

**President's Cabinet
Minutes
August 21, 2025
11:00 am – 12:30 pm**

High Level Summary Items

- **Leadership Updates & Recognitions** – President Davidson and Provost Makley shared strategic priorities, welcomed new staff, and recognized contributions from faculty, staff, and students.
- **Campus Developments & Systems Transition** – Construction projects underway. Transition from Ellucian Banner to Workday Student in progress. Set to launch in 2027.
- **Shared Governance & Policy Enhancements** – Emphasis on inclusive decision-making, website improvements, and approval of the new Anti-Hazing Policy.
- **HR & Workforce Insights** – Annual HR metrics presented, highlighting staffing trends, turnover, and leadership development program participation.
- **Academic & Student Affairs** – Updates on enrollment growth, revised academic integrity and complaint policies, and upcoming educational events.

I. Call to order/ approval of minutes

- Welcome (Edward Brown)
- Corrections to previous minutes
- Minutes accepted and approved

II. President's Update (President Janine A. Davidson, Ph.D.)

- Overview of recent events
 - Shoutout to student volunteers at convocation
- **Roadrunner shoutout awards**
 - Faculty: Paul Anderson, MBA Program
 - Praise from students for Mr. Anderson
 - Staff: John Arnold, UCM/Strategic communications
 - Praise for overhaul of Early Bird program, and improved advertising metrics
 - Student employee: Carissa Uridales
 - Praise for attention to detail, project outcomes, and work in women in cybersecurity club
- Welcome new staff
 - Leanne Bokinskie: COO
 - Janine Weaver-Douglass: Associate Director of Black/African Student Engagement and Success
 - Jonathon Sanders: Director of Veteran and Military Student Success
- Construction on C2 hub beginning. Porta potties have arrived!
- Groundbreaking on DHI tower set for January

- Everyone be aware of rotating closures on campus
- Ellucian Banner being replaced by Workday student
 - Brief update from Kevin Taylor
 - Workday Student comes online in 2027
- Mention of David Fine's recent testimony regarding government directives targeting antisemitism on college campuses
- Federal policy update
 - State is holding special session to analyze impact of federal policy on state budgets
 - Seeking solutions to balance this year's state budget
 - Two federal grants to the university have been discontinued, and one sub-award grant was rescinded.
 - Anyone with questions about grants please communicate with Kaycee Gerhart and Matt Makley.
- Welcome back from summer break!

III. Provost's update (Matt Makley, Provost)

- Thanks to faculty leaders, deans, etc.
- Introducing new faculty trustee: Mona Makonosu
- Provost Makely stated his main goals as new provost
 - Retention and completion
- Recognition of dean Murphy's retirement
- Announced fall educational series led by dean John Masserini
 - 1-hour sessions through the fall regarding liberal arts at work in the world
 - Opportunity to earn a "micro credential" for attending all sessions
- Evening of Sept. 18: Special HSI event, open to the public
- July 7 culture building and conflict management offsite meeting went well

IV. Shared Governance Council Presentation (Jenny Allert)

- Vacant seat for a staff senate representative on Shared Governance Council
- Defined the role of shared governance council within the university
 - Help guide initiatives and create appropriate decision making channels
 - Help educate faculty, students, and staff about shared governance process
 - Promote inclusive and collaborative decision making around campus
- Responsibilities of Shared Governance Council
 - Review, Support, Promote, and Facilitate decisions that are made on campus which impact multiple populations.
- Outlined structure of shared governance system on MSU campus
- Shared Governance Website update
 - Shared governance web page is nearly ready
 - Workflow through website will streamline decision making processes
- Thank you from Edward Brown
- Q+A

- When should project proposals be submitted to shared governance council?
 - During idea generation process/as early as possible
 - President Davidson explained Shared Governance Committee is a resource for anyone proposing an on-campus project
- How should meetings be scheduled?
 - Webpage will be up shortly. In the meantime, email Jenny Allert directly.
- Has student representative for shared governance been contacted?
 - Not yet. Previous representative is no longer in that role.

V. HR Metrics Annual Update (Charles Kibort/Imani Morning)

- **HR Metrics from previous fiscal year (up to June 30, 2025)**
 - Operational definitions and notes on terminology
- Headcount
 - 1506 full time staff/faculty
 - Breakdown by Management level and employee type
 - 63 person increase from previous year
- Demographics
 - Breakdown of relevant demographic information
 - Average 9-year tenure at university
- Turnover (faculty and staff together)
 - 8.1% voluntary
 - 1% involuntary
 - Breakdown between Faculty turnover and Professional/Classified staff turnover.
 - Faculty turnover is lower on average than Pro/Class turnover
 - +/- 10% turnover as benchmark for a healthy rate of turnover
- Talent Acquisition
 - Competitive positions filled (171 positions)
 - 63% filled externally. 37% filled internally
 - 18% of staff/faculty population group received a promotion
- **Leadership program participation (Imani Morning)**
 - Professional development programs are available for each level of staff.
 - GROW (employee)
 - 90 employees attended 1 or more session in 2025
 - 309 total employees have attended 1 or more since the inception of the GROW program.
 - LAUNCH (Managers with at least 1 direct report)
 - 33 employees attended in 2025
 - 97 employees have attended

