

President’s Cabinet Minutes

November 9, 2023

11 a.m. – 12:30 p.m.

# Approval of November 2023 minutes

1. **President’s Update (11:00 AM-11:10 AM) –** Janine Davidson, Ph.D., President

* Provost Announcement
* Laura Niesen de Abruña, Ph.D., will be the University’s new provost and executive vice president for Academic Affairs.
* Starts Jan. 25th
* “Thanks to the Provost Search Committee led by Sam Jay, Rosemarie Allen and Paige Vercelline. Over the past seven months you vetted more than 100 applicants, 13 semifinalists and five finalists. Your input and counsel were critical to my selection of such a highly qualified candidate to lead our academic community. Thank you!”
* Board of Trustees Onsite
* On Oct. 27, there was an onsite strategic briefing with the Board of Trustees.
* The focus was on operationalizing the strategic plan, with a detailed examination of the student success launch.
* Deans provided updates on progress and strategies for meeting ambitious retention and completion goals in each college.
* Meaningful dialogue occurred regarding African American student success.
* Vibrant discussion on supporting the community during external tragedies provided new perspectives for future actions.
* Recognition was given to the highly engaged Trustees for their ongoing contributions to the progress of the Roadrunner community.
* Open House
* Despite snowy conditions, the Open House event on Oct. 28 attracted 915 attendees.
* The Student Affairs team was acknowledged for organizing the event, which reflected the institution's values and included portions presented in Spanish.
* Budget Priorities
* On October 24, a budget charge outlined priorities for the next fiscal year.
* Priorities align with the 2030 Strategic Plan and include investing in people, fiscal health, student success, preparing for the modern workforce, and infrastructure development.
* Emphasis on community involvement in the FY 2025 budget planning process.
* The direction is to align departmental budget proposals with the mission of preparing students for Colorado's modern workforce.
* Specific instructions for budget proposals will be communicated by the office of the budget.
* Recognition and thanks to the budget team, led by CFO Jim Carpenter, for efforts to modernize the budget through system upgrades and revamped processes, resulting in a more transparent and inclusive model.
* Fireside Chat with Susan Córdova
* An inspiring discussion with Colorado's Education Commissioner Susana Córdova took place on Tuesday.
* The focus was on women in leadership and the future of higher education.
* Gratitude expressed to the nearly 100 participants who joined the event.
* Vaccines and good health hygiene
* The Health Center at Auraria is extending its Fall Immunization Clinic for Auraria Campus constituents until Nov. 17.
* Immunizations are available Monday through Thursday from 9 a.m. to 4 p.m. in the Plaza Building, Room 111.
* Vaccines are offered at no cost to members of the Auraria Campus community with a valid campus ID badge.
* Moderna and Pfizer COVID-19 vaccines are now available.
* Fall Commencement
* The Fall 2023 Commencement is scheduled for Dec. 15 at the Denver Coliseum.
* Keynote speakers for the event will be Bobby LeFebre, Colorado's eighth poet laureate, and 9News' chief meteorologist Kathy Sabine, both of whom are former MSU Denver students.
* The speaker lineup promises an engaging and inspirational commencement ceremony.

1. **Roadrunner Shoutout Awards (11:10 AM-11:20 AM)** –Janine Davidson, Ph.D., President
   * Faculty winner – Fred Barlow

~Dr. Fred Barlow, chair of the department of Engineering and Engineering Technology, is the faculty awardee. Dr. Barlow received recognition from Dr. Mohammad Valipour, associate professor, who praised him as the best department chair. Dr. Barlow is described as professional, respectful, and always available to faculty and students. His generosity in sharing time, energy, and knowledge, as well as providing personal contact information, is highlighted. Dr. Barlow's commitment to community, support for all Roadrunners, and exemplary relationship building are commended. Congratulations to Dr. Barlow on the well-deserved award.

