

**University of Denver  
Faculty Senate  
Minutes  
September 26, 2014  
Renaissance Room South, Mary Reed Building**

**Senators (or proxies) present:** Annaliese Amschler-Andrews, Shimelis Assefa, Victor Castellani, Bradley Davidson, Ron Delyser, Jared Del Rosso, Maha Foster, Tony Gault, Jim Gilroy, Jennifer Greenfield, Annabeth Headrick, John Hill, Tim Hurley, Scott Johns, Arthur Jones, Elizabeth Karlsgodt, Megan Kelly, Ray Kireilis, Michelle Kruse-Crocker, Frederic Latremoliere, Rick Leaman, Luis Leon, Nancy Lorenzon, Scott Leutnegger, Steven Mayer, Erin Meyer, Gloria Miller, Keith Miller, Julianne Mitchell, Michele Morrison, Ved Nanda, Linda Olson, Pallub Paul, Anne Penner, George Potts (Proxy for Aimee Reichman-Decker), Martin Quigley, Tom Quinn, Allegra Reiber, Nancy Sampson, Richard Scudder, Amrik Singh, Mary Steefl, Billy Stratton, Nicole Taylor (proxy for Jamie Shapiro), Ron Throupe, Robert Urquhart, Joshua Wilson, Melanie Witt, Carol Zak-Dance.

**Call to Order, Approval of Minutes**

Art Jones, Senate President, called the meeting to order at noon.

A motion to approve the minutes from the May 23, 2014 Senate meeting was seconded and approved.

**Vision Statement for the 2014-16 Senate Administration, and Update on the Board of Trustees Approval for APT Document—Art Jones**

Art asked Senators to review the Vision Statement for the 2014-2016 Senate Administration which is a proposal for framing the Senate’s work over the next two years; it is a vision, not a strategic plan.

The main theme is “Transcending Our Silos” which may be internal, hierarchical, or other; silos are not sustainable. We have an opportunity to engage on these matters with the new Chancellor, so Senators are encouraged to select definite roles and step up as leaders. Key elements include:

- Create a safe and welcoming community; and
- Continue conversations about how to accomplish our public good vision.

I have re-established the council of past Senate Presidents to help frame and guide our work.

**APT document**—FEAC has basically approved it, and recommends some editorial clarifications to remove ambiguities and inconsistencies. I expect to bring the APT document to the October Senate meeting. For example, the words “will,” “should,” and “must” are used inconsistently and will be replaced with a single consistent word and/or used very carefully in specific contexts.

## **Provost and Executive Vice Chancellor—Gregg Kvistad**

Gregg welcomed all Senators to a new Senate year and thanked them for their service noting that it is work to represent departments.

Gregg encouraged Senators to step up to the “Transcending Our Silos” theme. He noted that the budget process at DU is based on units and thereby contributes to a silo mentality; many at DU tend to feel much more closely identified with their units rather than with DU as whole.

The Chancellor and the Board of Trustees want everyone to look at DU as a community; we are academics, residence halls, and many other things. Studies on inclusivity confirm huge benefits. We will look at university-wide inclusivity issues. The Chancellor and I are looking at how to include these as part of the Strategic Planning Steering Committee considerations. We will find ways to do this. It will be an inclusive conversation. The Chancellor will address it at Convocation. I have been here 30 years and I have never been more excited and optimistic.

One possible implications of this is that we should not have a decentralized budget. We want to engage you in larger conversations about this. We want to be sure this is something you want to do. The Chancellor is engaged on this.

Art asked the Provost to explain his new title of Provost and Executive Vice Chancellor. Gregg explained that the Executive Vice Chancellor title recognizes that he is responsible for preparing the entire DU budget which rolls up the budgets of many Vice Chancellors. Thus, he is thereby slightly elevated above the other Vice Chancellors. Also, the by-laws designate the Provost as second in command. The Chancellor will focus mostly on external fund raising.

Third week enrollments look good. This means merit increases and faculty salary enhancement will happen; one-time bonuses are also possible.

