

**METROPOLITAN STATE COLLEGE *of* DENVER**  
**BOARD OF TRUSTEES**

**Wednesday, June 6, 2007**  
**8:00 a.m. – 1:00 p.m.**  
**Tivoli Student Union Room 320**  
Auraria Campus

**MINUTES**

**I. CALL TO ORDER:**

A. The meeting was called to order at 8:05 am.

**Trustees Present:**

Trustee Phelan, Trustee Butler, Trustee Garcia-Berry, Trustee Lucero, Trustee Robinson, Trustee Tonner, Trustee Esquibel, Trustee Osborn, Trustee Martinez, Faculty Trustee John Schmidt, Student Trustee Brian Glotzbach

**Others Present:**

Kevin Harris, Student Trustee Elect

**Metro State Personnel Present:**

Stephen Jordan, President; Lee Combs, General Counsel; Sallye McKee, Associate to the President for Diversity; Rodolfo Rocha, Provost and Vice President for Academic Affairs; George Middlemist, Interim Vice President for Information Technology; Carrie Besnette, Vice President for Institutional Advancement; Cathy Lucas, Associate Vice President for Communications; Joan M. Foster, Associate Provost for Institutional Planning; Joan L. Foster, Interim Dean, School of Letters, Arts and Sciences; Ken Keller, Interim Associate Dean of School of Letters, Arts and Sciences; Luis Torres, Interim Assistant Dean of School of Letters, Arts and Sciences; John Cochran, Dean, School of Business, Sandra Haynes, Dean, School of Professional Studies; Kathy Heyl, Interim Assistant Dean, School of Professional Studies; Hal Nees, Faculty Senate President; Vonda Knox, Classified Staff Council President; Theresa Crater, General Studies Committee, Brandi Saturley, Administrative Assistant to the President; and others.

**II. SWEARING IN OF NEW TRUSTEE**

A. Trustee Antonio Esquibel was sworn into his position by Metro State Legal Counsel Lee Combs.

### **III. ELECTION OF OFFICERS**

- A. Election of Chair: Trustee Adele Phelan was elected Chair. The motion **passed** unanimously.
- B. Election of Vice Chair: Trustee Garcia Berry was elected Vice-Chair. The motion **passed** unanimously.

### **IV. EXECUTIVE SESSION/COMMITTEE ASSIGNMENTS**

- A. The Board convened into Executive Session for the purpose of discussing personnel matters in accordance with 24-6-402(3)(b)(I), C.R.S. or to possibly confer with the Board's attorney to receive specific advice on legal questions in accordance with 24-6-402(3)(a)(II), C.R.S.
- B. Upon returning from Executive Session, Chair Phelan reviewed Board committee assignments.
  - i. Trustee Garcia-Berry will continue to serve as a liaison to the AHEC Foundation.
  - ii. Trustee Robinson will serve as the Foundation liaison.
  - iii. Trustee Osborne will continue to chair the Finance Committee. Trustees Tonner, Martinez, Esquibel, Robinson and Student Trustee Harris will also serve on the Finance Committee.
  - iv. Trustees Butler, Esquibel and Lucero, along with Chair Phelan and Faculty Trustee Saxe, will serve on the Academic and Student Affairs Committee.

### **V. APPROVAL OF MINUTES**

- A. The May 2, 2007 Board Meeting Minutes were approved as recorded. The motion **passed** unanimously.

### **VI. REPORTS (Optional)**

- A. Metro State Board (Reference pp. 8 – 10 of transcript)
  - i. Chair Phelan reported that she and President Jordan met with the Editorial Board of the Rocky Mountain News to discuss the HSI initiative. They emphasized that this goal serves Denver's educational and workforce needs, and that any grants accruing from this goal would serve the entire institution rather than only Metro State's Hispanic students.
  - ii. Chair Phelan, President Jordan and VP Lutes will attend a statewide education-visioning summit in Colorado Springs, and will report back to the Board on the outcomes of this event.
  - iii. Chair Phelan discussed the upcoming Board Retreat. The Retreat will be held from August 2 – 3 at a location yet to be determined.
- B. Legislative Report – Capstone Representative
  - i. N/A
- C. AHEC Board – Trustee Maria Garcia Berry (Reference pp 16 – 23 of transcript)

