

**University of Denver
Faculty Senate
Minutes
November 16, 2012
Renaissance Room South**

Senators (or proxies) present: Annaliese Amschler Andrews, Alvaro Arias (proxy for Mario Lopez), Shimelis Assefa, Kim Bender, Karen Bensen, Jenny Bowers, Tess Bruce, Rodney Buxton, Mercedes Calbi, Victor Castellani, Frederique Chevillot, Mike Daniels (proxy for Matt Taylor), Sandy Dixon, Russell Fielding (proxy for Paul Sutton), Graham Foust (proxy for Jessica Munns), Jim Gilroy, Annabeth Headrick, John Hill, Tim Hurley, Scott Johns, Van Johnston, Megan Kelly, Michelle Kruse-Crocker, Maciej Kumosa, Frank Laird (proxy for Joe Szyliowicz), Rick Leaman, Scott Leutenegger, Don Mayer, Don McCubbrey, Keith Miller, Courtney Mitchell, Ved Nanda, Vi Narapareddy, Linda Olson, Paul Pallab, Anne Penner, Tom Quinn, Charles Reichardt, Trace Reddell, Nick Rockwell (proxy for Rafael Rossotto Ioris), Nancy Sampson, Jamie Shapiro, Geoff Stacks, Jing Sun, Ron Throupe, Bruce Uhrmacher, Robert Urquhart and Linda Wang.

Call to Order, Approval of Minutes

Scott Leutenegger, Senate President, called the meeting to order at noon.

A motion to approve the minutes from the October 26, 2012 Senate meeting was seconded and approved.

Provost's Report—Gregg Kvistad

Since the last Senate meeting, we have held five informational meetings for faculty and staff to explain where DU is financially and present information about revenues, expenses, and enrollments. At these sessions detailed information was presented in 22 PowerPoint slides.

Our student/faculty ratio of 8:1 is the lowest among comparable institutions. For example, the Boston University ratio is 13:1.

We have added 161 faculty since 2007. The deans requested these increases. One could ask whether we should have increased the 8:1 ratio and instead paid faculty more. This would materially change the nature of DU.

We have examined benchmark studies of faculty salary by rank against our comparison institutions. Since 2006 we have made substantial progress for all ranks except assistant professor where we lost a little ground. We are not done yet and we have budgeted further increases for the next four years.

Our endowment per student has increased to \$32,881. We are working to increase this, but we have a long way to go. Our comparable institutions average \$81,896 per student; the median is \$56,000. The annual endowment release is used for financial aid and faculty salaries.

Among our comparable institutions, DU is the fourth most expensive in terms of net tuition paid. We have added \$46 million in financial aid since 2007.

This year we are 96 undergraduate students short of our budget plan. Possible solutions included cutting about 60 staff. This was not viewed as a tenable alternative to forgoing merit increases. A 2.75 percent merit increase would have required \$4.75 million which we simply do not have. Faculty salary increases for promotion and the \$1.5 million salary adjustment pool remain in the budget.

Everyone at DU is either faculty or staff. Administrator salaries are subject to the same treatment as faculty and staff; administrators are not a separate employment category and they will not receive merit increases this year.

Higher education is changing. We want to have your voices in conversations about this.

Responses to Questions and Additional Comments:

Question: Is there any impact on the \$1.5 million salary adjustment pool?—**Response:** The goal remains the same: we intended to add \$1.5 million per year for the next three years. This is a total of \$8 million including fringe. We do have to figure out how to best distribute this.

Question: This hits contingent faculty particularly hard. Do we have plans to help them?—**Response:** The APT revisions will likely include multi-year contracts for lecturers. We need to find ways to build salary bumps into compensation for lecturers. This also hits staff hard. We are meeting with the Staff Advisory Council next week.

These events were not foreseen. We have not had these enrollment-reducing factors bundle like this previously. We have made adjustments to our models.

Applications for fall 2013 are up significantly over last year.

I know this is not easy for any of us to accept. The decision was not made lightly.

Standing Committee Reports

Student Relations—Linda Olson

The committee is examining several issues:

- Improving the feedback quality from course evaluations.

- Maintaining student engagement through the break. We are working with undergraduate student government on this.
 - Reviewing Honor Code content and implementation.
 - Developing some guidelines regarding the use of social media.
 - Start of term issues.
 - Working on Student care support, e.g., mental health, with Pioneer CARE.
- Some of these dovetail with Academic Planning.

APC—Scott Johns

In addition to the items noted by Linda Olson, the committee is working on:

- Improving the feedback quality from course evaluations.
- Reviewing faculty research grant proposals.

Ved Nanda complimented Scott and the Law School for achieving the highest bar passage rate in the state of Colorado.

Personnel—Alvaro Arias

The committee is working on:

- Reconciling two versions of the APT document.
- Reviewing sabbatical reports.

Executive Session (Senators only)—Scott Leutenegger

- Merit Issue
- Issues from the Floor

Adjourn

The meeting adjourned at 1:30 p.m.

Prepared and submitted by

John Hill
Faculty Senate Secretary