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President’s Cabinet Minutes

September 16, 2020

10:00-11:30am

1. **Approval of August 19, 2020 Minutes**

Minutes were approved at the beginning of the discussion.

1. **President’s Update (10:00-10:05)- Dr. Janine Davidson**

Dr. Davidson begins with brief remarks. Two words to remember “Gratitude” and “Optimism”.

“Gratitude” Dr. Davidson praised students, student employees, faculty, trustees and staff for their hard work through these difficult and challenging times. Encouraging everyone to do wellness checks for family and employees. Thanked everyone for their efforts to move so many classes and content online. Dr. Davidson announces a new “Roadrunner of the week” plan to highlight people on campus (Staff, faculty, student workers) who are doing innovative things or going “an extra mile” for students.

“Optimism” is the other word to keep in mind. Dr. Davidson remarks on meeting with small to medium size business CEOs. Dr. Davidson makes remarks about what the world will look like in a post COVID environment. Dr. Davidson comments that leaders in the business CEO meeting pointed out that MSU Denver is very well positioned to be a model for higher education.

Dr. Davidson encourages cabinet to put candidates forward for University positions. Reminds everyone that there is a $250 reward for candidates who make the final cut.

1. **Faculty Senate Resolutions (10:05-10:15) -** Katia Campbell, president, Faculty Senate

Katia Campbell Senate Resolutions.

The Senate Resolution is about inclusion and diversity. Making sure diversity is a factor in campus hiring, that resources are allocated from appropriate departments to this objective.

Rationale/Background Key points-

1. We support the Board of Trustees June 16th 2020 resolution stating the University’s “commitment to engaging in anti-racism work necessary to create systemic change” and President Davidson’s June 3rd statement committing the University to “engage in the antiracism work necessary to create change in our community.”
2. Creating systemic change requires a broad base of committed departments and individuals, and sufficient resources. It is a process that will require long-term efforts from the institution and the individuals who make it up (Anderson 1993 and Garcia 2019)
3. We are concerned over the potential negative impact to the diversity of current faculty given possible and actual reductions in our teaching force (i.e. department consolidations, non-contract renewals for category II and III faculty etc.)
4. **Homecoming Week (10:15-10:35)-** Jamie Hurst,associate vice president, StrategicEngagement, Brandi Rideout, director, Alumni Relations**,** Cora Potter, manager,University Events and Protocol

Jamie Hurst- Points out that homecoming week (September 28th-October 2nd) unfortunately due to COVID will have to be from home. Homecoming will focus on members of the MSU Denver community who have risen to meet the challenge of a pandemic, an economic crisis and civil unrest. Each day of the week will focus on a different theme – from the importance of community service to social justice with virtual events, speakers and ways to show how much you care.

Brandi Rideout- Brandi remarks on the plans for the first day of homecoming, Give Back Day. The purpose is to celebrate and promote the importance of community service and volunteerism, highlighting causes related to food insecurity. Brandi also mentions the events we are having on Monday:

Events: September 28th, 2020

* Volunteer at Food Bank of the Rockies
* Food for Thought
* Volunteer at Florence Crittendon H. S. Food Pantry.
* Food Pantry Giving Challenge

Call to Action:

* Dare to Care Volunteer Challenge
* Donate to Food Pantry

Cora Potter- Remarks on the events taking place on Tuesday which is titled Advocacy Day to celebrate the importance of legislative advocacy and telling the MSU Denver story

Events: September 29th, 2020

* MSU Denver Myth Busters- 10 AM
* Advocacy and Politics 12 PM
* Advocate on the Run 3 PM
* Presidential Debate Watch Party

Call to Action:

* Join the MSU Denver Champion Program
* Register to Vote

Brandi- Wednesday is Student Support day to celebrate those who volunteer to support students through various mentoring and career guidance initiatives.

Events: September 30th, 2020

* Student Support Drive- tentative

Call to Action:

* Join the Roadrunner Advisor Network
* Volunteer to Support students in the First Year Exploratory Program
* Alumni: Join the Alumni Admissions Ambassador Group
* Students: Learn about the Peer Mentoring Program
* Employers: Learn about all the ways you can recruit and hire Roadrunners

Cora Potter-Walks through Thursdays events and actions. Thursday is titled Philanthropy Day and the purpose is to celebrate and thank donors.

Events: October 1st, 2020

* President’s and Legacy Society discussion and DEI initiatives
* Importance of Giving Discussion - TBD
* The Dream Unfinished - 5 PM

Call to Action:

* Socktober
* Food Pantry Giving Challenge

Brandi- Friday will be Social Justice day. The Purpose is to encourage the Roadrunner community to engage in anti-racism work and to help create systematic change and recognize the work that has been done already.

Events: October 2nd, 2020

* Promote Dialogue Series, Friday, October 9th

Call to Action:

* Day of Reflection and Education

Jamie- Points out the excitement of the week and the size of alumni that could participate (65,000) that live within 25 miles of campus. Top 10 alumni will be pointed out through Social Media “tease” that will be released through Homecoming website and Alumni website.

