

**METROPOLITAN STATE UNIVERSITY of DENVER**  
**BOARD OF TRUSTEES**  
Thursday, September 7, 2017  
Executive Session 7:00 a.m. – 8:30 a.m.  
Special Board Meeting: 8:30 a.m. – 9:45 a.m.  
Garden of the Gods Club, 3320 Mesa Rd, Colorado Springs, CO 80904

**I. CALL TO ORDER**

**II. EXECUTIVE SESSION:**

An Executive Session may be held for consideration of the appointment or employment of a public official or employee or the dismissal, discipline, promotion, demotion, or compensation of, or the investigation of charges or complaints pursuant to C.R.S. §24-6-402(3)(b)(I)(2017) and to conference with an attorney representing a state public body concerning disputes involving the public body that are subject to pending or imminent court action, concerning specific claims or grievances, or for purposes of receiving legal advice on special legal questions pursuant to C.R.S. §24-6-402(3)(a)(II)(2017).

**III. CHAIR'S WELCOME:**

**IV. CONSENT AGENDA:**

- A. May 5, 2017 Board of Trustees Meeting Minutes
- B. June 8, 2017 Special Board of Trustees Meeting Minutes
- C. July 24, 2017 Special Board of Trustees Meeting Minutes
- D. Office of Human Resources report of personnel actions which have occurred since the last Board Meeting on May 5, 2017

**V. ACTION ITEMS:**

- A. Fiscal Year 2017-18 Budget Revision (Steve Kreidler)
- B. Faculty Tenure Recommendation (Vicki Golich) (carry-in)

**VI. INFORMATION ITEM:**

- A. Human Resources report of personnel actions which have occurred since the last meeting on May 5, 2017 for the Board of Trustees' information only

**VII. PUBLIC COMMENT**

**VIII. ADJOURNMENT**

**METROPOLITAN STATE UNIVERSITY of DENVER**  
**BOARD OF TRUSTEES ANNUAL MEETING**  
**MINUTES**  
**Friday, May 5, 2017**

---

**I. EXECUTIVE SESSION:**

Chairwoman Lucero read the Trustees into Executive Session at 7:30 a.m., and asked for a motion. The motion was made and seconded, and unanimously approved.

**II. CALL TO ORDER:**

The Board of Trustees meeting was called to order at 9:05 a.m. by Chairwoman Michelle Lucero. She was joined by Trustee Elaine Berman, Trustee Terrance Carroll, Trustee Wendy Dominguez, Trustee Walter Isenberg, Trustee Jim Mulligan, and Trustee Jeff Shoemaker. Faculty Trustee Kenn Bisio and Alumni Representative Judy George were also in attendance, along with President Stephen Jordan, Board Secretary Loretta Martinez, Assistant Secretary Carrie Warren, various faculty, administrators, and staff.

**III. CHAIR'S WELCOME & REPORT:**

**A. Recognition of President Stephen M. Jordan.** Board Chairwoman Lucero thanked Ruthie Jordan for joining today's meeting. Trustee Carroll read an Official Resolution thanking President Jordan for his 12 years of outstanding service to the University.

Each Trustee in turn thanked President Jordan for the innumerable contributions he has made which have resulted in MSU Denver being the outstanding urban university it is today.

President Jordan thanked the Board of Trustees, the faculty, staff, and all the young people who have committed to changing their lives at MSU Denver.

The Honorable Allegra "Happy" Haynes read a proclamation from Mayor Michael Hancock thanking President Jordan and proclaiming May 5 to be known as "Stephen M. Jordan Day."

**B. Adopt Board Meeting Schedule 2017-2018.** Chair Lucero directed the Board's attention to the meeting schedule contained in the meeting packet. Trustee Mulligan **moved** the adoption of the meeting schedule. The motion was **seconded** by Trustee Carroll and **unanimously approved**.

**C. Committee Assignment Changes.** Committee assignments are included in the meeting packet. Trustee Mulligan is assigned to both the Governance and the Finance Committees.

**D. AGB National Conference on Trusteeship Recap.** Chairwoman Lucero thanked those who attended the AGB National Conference in Dallas on April 4, and recapped the recent AGB National Conference. Several Trustees and administrators from the University attended, and Assistant Secretary Warren chaired this year's AGB's national Workshop for Board Professionals.

**IV. CONSENT AGENDA:**

- A. March 10, 2017 Board Meeting Minutes.**
- B. Office of Human Resources report of personnel actions which have occurred since the last Board Meeting on March 10, 2017.**
- C. Award of Honorary Degree Posthumously: Nicholas Richling and David Muniz.**

Trustee Carroll **moved for approval** of the Consent Agenda, with a **second** by Trustee Berman. The motion was **unanimously approved**.

**V. PRESENTATIONS:**

- A. Board Oversight of Educational Quality & Student Success:**
  - i. Outstanding Students Presentation.** John Kitzman, Associate Director of Athletics, introduced three students who will be graduating next week:

Christopher Escobar graduated from Arapahoe High School. When he entered MSU Denver, Chris had been declined acceptance at other institutions. He described his experience at MSU Denver as transformative, and said that his professors at MSU Denver had a profound effect on him. He will graduate next week with straight As, and will attend law school at Washington University in St. Louis. He has been awarded President Jordan's Outstanding Student Achievement Award.

Sabrina Naciato is from Pueblo, Colorado. She is majoring in Journalism and Sports Media is her minor. She is a student athlete, a member of the MSU Denver Women's Golf Team, and a member of the Student Athlete Advisory Committee. She has balanced her classwork with the demands of being a student athlete, and will graduate next week with a 3.9 GPA.

Raquel Torres is a student athlete from the Bay Area in San Francisco. She is President of the Student Athlete Advisory Committee. She is a Biology major/Chemistry minor, currently enrolled in the CNA program, and plans to apply to MSU Denver's Nursing Program. She would like to work as a registered nurse in the future. She was chosen as one of ten women from NAIA Divisions 1, II, and III in the NAIA to be recognized at the Women's Final Four, Division I. She has been recognized for her work in the community and was part of the Allstate Good Works Team, completing a service project at Children's Hospital. Through her experience at MSU Denver, she has learned to plan both short- and long-term in order to make the best choices for herself.

**VI. REPORTS & ACTION ITEMS:**  
(out of order)

- B. Legislative Reports.**
  - i. State Legislative Report.** Christine Staberg of the Capstone Group, LLC, noted that the legislature will adjourn next Wednesday. An immense amount of work remains. Her team is tracking 63 bills and 37 additional bills which are specific to K-12 education. Two MSU Denver

caucus meetings were held at the Capitol. MSU Champions was launched, featuring alumni who now serve in the legislature: Representative Dominique Jackson (last year Brittany Petersen who also serves in the legislature, was highlighted) and Dave Garcia, ChalkBeat Colorado.

Agreement was reached among the sponsors of the most recent version of the hospital provider fee conversion to an enterprise fund. This has been the most promising version that has appeared in the last three sessions. It is more complex than prior versions but accomplishes the same thing in enterprising the hospital provider fee and would have the same down-the-road impacts to the state budget, freeing up a little room for higher education and other priorities. The bill continues to be contentious. Ms. Staberg expects it to be on the floor of the Senate today, with third reading on Monday.

Ms. Staberg has been working with student veterans and the United Veterans Committee on HB 1004, which would create a statewide metric for awarding college credit for military education and training.

At the urging of higher education institutions, including MSU Denver, SB 297 was introduced last week, coming from the JBC. The bill would greatly reduce the amount of paperwork required by the Department of Higher Education around performance contracts. Instead, the Department will report annually to legislative committees concerning each institution's progress toward those goals using data collected for state and federal reporting and state funding purposes.

Many faculty members have been involved in HB 1283, which would establish a task force to examine workforce resiliency in the child welfare system, with the goal of building resiliency and retaining child welfare workers. Support of the pilot program will be housed at MSU Denver.

Considering the decline in state funding of higher education, Trustee Berman asked Ms. Staberg if passage of the hospital provider fee would provide additional funding for higher education. Ms. Staberg responded that enterprising of the hospital provider fee is vital to getting any future additional funding for higher education; however, it would not guarantee that additional funding would flow to higher education. Her team will continue working hard to get state support for higher education, regardless of the outcome on the hospital provider fee.

Chair Lucero thanked Ms. Staberg, and called on David Fine, federal legislative liaison.

**ii. Federal Legislative Report.** David Fine from Holland & Knight, LLP, reported that a series of meetings in Washington, D.C., with President Jordan, Dr. Davidson, and Cathy Lucas, were very successful. Recently, Mr. Fine arranged for a very productive meeting between Dr. Davidson and the senior defense policy staffer on the Senate Armed Services Committee, on implementation of the defense authorization provision to fund a manufacturing education grant program, engaging academia and industry. This dovetails with MSU Denver's Advanced Manufacturing initiative.

Dr. Jordan and Representative Coffman met and discussed the required 1,500-hour pilot training program which many believe is leading to a pilot shortage. Many in the industry believe 1,500 hours are not necessary. Mr. Fine believes that MSU Denver, working with the congressman's staff, could be an important stakeholder in defining good pilot requirements. Mr. Fine hopes a meeting can be convened here at MSU Denver. Congressman Coffman is also submitting proposed language to the House Transportation Committee to direct a study of this issue. Working with Dr. Forrest at MSU Denver, the language should appear in the FAA reenactment bill shortly. MSU Denver's role would be substantial, and additional funding to the University could result.

