

President’s Cabinet Minutes

March 27, 2025

11 a.m. – 12:30 p.m.

**HIGH LEVEL SUMMARY ITEMS**

* Budget Update: Legislative action increased funding for MSU Denver, reducing the budget gap from $5M to $2.5M.
* Infrastructure Update: Efforts are underway to optimize space usage, with national expertise guiding future planning. Data collection is ongoing.
* Employee Engagement Survey: Employees take pride in their work, but concerns exist about efficiency, leadership trust, and compensation.
* Provost Search: The committee, chaired by Ed Brown, is reviewing applications, with a candidate potentially selected by April 24.
* Fundraising Success: Over $400K raised for marketing efforts, and $403K collected from the Day of Giving campaign.

**ACTIONS ITEMS**

* Public feedback for this President’s Cabinet can be submitted through this [Qualtrics link.](https://msudenver.qualtrics.com/jfe/form/SV_3r9hs5oMq6xz6f4)
  + Submissions are confidential unless stated otherwise
  + Deadline to submit feedback is 3/31.
* Budget Planning: Continue refining budget strategies to address the remaining $2.5M gap.
* Space Optimization: Proceed with data collection and stakeholder interviews in April.
* Employee Engagement: Develop strategies to address efficiency, leadership communication, and employee recognition.
* Provost Search: Provide updates as applications are reviewed and candidates are selected.
* Fundraising & Branding: Implement improvements to branding policies and continue engagement efforts.

# APPROVAL OF MINUTES

# From [January](https://www.msudenver.edu/university-events/president/cabinet/meetings/) and [February](https://www.msudenver.edu/university-events/president/cabinet/meetings/)meetings

1. **PRESIDENTS UPDATE (11:00 AM – 11:10AM) –** Janine Davidson, President
   * Appreciation for Tanya Haave, Women’s Basketball Coach, who will become the main fundraiser for Athletics with help from the development office.
   * Roadrunner Shoutout Awards (resumes next month due to Spring Break)
   * Praise to the Aerobatics Team for winning the championship for the 5th time in a row.
   * Provost search has been launched. Edward Brown is chairing the committee, which is currently reviewing applications. A candidate will be available by April 24th.
   * Federal Action update: MSU Denver will continue as a DEI University, with no orders to stop current initiatives.

# EXECUTIVE UPDATE FROM ACADEMC AFFAIRS (11:10 AM – 11:15 AM) – Matt Makley, Interim Provost & Executive Vice President of Academic Affairs

# Expressed thanks to faculty for their work, emphasizing personal needs and self-care.

# Praised leadership from President Davidson and her team for serving MSU Denver during challenging times.

# Call Me MiSTER Retreat was noted as a pleasant leadership event.

# The 5th Annual Career Catalyst Celebration will be held on Friday, April 18th.

# The 14th Annual Undergraduate Research Conference is coming up April 25th.

# Discussed retention efforts, including the DFW playbook, which offers a menu of resources to faculty in gateway courses with high DFW rates.

# BUDGET UPDATE (11:15 AM – 11:25 AM) – Andrew Raunch, Budget Director

# The state has finalized the overall budget.

# State funding: 2.5% increase ($31.7M) for higher education operations.

# Financial aid: Increased by 2.5% ($7.5M).

# Tuition cap: Capped at 3.5% growth for both resident and non-resident students.

# Budget balance: Maintained through one-time actions and funds.

# Impact on MSU

# Original Plan (Governor’s Request):

# $1.2M in new state funding

# $800K in tuition revenue

# $5M gap between revenue and costs

# Updated Assumptions (Legislative Action):

# $3.5M in state funding

# ~$1M in additional tuition revenue

# A $2.5 million gap remains between revenue and estimated costs, down from $5 million.

# The increase provides more room to address future budget challenges.

# INFRASTRUCTURE UPDATE: SPACE STUDY (11:25 AM – 11:40 AM) – Alex Staneski, Campus Planner

# Space Analysis and Campus Development Planning is underway.

# Space Management Priorities:

# Adjust space portfolio based on current needs and projected future growth.

# Utilize national best practices for handling key space-related challenges.

# Improve efficiency in space allocation and management policies.

# The Space Needs Analysis is the primary scope driver.

# Next Steps & Timeline:

# Data Collection: March–April 2025.

# Kickoff Meeting: April 8th.

# Stakeholder interviews (Week of April 14th).

# Visioning and exploration of key priorities.

# Steering Committee membership is being finalized for project governance.

# ENGAGEMENT SURVEY RESULTS UPDATE (11:40 AM – 11:55 AM) – Stacy Dvergsdal, Associate Vice President for Administration and Chief Human Resources Officer

# Overall participation in the survey was 44%, with 80% of faculty and staff responding.

# 70% favorable response overall, with Faculty at 64% and Staff at 73%.

# Leadership effectiveness received an 87% favorable response.

# Engagement Index scored 82% favorable.

# 49% favorable response to questions about MSU.

# Senior Leadership received a 54% favorable response.

# Survey Findings (Strengths):

# Employees take pride in their work and its impact on the university.

# Strong belief in alignment with the university’s mission.

# Leadership effectiveness remains high.

# Survey Findings (Opportunities):

# Inefficiencies in operations.

# Need to rebuild trust in senior leadership and enhance communication.

# Recognition at the branch and department level is lacking.

# Departments and branches need better collaboration.

# Concerns about fair employee compensation.

# FIRST AND SECOND READ POLICIES (11:55 AM – 12:05 PM):

# Brand Policies: Addressing image inconsistencies, inaccessible website content, and conflicting advertising efforts.

# Visual Identity Policy: Defining rules and providing guidance.

# Website and Web App Policy: Establishing guidelines for using the MSU Denver brand on websites and apps.

# Paid Advertising Policy: Centralizing paid advertising efforts.

# SECOND READS

# Bullying in the Workplace – Sheila Rucki

# Clarified whether the Foundation Board is subject to this policy.

# Consideration for adding cyberbullying to the policy.

# The policy was approved in the meeting.

# SHARED GOVERNANCE UPDATES (12:15 PM – 12:25 PM)

# TSAC

# The Resource Fair was successful.

# Funding for three new menstrual products was approved.

# Advocacy efforts for migrant students have increased.

# Faculty Senate – Elizabeth Goodnick

# Service-learning is now referred to as community engagement learning.

# Updates on the Experiential Learning Project; research will begin soon.

# Council of Chairs

# No Update

# Staff Senate – Ruby Matheny

# Shout out to President Davidson and the Shared Governance team for their efforts.

# GENERAL UPDATES (12:25PM – 12:30PM)

# Michael Benitez:

# Van Jones will be joining MSU on campus April 23rd.

# Preparing for Latino Graduation Celebration Ceremony.

# Reaching out to Campus Climate Data to go over challenges.

# Christine Marquez Hudson:

# Raised $403,689 from 1,921 donors during Day of Giving event.

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