

**UNIVERSITY OF DENVER
Faculty Senate**

Minutes

February 11, 2005

Noon

Mary Reed Building, Renaissance Room, South

Senators (or their proxy) Present: Bill Anderson (Philosophy), Elizabeth Anderson (Marketing), Davor Balzar (Physics and Astronomy), Dennis Barrett (Biology), Arthur Best (Law), David Christophel (At large – Biology), Jenny Cornish (Professional Psychology), David Cox (Finance), Nick Cutforth (Education), Ron DeLyser (Engineering), Andy Divine (Hotel, Restaurant, Tourism Management), Sandy Dixon (Religious Studies), Margo Espenlaub (Women’s College), Leon Giles (Finance), Jim Gilroy (Languages and Literature), Deborah Grealy (Education), Jim Hagler (Math), Don Hughes (History), Beth Karlsgodt (University College), Brian Kiteley (English), Christina Kreps (Anthropology), Walter LaMendola (Social Work), Michael Levine-Clark (Library), David Longbrake (Geography), Don McCubbrey (ITEC), Ved Nanda (Law), Lynn Parker (Social Work), Cathryn Potter (Social Work), Catherine Reed (Psychology), Charles Reichardt (Psychology), Dean Saitta (At large - Anthropology), Roger Salters (At large - Engineering), Nancy Sampson (At large – Marketing), Jack Sheinbaum (Music), John Tripp (Accountancy), Gordon Von Stroh (Management), Tim Weaver (At large – Art/Art History), Todd Wells (Chemistry/ Biochemistry), Margaret Whitt (English), and Yavuz Yasar (Economics)

Call to Order and Approval of Minutes (Cathryn Potter)

Cathryn Potter, Faculty Senate President, called the meeting to order at noon and welcomed everyone present. The minutes from the last meeting were approved with the understanding that senators may contact Jenny Cornish at jcornish@du.edu or x14304 with any changes.

Personnel Committee (Arthur Best)

Arthur Best reminded the senators that two proposed faculty awards (Early Career Achievement in Scholarship Award and Early Career Achievement in Teaching Award) were considered during the last senate meeting, so that today’s presentation represents a second reading. In response to the discussion that ensued, he explained that these awards are to supplement the Faculty Teaching Award that has traditionally been given to faculty who are advanced in their careers, and that the intent of these new awards is not to add a burden to assistant professors during the tenure process. A friendly amendment to the awards was proposed by Sen. Margaret Whitt as follows: “This award recognizes outstanding accomplishments in scholarship/teaching by a Professorial Series or Non-Professorial Series faculty member who has been employed at the University for no longer than ten years.” This amendment was passed by a majority of the senators present. The main motion to accept the two proposed awards was then also passed by a majority of the senators. President Potter stated that this motion will now be forwarded to the Board of Trustees and the Board’s Faculty and Educational Affairs Committee (FEAC) for approval. If approved, these awards will require a shorter time frame this year and a separate process from the current awards. She also reminded the senators that nominations for the current faculty awards are due March 1, 2005.

Academic Planning Committee (David Christophel)

David Christophel described the progress made on developing a new admissions advisory group. This 8 – 12 member group will include Tom Willoughby (Vice Chancellor for Enrollment), a staff member from the Admissions Office, and faculty members (some selected by the Dean’s Council and some from the Faculty Senate) reflecting representation among key units. Each advisory group member will serve two-year terms on a staggered basis. Sen. Christophel reported that Vice Chancellor Willoughby is keen to incorporate faculty input into the admissions process.

Sen. Christophel also reported that the Faculty Research Fund (FRF) that provides selected faculty with up to \$2,500.00 for research projects is undergoing reconsideration of the submission process and scoring rubric under the leadership of Sen. Michael Levine-Clark and the FRF subcommittee. Sen. Christophel

also noted that applications in fall 2004 were significantly decreased compared to previous years, and he urged the senators to encourage their colleagues to apply for FRF grants.

