May 7-8, 2015

Thursday, May 7, 2015
Presidential Evaluation/Governance/Executive Committee (closed session): 7:30 a.m. – 8:30 a.m.
Student Success Building, Legal Conference Room 440J

Finance Committee: 8:30 a.m. – 10:30 a.m. (Breakfast provided)
Student Success Building, Trustees Boardroom 440A

Academics & Student Affairs Committee: 10:30 a.m. – 12:00 p.m. (To-go lunches provided for Trustees at 12:00 p.m.)
Student Success Building, Trustees Boardroom 440A

Friday, May 8, 2015
Executive Session (closed session): 7:30 a.m. – 8:30 a.m. (Breakfast provided)
Student Success Building, Trustees Boardroom 440A

Public Meeting: 8:45 a.m. – 12:30 p.m. (To-go lunches provided for Trustees at 12:30 p.m.)
Student Success Building, Foundation Boardroom 400
METROPOLITAN STATE UNIVERSITY of DENVER
BOARD OF TRUSTEES

Business Meeting
Friday May 8, 2015
Executive Session: 7:30 a.m. – 8:30 a.m.
Public Meeting: 8:45 a.m. – 12:30 p.m.
Student Success Building
890 Auraria Parkway, SSB 400 (Foundation Boardroom)

I. CALL TO ORDER

II. CHAIR’S WELCOME & REPORT:

III. CONSENT AGENDA:
   A. Approval of April 14, 2015 Board Meeting Minutes
   B. Approval of Office of Human Resources report of personnel actions which have occurred since the last Board Meeting on April 14, 2015

IV. PRESENTATIONS:
   A. Board Oversight of Educational Quality
      i. Center for Faculty Excellence Presentation – Michael Kolb, Director of CFE

V. REPORTS & ACTION ITEMS:
   A. President’s Report: President Stephen Jordan
   B. State Legislative Report: Christine Staberg, Capstone Group, LLC
   C. Academic & Student Affairs Committee: Trustee Terrance Carroll
      i. Approval of Tenure and Emeritus Recommendations – Luis Torres
      ii. Approval of Phase One Review Process for New Undergraduate Degree Programs – Sandra Haynes
         a. Bachelor of Science in Advanced Manufacturing Sciences
         b. Bachelor of Science in Sustainable Systems Engineering
   D. Finance Committee: Trustee Jack Pogge
      i. Approval of Fiscal Year 2015-16 Tuition and Fee Rates, Steve Kreidler
      ii. Approval of Fiscal Year 2015-16 Initial Base Budget, Steve Kreidler
   E. Faculty Trustee Report: Trustee Kenn Bisio
   F. Student Trustee Report: Trustee Joe Boss
   G. Alumni Report: Alumni Representative Judy George
   H. Faculty Senate Report: Sheila Rucki, President
   I. Student Government Report: Patricia Ordaz, President
   J. AHEC Report: Vice Chair Dawn Bookhardt
   K. Foundation Report: Trustee Bill Hanzlik
   L. Shared Governance Task Force Report: Braelin Pantel and Winston Willis-Grady, Co-Chairs
VI. INFORMATION ITEMS:
   A. Human Resources report of personnel actions for the Board’s information which have occurred since the last meeting on April 14, 2015

VII. PUBLIC COMMENT:

VIII. ADJOURNMENT
EXECUTIVE SESSION:
Vice Chairwoman Dawn Bookhardt read the Trustees into Executive Session at 7:30 a.m., and asked for a motion. The motion was made and seconded, and unanimously approved.

CALL TO ORDER:
The Board of Trustees meeting was called to order at 11:00 a.m. by Vice Chairwoman Dawn Bookhardt. She was joined by Trustee Jack Pogge, Trustee Terrance Carroll, and Trustee Bill Hanzlik, Trustee Barb Grogan, and Trustee Elaine Berman. Faculty Trustee Kenn Bisio, Student Trustee Joe Boss, and Alumni Representative Judy George were also in attendance, along with President Stephen Jordan, Board Secretary Loretta Martinez, Treasurer George Middlemist, Assistant Secretary Carrie Warren, various faculty, administrators and staff.

General Counsel Loretta Martinez administered the oath of office to incoming Board Trustees Elaine Berman and Barb Grogan.

CHAIR’S WELCOME & REPORT:
Vice Chair Bookhardt reviewed Board Committee assignments for 2015-2016.

Board Secretary Martinez said that she and the Vice Presidents are working on revisions to the Trustee Manual. A revised manual will be presented for the Board’s review at the May meeting.

Vice Chair Bookhardt encouraged Board members to attend the AES reception with Governor Hickenlooper and Lieutenant Governor Garcia, on April 22, 2015, at the Governor’s Mansion.

CONSENT AGENDA:
The first order of business was the approval of the Consent Agenda. Vice Chair Bookhardt asked for a motion to approve the following items:

A. Approval of February 19, 2015 Board Meeting Minutes

Trustee Carroll moved for approval, with a second by Chair Hanzlik. The motion was unanimously approved.

B. Office of Human Resources report of personnel actions which have occurred since the last Board Meeting on December 5, 2014
Trustee Carroll moved for approval, with a second by Chair Pogge. The motion was unanimously approved.

PRESENTATIONS:

A. Board Oversight of Educational Quality
   i. Student Success and Retention. Provost Golich reported on initiatives to improve student success and retention, and commended James Lyall and his team for their work on these important technological services.

   - Ellucian Recruiter comprehensively supports potential students throughout recruiting and admissions

   - The Student Success Collaborative (SSC), a program offered by the Education Advisory Board, allows MSU Denver to leverage big data recorded over the past ten years measuring how MSU Denver students progressed toward their degree. In addition to enabling advisors and faculty to review students’ progress toward their degree, the program provides them with an opportunity, based on a student’s strengths and weaknesses, to suggest alternative degrees and the sorts of careers that can be expected with those degrees

   - The new Connect U Site displays links to services on the University website, allowing one login instead of several

   - Degree Works, a software program to be launched this fall replaces the CAPP system. Degree Works will allow faculty to work with students in preparation for their graduation

   - Students, faculty, and staff will soon be using one e-mail program

   - Transition to the single-learning management system is moving ahead, and the Online Council will be reviewing online programs and courses

   - Quality Matters provides a national standard that enables the University to compare its courses and programs against others’, to ensure quality of offerings

   - The Gateways to Completion program is helping decrease student failure rates in gateway courses. The failure rate in Computer Information 1010 fell from 38% to 19% following its redesign

   - MSU Denver was named No. 1 “Best for Vets” in Colorado, and the University is working to create other cohort groups. One such group is emancipated foster youth and homeless students. The University provides food, resources, and is collecting suits and other clothing appropriate for the workplace. Another proposed group is ALANA, or African-American, Latino, Asian, and Native American students
The Retention Task Force now has access to information updated on a daily basis concerning students’ performance in the current semester. This provides faculty and staff an opportunity to remind students to register for the coming semester.

Trustee Berman asked if data exists with regard to retention, broken down by school district or county. Provost Golich said that this data will be available once the student success program is in place. President Jordan added that, for legislative purposes, the University has in the past identified students’ legislative districts. Sixty percent of MSU Denver’s students, he said, are transfers, and their average age is 26. For that segment of students, data relative to school district is less relevant.

President Jordan suggested that MSU Denver consider implementing a process similar to one at University of Massachusetts, Boston, in which it reports students’ performance back to their school districts. The university and school districts have formed positive relationships while working to improve student success.

Vice Chair Bookhardt thanked the Provost for her update and called for the budget update.

**B. FY 2014-15 Budget Update and 2015-16 Budget Planning Process.** Mr. Kreidler presented an overview of the FY 2015-16 budget and the Finance Committee’s recommended priorities intended to help stabilize the University’s funding environment.

Mr. Kreidler reviewed the University’s seven strategic priorities, and noted the ones that require funding. Implementation of the priorities is challenged by declining enrollment. In contrast to highly selective universities, where enrollments are known in advance of Fall semester, MSU Denver has an open enrollment system and that number is not known in advance. Virtually all state revenues are based on credit-hour production, making the number of enrolled students of paramount importance.

The proposed budget reflects a 5% decrease in enrollment. Any increase in state support that the University would be eligible for pursuant to HB 1319 is reduced by enrollment shortfalls. A tuition increase of 6% would result in a revenue increase of $7,370,340. Trustee Berman inquired about the impact on enrollment of a 6% tuition increase. President Jordan said that the cost of attending MSU Denver is more accurately reflected in net cost, which takes into account Pell grants and need-based aid that does not have to be repaid. These offsets against tuition result in MSU Denver students paying approximately 50% of the stated tuition. Trustee Berman asked by what amount tuition had increased each of the last two years. President Jordan responded that the University had an approved five-year plan for tuition increases of 21%, 16%, 13% and an intended 9%, at which point the state passed a ruling that tuition could only be increased by 6%. The actual dollar amounts of the high percentage tuition increases were less than the actual dollar amounts at other state institutions with lower percentage increases.
The combination of being the lowest-funded institution on the general fund side, and having the lowest tuition of the state institutions, brought the University to the point where it struggled with retention levels and was unable to provide critical student services.

