

**University of Denver
Faculty Senate
Minutes
April 27, 2012
Renaissance Room South**

Senators (or proxies) present: Bill Anderson, Mercedes Calbi, Jennifer Campbell, Frederique Chevillot, Maclyn Clouse, Sandy Dixon, Judith Fox, Katherine Freeman, James Gilroy, Annabeth Headrick, John Hill (Secretary), Tim Hurley, Ruth Ann Jebe, Scott Johns, Arthur Jones, Maciej Kumosa, Hunt Laird, Rick Leaman, Scott Leutenegger, Jeff Lin, Mario Lopez, Sandy Macke, Mohammad Matin, Don McCubbrey (President), Erin Meyer, Keith Miller, Jessica Munns, Vi Narapareddy, Paul Novak, Linda Olson, George Potts, Martin Quigley, Tom Quinn, Charles Reichardt, Jeremy Reynolds, Paula Rhodes, Nicholas Rockwell, Dean Saitta, Nancy Sampson, Mary Stansbury (proxy for Karen Riley), Jing Sun, Matt Taylor, Ron Throupe, and Bruce Urmacher.

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 March 30, 2012 Senate meeting was seconded and approved.

Provost's Report—Gregg Kvistad

Undergraduate Enrollments—Fall 2012 enrollments are looking good. The majority of new students accept by May 1st; 690 students have already deposited; 687 had deposited at this time last year. The acceptance rate has declined to 67 percent versus 71 percent last year; this has a positive impact on DU's *US News* ranking. The academic profile is strong, essentially the same as last year. Admissions focused on improving diversity numbers. Last year, we experienced a drop from 18% to 15% which reversed a 3-year upswing. We expect that two new scholarships, one in the Daniels College of Business (Taylor Scholarship) and the other in collaboration with the Denver Scholarship Foundation, should positively impact diversity enrollments.

We have some volatility with graduate enrollments, but they are looking pretty good.

RenewDU—Calls have gone out for ideas. If you are interested or have other faculty interested, submit the concept paper by May 15 (first deadline). Please be bold with proposals, this is about really trying to transform the university. It is up to faculty members to drive this process.

The Women's College/University College Update—Dean Jim Davis is retiring from University College effective July 1, 2012. A task force was formed to study the linkages and possible relationship between The Women's College and University College, with the possibility of both units merging under the leadership of one dean. This task force consisted of representatives from TWC, University College, 3 Trustees, a Senate representative, and a

member of the Office of Budget and Planning. The taskforce recommended that there could be greater collaboration between the two units but did not endorse bringing these units together under one dean. The two units will be kept as two separate academic units. A new dean search will open for University College. A positive aspect of this study was that both units got to know themselves and each other better.

Medical School—The Medical School Feasibility Study was delivered to DU by our consultants. The study concluded that subject to specific funding and relationship provisions, starting a medical school on DU's campus would be feasible. The results of the study were not surprising. The Board of Trustees was updated on the report over the weekend, and for now, the feasibility study is continuing. A final decision has not been made. This would be a community-based medical school. Computer Science and Engineering faculty have been updated as of yesterday. A medical school would be an expensive project, and currently there is no money in the university's budget to cover the expenses. A massive fundraising effort would be needed, as would relationships between potential clinical and residential partners. We may be able to make a decision by about January 1, 2013.

Budget—We are preparing the FY 2013 budget for submittal to the Board of Trustees. The budget includes a 2.75% merit pool for staff and faculty across the university and a \$1.5 million salary enhancement fund for faculty. We intend to add \$1.5 million for faculty salary enhancements to each of the next four annual budgets. A total of \$6 million to \$8 million with fringe benefits will be added over the next 4 years. This hinges on things going right. The key to the success of this initiative is enrollments. We could increase enrollments but doing so could decrease the quality of students in the classroom.

Campus Security—Don Enloe, Director of Campus Safety

Don provided a detailed Campus Security handout and described some of its key points (copies of the handout are available from Campus Safety). The Clery Act requires reporting and disclosure of these data.