Dr. Robert Park was invited to participate in the Workforce Symposium run by the Manufacturing Institute. This was the result of the work of Mark Cordova, who serves on the Foundation Board.

Dr. Jordan's letters about the BRIDGE Act were delivered to the entire delegation. The BRIDGE Act is essentially the federal version of DACA. Senator Bennett has committed to speak with Senator Gardner.

Senator Bennett wrote to Secretary DeVos regarding the McNair TRIO Grant, a program to advance doctoral degree opportunities for underrepresented students.

Congress reinstituted year-round Pell, at least for the 2017 budget, which is an important accomplishment and good news for MSU Denver. Lori Kester, Associate Vice President of Enrollment Management, explained that year-round Pell will allow a student to use 150% of their Pell award in one year. While it does not provide the student with extra money, it does allow them to accelerate their education. Her office will be very proactive in notifying eligible students of this authorization, and is already planning outreach activities. President Jordan noted that the University spent three years lobbying the matter and, while theirs was only one voice, it was a very loud voice.

## **C. Finance Committee**

### **i. Fiscal Year 2017-18 Initial Base Budget**

Vice President Kreidler reported on the initial budget that resulted from the work of the Budget Task Force and many other participants throughout the University. This budget is simply to fund mandatory cost increases. It is based on a projection of flat enrollment and it creates a contingency that will carry forward to the Board's September meeting. The Budget Task Force, with President Jordan's approval, has proposed to defer any new allocations until Fall 2017 when more accurate enrollment information is available.

A revised version of HB 14-1319 was used to allocate the total state appropriations to state institutions of higher education. MSU Denver's appropriation increased by \$211,602 for FY17-18. The initial base budget process includes projections and allocations for the additional tuition revenue, as well as FY2017-18 state support.

Adopting the 7% recommended tuition increase, Vice President Kreidler said, would create approximately \$3.4 or \$3.5 million additional revenue in the coming year.

The contingency that rolls forward at flat enrollment, if one of the University's priorities is to give its employees a raise matching that being given to all State employees, which is 2.5%, it would cost the University \$2.2 million just for that one priority.

In response to a question from Chairwoman Lucero, Ms. Lori Kester explained that students begin to enroll at the end of the orientation session, which has not yet occurred. It starts at the end of May. Approximately 90% of the University's students are re-enrolling or transfer students, and their enrollment numbers become available after the number of first-time freshmen becomes available. Vice President Kreidler said that last year there were 1,800 first-time freshmen students out of total enrollment of roughly 20,000.

Trustee Dominguez said that there was a spirited discussion of the tuition increase in the Finance Committee meeting yesterday. She invited the students who signed up to speak about the tuition increase.

Taylor Ryan, a full-time student in Business Management, addressed the Board regarding an increase in tuition. She has two jobs and works approximately 60 hours per week. Any change in tuition, she said, will have a significant impact on MSU Denver students' ability to continue their education. Trustee Shoemaker commended Ms. Ryan for her work ethic.

Sydney Privette is a full-time student finishing her junior year. She works approximately 40 to 45 hours weekly, at three different jobs. Although she receives financial aid and is taking out student loans, she is unable to cover all her expenses at school. She said that 7% sounds small, but that \$50 or \$60 a month is a lot to someone who is already struggling to pay their bills.

Cesiah Guadarrama serves as a senator in SGA and is a senior majoring in Political Science and minoring in Women's Studies. She stated that she is speaking to the Board on her behalf and on behalf of Luis \*\*\*\*, who had to leave to attend class. Cesiah is a DACA student, and she pointed out that DACA, ASSET and undocumented students all fall under different categories, but students in these categories have very limited options. Students like Luis have only one scholarship, making it very difficult to graduate in four years. She said most students like her are first-generation students and live at home. Some students must choose between eating and paying their rent. Undocumented students do not qualify for student loans and, if they do not have a Social Security number, they cannot qualify for DACA scholarships. She asked that the Board take into consideration students like herself and Luis who have very limited funds.

Alumni Representative George stated that the Alumni Association Award is launching its scholarship program called the Last Mile program because the Association understands that many MSU Denver students are forced to drop out close to the end of their education.

Trustee Dominguez asked Trustees to share their thoughts about a tuition increase.

Trustee Mulligan said he didn't understand the impact on new students versus continuing or transfer students. Vice President Kreidler said that next year the University will have approximately 20,000 students paying tuition. The University provides its students approximately 51% of their cost of attendance, without considering loans. 80% of those who pay tuition on their own are returning and transfer students. Approximately 10 to 20% are first-year students. Because the University is an open enrollment school, enrollment numbers are difficult to predict. He said that the financial implications of a tuition increase must be considered in light of the estimated number of incoming freshmen and whether that will be offset by losses in returning and transfer students who are processed until the first week of classes.

Trustee Dominguez said that the 7% increase allows the University the latitude to help itself. Every cent is needed to sustain its programs. It still provides the best value in higher education in the state, and an increase of 7% would allow MSU Denver to better serve its students. It equates, she said, to approximately \$450 per student. The actual number is \$311 per student, and the difference between 6.5% and 7% is \$30. Considering the average financial aid award, it is about \$15 on average per student, but it gives the University \$500,000 extra.

Trustee Dominguez **moved for approval** of the implementation of a 7% increase in tuition, with a **second** by Trustee Berman. Trustee Berman thanked the students who spoke at today's meeting. Without the 7% increase, she said, it would be very difficult for the University to sustain its programs going forward.

Trustee Carroll said that he personally understands the significance of the increase to students. He said he believes that the institution must reconfigure and realign itself to make do with its current resources. He does not want a balanced budget at the expense of MSU Denver students.

Chairwoman Lucero agreed with both Trustee Dominguez and Trustee Carroll. She stated that the University will have to re-prioritize. She is hopeful that the enrollment numbers will be very positive. Chair Lucero expressed concern about the impact a 7% tuition increase would have on undocumented students.

A roll call vote was taken, as follows:

Trustee Bisio: No.

Trustee Shoemaker: No.

Trustee Dominguez: Yes.

Trustee Carroll: No.

Trustee Berman: Yes.

Trustee Mulligan: No.

Trustee George: Yes.

Trustee Isenberg: No.

The **motion failed**.

Trustee Mulligan **moved for approval** the implementation of a tuition increase of 6.5%, with a **second** by Trustee Carroll. A roll call vote was taken, as follows:

Trustee Bisio: Yes.

Trustee Shoemaker: Yes.

Trustee Dominguez: Yes.

Trustee Carroll: Yes.

Trustee Berman: Yes.

Trustee Mulligan: Yes.

Trustee George: Yes.

Trustee Isenberg: Yes.

Chair Lucero stated that Trustee Grogan had voted "Yes" by proxy, for a tuition increase in the amount of 6.5%.

The motion was **unanimously approved**.

Board Secretary Martinez pointed out that a listing of the fees that must be voted on appear on pages 21, 23, and 28 of the meeting packet.

#### **ii. Fiscal Year 2017-18 Tuition and Fee Rates**

Vice President Kreidler said that the Budget Task Force considered several factors before proposing next year's tuition and fee rates.

Trustee Dominguez **moved for approval** that mandatory fees be increased by 4.4%, with a **second** by Trustee Mulligan. Trustee Shoemaker voted in opposition to the motion; all other Trustees voted in favor. The motion **carried**.

Trustee Dominguez **moved for approval** of the 2017-2018 initial base budget with the 6.5% tuition increase, with a **second** by Trustee Carroll. The motion was **unanimously approved**.

#### **iii. Student Affairs Fee Allocation for FY 2017-18**

The Student Affairs Fee is a mandatory, permanent student fee that is collected each semester from all undergraduate and graduate students taking at least one credit hour on the main campus. The collected fees go toward supporting programs and activities that the Student Affairs Board has selected, and that the Cabinet recommends for approval. No new programs were added and no proposals for new programs were received for FY2017-18.

Trustee Mulligan **moved for approval** of the allocation of the Student Affairs fee, with a **second** by Trustee Dominguez. The motion was **unanimously approved**.

#### **D. Academic & Student Affairs Committee:**

Trustee Berman referred the Board to an executive summary for the Health Institute. She reminded the Board that the whole umbrella category of "health" fell within the "A" priority list at the Board's special working session last year. A group made up of Provost Golich, Dean



Sandra Haynes, staff members and others are working on ideas for expanding MSU Denver's involvement in the health care arena. Trustee Berman stated that it was her hope that over the next several months, working with President-elect Davidson, that the whole arena of health care could be discussed. The Foundation is eager to raise funds for the required staff, which are listed at the bottom of the executive summary.

**(out of order)**

**vi. New School: School of Hospitality, Events and Tourism (HEaT).**

Dean Sandra Haynes said that the University's partnership with Sage Hospitality has been very beneficial. The program moved into the Hotel Learning Center (HLC) in 2012. Before that, the program was very small; it has doubled in size since then. Today the program provides its students with Ph.D.-prepared faculty who have real-world experience, low tuition rates, and it offers six degrees: Hotel Management, Tourism Management, Events Management, the major in Restaurant Management, the major in Brewery Operations, and the major in Brewery and Pub Operations. The last two are unique in the nation. Having this complement of majors is also fairly unique in the nation. The School also offers a certificate in Urban Agriculture. Creating a School of HEaT is the next step in MSU Denver's move toward preeminence, and will help expedite the growth and recognition of its programs. It is already referred to in the industry and the public as a School of Hospitality. The formal naming of the School of Hospitality as the School of HEaT will help meet public expectations and perceptions.

