

**METROPOLITAN STATE UNIVERSITY of DENVER
BOARD OF TRUSTEES**

BUSINESS MEETING

Tuesday, September 30, 2014

Executive Session: 7:30 a.m. – 8:30 a.m., Mesa Room

Public Meeting: 11:00 a.m. – 12:00 p.m., Sunrise Room

Garden of the Gods Club, Colorado Springs

I. CALL TO ORDER

II. EXECUTIVE SESSION:

An Executive Session may be held to confer with the Board's attorney for the purpose of legal advice concerning pending or imminent litigation, concerning specific claims or grievances or legal advice on specific legal questions, confidential pursuant to C.R.S §24-6-402 (3) (a) (II) (2014); in consideration of appointment, employment, dismissal, demotion, discipline, investigation of charges, investigation of complaints, promotion or compensation of a public official or employee, confidential pursuant to C.R.S § 24-6-402 (3) (b) (I) (2014).

III. CHAIR'S WELCOME & REPORT:

A. 2014-2015 Board of Trustees Meeting Schedule

IV. CONSENT AGENDA:

- A. Approval of June 6, 2014 Board Meeting Minutes
- B. Office of Human Resources report of personnel actions which have occurred since the last Board Meeting on June 6, 2014
 - i. John Burtness, MSU Denver Foundation President and CEO/VP of University Advancement (start date: October 6, 2014) (Jordan)
- C. Approval of new board member appointments for HLC@Metro, Inc. (Kreidler/Martinez)
- D. Ratification of Settlement Agreement (Martinez)

V. ACTION ITEMS:

- A. Approval of Amended and Restated Memorandum of Understanding (MOU) Between Metropolitan State University of Denver and Metropolitan State University of Denver Foundation, Inc. (Jordan/Kreidler/Martinez)

VI. DISCUSSION ITEM:

- A. Preliminary Review and Amendments to the MSU Denver Naming Policy Statement (Kreidler/Martinez)

VII. INFORMATION ITEMS:

- A. Human Resources report of personnel actions for the Board's information which have occurred since the last meeting on June 6, 2014

VIII. PUBLIC COMMENT:

IX. ADJOURNMENT

Board of Trustees Meeting Schedule FY 2014-2015

Monday, September 29, 2014
Tuesday, September 30, 2014

Board Retreat (7:30 AM – 9:00 PM)
Board Retreat (7:30 AM – 12:30 PM)
Garden of the Gods Club, Colorado Springs

Thursday, December 4, 2014
Friday, December 5, 2014

Committee Meetings (7:30 AM – 12:30 PM)
Board Meeting (7:30 AM – 12:00 PM)

Friday, February 6, 2015

Special Work Session (7:30 AM – 12:30 PM)

Thursday, April 2, 2015
Friday, April 3, 2015

Committee Meetings (7:30 AM – 12:30 PM)
Board Meeting (7:30 AM – 12:00 PM)

Thursday, May 7, 2015
Friday, May 8, 2015

Committee Meetings (7:30 AM – 12:30 PM)
Board Meeting (7:30 AM – 12:00 PM)

Thursday, June 4, 2015
Friday, June 5, 2015

Committee Meetings (7:30 AM – 12:30 PM)
Board Meeting (7:30 AM – 12:00 PM)

Board meetings are held at the Student Success Building, 890 Auraria Parkway, 4th Floor.
For information about board meetings, please contact Carrie Warren, Assistant Secretary
to the Board of Trustees, at (303) 352-4493 or ctwarren@msudenver.edu

**METROPOLITAN STATE UNIVERSITY of DENVER
BOARD OF TRUSTEES MEETING
Friday, June 6, 2014**

EXECUTIVE SESSION

Chairwoman Michelle Lucero read the Trustees into **Executive Session**, and asked for a motion. The motion was made and seconded, and **unanimously approved**. The Board entered into Executive Session at 7:30 a.m. At 9:45 a.m., the Board meeting was reconvened.

CALL TO ORDER

The Board of Trustees meeting was **called to order** at 9:45 a.m. by Chairwoman Michelle Lucero. She was joined by Vice Chair Dawn Bookhardt, Past Chair Rob Cohen, Trustee Terrance Carroll, Trustee Bill Hanzlik, Trustee Melody Harris, Trustee Jack Pogge, and Trustee Ellen Robinson. Trustee Walter Isenberg was present during Executive Session. Alumni Representative Rob Morrill was also in attendance, along with President Stephen Jordan, Board Secretary Loretta P. Martinez, Treasurer George Middlemist, Assistant Secretary Carrie Warren, various faculty, administrators and staff.

CONSENT AGENDA

The first order of business was the **approval of the Consent Agenda**. Chair Lucero asked for a **motion to approve**. Trustee Harris **moved for approval, with a second** by Trustee Carroll. The motion was **unanimously approved**.

CHAIR'S WELCOME

Chairwoman Lucero thanked Alumni Trustee Rob Morrill and Faculty Trustee Juan Dempere for their service on the Board, and welcomed Faculty Trustee Kenneth Bisio and Student Trustee Joe Boss whose appointment begins July 1.

Chair Lucero then called for the presentation on Board Oversight of Educational Quality.

PRESENTATIONS

A. Board Oversight of Educational Quality

i. General Education Assessment. Dr. Rae Shevalier reported that the General Studies program has been in operation for two years. The General Studies committee is assessing data and is in the process of writing a progress report that will be sent to the HLC on July 1.

Issues that the committee will be working on in the coming year include maintaining the coherence and integrity of course offerings, reviewing General Studies guaranteed transfers as related to the University's tie to other institutions, improving electronic submissions, and adding an additional year to members' service on the committee.

Chair Lucero thanked Dr. Shevalier for her report and requested that the General Studies progress report be sent to Board members.

ii. Update on Supplemental Academic Instruction. Provost Golich introduced chairs Eric Dunker, Jean Ethredge, Jane Chapman Vigil, and Jessica Parker.

Dr. Dunker stated that MSU Denver was the first four-year institution in Colorado to be authorized to implement Supplemental Academic Instruction (SAI). Historically, according to statute, students needing remedial courses in Math or English were required to dual enroll and take stand-alone remedial classes at a community college. The process could take as long as three semesters, and students did not receive credit toward a four-year degree. Data indicated that these students, compared to students who did not require remediation, were less likely to retain and graduate from a four-year degree program.

Faculty at MSU Denver in the English and Math departments applied for and received special permission from the state to enroll borderline students in first-year college courses at MSU Denver. They implemented pilot SAI programs in English and Math. The program teaches students how to be college students, provides peer study as well as individualized attention from carefully chosen instructors, and removes the stigma of being in a “remedial” course. After one year, more students who were enrolled in peer study passed their core math class than those who were not, and nearly 90% of borderline students passed the core English class, compared to only two-thirds of students who were not enrolled in the program.

Significant resources are required to provide SAI, including full-time faculty. The University recently dedicated a classroom for Stretch courses and SAI. Three computers are currently available for students to use, but, Dr. Ethredge stated, chargeable carts with laptops for each student would be ideal.

Chair Lucero thanked the committee and stated how impressed she is by the leadership in the program and the program’s success rate.

B. FY2014-15 Budget Presentation. President Jordan reported that the 2014-15 budget followed on the heels of Senate Bill 14-001, which directed \$100 million into state institutions of higher education, giving each institution an 11% increase to their operating budget which resulted in wide disparity and inequity in the actual dollars received by institutions. The bill also limited to 6% the amount by which institutions could raise tuition, decreasing tuition revenues at MSU Denver more than those of other state institutions.

President Jordan stated that, in spite of these limitations, Vice President Kreidler and his staff did an excellent job of creating a budget that puts a majority of funds toward critical elements of the University’s Strategic Plan.