- The first page of the report presents the incidence data for crimes on campus. The Clery Act measures DU's safety against other universities. Data is reported to the Department of Education. The trend of crime on DU's campus is decreasing. The focus of the Clery Act is sexual assault on college campuses. Both Campus Safety and HR collaborate to report data for both Title IX and the Clery Act.

Campus safety is looking to develop educational programs over the summer so that the campus community understands the responsibilities regarding these matters. Once these programs are developed, they will be communicated by HR and Campus Safety.

- The second page presents data regarding drug and liquor violations. The trend is decreasing on campus. Serious binge drinking is still evident on campus despite an overall downward trend. Binge drinking is addressed through Campus Safety and educational programs hosted by Student Life. This page also shows motor vehicle theft.

- The third page presents information about the blue light emergency phone system currently present on campus. This system is aging. Campus Safety is evaluating whether to remove phones or to upgrade the system and possibly add additional phones. An alternative to the phone system is a smart phone application that turns an individual's phone into a direct-dial emergency phone.

Don requested feedback from Senate members about perceptions of the blue phones: what is their value to the campus?

Questions and Responses:

How often are they used?—Answer: One phone call made in 2009 was a legitimate use of a blue phone. Phones are most often used for non-emergency purposes. Phones are maintained and checked each week. Financial resources are being used for a system that is not being used as it was originally intended.

What are other schools doing?—Answer: UC-Northridge removed phones without issues. Other campuses are investing in them, building in external PA speakers and cameras so that security officers can see what is happening when the phones are used. The PA speakers are used as part of emergency notification systems (e.g., tornado warnings). The cost to expand the system is significant, about \$10,000 per phone.

If phones are discontinued, who can students call or contact?—Answer: Students can directly contact Campus Safety; there are eight officers per shift, 24/7. Security cameras exist across campus, and the number is increasing as the system is expanded. Escort services are offered to students for late nights.

What safety system exists for visually impaired students, faculty, and staff?—Answer: The blue phone system is not up to ADA standards, which is an additional reason to consider upgrading the system. Newer buildings have audio notification systems through the fire alarm systems. Only about a dozen of the new buildings have this technology. To replace everything on campus and upgrade it to the appropriate standard would cost \$80,000-\$100,000. Because the phones are not used for appropriate reasons, is it necessary to spend money on this when the alternatives are cheaper?

Which areas on campus have the most security cameras?—Answer: The three most active public buildings are the Ritchie Center, Penrose Library, and Driscoll Center; 75% of campus crime is theft of unsecured or unattended property.

Consideration of blue lights as deterrence?—Answer: This is a possible reason to maintain the phone system, but in areas that do not have blue lights, there is no significant crime increase.

Research Update—Cathy Potter, Office of the Vice Provost for Research

An email announcing spring research grants was sent out. The available funding for 2012 is:

- \$335,000 for PROF grants
- \$242,000 for the Knoebel Center for the Study of Aging—a new award for the spring. Funding will increase once a center is built on campus
- \$62,000 for FRF funds
- \$180,000 for Interdisciplinary research funds

External Research Funding—This remains at \$20 million which is a small amount considering the size of DU. This is an area of improvement and challenge from the Provost and Chancellor. The RenewDU research incubator’s purpose is to put forward ideas that will increase external research volume. An overall goal for DU research is to have more people funded in general, regardless of the dollar amounts of funding received. All disciplines can make a difference.

Response to Questions:

External Funding is separate from advancement which is a challenge for more traditional research. We are working on resolving the differences between advancement and research funds. ORSP and Advancement have collaborated to work out a way so that they each receive credit for external funds received.

Reminders:

- Check out the RenewDU website, all ideas received so far are posted.
- Tuesday May 22 is the Scholarship Recognition Reception.

Update on Inclusive Excellence—Frank Tuitt, Associate Provost for Inclusive Excellence

Next Friday is the Diversity Summit on campus. This is an opportunity for faculty, staff, and students to engage in conversations about diversity on campus and in the community. We need faculty to engage in a dialogue around inclusive excellence needs. The Center for Multicultural Excellence (CME) recently conducted an Inclusive Excellence Assessment. We received 400 responses from faculty, and 4000 from the campus community. The CME may need help from faculty to mine the data. The CME meets with new faculty, funds faculty with inclusive excellence-related ideas for scholarship, and supports faculty affinity groups such as faculty of color association, queer faculty, etc.