Mr. Kreidler said that as compared to its peer group of 63 institutions and the CUPA national comparison by rank, faculty salaries at MSU Denver are notably low. The increased allocation for faculty compensation in the proposed budget represents a step toward providing salaries that are nationally competitive. Faculty searches at MSU Denver are conducted on a national basis.

President Jordan pointed out that MSU Denver is the only institution in the state that charges the same tuition rate after twelve credit hours, up to 18 hours. Mr. Kreidler stated that last year the free additional hours amounted to $8 million in financial aid to students. Faculty Trustee Bisio said that his experience has been that after advising students of this fact, each one has increased their credit-hour enrollment to 15 or 16 hours.

In response to a question from Trustee Grogan, President Jordan stated that the benefits of attaining HSI status, which the University expects to reach by 2018, include a basic grant of approximately $500,000, and the opportunity to apply for grants provided by each federal agency that are only offered to institutions maintaining HSI status. Qualifying institutions compete against a much smaller pool of institutions.

Mr. Kreidler said, in summary, that the allocations in the proposed budget reflect a significant investment in students, which is needed to curb enrollment declines and increase student retention and graduation, all of which will contribute to a more stable funding environment.

Vice Chair Bookhardt thanked Mr. Kreidler and his team. A short break was taken, after which Vice Chair Bookhardt called for the federal legislative report.

REPORTS & ACTION ITEMS:
A. Federal Legislative Report. Mike Dino reported that each chamber of Congress had passed the budget resolution as well as a key piece of legislation regarding Medicare. The 2016 budget cycle might be handled more expeditiously than in the past, although an appropriations bill for education may not be available by the time of the September Board meeting.

The Administration’s college rating system is scheduled to take effect in Fall 2016. MSU Denver and other universities, as well as the Association of Public and Land Grant Universities, have submitted their concerns with regard to the challenges associated with implementing the ratings system.

President Obama announced a Student Aid Bill of Rights setting forth the guiding principles behind his vision for affordable education. Senator Bennet co-sponsored the Financial Aid Simplification and Transparency (FAST) Act, a bill to simplify the federal financial aid programs and application process.
Senator Claire McCaskill and other senators reintroduced a strengthened version of the Campus Safety and Accountability Act. Senator McCaskill has proposed that schools failing to comply with certain requirements would face a penalty of up to one percent of their operating budget. The penalties collected from universities would be distributed back to campuses through a competitive grant program for which colleges and universities could apply for the purpose of researching best practices for the prevention of violence on campuses. President Jordan said that Senator McCaskill has accepted an invitation to meet with American Association of State Colleges and Universities presidents at their summer conference.

The Workforce Innovation and Opportunity Act will go into effect this week, Mr. Dino said. The intent of the Act is to form more partnerships among businesses, communities, and educational institutions in providing workforce opportunities. Patton Boggs is lobbying the Department of Labor to expand grants and funding opportunities under the Act to four-year institutions.

The Veterans’ Access, Choice, and Accountability Act (the “Act”) passed last year is designed to help veterans and their dependents access higher education. Its enactment will be delayed until next year as many states are unprepared for its implementation. President Jordan said that MSU Denver supports the bill in the Colorado legislature requiring institutions of higher education to classify veterans and their dependents as in-state students for tuition purposes. Under the Act, institutions that fail to comply could be disqualified from participating in GI bill programs, which would equate to the potential loss of $4 million to the University.

Mr. Dino said that MSU Denver’s leadership on undocumented students has been lauded in Washington, D.C., and continues to be an important factor in consideration of immigration issues. Representative Jared Polis led an effort to financially reward states providing in-state college tuition to undocumented students. In response to a question by Trustee Grogan, Mr. Dino stated that funding for implementation of President Obama’s executive order on immigration was blocked by a judge in Texas. The Administration is pursuing a judgment against that.

Patton Boggs is updating a policy paper addressing MSU Denver’s role as an emerging HSI. Grant opportunities are available to assist universities working toward HSI status, prior to actually receiving HSI designation.

The Department of Defense has invited two members of the University’s Chemistry faculty to submit a full proposal to its threat reduction agency in collaboration with the Pacific Northwest National Laboratory.

In response to an inquiry by Trustee Grogan as to issues posing the greatest threat to the University, and issues providing the greatest opportunity, President Jordan said that the possibility that the Department of Labor will open its grants to four-year institutions represents a significant opportunity to MSU Denver. MSU Denver recently partnered with 12 community
colleges for a $24 million award for which only community colleges could apply. MSU Denver received $2 million of the award.

The biggest threat to the University, President Jordan said, are the three white papers released by the Senate education committee relating to reauthorization of the Higher Education Act, and in particular the concept of risk sharing by colleges and universities to discourage students from over-borrowing. The concept, called skin-in-the-game, proposes that colleges pay a percentage amount of any defaulted student loan that originated at its school. President Jordan said that the financial reserves of institutions similar to MSU Denver are insufficient to cover that sort of contingency, and the proposal does not provide them the entity the opportunity to prevent the student from borrowing financial aid in the first place.

Senators Bennet and Alexander support restoration of the year-round Pell grant, but propose that it be paid for by eliminating interest rate subsidies on student loans. Mr. Dino and President Jordan are working to clarify the impact of their proposal.

MSU Denver participates in the Voluntary System of Accountability developed by the Association of Public and Land Grant Universities and the American Association of State Colleges and Universities. The DOE has indicated it may be prepared to accept alternative voluntary systems in the short term while it works into the federal system.

President’s Report. President Jordan reported that the long appropriations bill has moved from the House and Senate to conference committee. The higher education component of the operating and capital budgets proceeded uncontested through both houses. MSU Denver remains high on the capital development committee’s list of recommendations.

An appropriation of $14.8 million for the AES building was made, completing the state’s commitment to the P3 partnership, along with a 14.8% increase, or approximately $60 million, to the University’s operating budget. President Jordan noted that revenues from the state pay for approximately 30% of the University’s operating budget and that students pay the other 70%. A 6% tuition increase as allowed by the state would be offset by anticipated enrollment shortfalls.

Ten MSU Denver aerospace students represented the University at the first Colorado Aerospace Day on March 23rd at the state capitol. The students staffed a booth showcasing their various projects, and mingled with aerospace workers.

House Bill 15-1344 has been introduced authorizing the state to enter into lease-purchase agreements to finance facilities for Colorado State University to be included in the National Western Stock Show Center master plan. The bill proposes that the revenue stream currently used to pay for prison COPs, which will end in 2017, then be used to pay for the CSU facilities. MSU Denver determined that future capital appropriations would not be impacted because the bill proposes using funds already in use. The bill clarifies that CSU programs at the Center would be limited to agriculture and veterinary medicine.
President Jordan said that the Governor and Lieutenant Governor will formally ask the private sector for support of the AES initiative in the amount of $20 million, now that the state and the University have each solidified their $20 million contributions. The Governor’s assistance to the University in securing funds from the private sector is unprecedented.

President Jordan reported that Dr. Anthony Grant is a finalist for the position of Athletic Director. Dr. Grant holds a Ph.D. from the University of Iowa. His bachelor’s degree is in English with a minor in Japanese. His liberal arts background and focus on student life serve as indications of his intention to increase the success of student athletes. Trustee Hanzlik added that Dr. Grant is an exceptional candidate for the position.

MSU Denver hosted over 700 attendees at the fifth annual Tri-Institutional Diversity Summit with the theme of *Who’s Sitting Next to You? Diversity Unmasked*. The summit began with a welcome address by Lieutenant Governor Garcia.

MSU Denver will play a major role in wildfire control in Colorado, serving as a key partner in the future development of the Center of Excellence for Advanced Technology in Aerial Firefighting in Rifle, Colorado. The center will conduct research and evaluate technology that supports aerial firefighting. Jeffrey Forrest, chair of the Department of Aviation and Aerospace Science, his colleagues, and leaders from Garfield County co-authored the winning proposal. The MSU Denver team, which included affiliate faculty members Jeffrey Cozart and David White and alumna Magens Orman, was tasked with evaluating the viability of Rifle as a location of the center. The data they analyzed included air traffic density, national airspace concerns, topography, wild-land risk, and connectivity to the rest of the state.

Senior Mitch McCarron was named Capital One first team Academic All-American and the national Division II Player of the Year.

**Academic & Student Affairs Committee.**

i. **Short Presentation and Approval of Sabbatical Recommendations.** Trustee Carroll moved for approval of the sabbatical recommendations, with a second by Trustee Hanzlik. The motion was unanimously approved.

Provost Golich introduced Professors Ann Williams and Allison Cotton, who have recently returned from sabbaticals. Professor Wilson stated that sabbaticals provide faculty the opportunity to take risks they would not otherwise take. Professor Wilson worked on cross-cultural competencies, important to students in language and cultural learning in the business world. With the help of a Tech Comm student, Professor Wilson filmed scenes in France to deepen her students’ understanding of French culture and to discover ways in which a culture may be observed and analyzed.

Professor Cotton’s sabbatical enabled her to co-author a textbook entitled *Class, Race, Gender, and Crime: The Social Realities of Justice in America*. A fourth edition of the book was released in July 2014. Within six months of its release, a fifth edition was requested.
Finance Committee. Trustee Pogge stated there were no additional matters to report.

