

**University of Denver  
Faculty Senate  
Minutes  
March 2, 2012  
Renaissance Room South**

**Senators (or proxies) present:** Jonathan Adelman, Kim Bender, Mercedes Calbi, Jennifer Campbell, Frederique Chevillot, Maclyn Clouse, J. Michael Daniels, Ralph DiFranco, Sandy Dixon, Rachel Epstein, Christina Foust, Judith Fox, Stacey Freedenthal, Katherine Freeman, James Gilroy, Michele Hanna, Annabeth Headrick, John Hill (Secretary), Allison Horsley, Tim Hurley, Scott Johns, Maciej Kumosa, Rick Leaman, Tiffani Lennon, Scott Leutenegger, Jeff Lin, Mario Lopez, Sandy Macke, Mohammad Matin, Don McCubbrey (President), Erin Meyer, Paul Michalec, Keith Miller, Jessica Munns, Ved Nanda, Paul Novak, Linda Olson, Pallab Paul, George Potts, Charles Reichardt, Paula Rhodes, Karen Riley, Nicholas Rockwell, Nancy Sampson, Sheila Schroeder, Robert Stencel, Barb Stuart (proxy for Vi Narapareddy), Jing Sun, Paul Sutton, Bruce Urmacher, and Gordon von Stroh.

**Call to Order, Approval of Minutes**

Don McCubbrey, Senate President, called the meeting to order at noon.

A motion to approve the minutes from the January 13, 2012 Senate meeting was seconded and approved.

**Provost's Report—Gregg Kvistad**

**Budget**—We are very close to the end of budget development. We just established a placeholder for UTS which means budgets for all units are complete. There may be some modifications to the UTS budget as Tim Brooks reviews the status and sets priorities.

We are budgeting for 1250 first-time first-year students, 200 transfer students, and a total undergraduate population of about 5100.

The graduate situation varies by unit; the numbers are set by unit interest and capability. DCB is projecting fewer students; this is a nation-wide market phenomenon. Sturm and Korbel are deliberately decreasing the number of students. Morgridge has lower enrollments primarily because of national decline in interest for seeking teaching credentials. GSSW continues to experience very strong interest, and enrollments at University College are also increasing.

The tuition rate increase letter was just mailed. The tuition increase is 3.508 percent; I expect to receive letters from parents about this.

We are planning a 25 percent increase in summer enrollments. Unlike last year, students are eligible for the same level of financial aid they receive in fall, winter, and spring.

We have budgeted a 36.5 percent discount rate.

The target operating margin is \$9 million.

We have also budgeted investments in some units across campus.

We are still working on the budget; the final version will be submitted for approval to the Board of Trustees in June.

**Undergraduate Enrollments**—Yesterday Admissions finalized selection of the students we will offer admission to in the regular action pool. Applications are up by 9 percent. Students of color applications are up by 12 percent, out-of-state applications are up 6 percent, and in-state applications are down 1 percent. We have offered admission to 11 percent more students than last year. The student profile is about the same as last year: 3.72 GPA, 27.6 ACT, and 1240 SAT. Applications for financial aid are up 40 percent; they are up nationwide as well.

**Graduate Enrollments**—these vary by unit, but on the whole there are no major shifts or problems.

I have nothing to report on the medical school, but the Chancellor will report on it at the next Senate meeting.

### **President's Report and Questions—Don McCubbrey**

**Teaching Excellence Initiative**—I am very pleased with our progress. We have faculty-led initiatives underway in four departments: Accountancy, Anthropology, Math, and Women's College. These departments received pilot grants from OTL at the beginning of the year and they have met as a group with Bridget Arend, Director of University Teaching, at OTL.

**Open Educational Resources**—AIESEC is bringing two interns to campus to work on a pilot project to translate a small text book from English to Spanish. They will also visit with faculty to inform them about OER options and remind them of textbook costs; it is far too easy for faculty to merely adopt the same (expensive) textbook repeatedly. University College is moving forward with a pilot test. We will seek Senate endorsement at the March 30 meeting.