CME’s Recent Efforts and Goals:

- **Increase the compositional diversity of faculty**—A recent strategic planning process developed key priority ideas including recruitment, retention, and success of diverse faculty. In the last five years, the number of diverse faculty has not increased. In 2007, 13% were diverse faculty, in 2011, 14%. Hopefully the new reorganization will intensify efforts and focus to move the needle to ensure that DU has highly-qualified pools of applicants.
- Added a new position of Director of College Access and Pipeline Programs—This person will work with Admissions to diversify the student body, develop partnerships with

community groups to make community aware of DU's resources, and work with existing pipeline programs on campus to increase collaboration.

- Education and training—Help DU community members understand importance and value of inclusive excellence. Help students to become successful leaders in a global and diverse world.
- Promote public good through serving underserved communities and communities of color.
- Fernando Guzman's former position for minority faculty recruitment and retention has been split into two positions: a new Assistant Provost for Inclusive Excellence and Academic Affairs will be added. This is a part time position to assist faculty to with incorporating inclusive excellence into academics. A new position was created for faculty and staff recruitment.
- Inclusive excellence ideas for the incubator:
 - Establishment of a pre-doctoral program to identify talented individuals in the dissertation phase to come to campus, teach for a year, and finish their dissertation. We would like to attract those with an interdisciplinary focus, and meet the needs in our academic units with underrepresented communities.
 - Explore new opportunities for the compositional diversity side. How can we reach students on the high school level? How can we claim to prepare students for global activity yet we do not track these inclusive excellence measures?
- Graduate Students' access to inclusive excellence funds. CME sets aside a small amount of money for graduate students whose work centers around IE to attend conferences, etc. We seek to identify and support underrepresented graduate students who are interested in becoming faculty.
- We want to prepare students to be successful leaders in our increasingly global and diverse society.

Human Resources Update—Amy King, Director of HR

Upcoming Benefits Enrollment—Letters have been sent to all employees. The full benefits guide is available online for the upcoming benefit enrollment. Open enrollment is May 1, 2012 through May 15, 2012. No changes can be made after May 15. The annual benefits fair is May 3 from 9 am to 3 pm. New choices and plan rates are effective July 1, 2012.

Wellness Initiative—DU spends \$18 million annually on medical and pharmaceutical benefits. Within 5 years, this will increase to \$27 million annually which is not sustainable from an employee perspective or from a university perspective. DU taking a step to encourage health and wellness by incentivizing employees with the Total Health Assessment (THA) from Kaiser Permanente. Those completing the online THA will receive lower rates. Employees under the Kaiser PPO plan must complete a paper form of the THA survey.

Biometric screenings offered to employees have all sold out (8 sessions in total); those unable to participate can still make arrangements through their physician. DU has no access to employees' personal information acquired through screenings because of HIPAA. DU receives aggregate data so that DU knows what preventive programs to put on campus and bend the cost curve.

There are no changes in copays or prescription coverage.

HR will be hosting open enrollment education forums that will give further detailed information about new and existing benefit options for 2012-2013.

Changes to Benefits in 2012-2013:

A new dental plan, Base PPO, will be offered in 2012-2013. It is a comprehensive plan, excluding orthodontia, but is cheaper than the full PPO. Discount plans will still be offered. Enhanced PPO will be changed to \$1500 max. If you do not enroll now, but elect to enroll to be effective July 1, and wait until December, there will be a waiting period.

Vision insurance will be offered with basic and enhanced plan options. The rates range from \$6 per month for an individual in a basic plan to \$22 per month for a family plan at the enhanced level.

The new annual maximum for FSAs is \$2500. This is an area that must be renewed annually. There are reimbursement exclusions including certain over-the-counter medications.

Travel assistance, ID theft protection, basic life, and AD&D are offered at no cost for employees.

A fourth tier has been added for healthcare coverage. The tiers for 2012-2013 are: Employee, Employee + Spouse/Partner, Employee + Child(ren), and Employee + Family.