VP Kreidler stated that approximately \$13 million in requests across campus were prioritized to arrive at this initial budget. He thanked the Budget Task Force and everyone who contributed to finalizing budget priorities for their collegiality and professionalism.

87% of new revenues, estimated at \$7,819,203, he said, were directly tied to Strategic Plan objectives. Student and Academic Success receives the highest allotment of new revenues, \$5,662,617. Faculty and staff compensation are included in this area. VP Kreidler summarized the proposed hiring of new faculty and staff, as well as increases in compensation to existing faculty and staff, part of a multi-year effort to bring the compensation of MSU Denver's faculty and staff to levels consistent with their peers across the country.

VP Kreidler noted that 24% of the University's budget is state funded, and three-quarters of its base funding comes from students, pointing out the importance of providing the best customer service possible.

In 2014-2015, undergraduate tuition for both residents and non-residents at MSU Denver will increase by \$326.30 per year for students carrying 30 credit hours—or approximately \$27.00 per month, keeping the University's tuition the lowest of the state's four-year institutions.

VP Kreidler said that the Budget Task Force will work on developing a five-year budget and capital needs plan to identify funding needs earlier.

REPORTS AND ACTION ITEMS

A. Chair's Report. Chair Lucero stated that the Board deliberated extensively in Executive Session regarding the granting or denial of tenure to probationary faculty members.

Trustee Pogge **moved to approve** the recommendation of the Appeals Committee and President Jordan to grant tenure to Dr. Uwe Kackstaetter. Vice Chair Bookhardt **seconded the motion**. The item was **approved 8 to 1** through a roll call vote which included the proxy vote of Trustee Isenberg.

Trustee Robinson **moved to accept** the final recommendation of the Appeals Committee and President Jordan to uphold the denial of tenure to Dr. Thomas Davenroy. Trustee Pogge **seconded the motion**. The item was **unanimously approved** through a roll call vote which included the proxy vote of Trustee Isenberg.

Past Chair Cohen **moved to accept** the recommendation of the Appeals Committee and President Jordan to uphold the denial of tenure to Mr. Brian Evans. Trustee Hanzlik **seconded the motion**. The item was **approved 5 to 4** through a roll call vote which included the proxy vote of Trustee Isenberg.

Chair Lucero said that the granting or denial of tenure is an important responsibility, and thanked the Board for their conscientious discussions of the topic.

Chair Lucero then stated that President Jordan's performance contract provides for goals and incentive pay to be established. The Presidential Evaluation Committee developed the goals with President Jordan, and the Board reviewed them. The annual performance goals would be

appended to President Jordan's employment agreement. Trustee Carroll **moved to approve** the proposed performance goals. Vice Chair Bookhardt **seconded the motion**, which was unanimously approved.

B. Governance Committee. Trustee Harris said that the committee discussed board succession and is awaiting word back from the Governor's office regarding the Board's suggested changes to the process. Trustee Harris said the committee also discussed topics to be discussed at the retreat, and the proposed meeting schedule of the Board of Trustees for 2014-2015, which appears on page 27 of the Governance Committee packet. Trustee Harris **moved to approve** the proposed meeting schedule. Trustee Hanzlik **seconded the motion**, which was unanimously approved.

C. President's Report. President Jordan reported that at the end of the academic year, Rita and Navin Dimond gave the University the single largest gift in the institution's history, \$1.5 million, to support the Hospitality Learning Center. Mr. Dimond has served on the Foundation Board of MSU Denver since 1998. Mr. Dimond stated that he and his wife wish to act as an inspiration for, and mentors to the students of MSU Denver.

The Hospitality Learning Center and new hotel were LEED certified last week, making the hotel the first hotel in Denver to receive LEED certification.

The interview process for the position of founding dean of the School of Education is in process, and President Jordan stated that the new dean and new school will be on board by August 2014.

President Jordan reported that the Denver Teacher Residency Program, a partnership among DPS, UCD, and MSU Denver, has strengthened relationships among the entities. The first program of its kind, it will provide students an intensive year of residency in their final year of college. President Jordan congratulated the dean and faculty for their success in creating the program.

President Jordan stated that on Monday, two candidates for the position of Vice President for University Advancement and CEO of the Foundation will be announced. He said that both are very high-caliber candidates with proven records of successful fundraising, each having previously raised in excess of \$100 million.

President Jordan said that the commencement ceremony was very uplifting. This year's ceremony exceeded three hours, however, and unfortunately most of the audience had already left by the time the last graduates in line were called to the stage. President Jordan said that the ceremony's design will be reevaluated with the input of student focus groups.

The fall of 2015 marks the 50th anniversary of MSU Denver. President Jordan said that celebrations commemorating the institution's history and significant milestones are planned throughout the year, including a high-level launch event, a year-long symposium program, and

closing celebration. He requested Board members' assistance in connection with these important celebrations.

President Jordan will be joining Governor Hickenlooper and other dignitaries visiting Mexico City to discuss the education/employment gap and the balance between energy and the environment.

U.S. Secretary of Education Arne Duncan visited MSU Denver in May and met with Latino students enrolled at MSU Denver as well as several Latino students currently enrolled in high school. The students had an opportunity to discuss with Secretary Duncan the issues they've faced as young Latinos and ways in which they might help others persist through high school and on to college graduation.

Chair Lucero thanked President Jordan, and called for the report of the Finance Committee.

D. Finance Committee Report.

i. Approval of Proposed FY2014-15 Student Charges and Initial Budget.

Trustee Pogge **moved to approve** the proposed FY2014-15 student charges and initial budget. Trustee Carroll **seconded the motion**, which was unanimously approved.

ii. Approval of Fourth Supplemental Resolution, Direct Purchase Loan for the Athletic Fields. Trustee Pogge stated that approval of a loan for the purchase of the Athletic Fields was discussed in detail in Finance Committee. He called for a brief overview of the loan.

VP Kreidler reported that UMB Bank has presented the University with a loan proposal for the Athletic Fields, with very favorable terms. The variable-rate, direct purchase loan will be available for drawdown over a 10.5-year term and is prepayable at any time. Although the current rate on the loan is roughly 1%, a fixed rate of 2.5% will be assumed and set aside to manage credit risk.

Trustee Pogge **moved to approve** the Fourth Supplemental Resolution authorizing the direct purchase loan. Trustee Robinson **seconded the motion**, which was unanimously approved.

E. State Legislative Report. Chair Lucero noted that a written state legislative report from Christine Staberg is included in board packets.

F. Federal Legislative Report. Mike Dino reported that his firm has merged with Squire Sanders, and is now Squire Patton Boggs. The merger increases the firm's footprint worldwide, Mr. Dino said.

Mr. Dino joined VP Kreidler and President Jordan on a visit to Washington, D.C. in February as part of an ongoing effort to increase the University's visibility in Washington. Mr. Dino stated

that that these visits are building rapport and noted as an example U.S. Secretary of Education Arne Duncan's visit to MSU Denver in May.

MSU Denver is not currently eligible for workforce development funds through the U.S. Department of Labor, Mr. Dino reported. Colorado law does not allow the University to grant two-year associate degrees, which is a prerequisite of institutions receiving workforce development funds. Mr. Dino's firm will work with the Department of Labor to remove roadblocks to the University's access of workforce development funds.

The group met with the Whitehouse Domestic Policy Council regarding the concept of urban institutions coalitions. President Jordan is building a coalition of urban institutions that will present their unique voice on legislation being debated relating to student loans and higher education in general. In a meeting with Senator Bennett's staff, the group was briefed on teacher preparation legislation that will be passed soon.

Mr. Dino said that sexual violence on campuses is being spotlighted by Congress and the press, and there are currently 55 Title IX investigations nationally, four of them in Colorado. One mandate from the most recent hearing is that universities take more proactive steps to clearly define and communicate their policies to students and faculty. Mr. Dino stated that President Jordan and the Board takes this issue very seriously. President Jordan stated that colleges and universities receive pressure on two sides related to these cases. On one hand, they are pressured to pursue these cases through their own processes, and on the other hand, they are pressured by prosecutors who believe that the institutions that do so are hurting prosecutors' cases.