**Presidential Debate**—The Senate should sponsor at least one event around the debate. I am discussing Senate event possibilities with Kevin Carroll.

Linda Olson mentioned that APC, at its meeting earlier in the day, discussed the possibility of a Senate event involving Zeke Emanuel, MD, PhD (brother of Rahm Emanuel) debating healthcare

with a Republican opponent. Another possibility is a panel discussion around higher education and public policy.

Don stated this is a work in progress and that committees could be formed to explore and develop these and other options. An informal “sense of the Senate” vote affirmed that Don should continue along the lines discussed.

Don also mentioned:

- Faculty Awards submissions are closed;
- Future agenda items will include research, internationalization, diversity, faculty review committee, and athletics; and
- Work on the APT document continues, and it should be available to the entire Senate within a few weeks.

Ved Nanda invited Senators to attend the International Law Anniversary Weekend, April 13-14, and provided handouts regarding the event.

In closing, Don reminded Senators of these upcoming events:

- Friday March 9, Chancellors’ Roundtable—Renaissance Room South 1:00-2:00
- Friday March 30, Faculty Senate Meeting—Renaissance Room South 11:30-1:30
- Please check <http://www.du.edu/facsen/> for the complete Senate calendar for 2010-2011 and for other Senate documents.

### **Briefing on Presidential Debate arrangements—Cathy Grieve**

On Tuesday March 6, 2012, the Commission on Presidential Debates will visit the campus to assess security and infrastructure.

Student Life will launch initiatives on March 26<sup>th</sup> to encourage student participation and establish a process whereby students can get tickets to the debate.

We will know more after Tuesday’s visit about opportunities for students to work behind the scenes. Based on past debates there may be opportunities for 350 to 500 students. We are also considering possible summer internship opportunities within the university communications group.

We plan to have a Debate fest on debate day somewhere in the middle of campus with many events leading up to the actual debate.

We expect faculty roles will be department-specific.

To request funding for events send an email to the Provost; about \$100K is available, and the typical grant size is \$4K to \$5K. He will review these with deans and faculty. There is not a lot

of time left to do this, and venues are quickly filling. Events need to occur prior to September 25<sup>th</sup> because the media will be coming in after that.

The Staff Advisory Council is planning an event for the summer. They intend to make this open to the community.

Kevin Carroll added that we will try to create a single sign-in location for debate events.

### **Update on University Communications—Kevin Carroll**

University Communications has been reorganized and renamed the Division of Marketing and Communications. The principal functions are:

- Brand and Marketing—This includes matters such as campus signage and offsite promotion.
- Communications—This includes working with the media and internal communications. We intend to provide more accessible and eventually personalized campus information.
- Business Intelligence—We will measure our marketing efforts, identify what is working or not working, and create tool sets.

Don asked whether a “click to add to calendar” feature could be added, and for better and timely information about luminaries visiting campus. Kevin indicated both should be possible.

Kevin stated that marketing architecture documents would be developed. They will provide information and a roadmap so we can all speak with an informed, clear, and focused voice about the university.

We are talking with the national media about participation in a Senate-sponsored event, e.g., Mary Matlin and James Carville, a former president, etc.

In response to questions Kevin added:

- We have contacted many news agencies outside of the US; approximately one-third are not US-based.
- We are identifying opportunities for students to be involved with the visiting media.
- The periods of most attention will be August and early September.
- We intend to have the signage fixed and the architecture document available prior to the debates.

### **Retirement Plan Modifications—Amy King**

Amy reminded the Senate that she has been working with the Senate Finance Committee for some time and provided the following update to the Senate:

The University engaged with Multnomah Group over a year ago to complete a comprehensive review of our retirement plans which included items such as:

- review of our plan documents due to regulation changes; and
- review our current retirement option structure.