Shared Governance Task Force Report. President Jordan expressed his appreciation of the work of the task force, and stated that he looks forward to receiving their recommendations, which will become the focus of a much larger campus initiative next year to implement shared governance.

Faculty Trustee Report. Faculty Trustee Bisio presented a list of faculty requests:

- Faculty would like to include sabbaticals in their post-tenure review plans
- Faculty recommend that new faculty, holding a terminal degree, be hired at the associate professor level instead of assistant professor
- Faculty support the idea of the University providing the option of health insurance coverage through Kaiser Permanente as well as BCBS
- With regard to retention and graduation, Professor Bisio’s committee work has put him in touch with a number of students who have expressed concern over the requirement that students whose SAT or ACT scores are low must take an assessment test which covers material not included in Math 1080, Mathematical Modes of Thought. The students would prefer that Mathematical Modes of Thought be a requirement of admission to the University in lieu of the assessment test
- Faculty propose a pilot program with North, South, East, and West High Schools, similar to the CU Succeed program. The dropout rate at North High School from freshman year to senior year is 76%
- Members of faculty have requested an opportunity to meet with the Trustees and discuss taking the EO office outside the umbrella of the President’s Office.

Vice Chairwoman Bookhardt thanked Faculty Trustee Bisio and said she would follow up on the requested meeting.

Student Trustee Report. Student Trustee Boss said that as a past fellow, he has been advising current and incoming fellows with respect to promotion of the HLC program to appeal to a more viable group of candidates.

Mr. Boss met with students regarding their concerns about commencement being held at the arena and provided them with background behind the decision.

Alumni Report. Alumni Representative Judy George updated the Board on progress made by the Alumni Task Force with regard to initiatives providing the opportunity for meaningful engagement of alumni in support of the University’s priorities. The main focus of the task force
was to examine the Association’s role with regard to the seven strategic priorities. The five key priorities requiring funding constitute the priorities of the Association.

The Alumni Association will revisit its bylaws, its size, function, and governance, with the goal of making its functions more strategic and supportive of the initiatives and the new mission of the Association. The Association recommends the adoption of an updated and shared mission statement reflecting a focus on institutional priorities.

Faculty Senate Report. Sheila Rucki reported that Faculty Senate is completing its work to streamline the curriculum process. President Jordan expressed his appreciation of the work of Professor Rucki and Faculty Senate. Ms. Rucki thanked him and said that the President’s Office has been very helpful in the process.

Student Government Report. Patricia Ordaz stated that student government elections are in progress. One of the ballot items is the Auraria campus recreation fee, separate from the student affairs fee.

AHEC Report. Vice Chair Bookhardt reported that the Tivoli Park Triangle will include a beer garden alongside the brewery. A fee of $5 per student per semester will be supplemented by Auraria Foundation funds to pay for the project and other gathering places for students.

An MOU will be entered into between the AHEC Foundation and AHEC to dissolve the Foundation. Remaining funds and activities of the Foundation will be transferred to AHEC.

Foundation Report. Trustee Hanzlik reported that Foundation directors continue to work on building the new project team structure and updated the Board on the each team’s progress.

INFORMATION ITEM:  *(Requires no approval by the Board of Trustees)*
A. Office of Human Resources revised report of personnel actions for the Board’s information which have occurred since the last Board meeting on December 5, 2014.

Board Secretary Martinez noted that the HR report on personnel actions has been revised.

PUBLIC COMMENT:
There were no public comments.

ADJOURNMENT:
Vice Chair Bookhardt asked for a motion to adjourn the Board of Trustees meeting. Trustee Hanzlik *moved for approval*. The motion was *unanimously approved* and the meeting officially adjourned at 2:00 p.m.
AGENDA ITEM: Office of Human Resources report of personnel actions for the Board’s approval which have occurred since the last Board Meeting on April 14, 2015.

BACKGROUND: Report includes appointments of administrators, tenure with promotion and emeritus which require Board approval.

RECOMMENDATION: It is recommended by Metropolitan State University of Denver that the Board of Trustees approve the following actions.

APPOINTMENTS

Ms. Angela Roberts, Human Resources Generalist, Annual Salary: $43,000.00 – Effective April 20, 2015. (ADMINISTRATIVE)

Ms. Nannette McGuigan, Alternative Licensure Program Coordinator, Annual Salary: $48,000.00 – Effective April 20, 2015. (ADMINISTRATIVE)

Ms. Maria Bracamontes, Program Assistant, Department of Modern Languages, Annual Salary: $46,500.00 – Effective April 16, 2015. (ADMINISTRATIVE)

Ms. Lauren Sullivan, Veteran and Military Student Services Coordinator, Annual Salary: $44,000.00 – Effective April 1, 2015. (ADMINISTRATIVE)

TENURE AND PROMOTION TO ASSOCIATE PROFESSOR (35)

Dr. Maria Akrabova Modern Language
Dr. Brian L. Bagwell Human Services
Dr. Andrew J. Bonham Chemistry
Dr. Jennifer E. Capps Criminal Justice and Criminology
Dr. Diane Carroll Special Education, Early Childhood and Culturally and Linguistically Diverse Education

Dr. Kathleen Deakin English
Dr. John T. Ethier Mathematics & Computer Sciences
Dr. Bethany F. Fleck-Dillen Psychology
Dr. Jennifer L. Gagliardi-Seeley Biology
Ms. Tanya K. Gatlin Aviation and Aerospace Science
Dr. Kara F. Halley  Special Education, Early Childhood and Culturally and Linguistically Diverse Education
Dr. April A. Hill  Chemistry
Dr. Deborah A. Horan  Elementary Education and Literacy
Dr. Henry Jackson Jr.  Criminal Justice and Criminology
Dr. Michael B. Jacobs  Chemistry
Ms. Robin Tsehai Johnson  Art
Dr. Devi Kirhan Kalla  Engineering Technology
Dr. Kimberly A. Klimek  History
Ms. Laura K. Love  Theatre
Dr. Brandon Stephen Matthews  Music
Dr. Mark Mazurek  Biology
Dr. Jillian Louise Mollenhauer  Art
Dr. Chad R. Mortensen  Psychology
Dr. Adriana Pilar Nieto  Chicana/o Studies
Dr. Vicki L. Nilles  Special Education, Early Childhood and Culturally and Linguistically Diverse Education
Dr. Jan Perry-Evenstad  Secondary, K-12 and Educational Technology
Dr. David Joseph Piacenti  Sociology and Anthropology
Dr. Vincent Piturro  English
Dr. Nicholas L. Recker  Sociology and Anthropology
Dr. Luis Balmore Rivas  English
Dr. Courtney Rocheleau  Psychology
Ms. Jean Rother  Nursing
Dr. Keah Schuenemann  Earth and Atmospheric Science
Dr. Sheryl Zajdowicz  Biology
Mr. Kevin Dale Zeiler  Health Professions

TENURE AND PROMOTION TO FULL PROFESSOR (1)

Dr. Andrew D. Holt  Accounting

TENURE—ALREADY ASSOCIATE PROFESSOR (1)

Dr. Tina J. Herring  Special Education, Early Childhood and Culturally and Linguistically Diverse Education
EMERITUS STATUS (13)

Dr. Thomas L. Altherr  Professor Emeritus—History
Mr. Brent W. Balazs  Professor Emeritus—Aviation & Aerospace Science
Dr. Vincent C de Baca  Professor Emeritus—History
Dr. Kenneth W. Engelbrecht  Professor Emeritus—Earth and Atmospheric Sciences
Dr. Sidney A. Freudenstein  Professor Emeritus—Physics
Ms. Barbara H. Gabriel  Category II Senior Lecturer Emeritus—History
Dr. Monys A. Hagen  Professor Emeritus—History
Mr. John H. Monnett  Category II Lecturer Emeritus—History
Dr. Rebecca L. Paskind  Associate Professor Emeritus—Social Work
Mr. Kenneth R. Phillips  Associate Professor Emeritus-Chair—Industrial Design
Dr. Eugene W. Saxe  Professor Emeritus—English
Dr. Louis A. Talman  Professor Emeritus—Mathematical & Computer Science
Dr. Larry E. Worster  Professor Emeritus--Music
AGENDA ITEM: Center for Faculty Excellence Presentation

BACKGROUND:
The Center was originally created in 2008 under the leadership of Dr. Stephen Jordan in order to support the mission of the University by providing faculty with programs and services to improve instruction at MSU Denver. Professor Mark Potter served as its first director from its founding until 2012, at which time Dr. Lunden MacDonald and Dr. Jane Chapman Vigil served as interim directors. The current Center director is Dr. Michael J. Kolb, Professor of Anthropology.

ANALYSIS:

Center Name
After careful consideration of past internal and external reviews, the Center was renamed in April 2015:

From: THE CENTER FOR FACULTY DEVELOPMENT
To: THE CENTER FOR FACULTY EXCELLENCE

This name change better situates the Center to undertake a revised strategic mission that directly aligns with the values and goals laid out in A Time of Transformation: 2012-2017 Strategic Plan.

