



President's Cabinet Agenda
November 17, 2021
10:00-11:30am

I. Approval of October 20, 2021 Minutes

II. President's Update (10:00-10:15)- Janine Davidson, Ph.D., President

- The displaced Aurarian's scholarship has been expanded. This scholarship provides coverage for undergraduate education for descendants of native peoples who were displaced in the Auraria area.
- President Davidson recognizes that the MSU Denver campus exists on the lands of the Arapahoe, Cheyenne, Sioux, Shoshone Ute and other Native American peoples
- MSU Denver's Native Indigenous Student Alliance is hosting several events:
 - 11/20 5 PM - Event focused on the epidemic of missing and murdered indigenous women
 - 11/26 – Virtual conversation with a survivor of the movement to assimilate native Americans into boarding schools
- Final Phases of the Search for Chief Strategy Officer are in progress. Interviews with finalists to happen the week of Nov. 15th
- MSU Denver awarded the Goldseal from the national All In Campus Democracy Voting Challenge. MSU Denver was awarded for having voter turnout in the 70th percentile range (75%) for the 2020 general election
 - Among eligible students at MSU Denver, voter turnout was at 88% for the 2020 General Election
 - Dr. Elizabeth Parmelee recognized by the All In Campus Democracy Challenge with the Standout Administrator award for her efforts in engaging MSU Denver students in civic activism and voting. She is one of two national award winners
- One-time funds to be invested in our people, classrooms and technology
- Commencement Ceremonies scheduled for Dec. 17th at the Colorado Convention Center.
 - General Laura Richardson an MSU alumnus and highest-ranking woman in the United States military is the keynote speaker
 - Former Governor Roy Romer to receive the second Marathon Award

III. COVID-19 Update (10:15-10:25)– Leone Dick, Chief of Staff to the Vice President for Administration and Finance/COO

- MSU Denver on campus positivity rate is 3.4%
 - DDPHE Positivity rate is 7.2%.
 - CDPHE Positivity rate is 10%.

- Colorado is #2 state for positive cases this week per capita (Week of Nov. 15th)
- On Campus student Vaccination Status 90%
- Employee Vaccination Status 98%
- Holiday Break Reminders - Observe CDC travel guidelines.
- Fall Break: COVID-19 testing center to be closed on Thanksgiving and the day after (11/25-11/26)
- Winter Break: COVID-19 testing center to be closed from December 24th- January 3rd

IV. **Roadrunners Rising: Announcing MSU Denver's First Comprehensive Campaign (10:30-10:50)** – Christine Marquez-Hudson, vice president and executive director, University Advancement and MSU Denver Foundation, Jamie Hurst, assistant vice president for Strategic Engagement, Kim Castelo-Dima, Campaign Consultant

- The Campaign theme, Roadrunners Rising, embodies the upward mobility that is at the Core of MSU Denver's vision.
- Tell Our Story. 1) Show, 2) Engage, 3) Create
 - Show: Discover MSU Denver Experience by engaging with the fullness of our lives
 - Engage: Demonstrate the need for support and craft avenues for engagement
 - Create: Unify our communities, partners and advocates to create an inclusive sense of belonging at MSU Denver
- The storytelling will illustrate the need for the investment and impact we seek
- Focus on our strength in diversity - 51% of MSU Denver undergraduate students are students of color
- Campaign Pillars:
 - 1) Facilitating Student Success
 - 2) Cultivating Inclusive Excellence
 - 3) Creating Classroom to career pathways
 - 4) Addressing Colorado's Talent Pipeline.
- Facilitating Student Success: Scholarships combined with Wrap-Around Services, Investing in Student Programming and Care. Scaling & Sustaining Wrap Around Services
- Cultivating Inclusive Excellence: Growing the Faculty Fellows Program, Scaling Teaching Assistant Program. Sustaining the ACUE (Association of Colleges & University Educators) cohort that improves teaching practices = student engagement/retention
- Creating Classroom to Career Pathways: Classroom to Career Hub (C2 Hub), Mentoring, Earn and Learn
- Addressing Colorado's Talent Pipeline: Health Institute, Office of Education Solutions, Center of Entrepreneurship.
- Campaign Timeline: Currently in Phase 3: Silent Phase (Q2 2021-Q2 2022)