Student Relations Committee (Ron DeLyser)

Ron DeLyser reported on the Teaching Task Force that includes 1/3 senate members and 1/3 members from the faculty at large, with plans to begin meeting in two weeks. The members of the task force have been appointed with a focus on including diversity and include Julanna Gilbert (Center for Teaching and Learning), Sheila Summers Thompson (University Assessment), Senators Ron DeLyser, Jim Hagler, Cathryn Potter, Catherine Reed, Dean Saitta, and faculty members Don Bacon (DCB), Christina Coughlin (NSM), Andy Goetz (GSIS), Frank Tuit (Education), and Teri Woellner (AHUM). This task force will carry forward ideas generated at the fall 2004 Provost's Conference including a focus on developing evaluation methods that will work for DU, particularly in enabling the administration to set aside appropriate funding for faculty development and for more thorough teaching rewards.

Finance Committee (David Longbrake)

David Longbrake gave a brief update on the housing support project and referenced a handout given to faculty at the beginning of this meeting. Many faculty members have indicated concern regarding the rapid increase of housing prices in the Denver area in recent years, and the subsequent affect on units on attracting and retaining qualify faculty. The Finance Committee is currently surveying housing assistance practices at 40 universities, mostly from California, the Northeast, and large cities. This survey has revealed six general categories of housing assistance: university as bank (university becomes bank and mortgage owner), equity participation (partial buy-in of faculty home with percentage ownership), down payment assistance (one-time monetary assistance on purchase of home as a loan or grant), mortgage payment assistance (monthly/yearly assistance), rental payment assistance (also monthly/yearly – either loan or subsidy), and faculty housing (building or purchasing housing specifically for faculty). Many institutions have more than one of these types of assistance in place. Sen. Longbrake asked the senators to email him at dlongbra@du.edu with additional institutions not among the 40 currently under consideration. He indicated his enthusiasm about sharing the results eventually with the senate as well as the Provost's Office. Various suggestions were given to Sen. Longbrake about this project including clarifying the objectives of housing assistance, using information from Australian universities, and recommending that DU stop selling the houses it currently owns.

Provost's Report (Robert Coombe)

Provost Bob Coombe discussed the University Planning Advisory Committee (UPAC) interim report on the 11 goals established four years ago. A task force was formed for each of the goals, and a subcommittee then synthesized all information into this interim report that was given to the Board of Trustees recently, with a copy on the DU website. Provost Coombe stated that DU has made considerable progress towards many of the goals, and he pointed out that UPAC is fulfilling its original charge to set and then continuously refine doable goals. It is time for another global reconsideration and possibly another retreat. There is a need for greater and broader external institutional research, and he has asked Cheryl Lovell from the College of Education faculty, who is currently on sabbatical and working in his office, to gather information about external research offices at other institutions.

The Provost further reported that the DU budget is settling in nicely, and that a number of academic support elements have been retained on a permanent basis. Funds will be distributed to individual units including \$3,000,000.00 for academic support. Another \$100,000.00 has been added to the Professional Research Opportunities for Faculty (PROF) funds, and the FRF has been reinstated into the base university budget. The graduate student stipends will again be increased. Patti Helton and Jo Calhoun, Associate Provosts for Student Life, recently developed a strategic plan to include increasing the intellectual focus of campus life. The first part of that plan will also be funded in the near future. The Provost indicated his optimism about the budget not only for this year, but also regarding the projected five year plan.

Provost Coombe then gave an update on the Bridges to the Future initiative. Two more events are planned for this year, and ongoing support for the initiative has been incorporated into the base budget for the first time. The Bridges initiative has had a positive effect on the intellectual life of the campus and has also strengthened relationships with the Colorado community. A theme committee has been developed in order

to get an earlier start on the process next year, and has tentatively generated an idea about science, technology, and values. The Religious Advisory Committee has a presence on the theme committee, along with other faculty members as well as community members.

The Provost mentioned that the Provost's Conference scheduled for fall, 2005 will focus on internationalization. Curriculum, languages, and advising will be among the topic areas. He stated that DU is doing a great job in terms of numbers of students taking advantage of the Cherrington initiative, but internationalization needs to be embedded into the culture of the campus.