New Mission and Values
The new mission for the Center will focus on providing professional learning resources and activities designed to help all faculty flourish as teachers, scholars, and colleagues. The ultimate goal being to generate and facilitate an academic climate where all faculty will flourish to the full of their potential. The center will focus on four core values:

- Academic Excellence
- Cross-Disciplinary Collaboration
- State-of-the-Art Teaching and Learning
- Early Career Development

2015 Accomplishments
- New by-laws for the Center’s Advisory Council (February 2015)
- Programming of 15 workshops – February/March 2015
- Renaming of the Center to Faculty Excellence (March 2015)
- T-summit 2015 team/T-summit executive summary to Provost (March 2015)
- Faculty-Scholar Forum (April 2015)
- New Strategic Plan (May 2015)

Strategic Goals
- Enhance and sustain faculty career efforts by facilitating, developing, and sustaining online and face-to-face communities and activities.
- Assure that a centralized Cloud repository of resources is readily available to all faculty for the dissemination of CFE discussions, collaborations, and information.
- Promote and assist with faculty career reflection and projection by assisting in the use of
activity reporting for promotion, tenure, and review.

- Partner with MSU Denver units to strengthen faculty learning efforts, career enhancing opportunities, staffing, and facilities.
- Support faculty in their ongoing improvement of student learning by promoting a 21st century learning environment that emphasizes: Engagement; Mentoring; Iteration; and Collaboration (EMIC).
- Develop an institutional e-learning pedagogy and training policy in order to assure high-standards delivery of all MSU Denver on-line courses.
- Develop and implement a comprehensive early career institute to effectively prepare new faculty for the transition to academic life and careers at MSU Denver.
**AGENDA ITEM:** Approval of Tenure and Emeritus Recommendations

**BACKGROUND:**
The processes for the conferring of emeritus status and granting of tenure has been concluded, and we therefore submit the following recommendations for approval, pursuant to §3.3 of the Trustees Policy Manual.

**RECOMMENDATION:**
The President and Provost/Vice President of Academic and Student Affairs recommends the Board of Trustees approve the following tenure and sabbatical requests:

**Tenure and Promotion to Associate Professor (35)**

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<th>Department</th>
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<td>Ms. Laura K. Love</td>
<td>Theatre</td>
</tr>
<tr>
<td>Dr. Brandon Stephen Matthews</td>
<td>Music</td>
</tr>
<tr>
<td>Dr. Mark Mazurek</td>
<td>Biology</td>
</tr>
<tr>
<td>Dr. Jillian Louise Mollenhauer</td>
<td>Art</td>
</tr>
<tr>
<td>Dr. Chad R. Mortensen</td>
<td>Psychology</td>
</tr>
<tr>
<td>Dr. Adriana Pilar Nieto</td>
<td>Chicana/o Studies</td>
</tr>
<tr>
<td>Dr. Vicki L. Nilles</td>
<td>Special Education, Early Childhood and Culturally and Linguistically Diverse Education</td>
</tr>
<tr>
<td>Dr. Jan Perry-Evenstad</td>
<td>Secondary, K-12 and Educational Technology</td>
</tr>
</tbody>
</table>
Dr. David Joseph Piacenti  Sociology and Anthropology
Dr. Vincent Piturro  English
Dr. Nicholas L. Recker  Sociology and Anthropology
Dr. Luis Balmore Rivas  English
Dr. Courtney Rocheleau  Psychology
Ms. Jean Rother  Nursing
Dr. Keah Schuenemann  Earth and Atmospheric Science
Dr. Sheryl Zajdowicz  Biology
Mr. Kevin Dale Zeiler  Health Professions

**Tenure and Promotion to Full Professor (1)**
Dr. Andrew D. Holt  Accounting

**Tenure—Already Associate Professor (1)**
Dr. Tina J. Herring  Special Education, Early Childhood and Culturally and Linguistically Diverse Education

**Emeritus Status (13)**
Dr. Thomas L. Altherr  Professor Emeritus—History
Mr. Brent W. Balazs  Professor Emeritus—Aviation & Aerospace Science
Dr. Vincent C de Baca  Professor Emeritus—History
Dr. Kenneth W. Engelbrecht  Professor Emeritus—Earth and Atmospheric Sciences
Dr. Sidney A. Freudenstein  Professor Emeritus—Physics
Ms. Barbara H. Gabriel  Category II Senior Lecturer Emeritus—History
Dr. Monys A. Hagen  Professor Emeritus—History
Mr. John H. Monnett  Category II Lecturer Emeritus—History
Dr. Rebecca L. Paskind  Associate Professor Emeritus—Social Work
Mr. Kenneth R. Phillips  Associate Professor Emeritus-Chair—Industrial Design
Dr. Eugene W. Saxe  Professor Emeritus—English
Dr. Louis A. Talman  Professor Emeritus—Mathematical & Computer Science
Dr. Larry E. Worster  Professor Emeritus--Music
AGENDA ITEM: Approval of Phase One Review Process for New Degree Programs:
Bachelor of Science in Advanced Manufacturing Sciences

BACKGROUND:
The Advanced Manufacturing Sciences (AMS) baccalaureate degree emphasizes both theoretical and practical applications, providing MSU Denver students with a solid foundation in core skills, knowledge and dispositions to facilitate employability in advanced manufacturing (AM) professional positions. The proposed degree consists of a core curriculum with concentrations in Aviation and Aerospace Science, Computer Information Systems, Computer Science, Engineering Technology, Industrial Design and Management. The hands-on emphasis of the curriculum allows students to experience the integration of multi-disciplinary theory and practice and will provide the AM industry with well-rounded, creative, technically strong and collaborative graduates.

ANALYSIS:
While Community Colleges offer trade skill development courses for the advanced manufacturing workforce the AMS degree program is designed to prepare professional level employees for AM entities. There are full engineering degrees offered at all the major Universities in Colorado but this non-engineering professional degree addresses a different employment niche.

Since the AMS degree is innovative and unique, employment data for degree-holders is not available; however, based on national and state-level data for related degrees, Mechanical Engineer positions (closely associated with the AMS degree) are projected to show a growth of 39% for the period from 2010-2020. The median percentage of growth for the same period in all positions associated with the AMS degree is 37%. Additionally, the Colorado Manufacturer’s Directory reports the state gained 3,513 industrial jobs or 1.7% between June of 2012 and June of 2013—1.5 percent above the national average gain for the same time period as reported by the U.S. labor department. Colorado is now home to 6,510 manufacturers and 210,050 related jobs.

The curriculum was developed with input from advanced manufacturing industry representatives and aerospace manufacturing industries. The number of majors and minors in the four departments associated with AMS has increased by 15% in the past 5 years. The need for graduates with this degree is well documented but recruiting efforts will need to be implemented to attract students to the program.

MSU Denver has existing resources to “soft start” the program and much of the curriculum builds on existing courses in associated departments. The Aerospace and Engineering Sciences building, slated for 2017, will provide adequate classrooms, equipment and laboratory space to support program growth. Personnel needs are as follows:

<table>
<thead>
<tr>
<th>Additional Employee Estimates at Implementation</th>
<th>Annual Compensation (Salary + Benefits) based on FY15</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Institute Director</td>
<td>$130,000</td>
</tr>
<tr>
<td>1 Administrative Assistant/Program Coordinator</td>
<td>$60,000</td>
</tr>
<tr>
<td><strong>Total Additional Employee Compensation at Implementation</strong></td>
<td><strong>$190,000</strong></td>
</tr>
</tbody>
</table>

Additional Employee Estimates Over Time

<table>
<thead>
<tr>
<th>8.0 FTE Tenure Line Faculty</th>
<th>$752,000</th>
</tr>
</thead>
</table>
2.1 FTE Affiliate Faculty $66,423
1 Advanced Manufacturing Lab Assistant $60,000
1 Administrative Assistant - Computer Science $45,000
1 Academic Advisor $60,000
Total Additional Employee Compensation Over Time $983,423

The program contains a common core of courses and several concentration areas that allow students to specialize in particular areas:

**General Studies requirements:**

**Six Credits General Studies- Written Communication**
- ENG 1010-03 Composing Arguments OR ENG 1009-03 Introduction to Composition, Part 2
- ENG 1020-03 Freshman Composition: Analysis, Research, and Documentation

**Three credits General Studies- Quantitative Literacy**
- MTH 1110-04 College Algebra

**Three credits General Studies – (Oral Communication)**

**Three credits General Studies – (Historical)**

**Six Credits General Studies- (Natural and Physical Sciences)**
- PHY 2010 -04 College Physics I
- PHY 2030-01 College Physics I Laboratory
- PHY xxxx-01 Physics for Advanced Technology (New Course) Recommended Selection

**Three Credits General Studies- (Social and Behavioral Sciences I)**
- CET 3120-03 Engineering Economy

**Three Credits General Studies- (Social and Behavioral Sciences II)**
- ECO 2020-03 Principles of Microeconomics - Recommended Selection

**Six Credits General Studies- (Arts and Humanities)**
- PHI 1030-03 Introduction to Ethics Recommended Selection
- Three additional credits Arts and Humanities category

Note: select a course with Global Diversity and Multicultural designation from the Historical or Arts and Humanities categories

**GS Subtotal: 34**

**AMS Core Courses**
- AMS Institute 1010-03 Survey of Advanced Manufacturing and Workplace Preparation (new course)
- AMS Institute 4000-03-6 Variable Credit Professional Internship (new senior experience course)
- MTH 1120-03 Trigonometry
- MET 1010-03 Manufacturing Processes or IND 2830-03 Manufacturing Materials and Processes
- MET 1310-03 Principles of Quality Assurance
- IND 1450-03 Industrial Drawing and CAD or CET 1215-03 Engineering Graphics or MET 1200-03 Technical Drawing I
- COM 2610-03 Technical Writing
- MET 3000-04 Manufacturing Analysis
• CIS 2010-03 Foundations of Information Systems
• EET 1001-03 Electronics: An Introduction
• CS 3xxx -03 Computational Thinking
• MGT 3000-03 Organizational Management

AMS Core Subtotal: 37 (71 total with GS)

AM/MS Elective Courses

Students may select elective credits for all concentrations from the following list of recommended courses. The number of elective credits required depends on which concentration is selected. Students should consult with an advisor prior to selecting electives.