Mr. Dino stated that President Obama's college rating system continues to be very controversial. President Jordan has expressed his concern that institutions with low tuition not be penalized when tuition must be raised to cover rising costs. Additionally, under the proposed system, institutions do not receive credit for the graduation of transfer students. Nontraditional students may take as long as ten years to obtain their degree, and President Jordan has stated that the rating system should not only focus only on students who take four to six years to graduate.

Mr. Dino then highlighted several areas his firm continues to work on, including supporting the University on grants, working with the State of Colorado on its manufacturing initiative, collaborating with CSU on a grant to help increase the state's mental health workforce, legislation relating to student loan debt, and the aviation petition submitted to the FAA last August.

G. Academics and Student Affairs Committee Report. Trustee Carroll reported that the committee evaluated the addition of a major in Elementary Education, as well as a certificate program or endorsement for Education majors in cultural linguistic diversity.

H. Faculty Senate Report. There was none.

I. Student Government Report. Patricia Ordaz reported that new members of the incoming Student Government Assembly will be completing more than 25 hours of training and work in preparation for the coming year. SGA will be setting goals, developing its strategic plan and vision, discussing professional development and, in particular, handling effective crucial conversations.

SGA is working to improve the first year Runners program, and will hold workshops for students to inform them of the components making up their student fees. SGA will hold quarterly events to build better systems and increase involvement, working to provide feedback on issues that are critical to students.

J. Alumni Report. Board Secretary Loretta Martinez reported that the director of alumni relations, Mark Jastorff, is leaving MSU Denver for an opportunity at Fort Lewis College.

K. AHEC Report. Vice Chair Bookhardt reported that the Auraria Campus received first phase funding for the library renovation in the amount of \$4 million which will cover planning and initial construction. In the most recent long bill, an additional \$17 million was requested, and the board hopes an installment of that money will be received in September.

Representatives from Studioscope Design will soon be presenting their preliminary design for the forthcoming Lawrence Street Mall.

L. Foundation Report. There was none.

INFORMATION ITEM. *(Requires no approval by the Board of Trustees)*

Office of Human Resources revised report of personnel actions for the Board's information which have occurred since the last Board meeting on May 16, 2014.

PUBLIC COMMENT. There were no public comments.

ADJOURNMENT

Chair Lucero officially **adjourned** the meeting at 11:41 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 June 6, 2014.**

BACKGROUND: Report includes appointments of non-temporary faculty and administrators which requires Board approval.

RECOMMENDATION: It is recommended by Metropolitan State University of Denver that the Board of Trustees approve the following actions.

APPOINTMENTS

Mr. Brent R. Metzger, Admission and Enrollment Marketing Coordinator, Annual Salary: \$48,000.00 – Effective June 25, 2014. (ADMINISTRATIVE)

Mr. Robert Vance Ingle, Academic Advisor-LAS Social Sciences and Humanities, Annual Salary: \$44,500.00 – Effective June 2, 2014. (ADMINISTRATIVE)

Mr. Mark K. Smith, Academic Advisor-LAS Social Sciences and Humanities, Annual Salary: \$43,000.00 – Effective June 16, 2014. (ADMINISTRATIVE)

Ms. Carmen Madrid, Academic Advisor-LAS Sciences, Annual Salary: \$41,000.00 – Effective June 16, 2014. (ADMINISTRATIVE)

Ms. Holly Schmitt, Dual Enrollment Coordinator, Annual Salary: \$50,000.00 – Effective May 19, 2014. (ADMINISTRATIVE)

Mr. Tung Nguyen, Database Administrator, Annual Salary: \$76,500.00 – Effective June 1, 2014. (ADMINISTRATIVE)

Mr. James Pembroke, Business Intelligence Report Coordinator, Annual Salary: \$73,000.00 – Effective May 1, 2014. (ADMINISTRATIVE)

Ms. Amy Watanabe, Assistant Volleyball Coach, Annual Salary: \$24,000.00 – Effective July 1, 2014. (ADMINISTRATIVE)

Ms. Kate Burns, Transfer Counselor, Annual Salary: \$36,000.00 – Effective July 1, 2014. (ADMINISTRATIVE)

Mr. Aman Abera, Human Subjects Protection Program Analyst, Annual Salary: \$43,436.00 – Effective July 1, 2014. (ADMINISTRATIVE)

Ms. Tina Wells, Construction Project Manager, Annual Salary: \$85,000.00 – Effective July 7, 2014. (ADMINISTRATIVE)

Ms. Elizabeth Wellington, Office Manager-Human Resources, Annual Salary: \$46,114.00 – Effective July 7, 2014. (ADMINISTRATIVE)

Ms. Marissa Ferrari, Senior Director of Communications, Annual Salary: \$95,500.00 – Effective June 9, 2014. (ADMINISTRATIVE)

Ms. Sarah L. Schulz, Construction Project Manager, Annual Salary: \$87,500.00 – Effective June 30, 2014. (ADMINISTRATIVE)

Ms. Lori Diefenbacher, Individualized Degree Specialist, Annual Salary: \$62,340.00 – Effective June 9, 2014. (ADMINISTRATIVE)

Mr. James Gillen, Associate Athletic Director for Facilities and Community Engagement, Annual Salary: \$65,259.00 – Effective July 17, 2014. (ADMINISTRATIVE)

Dr. Elizabeth Hinde, Dean, School of Education, Annual Salary: \$148,500.00 – Effective September 2, 2014. (ADMINISTRATIVE)

Ms. Kimberly VanHoosier-Carey, Individualized Degree Specialist, Annual Salary: \$62,340.00 – Effective July 1, 2014. (ADMINISTRATIVE)

Ms. Laura Cline, Interim Associate Vice President of University Advancement Operations, Annual Salary: \$125,000.00 – Effective July 1, 2014. (ADMINISTRATIVE)

Mr. Truong "Tom" Phan, Network Administrator, Annual Salary: \$56,000.00 – Effective July 1, 2014. (ADMINISTRATIVE)

Ms. Kelsey Smith, Administrative Assistant for LAS Dean's Office, Annual Salary: \$46,114.00 – Effective August 1, 2014. (ADMINISTRATIVE)

Ms. Ellen Sunbury, Academic Administrative Assistant for Teacher Education, Annual Salary: \$37,000.00 – Effective August 1, 2014. (ADMINISTRATIVE)

Ms. Lori Taylor, Program Manager for Center for Math, Science, and Environmental Education, Annual Salary: \$50,000.00 – Effective August 1, 2014. (ADMINISTRATIVE)

Ms. Caitlin Mobley, Applied Learning Center Coordinator, Annual Salary: \$46,000.00 – Effective August 11, 2014. (ADMINISTRATIVE)

Mr. John Burtness, Vice President for University Advancement and CEO of the MSU Denver Foundation, Annual Salary: \$180,000.00 – Effective October 6, 2014. (ADMINISTRATIVE)

Ms. Elisa Ariane McGhee, Assistant Professor of Aviation & Aerospace, Annual Salary: \$60,000.00 – Effective August 12, 2014. (TENURE-TRACK FACULTY)

Ms. Amy Kern, Assistant Professor of Industrial Design, Annual Salary: \$55,305.00 – Effective August 12, 2014. (TENURE-TRACK FACULTY)

Dr. Emily Ondracek-Peterson, Assistant Professor of Music, Annual Salary: \$49,000.00 – Effective August 12, 2014. (TENURE-TRACK FACULTY)

Ms. Summer R. Trentin, Assistant Professor of Art, Annual Salary: \$50,010.00 – Effective August 12, 2014. (TENURE-TRACK FACULTY)