Elizabeth Hinde asks if Athletics will return in Spring. Jamie answers that it is contingent on where things stand with the virus but there are hopes that it will be “quasi-in person”

Dr. Davidson asks about the event for employers. Brandi Rideout explains that this is highlighting the internship opportunity with Charles Schwab and is encouraging other employers to follow suit. Dr. Davidson comments that the small/medium business groups tend to be left out of these processes and they would be good candidates to attend and involve. Will Simpkins answers that getting more small businesses involved is a priority.

1. **C2 Hub Overview and Industry Partnership Strategy (10:35-10:55)-** Adrienne Martinez,associate vice president for Classroom to Career Initiatives, MaluwaBehringer, executive director, Industry Partnerships.

Adrianne Martinez- Mentions that December marks two-year anniversary of C2 Hub and her own hiring. Staffing program is moving forward. Development of C2 Hub represents transformation of industry partnership team. The C2 Hub is working on industry partnerships to create robust partnerships and strengthen and streaming employer portal and engagement opportunities.

Maluwa- Spoke about the progress made in the C2 Hub and the qualifications of the staff related to it. Emphasized the mission of the Industry Partnerships Team to “Engage industry, campus, and community stakeholders in mutually beneficial experiences to provide students with robust, career-focused opportunities,” and the vision of equitable access. In 3 years the C2 Hub Industry Partnership Team aims to double the number of students that have robust, career-related experiences with industry partners.

1. **SkillsLab (10:55-11:05)-** Terry Bower, associate vice president, Innovative Learning

Terry Bower elaborates on what the MSU Denver Skill Labs is working on:

* Free Educational Service to the Community
  + Industry-provided training
  + MSU Denver faculty-led training.
* 100% self-paced online
* Aligned with Colorado Growth Industries (IT/cybersecurity, health, Data Analytics, E-Commerce)
* Essential office skills
* Digital badges upon successful completion of faculty led labs

Terry speaks to the numbers of registrations for the Skills Lab courses. Explains the digital badges for completion of lab courses.

Q/A:

Q: Can faculty and staff sign up for these courses? A: Yes

Q: Who is teaching these courses? Faculty listed on website.

1. **Round Robin (11:05-11:25)**
   1. Michael Benitez, vice president, Diversity and Inclusion- (Manny Del Real) DEI, HSI updates

Speaks to the celebrations of National Hispanic Heritage Month (September 15th-October 15th) and Hispanic Serving Institutions week (September 14th-20th).

* 1. Andrew Bonham, chair, Department of Chemistry and Biochemistry- NSTR

Speaks to work on schedules for the spring semester.

* 1. Cathy Lucas, vice president of Strategy and External Affairs- President’s website, strategic planning updates, signage, President’s Advisory Council, Welcome Back

Updates on strategic plan for post-pandemic scenarios and timeline. Speaks to release of Economic Impact Report coming out next week.

* 1. David Fine, General Counsel- NSTR

Updates on what the board is doing on Sustainable Social Justice Committee.

* 1. Christine Marquez-Hudson, vice president and executive director, University Advancement and MSU Denver Foundation- fundraising total FY YTD, gift highlights

Gives Updates on fundraising efforts, investments and MSU’s position in helping the local economy recovery.

* 1. Liz Hinde, dean, School of Education- NSTR
  2. Braeden Weart, president, Student Government Assembly- conversation with BOT, Sept 15 student town hall, minimum wage impact to SGA, newest SGA appointments
  3. Katia Campbell, president, Faculty Senate- senate updates
  4. Bill Henry, interim provost and executive vice president of Academic Affairs- spring ‘21 scheduling, teaching evaluation task force, faculty employment handbook revisions

Updates on spring 2021 schedule. Proposed revision of faculty handbook.

* 1. Larry Sampler, vice president for Administration and Finance, chief operating officer- RSR, minimum wage increases for hourly employees, tuition increase

Updates on plans for spring 2021 classes and tuition increases. Speaks to minimum wage issues and student employees.

* 1. Rebecca Reid, president, Staff Senate- Taking Care of You Campaign and general senate updates

Speaks to the launch of Taking Care of You Campaign during Homecoming week.

* 1. Will Simpkins, vice president of Student Affairs – enrollment updates
  2. Todd Thurman, director of Athletics- athletes testing positive for COVID, health inspection, diversity task force, fundraising efforts, RMAC

Speaks to efforts to build FAQ for student athletics.

* 1. Stacy Dvergsdal, associate vice president of Human Resources- severance packages, implementing furloughs in Banner, performance management best practices, ePAF, Student Employment in PeopleAdmin, Provost, Dean and Chief of Staff search updates, faculty compensation project timeline, new mission statement
  2. Kevin Taylor, Chief information officer and associate vice president for Information Technology Services- NSTR