

UNIVERSITY OF DENVER
Faculty Senate
February 10, 2006
Mary Reed Building, Renaissance Room South
Minutes

Senators (or their Proxy) present: Dennis Barrett, Marian Bussey, David Christophel, Bonnie Clark, Joel Cohen, Jenny Cornish, David Cox, Nick Cutforth (also proxy for Deb Grealy), Davy Davis, Ron DeLyser, Andy Divine, Sandra Lee Dixon, Margo Espenlaub, Ronald Fariña, James Gilroy, Mike Keables, Brian Kiteley, Maciej Kumosa, Michael Levine-Clark, Seth Masket, Don McCubbrey, S. Lilly Mendoza, Ved Nanda, Nancy Sampson, Martha Santos, Jack Sheinbaum, John Tripp, Gordon Von Stroh, Diane Waldman, Tim Weaver, Todd Wells, and Yavuz Yasar.

Guest: Aaron Schwarzberg, All Undergraduate Student Association (AUSA) representative

Call to order

President Potter called the meeting to order at noon and welcomed everyone present. Cornish moved to approve the minutes from January 20, 2006 taken by Barrett, with the usual caveat that senators contact her with necessary edits (jcornish@du.edu). This motion was seconded by Devine and **Passed unanimously.**

Academic Planning Committee: David Christophel

Christophel reported that the committee had met twice to consider the report from the Teaching Task Force (TTF). Initially, the committee suggested some recommendations to the report, but later realized they didn't directly relate to the report itself, but rather to some of the ideas contained in it, so he had no formal or specific recommendations for the Senate today, but rather congratulated the TTF members on their hard work. He stated that committee members indicated support for the Center for Teaching and Learning as a strong instrument on campus, but also suggested that the Center should develop proper assessment procedures. The committee further felt that the section of the TTF report on evaluating teaching contained some controversial recommendations. The section on teaching awards led to a concern that significant funding could detract from the idea of awarding teaching across the university. A subcommittee is focusing on admissions, and in particular, the Ammi Hyde interviews. Since DU has seen a huge increase of applications, the subcommittee is concerned it may be more difficult to interview every applicant and has suggested having more interviews on campus. (Note: see Provost's report below for more information on admissions).

Personnel Committee: Todd Wells

Wells explained that the Personnel Committee will meet after Senate today to discuss whether to enhance the descriptions of various faculty awards. They plan to consult with the Provost's Office for historical information on the named awards. They are concerned 1) that some of the award descriptions specify a required term of service while others do

not, and 2) that application packets are greatly inconsistent in detail, ranging from 10 5-50 pages. Wells concluded by charging senators to encourage nominations from every unit on campus, with an overall goal of obtaining 40 total strong nominees per year.

Finance Committee: David Cox

Cox assured senators that the salary study is moving forward with haste. Dick Gartrell, Director of Human Resources, will chair a committee working on data analysis. Cox asked senators to contact him with any comments or questions (dacox@du.edu) and proposed giving a fuller report by April 2006.

Student Relations Committee: James Gilroy

Gilroy reported that the Student Relations Committee had some interesting meetings, many focused on diversity issues, despite the absence of a particular agenda. Jo Calhoun, Associate Provost for Student Life has described increased retention levels in freshmen and sophomores that are close to the 88% goal. Patti Helton, Associate Provost for Campus Life, presented them with information on disciplinary issues on campus showing that alcohol has decreased as a problem, while drug use has apparently increased. Deb Tyson, Director of Housing and Residential Life, has focused on a new residence hall to be built in the middle of campus beginning later this year, with an opening scheduled for fall 2008.

Nominations, Credentials, and Rules: Dennis Barrett

Barrett stated that the current Senate representative to Graduate Council (DeLyser) is stepping down due the fact that the time conflicts with a class he is teaching, and asked for a substitute. Cohen volunteered for this position, to serve until May 2006.

All Undergraduate Student Association (AUSA): Aaron Schwarzberg

Schwarzberg informed the Senate that AUSA is working on diversity issues and he plans to bring more information about this to the next meeting. He appealed to the senators against the issue of classes beginning at 8:00 a.m., but Potter replied that when this issue was raised at an earlier Senate meeting, the Registrar stated it was not currently negotiable due to lack of adequate space on campus for classes.

