

**UNIVERSITY OF DENVER
FACULTY SENATE**

Minutes

Friday, October 15, 2004

Mary Reed Building, Renaissance Room, South

Senators (or their proxy) present: Elizabeth Anderson (Daniels College of Business), Dennis Barrett (Biological Sciences), Arthur Best (College of Law), Drs. David Cristophel (Natural Sciences and Mathematics), Lisa Conant (Political Science), Jenny Cornish (Graduate School of Professional Psychology), David Cox (Daniels College of Business), Nick Cutforth (College of Education), Ron DeLyser (Engineering), Fran Dickson (Human Communication), Andy Divine (Hotel, Restaurant, and Tourism Management), Jack Donnelly (Graduate School of International Studies), Margo Espenlaub (Women's College), Ronald Farina (Daniels College of Business), Leon Giles (Daniels College of Business), Jim Gilroy (Languages and Literature), Deborah Grealy (College of Education), Jim Hagler (Mathematics), Shannen Hill (Art and Art History), Don Hughes (History), Beth Karlsgodt (University College), Cristina Kreps (Anthropology), Walter LaMendola (Graduate School of Social Work), Corrine Lengsfeld (Engineering), Michael Levine-Clark (Library), Drs. David Longbrake (Geography), Mario Lopez (for Joel Cohen, Computer Science), Don McCubbrey (Daniels College of Business), Cathryn Potter (Graduate School of Social Work) Charles Reichardt (Psychology), Catherine Sailer (Music), Nancy Sampson (Marketing), Jack Sheinbaum (Music), Paula Sperry (Theatre), Javier Torre (Languages and Literature), John Tripp (Accountancy), Diane Waldman (Mass Communications), Tim Weaver (Art and Art History), Todd Wells (Chemistry and Biochemistry), Margaret Whitt (English), and Yavuz Yasar (Economics)

1. Call to Order

Cathryn Potter, Faculty Senate President, called the meeting to order at 12:00. She asked all present to introduce themselves as a way to welcome the new senators. She asked for a motion to approve the minutes from the September meeting of Faculty Senate. This was moved, seconded, and passed. However, it was later noted that the copy distributed today was an earlier incorrect version; the correct version will be posted on the Senate webpage (www.du.edu/facsen) and senators were encouraged to contact Jenny Cornish, the Faculty Senate Secretary, for any necessary corrections.

2. Announcements

Pres. Potter reported that Provost Coombe would not be able to attend the Senate meeting today due to the Board of Trustees retreat. She noted upgrades to the Senate microphone system and explained that the Senate budget enables a balance of pizza lunches with more complete lunches such as the one offered today.

3. Marsico Vote

Pres. Potter referenced her email sent earlier regarding the Marsico Initiative vote to be conducted this afternoon. The Faculty Senate recommended that all undergraduate divisions participate in the vote, that senators be involved in the vote, and that all lecturers be included. The Marsico Committee and the Provost did not accept the first recommendation, but did accept the other two suggestions. Department chairs and senators will count the vote by 5:00 p.m. today, with department chairs reporting results to George Potts, and senators reporting results to Pres. Potter. There will be one vote total across all divisions. Results will be distributed via an email from Pres. Potter to senators this weekend; Potts and Potter will email the entire faculty next week. Pres. Potter reiterated her concern with the lack of a clear process for decision making involving undergraduate policies at the University. She also repeated her suggestion that individuals who propose initiatives should not be involved in any voting procedures related to those initiatives.

4. Senate Initiatives

Pres. Potter announced that the chair of each Faculty Senate Committee would present an overview of the initiatives for this academic year. She stressed that faculty involvement would be important on all the committees and subcommittees.

5. Personnel Committee: Sen. Arthur Best, Chair

Reciprocal Tuition Benefits

Sen. Best reported that the issue of reciprocal tuition benefits is complicated, potentially involving cost issues related to the DU employee benefit package. There is no current indication that the University is able to increase benefits. Different faculty members clearly have different priorities. It was suggested that possibly tuition benefits be granted only to vested professors. Another possibility might be to investigate academic consortiums as a way to arrange for reciprocal tuition benefits without incurring increased costs. Since DU will need to replace faculty who are entering retirement, it seems timely to improve the benefits in order to obtain continued success in recruiting outstanding new faculty members. A survey was conducted on this issue five years ago, and it was recommended that the Personnel Committee consider surveying the faculty again this year. Senators may contact Sen. Best at abest@du.edu to express their opinions on this issue.

Faculty Awards Process

The Personnel Committee would like to enhance the legitimacy of faculty awards and also increase the number of nominations. Suggestions from senators today included reducing the time involved in making nominations (e.g., updating previous nominations packages), and giving feedback since it can be discouraging to nominate an individual multiple times without an award ever actually given to the faculty member.

6. Academic Planning Committee: Sen. David Cristophel

Faculty Research Fund (FRF) Program

Sen. Cristophel reported that members of the Academic Planning Committee met with Jim Moran, Vice Provost for Graduate Studies and Research, this week regarding the FRF. The FRF application will be revised, along with the selection process itself. Sen. Michael Levine-Clark is Chair of the Academic Planning FRF Subcommittee.

Branding Initiative

Sen. Cristophel stated that the Faculty Senate Branding Initiative Subcommittee plans to meet with the new team recently hired to work on branding on DU. The subcommittee hopes to serve as a conduit for the faculty as a whole to the marketing team. Pres. Potter also mentioned that a branding subcommittee has been formed by the DU Human Relations Department; she urged faculty members to contact her should they be willing to serve on this subcommittee.