• AES 1050-03 Introduction to Space
• AES 3530-03 Aerodynamics
• AES 3600-03 Space Flight Operations I
• AES 4601-03 Space Flight Operations II
• CET 4570-03 Engineering Law
• CHE 1100 -04 Principles of Chemistry
• CHE 1150 -01 Principles of Chemistry Laboratory
• CIS 2110-03 Structured Problem Solving in Information Systems
• CIS 3050-03 Fundamentals of Systems Analysis and Design
• CIS 3060-03 Database Management Systems
• CS 1050-04 Computer Science 1
• CS 2050-04 Computer Science 2
• EET 2000-03 Electric Circuits and machines
• EET 2145-04 Electronics
• IND 1000-01 Introduction to Industrial Design
• IND 3000-03 Design Thinking
• IND 3260-03 Direct Digital Manufacturing
• IND 3400-03 Product Usability and Ergonomics
• IND 3660-03 Computer Aided Modeling
• MET 1210-03 3D Modeling
• MET 2200-03 Materials of Engineering
• MET 3100-03 Computer Numerical Control Machining
• MET 3215-03 Composites Manufacturing
• MGT 1850-03 Introduction to Business
• MGT 3530-03 Human Resource Management
• MGT 3550-03 Operations Management
• MTH 1410-04 Calculus I
• MTH 2410-04 Calculus II
• PHY 2020-04 College Physics II
• PHY 2040-01 College Physics II Laboratory

Aerospace Concentration
• AES 1050-03 Introduction to Space
• AES 3530-03 Aerodynamics
• AES 3600-03 Space Flight Operations I
• AES 4601-03 Space Flight Operations II
• AES 4602-03 Aerospace Commercialized Operations
• AES 4603-03 Aerospace Operations Systems Analysis and Design
• AES 4607-03 Orbital Mechanics and Aerospace Systems Simulations
• AES 4610-03 Aerodynamic Design (new course)

AES Concentration credit hour subtotal: 24 (95 total with core and GS)
Advisor Approved Electives: 25 credit hours with a minimum of 3 upper division credits for 120 total credit hours in the major

Civil Engineering/Construction Concentration
• ARCH 2003-03 Building Structures
• CET 3100-03 Construction Methods
• CET 3110-03 Cost Estimating
• CET 4150-03 Highway Engineering and Surveying
• CET 4570-03 Engineering Law

CET Concentration credit hour subtotal: 15 (86 total with core and GS)
Advisor Approved Electives: 34 credit hours with a minimum of 12 upper division credits for 120 total credit hours in the major

Computer Information Systems Concentration
• CIS 2110-03 Structured Problem Solving in Information Systems
• CIS 3050-03 Fundamentals of Systems Analysis and Design
• CIS 3060-03 Database Management Systems
• CIS 3230-03 Telecommunications Systems and Networking
• CIS 3490-03 Managing Business Information with Enterprise Systems
• CIS 4060-03 Advanced Database Systems
• CIS 4410-03 Management Information Systems

CIS Concentration credit hour subtotal: 21 (92 total with core and GS)
Advisor Approved Electives: 28 credit hours with a minimum of 6 upper division credits for 120 total credit hours in the major ( Elective courses may not include those with the following prefixes: ACC, CIS, FIN, MKT, MGT)

An SAP Recognition Award Certificate is earned upon completion of CIS2010, CIS3490 and CIS4410.

Computer Science Concentration
• CS 1050-04 Computer Science 1
• CS 1400-04 Computer Organization 1
• CS 2050-04 Computer Science 2
• CS 2400-04 Computer Organization 2
• CS 3xxx-04 Embedded Systems (New Course)
• CS 3140-04 Human-Computer Interaction
• CS 3510-04 Computer Graphics
• CS 3600-04 Operating Systems
• CS 4050-04 Algorithms and Algorithm Analysis
• MTH 1410-04 Calculus I
- MTH 2140-02 Computational Matrix Algebra

**CS Concentration credit hour subtotal: 38 (109 total with core and GS)**

Advisor Approved Electives: 11 credit hours with a minimum of 8 upper division credits for 120 total credit hours in the major

**Electrical Engineering Technology Concentration**

- EET 2000-3 Electric Circuits and machines
- EET 2145-03 Electronics
- EET 2165-01 Electronics Laboratory
- EET 3XX1-03 Digital Circuits for Advanced Manufacturing (new course)
- EET 3XX2-03 Advanced Technical Programming
- EET 3690-03 Fiber Optics
- EET 3730-02 Process Control Systems
- EET 3740-02 Programmable Logic Controllers
- EET 4330-03 Data Communications
- EET 4730-03 Robotics
- CHE 1100 -04 Principles of Chemistry
- MTH 1410-04 Calculus I
- MTH 2410-04 Calculus II
- PHY 2020-04 College Physics II

**EET Concentration credit hour subtotal: 42 (113 total with core and GS)**

Advisor Approved Electives: 7 credit hours with a minimum of 5 upper division credits for 120 total credit hours in the major

**Industrial Design Concentration**

- IND 1130-03 Plastics: Materials and Fabrication
- IND 3000-03 Design Thinking
- IND 3100-03 Composites: Materials and Fabrication
- IND 3260-03 Direct Digital Manufacturing
- IND 3400-03 Product Usability and Ergonomics
- IND 3660-03 Computer Aided Modeling
- IND 3680-03 Computer Modeling for Manufacturing
- IND 4200-03 Utilization of Composites in Manufacturing (new course)

**IND Concentration credit hour subtotal: 24 (95 total with core and GS)**

Advisor Approved Electives: 25 credit hours with a minimum of 3 upper division credits for 120 total credit hours in the major

**Mechanical Engineering Technology Concentration**

- MET 1210-03 3D Modeling
- MET 2200-03 Materials of Engineering
- MET 3100-03 Computer Numerical Control Machining
- MET 3215-03 Composites Manufacturing
- MET 3250-03 Tool Design and Production Tooling
- MET 3260-03 Direct Digital Manufacturing
- MET 3300-03 Statistical Process Control
- MET 3330-03 Robotics and Automation in Manufacturing
• MET 3410-03 Geometric Dimensioning and Tolerance
• MET 3630-03 Lean Manufacturing
• MET 3735-03 Computer Integrated Manufacturing
• MET 4080-03 Computer Aided Design and Manufacturing
• MET 4240-03 Cost Estimating for Manufacturing
• CHE 1100-04 Principles of Chemistry
• CHE 1150-01 Principles of Chemistry Laboratory
• MTH 1410-04 Calculus I

MET Concentration credit hour subtotal: 48 (119 total with core and GS)
Advisor Approved Electives: 1 credit hour for 120 total credit hours in the major

Operations Management Concentration
• MGT 1850-03 Introduction to Business
• MGT 3530-03 Human Resource Management
• MGT 3550-03 Operations Management
• MGT 4050-03 Purchasing & Supply Chain Management
• MGT 4350-03 Enterprise Planning
• MGT 4550-03 Project Management

MGT Concentration credit hour subtotal: 18 (89 total with core and GS)
Advisor Approved Electives: 31 credit hours with a minimum of 9 upper division credits for 120 total credit hours in the major (Elective courses may not include those with the following prefixes: ACC, CIS, FIN, MKT, MGT)

RECOMMENDATION:
The ASA Committee recommends that the Board of Trustees approve the Phase One Review Process for New Degree Programs: Bachelor of Science in Advanced Manufacturing Sciences.
AGENDA ITEM: Approval of Phase One Review Process for New Degree Programs: Bachelor of Science in Sustainable Systems Engineering

BACKGROUND:
The proposal recommends developing an interdisciplinary engineering program, Sustainable Systems Engineering (SSE), with the goal of preparing students as engineers who address large-prospect and complex system sustainable development challenges. The interdisciplinary program incorporates social sciences, natural science and engineering to provide the knowledge, skills and leadership abilities necessary to uphold high professional standards of sustainable development practice, and to protect public safety, health, and welfare. To reflect the addition of this new degree program, the department requests to change its name from the Department of Engineering Technology to the Department of Engineering and Engineering Technology.

