

DRAFT—NOT APPROVED BY SENATE

**University of Denver
Faculty Senate
Minutes
January 13, 2012
Renaissance Room South**

Senators (or proxies) present: Bill Anderson, Mercedes Calbi, Jennifer Campbell, Frederique Chevillot, J. Michael Daniels, Ralph DiFranco, Sandy Dixon, Rachel Epstein, Russell Fielding, Christina Foust, Judith Fox, Katherine Freeman, Chris Gauthier-Dickey, James Gilroy, Sylvia Hall-Ellis, Annabeth Headrick, John Hill (Secretary), Ruth Ann Jebe, Scott Johns, Maciej Kumosa, Rick Leaman, Tiffani Lennon, Scott Leutenegger, Jeff Lin (excused), Mario Lopez, Mohammad Matin, Don McCubbrey (President), Erin Meyer, Paul Michalec, Keith Miller, Jessica Munns (also proxy for Laird Hunt), Ved Nanda, Paul Novak, Linda Olson, Pallab Paul, George Potts, Tom Quinn, Charles Reichardt, Jeremy Reynolds, Paula Rhodes, Polina Rikoun, Karen Riley, Nicholas Rockwell, Nancy Sampson (excused), Sheila Schroeder, Robert Stencil, Barb Stuart (proxy for Vi Narapareddy), Jing Sun, Paul Sutton, Joseph Szyliowicz, Ron Throupe, and Linda Wang.

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 November 18, 2011 Senate meeting was seconded and approved.

Provost's Report—Gregg Kvistad

Budget—The budget process is wrapping up. There have been numerous conversations with the 47 units, and matters are settled with all but one of these. The budget parameters were presented to the Finance and Budget committee yesterday, but nothing is final until the full Board votes in June.

We have budgeted for 1250 first-time, first-year students. We have enrolled about 1250 the past few years, but we have budgeted for only 1200. This approach can be problematic for academic planning as it does not allow full budgeting of tuition revenue; the extra revenue falls to the bottom line. Budgeting for 1250 increases the funds available to the units during the budget planning process and thereby improves academic planning within the units.

We are planning for a total of 5100 undergraduate students including 200 transfer students. Tom Willoughby is doing a great job despite not having adequate financial aid funds.

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The graduate situation is “interesting.” Law school enrollments are down by 250. This is a planned reduction to improve quality and the bar passage rate. Korbel will make similar reductions, but the precise approach is not yet decided. I know these intentional reductions sound heretical to those of us who have been here for more than 25 years.

DCB is experiencing a downturn; it is a nationwide trend. Inquiries and applications are down, and we are budgeting a decrease.

Morgridge is also experiencing a downturn. Nationwide K-12 and P-20 budget pressure has impacted teacher preparation and demand.

University College and GSSW are budgeting modest growth, and have budget increases to help make this happen.

We are budgeting a 25 percent increase in summer tuition and have budgeted financial aid so that summer students will receive the same financial aid they receive during the fall, winter, and spring quarters. As summer enrollments increase we will eventually have to look at 12 month contracts.

We have budgeted a 3.5 percent tuition increase which places us in the middle of the pack with comparable institutions (peers). Peers will have a higher net increase than DU; this is good news and a very big deal. The budgeted discount rate is 36.5 percent; this year we will probably spend about 36.5 percent of the 37 percent budgeted discount. The 36.5 percent discount rate is at the “sweet spot.” With this discount rate we are competing on reputation. This is a good place for us to be, but we are new to competing on reputation rather than price.

We will add 36 new faculty positions next year; approximately one-third will be tenure-line.

We will add about 15 staff positions at the Highlands Ranch Golf Course. The golf course was a gift, we did not buy a golf course. The net revenue is not insignificant.

We will add some learning effectiveness staff at DCB. We will also add 10 positions at the English Language Center. We will be testing ESL students and advising them, as needed, to attend the English Language Center where appropriate training will be offered. This is intended to address some of the classroom challenges of ESL students.

The budgeted merit pool is 2.75 percent.

Faculty Salary Initiative—\$1.5 million will be available starting July 1, 2012. Allocation of the pool will be determined in consultation with deans. We also intend to make it coterminous with the merit process. We intend to provide \$1.5 million per year for the next 4-5 years. This will be difficult to do, but the Board endorses the initiative.