Dr. Francisco J. Barbosa, Assistant Professor of History, Annual Salary: \$53,500.00 – Effective August 12, 2014. (TENURE-TRACK FACULTY)

APPOINTMENTS (Category II to Category I)

Dr. Kathryn Trujillo, Assistant Professor of Social Work, Annual Salary: \$53,986.00 – Effective August 12, 2014. (TENURE-TRACK FACULTY)

Dr. Emily Matuszewicz, Assistant Professor of Health Professions/ITP, Annual Salary: \$64,096.00 – Effective August 12, 2014. (TENURE-TRACK FACULTY)

Dr. Edgar Maldonado, Assistant Professor of Computer Information Systems, Annual Salary: \$83,175.00 – Effective August 12, 2014. (TENURE-TRACK FACULTY)

Ms. Mita Johnson, Assistant Professor of Human Services, Annual Salary: \$53,721.00 – Effective August 12, 2014. (TENURE-TRACK FACULTY)

Dr. Ethan Tsai, Assistant Professor of Chemistry, Annual Salary: \$51,225.00 – Effective August 12, 2014. (TENURE-TRACK FACULTY)

Ms. Lori Sue Saiki, Assistant Professor of Nursing, Annual Salary: \$59,033.00 – Effective August 12, 2014. (TENURE-TRACK FACULTY)

Mr. Eric Blomfelt, Assistant Professor of Management, Annual Salary: \$85,130.00 – Effective August 12, 2014. (TENURE-TRACK FACULTY)

APPOINTMENTS (Twelve Month Faculty Contract)

Dr. Valerie Borum, Associate Professor of Social Work, Annual Salary: \$59,241.00 – Effective August 1, 2014. (TENURE-TRACK FACULTY)

APPOINTMENTS (Nine Month Faculty Contract TO Twelve Month Faculty Contract)

Dr. Joanne Bailey, Associate Professor of Social Work, Annual Salary: \$76,447.00 – Effective August 1, 2014. (TENURED FACULTY)

APPOINTMENTS (Twelve Month Faculty Contract TO Nine Month Faculty Contract)

Dr. Jane Chapman-Vigil, Professor of English, Annual Salary: \$74,919.00 – Effective August 18, 2014. (TENURED FACULTY)

AGENDA ITEM: Appointment of HLC@Metro, Inc. Board of Directors

BACKGROUND:

On August 19, 2010, the Board of Trustees established a special purpose corporation called HLC@Metro, Inc. to own and operate the Hotel/Hospitality Learning Center. The Board of Trustees approves the appointment of the HLC@Metro, Inc. nine-member board. The bylaws of the corporation indicate the board has representation from the Board of Trustees, the University, the Metropolitan State University of Denver Foundation, Inc. Board and industry experts.

At the July 31, 2014 HLC@Metro, Inc. board of director's meeting, it was unanimously recommended that the MSU Denver Trustees elect Robert Fanch, Andre van Hall, and Joe Vostrejs as members of the HLC@Metro, Inc. board of directors due to their vast industry experience, which will be beneficial to the administration and oversight of HLC@Metro, Inc.

ANALYSIS:

Currently there are three vacant positions within the board of directors. In order for the HLC@Metro, Inc. board to function at its fullest potential, these vacancies need to be filled.

AUTHORITY:

Pursuant to §3.02 of the HLC@Metro, Inc. Bylaws, the Board is required to review and approve appointments to the HLC@Metro, Inc. Board of Directors.

RECOMMENDATION:

The Board of Directors of HLC@Metro, Inc. recommends appointment of the following directors, to the Board of Trustees:

- Robert Fanch, Owner/CEO, Devils Thumb Ranch
- Andre van Hall, Consultant, The Andre van Hall Company, LLC and Adjunct Professor at MSU Denver
- Joe Vostrejs, COO, Larimer Associates

AGENDA ITEM: Authorization to Provide Additional Severance Pay and Ratification of Release and Settlement Agreement

BACKGROUND:

Per the Handbook for Professional Personnel, the Board of Trustees limits the amount of severance that can be paid to an employee to three month's salary and benefits unless the Board provides specific authorization for additional severance pay. Colorado law also limits the amount of severance pay that can be paid by state entities to a former employee unless a bona fide dispute exists allowing for the payment of additional severance to resolve a claim.

On rare occasion, the timing of when a justifiable separation agreement needs to be executed and employment terminated does not coincide with a Board meeting. On such occasion, the President and General Counsel consult with Board leadership to determine if they will provide provisional approval of a separation agreement subject to ratification of the full Board when it next meets. That was done in this specific matter in August of 2014.

RECOMMENDATION:

The President recommends that the Board authorize additional severance pay for the reasons discussed in executive session and ratify the Release and Settlement Agreement presented therein pertaining to a former employee.

AGENDA ITEM: Amended and Restated Memorandum of Understanding (MOU) Between Metropolitan State University of Denver and Metropolitan State University of Denver Foundation, Inc.

BACKGROUND: The proposed amended and restated MOU is intended to set forth the policies and procedures that will contribute to the coordination of the parties' mutual activities, and defines expectations, responsibilities, mutual commitments, relationship and responsibilities relating to the Metropolitan State University of Denver Foundation, Inc. A copy of the MOU and accompanying addendum is attached for your review.

The MOU was drafted by MSU Denver's Foundation Governance Task Force and reviewed by MSU Denver's General Counsel, and appropriate staff from both the University and the Foundation reviewed and commented. The Foundation Governance Task Force Committee discussed and approved adoption of the attached MOU at their September 15, 2014 meeting. The Foundation Board discussed the proposed MOU at their September 27, 2014 meeting and recommended adoption by the Board.

RECOMMENDATION: The President recommends adoption of the attached Memorandum of Understanding between the Foundation and the University by the Board of Trustees.

AMENDED AND RESTATED
MEMORANDUM OF UNDERSTANDING
BETWEEN
METROPOLITAN STATE UNIVERSITY OF DENVER
AND
METROPOLITAN STATE UNIVERSITY OF DENVER FOUNDATION, INC.

THIS MEMORANDUM OF UNDERSTANDING (“Agreement”) is entered into as of this 27th day of September, 2014 by and between the Metropolitan State University of Denver, a public University pursuant to Colorado law (“University”), and the Metropolitan State University of Denver Foundation, Inc. (“Foundation”), a Colorado non-profit corporation.

RECITALS

1. The Foundation was organized and incorporated in 1967 as a Colorado non-profit corporation for the purpose of stimulating voluntary private support from alumni, parents, friends, corporations, foundations and others for the benefit of the University. The Foundation is governed by a Board of Directors (“Foundation Board”), elected pursuant to the Foundation’s governing documents.
2. As stated in its governing documents, the Foundation is a separately incorporated 501(c) (3) tax-exempt organization and is responsible for identifying and nurturing relationships with potential donors and other friends of the University soliciting cash, securities, real and intellectual property, and other private resources for the support of the University, and acknowledging and stewarding such gifts in accordance with donor intent and fiduciary responsibilities. As such, the Foundation is dedicated to assisting the University by fostering a culture of philanthropy, growing the endowment and providing financial and other support for long-term academic and other University priorities.
3. The Board of Trustees of the University (“Board of Trustees”) is responsible for the performance and oversight of the mission, leadership and operations of the University.
4. The University and its Board of Trustees desire to support and empower the Foundation to pursue its mission and to advance the Foundation’s role in fundraising and other activities in support of the University’s strategic plans.
5. The University and the Foundation entered into that certain Memorandum of Understanding dated July, 2008 (“Prior MOU”), and the parties now desire to update, amend and restate the Prior MOU as set forth hereinafter.

NOW THEREFORE, in consideration of the mutual commitments herein contained, and other good and valuable consideration, receipt of which is hereby acknowledged, the parties agree as follows:

ARTICLE ONE

INCORPORATION OF RECITALS

1.1 **Incorporation of Recitals.** All and each of the Recitals to this Agreement numbered one (1) through five (5) set forth above are hereby incorporated herein as a substantive part of this Agreement as though set forth hereinafter.