ANALYSIS:
The proposed SSE program is unique in Colorado. The only comparable baccalaureate program, the University of Denver’s Bachelor of Science in Electrical Engineering, is narrowly focused on electrical engineering and mechatronic systems, which MSU Denver does not propose to pursue. All other degrees in sustainability or systems degrees in the state are master’s and doctorate level degrees. The SSE degree was developed to prepare students for national engineering exams and to meet ABET accreditation standards, both of which contribute to program and program graduates’ market ability. Demand for systems engineers in Colorado and nationally is significant: the current employment marketplace contains 3,000+ job postings for “systems engineer.” Student surveys and information from the department’s Industry Advisory Board indicate strong interest in the SSE degree.

MSU Denver has sufficient faculty and instructional resources to “soft start” this new degree; however, the department requests a program coordinator to cover scheduling, assessment and accreditation activities. In order to meet ABET accreditation standards, the department will need two additional full-time faculty, to be hired in 2018 and 2019 respectively. The new Aerospace and Engineering Sciences building slated for 2017 will provide sufficient lab and classroom space to accommodate program growth.

In addition to university General Studies requirements, some of which can be met through program pre-requisites, the program consists of the following courses:

<table>
<thead>
<tr>
<th>Prerequisite Courses</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHE 1100/50 Principles of Chemistry &amp; Laboratory</td>
<td>5</td>
</tr>
<tr>
<td>PHY 2311/21 General Physics I &amp; Laboratory</td>
<td>5</td>
</tr>
<tr>
<td>PHY 2331/21 General Physics II &amp; Laboratory</td>
<td>5</td>
</tr>
<tr>
<td>MTH 1410 Calculus I</td>
<td>4</td>
</tr>
<tr>
<td>MTH 2410 Calculus II</td>
<td>4</td>
</tr>
<tr>
<td>MTH 2420 Calculus III</td>
<td>4</td>
</tr>
<tr>
<td>MTH 3420 Differential Equations</td>
<td>31</td>
</tr>
</tbody>
</table>
Required Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>SSE 2150</td>
<td>Mechanics of Static Systems</td>
<td>3</td>
</tr>
<tr>
<td>SSE 1040</td>
<td>Life-Cycle &amp; systems Engineering</td>
<td>3</td>
</tr>
<tr>
<td>SSE 3300</td>
<td>Thermodynamics &amp; Heat Transfer</td>
<td>4</td>
</tr>
<tr>
<td>SSE 1215</td>
<td>Engineering Graphics – Solid Modeling</td>
<td>3</td>
</tr>
<tr>
<td>SSE 3730</td>
<td>Process Control Systems</td>
<td>2</td>
</tr>
<tr>
<td>SSE 3160</td>
<td>Mechanics of Dynamic Systems</td>
<td>3</td>
</tr>
<tr>
<td>SSE 3135</td>
<td>Mechanics of Materials &amp; Laboratory</td>
<td>4</td>
</tr>
<tr>
<td>SSE 2100</td>
<td>Basic Electronic Systems</td>
<td>4</td>
</tr>
<tr>
<td>SSE 2350</td>
<td>Advanced Technical Programming</td>
<td>3</td>
</tr>
<tr>
<td>SSE 3185</td>
<td>Fluid Mechanics</td>
<td>3</td>
</tr>
<tr>
<td>SSE 2200</td>
<td>Materials Science</td>
<td>3</td>
</tr>
<tr>
<td>SSE 3200</td>
<td>Engineering Safety</td>
<td>1</td>
</tr>
<tr>
<td>SSE 3000</td>
<td>Stochastics Fundamentals</td>
<td>3</td>
</tr>
<tr>
<td>SSE 4300</td>
<td>Behavioral Science in Engineering Practice</td>
<td>3</td>
</tr>
<tr>
<td>CET 3120</td>
<td>Engineering Economy</td>
<td>3</td>
</tr>
<tr>
<td>ECO 3800</td>
<td>Development Economics</td>
<td>3</td>
</tr>
<tr>
<td>SSE 4200</td>
<td>Sustainable Development Engineering</td>
<td>3</td>
</tr>
<tr>
<td>SSE 4280</td>
<td>Advanced Energy</td>
<td>3</td>
</tr>
<tr>
<td>SSE 3070</td>
<td>Machine Design</td>
<td>3</td>
</tr>
<tr>
<td>SSE 4000</td>
<td>Sustainable Systems Engineering</td>
<td>3</td>
</tr>
<tr>
<td>SSE 4160</td>
<td>Geotechnical Engineering</td>
<td>3</td>
</tr>
<tr>
<td>SSE 3175</td>
<td>Interactions in Structural Systems</td>
<td>3</td>
</tr>
<tr>
<td>SSE 4610</td>
<td>Capstone: Thesis in Sustainable Development</td>
<td>3</td>
</tr>
</tbody>
</table>

RECOMMENDATION:
The Academic and Student Affairs Committee recommends that the Board of Trustees approve the Phase One Review Process for New Degree Programs: Bachelor of Science in Sustainable Systems Engineering.
AGENDA ITEM: Approval of Fiscal Year 2015-16 Tuition and Fee Rates

BACKGROUND:

Pursuant to House Bill 14-139 and to the Long Bill (Senate Bill 15-234), Colorado Public Higher Education Institutions will be receiving an increase of $66.6 million in General Fund (11.0%). The total state funding for the governing boards is approximately $34 million less than the FY 2008-09 peak of $706 million. This increase will provide MSU Denver nearly $6.5 million or 14.8% in additional state support.

MSU Denver is proposing a 5% tuition increase for resident undergraduate and a 6% increase for non-resident undergraduate rates.

Undergraduate Tuition Rates

Resident:
- The proposed resident tuition rate increase represents a $10.40 per credit hour increase (or 5%) from $207.20 to $217.60 per credit hour. Total tuition is capped at $2,611.20 for 12 to 18 credit hours per semester.
- Total cost for undergraduate resident students, including mandatory fees, is capped at $3,210.40 for 12 to 18 credit hours per semester. The net tuition and fee increase is 5.78% for a student taking 15 credit hours per semester.

Non-Resident:

Standard Non-Resident
- The proposed out-of-state increase represents a $44.50 per credit hour increase (or 6%) from $741.30 to $785.80 per credit hour, capped at $9,429.60 for 12 to 18 credit hours per semester.
- Total cost for undergraduate non-resident students, including mandatory fees, is capped at $10,028.80 for 12 to 18 credit hours per semester. The net tuition and fee increase is 6.19% for a student taking 15 credit hours per semester.

Non-Resident, Western Interstate Commission for Higher Education and Western Undergraduate Exchange (WICHE-WUE)
- The WICHE-WUE rate is proposed to increase by $15.70 from $423.30 to $439.00 per credit hour (at 150% of resident rate).

Non-resident, Colorado High School/GED
- MSU Denver has identified five students in this category. Once these students are no longer attending, the University will sunset this rate. The tuition rate for the FY 16 is $340.00 per credit hour.

Extended Campus
- Will mirror the above undergraduate tuition and fee changes with 5% for Resident and 6% for Non-resident.
Accelerated and Traditional Nursing Programs

- No tuition increase proposed for FY 2015-16.

**Student Mandatory Fees**
There are two new fees approved by students for fiscal year 2015-16. The administration proposes an increase to all MSU Denver fees by the Consumer Price Index (CPI) of 2.78%. The total fee increase in one semester for a student taking 15 credit hours would be $50.59 from $548.61 to $599.20. The student fees included in the increase are:

New fees (approved through student voting process):
- A new MSU Denver Campus Rec. fee of $25.00 per semester. This is a three year tiered fee and it would increase to $30.00 in the second year and to $35.00 in year three.
- A new AHEC fee for Tivoli Park/Quad and Student Gathering Spaces at $5.00 per semester.

Current fee increases (CPI increases at 2.78%):
- Student Affairs Fee - from $40.00 to $41.10 for Part-time and from $64.60 to $66.40 for Full-time.
- Athletic Fee – Increase the fee from $34.20 per semester to $35.15.
- Health Services Fee – Increase from $32.05 per semester to $32.95 per semester.
- Metro Bond Fee – Increase from $19.80 to $20.90 per credit, per semester, capped at $250.80 for 12 to 18 credit hours from the $244.20 FY15 amount.
- Student Immunization Fee – Increase from a flat fee of $2.05 to $2.10.
- AHEC Facilities Bond Fee- Increase from $37.23 to $38.25 per credit hour, capped at $77.60 for 12 to 18 credit hours from the $75.51 the FY 15 amount.
- Auraria Campus students additionally voted to continue the RTD bus and light rail pass program, which involved an increase to the RTD fee from $89 to $97 per semester.