Responses to Questions

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What is the status of the AHSS budget?---We are considering some changes in stipend levels, tuition charges, and the possibility of adding one or two GTAs.

How much will \$1.5 million per year over five years narrow the faculty salary gap?---It should get us pretty close to median. We will be close to where we should be. This is very difficult to do because we have little room to increase revenue.

Could the faculty salary initiative be more transparent?---Yes. There will be conversations about this. It will not be an across-the-board increase. Many units already have some data about this. We will be as transparent as we can without disclosing salary data.

Is there a way to offset DCB graduate enrollment declines with undergraduate enrollments?---We cannot offset the decline with undergraduate enrollments; we have an institutional cap.

Admissions—We have good news regarding early action applicants. We have 4500 applicants so far versus 3800 at this time last year. The average GPA is 3.76, ACT average is 28.11 versus 28.03 last year, SAT is 1240 versus 1241 last year. Minorities comprise 17 percent of applicants which is the same as last year. Students' declared interest has shifted significantly: 30 percent are math, sciences, engineering, or computer science; these are significant increases. Other declared majors are: AHSS 23 percent, business 23 percent, and Korbel 30 percent.

Searches—The search for the Dean of the GSPP is ongoing; we are gathering applicants. James Herbert Williams heads the search committee.

Andrei Kutateladze is the interim Dean at the Division of Natural Sciences and Mathematics (NSM). Michael Keables is the interim Dean at the School of Engineering and Computer Science (SECS). We will see how this goes; we are not moving on searches at this time.

Presidential Debate—This is the first debate and it will be the most watched television event of the year. We are in the process of raising money for it. We need your help to develop related events for faculty and students; we have funds available to cover costs such as speaker fees and expenses. Perhaps the Senate could organize an event? There is a planning committee and faculty are involved. We may have to close the campus on debate day. Art will close for five days around the debate. Staging will be done at Newman, but it should be able to remain open.

Medical School—We have not decided to build a medical school. We are conducting a feasibility study. This is extraordinarily complicated, not least because of the up-front and operating expenses. Medical schools are very expensive and often drain funds from other units—this will not happen on my watch. We will rely on outside parties for funding and they would have to be very seriously interested and financially committed; it is typical for medical schools to show no profit for the first five years. We would have to establish relationships with hospitals. There is a serious need for physicians in Colorado; e.g., GPs are needed on the western slope and elsewhere. A likely focus is family practice; this is not a highly paid field so tuition would be an issue. We would have to decide how medical faculty would relate to current faculty. We have a study group and an outside consultant. This group will meet with the Senate. This is a very major decision.

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Renew DU—We are moving forward with the formation of six incubators. We asked for nominations from the committees and the deans and we have 180 faculty on the list. The deans and the initial committee co-chairs will make the selections. We have \$2 million of one-time funds available. We will issue RFPs and run pilot projects. We will determine how to go forward after the pilot projects are conducted and assessed.

Questions

Is there a top-down mandate for Friday classes?---It is not a mandate. Only some units, mainly arts and social sciences, do not have Friday classes. This leads to the Thursday afternoon shutdown of parts of the campus and a problematic culture. We have complaints from parents and first-year students about this. This issue was examined by one of the strategic positioning committees. I have asked the deans to have at least one academic experience on Fridays. For example, this could be a four-hour capstone or seminar. There have been many conversations about this; it is not top-down.

Fridays are often a springboard for weekend research and creative work. Does this send the wrong message?---We have fine productivity from units that routinely schedule Friday classes. There are ways to do this. Not everyone needs to teach on Fridays. Find ways to meet the needs of both students and faculty. The current approach sends the wrong message; this comes up regularly at first-year dinners.

What is the timeframe for the incubators?---It is not decided. We will have to figure it out.

Students want more social activities on campus. Can we do anything about this?---Student Life has seen this as a problem for at least 10 years. They have tried many things, but there are many distractions and options for students: we are in an urban setting, mountains are nearby, etc.

The following motion made by Sandy Dixon was seconded and approved by a voice vote of the Senate:

The Senate offers hearty congratulations to the administration and Board of Trustees on their historic accomplishment of bringing the first presidential debate of autumn 2012 to the university. The Senate thanks all members of the University of Denver community who will work to make the debate's presence on campus a time of learning for the good of the university and the public in the city, state, and nation.