V. **Policy Updates (10:50-11:10)**- Staff Alternative Work Arrangements Policy Guide – Rebecca Reid, Senior Program Manager, Learning & Development, Nicholas Stancil, Deputy General Counsel

- Overview: AWA Policy, AWA Guide, Individual and Team Tools, Leadership Development Resources and Next Steps
- AWA Policy: Broad guidelines to foster flexibility. The supervisor and employee to work collaboratively, engaging others on the work team as appropriate, to discuss and develop any potential alternative work arrangements that achieve University goals and meet the needs of the employees and the team.
- AWA Guide:
 - 1) Guiding Principles: Mission first, people always. Equitable consideration, not equal outcomes.
 - 2) Roles and Responsibilities: Employees, Supervisors, Senior Leaders, Human Resources. Assessing AWA Sustainability
 - 3) Types of AWAs: Definitions and Examples. Special Considerations for Remote Work
 - 4) AWAs in Practice: Steps to Request an AWA. Tips for Supervisors and Employees.
- Individual and Team Tools: Employee Self-Reflection, Supervisor Self-Reflection, Team Conversation Guide and Agreement
- Leadership Development Resources - SharePoint available to anyone with MSU Denver login credentials.
- Next Steps: ADKAR: Awareness, Desire, Knowledge, Ability, and Reinforcement.
- Question: Do I need to report to HR that my staff has an AWA?
 - 1) Answer: No
- Question: Where can we find the Guide?
 - 1) Answer: Once approved, and finalized it will be found on the Leadership Development Website.

VI. **Round Robin Updates (11:15-11:30)**

- A. Edward Brown, Chief of Staff-Encourages attendance at the Women's volleyball games as they are making MSU Denver history
- B. Michael Benitez, vice president, Diversity and Inclusion-
 - Hosting the 2021 Film Premiere of "Great Colorado Women" a film series of notable women in Colorado's history. MSU Denver's own, Rachel Noel, a past Chair of the Africana Studies Department, film will be featured at this event in the CAVEA.
- C. Elizabeth Ribble, chair, Department of Mathematics and Statistics-NSTR
- D. Eric Mason, interim Chief Strategy Officer-Not in attendance
- E. Andrea Smith, associate vice president of Strategic Communications, University Communications and Marketing
 - Website search is driven by key words. 300 web authors have been trained on the keyword process. It is important that webpages are updated.
- F. David Fine, General Counsel-NSTR

- G. Jeremy Medina, Student Advocacy Council Representative –
 - The Council has voted on having two cochairs
 - Open House Meeting from 2-4 PM (11/17)
 - Student Advocacy Council has helped raise \$1500.00 for the food pantry
- H. Christine Marquez-Hudson, vice president and executive director, University Advancement and MSU Denver Foundation-NSTR
- I. Liz Hinde, dean, School of Education-NSTR
- J. Katia Campbell, president, Faculty Senate- NSTR
- K. Rebecca Reid, president, Staff Senate-NSTR
- L. Todd Thurman, director of Athletics-
 - Women's Volleyball Team still #1 in the country
 - MSU Denver hosting RMAC tournament this week.
 - Semi-Finals are on 11/20 at 7:30pm against Pueblo
 - Finals will be on 11/21 at 6pm
 - Women's Basketball starting vs. Texas A&M Kingsville on 11/18
- M. Alfred Tatum, provost and executive vice president of Academic Affairs-NSTR
- N. Kevin Taylor, chief information officer and associate vice president for Information Technology Services-NSTR
- O. Larry Sampler, vice president for Administration and Finance, chief operating officer- NSTR
- P. Will Simpkins, vice president of Student Affairs- Spring Enrollment Update, Free App Days Data
 - Shout out to everyone who participated in Open House.
 - Registration Numbers for Spring 2022: Undergraduate state funded enrollment down 6% compared to Spring 2021, up 4% compared to Fall 2021, headcount down 11.5%.
- Q. Stacy Dvergsdal, associate vice president of Human Resources-Not in attendance