Vice President Kreidler recognized Nate Grimm, Jinous Lari, and Cipriana Patterson, who have all done great work on a complete analysis of what growth and revenues look like over about a seven-year stretch. He stated that the budget team is satisfied that this is a vital and important next step for the University.

Trustee Isenberg said that the discussion regarding the School of HEaT is timely in light of the Board's discussion regarding the tuition increase. State support of the institution is decreasing. One decade ago, roughly 75% of the University's revenues came from state support; today, that number is only 24%. The School of HEaT is a model of what is possible at MSU Denver going forward. Enrollment in the School since opening of the HLC has doubled. The fourth anniversary of the opening of the HLC and the Hotel was celebrated earlier this year, and \$2 million of profits were transferred to the Foundation. In the next generation, the establishment of the program as a School is critical. The money being raised will be used first to hire a dean. In most schools, deans have a role in fundraising. MSU Denver offers the best educational value in the state. In the future, Trustee Isenberg hopes the institution will be able to look at cost-of-living type increases in tuition instead of the large increase that was approved today. Trustee Isenberg thanked staff and President Jordan for the establishment of the School of HEaT.

Chairwoman Lucero and Trustee Shoemaker thanked Trustee Isenberg for his leadership. President Jordan said that the University, in working with Trustee Isenberg, has had the opportunity of creating a School of Hospitality that will prepare the next generation of hospitality entrepreneurs, of the type once enjoyed by Cornell University and other preeminent institutions. While the University's budget is conservative, creation of the School of HEaT provides the

University with the opportunity to be a major regional presence with a flagship school. President Jordan expressed his strong support of the School.

Trustee Isenberg **moved for approval** of the establishment of the School of HEaT, with a **second** by Trustee Mulligan. The motion was **unanimously approved**.

Trustee Berman announced that Carol Krugman is retiring. She thanked Professor Krugman for her many contributions to the School of Hospitality which have led to it being the success that it is today. President Jordan and the Board expressed their great appreciation to Professor Krugman and wished her all the best in her retirement.

**i. Approval of Faculty Tenure Recommendations. (carry-in)**

Provost Golich stated that it was her honor to announce the promotion of 24 faculty members for tenure or promotion to associate professor this year. Her only regret, she said, was at being restricted to highlighting just five of the 24 faculty members for whom tenure or promotion is recommended. She introduced five faculty members and spoke of their outstanding academic and service achievements, who she feels are representative of the excellent faculty at MSU Denver.

Elizabeth McClellan-Ribble has earned tenure, receiving unanimous support for her tenure application. Professor Ribble teaches Statistics at both the lower- and upper-division levels, and her lower-division Statistics courses fill General Studies Quantitative Literacy requirements. She has implemented multiple pedagogical assessment techniques. Many students come to MSU Denver with Math phobia, and it is so advantageous for them to work with someone who is as approachable and smart and as talented at developing effective pedagogy as Dr. Ribble. Dr. Ribble joined MSU Denver in 2013 and has since published five peer-reviewed journal articles and one conference proceeding. She has successfully applied for an external grant, attended five professional conferences, and she applies her statistical expertise to biomedical studies and several of them have been published in highly respected cancer research journals. Dr. Ribble is committed to excellence in working with her students. Dr. Ribble's expertise in statistics was also used to implement last year's faculty survey.

Professor Travis Heath from the Department of Psychology also received unanimous support. He is well known for his teaching and for mentoring students who are preparing for graduate school. His SRIs, on a scale of 1 to 6, have been at 5.8, 5.9, which is impressive. His students appreciate the real-world experience Dr. Heath brings to his classroom. He has published five refereed journal articles in premier journals, and has participated in 14 peer-reviewed conferences. He was one of only 15 invited presenters from around the world at a conference in Norway. He has engaged in eight of what the Department of Psychology refers to as high-intensity activities which far exceed their expectations. Professor Heath serves on the Faculty Senate Diversity Committee which created Faculty Senate Diversity Committee Post-Doctoral Fellow positions. MSU Denver has now hired two faculty have now been hired into those post-doctoral fellow positions.

Professor Bong Jeong from the College of Business was also unanimously supported. Dr. Jeong teaches required courses that are required, or are part of the Business core. His philosophy on teaching is to emphasize group work because little is accomplished by one person working alone. He develops critical-thinking skills for his students. He rigorously challenges students because that is what they will face in the world. He has published three articles in refereed journals and has two others accepted for publication. He also has two in refereed conference proceedings. Provost Golich said that, important for the growth of our university and its movement into Advanced Manufacturing sciences and cybersecurity is that his scholarly interests lie in digital piracy, information technology innovations, and data and Web mining. Dr. Jeong served on the Committee for Reaccreditation of the CIS Department in the College of Business. As a member of Faculty Senate Welfare Committee, Dr. Jeong worked on the bullying policy and parental leave policy.

Professor Rebecca Trammell, Department of Criminal Justice and Criminology received unanimous support teaches courses ranging from The Female Offender and Juvenile Justice and Delinquency, and Statistics. Important to the University's move to serve online students, Professor Trammell has also developed two online courses. She brings practitioners from institutions such as the FBI, DEA, and others, to her classroom. She has four co-authored refereed journal articles, and presented five review papers in national conferences including the American Sociological Assn of the Western Assn of Criminology. She has done service within the University, as well as in her profession and the community.

Professor Ingrid Weiland-Carter from the Department of Elementary Education and Literacy in the School of Education, started in the Fall of 2014. She received unanimous support at all levels of review. She teaches six separate course preparations and uses the constructivist method of teaching which requires students to create their own knowledge and re-create it so that it really is embedded in their brains. She is known for advising both undergraduate majors as well as students in the master's program. She has published 20 peer-reviewed journal articles, two book chapters in a scholarly book, and one chapter in a textbook, participated in six refereed conference presentations, and has 22 additional presentations. Her scholarship focuses on Science and Math Teacher Education, much needed in schools today. She has been a strong leader in the School of Education and has served on the Oversight Committee and Equity Committee of the Association of Science Teacher Education.

Trustee Berman thanked Provost Golich for highlighting these members of the faculty and expressed the gratitude of the Board for all the extraordinary faculty at the University. Chair Lucero requested that annual meetings in the future begin with the recognition of faculty members, to allow sufficient time to hear of faculty's accomplishments.

Trustee Berman **moved for approval** of the faculty tenure recommendations, with a **second** by Trustee Shoemaker. The motion was **unanimously approved**.

**ii. New Major Program:**

Extended Bachelor of Arts in Music Theory, College of Letters, Arts, and Sciences.

**iii. New Minor Programs:**

1. Human Resource Management Minor, College of Business
2. Japanese, College of Letters, Arts and Sciences
3. Leisure Tourism and Corporate Travel, Hospitality, Events, and Tourism

**iv. New Certificates:**

1. Bilingual Education Specialist Certificate – School Educator, School of Education
2. Bilingual Education Specialist Certificate – Agency/Nonprofit, School of Education

**v. Discontinued Programs:**

1. Hotel, Tourism & Events Major, Tourism Management Minor, and Concentrations in Hotel Management, Restaurant Management and Tourism Management.
2. Human Performance and Sport Major with Concentration in Sport Industry Operations and Human Performance and Sport Major with Concentration in Adult Fitness and Exercise Science.
3. Land Use Major Bachelor of Arts and Bachelor of Science, College of Letters, Arts, and Sciences

Provost Golich said that the new major and minor programs were discussed at yesterday's meeting of the Student and Academic Affairs committee. A series of discontinued programs are related to the fact that they have been transferred over into the new program in the School of HEaT and the Land Use major is discontinued.

Trustee Mulligan **moved for approval** of the new programs and certificates and the discontinued programs, with a **second** by Trustee Carroll. The motion was **unanimously approved**.

(out of order)

**VI. REPORTS & ACTION ITEMS:**

**A. President's Report.**

**i. Approval of Emeritus Status for Administrator (carry-in)**

President Jordan announced the nomination of Dr. Percy Morehouse for the title of emeritus. The University policy allows emeritus status to be granted to an individual of distinguished service. Dr. Morehouse has been with the University for more than 30 years and will be retiring at the end of September. During his tenure, he has demonstrated his commitment to diversity in higher education, and has contributed to the development of many of the University's equal opportunity policies. He is also responsible for receiving over \$15 million in grants pivotal to enhancing people's lives.

Trustee Shoemaker **moved for approval** of emeritus status for Dr. Percy Morehouse, with a **second** by Trustee Carroll. The motion was **unanimously approved**.

(out of order):

**E. Governance Committee.**

**i. Administrative Policymaking Policy.** Trustee Carroll said that the Board is delegating some of its authority on operational policymaking to the President so that every single policy that must be enacted does not have to come to the Board.

Trustee Carroll **moved for approval** the adoption of the policy on policy-making, with a **second** by Trustee Berman. The motion was **unanimously approved**.

(out of order)

**G. Foundation Report.** Trustee Shoemaker expressed his gratitude for the opportunity to represent the Board of Trustees on the Foundation Board. The Advancement Team are on track to meet all their strategic plan metrics this year. Fundraising for this fiscal year will likely finish at approximately \$6.5 million, a 100% increase over the previous year. The alumni donor count will finish at around 2,300 individuals, an increase of over 200%. The Advancement Team continues to work on closing major gifts and partnerships. A major donor to the Athletics Program will make a first payment on their bequest within the next two weeks. The AES lab equipment partnership with Hartwig has expanded to a value of almost \$2 million, if the equipment they are providing were to be purchased. Planned Giving has two large deferred gifts of property underway. The Summer Soiree is coming up on June 10. Last year 49 tables of ten were sold, and this year there are 47 table commitments so far, totaling \$247,000-plus towards the minimal goal of \$250,000. Because the entire event is being underwritten by the Foundation, 100% of the proceeds will go to the new Steve and Ruthie Jordan Endowed Scholarship that will provide broader assets to more students.