With Multnomah's advisory assistance we have come into compliance with the changing regulations that govern retirement plans and put into place additional best practices that allow for review and monitoring of:

- selected retirement funding vehicles;
- costs; and
- provide guidance on what is needed around communication and education with regard to our retirement plans.

As a result of this review, several changes will be made to our defined contribution and tax-deferred annuity plans effective May 1. These changes reflect trends we see in the marketplace and will enable us to more effectively comply with evolving plan regulations and our fiduciary responsibilities. More importantly, the changes provide the high-quality investment choices and services you need to achieve your savings goals.

**What is Staying the Same:** Although certain Plan modifications will be made over the next few months, there will be no change to the current contribution rates, eligibility requirements or vesting of the Plan. No one is required to take any action as a result of the changes, although we encourage you to take advantage of this opportunity to re-evaluate your retirement strategy.

**What is Changing:** We will have only one retirement Plan provider: TIAA-CREF. TIAA-CREF will provide all retirement services for the Plan. This means that Fidelity Investments, American Century and MetLife will no longer be active providers for the Plan. This decision was made after a full RFP process, review of the plan providers, and review of actual costs and performance.

**New Investment Menu:** We are introducing a new investment menu that includes an array of competitively performing investment options from TIAA-CREF, Vanguard, American Century and other leading financial companies. This diverse menu will allow you to continue to maintain a retirement investing strategy that's right for you.

**Fund-Level Investment Advice:** TIAA-CREF will provide fund-level advice at no additional charge to all retirement Plan participants. If you choose to take advantage of this service, a TIAA-CREF Financial Consultant will work with you to create an investment strategy tailored to your unique financial situation.

**Next Steps:** Anyone currently participating in the Plan will receive a Transition Guide from TIAA-CREF in early March. The guide will provide specific information about the changes to the Plan and investment menu, including details that show how your existing assets and/or future contributions to the Plan will be automatically transferred to the new investment menu. Or, after

reviewing the information in the transition guide, participants may choose to actively redirect future contributions to the new investment options. The guide will also include details regarding upcoming on-campus events wherein one can ask questions about the new Plan enhancements and schedule an individual counseling session with a TIAA-CREF Financial Consultant.

We have scheduled six days of meetings in April to help participants understand the changes and their options.

### **Summary:**

- We are changing from four vendors to one vendor;
- substantially reducing investments costs for individuals who participate in the retirement plans;
- gaining professional assistance to help manage and understand ever-changing regulations and fiduciary responsibilities; and
- ensuring a high level of service to DU employees.

Existing participants do not have to do anything as the investment line ups are automatically mapped to same or similar investments. However, participants may choose to revisit their investments. TIAA-CREF representatives will be available to assist participants.

In response to a question Amy added that costs are reduced from 0.22 percent to 0.13 percent.

### **Committee Reports**

**Personnel, Scott Leutenegger**—We have decided to drop APT revisions regarding collaboration and interdisciplinary work for this cycle, because of the difficulties in drafting acceptable precise language. The current draft will be shared with the reading group which includes some administrators. We expect to have it to the full Senate in about three weeks.

**Student Relations, Paul Novak**—The committee has drafted recommendations regarding gifts which were distributed to the Senate prior to this meeting. Paul emphasized that these are recommendations and not a policy. It is still up to the individual faculty member to decide whether or not a gift should be accepted.

The recommendations comprise a list of suggestions for faculty. One of the issues heard from faculty was if they chose not to accept the gift, what is an appropriate and polite way to refuse; we have crafted some suggestions regarding this.

The recommendations will be posted on the Faculty Senate website.

We will also ask that international students are made aware of these recommendations at orientation, so they understand that professors reserve the right to refuse gifts or ask that gifts be withheld until another time, and that such requests or refusals are not intended as an insult to the student.

We ask Senators to share this information with their departments.

## **Adjourn**

The meeting adjourned at 1:30 p.m.

Prepared and submitted by

John Hill  
Faculty Senate Secretary