- LEAD (Leader with 3+ direct reports)
 - 20 employees attended in 2025
 - 70 employees have attended
 - INSPIRE (3-day, overnight leadership development program)
 - 23 employees attended in 2025
 - 35 employees have attended
 - Imani requested that managers/branch/team leaders support their team members if they wish to participate.
- **What's next in 2025? (Charles Kibort)**
 - Goal setting
 - Performance reviews, career planning conversations, etc.
 - Please aim to complete by Aug. 30
 - Employee engagement survey
 - Self-check if the action plans are being followed
 - Talent Acquisition
 - HR is becoming more engaged in resume screenings and hiring process
 - LOE (leadership and organizational engagement)
 - Building university wide mentoring toolkit
 - EMBRACE program being implemented
 - More GROW workshops coming
 - Q+A
 - Clarifications about “headcount” slide. How are affiliate faculty included in headcount data?
 - Clarifications about “turnover” slide. Can turnover among tenure track/non tenure etc. be broken down more granularly in future presentations?
 - Can turnover data be “segregated” along different categories
 - Yes, it is. Those numbers were not shown in today’s presentation.
 - President Davidson outlined her vision that turnover among entry level workers can be mitigated by providing professional development opportunities.
 - She emphasized that it is important to maintain honesty about the pyramidal structure of the organization, but was optimistic about the long term cultural/relational benefits of professional development programs which connect with employees.

VI. Second Read Policies

- **Anti Hazing (Taylor Tackett)**
 - Refresher on Dec. 2024 federal mandate for institutional anti-hazing policy.
- Q+A

- Where should we be aware of hazing on this campus?
 - Any form of power-based violence is counted as hazing. Our concern should be about the current limitations on reporting.
 - Will the student code of conduct change?
 - Yes, student code of conduct will echo the language of the new policy.
- Motion to accept. Motion accepted. Policy is approved. Will move to president for final signature.

VII. Shared Governance Updates

- **Faculty Senate Update (Liz Godnick)**
 - Brief look at the new leadership structure. High turnover year on faculty senate.
 - Academic policy changes/additions will pause this year with few exceptions.
 - Preparing for HLCA accreditation visit next fall. Pausing any changes to course catalog, etc. will help the faculty senate hit a stationary target.
- **TSAC (Patrick Severa)**
 - Provided updates on student council programs and early semester work.
 - Student reps familiarizing themselves with new roles
- **Staff senate (Barbera Fricks-Romero)**
 - Priorities this year:
 - Support staff with compensation and healthy workload management
 - Centralize processes. Reduce “roadrunner runaround”
 - Focus on supporting students and student employees
- **Council of Chairs (Lisa Badanes)**
 - Update on recent team retreat
 - Priorities:
 - Support the MSU Denver strategic plan
 - Work with chairs and directors for best enrollment, retention, completion, and post grad outcomes

VIII. General Updates

- **Student Affairs (Will Simpkins)**
 - Enrollment update
 - Undergrad 2.32% increase in enrollment from last year
 - Grad programs are up between 2-4% in both headcount and FTE numbers
 - Bucking the national trend
 - Student complaint process/policy

- Importance of following complaint policy when students take issue with university staff/programs.
- Data collection can only happen if policies are followed.
- Academic integrity policy has been revised
 - Faculty will assess grade outcomes AFTER investigations of a suspect student have concluded.
- Fall undergraduate open house
 - Saturday, Nov.1. Alicia Rousey will be POC for event setup/involvement.

IX. Closing Remarks and Announcements

- **Senior Staff Offsite Retreat (Edward Brown)**
 - Strategic plan and focus on retention seem to be working
 - Brainstorming how to increase strategic alignment across the university
 - 2nd annual community collaboration summit coming up September 12
 - President's Flywheel Challenge winners will be announced
 - UPAC will get a first read of changes to social media policy on Sept. 9
 - **Diversity, Equity, and Inclusion (Michael Benitez)**
 - Sunday Sept. 14 Mexican Independence Day 5k on the Auraria campus
 - HIS week kicks off Sept. 15
 - Run-through of events that week
 - See all dates on Office of Diversity Equity and Inclusion website
 - Family orientation day on Sept. 20
 - **Final comments from President Davidson**
 - Explanation of debt taken out for upcoming campus projects
 - Consider it an investment in students and programs
 - MSU holds the least debt of any university in the state
 - MSU Denver goal to avoid raising student fees to service the debt
 - Servicing debt is not the same as deficit spending
-
- **Adjournment (Edward Brown)**