Trustee Berman added that the organizers of the Summer Soiree expect 100% Board participation and that if Trustees have not already heard from Trustee Mulligan or Trustee Berman, they will be in touch.

(out of order)

**F. AHEC Board Report.** Trustee Berman stated the AHEC board had nothing to report.

**H. Faculty Trustee Report.** Trustee Bisio said that the Faculty Trustee report will be sent via email. He recognized and thanked Trustee Shoemaker for purchasing a table for ten students to attend the Summer Soiree. Trustee Bisio reported that Josh Mackey in Human Resources has ensured that faculty will receive summer pay during the summer.

**I. Alumni Representative Report**

Trustee George congratulated the dynamic Alumni Association staff, and stated that the Association to meeting and exceeding its goals for 2017 and 2018.

**J. Faculty Senate Report**

Chairwoman Lucero noted that Dr. Makley's report is included in the meeting packet.

**K. Student Government Report:**

Student Trustee Liz Milewski announced that today's meeting will be her last. She said Joshua Gardner and Richy Ramos were elected SGA President and Vice President, respectively, and she introduced Lacy Hyde who will represent SGA next year as Student Trustee.

Chair Lucero and the Board thanked Ms. Milewski for her service over the last year.

President Jordan thanked the leaders of Student Government for their work on behalf of undocumented students earlier this year. They helped support their fellow students by bringing in outside attorneys to address students' concerns.

(out of order)

**VII. INFORMATION ITEMS: *(Requires no approval by the Board of Trustees)***

A. Office of Human Resources revised report of personnel actions for the Board's information which have occurred since the last Board meeting on March 10, 2017.

(out of order)

**VI. REPORTS & ACTION ITEMS:**

A. **President's Report.** President Jordan stated that on Friday next week two ceremonies celebrating commencement will be held at the Denver Coliseum. The College of Letters, Arts, and Sciences' and the School of Education's ceremony is scheduled for 9:00, and the College of Business's and the College of Professional Studies' ceremony is scheduled for 2:30.

Commencement represents the culmination of years of hard work on the part of students and faculty. He invited Trustees to join in and be a part of these amazing ceremonies. It is estimated that 1,659 bachelor's graduates will be awarded this year, with the top five majors being Biology, Criminal Justice and Criminology, Psychology, Management, and Nursing. This semester's graduating class includes 543 students of color, led by 340 Latino students. President Jordan said that the University's commitment to becoming a Hispanic-Serving Institution is largely viewed considering the number of students coming into the institution; but not as often with respect to the number of students graduating. Over this past academic year, the Summer and Fall of 2016 and this Spring, close to 700 Latino students will have completed their degrees. 581 degrees were awarded to Latino students in the previous year. In one year, that is a growth of 16%. When the University embarked on its goal to become a Hispanic-Serving Institution, 260 Latino students were enrolled. Growing that enrollment from 260 Latino students to nearly 700 is a remarkable achievement and a clear indication that the University is helping to close the educational attainment gap.

MSU Denver was recently selected as the host site of the 2019, 2021, and 2022 NCAA Division II Softball College Bowl Series, as well as the 2019 NCAA Women's Volleyball National Championship. MSU Denver will also host the 2018 and 2020 NCAA Men's and Women's Regional Cross Country Championships.

The Regency Athletic Complex was built to attract these types of events to Denver. Connecting with the community is another example of how MSU Denver is showcasing Denver to the nation.

Earlier this week at the 2017 Rocky Mountain Athletic Conference Tournament our Women's Softball Team received the No. 3 seed, taking on the No. 6 seed, Colorado Christian, in the first round.

Men's Baseball is in second place in the RMAC. It's playing the No. 6 team in the country, Mesa University. The team is qualified for the Conference Tournament and, depending upon how they do, they could qualify for the NCAA Tournament as well. They played Mesa five times this week.

Both the Men's and Women's Tennis hosted the RMAC Tournament at the Regency Athletic Complex after securing the Regular Season Championship. Each won their respective Tournament Championships as well.

Proving once again that Roadrunners really are flightworthy, MSU Denver's Aerobatics and Glider Team Club members recently outperformed the United States Air Force Academy at a regional contest in preparation for the National Collegiate Competition this summer. The University team brought home three trophies, two in the primary category. First place was awarded to Brooks Dickerson, and second place to Alon Geffen, and first place in the Sportsmanship Category to Jared Hulse.

Yesterday the University hosted the Nashville Chamber Leadership Exchange Program. More than 100 attendees came to hear about the HLC, the University's Beer programs, and the AES Building.

The Austin Chamber expressed interest yesterday in doing a similar program later this fall.

Last week, Vice President Kreidler, Dr. Tovani, Dr. Park, and President Jordan were in Scotland to discuss the partnership with the University of the West of Scotland, which has blossomed into a very big program. MSU Denver students and faculty will be going there this Fall. A new agreement with them was signed, and the two institutions are looking at a broad array of areas to collaborate on. The group also visited the University of Sheffield's Advanced Manufacturing program, and it was stunning, President Jordan said. It showed what is possible with MSU Denver's program. Sheffield started their program in 2003 with six people. They built a 6,000-square-foot facility. Today, they have one million square feet and 600 employees doing projects helping companies to improve their manufacturing processes. President Jordan said that MSU Denver has that same opportunity. There is no one in the US doing what they are doing.

Chief of Staff Cathy Lucas was awarded the 2017 Public Relations Person of the Year Award.

## **IX. ADJOURNMENT:**

Chairwoman Lucero asked for a motion to adjourn the Board of Trustees meeting. Trustee Bisio **moved** to adjourn, and Trustee Carroll **seconded** the motion. The motion was **unanimously approved** and the meeting officially adjourned at 12:10 p.m.

**METROPOLITAN STATE UNIVERSITY of DENVER  
SPECIAL BOARD OF TRUSTEES MEETING  
MINUTES  
Thursday, June 8, 2017**

---

**I. EXECUTIVE SESSION:**

Chairwoman Michelle Lucero read the Trustees into Executive Session at 3:05 p.m. The motion was made to enter the executive session by Trustee Carroll and seconded by Trustee Grogan, and unanimously approved.

**II. CALL TO ORDER:**

The telephonic Special Board of Trustees meeting was called to order at 3:12 p.m. by Chairwoman Michelle Lucero. She was joined by Trustee Elaine Berman, Trustee Terrance Carroll, Trustee Wendy Dominguez, Trustee Barb Grogan, Trustee Jim Mulligan, Trustee Walter Isenberg, Faculty Trustee Kenn Bisio and Alumni Representative Judy George. Secretary Loretta Martinez and Assistant Secretary Carrie Warren joined the call with various other staff.

**III. ACTION ITEM:**

**Proposal for the naming of a building (carry-in).** Chair Lucero explained there is only one item on the agenda, the proposal for the renaming of the Student Success Building. The *Policy Governing the Naming of Facilities, Endowed Positions, and Honorary Grants*, approved by the Board of Trustees on December 4, 2015 upon the recommendation of the MSU Denver Foundation Board of Directors, provides for an honorary naming of a facility without an associated monetary donation. Such a naming can be considered to honor an individual in the community who deserves recognition for significant service contributions to the University. The policy recognizes any honorary grant imposes an opportunity cost on the University's ability to raise funds in connection with the naming of such facility and consequently requires such proposals to be carefully considered with regard to the opportunity cost versus the desire of the University community to honor the grantee. The naming policy also requires (1) a waiting period of 12 months after a university member has ceased to serve the University before the naming of a facility can be done in their honor; (2) the naming right shall have a maximum term no greater than the term which would otherwise be granted if the right was granted for philanthropic purposes (i.e. the useful life of the Facility); and (3) such grant must be approved by the Foundation Board and the Board of Trustees.

Chair Lucero further explained that the proponents of the naming right respectfully requests the following: (1) 12 month waiting period be waived and that the naming take effect immediately and (2) the term be set for a twenty year review during which the Board of Trustees will decide whether to keep the name or change the name if there is a potential fundraising opportunity. Chair Lucero also conveyed the item was approved by the Foundation Board at the May 9, 2017 meeting. Trustee Barb Grogan **moved for approval** of the renaming of the Student Success Building as the "Stephen M. Jordan Student Success Building." The motion was **second** by Trustee Mulligan and **unanimously approved**.

**IV. PUBLIC COMMENT:** There was no public comment

**V. ADJOURNMENT:** The public meeting was adjourned at 3:16 p.m.



**METROPOLITAN STATE UNIVERSITY of DENVER  
SPECIAL BOARD OF TRUSTEES MEETING  
MINUTES  
Monday, July 24, 2017**

---

**I. CALL TO ORDER:**

The Special Board of Trustees meeting was called to order at 9:07 a.m. by Chairwoman Michelle Lucero. She was joined by Vice Chair Jack Pogge, Trustee Elaine Berman, Trustee Terrance Carroll, Trustee Wendy Dominguez, Trustee Barb Grogan, Trustee Jim Mulligan, Trustee Jim Mulligan, President Janine Davidson and Assistant Secretary Carrie Warren.