### Undergraduate at 30 CH, Academic Year

<table>
<thead>
<tr>
<th></th>
<th>FY2015-16</th>
<th>FY2014-15</th>
<th>Change</th>
<th>%</th>
<th>Per CH</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Tuition-Resident</td>
<td>5,222.40</td>
<td>4,972.80</td>
<td>249.60</td>
<td>5.00%</td>
<td>$10.40</td>
</tr>
<tr>
<td>2 Tuition-Non Resident</td>
<td>18,859.20</td>
<td>17,791.20</td>
<td>1,068.00</td>
<td>6.00%</td>
<td>44.50</td>
</tr>
<tr>
<td>3 Mandatory MSU Denver Fees</td>
<td>824.80</td>
<td>754.20</td>
<td>70.60</td>
<td>Varies</td>
<td>Varies</td>
</tr>
<tr>
<td>4 Pass Through Fees</td>
<td>373.20</td>
<td>343.02</td>
<td>30.18</td>
<td>Varies</td>
<td>Varies</td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Total Resident Tuition &amp; Fees</td>
<td>6,420.40</td>
<td>6,070.02</td>
<td>350.38</td>
<td>5.77%</td>
<td>14.60</td>
</tr>
<tr>
<td>7 Total Non Resident Tuition &amp; Fees</td>
<td>20,057.20</td>
<td>18,888.42</td>
<td>1,168.78</td>
<td>6.19%</td>
<td>48.70</td>
</tr>
</tbody>
</table>
Graduate Tuition Rates

Masters of Accountancy
- Master of Accountancy has two separate components to its tuition rate. For FY 16 the total charge is proposed to increase by 3% or $12.70 from $424.30 to $437.00.

Masters of Teaching Education
- Master of Teaching Education is proposing no increase to its tuition rate and will stay at $357.20 per credit hour.

Master of Social Work
- Master of Social Works is proposing an increase of 6% or $49.80 from $378.65 per credit hour to $401.35 for fiscal year 16.

<table>
<thead>
<tr>
<th>Graduate Credit Hour Increase</th>
<th>FY2015-16</th>
<th>FY 2014-15</th>
<th>Change</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Resident</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Tuition (Accountancy)</td>
<td>217.60</td>
<td>207.20</td>
<td>10.40</td>
<td>5.00%</td>
</tr>
<tr>
<td>3 Tuition (Teacher Education)</td>
<td>357.20</td>
<td>357.20</td>
<td>0.00</td>
<td>-</td>
</tr>
<tr>
<td>4 Tuition (Social Work)</td>
<td>401.35</td>
<td>378.65</td>
<td>22.70</td>
<td>6.00%</td>
</tr>
<tr>
<td>5 Non Resident</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Tuition Accountancy)</td>
<td>778.40</td>
<td>741.30</td>
<td>37.10</td>
<td>5.00%</td>
</tr>
<tr>
<td>7 Tuition (Teacher Education)</td>
<td>782.45</td>
<td>782.45</td>
<td>0.00</td>
<td>-</td>
</tr>
<tr>
<td>8 Tuition (Social Work)</td>
<td>879.20</td>
<td>829.40</td>
<td>49.80</td>
<td>6.00%</td>
</tr>
<tr>
<td>9 Fees</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10 Master of Accountancy graduate Fee</td>
<td>219.40</td>
<td>217.10</td>
<td>2.30</td>
<td>1.10%</td>
</tr>
<tr>
<td>11 Mandatory</td>
<td>304.45</td>
<td>261.88</td>
<td>42.57</td>
<td>16.26%</td>
</tr>
</tbody>
</table>
Program Fees
The following program fees have already been approved by the students and are presented to the Board for approval:

- Health Care Management - $1.00 per credit hour new fee to access electronic medical records (EMR) increase.
- Human Performance and Leisure - increase of $2.52 to 3.00 to cover technology needs.
- Theater - increase of $3 per credit hour to $8.00 to cover specific course needs such as prosthetics, repairs and maintenance.
- Arapahoe Community College Nursing Program - extending the $110.70 per semester fee assessed for the dual enrollment nursing program, which is currently offered at Front Range Community College, to include Arapahoe Community College (ACC).

Math Peer Study increase of $30.00 to $120.00 to cover staff benefit cost was not approved by students.

AUTHORITY:
Pursuant to §4.1 of the Trustees Policy Manual, the Board is required to review and approve fiscal year budgets.

RECOMMENDATION:
The Finance Committee recommends that the Board of Trustees approve the Fiscal Year 2015-16 Tuition and Fees Rates.
AGENDA ITEM: Approval of FY 2015-16 Initial Base Budget

BACKGROUND:
The initial base budget process includes projections and allocations for the additional tuition revenue, as well as FY2015-16 State Support. The Budget Task Force has recommended a total new allocation of $7,370,340 per the following information.

FISCAL ANALYSIS:

Educational and General-E&G

Additional E&G Revenue:
The Fiscal Year 2015-16 operating revenue estimates have been developed considering the following assumptions:
- A conservative 4% enrollment decline for undergraduate programs.
- A 5% tuition increase for resident undergraduate and 6% tuition increase for non-resident undergraduate students.

The E&G Budget for FY2015-16 has been developed to distribute the following additional estimated base resources:

<table>
<thead>
<tr>
<th></th>
<th>Estimated FY2015-16</th>
<th>Revised FY 2014-15</th>
<th>Estimated Inc (Dec)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Educational &amp; General</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Tuition</td>
<td>$100,136,534</td>
<td>$99,238,400</td>
<td>$898,134</td>
</tr>
<tr>
<td>3 State Support</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 State Support-COF Stipend</td>
<td>31,613,068</td>
<td>31,613,068</td>
<td>0</td>
</tr>
<tr>
<td>5 State Support-Fee For Service</td>
<td>18,540,331</td>
<td>12,068,125</td>
<td>6,472,206</td>
</tr>
<tr>
<td>6 Subtotal State Support</td>
<td>$50,153,399</td>
<td>43,681,193</td>
<td>6,472,206</td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8 Other Than Tuition Revenue (OTT)</td>
<td>5,699,984</td>
<td>5,699,984</td>
<td>0</td>
</tr>
<tr>
<td>9 Subtotal Educational &amp; General Revenue</td>
<td>$155,989,917</td>
<td>148,619,577</td>
<td>7,370,340</td>
</tr>
</tbody>
</table>

Proposed Additional E&G allocations:
- Mandatory expenses of $411,197
- Investment in the University’s Talent Resource-$4,181,720:
  - Total Faculty compensation increases= $2,939,735
    - 1.5% across the board increase for full time and part time faculty.
    - Bring faculty minimum to 93% of CUPA comparison average (from 89%)
Category II Faculty salary increase in promotion from Lecturer to Senior Lecturer would increase from $1,500 to $2,500.
- Increase for faculty teaching science labs (estimated $263K)
- For Faculty the Health Insurance premium employer contribution would increase to 65% from 60% starting January 2016.
- Tenure, Promotion, and Post Tenure Review
  - Administrative personnel compensation increases= $930,336
    - 1% across the board increase
    - Maintain minimum salary of 87% of CUPA comparison average.
    - Other current salary adjustments
    - For Administrators, the Health Insurance premium employer contribution would increase to 65% from 60% starting January 2016.
  - Classified personnel compensation increases= $311,649
    - 1% across the board increase
    - 1% of salary pool for earned merit increases
    - Fringe Benefit increases including PERA and Health
  - Investment in University’s Priorities-$2,777,423:
    - Recruitment, Retention, Graduation and H.S.I.= $1,996,148
    - Collegiate Restructure=$118,275
    - Infrastructure and Maintenance=$377,000
    - Items moved to Base=$286,000

**AUTHORITY:**
Pursuant to §4.1 of the Trustees Policy Manual, the Board is required to review and approve fiscal year budgets.

**RECOMMENDATION:**
The Finance Committee recommends that the Board of Trustees approve the Fiscal Year 2015-16 Initial Base Budget.
### FY 2015-16 Initial Base Budget

