

University of Denver
Faculty Senate
Minutes
May 1, 2015
Ruffatto Hall Commons

Senators (or proxies) present: Shimelis Assefa, Jenny Bowers, Victor Castellani, Mac Clouse, Terri Davis, Claude d’Estree, Jared Del Rosso, Ron De Lyser, Maha Foster, Jim Gilroy, Josh Hanan, Cynthia Hazel, Annabeth Headrick, John Hill, Tim Hurley, Tim Hurley (Proxy for Paula Rhodes, Mary Steefel, and Jere Surber), Scott Johns, Arthur Jones, Beth Karlsgodt, Megan Kelly, Brian Kiteley, Rick Leaman, Scott Leutenegger, Sergio Macias, Laleh Mehran, Erin Meyer, Keith Miller, Julianne Mitchell, Vi Narapareddy, Linda Olson, Pallub Paul, Anne Penner, Erika Polson (Proxy for Tony Gault), Rebecca Powell, Aimee Reichman-Decker, Dean Saitta, Nancy Sampson, Jamie Shapiro, Amrik Singh, Billy Stratton, Ron Throupe, Robert Urquhart, Ann Vessels, Joshua Wilson, Carol Zak-Dance and Duan Zhang.

Introduction and Approval of Minutes from April 3, 2015 Senate Meeting—Art Jones

Art welcomed the Senators and described a very full agenda.

A motion to approve the minutes from the April 3, 2015 Senate meeting was seconded and approved.

Provost Report—Provost Gregg Kvistad

Thank you for attending the Abrasive Conduct in the Workplace Conference. This begins a very important discussion about community building. We will follow up.

Jean McAllister will join the University as our Title IX coordinator effective June 1, 2015. Jean brings to DU more than 30 years of experience working to address trauma and interpersonal violence on many levels and within several multilayered environments. The hiring process for a second investigator is underway.

We have some additional work to do. There will be Title IX training for faculty and staff. Kathryne Grove is preparing a training video. This is a very important matter and we must get it right. We will encourage everyone to partake. We expect the training to be available about July 1, 2015. DU has designated all faculty and staff as “responsible employees.” This establishes a responsibility to report any possible occurrences they become aware of.

Student Life takes this matter very seriously. Students have self-mobilized to establish the B.O.S.S. campaign.

We will use Canvas to host the training.

Questions and Comments:

Question: Will it be available entirely online? Answer: Yes. Participants will be expected to correctly answer about five questions. The new Title IX coordinator may also establish some role playing training. We want to be sure we have tools and information to prevent re-victimization. This will be most important for faculty, who are the most likely to be approached with reports.

Question: Will there also be training for graduate students? Answer: I expect graduate students will have to be trained. I also expect there will be programming about this throughout the year.

Art Jones emphasized that we are building a sense of safety on campus, not just checking off a box.

Fall Enrollments—May 1st is the date students declare. We expect to meet our undergraduate enrollment goal for fall 2015. SAT scores are up over 20 points, the ACT average is 28. Women slightly out-number men. We expect at least 20 percent diversity.

Vice Chancellor of Athletics and Recreation Report—Peg Bradley-Doppes

Peg provided the summary update regarding athletics:

- Academic Update for Athletes:
- Male Student-Athlete Cumulative GPA 3.23
- Undergrad Population Male Cumulative GPA 3.16
- Female Student-Athlete Cumulative GPA 3.353
- Undergrad Population Female Cumulative GPA 3.39
- Overall Student-Athlete Cumulative GPA 3.292
- Undergrad Population Overall Cumulative GPA 3.28

Athletics Update:

- 7 teams won their conference tournament
 - Men's Soccer
 - Men's Swimming
 - Men's Tennis
 - Volleyball
 - Women's Golf
 - Women's Swimming
 - Women's Tennis
- 10 teams made/will make NCAA appearances
 - Gymnastics
 - Hockey
 - Men's Soccer
 - Men's Swimming

- Men's Tennis
- Skiing
- Volleyball
- Women's Golf
- Women's Swimming
- Women's Tennis
- Directors' Cup Update
 - Currently 47th nationally
 - 2nd in DI-AAA with 347.25 points

Peg also provided information on the financial implications of NCAA governance changes. There is a great deal of uncertainty with regard to what other mid-major Division One athletic programs will do in terms of funding the components of the recent changes and how this will impact the competitive nature of their programs. Collectively we will all gather and share additional information as it becomes available. We will continue to remodel the potential costs associated with these changes and develop options. We are also working with the Provost, Chancellor, and Board of Trustees.

