

University of Denver
Faculty Senate
Minutes
March 4, 2011
Renaissance Room South

Senators (or proxies) present: Bill Anderson, Kim Bender, Jennifer Campbell, Frederique Chevillot, Paul Colomy, Christof Demont-Heinrich, Ralph DiFranco, Katherine Freeman, Sylvia Hall-Ellis, Michele Hanna, Annabeth Headrick, John Hill (Secretary), Jennifer Hoffman, Allison Horsley, Tim Hurley, Ruth Ann Jebe, Scott Johns, Arthur Jones, Frank Laird, Rick Leaman, Michael Levine-Clark, Mario Lopez, Sandra Macke, Mohammad Matin, Don McCubbrey (President), Erin Meyer, Paul Michalec, Robert Mill, Keith Miller, Ved Nanda, Vi Narapareddy, Alba Newmann-Holmes, Linda Olson, Pallub Paul, George Potts, Tom Quinn, Charles Reichardt, Polina Rikoun, Nicholas Rockwell, Nancy Sampson, Alison Schofield (proxy for Sandy Dixon), Robert Stencel, Matthew Taylor, Bruce Uhrmacher, Gordon von Stroh and Nancy Wadsworth.

Call to Order, Approval of Minutes

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

A motion to approve the minutes from February 4, 2011 was seconded and approved.

Don McCubbrey reminded the Senate of the following:

- Chancellor's Roundtable on Friday March 11, 1:00-2:00 pm in the Renaissance Room
- Faculty Senate Meeting on Friday April 1, 11:30-1:30 pm in the Renaissance Room
- The Senate calendar and documents are available at <http://www.du.edu/facsen/>

Provost's Report and Questions

The Provost reported the following:

Tuition increase letters were sent out this past week. We received several responses. They were polite and primarily sought to better understand what is going on. We are adding \$10 million to financial aid; \$5.1 million goes to undergraduates and 83 percent of undergraduates receive financial aid. Thus, undergraduates actually pay out-of-pocket only \$101 of the \$1332 tuition increase. This is a redistribution of wealth and all universities do it. We get a bit of pushback from the full-pay students, but they are most concerned about value, i.e., "is it worth it?"

Applications for fall are extremely strong. The early action undergraduate applicants have 1240 SAT scores which is the same as regular action applicants; this is unusual. We expect the yield rate to be 18-19 percent, far less than the 31-32 percent of previous years. All universities are

experiencing this yield rate decline. We are receiving many more applications from students who have many choices; this is not unique to DU. Our goal is 1200 students; we will stay very close to this through judicious use of waitlists.

Graduate applications are also strong. There is increased interest for MBA, math, science and engineering. Morgridge is slightly down.

Strategic Positioning Process—I have worked closely with Don McCubbrey to identify a roster of nominations. We will have 8-10 members per committee. Each committee will be at least 40 percent faculty; the Deans will be ex officio. We expect not more than three priorities from each committee. I hope to have the committees established within a very few days; 58 invitations have been sent and thus far 51 have said yes and only one has declined. We intend to complete the writing stage by July 1, 2011. Resources will be made available to the committees. The Board of Trustees are fully aware of, and supportive of, this effort.

In response to a question about “redistributing wealth” regarding faculty salaries, the Provost noted this is a very different matter than financial aid for students where we are seeking leverage. Faculty salaries are subject to market phenomena and must be competitive. This means there will be differences and variations. We will continue to address it in a serious way.

Research Update—Cathy Potter

Cathy presented information about three items:

Interdisciplinary Research Grants

Three \$60K awards were made after a rigorous review process. The purpose of the awards is to fund pilot projects with a strong potential for obtaining additional external funding.

The awards are:

Creating Engaging Environments to Teach Pre-Algebra Mathematics to Elementary Students

Mario Lopez, Professor, Department of Mathematics, Natural Sciences and Mathematics; and Department of Computer Science, School of Engineering and Computer Science

Maria Salazar, Assistant Professor, Curriculum & Instruction, Morgridge College of Education

Alvaro Arias, Associate Professor, Department of Mathematics, Natural Sciences and Mathematics

Lyndsay Agans, Clinical Assistant Professor, Higher Education, Morgridge College of Education

A Comprehensive Developmental Study of Nanoporous Micro-Electromechanical Resonant Gas Sensors

Sivash Pourkamali, Assistant Professor, Electrical and Computer Engineering Department

Byron Purse, Assistant Professor, Chemistry and Biochemistry Department

Yun-Bo Yi, Assistant Professor, Mechanical and Materials Engineering Department

A Compressive Biophysical and Biochemical Analysis of Two Specific Mutations in Adenylosuccinate Lyase Deficiency (ADSL) in order to Develop an Initial Predictive Model of ADSL Severity

Assistant Professor Kingshuk Ghosh, Physics and Astronomy

Assistant Professor Scott D. Pegan, Chemistry & Biochemistry

Professor David Patterson, Eleanor Roosevelt Institute

There will be a call in the spring for the next round of proposals; reviews will occur in the fall.

Junior Faculty Survey

We recently completed a survey of junior faculty. The results are similar to those from the previous survey taken about five or six years ago. Approximately 70 junior tenure-line faculty responded (about 60 percent). Here are a few of the survey results:

Respondents reported their time allocation as follows (all items are averages unless otherwise noted):

Teaching (range)—10 to 100 percent

Teaching (average)—40 percent

Labs—10 percent

Student Mentoring—10 percent

RSCW—24 percent

Grant Writing—7 percent

Service Activities—9 percent

These survey results do not vary significantly by division or gender. However, women reported slightly more time allocated to service activities.

Nearly 70 percent of respondents were positive about the scholarly environment; responses were more pragmatic and showed less anger. This is an improvement from the previous survey.