Marsico Initiative

After the election results are released, this subcommittee will make recommendations to the Marsico Initiative Committee members, particularly regarding implementation issues.

Ammi Hyde Interviews

The question was raised as to whether faculty members are required to participate in Ammi Hyde interviews this year. Several department chairs present indicated that they have been asked to

strongly encourage faculty to participate in these interviews, but that it is not a requirement. The process will need to be re-examined, particularly as the University continues to receive increasingly larger numbers of applications. Further, the University hopes to move from some telephone interviews to all in-person interviews. Since the Ammi Hyde interview questions are all posted on-line, several senators indicated their perceptions that faculty participation at this point consists more of a public relations exercise rather than a true selection interview (although other senators pointed out that not all of the candidates seem to have read the questions on-line prior to their interviews). The senators present asked the Academic Planning Committee to consider this issue and perhaps track the process this year.

7. Finance Committee: Sen. David Longbrake, Chair

Salary Study

The results of the salary study conducted by the Faculty Senate Finance Committee were presented to the faculty last spring by David Cox. A copy of the report was also given to Provost Coombe. The Provost acknowledged the study in his Provost's Report to the DU community; now there is a public record of the salary gap that exists between DU and comparable institutions as defined by UPAC (competitive group, aspirational group, and super aspirational group). The salary study considered salaries by rank and also by benefits. Inflation was included as a variable. Results of the study indicated that in general, salaries have kept pace with inflation, but not with the price of single family housing. The biggest discrepancies in salary appeared to be at the upper levels. Salaries were not compared across divisions, departments, schools, or colleges, but Sen. Longbrake asked that units forward such information to him if they have it. The Finance Committee will work with the Provost to organize a presentation for the Chancellor and the Board of Trustees. Sen. Longbrake emphasized that Provost Coombe is a strong advocate for the faculty and that several ideas are under consideration including possible trade-offs between benefits and salaries. The Finance Committee will meet with the Provost this fall; all interested senators were asked to contact Sen. Longbrake with further comments.

Budget Input

For the first time in DU history, the Finance Committee was able to review the budget in planning last year before it was given to the Board of Trustees. Sen. Longbrake pointed out that was due to the Provost's willingness to share that information with the committee.

8. Student Relations Committee: Sen. Ron DeLyser

Committee Report

Sen. DeLyser referred senators to documents from the Student Relations Committee distributed earlier via email. The Deans and Provost are forming a committee related to issues of the honor code and plagiarism. There will be senate representation on this committee. Sen. DeLyser reported that suggestions given in the letter from Dan Kast are not currently in place. He reiterated that any procedures involving changing the Honor Code should include faculty input.

Provost's Conference

Sen. DeLyser reminded the senators that the Provost's Conference is scheduled for October 29, and asked that senators encourage their colleagues to R.S.V.P. by October 21. This conference will focus on the evaluation of teaching beyond simple student course evaluations.

9. Nominations, Credentials, and Rules (NCR) Committee: Sen. Dennis Barrett

Senate Attendance

Sen. Barrett announced that if senators miss Faculty Senate or Senate Subcommittee meetings, they could possibly be removed from assignments. Pres. Potter encouraged senators to be sure to sign in at each meeting.

Senate Preparation

Senators were also strongly encouraged to read Senate-related email communications prior to each Senate meeting.

Faculty Review Committee

The Faculty Review Committee addresses a variety of issues including promotion, tenure, conditions of employment, and salary discrepancies related to discrimination that last two years or more. The NCR Committee plans to establish procedures related to the Faculty Review Committee. It was suggested that the *Faculty Forum* might address some of these issues. In addition, Sen. Andy Devine recommended that possibly an appeal process be put in place to review decisions by the Faculty Review Committee.

10. Executive Committee

Update on Professional Research Opportunities for Faculty (PROF)

Pres. Potter announced that the PROF fund this year of \$200,000.00 will be available to faculty for research and creative activities. The 17 PROF awards from last year are currently listed on the Senate website, with links to the abstract of the proposal (except where patent issues are involved). All units except one submitted proposals last year; the divisions rank-ordered their proposals that were forwarded to the PROF committee along with written comments. The PROF committee members attempted to clearly understand proposals across disciplines. All divisions were asked to give feedback to applicants. Representatives on the divisional committees were elected or appointed in several different ways depending on the division or the department. In some units, there were already active research committees, but in other units, new committees were formed. All divisional committees were required to include at least one senator. The original PROF committee will meet again November 1. Pres. Potter asked the senators on the PROF committee to stand, and requested that anyone with comments or suggestions contact these individuals, herself, and/or Jim Moran. Requests for proposals will be sent by the end of fall quarter this year, with submissions due in January, and funds available in July (the beginning of the new fiscal year). The PROF committee will consider ways to create processes whereby scholarly merit is rewarded without political considerations. The suggestion to include clinical faculty members was made by several senators.

Board of Trustees Nominations

Pres. Potter stated that following the G-6 meetings last year, the Board of Trustees indicated their openness to appointing a Trustee with academic expertise. She asked that senators or their colleagues contact her to recommend possible candidates.

11. Adjournment

Pres. Potter adjourned the meeting at 1:20 and thanked the senators for their participation today.

Respectfully submitted by:

J. Cornish, Ph.D., Faculty Senate Secretary