

President’s Cabinet Minutes

February 27, 2025

11 a.m. – 12:30 p.m.

HIGH LEVEL SUMMARY ITEMS

* Addressing concerns about how to navigate budget allocation and clarify budget buckets, with a focus on reducing fear and confusion around financial processes.
* The Cadre values refresh aims to make values more inclusive and integrated into leadership frameworks, performance evaluations, and team discussions.
* Policy revisions clarify that bullying must be a documented pattern of behavior, not a single incident.
* A new five-story health institute building is being developed on campus, integrating multiple health-related programs.
* New TSAC delegates sworn in, and applications are open for student government positions.
* Upcoming session with VP Christine and Jim Carpenter to clarify budget management and address concerns.
* The chairs are working hard to stabilize faculty and staff during challenging times.
* Ongoing training sessions will continue, with a focus on supporting staff and faculty. (Chair efforts)

ACTION ITEMS

# Public feedback for 2/27 President’s Cabinet can be submitted through this [Qualtrics link.](https://msudenver.qualtrics.com/jfe/form/SV_e8rCZLTULA8hnZs)

# Submissions are confidential unless stated otherwise.

# Deadline to submit feedback is 3/7.

# Clarify Budget Buckets

# Encourage Participation in Day of Giving

# Review first read policies and come back with questions for a second read

# Ensure that HR trainings address questions about rights and responsibilities, and make sure the training process is clear in reference to first read policies (Bullying in the workplace and faculty and staff supplemental pay)

# The decision on whether to continue with the current approach or shift to one main effort will be made by April 2025 for the Strategic Plan

# Approval of minutes

# From [January 23, 2025](https://msudenver.sharepoint.com/:w:/r/sites/SrLeadershiponCampusRoster/Shared%20Documents/President%27s%20Cabinet/2025/January/Cabinet%20Minutes%2001-23-2025.docx?d=waa21f4a767564f33bcfba3647ac1f8cd&csf=1&web=1&e=JyN1xy)

1. **President’s Update (11:00 AM – 11:15 AM) –** Janine Davidson, President

**Roadrunner Shoutout Awards**

* **Faculty:** Nicole Vowles (Marketing)
* **Staff:** Catharine Ingram (C2 Hub)
* **Student:** Kevin San Diego Manaysay (Financial Reporting)

**Kudos**

* **Bell Policy Center:** Drs. Rosemarie Allen & Dorothy Shapland Rodriguez recognized for researching early childhood education funding.
* **University Advancement:** "Roadrunners Rise" campaign aims to raise $100M for students and institutional support.

**Federal & State Policy Updates**

* Commitment to students, employees, and programs despite funding shifts
* Weekly policy updates sent to leaders; feedback encouraged via supervisors, General Counsel, or President’s Idea Catcher
* Colorado faces a $1.2B budget deficit; advocacy efforts are ongoing.

**Student & Workforce Housing**

* **550-bed student housing approved on Auraria Campus**, plus workforce housing for faculty, staff, and students
* Mixed-use development with retail and dining; construction starts Summer 2025, completion by Summer 2027
* Funded through revenue, state allocations, and donations—no impact on operating budget.
* **New Affordable Housing Institute launched** to address housing shortages and train future leaders.

# Executive Update from Academic Affairs (11:15 AM – 11:20 AM) – Matt Makley, Interim Provost & Executive Vice President of Academic Affairs

# Operations team 350 people across campus.

# Met with multiple campus groups, including Faculty Senate, Faculty Union, Admin Finance, HR, Council of Chairs, Community Cabinet, and the Foundation Board.

# Legislative and Federal Landscape Update (11:20 AM – 11:30 AM)– Kaycee Gerhart, Vice President of Government Relations and External Affairs

# State Budget Deficit: Colorado faces a $1.2 billion budget shortfall.

# Rising expenses exceeding TABOR limits.

# Medicaid costs increased by $600 million.

# Impact on MSU Denver – Andrew Rauch, Budget Director

# Loss of one-time pandemic funds.

# Budget must be finalized by mid-March.

# Higher education funding decisions are expected around March 17.

# CADRE Refresh (11:30 AM – 11:45 AM) – Stacy Dvergsdal, Associate Vice President for Administration and Chief Human Resources Officer

# CADRE Refresh appeared in 2013 and in 2020 Excellence replaced Entrepreneurship.

# The refresh aims to make the values more inclusive and applicable to all staff, particularly professional staff who felt excluded before.

# The goal is to shorten and clarify the definitions so that everyone can adopt and apply them in their work.

# Enhanced shared meaning: To ensure all employees understand and can apply the values.

# Increased alignment: The values are aligned with the leadership framework, performance evaluations, and recognition programs.

# Accountability: Encouraging behavior that reflects the values in interactions and leadership.

# Improved communication: Ensuring values are consistently referenced and integrated in team discussions and decision-making.