Finally, the Provost gave a brief history on the development of the guidelines for plagiarism to be discussed later at this meeting. This issue began as a discussion last year among the academic deans, who indicated concern that faculty response to plagiarism has been highly variable. The Provost indicated his strong commitment to academic freedom and underscored the need for individual faculty members to determine grades, yet also argued in favor of a more uniform response, particularly since technology now allows for easier detection of plagiarism. He indicated that these are not "standards" or "policies" but rather "guidelines." In response to questions about implications for the guidelines across campus, he assured the senators that the committee represented key units, and that further input into the guidelines should be solicited from all faculty members.

Report from Plagiarism Task Force (Margaret Whitt)

Margaret Whitt, Chair of the Plagiarism Task Force, cited a Duke survey in which 75% of high school students admitted cheating. Approximately 10-20% of college students cheat, 10-20% never cheat, and 60 – 80% will cheat if they feel they can get away with it. She stated that many faculty members feel uncertain about how to deal with plagiarism. A 12 member task force representing constituencies around campus prepared a short document that was distributed to senators via email and at the beginning of this meeting. The task force talked with Dan Kast, Director of DU Citizenship and Community Standards, as well as with Patti Helton, Co-Associate Provost for Student Life, to integrate their work on the Honor Code. Sen. Whitt also referenced a series of articles on plagiarism recently published in *The Chronicle of Higher Education*. Many senators raised questions about plagiarism including matters of transcripts and terminations, evaluating the intentions of students to cheat, the levels of seriousness of plagiarism, undergraduate versus graduate student concerns, the current Honor Code, and the need to consider structural issues particularly related to disseminating information to students and faculty. Sen. DeLyser stated that the Student Relations Committee already considered the plagiarism guidelines and gave feedback to the task force. Sen. Dennis Barrett moved to have the Senate distribute the guidelines to all faculty members, requesting feedback to the task force. This motion was seconded and passed by a majority of the senators present.

Chancellor Search Update (Arthur Best)

Sen. Best summarized the input received so far by the selection committee via Listening Sessions. He noted that the ideas have not necessarily been consistent. The ideas can be grouped into three general areas:

- Ideas about what the new chancellor should do including: work with the community in a very public role, connect the faculty and administration with the community, attend diversity events, lead in technological advancement, have a specific vision for DU, recognize that half of our students are graduate students, increase endowment, communicate our vision, continue the focus on the "public good," respect what we've already accomplished (e.g. UPAC), be similar to the current chancellor, be different from the current chancellor, live up to our definition of great, have DU as main focus, shift the fundraising strategy from buildings, be well known to undergraduate students on campus, improve connections between student organizations and institutional leadership, and exercise authority well in the context of a university with a board chaired by the immediate past chancellor.
- Ideas about what the new chancellor's experience should have been including: track record in supporting diversity, embraced diversity in own personal life, academic background with

experience working in a university as a professor, Ph.D. and full professor rank, don't necessarily need a Ph.D., and understand the faculty.

- Ideas about personal traits the new chancellor should have including: consensus building, understanding that diversity and academic excellence go hand in hand, having a vision for inter-cultural communication, understanding and valuing academic enterprise, exhibiting a commitment to shared governance, willing to experiment, understanding the way a university works, vibrating energy and a "we can do it" attitude, not being tied to a particular political party or ideology, understanding the values of our academic mission, seeing staff members as valuable to the organization and vital to the mission, balancing decisiveness and participation in decision making, and appreciating individual efforts and talent .

The senators then discussed additional ideas related to the chancellor search. There appeared to be consensus that a strong candidate would be strongly committed to academic freedom and shared governance. In addition, a strong academic background, with experience in research, would be highly desirable. Suggestions for advertising were presented, including highlighting the strong intellectual and research accomplishments of the DU faculty. The importance of the faculty, and in particular the need to view faculty in a valued, positive, non-adversarial role was stressed, as was the need to understand that faculty can be competent in both academic and business arenas. Several senators pointed out that it would be useful to eliminate the current president position prior to bringing chancellor candidates to campus. Finally, it was underscored that the new chancellor should have an active involvement in academic and intellectual integrity, especially regarding athletics.

Adjournment

President Potter adjourned the meeting at 1:30 but invited senators to stay and discuss the chancellor search process further with Sen. Best and herself. She reiterated her promise to take all ideas forward to the search committee.

Respectfully submitted by: Jenny Cornish, Ph.D.