Questions and Responses:

How do you access THA?—Answer: THA is available on kp.org. THA is available via paper for PPO members.

What are the legal protections around the data on Kaiser's side?—Answer: HIPAA components that KP abides by, secured systems, greater protections for HIPAA, data cannot be shared with any other entity.

How does DU know when THA is complete?—Answer: When THA is completed online, it is automatically credited to the employee. KP notifies DU. If on the PPO plan, let DU know that you've completed it.

Is the biometric screening required?—Answer: No, THA is what gives the employee the reduced insurance rate.

Can a spouse access the THA?—Answer: Yes, a THA done by spouse gives an additional discount. The spouse will need to access THA through his/her personal KP login information.

Committee Reports

Faculty Review Committee (FRC)—Kathy Ohman

The FRC reviews complaints regarding the constitution, APT, and grievances; the annual FRC report is available on the Senate website. The FRC is comprised of members elected by various units across campus. We meet as required due to complaints received. In 2011-2012, the FRC received one complaint. The number of complaints varies from year-to-year. The FRC is working to improve the relationship between the committee and the Provost's office. This year's report includes some procedural recommendations that the Senate may wish to address.

There were no questions, and the FRC will work with Don McCubbrey and Scott Leutenegger to address any additional issues or questions.

Dean Saitta commented regarding point #4 in the FRC report which regards the Arthur Gilbert sexual harassment case: As the FRC report notes, this case has been widely publicized locally and has also drawn national interest. Many DU students have commented on it. It's good that the case has prompted some FRC soul searching and also institutional policy review. But I'm also interested in people as well as policies, especially the person who's been victimized by our currently flawed policies. The fact of the matter (as established by FRC Report point #4), is that Professor Gilbert was judged without an adequate consideration of the academic context of his allegedly offensive classroom speech. This happened despite the fact that the Office of Diversity and Equal Opportunity investigation invited an academic inquiry and Professor Gilbert provided materials that would allow a faculty review. This is a serious violation of due process rights and also academic freedom. I'm thus appealing to the Senate to address this injustice. My motion is that the Senate urge the administration to vacate the sexual harassment finding and remove the stain from Professor Gilbert's record. The handout provides links to key background resources for the case.

The specific text of Dean's motion is:

Given that the academic context of Professor Gilbert's classroom speech was never considered during the investigation that found him guilty of sexual harassment, we urge that the administration vacate the finding of sexual harassment and remove this stain from Professor Gilbert's official personnel record.

The motion was seconded by Ruth Ann Jebe.

There was no discussion and Don McCubbrey stated the Senate would vote on the motion at the next Senate meeting.

Personnel—Scott Leutenegger

The APT document has been edited by Doug Hesse and Jennifer Campbell to consolidate the versions and clarify language. The Personnel Committee met to discuss rolling versus fixed appointments. Rolling is problematic from an administrative point of view, and was therefore set aside in favor of multi-year contracts for full-time contingent faculty. We are discussing moving forward with introducing fixed-term appointments. For example, initial appointments would be

for one year, with three-year and five-year appointments thereafter. We hope to resolve this by the end of academic year.

We have also discussed sexual harassment policies and forced academic leaves. After encouragement from Gregg, these items were discussed with Amy King and Paul Chan. Also, the committee has been looking at definitions of academic freedom in the classroom, and including one into the APT document. We learned that the decision for forced administrative leave is not made solely by a dean, but that the provost is involved in every instance. We will recommend that this policy be made more public and transparent.

NCR—Frederique Chevillot

At the May 25, 2012 we will conduct elections to fill the following positions:

- Faculty Forum as the Editor (one-year term)
- Representative on the Board of Trustees Finance & Budget committee (two-year term)
- Undergraduate council (two-year term)
- Sustainability Council (two-year term)
- Distance Learning Council (two-year term)
- Library Advisory Committee (two positions)
- Senators at large (two positions)

Voting to fill these vacancies is scheduled for the next Senate meeting.

New senators should attend next Senate meeting on May 25, 2012. (Approximately one-third of Senators complete their terms each year.)

Adjourn

The meeting adjourned at 1:15 p.m.

Prepared and submitted by

John Hill
Faculty Senate Secretary