* + Staff winner – Leslie Rodriguez

~Leslie Rodriguez, alumna and Associate Director for Veteran and Military Education Benefits, is the winner of November's staff Roadrunner Shoutout Award. The Student Affairs team commended Leslie for her leadership and dedication to student veterans and military-affiliated students. Leslie's efforts to eliminate barriers for this student cohort and make their higher education experiences seamless were highlighted. She was recognized as an advocate for all Roadrunners, with a special emphasis on the level of attention, care, and humanity she contributes to the military-affiliated student population. Leslie's exceptional work on the VA Compliance survey, resulting in zero discrepancies according to an external specialist, was acknowledged. The commitment to excellence demonstrated by Leslie was praised, emphasizing her as a true asset to MSU Denver. Gratitude was expressed for Leslie's consistent prioritization of students and putting their needs first.

* + Student winners – Sebastian Steele and Connor Gorgas

Sebastian Steele and Connor Gorgas are the student employee winners of the month, both serving as front desk assistants for the Aviation and Aerospace Department. Nominated by Kiha Sutta, the department's office manager and outreach coordinator, both students were recognized for their exceptional contributions. Connor Gorgas was praised for his exceptional knowledge, public-servant approach, and excellent customer service. He embodies the CADRE value of Respect, is proactive in problem-solving, respects confidentiality, and fosters a positive work environment. Sebastian Steele was acknowledged for going above and beyond job expectations, demonstrating a strong work ethic, professionalism, and a passion for customer service. His efforts significantly contributed to various projects, building revitalization, and the overall visitor and student experience. Both students were thanked for being outstanding representatives for their department and the university, and they were congratulated on receiving the award.

1. **Strategy Update (11:20 AM – 11:30 AM)** – Dr. Meredith Jeffers, Director of Strategy

**2030 Strategic Plan**: Fall 2023 OKR Progress

* **Pillar 1**: Student Access, Service, and Achievement – ON TRACK
* **Pillar 2**: Student-Centered Academic Excellence – ON TRACK
* Student Success Launch Implementation Team & Working Groups
* **Pillar 3**: Civic & Economic Catalyst – ON TRACK
* “Big Blur”
* Carnegie Classification
* University Events
* Gamifying Engagement
* **Pillar 4**: Diversity, Equity, & Inclusion – UPDATE
* \*update from Office of Diversity and Inclusion
* Intentional collaboration with Pillars 1, 2, 3, 5
* **Pillar 5**: Organizational Agility & Sustainability – ON TRACK
* Workplace and Workload
* UPBAC and Advancement
* Existing and new infrastructure
* Sustainability: Strategic Energy and Sustainability Management Plan (SESMP); Auraria Sustainable Campus Program (ASCP)

1. **AHEC Master Plan Update (11:30 AM – 11:40 AM)** – James Mejia, Chief Strategy Officer and Chris Bennett, Senior Director for Strategic Infrastructure & Development

* The Campus is adjacent to important Civic areas but is incredibly disconnected from these surrounding areas
* There is a housing desert on and around campus.
* Planned developments to the north and west will further highlight the low density of Auraria. Opportunities for better connectivity to all sides surrounding Auraria.
* Future development plans should comprehensively evaluate the potential of available or underutilized sites, considering the following needs:
* **Academic Zones:** Prioritizing spaces for classrooms and offices.
* **Auxiliary Zones:** Including areas for student life, support services, recreational facilities, and athletic spaces.
* **Mixed-Use Developments**: Integrating complementary uses like housing, restaurants, amenities, retail, innovation spaces, and coworking spaces.
* **Quality Public Realm:** Ensuring well-designed public spaces and working landscapes.
* **Hierarchy of Movement**: Establishing a structured movement system for all modes of transportation.

1. **Shared Governance Taskforce Update (11:40 AM – 11:50 AM)** – David Fine, General Counsel and Secretary to Trustees and Jenny Allert, Associate Professor of Nursing

* The purpose of our initiative is to address President Davidson's directive to examine and refine the decision-making process within the university. Our commitment is to bring clarity to how decisions are made, with a focus on streamlining the process. We aim to determine when decisions should involve shared governance processes (e.g., UPAC, APC, FS, Handbook) and identify recurring decisions that may not require input from larger governing bodies.
* Furthermore, our goal is to improve coordination and communication between decision-makers and shared governance bodies, fostering dialogue and preventing analysis paralysis. Recognizing the importance of a well-defined process and accountability, we plan to establish clear guidelines. Our overarching objective is to identify, clarify, and implement missing connection points, creating an efficient, collaborative, and effective decision-making process at MSU Denver.

