including IP and the terminally ill. Vicki Golich noted Colorado Department of Higher Education received a WOW award from the Western Interstate Commission for true innovation and success. There are also 65 candidates for the undergrad research coordinator position. Larry Sampler reiterated that mandatory required trainings need to be completed and to encourage safety and delegated officials over the holidays. Rebecca Reid noted the next Staff Senate meeting is Nov. 19, where there will be a vote on appointments for senator vacancies. Will Simpkins gave an update on spring enrollment statistics. Anthony Grant provided a general athletics update and noted the Rockies partnership will continue. The Athletics dinner and auction are upcoming. Stacy Dvergsdal discussed the changes to compensation structure and training, leadership development opportunities and HR priorities. Kevin Taylor encouraged people to participate in assessment of Banner.