## **Senator Megan Kelly: Sustainability Council Update**

Megan Kelly provided a two-page handout to the Senate and briefly described the draft three-year Sustainability Plan prepared by the DU Sustainability Council. In preparing the draft plan the Sustainability Council:

- Held nine listening sessions with students, staff, faculty, and alumni;
- Conducted a survey based on findings from the listening sessions;
- 15 expert faculty and staff reviewed the document and provided additional feedback;
- The second draft was circulated for public comment; and
- The current draft includes revisions resulting from the reviews and listening sessions.

The next steps are a meeting with the Provost and Craig Woody, and figuring out ways to connect with and engage students. Sustainability is a significant recruitment tool: nationwide 62 percent consider sustainability when making a college choice.

We want to be seen as a leader. DU is one of nine institutions to earn a gold star for sustainability from the Association for the Advancement of Sustainability in Higher Education.

The DU plan conceives of the university as a living laboratory and links operations with experiential learning opportunities for students. It includes recommendations regarding DU sustainability goals, student recruitment, and interdisciplinary studies.

The Sustainability Council seeks and welcomes feedback, questions, suggestions, and participation.

Here is a link to the DRAFT 2014 Sustainability Plan:

<https://drive.google.com/file/d/0B08WpuSn-AKdNTJveG42ZGVEMlk/view?usp=sharing>

### **Title IX Coordinator Kathryne Grove and Art Jones: Brief report on DU Title IX Team, and Invitation to the Senate**

Kathryne explained she is seeking ways to engage the Senate and faculty and help us understand and perform our obligations as faculty, and the obligations of, and assistance available from, the Office of Equal Opportunity. Title IX prohibits discrimination on the basis of sex, and prohibits harassment. OEO is available to visit every unit.

Over the past three years DU has thoroughly revisited practices and procedures, conducted studies, and issued reports. Currently, Kathryne is Director, Equal Opportunity and Title IX Coordinator which is too much work for a single person, so staff will be increased.

Faculty (and staff) are required to report student expressions of concern about discrimination or harassment.

We have learned a lot over the last summer; we want to get students talking more, and get staff more engaged. This issue impacts the entire DU community.

We are seeking suggestions for getting faculty more involved, pulling together interdisciplinary knowledge and research at DU, and how to work this as a community.

### **Responses to Questions:**

**Question:** Faculty are pulled in many directions. We need a strategy to make faculty aware.— We have spent the last three years revising policies and documents, and support students after-the-fact. I am seeking suggestions today, and generally, to determine how best to educate and support faculty and staff regarding this. I am working on a training module and “begging” for conversations about this. No single DU organization can accomplish this. Students are having more trouble engaging students than administration is.

There is an obligation for faculty to report. When talking with students make sure they understand you have an obligation to report, before they go too far in a conversation.

**The Provost added:** This is big deal. Federal funding is at stake. We need for all of us to know what to do; we will get it out ASAP. This puts you in an extraordinarily complex relationship with students. The Feds are putting us at the front line of a very complex social issue. We will get this to you as soon as we can in a clear and concise format.

**Question:** What is the status of the previous complaint?—We have provided all requested information. We have revised our policies and procedures. We are awaiting a determination. We have retained two national expert consultants from Pepper Hamilton LLP to help us find the best way to fully comply, and support complainant and respondents.

**Question:** How many Title IX cases are at Campus Safety?—Cleary Act reporting is a different process and requirements than Title IX. We had 22 Title IX “non-consensual” incidents reported in 2013; responsible individuals were expelled. It is good that report of these incidents is increasing.

**Question:** Who is on the Title IX team?—It has been ad hoc starting with four people in 2011 and increasing since then. Meetings occur frequently as needed; the previous focus has been the compliance component. There were two process issues: lack of equity between complainants and respondents, and re-victimization of complainants. We rewrote our entire process. Education and prevention is this year’s objective.

**Response to question:** Students do not have a duty to report.

**Response to question:** Our investigation and review processes are separate and independent of police processes. We do share information with Denver Police.

**Question:** How is academic freedom considered? I would hope that processes err on the side of academic freedom—Academic freedom is not protected from harassment complaints.

## **Adjourn to committee meetings**

### **Adjourn**

The meeting adjourned at 1:30 p.m.

Prepared and submitted by

John Hill  
Faculty Senate Secretary