1. **Pillar 4 of Strategic Plan (11:50 AM – 12:00 PM)** – Dr. Michael Benitez, Vice President for Diversity and Inclusion

**Goal 1: Cultivate Inclusive Culture**

* Establish and sustain an inclusive and intersectional culture in teaching, learning, and practice.
* Model shared leadership to foster an anti-racist environment.
* Ensure systemic transformation through a representative workplace.
* Attract and retain diverse faculty and staff.
* Invest in Diversity, Equity, and Inclusion (DEI) service, scholarship, and practice.

**Goal 2: Be an Agent of Healing and Connection**

* Convene and celebrate Denver's diverse communities.
* Position MSU Denver as a hub for diverse backgrounds and experiences.
* Support respectful exchange of ideas and collaborative efforts.
* Advance equity and inclusion in the state.

**Goal 3: Model Hispanic/Latino Serving Institution (HSI)**

* Strive to become a national leader as an HSI in higher education.
* Implement initiatives supporting Hispanic/Latino students in achieving academic goals.
* Sustain efforts to prepare students for successful careers.
* Aim for excellence in serving the needs of Hispanic/Latino student populations.

1. **Budget Process (12:00 PM – 12:10 PM) –** Jim Carpenter, AVP for Administration and CFO

* Effective budgets play a crucial role in directing resources to strategic priorities, utilizing various tools:

**Identifying Priorities:**

* Aligning current and multi-year spending priorities with strategic planning documents.

**Managerial Responsibility:**

* Providing managers with tools and the responsibility to reallocate budgets in alignment with spending priorities.

**Strategic Spending Alignment:**

* Intentionally aligning new spending with strategic priorities, considering both the current year and a multi-year perspective.
* In the context of maintaining affordable education for students, MSU Denver's budget decisions are guided by five priorities:

**Investing in Our People:**

* Prioritizing resources to support and develop the university's faculty, staff, and administrators.

**Fiscal Health:**

* Ensuring responsible financial management and sustainability for the institution.
* Student Success/Advising Structures:
* Directing resources towards initiatives that enhance student success and improve advising structures.

**Preparing Coloradans for the Modern Workforce:**

* Aligning budget allocations with initiatives that equip students with skills needed for the contemporary job market.

**Infrastructure Development:**

* Allocating funds for the enhancement and development of physical and technological infrastructure to support educational objectives.
* The overarching goal is to spend money efficiently to best serve students, supporting the university's mission, improving degree-completion rates, and enhancing upward social mobility.

# Round Robin Updates (12:10 PM -12:30 PM)

* + Liz Goodnick - new procedure for guests of the Senate
* Individuals interested in speaking as guests at the beginning of a meeting are required to fill out the "Faculty Senate Guest Presentation Request" form, which is available on the Faculty Senate (FS) website. This process ensures a structured and organized approach for guest presentations during meetings.
  + Christine Marquez-Hudson – campaign update and quick report on Socktober and Roadrunner Tuesday
* 60% goal met. $45 million raised thus far.
* Feels good about reaching goal
* C2 hub goal
* Project is reaching a public phase
  + Michael Benitez – Campus climate survey (spring ’24)
* Will have survey finalized by end of semester
* Lots of input went into survey
* Save some money to be reprioritized
* Wants to protect confidentiality of data
  + Ruby Matheny – Student Employment Survey Results
* Students get ability to edit timecards (request)
* Better student hiring process
* Increase staff morale
  + Whei Wong – Recent advertising efforts and how those plans resulted in collaboration successes. Info from the UCM team
* Admissions and Enrollment Management partnership has worked well
* Wants nominees to share changemaker stories
* Thankful to collaborate with advancement partners