Interim Provost's Remarks: Gregg Kvistad

Kvistad reported that the tuition proposal was presented to the Board of Directors, with an increase that was slightly lower compared to others over the last four years. He is in the process of sending letters out to parents and students about this increase. DU has a steady state target of 1100 undergraduate students per year. The proposed budget for merit increases is similar to last year's. Close to 560 students will study abroad next year (over ½ of any class, or 575 quarter FTE hours per year), close to the target of 60%. The Cherrington investment includes an approximate subsidy of \$3,400.00 per student (over and above redirected tuition), and thus is an expensive program although not hugely so. The full formal budget will be submitted to the Board for approval in the near future. The TTF report will be reviewed again on March 2 by the Dean's Council. Kvistad reiterated his perception that it is important for the DU community to reach consensus on the report, although he also expressed his recognition that this may be unsettling to deans

as well as faculty members. With regards to the Ammi Hyde interview process, Kvistad met with Bob Coombe (Chancellor), Tom Willloughby (Vice Chancellor for Enrollment), Todd Rinehart (Assistant Vice Chancellor for Enrollment and Director of Admissions), and Megan Hinton (Director, Hyde Interviews). In addition, this issue was discussed yesterday at the Administrator's Council. All have recognized the increased numbers of applicants and realize that the Hyde interview process may need to be reorganized. At present, faculty and staff members (including hourly employees) volunteer their time, so the main costs associated with the interviews include air fare, hotel accommodations, and t-shirts, for a total budget that is less than \$400,000.00 per year. Consideration could be given to interviewing only those applicants who meet certain academic standards. However, this would redefine the mission of the interviews. Several senators suggested increasing the per diem rate, especially for junior faculty. The potential decrease in applicants representing diversity was also discussed: these interviews are usually conducted in suburban hotels, accessible only by car, and offered at times when some applicants may be working, raising the risk that the compulsory Hyde interviews may defer less affluent applicants from applying. Kvistad indicated the need to expand the diversity of applicants, but mentioned that discounts are already double for certain student populations (minority students, musicians, and athletes). The NCAA controls the number of full scholarships for Division I programs.

Teaching Task Force Report: Senate Recommendations

Since this was the third time that the TTF report had been brought before the Senate, Potter recommended working through the short form, voting on the various sections of the report, and then adding other proposals and recommendations related to teaching on campus as new business for the Senate to consider in the near future. Kvistad stated that the deans are undergoing a similar process, and that in his opinion, it would be helpful to highlight 3-4 areas that the Senate either strongly supports or strongly opposes. Potter further described that while voting today would be related to principles, there would still be considerable work needed on issues of implementation.

- **Introductory Points:** Cox moved to support this section; Trip seconded. Senators then discussed various concerns including assessment of outreach; the need to integrate teaching, research, and practice; scholarship issues in general; and recognizing faculty members who obtain outside funding for innovative teaching. DeLyser, a member of the TTF, stated that the original group felt that scholarship issues should be considered by a Scholarship Task Force. Christophel moved that wording be changed to include learning ("three dimensions of teaching and learning"). This was seconded by Nanda and accepted as a friendly amendment by Cox and Tripp. **Motion passed unanimously.**
- **Valuing Teaching:** Potter ascertained that no discussion of this section was needed as senators appeared in agreement with valuing teaching.
- **Support for New Faculty:** Cox moved the Senate accept the Support for New Faculty Section of the report; seconded by Saitta. Divine mentioned that it is not enough to support new faculty; mid-career faculty members also need support. Christophel moved that wording be changed from "second year faculty workshops" to "continuing faculty workshops;" this was accepted as a friendly amendment. Potter pointed out that the task force recommended supporting new

faculty in a way that would not interrupt the fall quarter, since their pay doesn't begin until Sept 1. Davis stated that the content in the new faculty workshops is irrelevant to new theatre faculty members. Santos moved to delete "Second Year Faculty Workshops should be developed;" this was seconded by Davy; **amendment passed.** Potter then called the question. **Motion passed** with one opposing vote.

- **Individual Rewards:** Cox moved to approve this part of the TTF report; seconded by Clark. Christophel moved to remove the section on re-thinking current teaching awards in light of university teaching professorships; this was seconded by Divine; **amendment passed.** Nanda moved to delete "endowed" from "University Teaching Professorships;" this was seconded by Clark and accepted as a friendly amendment. The senators engaged in a discussion about what "transparent, clear and standardized" meant to various constituencies. The motion (for the Senate to support the Individual Rewards section of the TTF document, as amended to delete the re-thinking current teaching awards) **failed.** Rather, senators agreed to delay endorsing the section until a stronger proposal could be developed.
- **Evaluating Teaching:** Cox moved to support this section of the document; Clark seconded. A lively discussion ensued in which the increased amount of time necessary to evaluate teaching as proposed by the report was juxtaposed with the current system in which the only evaluation of teaching consistent across the whole campus is evaluation forms written by students. Senators favored tabling further discussion of this section until the next meeting. **Motion to table passed.**

New Business

- Further discussion of the need for university support for continuing faculty, not just new faculty.

Adjournment

President Potter adjourned the meeting at 1:40 p.m., and thanked everyone for their helpful participation.

Respectfully submitted:

Jenny Cornish, Senate Secretary