Approximately 30 percent felt tenure expectations were unclear; this is fewer than in the previous survey

Respondents reported that mentoring is strong, but that more of it is needed.

The most requested items were:

- More time, especially for scholarship and research;
- Scholarship versus teaching balance; and
- Mentoring.

Recommendations were not made as a result of this survey; this will be done as part of a larger University process.

Another survey will be sent to Principle Investigators soon.

Complete survey results will be posted on the Faculty Senate website.

Other Active Items

Spring FRFs are due by April 1, 2011.

PROF is in process; announcements are expected by April 5, 2011.

Don McCubbrey asked Cathy if the University's goal of increasing external funding by 50% is realistic. Cathy responded that our external research funding is not as robust as it should be, and less than appropriate for an institution of our size and nature. A 50 percent increase over five years is not as daunting as it appears at first. While this goal amounts to an increase of only \$2 million year, it will require a cultural shift to accomplish it. This will be addressed in the strategic positioning process.

Athletics Update—Ron Grahame

Ron Grahame, filling in for Peg Bradley-Doppes reported the following:

The University of Denver men's and women's swimming and diving teams swept the 2011 Sun Belt Conference Swimming and Diving Championships. This was DU's first women's team title and the second men's team title.

We initiated the Pioneer Professor program in December. We expect it to be beneficial for both athletes and professors. It is patterned after Princeton's highly successful "Faculty Fellows" program. It is an academic-oriented initiative designed to further integrate the University of Denver's athletic and academic programs. We hope to have at least three participating professors per team.

We expect to hear from NCAA on March 10, 2011 regarding our recertification; we expect to be recertified without conditions.

We will offer \$99 ticket packages good for attendance at any athletic event except hockey. Several Senators commented that this is far too expensive for a family and asked whether family packages could be offered. Ron agreed to take this back and discuss it with the athletics department. Don McCubbrey supported the concept of a family package.

Personnel Committee Report

Grievance Policy—Chip Reichardt and Amy King

There are currently two policies dealing with grievances, an HR policy and the Senate Constitution. There are conflicts between the policies and they are not sufficiently detailed or precise. The Senate has been working on this for at least nine years. The Provost suggested the Senate work with HR to sort this out. A subcommittee of the Personnel Committee was formed, and it obtained inputs from the Provost, HR, Paul Chan, Deans, AAUP, FRC, and several faculty members. A draft grievance policy has been prepared and submitted to the full Senate for review. The Personnel Committee and the Senate Executive Committee have approved the policy for consideration by the full Senate. Today is the first reading and we will vote at the next Senate meeting.

The policy would apply to all employees, but the APT document would supersede it where applicable.

The handout provided today is a summary; there is far more detail in the full document.

Please email any questions or comments to Chip.

APT Status—Chip Reichardt

The APT document is being revised. Four subcommittees have been formed:

Omissions and Ambiguities—Chip Reichardt and George Potts
Criteria—Rick Leaman
Mid-term review—Scott Leutenegger
Non-tenure lines—Sylvia Hall-Ellis

Further help is needed for all subcommittees.

Internationalization Update—Eric Gould

Luc Beaudoin, Assoc. Prof. of Langs. and Lits, is the new Associate Vice Provost for Internationalization and he also serves as Director for Study Abroad. We want Study Abroad to

be more serious and better integrated into the curriculum and with academic units. Luc will be visiting departments beginning this quarter to explain new developments, and the strategic plan for a revised Study Abroad program will be posted at the www.du.edu/intl website too. Cherrington is well subscribed again this year for the 2011-2012 academic year—over 700 students, much the same as this year.

We have developed a revised set of policies for travel abroad, with clearer and more concise requirements. Counsel, the Provost, and Risk Management have been involved. These are currently posted on the www.du.edu/intl website. In spring quarter there will be an orientation for faculty leading study abroad of all kinds.

The Provost has formed a committee, chaired by Eric Gould, to make recommendations for improved support for international students. Beginning this fall, this will include improved orientations and financial aid, along with special English classes and tutoring support. Currently, Libyan students are being supported by their government.

There will be a national search for a new director for the English Language Center.

Please let us know about any agreements units have with other universities or faculty abroad (e.g., joint degrees, research collaboration, etc.). We are assembling a university-wide database.

Early spring quarter 2011 we are forming an Internationalization Council, which will function similarly to the Undergraduate and Graduate Councils. Deans have been notified and are choosing faculty and administration representation from each school/division.

Announcements—Don McCubbrey

Please let me know if you have suggestions for Senate agenda items.

Rick Leaman is seeking help to gather salary and other financial data about our peer institutions. Please let Rick know if you can help with this.

Faculty Club attendance is very slim. So, the Executive Committee decided we should try having various units sponsor the Faculty Club events. On Thursday May 5, 2011 from 4:00 pm to 6:00 pm Education and SECS will host the Faculty Club at Ruffatto Hall.

The Provost raised the topic of a survey to assess engagement and satisfaction. The survey would include faculty and staff. We are considering using Sibson to conduct the survey, but they are not inexpensive (cost would be about \$55K). I would like to get a sense of what role the Faculty would like to have in the formation of survey question and the survey itself. Would we like to have Sibson perform the survey, perform the survey ourselves, or perhaps a hybrid? We can do this however we want.

Cathy Potter noted that Qualtrics makes such surveys easy to perform, and the conversation about what we want to know would be beneficial.

Gordon von Stroh noted that a similar survey was done about 1991 or 1992 and we may want to take a look at it.

Don McCubbrey Stated the Executive Committee would discuss it and invited comments and suggestions to be sent to him.

Adjourn

The meeting adjourned at 1:30 pm.

Prepared and submitted by

John Hill
Faculty Senate Secretary