

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

**Monday, June 19, 2006
9 a.m. – 12 noon
Tivoli Student Union Room 320
Auraria Campus**

MINUTES

XI. CALL TO ORDER

A. The meeting was called to order at 9:18 am by Trustee Benson.

Board of Trustees Present:

Trustee Bruce Benson; Trustee Gin Butler (via conference call); Trustee Alex Cranberg; Trustee Maria Garcia Berry; Trustee Mark Martinez; Trustee John Osborn; Trustee Adele Phelan; Trustee Ann Rice; Trustee Sean Tonner; Faculty Trustee Gene Saxe; Student Trustee Brian Glotzbach.

Metro State Personnel Present:

Stephen Jordan, President; Brandi Saturley, Administrative Assistant to the President; Rodolfo Rocha, Vice President and Provost for Academic Affairs; Douglas Samuels, Vice President for Student Services; Natalie Lutes, Vice President for Administration and Finance; George Middlemist, Interim Vice President for Information Technology; Lee Combs, General Counsel; Cathy Lucas, Associate Vice President for Communications; Joan Foster, Dean, School of Letters, Arts and Sciences; Hal Nees, Faculty Senate President; Vonda Knox, Classified Staff Council President; Diane McAllister, Foundation; and others.

XII. APPROVAL OF MINUTES

A. Approval of June 7, 2006 Board Meeting Minutes: It was moved and seconded to approve the June 7, 2006 Board meeting minutes as amended. The motion passed unanimously.

XIII. ACTION ITEMS

A. It was moved and seconded to pass the item. The motion carried unanimously. Vice President Lutes presented various materials to the Board to clarify the goals of the faculty compensation plan. Goals included improving the College's recruiting ability, rewarding faculty for their performance, recognizing promotion with more value and supporting the College's path to preeminence. Evaluation and Merit procedures were also discussed as a discussion item related to the passing of this budget. The merit and evaluation process revisions will be apparent by June of 2007 and are slated to be complete by 2008. Questions and concerns were voiced by various Trustees relating to peer-group utilization, merit and evaluation procedures. Concerns included maximizing student retention practices to support the requisite budget, maximizing Metro State's ability to be

competitive in the faculty hiring market and retaining the highest quality faculty and staff. Discussion included market value for hiring rates versus treating faculty equally despite academic areas. Several Trustees stated that they would like to see other initiatives and important issues, such as core curriculum and merit, are addressed with the same enthusiasm. The Board agreed that the budget would allow for the proposal, that it was time to move forward in order to get faculty contracts prepared and to continue to develop various strategies for compensation and merit initiatives that move the College further towards preeminence.

XIV. PUBLIC COMMENT

A. There were no public comments.

XV. REQUESTS FOR FUTURE AGENDA ITEMS

A. There were no requests for future agenda items.

XVI. ADJOURNMENT