ARTICLE TWO

UNIVERSITY SYSTEM RESPONSIBILITIES

2.1 **Repository Designation / Use of University Name.** The University hereby designates the Foundation as the repository of private gifts made in support of the University unless otherwise specified by the donor. Consistent with its mission to help to advance the plans and objectives of the University, the University grants the Foundation the use of the name "University" in connection with the operations of the Foundation, as well as the seal and logotype of the University in the fundraising and promotion of the University.

2.2 **University Priorities / Foundation Support.** The Board of Trustees is responsible for determining the University's priorities and communication through the University President its desired involvement of the Foundation in certain of those priorities. In furtherance thereof, the Foundation has established Funding Guidelines and Procedures to provide an objective evaluation process by which the Foundation determines, in cooperation with the University President, the Foundation's level of participation in the funding of the University's stated priorities.

2.3 **University Priorities/Communications.** The University President is responsible for communicating to the Foundation on a regular basis the priorities and long-term plans of the University, as approved by the Board of Trustees.

2.4 **Confidential Records.** The University recognizes that the Foundation is a separate, private non-profit corporation with the authority to keep all records and data confidential, consistent with the law. The University shall establish and enforce policies that support the Foundation's ability to respect the privacy and confidentiality of donor records.

2.5 **President / Foundation Board Member (Ex-Officio).** The University President shall serve as an ex-officio non-voting member of the Foundation Board and shall assume a prominent role in fundraising activities.

2.6 **Board of Trustees Chair/ Foundation Board Member (Ex-Officio).** The Chair of the University's Board of Trustees shall be an ex-officio non-voting member of the Foundation Board of Directors. A designee of the Chair may serve as the ex-officio non-voting member of the Foundation Board and shall serve a one-year term. The trustee serving as an ex-officio non-voting member would be selected by the Board of Trustees Chair annually in consultation with the Foundation Board Chair and may serve successive terms.

2.7 **Retention & Reporting of Foundation CEO/VP for University Advancement.** The University acknowledges that the President and Chief Executive Officer ("CEO") of the Foundation / Vice President of University Advancement ("Foundation CEO/VP Advancement") shall be recruited, hired, assessed and, as necessary, terminated by the Foundation, in consultation with the University President, and shall have a dual reporting function serving two distinct separate entities, as follows: (a) under the direction and control of the Foundation Board Chair as the Foundation's President and CEO; and (b) under the direction and control of the University President as the University's Vice President of University Advancement. The Foundation Board Chair and the University President shall coordinate and collaborate on the day-to-day functions of the Foundation CEO/VP Advancement.

2.8 **University President's Cabinet.** The Foundation CEO/VP Advancement shall be included as a member of the University President's cabinet and senior administrative team.

2.9 **University Strategic Planning.** The University shall include the Foundation as an active and prominent participant in strategic planning for the University.

2.10 **University/ Foundation Coordination.** The University recognizes that the Foundation bears major responsibility for fundraising. University representatives will coordinate all fundraising initiatives, including without any limitation major gifts solicitations, with the Foundation. The University President and other senior administrators of the University will work in conjunction with the Foundation Board Chair and the Foundation CEO/VP Advancement to identify, cultivate and solicit prospects for private gifts.

2.11 **University / Donor Intent.** The University shall ensure that gift funds and other privately contributed resources are used in compliance with donor intent.

2.12 **University / Foundation Support.** In order for the Foundation to fulfill its role and mission, the University will provide a University Advancement department, including but not limited to University Advancement staff, offices and what is required for the day-to-day management and operations of the department as prioritized and requested by the Foundation.

ARTICLE THREE

FOUNDATION RESPONSIBILITIES

3.1 **Foundation's Tax-Exempt Status.** The Foundation shall maintain its status as a separately incorporated 501(c)(3) tax-exempt nonprofit organization created to raise, manage, distribute, and steward private resources to support the various priorities of the University.

3.2 **Approval of Other 501(c)(3) entities.** The Foundation Board and the Board of Trustees must approve in advance any other entity wishing to be established as a 501(c)(3) to support the University.

3.3 **Foundation Board / Asset Management & Operations.** The Foundation Board is responsible for the control and management of all assets of the Foundation, including the prudent management of all gifts, consistent with donor intent. The Foundation Board is responsible for the performance and oversight of all aspects of its operations based on a set of bylaws consistent with best practices that clearly addresses the Board of Director's fiduciary responsibilities, including expectations of individual board members based upon ethical guidelines and policies. The Foundation's asset management duties include:

(a) The Foundation will receive, hold, manage, invest and disburse contributions of cash, securities, patents, copyrights and other forms of property, including immediately vesting gifts and deferred gifts that are contributed in the form of planned and deferred-gift instruments.

(b) The Foundation will maintain prudent asset-allocation, disbursement and spending policies that adhere to applicable federal and state laws including the Uniform Prudent Management of Institutional Funds Act (UPMIFA) as amended from time to time.

(c) The Foundation will engage an independent accounting firm annually to conduct an audit of the Foundation's financial and operational records and will provide the University with a copy of the annual audited financial statements, including any management letters.

(d) The Foundation will establish internal controls and other enterprise risk management practices commensurate with the Foundation Board's fiduciary responsibility.

3.4 **Conflicts of Interest.** The Foundation shall establish and enforce policies to identify and manage potential conflicts of interest and ensure that Foundation assets do not directly or indirectly unduly benefit an individual or other person.

3.5 **Foundation CEO/VP for University Advancement.** In furtherance of Section 2.7 set forth above in this Agreement, the Foundation has ultimate authority for the recruitment, hiring, evaluation and termination of its CEO/VP for University Advancement; provided, however, and respecting the dual reporting of the Foundation CEO/VP for University Advancement as a result of the additional role as VP for University Advancement, the University President will be

included as a participant in discussion and decision-making regarding the recruitment, hiring, evaluation, and any termination of the Foundation CEO/VP for University Advancement.

3.6 **Foundation Personnel**. The Foundation currently contracts with the University for the University to employ the personnel to provide executive services and manage the private contributions, distributions, and day to day operations for, and under the direction and control of, the Foundation.

In connection with its activities as further described in this Agreement, the Foundation will reimburse the University, in full or in part, for such personnel necessary for the Foundation to carry out its purposes, initially as is further set forth in that certain "Addendum" which is attached hereto and incorporated herein by this reference. The Addendum may be updated from time-to-time which updated Addendum, upon mutual execution, will be attached hereto and incorporated herein in the place and stead of the current Addendum.

3.7 **Discretionary Fund**. The Foundation may earmark a portion of its unrestricted funds to a discretionary fund for the use by the University President and will either transfer a percentage of those funds annually to the University in compliance with state law and University policies or reimburse appropriate expenditures of the University President.

When the Board of Trustees for the University considers that spousal travel with the University President is important to University advancement and relations, the Foundation will reimburse the University for the cost of reasonable and justifiable spousal travel from the discretionary funds provided and within agreed budgetary limits.

3.8 **Access to Records**. The Foundation will provide the University with access to data and records on a need-to-know basis in accordance with applicable laws, Foundation policies, and guidelines. The Foundation will provide copies of its annual report and other information that may be publicly released.

3.9 **Fundraising**.

(a) The Foundation shall create an environment conducive to increasing levels of private support for the mission and priorities of the University.

(b) The Foundation is responsible for planning and executing comprehensive fundraising and donor-acquisition programs in support of the strategic priorities identified by the University President and the Board of Trustees. These programs include annual giving, major gifts, planned gifts, special projects and campaigns as appropriate.