- i. The AHEC board approved parking increases at their last meeting.
- ii. Trustee Garcia-Berry will attend 1.5-day retreat with the Master Planning Committee to finalize the Auraria Master Plan. Trustee Garcia-Berry expects that the Master Plan may be completed by the end of summer. They have been working extensively with Denver, the Downtown Denver Partnership and other businesses as they develop the concepts for public-private partnerships.
- iii. The State of Colorado has allocated \$29 million for the new Science Building. The plans are moving forward and the Anderson Mason Dale firm has done a great job in working with all of the constituencies. Trustee Garcia-Berry expects preliminary design concepts to be available towards the end of the summer.
- iv. Trustee Garcia-Berry thanked the faculty for their collaboration with all of the schools on campus and Chair Phelan thanked Trustee Garcia Berry for her leadership on this issue.

D. President – Dr. Stephen Jordan (Reference pp. 16 – 33 of transcript)

- i. President Jordan reported on the outcomes of the recent work of a Metro State delegation in China. Metro State is trying to partner with Douglas County Schools and Denver's sister city Kumming in the Yunan province of China to become a Confucius Institute and offer certifications and curriculum around Chinese culture and language. This would entail a \$150,000 grant to support start-up costs for this endeavor. The agreement signed between Kumming and Metro State was reported in the national news broadcast in Beijing. Kumming is an open-enrollment institution with 60,000 online students. The delegation also represented Mayor John Hickenlooper at the 7<sup>th</sup> Annual Chinese National Disabled Olympics. The delegation then went to Chengdu and met with officials from the Institute for International Language at Sichuan University. Sichuan is one of the premier research institutes in China and is supported by the Chinese National Government.
- ii. President Jordan provided an enrollment update. (Reference pp. 23 – 24 of transcript)
- iii. President Jordan provided an Athletics Department update, which included that Metro State won its first Rocky Mountain Athletic Conference, All Sports Competition Wells Fargo Cup. (Reference pp. 24 – 26 of transcript)
- iv. President Jordan reported that the Adventures of the American Mind project just received a \$650,000 grant from the Library of Congress was named a regional TPS Center.
- v. Metro State will be offering classes on the mall again in Skyline Park.

E. Student Government – Student Trustee Brian Glotzbach (Reference pp. 34 – 39 of transcript) and Student Trustee-elect Harris (Reference pp. 39 – 43 of transcript)

- i. Student Trustee Glotzbach thanked Board members and the President for the positive experiences during his service to the Board.
- ii. Student Trustee Glotzbach reported on his recent trip to China related to

- the BSN (Brand Spankin' New) project at Metro State. They met with two universities, students and a manufacturing firm during the trip.
- iii. Student Trustee-elect Harris reported that SGA President Jack Wylie would present to the Board and the Finance Committee on the clean air initiative. Today is the first Senate meeting of the Student Government. The executive committee of the SGA has set four goals for the coming year, which include increasing their presence in the State Capitol, build legitimacy, outreach, and increasing student resources.
- F. Finance Committee – Trustee John Osborn (Reference pp 43 – 44 of transcript)
- i. Trustee Osborn reported that the Finance Committee met last week and reviewed the '07 operating budget and is recommending that the Board approve the '08 budget. The Finance Committee also approved program allocations of the student fees.
- G. Academic and Student Affairs Committee – Trustee Adele Phelan (Reference pp. 43 – 45 of transcript)
- i. The Academic and Student Affairs Committee has been reviewing and discussing the Appendix A revisions. They hope to have revision complete and recommended to the Handbook Committee before the hiring season of next year.
  - ii. At the last meeting the Committee also saw a brief presentation on the Strategic Plan.
- H. Faculty Senate – Dr. Hal Nees, President (Reference pp. 47 – 48 of transcript)
- i. The Fall Professional Development Conference will be on August 15 from 8:00 am – 3:00 pm. The agenda will be sent to Trustees.
  - ii. The Executive Committee of the Faculty Senate will be meeting today.
- I. Council of Chairs – Mr. Greg Watts
- i. N/A
- J. Alumni – Alumni Representative (Reference pp. 49 – 51 of transcript)
- i. Alumni Representative Brenda Frederickson reported that the Alumni board had a full Board meeting last night and will be having an Alumni board retreat on August 18. The focus of the retreat will be to finalize the strategic plan. The Alumni annual meeting will be September 12, and will feature an open house of the new alumni Office.
  - ii. The Alumni Office is sponsoring a program similar to The Apprentice, which will be a fundraising challenge. This program is still being developed.