**II. ACTION ITEM:**

**Nomination and Election of Interim Board Secretary (carry-in).**

Chair Lucero explained that Loretta Martinez's resignation has left a vacancy for General Counsel and Secretary to the Board. She further explained that Paralegal and Assistant Secretary Carrie Warren has also resigned, creating a bigger whole. While the University searches for a permanent replacement for General Counsel and Secretary to the Board, Chair Lucero believes President Janine Davidson would be best suited to serve as Interim Board Secretary. President Davidson added that David Fine from Holland & Knight LLP would serve as Interim General Counsel while the University completes the search for this position. Once the new General Counsel and Board Secretary is hired, she/he will start a search to replace Carrie Warren as Paralegal and Assistant Secretary to the Board. In the meantime, President Davidson explained that Assistant Secretary Warren has agreed to work through the September board retreat (September 8, 2017) and return as a contract employee in December, to help her replacement with their first Board meeting. After Assistant Secretary Warren's last day, the Attorney General's office will provide paralegal support and Mr. Fine's assistant will help with assistant secretary duties as needed. President Davidson further explained that Mr. Fine would evaluate the Legal office to determine if additional staffing is needed, to serve the University long-term.

Trustee Berman thanked Assistant Secretary Warren for her service and dedication.

Trustee Mulligan **motioned to approve** the Nomination and Election of President Janine Davidson to serve as Interim Board Secretary. The motion was **seconded** by Trustee Berman and **unanimously approved**.

**IV. PUBLIC COMMENT:** There was no public comment

**V. ADJOURNMENT:** Chair Lucero asked for a motion to adjourn the Special Board of Trustees meeting. Trustee Carroll **moved to adjourn**, and Trustee Berman **seconded** the motion. The motion was **unanimously approved** and the meeting officially adjourned at 9:08 a.m.

**AGENDA ITEM:**                      **Office of Human Resources report of personnel actions for the Board's approval which have occurred since the last Board Meeting on Friday, May 5, 2017**

**BACKGROUND:**                      Report includes appointments of non-temporary faculty and administrators.

**RECOMMENDATION:**              The President recommends Board of Trustee approval of the following personnel actions.

**APPOINTMENTS**

**Administrators**

Joanne Ammidown, Budget Analyst, Effective May 15, 2017.

Pat Cheng, Desktop Support Liaison, Effective May 15, 2017.

Joseph Grannes, Assistant to the Academic Program Coordinator, Effective May 15, 2017.

Meagan Hodge Sagaser, Budget and Office Manager, Effective May 15, 2017.

Ariadna Ochoa Magallanes, Student Success Specialist, Effective May 15, 2017.

Hope Hale, Office Coordinator, Effective June 1, 2017.

Alexa Hardick, Interim Assistant Women's Basketball Coach, Effective June 1, 2017.

Erica Quintana-Garcia, Dean of Students Office Case Manager, Effective June 1, 2017.

Yadira Solis, Administrative Coordinator, Effective June 1, 2017.

Michael Maley, Staff Psychologist, Effective June 5, 2017.

Alyssa Marks, Internship Coordinator, Effective June 5, 2017.

Kristy Peck, Lab Coordinator, Effective June 5, 2017.

Kathryn von Stein, Clinical Placement Manager, Effective June 12, 2017.

Lucas Gabriel, Interim First Assistant Men's Basketball Coach, Effective June 19, 2017.

Gordon Loui, Director of Strategic Partnerships and Community Engagement, Effective June 19, 2017.

Nicholas Stancil, Deputy General Counsel, Effective June 19, 2017.

Anthony Brown, Call Center Coordinator, Effective June 26, 2017.

Donald Lewis, Compliance Officer, Effective June 28, 2017.

Mary Meadows, Assistant Director of Field Education, Effective July 1, 2017.

Angela Schissler, Administrative Assistant and Advisor, Effective July 1, 2017.

Kenny Tripp, Assistant Men's Basketball Coach, Effective July 3, 2017.

Trent Mack, Interim Head M&W Cross Country Coach, Effective July 10, 2017.

Melanie Trenary, Office Manager, Effective July 10, 2017.

Rachel Gonzales, Student Accounts Specialist, Effective July 17, 2017.

Janine Davidson, President of MSU Denver, Effective July 24, 2017.

Chad Seelig, 2D Studio Support Staff, Effective July 25, 2017.

Minerva Galvez, Administrative Assistant, Effective August 1, 2017.

Laura Padilla-Pater, Concurrent Enrollment/Ascent Coordinator, Effective August 1, 2017.

Kathy Rigsby, Equity Specialist Coordinator, Effective August 1, 2017.

Amanda Wilson, Post Award Coordinator, Effective August 1, 2017.

Ian Bryner, Interim First Assistant Women's Volleyball Coach, Effective August 3, 2017.

Thuy Phan, Assistant Registrar, Effective August 7, 2017.

Jesus Quintana, CAMP Recruiter, Effective August 7, 2017.

Sara Sirivanchai, Retention and Success Advisor, Effective August 7, 2017.

Timothy Schmidt, Interim Assistant Athletic Trainer, Effective August 14, 2017.

Ryan Strain, Head Baseball Coach, Effective August 15, 2017.

Johana Guzman, Interim Administrative Coordinator and Office Manager, Effective August 17, 2017.

Chandell Bell, Fostering Success Coordinator, Effective August 21, 2017.

Matthew Watson, Staff Writer, Student Retention, Effective August 21, 2017.

Garrett Spradlin, Coordinator of Events and Recruitment Communications, Effective August 28, 2017.

Eneri Rodriguez, Associate Director, Institute for Women's Studies, Effective September 1, 2017.

Yuliya Golovatkeno, Payroll Accountant, Effective September 1, 2017.

Jesse Lunsford, Senior Advising Coordinator, Effective September 1, 2017.

Sonia Del Real, Administrative Assistant, Effective September 5, 2017.

Johanna Koh, Data Systems Analyst, Effective September 5, 2017.

Cassie Mullin, Office of Field Education Specialist, Effective September 5, 2017.

Maria Tuakoi, Staff Psychologist, Effective September 5, 2017.

Anne Wysoglad, Staff Psychologist, Effective September 5, 2017.

**Faculty**

Marin Abell, Assistant Professor of Art, Effective August 1, 2017.

Susan Ahrendt, Assistant Professor of Education, Effective August 1, 2017.

Jenny Allert, Assistant Professor of Nursing, Effective August 1, 2017.

Stacy Barton, Assistant Professor of Journalism, Effective August 1, 2017.

Erin Bissell, Assistant Professor of Biology, Effective August 1, 2017.

Pamela Charlie Buckley, Assistant Professor of Education, Effective August 1, 2017.

Clayton Daughtrey, Professor of Marketing, Effective August 1, 2017.

Cynthia Erickson, Assistant Professor of Psychology, Effective August 1, 2017.

Jade Hoyer, Assistant Professor of Art, Effective August 1, 2017.

Feng Jiang, Assistant Professor of Math & Computer Science, Effective August 1, 2017.

Shinyong Jung, Assistant Professor of Hospitality, Tourism & Events, Effective August 1, 2017.

Eunjoo Kang, Assistant Professor of Hospitality, Tourism & Events, Effective August 1, 2017.

Cynthia Krentz, Assistant Professor of Nursing, Effective August 1, 2017.

Megan Lawless, Assistant Professor of Education, Effective August 1, 2017.

Megan Lazorski, Assistant Professor of Chemistry, Effective August 1, 2017.

Debra Mathias, Assistant Professor of Nursing, Effective August 1, 2017.

Paula McGuire, Assistant Professor of Communications, Arts & Sciences, Effective August 1, 2017.

William Mesa, Assistant Professor of Accounting, Effective August 1, 2017.

Tony Nunez, Assistant Professor of Human Performance & Sport Sciences, Effective August 1, 2017.

Ann Obermann, Assistant Professor of Social Work, Effective August 1, 2017.

Ofelia Schepers, Assistant Professor of Education, Effective August 1, 2017.

Dorothy Shapland, Assistant Professor of Education, Effective August 1, 2017.

Salina Siddique, Assistant Professor of Accounting, Effective August 1, 2017.

Deborah Wilcox, Assistant Professor of Health Professions, Effective August 1, 2017.

**AGENDA ITEM: FY 2017-18 Budget Revision**

**BACKGROUND:**

In May 2017, the Board of Trustees (BOT) approved phase I of the initial base budget that included an increase of \$2,912,492 in mandatory costs. This amount included a tuition increase of 6.5% for undergraduate resident students.

Due to MSU Denver's diligent efforts, the University is experiencing increased enrollment for Fall 2017. As of August 28, 2017, it is anticipated that the resident undergraduate student enrollment will be .5% higher than last fall. The Budget Task Force has recommended allocating the additional \$3,515,794 per the following:

**FISCAL ANALYSIS:**

**Educational and General-E&G**

**Additional E&G Revenue:**

The Fiscal Year 2017-18 phase II operating revenue estimates have been developed considering the following assumptions:

- .5% increase for undergraduate resident students.
- Flat enrollment for the undergraduate non-resident students.
- 6.5% undergraduate resident tuition increase that was approved by the BOT this past May.