#### FY16 BTF Priority Recommendation

<table>
<thead>
<tr>
<th>Div. Request</th>
<th>Rank</th>
<th>University Priorities</th>
<th>4% Enrollment Decrease</th>
<th>3% Enrollment Decrease</th>
<th>2% Enrollment Decrease</th>
<th>1% Enrollment Decrease</th>
<th>Unfunded BTF Priorities</th>
<th>FTE</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASA Advising/Student Persistence (Part 1)</td>
<td>1</td>
<td>ASA Advising/Student Persistence (Part 1)</td>
<td>186,282</td>
<td>14.00</td>
<td>193,041</td>
<td>16.50</td>
<td>-</td>
<td>-</td>
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<tr>
<td>ASA Advising/Student Persistence (Part 2)</td>
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<td>ASA Advising/Student Persistence (Part 2)</td>
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<td>16.50</td>
<td>937,041</td>
<td>16.50</td>
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<tr>
<td>ASA Voice-Over IP (VCIP) - Phase I</td>
<td>3</td>
<td>ASA Voice-Over IP (VCIP) - Phase I</td>
<td>30,000</td>
<td>-</td>
<td>30,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
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<tr>
<td>ASA Upgrade/Salary Inc - Associate Dean</td>
<td>4</td>
<td>ASA Upgrade/Salary Inc - Associate Dean</td>
<td>118,275</td>
<td>-</td>
<td>-</td>
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<td>-</td>
<td>-</td>
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<tr>
<td>AFF Analyst</td>
<td>5</td>
<td>AFF Analyst</td>
<td>120,825</td>
<td>1.00</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>ASA On-Going One-Time Partial Move to Base - OCE, PQ, Travel, Student Hourly</td>
<td>6</td>
<td>ASA On-Going One-Time Partial Move to Base - OCE, PQ, Travel, Student Hourly</td>
<td>286,000</td>
<td>1.00</td>
<td>286,000</td>
<td>1.00</td>
<td>-</td>
<td>-</td>
<td>On-going one-time</td>
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<tr>
<td>ASA Classroom/Learning Space Maintenance</td>
<td>7</td>
<td>ASA Classroom/Learning Space Maintenance</td>
<td>75,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td></td>
</tr>
<tr>
<td>AFF MO1, Athletics complex, SSB, Cafeteria, HLC Operating Costs</td>
<td>8</td>
<td>AFF MO1, Athletics complex, SSB, Cafeteria, HLC Operating Costs</td>
<td>272,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>PRS Community Relations / Latino Outreach</td>
<td>9</td>
<td>PRS Community Relations / Latino Outreach</td>
<td>75,000</td>
<td>-</td>
<td>75,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>Can only fund $35,858 at 5% enrollment</td>
</tr>
<tr>
<td><strong>Subtotal Priorities at 4% Tuition</strong></td>
<td></td>
<td></td>
<td>2,777,423</td>
<td>31.50</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>AFF Portion of Operating Budget for AES Building</td>
<td>10</td>
<td>AFF Portion of Operating Budget for AES Building</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>Recommended only $325K in order to fund Community Relations/Latino Outreach</td>
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<tr>
<td>PRS Fully base fund existing positions crucial to recruitment, retention, Student athlete well-being and culture</td>
<td>11</td>
<td>PRS Fully base fund existing positions crucial to recruitment, retention, Student athlete well-being and culture</td>
<td>156,587</td>
<td>2.00</td>
<td>-</td>
<td>-</td>
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<td>PRS Strength and Condition Position</td>
<td>12</td>
<td>PRS Strength and Condition Position</td>
<td>30,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>On-going one-time</td>
</tr>
<tr>
<td>PRS Athletics Scholarships</td>
<td>13</td>
<td>PRS Athletics Scholarships</td>
<td>75,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>PRS Brand Advertising</td>
<td>14</td>
<td>PRS Brand Advertising</td>
<td>250,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>Can only fund $200K @ 5%; on-going one-time</td>
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<tr>
<td><strong>Subtotal Priorities at 5% Tuition</strong></td>
<td></td>
<td></td>
<td>3,614,010</td>
<td>34.50</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td></td>
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<tr>
<td>PRS Salaries (Marketing and Communications)</td>
<td>15</td>
<td>PRS Salaries (Marketing and Communications)</td>
<td>137,500</td>
<td>2.20</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>On-going one-time</td>
</tr>
<tr>
<td>PRS Diversity Initiatives/Awards</td>
<td>16</td>
<td>PRS Diversity Initiatives/Awards</td>
<td>60,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>UA Annual Fund Expansion</td>
<td>17</td>
<td>UA Annual Fund Expansion</td>
<td>25,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>UA Travel Relating to Fundraising for Strategic Initiatives</td>
<td>18</td>
<td>UA Travel Relating to Fundraising for Strategic Initiatives</td>
<td>10,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>PRS Educational Training (bullying/cult com/sexual harr)</td>
<td>19</td>
<td>PRS Educational Training (bullying/cult com/sexual harr)</td>
<td>25,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>PRS Diversity projects</td>
<td>20</td>
<td>PRS Diversity projects</td>
<td>43,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>ASA Instructional Tutor COB</td>
<td>21</td>
<td>ASA Instructional Tutor COB</td>
<td>52,500</td>
<td>1.00</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>ASA Academic Advising/Coordinator - Academic Advising</td>
<td>22</td>
<td>ASA Academic Advising/Coordinator - Academic Advising</td>
<td>56,250</td>
<td>1.00</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>ASA Transfer Services Retention Specialist</td>
<td>23</td>
<td>ASA Transfer Services Retention Specialist</td>
<td>56,250</td>
<td>1.00</td>
<td>-</td>
<td>-</td>
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<td>-</td>
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<td>ASA Academic Advising/Coordinator - Academic Advising</td>
<td>24</td>
<td>ASA Academic Advising/Coordinator - Academic Advising</td>
<td>56,250</td>
<td>1.00</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>ASA Network Equipment Replacement</td>
<td>25</td>
<td>ASA Network Equipment Replacement</td>
<td>600,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td><strong>Subtotal Priorities at 6% Tuition</strong></td>
<td></td>
<td></td>
<td>4,735,760</td>
<td>40.70</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>ASA Server/Datacenter Equipment Replacement</td>
<td>26</td>
<td>ASA Server/Datacenter Equipment Replacement</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>On-going one-time, could be phased in.</td>
</tr>
<tr>
<td>AFF Cost of Education Software and on going support</td>
<td>27</td>
<td>AFF Cost of Education Software and on going support</td>
<td>1,600,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>Compliance</td>
</tr>
<tr>
<td>AFF Foundation Accountant</td>
<td>28</td>
<td>AFF Foundation Accountant</td>
<td>45,100</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>AFF COS Pivot (one-time on going)</td>
<td>29</td>
<td>AFF COS Pivot (one-time on going)</td>
<td>75,000</td>
<td>1.00</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>Compliance</td>
</tr>
<tr>
<td>PRS Enrollment Management Materials (leads)</td>
<td>30</td>
<td>PRS Enrollment Management Materials (leads)</td>
<td>20,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>On-going one-time</td>
</tr>
<tr>
<td>PRS Student Web Support</td>
<td>31</td>
<td>PRS Student Web Support</td>
<td>20,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>On-going one-time</td>
</tr>
<tr>
<td>PRS Microkads</td>
<td>32</td>
<td>PRS Microkads</td>
<td>10,000</td>
<td>-</td>
<td>-</td>
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<td>-</td>
<td>On-going one-time</td>
</tr>
<tr>
<td>PRS Homecoming</td>
<td>33</td>
<td>PRS Homecoming</td>
<td>4,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>On-going one-time</td>
</tr>
<tr>
<td>AFF Equifax contract</td>
<td>34</td>
<td>AFF Equifax contract</td>
<td>12,500</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>On-going one-time</td>
</tr>
<tr>
<td>AFF Silverware Chartered</td>
<td>35</td>
<td>AFF Silverware Chartered</td>
<td>12,500</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>On-going one-time</td>
</tr>
<tr>
<td><strong>Total Base Budget Priorities per BTF</strong></td>
<td></td>
<td></td>
<td>6,607,360</td>
<td>41.70</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<td></td>
</tr>
</tbody>
</table>

**Page 30 of 33**
AGENDA ITEM: Office of Human Resources report of personnel actions for the Board’s information, which have occurred since the last Board Meeting on April 14, 2015.

BACKGROUND: Report includes resignations, retirements, reassignments, reclassifications, promotions and transitional retirements, which are delegated to the President and do not require approval by the Board of Trustees.

INFORMATION: The following personnel items are presented to the Board of Trustees as information.

RESIGNATIONS

Ms. Tanida Ruampant, Associate Director of Alumni Relations, Effective April 15, 2015. (Accepted position outside of University)

Ms. Stacy Sturdy, Gallery Manager, Center for Visual Art, Effective April 30, 2015. (Personal Reasons)

Mr. Bernard Mark Francis, Graduate Field Placement & Advisor Coordinator, Effective April 30, 2015. (Contract ended)

RETIREMENTS

Dr. Sheldon Steinhauser, Associate Professor of Sociology, Effective July 1, 2015.

Dr. Thomas Vogt, Assistant Professor of Chemistry, Effective August 31, 2015.

Dr. James Loats, Professor of Mathematics, Effective May 16, 2015.

Ms. Marilyn Starrett, Assistant Professor of Journalism and Technical Communications, Effective August 31, 2015.

REASSIGNMENTS

Ms. Breanna Milnes, Annual Giving Call Center Manager, Annual Salary: $40,000.00 – Effective April 6, 2015. (FROM Assistant Softball Coach ($10,210.00) TO Annual Giving Call Center Manager ($40,000.00) (FROM TEMPORARY TO PERMANENT)
RECLASSIFICATIONS

Mr. Matthew Kring, Associate Director of Academic Success, Annual Salary: $60,429.00 – Effective December 1, 2014. (FROM Assistant Director of Student Academic Success & Intervention ($48,607.00) TO Associate Director of Academic Success ($60,429.00))

PROMOTIONS

Mr. Jose Escarcega, Systems Specialist, Annual Salary: $42,000.00 – Effective April 20, 2015. (FROM Customer Service Coordinator ($36,414.00) TO Systems Specialist ($42,000.00))

Mr. Joshua Gabrielson, Assistant Director of Admissions- Transfer Services, Annual Salary: $50,000.00 – Effective April 13, 2015. (FROM Coordinator, Student Intervention Services ($44,694.00) TO Assistant Director of Admissions- Transfer Services ($50,000.00))

TRANSITIONAL RETIREMENT

Dr. James Loats, Professor of Mathematics, Effective August 17, 2015. (Retired May 16, 2015)

Dr. Jane Broida, Professor of Leisure Studies, Effective September 1, 2015. (Retired August 31, 2015)

Ms. Marilyn Starrett, Assistant Professor of Journalism and Technical Communications, Effective September 1, 2015. (Retired August 31, 2015)