(c) The Foundation will establish, adhere to, and periodically assess its gift-management and acceptance policies. It will promptly acknowledge and issue receipts for all gifts and provide appropriate recognition and stewardship of such gifts.

(d) The Foundation shall not accept grants from state or federal agencies, except in

special circumstances that are approved by the Foundation Board and the governmental agency.

3.10 **Donor Intent.** The Foundation shall establish and enforce policies to protect donor confidentiality and rights generally and consistently in accordance with the "Donor Bill of Rights" developed by the American Association of Fund-Raising Counsel (AAFRC), Association for Healthcare Philanthropy (AHP), Council for Advancement and Support of Education (CASE), and the Association of Fundraising Professionals (AFP).

3.11 **Foundation Ventures.** The Foundation will pursue and manage additional ventures with other entities in support of the University's priorities, including by way of current example, the University's Alumni Association and HLC @ Metro, Inc.

3.12 **Entrepreneurial Activities.**

(a) The Foundation will explore current opportunities, including acquisition and management of real estate or personal property on behalf of the University, for future allocation, transfer or use.

(b) The Foundation may serve as an instrument for entrepreneurial activities for the University and engage in such activities as purchasing, developing, or managing real estate for campus expansion, student housing or other University facility needs or desires, or participating in joint ventures that advance the mission of the University. It also may hold licensing agreements and other forms of intellectual property, borrow or guarantee debt issued by third parties, or engage in other activities to increase Foundation revenues with no direct connection to the University's purpose and in compliance with the Foundation's tax-exempt status.

3.13 **Finances & Administration.**

(a) **Transfer of Funds:**

(i) The Foundation will transfer funds to the designated entity within the University in compliance with applicable laws, University and Foundation policies, and gift agreements.

(ii) The Foundation will disclose any terms, conditions or limitations imposed by donor or legal determination on the gift. The University will abide by such restrictions and provide appropriate documentation.

(iii) The Foundation's disbursements on behalf of the University must be reasonable business expenses that support the University, are consistent with donor intent and do not conflict with the law.

(b) **Funding / In-Kind Support:**

(i) The Foundation has the right to use the annual unrestricted funds, assess reasonable fees for services including fees on gifts, endowed funds and other investments.

(ii) The Foundation, in collaboration with the University, is responsible for establishing a financial plan to underwrite the cost of Foundation programs, operations and services.

(iii) In consideration of Foundation services including, but not limited to, those enumerated in this Agreement, the University will provide the Foundation with in-kind support as requested by the Foundation from time to time.

iv) The Foundation will provide the University with access to data and records on a need-to-know basis in accordance with applicable laws, Foundation policies and guidelines. The Foundation will provide copies of its annual report and other information that may be publicly released.

ARTICLE FOUR

MISCELLANEOUS PROVISIONS

4.1 **Quarterly Meetings.** To ensure effective implementation of the terms of this Agreement, the University and Foundation, through their designated officers and board representatives, shall hold quarterly meetings to foster and maintain productive and collaborative relationships and to ensure open and continuing communications and alignment of priorities.

4.2 **Review & Update Agreement.** The University and Foundation will review and amend this agreement at least every five years.

4.3 **Termination.**

(a) **General termination.** Either party may terminate this Agreement upon ninety (90) days prior written notice to: (i) in the case of notice from the University, to the Foundation CEO/VP Advancement and the Foundation Board Chair; and (ii.) in the case of notice from the Foundation, to the University President and the Board of Trustees Chair; provided, however, that the party initiating termination of this Agreement must act in good faith to provide an opportunity for a meeting to include University and Foundation Presidents and Board Chairs (or the Board Chairs' designees) within thirty (30) days of the date of the initial written notice of termination the Agreement set forth above.

(b) Specified Default / Termination. Notwithstanding the general termination provisions set forth above, either party to this Agreement may terminate this Agreement in the event the other party defaults in the performance of its obligations and fails to cure the default within a reasonable time after receiving from the non-defaulting party a show-cause notice in writing to the respective executive and Board Chair of the defaulting party.

(c) Reimbursement Upon Termination. If the University terminates this Agreement, the Foundation may require the University to pay, within one hundred eighty (180) days of written notice, all debts incurred by the Foundation on the University's behalf, including but not limited to, lease payments, advanced funds, and funds borrowed for specific University-related initiatives. If the Foundation terminates this Agreement, the University may require the Foundation to pay debts it holds on behalf of the Foundation in like manner.

(d) Foundation / Distributions. Consistent with provisions appearing in the Foundation's bylaws and its articles of incorporation, should the Foundation cease to exist or cease to be an Internal Revenue Code 501(c)(3) tax-exempt nonprofit corporation, the Foundation will transfer its assets and property to the University, to a reincorporated successor Foundation, to another 501(c)(3) organization affiliated with the University, or to the state or federal government for public purposes, in accordance with the law and donor intent.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized officers as of the day and date first above written.

Chair
Metropolitan State University of Denver
Board of Trustees

Date: _____

Chair
Metropolitan State University of Denver
Foundation, Inc.

Date: _____

President,
Metropolitan State University of Denver

Date: _____

President and CEO,
Metropolitan State University of Denver
Foundation, Inc.

Date: _____

**ADDENDUM
TO
MEMORANDUM OF UNDERSTANDING
BETWEEN
METROPOLITAN STATE UNIVERSITY OF DENVER
AND
METROPOLITAN STATE UNIVERSITY OF DENVER FOUNDATION, INC.**

<u>Foundation Personnel</u>	<u>Current Employee</u>	<u>Salary Amount to be Reimbursed</u>
President/CEO of the Foundation	John Burtress	15% of annual salary/fringe
Foundation Chief Financial Officer	Steve DeVisser	68.2% of annual salary/fringe
Staff Accountant	Michael Schiffmacher	75% of annual salary/fringe
Executive Assistant to the Foundation Board	Jeanne Olson	100% of annual salary/fringe

AGENDA ITEM: Preliminary Review and Amendments to the MSU Denver Naming Policy Statement

BACKGROUND: The following document represents the outcomes of the initial discussion of the MSU Denver Foundation Naming Policy Task Force. It is the intention of this Task Force to update the current existing MSU Denver Naming Policies to conform with the best standard practices as adopted by other major Colorado institutions, as well as by our national peers.

Furthermore, it is the intention of the Task Force to narrate such policies in a manner that is donor focused and is presented in a concise and articulate manner. A “*Guide to Giving*” will be created for marketing purposes. A “*Naming Policy Manual*” will be developed that delineates the required details of specific policies and procedures.

Today, the Task Force is presenting its DRAFT **funding** guidelines for naming opportunities. The information contained herein relating to *Endowed* positions was recommended not only by the Provost and Deans, but was also determined through market analysis of other Colorado institutions. Funding formulas for named buildings is based upon general practices.

Additionally, the Committee has presented several key issues that will require further discussion and research as they pertain to the “life” of a named building and the appropriate pledge period.

RECOMMENDATION: The MSU Denver Foundation would appreciate your thoughts regarding this initial DRAFT. The Naming Task Force Committee shall then move forward in amending said policies to return for the Board of Trustees approval at a future meeting.

“We are well on our way toward becoming a university that is an epicenter for urban excellence, that applies intellect and heart to create lasting community impact, and that provides an exceptional education of great value.” --- President Stephen Jordan

Metropolitan State University of Denver Foundation Overview of Foundation Naming Rights Policies

The Metropolitan State University of Denver Foundation believes that the **values** and **impact** defined through these ***Naming Rights Policies*** will not only align generosity and pride, but will provide a sustainable future that will forever positively impact the transformation of lives, communities and higher education.

Metropolitan State University of Denver Foundation currently has five types of endowments, which include naming opportunities. In addition, these policies detail the guidelines for the naming of buildings, parts of buildings, complexes and other facilities.

Each of these named opportunities and endowed funds help to ensure the continued excellence of University facilities and programs.