	FY17-18			Total
	FY16-17	Phase I	Phase II	increase
Tuition Revenue	106,294,810	5,742,194	474,490	112,511,494
Program Fees	1,758,590			1,758,590
State Support	51,415,001	211,602		51,626,603
Other Than Tuition Revenue	5,321,094			5,321,094
<b>E&amp;G Total</b>	<b>164,789,495</b>	<b>5,953,796</b>	<b>474,490</b>	<b>171,217,781</b>

Of the additional revenue estimated at phase I, \$2,912,492 was approved to be allocated toward mandatory expenses. Therefore, at phase II of the fiscal year 2017-18, a total of \$3,515,794 is available to allocate. Of this remaining amount proposed allocations are:

- \$223,000 to be set aside for two full-time faculty and the equivalent of one affiliate faculty to maintain the 60/40 ratio toward the initiative that 60% of our credit hour production be taught by full-time faculty.
- \$2,653,098 for salary increases per the following:

- A total of \$1,787,349 for full-time faculty toward 1% cost-of-living increases and 1% increase to the CUPA tiers based on years of service which now range from 94% to 100%.
  - \$239,860 toward a 2% cost-of-living adjustment for affiliate faculty.
  - \$625,889 for Administrators toward a 1% cost-of-living increase and increasing the minimum CUPA comparator from 90% to 92%.
- The remaining \$639,696 was allocated to each Branch for their new requests per the following details (includes six new positions):
  - Four new positions in the Academic and Student Services branch for a total of \$239,070 including a Lab Assistant, one Enrollment Management Call Center Specialist, and a Case Manager, plus an additional \$101,638 investment for the Multicultural Center and current employees.
  - One new position in the Administration, Finance, and Facilities branch for Human Resources for a total of \$58,988.
  - One Web position within the President's Office (Marketing & Communication) for a total compensation of \$90,000, to coordinate the overall campus website updates.
  - \$110,000 for student employment, with \$75,000 of this for the University Advancement Call Center and the remaining \$35,000 toward student internships.
  - Other miscellaneous priorities includes a new automated travel module for \$40,000.

**Total E&G allocations (approved phase I and proposed phase II):**

Descriptions	Phase I	Phase II	Total Allocations	Subtotals	% of Total
Full-Time Faculty (cost of living & CUPA Inc)		1,787,349	1,787,349		
Faculty Promotions & Post Tenure Reviews	540,000		540,000		
New Full Time Faculty Positions (60/40 ratio)		223,000	223,000		
Faculty Total Mandatory Fringe Benefit Inc.	322,079		322,079		
Replenish Faculty Vacant Pool	200,000		200,000		
Part-Time Faculty (cost of living)		239,860	239,860		
Part-Time Faculty Fringe Increase	49,806		49,806	3,362,094	52.30%
Administrators (cost of living & CUPA Inc)		625,889	625,889		
Admin. Total Mandatory Fringe Benefit Inc.	200,086		200,086		
Investment in Multicultural Center & Curr. Positions		101,638	101,638		
New Administrative Positions (6 FTEs)		388,058	388,058	1,315,671	20.47%
Other Misc. Priorities & student hourly		150,000	150,000		
Classified Employee Increases	249,400		249,400	399,400	6.21%
State-Wide Minimum Wage Increases	115,000		115,000		
AES Bldg, Lease and Contract Increases	633,660		633,660		
Student Athletics Scholarship and Homecoming	210,000		210,000		
AHEC Allocation	292,745		292,745		
Library	59,160		59,160		
Department of Higher Ed. Overhead	40,556		40,556	1,351,121	21.02%
	<b>2,912,492</b>	<b>3,515,794</b>	<b>6,428,286</b>	<b>6,428,286</b>	<b>100.00%</b>

The table below indicates that a total of \$4,927,165 or 76.65% of the total \$6,428,286 estimated additional funds available, is proposed to be invested toward current and new talent resources in various capacities:

Proposed Allocations	\$ Amount	% of Total
All Faculty Compensation Increases (including 2 new FT positions)	3,162,094	49.19%
All Administrative Compensation Increases	825,975	12.85%
All Classified Employees Compensation Increases	249,400	3.88%
Total New Employees/Staff (6 FTE)	388,058	6.04%
Replenish Fac. Vacant Pool & Investment in Multicultural Ctr & Curr. Employee	301,638	4.69%
State-Wide Minimum Wage Increases	115,000	1.79%
UA Call Center Student employment and Internship	110,000	1.71%
Other (including Athletics Scholarship, AHEC, & Library)	1,276,121	19.85%
	<b>6,428,286</b>	<b>100.00%</b>



**AUTHORITY:**

Pursuant to §4.1 of the Trustees Policy Manual, the Board is required to review and approve fiscal year budgets.

**RECOMMENDATION:**

Staff recommends the Board of Trustees approval of the Proposed Fiscal Year 2017-18 Budget Revision.



**\$6.43 Million**

**Additional Funds with .5% Enrollment Increase, State Funding, and 6.5% Tuition Increase**

**Compensation**

**\$4,352,469**

**Mandatory**

Classified Salary Increases		<b>\$176,880</b>
Fringe Benefit Increases	Faculty (Full-Time and Part-Time), Classified, and Administrators	<b>\$644,491</b>
Faculty Promotions, Post-Tenure Review		<b>\$540,000</b>
State-Wide Minimum Wage Increase		<b>\$115,000</b>
<b>Total Mandatory Compensation</b>		<b>\$1,476,371</b>

**Other**

Faculty (including summer and vacant)	1% 'Across the Board' + 1% increase to tiered CUPA adjustments	<b>\$1,787,349</b>
Administrators Salary Increases	1% 'Across the Board' + 92% Minimum CUPA Adjustments	<b>\$625,889</b>
New Faculty Positions	To maintain capacity after enrollment increase	<b>\$223,000</b>
Affiliate Faculty Salary Increases	2% 'Across the Board'	<b>\$239,860</b>
<b>Total Compensation</b>		<b>\$2,876,098</b>

**Other Mandatory**

**\$1,436,121**

Contractual Expenditure Increases	<b>\$1,026,121</b>
Student Scholarships	<b>\$210,000</b>
Replenish Faculty Vacant Pool used in FY17 for CUPA increases to current faculty.	<b>\$200,000</b>
<b>Total Other Mandatory</b>	<b>\$1,436,121</b>

**Phase II Base  
Budget Requests  
\$639,696**

Academic and Student Affairs		Admin Fin. and Facilities		Univ. Adv.		President's Office	
Case Manager - Dean of Students Office	\$64,100	Travel and Expense Module (T&E)	\$40,000	Student Call Center Salaries	\$75,000	Web Position	\$90,000
Administrative Assistant - Access Center	\$55,000	Student Internships	\$35,000				
Enroll. Services Call Center Specialist	\$55,200	HR Services Associate	\$58,988				
Lab Assistant - Biology	\$64,770						
Investment in Multicultural Center and current staff/faculty	\$101,638						
<b>Total ASA</b>	<b>\$340,708</b>	<b>Total AFF</b>	<b>\$133,988</b>	<b>Total UA</b>	<b>\$75,000</b>	<b>Total PO</b>	<b>\$90,000</b>

## **Academic and Student Affairs**

### **Case Manager – Dean of Students Office**

The Case Manager is needed to better manage student conduct and CARE (Consultation Assessment Referral Education) Team referrals (which have increased substantially over the last 2 years). Many cases involve a level of student safety risk that requires intensive intervention, as such this request is a safety request.

### **Administrative Assistant – Access Center**

The Access Center needs administrative staff support to free up professional staff time to focus on program delivery and student support. The Center currently staffs its front desk with student hourly workers, which is not ideal considering the sensitive and confidential nature of the work in that office.

### **Enrollment Services Call Center Specialist**

Recently, multiple departments combined into one Enrollment Management Call Center, this office has a need for more than one frontline Coordinator to assist the Director. This position will assist the director in helping manage 45+ student employees, help with critical on-going training needs, new technology with VOIP, and help alleviate issues at front counters and within processing.

### **Lab Assistant – Biology**

This lab assistant will help create additional capacity within the BIO department's lab class offerings to allow for more students to complete labs in a timely manner.

### **Investment in Multicultural Center and Current Faculty/Staff**

This request is in anticipation of potential staff upgrades based off requested position reclassification studies completed by Human Resources in addition to support for the Director of the Multicultural Center.

## **Administration, Finance and Facilities**

### **Travel and Expense Module**

It is anticipated that the time savings from this new module will be enough to ensure we can not only honor our ten-day turnaround commitment, but to also cut it in half.

### **Student Internships**

Facilities has identified the need for two internship opportunities to help with updating CAD drawings, coordination of all as-built materials, building & maintaining project updates, emergency preparedness materials, and assisting in construction management.

### **Human Resources Service Associate**

This request is in direct response to the needs of the campus community to get better, faster, more supportive service from HR in support of their daily work and longer-term strategy to help them help students.

## **University Advancement**

### **Student Call Center Salaries**

The addition of student employees is projected to produce an additional \$150,000 in revenue annually.

## **President's Office**

### **Web Position**

This position will better support the University's needs for web maintenance and online presence.