President's Report—Don McCubbrey

Please be sure to put your unit's Senator on the agenda for faculty meetings, and use the opportunity to inform them about Senate matters and solicit their input and suggestions.

Four units: Accountancy, Anthropology, Mathematics, and The Women's College have established faculty-driven continuous improvement plans and submitted CTL grant applications

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in support of the Senate's Teaching Excellence Initiative. This is a good campus-wide representation.

Our Open Education Resources and Open Access initiative was tabled last year in favor of Renew DU, but I have some update information. University College has agreed to conduct an internal initiative and report its results. The DU AIESEC chapter will have students and international interns visit faculty to promote the use of OER.

The administrator evaluations have been completed and a few units attained 100 percent participation and thereby earned cakes. The units are Digital Media Studies, History, Judaic Studies, and Theater.

The health insurance revisions for next year are a work in progress. Big changes are not expected but there will be a modest cost increase.

Nancy Sampson is attending an NCAA convention. She will report at the next Senate meeting.

Faculty award nominations are due on February 17, 2012. Nominations from the past two years remain active, but updates are requested.

Update on Supplier Code of Conduct

Prior to this meeting the Supplier Code of Conduct was sent to all Senators. This policy has been approved by the Board of Trustees Finance and Budget Committee. It is consistent with our mission to be a great private university dedicated to the public good. The code puts suppliers on notice regarding our expectations.

Ved Nanda made a motion that the Senate "endorse" the Supplier Code of Conduct. Rick Leaman seconded the motion.

Paul Sutton, noting the living wage provisions of the code, asked whether DU provides a living wage. Amy King replied that this is confirmed every year by checking local, regional and national databases.

Tom Quinn stated that some departments such as biology and chemistry have very limited options for some suppliers and may not be able to identify fully compliant suppliers. He also noted that small suppliers lack the resources to enforce the code on their suppliers. Joe Benson, Director, University Business Services, stated that anyone with such issues should consult Business Services. Don McCubbrey added that we are setting expectations for our suppliers, it is a matter of corporate social responsibility to establish such a code, and that some grant provisions already contain such requirements. Ved Nanda emphasized the importance of setting expectations and corporate social responsibility.

The motion was approved by a voice vote of the Senate.

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Meet Tim Brooks—Vice Chancellor for Technology and Chief Technology Officer

Thank you for inviting me. I have worked with faculty senates previously and I have taught as an adjunct.

I spent the last four years at Saint Louis University where the IT function was very highly centralized and served academic, clinical, and research needs. Prior to that I spent 16 years as IT director at Washington University Medical School. Medical schools are very technologically complex.

The faculty and staff at DU have been wonderful; we have a very strong foundation. Our initial focus will be technology for classrooms, research, and business intelligence.

In response to a question, Tim said we are looking into the possibility of a mobile phone application for reporting emergency situations on and near the campus. We are working with Kevin Carroll on this.

Update on APT Revisions—Scott Leutenegger

We do not have a draft APT document yet. We are working on language around interdisciplinary work. Scott provided a one-page handout addressing the following topics related to interdisciplinary work:

- Evaluating Interdisciplinary Work
- Length of time needed for Interdisciplinary Research
- Interdisciplinary Pre-Tenure and Tenure Promotion Review
- Interdisciplinary Referees
- Collaborative Candidates

Scott noted that some of the key questions include: evaluation criteria; should non-tenure track faculty be involved in reviews; how to address long-term research where more time is required to produce assessable results; is tenure possible within a school or the university rather than a unit; and evaluating contributions to a collaborative group.

We hope to have a draft document to the full Personnel Committee within the next two weeks. The final version will be subject to a campus-wide vote. We are trying to identify and resolve major issues in the final version.

Scott and the committee welcome comments and suggestions.

Other Issues—Jennifer Campbell

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Revisions to the Senate website are ongoing. We are migrating to the University template, adding content, and improving navigation. We are considering a photo roster; let us know what you think about this. Please view the site and send your comments and suggestions.

The Staff Advisory Council has suggested more collaboration with the Faculty Senate. Perhaps we would jointly sponsor an event such as a chili cook-off? Please let us know your thoughts on this collaboration and suggestions for joint events.

Adjourn

The meeting adjourned at 1:30 p.m.

Prepared and submitted by

John Hill
Faculty Senate Secretary