We have established a partnership with the City of Denver, Denver Tennis Park, and the Walton Foundation to establish a tennis development and scholarship program. The goal is to serve youth, and change young lives through tennis. This will include constructing a tennis complex at South High. We hope to introduce and teach tennis, and advance academic performance. We have been working on this for three years.

Our graduation rate has increased to 82 percent, well above the national average, but we still want this to be higher and are working to increase it.

On February 20, 2015, USA Today ranked DU as the number one women's collegiate soccer program nationally. The rankings are based on the athletic success of the team, the overall quality of the school, and the academic success of the players.

DU Web Design Update—Na'im McKee, Director of Digital Marketing, Department of Marketing and Communication

There is no doubt the website has issues and challenges. Many of these arise from technology changes and how these impact teaching and learning. We have over 4 million users per year. Many users have multiple devices and we must accommodate a wide variety of devices.

After a three month search, the committee, which includes Admissions, Student Life, alumni, staff, and faculty, has selected a consultant to assist the redevelopment of the website. The next step is to craft a definitive statement of work. We expect the redevelopment to require about 10 months. We will have a communication plan and will seek input from the entire DU community. We expect units will be able to update their own pages and that we will provide transition support to the new system; approximate 1500 pages will have to be rebuilt.

We expect our site to be platform agnostic. We will do our best to accommodate third party applications, but we do not have control over these and compatibility will not always be possible.

Discussion of Proposed Revised Sabbatical Application Process

Art Jones asked Senators to share and discuss the proposed sabbatical policy revisions with their units, and seek feedback from the unit's faculty. It is our intention to vote on these at the May 22nd Senate meeting.

Questions and Comments:

Question: Is there a protocol for a minimal sabbatical, e.g., one quarter? Answer: Scott Leutenegger said his understanding is that this occurs only in AHSS.

Question: There is not always a report. Does it require a commitment to submit a report? Answer: Art Jones stated this is a very good question. The Provost added that a second sabbatical is not possible unless a report from a previous sabbatical has been submitted. He further noted that sabbatical reports are almost always timely.

Question: Is there any move to publish meritorious applications? Answer: Art Jones stated this may be possible and it deserves discussion. However, there are also some concerns about prematurely releasing research ideas.

Question: Who decides? Answer: Art stated it is decided by Chairs, Deans, and the Provost's office.

Scott Leutenegger voiced support for making the entire process more transparent.

Comment: No one with children can do one quarter without salary. Scott suggest that the applications must include a statement of requirements for funds.

The Provost stated this is a very welcome conversation, the sabbatical policy is about 30 years old. A deeper conversation is definitely in order. Sabbaticals are a good way to up our game, and are not terribly expensive.

Question: Could we have a recognition and celebration of what people have done? Answer: Art Jones stated this is a good idea and we should make much more of these accomplishments.

Comment: Sabbaticals can be very impactful on teaching capacity within units, especially for small programs. The Provost stated that Deans can use salary "breakage" and gainshare to address this.

The Provost added that very few applications are denied.

Art Jones reminded Senators that we will vote on this at the May 22nd Senate meeting.