Endowments:

Endowed chairs may be established with a gift of \$3,500,000 or more.

Endowed Professorship may be established with a gift of \$2,000,000 or more.

Endowed Faculty Fellowships may be established with a gift of \$500,000 or more.

Endowed Dean’s Innovation Fund may be established with a gift of \$500,000 or more.

Endowed Scholarships may be established with a gift of \$25,000 or more.

Naming Conventions Policy Discussions:

A building, part of a building, complex, or other facility may be supported in whole or in part through funds received as donations. When considering naming a building, part of a building, complex or other facility, the value of the gift in relation to the capital cost of the structure should be considered. **Generally, naming rights will be considered if the value of the gift covers half or more of the estimated initial cost Total Cost of Operation (TCO); or, in the case of an existing structure or area, a substantial portion of the insurable value.** Normally, meeting more than half of the capital costs of a building, part of a building; complex or other facility may warrant consideration of granting naming rights to a donor. However, because cost is not the only factor of consideration, the greater-than-half-the cost requirement is only used as a rule of thumb.

The initial duration of the naming recognition shall be limited to a **maximum of 25 years** and may allow for an extended naming recognition period after the then-current relationship and reputational information has been reviewed.

In gift-generated naming, pledges paid over a period of time, typically no more than **5 years**, are acceptable for current naming of administrative units/facility/ interior and exterior spaces.

Irrevocable planned gifts may generate current naming if current cash flow considerations are not an issue for the requesting administrative unit/facility interior and exterior space.

AGENDA ITEM: Office of Human Resources report of personnel actions for the Board's information, which have occurred since the last Board Meeting on June 6, 2014.

BACKGROUND: Report includes appointments, resignations, retirements, reassignments, reclassifications, salary adjustments, FTE reductions, leave without pay, and leave without benefits which are delegated to the President and do not require approval by the Board of Trustees.

INFORMATION: The following personnel items are presented to the Board of Trustees as information.

APPOINTMENTS

Dr. Adjoa Robinson, Lecturer of Social Work, Annual Salary: \$48,590.00 – Effective August 12, 2014. (CATEGORY II FACULTY)

Dr. Julio C. Proano, Lecturer of Electrical Engineering Technology, Annual Salary: \$61,200.00 – Effective August 12, 2014. (CATEGORY II FACULTY)

Ms. Andrea Siebert Peterson, Lecturer of Hospitality, Tourism and Events, Annual Salary: \$53,991.00 – Effective August 12, 2014. (CATEGORY II FACULTY)

Dr. Vida Melvin, Lecturer of Biology, Annual Salary: \$46,890.00 – Effective August 12, 2014. (CATEGORY II FACULTY)

Dr. Meredith Jeffers, Lecturer of Modern Languages, Annual Salary: \$44,363.00 – Effective August 12, 2014. (CATEGORY II FACULTY)

Mr. Jason Dougherty, Lecturer of Music, Annual Salary: \$44,000.00 at .50FTE – Effective August 12, 2014. (CATEGORY II FACULTY)

Mr. Mark Stamper, Lecturer of Music, Annual Salary: \$44,000.00 at .50FTE – Effective August 12, 2014. (CATEGORY II FACULTY)

Dr. David Farrell, Lecturer of Music, Annual Salary: \$44,000.00 – Effective August 12, 2014. (CATEGORY II FACULTY)

Mr. Samuel Jay, Lecturer of Communication, Arts and Sciences, Annual Salary: \$47,650.00 – Effective August 12, 2014. (CATEGORY II FACULTY)

Mr. William Huddy, Lecturer of Communication, Arts and Sciences, Annual Salary: \$47,650.00 – Effective August 12, 2014. (CATEGORY II FACULTY)

Ms. Lisa Irvin, Lecturer of Communication, Arts and Sciences, Annual Salary: \$47,650.00 – Effective August 12, 2014. (CATEGORY II FACULTY)

Ms. Amy Zsohar, Lecturer of Communication, Arts and Sciences, Annual Salary: \$47,650.00 – Effective August 12, 2014. (CATEGORY II FACULTY)

Ms. Caroline Cabrera, Lecturer of English, Annual Salary: \$42,500.00 – Effective August 12, 2014. (CATEGORY II FACULTY)

Ms. Katherine Miller, Interim Manager of Co-Curricular Programs, Annual Salary: \$31,200.00 – Effective July 1, 2014. (TEMPORARY/ADMINISTRATIVE)

Mr. Dwight Gentry, Brother to Brother Coordinator, Annual Salary: \$40,000.00 at .50FTE – Effective August 1, 2014. (TEMPORARY/ADMINISTRATIVE)

APPOINTMENTS (Category II-Lecturer) to (Category II-Senior Lecturer-Multi Year)

Ms. Jacquelyn Benton, Senior Lecturer of Africana Studies, Annual Salary: \$50,353.00 – Effective August 18, 2014.

Mr. Keith Fevurly, Senior Lecturer of Finance, Annual Salary: \$85,040.00 – Effective August 18, 2014.

Mr. Matthew Maher, Senior Lecturer of History, Annual Salary: \$43,554.00 – Effective August 18, 2014.

Dr. Ashby Butnor, Senior Lecturer of First Year Success, Annual Salary: \$56,299.00 – Effective August 18, 2014.

Mr. Kevin Rucker, Senior Lecturer of History, Annual Salary: \$43,554.00 – Effective August 18, 2014.

Ms. Simona Sansovini, Senior Lecturer of Modern Languages, Annual Salary: \$48,277.00 – Effective August 18, 2014.

Ms. Leslee Wright, Senior Lecturer of English, Annual Salary: \$48,040.00 – Effective August 18, 2014.

Ms. Ellen Slatkin, Senior Lecturer of History, Annual Salary: \$43,554.00 – Effective August 18, 2014.

Ms. Wendy Gallagher, Senior Lecturer of Modern Languages, Annual Salary: \$45,053.00 – Effective August 18, 2014.

APPOINTMENTS (Category II-Lecturer) to (Category II-Senior Lecturer ONLY)

Ms. Barbara Gabriel, Senior Lecturer of First Year Success, Annual Salary: \$43,554.00 – Effective August 18, 2014.

Mr. Jose Quintana, Senior Lecturer of Chicana/o Studies, Annual Salary: \$48,200.00 – Effective August 18, 2014.

APPOINTMENTS (Category II-Multi Year ONLY)

Mr. Scott Sherwood, Director, Center for Professional Selling of Marketing, Annual Salary: \$80,200.00 – Effective August 18, 2014.

Mr. C. Doug Hurst, Professional in Residence of Accounting, Annual Salary: \$87,330.00 – Effective August 18, 2014.

Mr. Joseph Giordano, Professional in Residence of Accounting, Annual Salary: \$87,330.00 – Effective August 18, 2014.

Mr. David Dirks, Professional in Residence of Accounting, Annual Salary: \$87,330.00 – Effective August 18, 2014.

Ms. Adrian Shopp, Professional in Residence of Finance, Annual Salary: \$83,540.00 – Effective August 18, 2014.

Mr. James Murphy, Professional in Residence of Accounting, Annual Salary: \$87,330.00 – Effective August 18, 2014.

Dr. Allan Rosenbaum, Tax Executive in Residence of Accounting, Annual Salary: \$89,571.00 – Effective August 18, 2014.

Mr. Darrin Duber-Smith, Senior Lecturer of Marketing, Annual Salary: \$80,200.00 – Effective August 18, 2014.

Ms. Annette Lege, Senior Lecturer of Computer Information Systems, Annual Salary: \$75,157.00 – Effective August 18, 2014.

Dr. Derek Everett, Lecturer of History, Annual Salary: \$47,873.00 – Effective August 18, 2014.

Dr. Vicky Seehusen, Senior Lecturer of First Year Success, Annual Salary: \$75,157.00 – Effective August 18, 2014.