# FY 17/18 MSU Denver New Budget Priorities

## Sorted By Strategic Plan Themes

I Student and Academic Success				Additional Alignment
Champion: Provost Vicki Golich				
Goal 1	MSU Denver strategically grows enrollment in support of student success and in response to market demand, consistent with Colorado's 2025 college completion goal.			
1	New Faculty Positions to Maintain Capacity after Enrollment Growth (2 new FT Fac and Equivalent to one Affiliate Faculty)	223,000		Theme III Goal 3
		\$	223,000	
Goal 2	MSU Denver enhances student success through relevant curriculum and targeted student support services and programmatic innovation.			
1	Case Manager - Dean of Students Office	64,100		Theme III Goal 2
2	Administrative Assistant - Access Center	55,000		Theme III Goal 2
3	Enrollment Services Call Center Specialist	55,200		Theme IV Goal 3
4	Lab Assistant - BIO (Exempt)	64,770		Theme IV Goal 3
5	Athletic Scholarships	200,000		
		\$	439,070	
Goal 3	MSU Denver graduates are civic-minded and ready to meet career and/or graduate school expectations.			
1	Student Internships	35,000		Theme II / Theme III / Theme IV / Theme V
		\$	35,000	
General				
1	Full-Time Faculty: 1% Across-the-Board	589,838		Theme III Goal 2
2	Part-time Faculty: 2% Across-the-Board	239,860		Theme III Goal 2
3	Faculty CUPA: 1% Inc. to Each Tier Minimum	1,197,511		Theme III Goal 2
4	Faculty Promotions & Post-tenure Review	540,000		Theme III Goal 2
5	Administrators: 1% Across-the-Board	352,199		Theme III Goal 2
6	Administrator CUPA: Increase min. from 90% to 92%	273,690		Theme III Goal 2
7	Classified Compensation Adjustments	176,880		Theme III Goal 2
8	Classified Fringe Benefit Increase	72,520		Theme III Goal 2
9	Faculty & Admin Mandatory Fringe Benefit Inc.	522,165		Theme III Goal 2
10	Part-time Faculty Fringe Benefit Increase	49,806		Theme III Goal 2
11	State-Wide Minimum Wage Increase	115,000		Theme III Goal 2
		\$	4,129,469	
Student and Academic Success Total New Funding			\$	4,826,539
				75.1%

# FY 17/18 MSU Denver New Budget Priorities

## Sorted By Strategic Plan Themes

### II Community Engagement and Regional Stewardship

Champions: Vice President of Administration, Facilities and Finance Steve Kreidler, Vice President of Advancement John Burtness, Chief of Staff/Associate to the President for Marketing and Communications Cathy Lucas

*Community Engagement and Regional Stewardship* Total New Funding \$ - 0.0%

### III University Culture

Champions: Vice President of Administration, Facilities and Finance Steve Kreidler, Chief Diversity Officer Myron Anderson, EEO Director Percy Morehouse, General Counsel Loretta Martinez

**Goal 2** MSU Denver faculty, staff and students feel valued and engaged in an environment of empowerment, trust, inclusion and fairness.

1 Investment in Multicultural Center and Current Staff/Faculty	101,638	Theme III Goal 1 / Theme IV Goal 1 / Theme 1 Goal 2
2 Replenish Faculty Vacant Pool	200,000	Theme I / Theme IV Goal 1
3 Mandated Educational training	\$ 50,000	Theme I
	\$ 351,638	

**Goal 3** MSU Denver has quality faculty and professional staff who support student success by providing user-friendly, high value experiences and co- and extra-curricular activities.

1 Homecoming	10,000	Theme V Goal 1
	\$ 10,000	

*University Culture* Total New Funding \$ 361,638 5.6%

# FY 17/18 MSU Denver New Budget Priorities

## Sorted By Strategic Plan Themes

### IV University Resources

Champions: Vice President of Administration, Facilities and Finance Steve Kreidler, Vice President of Advancement John Burtress

**Goal 1** MSU Denver is recognized for responsible stewardship of university resources by its peers and the greater community.

1 Data Visualization License Renewal Fee (Tableau)	1,800		Theme I Goal 2
2 Travel and Expense Module (T&E)	40,000		
3 HR Services Associate	58,988		Theme III Goal 2
	\$	100,788	

**Goal 3** MSU Denver continues to seek, sustain and grow innovative resources for the University.

1 Student Call Center Salaries	75,000		
	\$	75,000	

*University Resources Total New Funding* \$ 175,788 2.7%

### V Telling the MSU Denver Story

Champion: Chief of Staff/Associate to President for Marketing and Communication, Cathy Lucas

**Goal 1** MSU Denver is regionally and nationally recognized as a high-quality university that contributes to the success of our students and to the growth of our state and local economies.

1 Capstone/Holland & Knight (State & Federal Lobbyist)	30,000		
2 Web position	90,000		Theme IV Goal 1
	\$	120,000	

**Goal 2** MSU Denver has an authentic and clear brand that is easily recognized and understood by all our stakeholders.

\$ -

*Telling the MSU Denver Story Total New Funding* \$ 120,000 1.9%

**Total New Budget Investments Aligned with "A 2020 Vision 2015-2020 Strategic Plan"** \$ 5,483,965 85.3%

### New Budget Items Not Aligned with the Strategic Plan

1 AHEC Allocation increases	292,745		
1 Library	59,160		
1 AES Building Operating	500,000		
1 Institutional Lease and Contract increases	51,860		
1 Department of Higher Education (CDHE) Overhead increase	40,556		
	\$	944,321	

*Total Non-Strategic New Budget Items* \$ 944,321 14.7%

**Total New Budget Allocation Recommendation** \$ 6,428,286 100.0%

Metropolitan State University of Denver  
FY17-18 Educational and General Budget  
BTF Recommended Budget Aligned with Strategic Plan  
-Phase 1 and Phase II

Strategic Plan Themes									
Student & Academic Success	Community Engagement & Regional Stewardship	University Culture	University Resources	Telling the MSU Denver Story		Phase I	Phase II - BTF Recommended Allocation	Total Allocation	New FTE
<b>Institution Wide:</b>									
<b>Compensation:</b>									
Full-Time Faculty: 1% Across-the-Board	✓		✓				589,838	589,838	
Part-time Faculty: 2% Across-the-Board	✓		✓				239,860	239,860	
Faculty CUPA: 1% Inc. to Each Tier Minimum	✓		✓				1,197,511	1,197,511	
Faculty Promotions & Post-tenure Review	✓		✓			540,000		540,000	
Administrators: 1% Across-the-Board	✓		✓				352,199	352,199	
Administrator CUPA: Increase min. from 90% to 92%	✓		✓				273,690	273,690	
Classified Compensation Adjustments	✓		✓			176,880		176,880	
Classified Fringe Benefit Increase	✓		✓			72,520		72,520	
Faculty & Admin Mandatory Fringe Benefit Inc.	✓		✓			522,165		522,165	
Part-time Faculty Fringe Benefit Increase	✓		✓			49,806		49,806	
State-Wide Minimum Wage Increase	✓		✓			115,000		115,000	
Subtotal Compensation						1,476,371	2,653,098	4,129,469	-
<b>Other:</b>									
AHEC Allocation						292,745		292,745	
Library						59,160		59,160	
Institutional Lease Increases						51,860		51,860	
Department of Higher Ed Overhead						40,556		40,556	
AES BLDG Operating						500,000		500,000	
Subtotal Other						944,321	-	944,321	-
<b>Total Institutional Wide</b>						<b>2,420,692</b>	<b>2,653,098</b>	<b>5,073,790</b>	<b>-</b>
<b>Academic &amp; Student Affairs (ASA)</b>									
Replenish Faculty Vacant Pool	✓		✓	✓		200,000		200,000	
Homecoming			✓		✓	10,000		10,000	
New Faculty Positions to Maintain Capacity	✓		✓				223,000	223,000	5
Case Manager - Dean of Students Office	✓		✓				64,100	64,100	1
Administrative Assistant - Access Center	✓		✓				55,000	55,000	1
Enrollment Services Call Center Specialist	✓			✓			55,200	55,200	1
Lab Assistant - BIO (Exempt)	✓			✓			64,770	64,770	1
Investment in Multicultural Center and Current Staff	✓		✓	✓			101,638	101,638	-
Total ASA						<b>210,000</b>	<b>563,708</b>	<b>773,708</b>	<b>9</b>
<b>Administration, Finance, and Facilities (AFF)</b>									
Data Visualization License Renewal Fee (Tableau)	✓			✓		1,800		1,800	
Travel and Expense Module (T&E)				✓			40,000	40,000	-
Student Internships	✓	✓	✓	✓	✓		35,000	35,000	-
HR Services Associate			✓	✓			58,988	58,988	1
Total AFF						<b>1,800</b>	<b>133,988</b>	<b>135,788</b>	<b>1</b>
<b>President's Office (PRS)</b>									
Capstone/Holland & Knight (State & Federal Lobbyist)					✓	30,000		30,000	
Mandated Educational training	✓		✓			50,000		50,000	
Athletic Scholarships	✓					200,000		200,000	
Web Position				✓	✓		90,000	90,000	1
Total PRS						<b>280,000</b>	<b>90,000</b>	<b>370,000</b>	<b>1</b>
<b>University Advancement</b>									
Student Call Center Salaries				✓			75,000	75,000	-
Total UA						-	<b>75,000</b>	<b>75,000</b>	<b>-</b>
<b>Grand Total Budget Requests</b>						<b>2,912,492</b>	<b>3,515,794</b>	<b>6,428,286</b>	<b>11</b>

**AGENDA ITEM:**     **Office of Human Resources report of personnel actions for the Board's information, which have occurred since the last Board Meeting on Friday, May 5, 2017**

**BACKGROUND:**     Report includes appointments of temporary faculty and administrators, faculty promotions, resignations and retirements, which are delegated to the President and do not require approval by the Board of Trustees.

**APPOINTMENTS**

***Category II Faculty***

Craig Archuletta, Lecturer of Women's Studies, Effective August 1, 2017.

Biff Baker, Instructor of Management, Effective August 1, 2017.

Courtney Berry, Lecturer of ALP SED, Effective August 1, 2017.

Jessica Bertram, Instructor of First Year Success, Effective August 1, 2017.

Sheri Betzer, Lecturer of Accounting, Effective August 1, 2017.

