University of Denver
Faculty Senate
Minutes
September 23, 2011
Renaissance Room South

Senators (or proxies) present: Bill Anderson, Rick Barbour (proxy for Allison Horsley), Frederique Chevillot, Maclyn Clouse, Kelli Custer (proxy for Alba Newmann-Holmes), J. Michael Daniels, Ralph DiFranco, Christina Foust (proxy for Darin Hicks), Judith Fox, Chris Gautier-Dickey, James Gilroy, Annabeth Headrick, John Hill (Secretary), Jennifer Hoffman (proxy for Mercedes Calbi), Laird Hunt, Tim Hurley, Ruth Ann Jebe, Scott Johns, Tammy Keunnen, Rick Leaman, Tiffani Lennon, Scott Leutenneger, Jeff Lin, Mario Lopez, Sandy Macke, Seth Masket (proxy for Jing Sun), Mohammad Matin, Don McCubbrey (President), Erin Meyer, Keith Miller, Ved Nanda, Vi Narapareddy, Paul Novak, Linda Olson, Pallub Paul, George Potts, Tom Quinn, Charles Reichardt, Paula Rhodes, Polina Rikoun, Karen Riley, Nicholas Rockwell, Dean Saitta, Nancy Sampson, Robert Stencel, Paul Sutton, Ron Throupe, Gordon Von Stroh, and Diane Waldman (proxy for Sheila Schroeder).

Call to Order, Approval of Minutes

Don McCubbrey, Senate President, called the meeting to order at noon.

A motion to approve the minutes from the May 27, 2011 Senate meeting was seconded and approved.

Don McCubbrey welcomed new Senators and invited them to introduce themselves to the Senate.

Don McCubbrey stated that the Provost would not attend today because he is attending the Board of Trustees meeting.

Enrollment Update and CIO Search Update—Tom Willoughby (Vice Chancellor Enrollment)

Tom provided a detailed two-page handout to the Senate. The handout summarized key enrollment data and information for the fall 2011 students. Tom noted the following fall 2011 items from the handout (these data are for the end of the first week of the fall quarter):

Undergraduates:

- 5102 students enrolled versus a budget of 5000
- 1246 first year students versus a budget of 1200

- 210 transfer students versus a budget of 200
- The academic quality of the incoming class is up incrementally:
  - SAT average: 1219 versus 1206 (2011)
  - ACT average: 27.65 versus 27.1 (2011)
  - GPA: 3.71 versus 3.76 (2011)
- There are 75 valedictorians
- 350 have 4.0 GPAs
- We remain highly tuition dependent, but we are outperforming our financial aid resources. Our goal remains to attract more and more highly qualified applicants; we know that we will lose many due to lack of financial aid. The need gap is about $10,000.
- 46 percent of students receive need-based aid
- 84 percent receive some form of aid
- We have 45 more full-pay students than last year
- Applications were up by 18 percent this year; we expect a similar increase next year.
- Male applicants increased by 1 percent. The class is 53.4 percent female; many liberal arts colleges are 70 percent female.
- 63 percent of the class is out-of-state; our goal is 67 percent
- Domestic minorities comprise 15 percent of the class versus 18 percent in 2011; this is disappointing, but we are evaluating our financial aid model and intending to improve this
- We are in the second year of a projected five-year decline in high school graduates. A sharp rise is projected after five-years; however, these students will have a far lower ability to pay.
- Graduate enrollments are 6368 versus a budget of 6366

Responses to questions:

Cherrington is a very significant differentiator and important component of our value proposition.

We have ten Boettcher scholars this year; last year we had 17. CU Boulder garnered the most Boettcher scholars; this is likely due to increased student interest in math, science and engineering.

We expect the search for the Vice Chancellor for Technology to be completed within a few weeks. There have been many Skype interviews and two candidates have visited campus. Additional campus visits will occur in early October.

Ascend Update—Scott Lumpkin (Vice Chancellor for Advancement)

Scott provided detailed ASCEND information packages to all Senators. Advancement has two principal goals: complete the ASCEND campaign and establish a sustainable model for advancement. We need an advancement model that mirrors our academic excellence.

We are asking all faculty and staff to contribute to ASCEND. Currently 13 percent of staff contributes. The alumni contribution level is 5 percent which is dramatically down from the mid-90s.

The construction phase of the Academic Commons project offers many naming opportunities, e.g., book plates, group study rooms, study spaces, Writing Center, Math Center, Media Center, reading rooms, etc. See the ASCEND package for details.

