

**President's Cabinet
Approved Minutes
October 23, 2025
11:00 am – 12:30 pm**

High Level Summary Items

- **Recognition and Shout-Outs** – President Davison presented Roadrunner Shoutout Awards two staff and one student employee. Edward Brown's birthday was briefly celebrated. Amanda Berry received praise from several members of the cabinet for her work on the CHEIBA trust.
- **Policy Updates** – Nick Stancil and the legal counsel team shared a first read of the updated social media policy. Discussion followed regarding specific language and clarifications about public vs private social media accounts.
- **Healthcare changes** – Amanda Berry shared details regarding the upcoming open enrollment period and the rate increases being experienced within CHEIBA and nationwide.

I. Call to order / approval of minutes

- Welcome (Edward Brown)
 - Substitute speakers (Dr. Brendan Kendall for Dr. Liz Goodnick, Andrew Rauch for Jim Carpenter, Dr. Lechuga for Dr. Benitez, Dean Elizabeth Hinde for John Masserini)
- Previous minutes accepted and approved

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

- Roadrunner Shoutout Awards
 - Faculty – Jess Retrum
 - Staff – Brandi Rideout
 - Staff – Kristin West
 - Student – Sam Gero
- Happy Birthday to Edward Brown
- Fall census numbers review
 - 3.1% increase over last year fall enrollment
 - 3rd year of enrollment increases
 - Highest retention numbers (69%) university lifetime
- First annual Roadrunners Give Back shout out
- Jim Carpenter nominated for CFO of the year by Denver Business Journal
- Record attendance during Welcome Week events
- Dean Elizabeth Hinde retiring August 2026
 - Founding dean of School of Education

- Powerful community advocacy efforts
- Search for new dean of School of Education will begin in the coming weeks
- Summary of budget charges. President's priorities
 - Importance of strategic "people management". Which vacancies need to be filled? Which may not?
 - Prioritizing student success
 - Improve customer service for students
 - Increase efficiency. Leverage machines, AI to promote leaner operation costs
- Additional shoutouts (Kaycee Gerhart)
 - Shout out to leaders of 5 campus focus groups
 - Brendon Kendall – President of Faculty Senate
 - Matt Kring + Sarah Jackson Shomaker – Completion campaigns for students. Providing resources for undeclared major students.

III. Strategic Plan Update (Dr. Meredith Jeffers)

- Reviewed recent history of strategic plan language and its application to implementation of new initiatives
 - Mapped 5 pillars from strategic plan onto specific initiatives and their implementation. Objectives, action plans, and implementation have followed a strategic plan framework for the past two years.
- New structure for pillars and implementation focused more on student outcomes
 - Recruitment, retention, completion, post grad outcomes, branch health
 - Highlighted focus on student success
 - New language has improved alignment between strategic plan, student success, and roadmap for implementing programs
 - Shout out to Buffy and data visualization team
 - Highlighted value of weekly strategy pulse meetings
 - Frequent checks on departments and working groups
- High level overview of working group metrics since last year
 - Recruitment, retention, and completion working groups are on schedule/ahead of schedule
 - Outlined high level metrics for these three working groups that indicate progress in all categories
 - Post grad outcomes group working on improving alumni engagement surveys

IV. Social Media Policy Updates (Branden Whitfield)

- 2020 policy has been revised slightly for language
 - Policy will be reviewed every 3 years going forward
 - Largest changes have to do with AI use
 - AI as a support, not a replacement for human work
 - Language updates to solidify freedom of speech clauses

- Clarified language surrounding ADA compliance for social media posts
- Q+A
 - Should there be guidance provided to staff on the subject of personal social media use outside of the official policy?
 - Suggestion to create an FAQ page for staff to consult about social media use/posting
 - Possible amendment to clause distinguishing between personal social media accounts and university sanctioned platforms.
 - Need to clarify use of MSU email addresses if they are attached to a private social page
 - Need to clarify if the policy speaks only to university sanctioned platforms/accounts and their use or if it applies to any personal account of an individual affiliated with MSU Denver.
 - Example: do TSAC members have to abide by the same terms on their personal accounts as on the official MSU Student Govt. Account.
 - Wrap up – Edward Brown
 - Cabinet members review policy for the next cabinet meeting.
 - Guidance outside of policy can be handled outside of this meeting.
- V. **Employee’s Conflict of Interest Policy, First Read (Nick Stancil + Team)**
 - Culmination of several years consolidating various conflict of interest policies
 - Ultimate purpose of this policy is to clearly define conflicts of interest and conflicts of commitment
 - Changes from 2005 document
 - Added Conflicts of Commitment clause
 - Consolidated various disclosure forms onto Workday
 - Added clarified resolution management plan
 - Added regulations for financially sponsored research and programs
 - Added FAQ section
 - Q+A
 - Discussion about annual review/semesterly review
 - Concern expressed about 30% dissent among UPBAC members?
 - Evidently related to perceived burden of annual or semiannual review
 - Do unpaid, external positions must be disclosed if time constraints prevent professional obligations from being met?
 - Yes, they likely would have to be disclosed, especially if the time commitment routinely takes away from working hours
 - Use professional judgement. Primary responsibility in conflict-of-interest cases is to MSU Denver
 - Are student employees exempt from this policy?
 - Yes

- Are adjunct faculty included in this policy?
 - Yes. Policy states “All MSU Denver staff”
- President Davidson clarified her understanding and vision of the Conflict of Interest and Conflict of Commitment policies.

~~VI. Workday Student Update (Matthew Scott)~~

- Topic held for next meeting

VII. CHEIBA Update (Amanda Berry)

- Recap of insurance benefits alliance. Members and purpose
 - MSU Denver is the largest member institution
 - Brief review of lines of coverage
- 2026 changes
 - Only the medical line is changing this year. Other lines will remain the same as last year
 - Medical rate increases of 9.8% total
 - 5% increase is closer to typical
 - Plan was altered in 3 ways to bring rate increase below 10%
 - Increased out of pocket maximums
 - Pharmaceutical products have diminished coverage
 - MSU Denver remains committed to employee/employer matching
 - Employee paycheck may increase between \$21-\$48/month
 - National trend of health insurance rate increases
 - Average between 8-12% nationally
 - Open enrollment open between Nov 3 – Nov 21
 - Resources provided for employees to help save on healthcare costs
 - Strongly encouraged employees to seek clarification and help navigating healthcare costs and decisions from total rewards team
- Q+A
 - What does CHEIBA trust expect future years to look like in terms of rate increases?
 - Health insurance rates are expected to continue to rise
 - Shout outs to Amanda Berry from Andrew Rauch and President Davidson

VIII. Shared Governance Updates

- TSAC - Patrick
 - Recap of recent events
 - LinkedIn fair
- Staff Senate – Barbara Fricks-Romero
 - No updates
- Council of chairs
 - No updates
- Faculty Senate

- Finalizing proposal to reorganize undergraduate catalog
 - Shoutout TSAC representatives in staff/faculty senate meetings
- General update – Stacy
 - Nominations open for roadrunners who soar and Team Roadrunner
 - Golich awards open
- Housekeeping – Edward
 - President’s fireside chat upcoming
 - Socktober
 - Vaccinations available free for employees in Tivoli 261 until Nov20
 - Dec 12 commencement at Colorado convention center
 - Oct 24 faculty research symposium
- Adjournment

Approved