# First Read Policies (11:45 AM – 12:00 PM):

# Bullying in the Workplace – Nick Stancil

# Prohibits bullying in the MSU Denver workplace.

# The bullying policy has been updated for clarity and to address gaps, such as complaints involving deans, which can now be made to the provost's office.

# The policy also clarifies that the investigation of bullying involving faculty follows the discipline process in the faculty handbook.

# Bullying must involve a pattern of behavior (not just a single incident) and cannot include speech protected by academic freedom or freedom of expression.

# The policy encourages informal resolution (e.g., through mediation or the ombuds office) but does not require it.

# The policy was voted on and recommended for approval by the cabinet.

# There’s a suggestion to ensure alignment between the bullying policy and the student code of conduct. The student conduct code should reflect the same values and approach, but the bullying policy itself is not directly applicable to students.

# Faculty & Staff Supplemental Pay – Nick Stancil and Liz Goodnick

# The university has developed a formal supplemental pay policy to ensure compliance with federal guidelines (OMB guidelines) related to grants.

# Guidelines for all supplemental pay eligible employees by providing guidance on compensating additional work completed above and beyond the “normal range” of duties using supplemental pay.

# The university has developed a formal supplemental pay policy to ensure compliance with federal guidelines (OMB guidelines) related to grants.

# The new policy aims to address inconsistencies and confusion around supplemental pay, especially in terms of eligibility and fairness across the university.

# A frequently asked questions (FAQ) section was added, with input from someone experienced in handling federal grants, to help clarify the policy.

# It's clarified that the same rules for supplemental pay apply whether the funding comes from federal or private grants, ensuring equal treatment of all employees.

# Strategic Plan Update (12:00 PM – 12:10 PM) - Meredith Jeffers, Director of University Strategy

# Completed 30% of goals set for the year.

# The goal is to improve the implementation of the university's strategic plan through continuous feedback and refinement.

# The process is described using the metaphor "crawl to walk to jog," meaning they’re in an ongoing phase of improvement, not yet perfected.

# There has been strong transparency and involvement from various university branches, which has resulted in 23 strategic priorities listed as objectives and key results (OKRs).

# One challenge is the 23 competing priorities at the university level, which makes it difficult to focus resources effectively. The conversation is about whether to continue this broad approach or to refocus efforts.

# There's a call to continue the discussion into next year and ensure a clear direction for implementation. This could involve shared governance groups or cabinet members to decide the approach.

# The focus is on improving student experience, with an emphasis on key touchpoints in the student journey. This approach could have a broader impact on key performance indicators (KPIs).

# The question is whether to continue with the current structure, where each department tries to fit into the strategic plan, or to shift toward having one main effort for the entire university to align around.

# Infrastructure Updates (12:10 PM – 12:20 PM) – Martha Nelson, Director of Planning, Design, and Construction

# DHI tower is 5 stories tall and 93 feet.

# The new building will be south of West Classroom, west of 9th Street Historic Park, and north of Boulder Creek and Colfax.

# Targeting a five-story building, the first floor will feature spaces for exercise science, a demonstration kitchen, and a student-centered collaboration area. Higher floors will house various health-related departments and clinics, including the Book Heart Family Clinic, faculty hubs, and classrooms.

# The project is currently in schematic design, with construction expected to start in fall 2025 and completion anticipated in 2027.

# The total budget is $65 million, with $50 million from state funding and $15 million from foundation funds.

# The New Affordable Housing Institute launched, largest Business School gift, to address housing shortages and train future leaders.

# Shared Governance Updates (12:20 PM -12:30 PM)

# TSAC

# The group has sworn in new delegates, expanded its council, and is encouraging more students to apply for next year's council.

# Applications are open for new student government counselors; students are encouraged to apply.

# Partnered with universities across Colorado to endorse the Colorado Voting Rights Act, which passed in committee.

# Hosting a resource fair (March 12–13) with Rowdy’s Corner and GITA, distributing free hygiene packs to students.

# Staff Senate

# Encouraging nominations for staff leadership positions in shared governance.

# Hosted a professional development session on Caring for Yourself While Caring for Others with Richard Miccio, Associate Director with the Health Center at Auraria.

# Interim Provost Makley attended the last meeting to answer difficult questions with empathy and grace.

# Budget concerns: Staff Senate identified fear and confusion about budget allocations (“budget buckets”). VP Christine and Jim Carpenter will provide clarification.

# Issued a Day of Giving challenge (March 20th) between Staff Senate and Faculty Senate.

# Council of Chairs

# Chairs are working hard to stabilize faculty and staff in challenging times.

# Ongoing training to support faculty and staff, led by Diane Forgione and Lisa Badanes.

# Encouraged faculty and staff to attend meetings and engage with committees.

# Faculty Senate

# No highlights