Discussion and Vote on Faculty Hiring Resolution Presented at April 3rd Meeting

Art initiated discussion of the proposed Faculty Hiring resolution. The proposed resolution, including friendly amendments to the April 3rd version (**amendments in red**) is:

The Faculty Senate advances the following public resolution, **as one important step towards meeting the institutional challenge of expanding faculty diversity**:

1. The “preferred qualifications” section of all faculty job announcements will include the following statement: “Preference will be given for candidates who have demonstrated experience working in or with culturally and racially diverse environments.”
2. In all faculty searches, the interview process will include at least one question that asks candidates about their demonstrated accomplishments and experience as they relate to diversity and inclusive excellence.
3. **Search committees should work toward the goal of advancing** finalist campus interview pools **that** include at least one candidate who broadens compositional diversity for the hiring discipline involved.
4. The Faculty Senate goes on record as advocating for the creation of a clear and defined process of training, support and accountability for deans and faculty search committees to establish the above three steps as institutional, **legally sound** norms for faculty searches at the University of Denver, marshaling the resources and expertise of Human Resources; the Diversity Council; the Office of the Senior Associate Provost for Diversity, Equity and Inclusive Excellence; **University Counsel**; and the strong leadership and support of the Provost and Chancellor.

Art stated there has been a lot discussion, emails, and conversations about this. Most of them expressed concern about provision 3 and whether it is legal. He further stated the intent of the resolution is to propose a direction, not implementation steps.

Art asked Scott Leutenegger to lead the rest of the discussion.

Scott said the biggest expressed concern was about legality, so the term “legally sound” was added to provision 4. Basically, we are stating our intent to do this, while making sure it is legal.

The second significant source of pushback was that the resolution is not doing enough.

Questions and Comments:

Comment: Many are concerned about the practical aspects of provisions 3 and whether we would have enough information to do this. Scott replied that we would be asking the administration help us implement this. He agreed it is not adequately defined.

Comment: Many of my colleagues are concerned that provision 1 is too vague, while others are concerned it is too definite. Senators representing several other departments also expressed

concern about provision 1. Scott agreed the language may need refinement, suggesting, for example, "...preference will be given..." might be replaced with something like "...consideration will be given..."

Comment: "...working in or with culturally and racially diverse environments..." may not be possible for applicants from many institutions where there are few, if any, opportunities to do this.

Art Jones said we would hate to lose the forest for the trees. The Executive Committee is advocating that we establish the spirit of this resolution. This is imperative and needs to be a priority. We need it to prepare our students for the future.

Comment: The spirit of this is important, but there are also money factors. The potential for immediate tenure is an issue. Housing prices in Denver are also an issue, especially for those who prefer to live very close to campus. We have lost good candidates because of these. The Provost added that this is a unit-specific issue and that we must also maintain balance among the ranks.

Comment: Perhaps we should pass only provision number 4. It stands on its own. Art replied that that provisions 1, 2, and 3 are needed to provide suggestions and meaning. Provision 4 alone is not likely to have impact.

Erin Meyer stated that her unit is basically doing 1, 2, and 3 already, and generally supports the solution.

Comment: Stating "...preference will be given..." is a problem.

Scott Leutenegger summed up the situation as: Provision 3 is necessary; provision is ok, provision 1 is problematic, and provision 4 needs to be changed to include "legally sound" norms. Scott also acknowledged that having adequate knowledge about composition diversity in advance is problematic.

Comment: It is premature to vote today.

After consideration of voting on each provision individually, the Senate decided to defer a vote until the next Senate meeting. Scott stated the Executive Committee would refine the resolution to reflect the concerns expressed at this Senate meeting and any additional input he receives. He invited Senators to send suggested wording changes to him.

Undergraduate Student Government—Jess Davidson, Vice President Elect

Art introduced Undergraduate Student Government Vice President Elect, Jess Davidson.

Thank you for the opportunity to speak, and we look forward to working with you in the next academic year.

Undergraduate students generally report that their academic experiences are too siloed. Next year we intend to work on bridging experience and actions. We hope to build a better sense of community and communication among students who are otherwise having siloed academic experiences.

Adjourn

The meeting adjourned at 1:30 p.m.

Prepared and submitted by

John Hill
Faculty Senate Secretary