Sally Casey, Lecturer of Health Professions, Effective August 1, 2017.

Yasmin Cassini, Lecturer of Health Professions, Effective August 1, 2017.

Sharmin Digankar, Lecturer of Nursing, Effective August 1, 2017.

Felix Flores, Postdoctoral Teaching Fellow in Management, Effective August 1, 2017.

Nicolette Giasolli, Lecturer of Biology, Effective August 1, 2017.

Zachary Kirk, Instructor of First Year Success, Effective August 1, 2017.

Viktor Kiss, Lecturer of Management, Effective August 1, 2017.

Katrina Little, Lecturer of Nursing, Effective August 1, 2017.

Kera Magarill, Lecturer of Health Professions, Effective August 1, 2017.

Alexis O'Brien, Lecturer of Elementary Education & Literacy, Effective August 1, 2017.

Michael Rhoads, Lecturer of Psychology, Effective August 1, 2017.

Cathy Stilwell, Lecturer of Social Work, Effective August 1, 2017.



**FACULTY PROMOTIONS**

***Assistant Professor to Associate Professor***

Dr. Jeong Bong, CISBA

Dr. Margaret Frisbee, HIS

Dr. Elizabeth McClellan-Ribble, M&CS

Dr. Jean-Francois Duclos, MDL

Dr. Lisa Badanes, PSY

Dr. Travis Heath, PSY

Dr. Desiré Anastasia-Cartwright, SOAN

Dr. Rebecca Trammell, CJC

Mr. Michael Caston, IND

Dr. Melissa Masters, NUT

Dr. Jessica Retrum, SWKM

Dr. Ingrid Weiland-Carter, TED1

Dr. Roland Schendel, TED1

Ms. Anne Thulson, ART

Mr. Peter Bergman, ART

Dr. Barbara EchoHawk, EAS

Dr. Andrea Maestrejuan, HIS

Dr. John Carter, M&CS

Dr. Caleb Cohoe, PHI

Dr. Sean Morris, PHI

Dr. Andrew Thangasamy, PSC

Dr. Katherine Hill, PSY

Dr. Michelle Tollefson, HEP

Dr. Rebecca Canges, TED2

***Associate Professor to Professor***

Dr. Angelica Bahl, MKT

Dr. Gregory Black, MKT

Dr. Grant Denn, PHY

Dr. Amy Eckert, PSC

Dr. Elizabeth Kleinfeld, ENG

Mr. Alex Komodore, MUS

Mr. David Kottenstette, CAS

Dr. Robert Laugen, HIS

Dr. Jeffrey Loats, PHY

Dr. Matthew Makley, HIS

Dr. Jody Paul, M&CS

Dr. Carol Quinn, PHI

Dr. Gerakina Sgoutas, WMS

Dr. Wendolyn Weber, ENG

Dr. Susan Bertelsen, HPS

Mr. John Lamb, HTE

Ms. Lisa Ortiz, JTC

Dr. Runing Zhang, ETS

Dr. Peter Vigil, TED2

## **SEPARATIONS**

### ***Resignations***

Kim Spiering, Associate General Counsel, Effective May 5, 2017.

Toan Nguyen, Counselor, Effective May 24, 2017.

Jasmine Cervantes, Assistant Women's Basketball Coach, Effective May 30, 2017.

Tony Price, Director of Campus Recreation, Effective May 30, 2017.

Jody Beardsley, Administrative Coordinator and Office Manager, Effective May 31, 2017.

Laurie (Mary) Meadows, Interim Assistant Director, Effective May 31, 2017.

Genet Sebehat, Assistant Director of Data Management, Effective May 31, 2017.

Stephanie Abell, Assistant Director for Student Activities, Effective June 2, 2017.

Sean Nesbitt, Director of Facilities and Space Management, Effective June 2, 2017.

Alexander Jamerson, Assistant Men's Basketball Coach, Effective June 12, 2017.

Andrea Rascon, International Admissions Counselor, Effective June 16, 2017.

Samuel Seton, IT Professional, Effective June 16, 2017.

Janine Jackson, Associate Director of Development, Effective June 20, 2017.

Manisha Pinge, Associate Director, Effective June 23, 2017.

Bobby Blanken, Assistant Women's Volleyball Coach, Effective June 27, 2017.

Benjamin Portie, Head Women's Golf Coach, Effective June 28, 2017.

John Burtness, VP of University of Advancement, Effective June 30, 2017.

Steve Klodt, Interim Managing Editor, Effective June 30, 2017.

Karen Kusler, Process Improvement Specialist, Effective June 30, 2017.

Loretta Martinez, General Counsel and Secretary to the Board of Trustees, Effective June 30, 2017.

Mark Potter, Associate Vice President for Undergraduate Studies, Effective June 30, 2017.

Adam Wall, Assistant Men's Basketball Coach, Effective June 30, 2017.

Kristie Wirth, Business Intelligence Specialist, Effective July 5, 2017.

Michael Erskine, Director of the ITS Educational Technology Center, Effective July 7, 2017.

Rowan Velasquez, Fitness Specialist for Campus Recreation at Auraria, Effective July 7, 2017.

Nahum Kisner, Director High School Upward Bound, Effective July 13, 2017.

Daniel Hangstefer, Head M&W Tennis Coach, Effective July 14, 2017.

Nidia Vivanco Montoya, Student Retention Specialist, Effective July 14, 2017.

Brenda Diaz-Olivas, Academic Advisor, Effective July 18, 2017.

Paula Martinez, Senior Associate Registrar, Effective July 21, 2017.

Karen Martinez, Director of Clinical Experiences and Partnerships, Effective July 21, 2017.

Keno Nagasa, Supplemental Instruction Specialist, Effective July 21, 2017.

Nelly Minor, Communication and Corrections Counselor, Effective July 26, 2017.

Brian Sevier, Associate Dean of Education, Effective July 28, 2017.

Drew Markhardt, Assistant Athletic Trainer, Effective July 31, 2017.

Jennifer Phou, Assistant Bursar, Effective August 4, 2017.

Creseda Riccardi, STEM Career Specialist, Effective August 7, 2017.

Ian Creager, Director of Call Center, Effective August 10, 2017.

Michael Wery, Office of Field Education Specialist, Effective August 15, 2017.

Ryan Campbell, Civic Engagement Program Manager, Effective August 18, 2017.

Ruya Norton, Social Media Strategist, Effective August 31, 2017.

Tonya Peregrin, Executive Assistant to the President, Effective September 8, 2017.

Carrie Warren, Paralegal/Assistant Secretary to the Board of Trustees, Effective September 8, 2017.

Catharine Bishop, Associate Professor of Health Professions, Effective May 31, 2017.

Kelly Felice, Associate Professor of Human Services, Effective May 31, 2017.

Andrew Kuebeck, Assistant Professor of Art, Effective May 31, 2017.

Hope Szypulski, Associate Professor of Nursing, Effective May 31, 2017.

Charles Angeletti, Professor of History, Effective June 30, 2017.

Sandra Gourley, Lecturer of Nursing, Effective June 30, 2017.

Carma Cook, Lecturer of Chemistry, Effective July 31, 2017.

Jeffrey Cozart, Lecturer of Aerospace & Engineering Sciences, Effective July 31, 2017.

David Jackson, Assistant Professor of African American Studies, Effective July 31, 2017.

Bobbie Kite, Assistant Professor of Health Professions, Effective July 31, 2017.

Ashley Nason, Lecturer of Art, Effective July 31, 2017.

Christine Noel, Associate Professor of Accounting, Effective July 31, 2017.

Andrea Peterson, Lecturer of Hospitality, Tourism & Events, Effective July 31, 2017.

Sheryl Muir, Lecturer of ALP SED, Effective August 11, 2017.

Anne Hallam Jones, Assistant Professor of Art, Effective August 18, 2017.

### ***Retirements***

Charlotte Stone, Accountant III, Effective May 31, 2017.

Velveta Howell, President's Office, Effective June 30, 2017.

Stephen Jordan, President, Effective June 30, 2017.

Margaret Puryear, Interim Director, Student Learning, Effective June 30, 2017.

Esther Rodriguez, Special Assistant to the President, Hispanic-Serving Institution, Effective June 30, 2017.

Luis Torres, Special Assistant to the Provost for Hispanic-Serving Institution, Effective June 30, 2017.

Gretchen West, Administrative Assistant III, Effective June 30, 2017.

Jean Wilkins, Assistant to the Associate Vice President, Effective June 30, 2017.

Doug Choi, Associate Professor of Finance, Effective May 31, 2017.

Catherine Curran, Professor of Speech Communications, Effective May 31, 2017.

Mary Lee Danielson, Assistant Professor of TED2, Effective May 31, 2017.

David Dirks, Professional in Residence in Accounting, Effective May 31, 2017.

James Furrer, Lecturer of Communication, Arts & Sciences, Effective May 31, 2017.

John Hathorn, Professor of Accounting, Effective May 31, 2017.

Annette Lege, Senior Lecturer of Computer Information Systems, Effective May 31, 2017.

Barbara Barclay, Assistant Professor of Social Work, Effective June 30, 2017.

Patricia Tucker, Professor of Computer Science, Effective June 30, 2017.

Theresa Crater, Professor of English, Effective July 31, 2017.

Cynthia Lindquist, Chair - Professor of Special Education, Effective July 31, 2017.

Stuart Monroe, Professor of Computer Information Systems, Effective July 31, 2017.

Jacquelyn Benton, Senior Lecturer of African American Studies, Effective August 31, 2017.