## VII. ACTION ITEMS

The following items were presented by the Office of Administration and Finance:

- A. FY 2008 Student Fees (Reference pp. 51 – 55 of transcript)
  - i. This item **passed** unanimously.
- B. FY 2008 Operating and Auxiliary Budgets (Reference pp. 55 – 79 of transcript)

- i. This item **passed** unanimously.

## VIII. CONSENT ITEMS

The following item was presented by the Office of Human Resources:

### A. Personnel Items

- i. This item **passed** unanimously.

## IX. PRESENTATIONS

### A. UM Global HR Merit Evaluation Presentation/Presentation (Reference pp. 102 – 117 of transcript) and from Dr. Tat Sang So of the Working Committee (Reference pp. 79 – 102 of transcript)

- i. Dr. So presented on the progress of the Working Committee of the Pay for Performance/Merit Evaluation program. He reviewed the agreed-upon concepts, developing concepts and emerging concepts of the new Pay for Performance system as it relates to merit evaluations, faculty development, training, guidelines, strategic planning, student evaluations, RTP (retention, promotion and tenure), root problems and compensation. He reviewed the timeline for implementation and the future conversations ahead of the Working and Steering Committees for the Pay for Performance initiative.
- ii. Dr. Ulibarri presented an overview of UM Global's data collection process and a history of the open forum meetings and committee meeting attended since being contracted to guide this process. UM Global staff have met with constituencies from all over the college and have posted the resulting data online.
- iii. Dr. Ulibarri reviewed Metro State's evaluation climate. He noted that there are 39 different sets of departmental guidelines and an inordinate amount of paperwork associated with the review process. He reviewed different compensation models and noted that a successful Pay for Performance system requires that base salaries are at a healthy level and equity/parity concerns be regularly addressed through a different system.
- iv. Dr. Hal Nees responded to the presentation, noting that "wide acceptance" denoted Pay for Performance Committee acceptance,

### B. Strategic Planning Presentation from Joan M. Foster (Reference pp. 125 – 141 of transcript) and Hal Nees ((Reference pp. 141 – 147 of transcript)

- i. Associate Provost for Strategic Planning Joan M. Foster provided an update to the Board relating to the strategic planning process. She reviewed the development of the plan over the past year, including the faculty and staff participation in various trainings and open forums.
- ii. The content of the plan is derived from key issues surrounding the College's pursuit of becoming the preeminent urban baccalaureate college in the nation. Some of these concepts include student

outcomes, faculty development, community engagement and leadership growth.

- iii. The guiding principles of the Plan are that the plans are dynamic and responsive to change, there is continuous assessment and improvement, and that the planning goals and budgetary allocations are linked. Associate Provost Foster also reviewed the areas of the Plan to be championed by the President and Vice Presidents.
- iv. Faculty Senate President Hal Nees presented on the implementation strategy for the Strategic Plan. This process includes presenting to the President's Cabinet, identifying key priorities and supporting these priorities through the budget allocation process.
- v. Trustee Phelan and President Jordan thanked Hal Nees and Joan Foster for their work on this issue. Trustee Phelan asked Board members to review the materials given them and become familiar with the strategic planning process.

## **X. PUBLIC COMMENT**

- A. There were no requests for public comment.

## **XI. REQUESTS FOR FUTURE AGENDA ITEMS**

- A. Future agenda items were to be included primarily in the Retreat Agenda. They included Master Planning, Pay for Performance and Strategic Planning.

## **XII. ADJOURNMENT**

- A. The meeting adjourned at 1:05 pm.