Ms. Lisa Grady Willis, Lecturer of First Year Success, Annual Salary: \$49,799.00 – Effective August 18, 2014.

Ms. Margaret Garcia, Lecturer of First Year Success, Annual Salary: \$46,490.00 – Effective August 18, 2014.

Ms. Anne Keller, Lecturer of Nutrition, Annual Salary: \$48,308.00 – Effective August 18, 2014.

Mr. Philip Skaff, Lecturer of Nutrition, Annual Salary: \$48,308.00 – Effective August 18, 2014.

APPOINTMENTS (Category III-Affiliate) to (Category II-Lecturer)

Mr. Abram Claycomb, Lecturer of Engineering Technology Systems, Annual Salary: \$61,200.00 at .50FTE – Effective August 12, 2014 to December 13, 2014.

Mr. David Devine, Lecturer of Music, Annual Salary: \$44,000.00 – Effective August 12, 2014.

Mr. Owen S. Herman, Lecturer of Computer Information Systems, Annual Salary: \$35,045.00 – Effective August 12, 2014.

Ms. Maria Carolina Payares-Asprino, Lecturer of Engineering Technology Systems, Annual Salary: \$61,200.00 at .50FTE – Effective August 12, 2014.

Mr. Jonathon Seggelke, Lecturer of English, Annual Salary: \$42,500.00 – Effective August 12, 2014.

Ms. Sarah Schliemann, Lecturer of Earth and Atmospheric Sciences, Annual Salary: \$44,525.00 – Effective August 12, 2014.

Dr. Erik Brodnax, Lecturer of Anthropology, Annual Salary: \$44,718.00 – Effective August 12, 2014.

Ms. Karen Taylor, Lecturer in Teacher Education/Secondary Education/K-12, Annual Salary: \$51,312.00 – Effective August 12, 2014.

RESIGNATIONS

Ms. Lynne Zhao-Bowden, Lecturer of Engineering Technology, Effective May 31, 2014.
(Personal Reasons)

Dr. Virginia McCarver, Assistant Professor of Communications, Arts and Sciences, Effective June 16, 2014.
(Accepted position outside of University)

Mr. Brian W. Evans, Assistant Professor of Art, Effective August 31, 2014.
(Contract Ended)

Dr. Tom E. Yoon, Assistant Professor of Computer Information Systems, Effective July 18, 2014.
(Accepted position outside of University)

Dr. Joanne Odden, Associate Professor of Biology, Effective August 11, 2014.
(Accepted position outside of University)

Dr. Angela R. Powers, Assistant Professor of Secondary Education, Effective August 5, 2014.
(Personal Reasons)

Dr. Heather Graham, Assistant Professor of Art History, Effective August 5, 2014.
(Personal Reasons)

Dr. Gregory E. Dunn, Assistant Professor of Hospitality, Tourism and Events, Effective August 2, 2014.
(Accepted position outside of University)

Mr. Derrick E. Haynes, Director, Student Academic Success, Effective May 30, 2014.
(Accepted position outside of University)

Mr. Mark A. Jastorff, Executive Director, Alumni Assoc & Relations, Effective June 13, 2014.
(Accepted position outside of University)

Ms. Ipek Turkyilmaz, Assistant Women's Basketball Coach, Effective June 18, 2014.
(Accepted position outside of University)

Ms. Laura Dedmon, Development Writer, Effective June 27, 2014.
(Personal Reasons)

Mr. Timothy A. Bond, Academic Advisor, Effective July 7, 2014.
(Accepted position outside of University)

Ms. Amy Tancig, Business & Development Director, CVA, Effective July 11, 2014.
(Contract Ended)

Mr. Matthew Forcella, Scholar Success Specialist, Effective July 31, 2014.
(Accepted position outside of University)

Mr. Todd R. Wolfe, Project Coordinator, Effective August 1, 2014.
(Accepted position outside of University)

Ms. Connie Sanders, Veteran's Certifying Official, Effective August 8, 2014.
(Accepted position outside of University)

Ms. Gloria Kochan, Program Associate, CUE, Effective August 18, 2014.
(Contract Ended)

Ms. Phuong (Cindy) Nguyen, Senior Admissions Counselor, Effective August 27, 2014.
(Accepted position outside of University)

RETIREMENTS

Dr. Larry Curry, Professional in Residence of Social Work, Effective April 30, 2014.

Dr. Susan L. Cook, Professor of Communication, Arts and Sciences, Effective May 30, 2014.

Dr. Eugene W. Saxe, Professor of English, Effective August 7, 2014.

Ms. Robin H. Watson, Lecturer of Human Services, Effective July 31, 2014.

PROMOTIONS

Ms. Jennifer Dechant, Facilities Office Manager, Annual Salary: \$48,420.00 – Effective August 1, 2014. (FROM Data Specialist (\$46,114.00)) TO Facilities Office Manager (\$48,420.00))

Dr. Sandra D. Haynes, Dean, College of Professional Studies, Annual Salary: \$178,000.00 – Effective September 1, 2014. (Promotion and salary adjustment resulting from revision of job duties and CUPA assessment)

REASSIGNMENTS

Dr. Tanya Greathouse, Lecturer of Social Work, Annual Salary: \$48,590.00 – Effective August 12, 2014. (FROM Associate Director of Graduate Field Education (\$57,151.00)) TO Lecturer of Social Work (\$48,590.00)) (FROM ADMINISTRATIVE TO CATEGORY II FACULTY)

Mr. Mark Kochesky, Academic Advisor-LAS Teacher Education, Annual Salary: \$41,000.00 – Effective June 2, 2014. (FROM Welcome Desk Coordinator (\$36,720.00)) TO Academic Advisor-LAS Teacher Education (\$41,000.00))

Mr. Mark Isenburg, Internship Coordinator, Annual Salary: \$51,000.00 – Effective September 2, 2014. (FROM Applied Learning Center Specialist (\$49,980.00)) TO Internship Coordinator (\$51,000.00))

Mr. Evan Bowles, Help Desk Manager, Annual Salary: \$57,672.00 – Effective June 1, 2014. (CLASSIFIED TO ADMINISTRATIVE)

Mr. Frankie J. Trujillo Jr., Applied Learning Center Budget and Fiscal Manager, Annual Salary: \$49,898.00 – Effective August 1, 2014. (CLASSIFIED TO ADMINISTRATIVE)

Mr. Michael Erskine, Assistant Director, ETC-Learning Spaces, Annual Salary: \$69,743.00 – Effective August 1, 2014. (CLASSIFIED TO ADMINISTRATIVE)

Mr. Gregory J. Geissler, Director of Special Projects & Grant Writing, Annual Salary: \$100,815.00 – Effective July 1, 2014. (FROM Assistant VP for Development (\$98,838.00)) TO Director of Special Projects & Grant Writing (\$100,815.00))

RECLASSIFICATIONS

Mr. John W. Thompson, Facilities Manager, Annual Salary: \$59,823.00 – Effective July 1, 2014. (FROM Facilities Coordinator (\$51,000.00)) TO Facilities Manager (\$59,823.00))

SALARY ADJUSTMENTS

Ms. Liza Larsen, Director of Accounting, Annual Salary: \$98,470.00 – Effective July 1, 2014. (Salary Increase due to added responsibility)

FTE REDUCTION

Mr. Marc Rodriguez, PAT Coordinator-Family Literacy, Annual Salary: \$40,591.00 from 1.00FTE to .20FTE – Effective August 1, 2014. (TEMPORARY/ADMINISTRATIVE)

LEAVE WITHOUT PAY W/O BENEFITS

Dr. Azure Avery, Assistant Professor of Physics, August 18, 2014 through August 17, 2015.

LEAVE WITHOUT PAY WITH BENEFITS

Dr. Jackie L. Gurley, Assistant Professor of SEECRET, August 18, 2014 through December 13, 2014.