Due to demographic changes we will see fewer full-pay families in the future, so increasing scholarship funds is very important. The Board of Trustees has established a $25 million matching program for endowed undergraduate scholarships. Donations are matched dollar for dollar. Thus far $6 million has been raised through this program. A $10 million matching program for endowed graduate scholarships has also been established. The minimum gift is $25,000 and may be spread over five years. The University is also matching binding bequest commitments for those who will be over 60 by 2014. For more information, contact the Office of Gift Planning at 303-871-2739 or gift-planning@du.edu. Information is also available at www.ascend.du.edu.

The increased revenue from the scholarships endowment will help rescue our tuition dependence and help to close the financial sustainability gap.

General Updates—Don McCubbrey

Don provided the following updates and information:

- The budget is likely to be approved by the Board of Trustees today. It includes a raise pool.
- The VIP athletic card is a very good deal; Don urged everyone to make use of it.
- The Academic Strategic Positioning final report was discussed by the deans, discussed by department chairs, and is now with the Chancellor. The recommendations will be announced at Convocation.
- The Administrator Evaluations are very important. Please take the time to participate and encourage your colleagues to participate. Don promised a chocolate cake to any department with 100 percent participation.

Election of FEAC Representative—Frederique Chevillot

Scott Leutenneger, the only candidate, was elected by a voice vote of the Senate.

Open Forum on APT Revisions— Scott Leutenneger (Personnel Committee)

The Committee has four subcommittees working on possible APT revisions:

- Three-year evaluations

- Cleaning up language to make the APT document more precise and consistent
- Non-tenure track faculty; this is a matter of increasing importance in view of their increased use. Sylvia Hall-Ellis will schedule a town hall meeting on this topic.
- Making tenure criteria more precise and expansive

Scott stated the purpose of the three-year review discussion is to find a way to help, and be fair to faculty who clearly will not make it. He provided, for discussion by the Senate, this suggested statement regarding the three-year review:

> In very rare cases where faculty feels that the faculty member's progress is seriously deficient, they can recommend dismissal. If the department's recommendation is positive, no further action is required. A copy of the materials and recommendation will be given to the dean's office and copies placed in the faculty member's personnel file. If and only if the department recommends dismissal, the same process used for tenure decisions will be used to resolve it. Like the normal tenure process, a letter from the chair will be required.

Scott stated the purpose of today's discussions is to get feedback and suggestions, and obtain a sense of whether the Senate wants the committee to continue its discussions on this matter.

Questions and comments raised by the Senate during discussions include:

- Academic freedom language should be strengthened, especially regarding teaching and governance.
- Criteria for evaluating interdisciplinary and public good work should be included.
- A definition of faculty is needed.
- Annual reviews should be included in the "formula."
- Will the entire faculty see any proposed changes? Scott stated yes they will, the purpose of today's statement is to guide discussions.
- Three years is not enough time in many disciplines. For example, book preparation (humanities) and obtaining grants (sciences) often takes longer than three years.
- It may be difficult for small units to meet a three year timeframe.
- Three year reviews are possible under existing policies.
- "Seriously deficient" needs a precise definition.
- Scott: the next to last sentence refers to the appeals process.

Don McCubbrey closed the discussion noting the purpose of today's discussion was to provide an update and get feedback. Questions, comments and suggestions should be sent to Scott.

Other 2011-2012 Issues—Don McCubbrey

Open issues for consideration and further work in 2011-2012 include:

- Teaching Evaluation Instrument—some revisions are needed

- Open Access and Open Content—this may need more push from the Senate
- Cosmopolitan Campus/AIESEC (Association Internationale des Étudiants en Sciences Économiques et Commerciales)—this is progressing, but more work is needed; students have formed an AIESEC chapter, AIESEC has 50,000 members and 95,000 alumni worldwide.
- Gifts from Students—Don will confirm whether we have completed our work on this
- Tuition Waiver Policy—this issue is being worked by the administration. The concerns of the faculty member who initiated this item have been handled at the unit level
- Supplier Code of Conduct—the administration is working on this; a draft will be presented to the Senate later this year; potential elements include environmental, discrimination, treatment of employees, etc. We are looking at what other universities have done.
- The Senate calendar and Senate documents are available at http://www.du.edu/facsen/

Committee Meetings

The Senate committees met from 1:00 to 1:30 pm.

Adjourn

The meeting adjourned at 1:30 pm.

Prepared and submitted by

John Hill
Faculty Senate Secretary