

University of Denver
Faculty Senate
Minutes
February 1, 2013
Renaissance Room South

Senators (or proxies) present: Anneliese Amschler Andrews, Alvaro Arias (proxy for Mario Lopez), Shimelis Assefa, Jenny Bowers, Jennifer Brady, Tess Bruce, Rodney Buxton, Mercedes Calbi, Victor Castellani, Frederique Chevillot, Sandy Dixon, Russell Fielding (proxy for Paul Sutton), Jim Gilroy, Sylvia Hall-Ellis, Leslie Hasche, Annabeth Headrick, John Hill, Scott Johns, Van Johnston, Arthur Jones, Megan Kelly, Ray Kireilis, Michelle Kruse-Crocker, Frank Laird (proxy for Joe Szyliowicz), Frederic Latremoliere, Rick Leaman, Scott Leutenegger, Jeff Lin, Don McCubbrey, Erin Meyer, Keith Miller, David Mindock, Courtney Mitchell, Michele Morrison, Jessica Munns, Vi Narapareddy, Linda Olson, Paul Pallab, Anne Penner, George Potts, Martin Quigley, Tom Quinn, Trace Reddell, Charles Reichardt, Naomi Reshotko, Jeremy Reynolds, Paula Rhodes, Kent Seidel (proxy for Bruce Uhrmacher), Jamie Shapiro, Amrik Singh, Geoff Stacks, Jing Sun, Elizabeth (Beth) Suter (proxy for Christina Foust), Matt Taylor, Ron Throupe, Robert Urquhart, Linda Wang, and Melanie Witt.

Call to Order, Approval of Minutes

Scott Leutenegger, Senate President, called the meeting to order at noon.

A motion to approve the minutes from the January 11, 2013 Senate meeting was seconded and approved.

Provost's Report—Gregg Kvistad

The Provost provided an update on two matters:

Administrative Budget Group Meeting—This group held the two-day offsite meeting I described at the last Senate meeting. We are making progress. Ideas under consideration are:

- Create a Tuition Stabilization Fund to offset unanticipated tuition revenue shortfalls.
- Research whether we can create another round of the Financial Assistance Matching program. We had a lot of success with this last time we did it, and we have good liquidity with one-time money. Donors respond very well to matching campaigns.
- Extractions from operating budgets—this would not consider reductions in faculty salaries, faculty positions, or academic programs.
- Evaluate possibilities to restructure DU business operations and thereby create some efficiencies.

Tom Willoughby reports that all fall 2013 indicators look very good.

The Board of Trustees approved a 3.95 % tuition increase for next year. All in, the increase for tuition, room and board, and fees is 3.6 %.

I am working on the annual tuition increase letter to parents. The letter will note that Kiplinger, last fall, ranked DU 41st in the nation among private universities providing “best value.” This is a higher “value” rank than all but two of our comparison group institutions. Over the past three years the cost of attendance at DU has been the second lowest among the comparison institutions, and DU has had the fourth lowest cost of attendance increases. In an effort to moderate these cost increases, DU added \$7.13 million budgeted financial aid last year and will add an additional \$9.7 million this year.

Responses to Questions and Additional Comments:

Question: We state our student /faculty ratio is 8 to 10, yet the first year seminar classes are about 20 students. Answer: The class sizes for upper division courses are dramatically lower.

Health Insurance—Amy King, HR Director

Amy provided and briefly discussed a detailed handout (2014 HCR Impacts—Key pieces of the Puzzle) regarding healthcare changes.

The key topics she addressed are:

Individual Mandate,
Employer Play or Pay Mandate,
Health Insurance Exchanges, and
Historical Costs and Trends for the DU Health Benefit Program.

Copies of the presentation are available from HR.

Currently, there are no Plan changes contemplated for 2013-2014. The annual price increase is not yet finalized. Wellness incentives are expected to be included.

Towards Increasing Faculty Compositional Diversity—Debbie Mixon Mitchell, Diversity Recruiting Director, and Kathyne Grove, Equal Opportunity Director

Debbie and Kathyne provided a two-page handout describing the Diversity and Inclusive Excellence programs, plans, and goals at DU, and the benefits of these programs.

They emphasized:

- Debbie and Kathyne are available to provide consultation in the areas of EEO/AA and Diversity Recruiting to help produce an effective hiring process.

- Frank Tuitt and the entire CME staff are available to talk to all candidates about DU's commitment to Diversity and Inclusive Excellence. CME is developing a list of historically underrepresented DU faculty who are willing to talk about their experiences as DU faculty.
- Revisions to the Faculty Hiring Guide which will include best practices and recommended practices for conducting an effective faculty hire process are current being vetted.

Changing Faculty Roles Discussion--Senator break-out groups:

The Senate formed 10 break-out groups, with each group addressing these guiding questions:

1. How will "cost" impact diversity/teaching/RSC and what should we do? Considerations:
 - a. technology: computer assisted education, online, flipped, MOOCs
 - b. class size, contact hours
 - c. change 4 year structure? For example, incoming students may have completed many 1st/2nd year courses via online, AP, MOOCs, community colleges. If a student comes in with the equivalent of 1-2 years of courses from some combination of the above, can we accommodate her/him? Could she/he complete a dual degree in 2-3 years (bachelors plus masters)? If so, and if this is a goal of the university, how do we need to change curriculum/advising structures to accommodate and to allow the accepting of more and diverse credits?
 - d. what is the residential strength of DU in the future? In other words, why should students come to an expensive residential school like DU?
2. What can we do to increase the compositional diversity of faculty on our campus?
3. How do you see diversity/teaching/RSC as connected to DU's future and how does this affect changing faculty roles?
4. What issues around diversity/teaching/RSC do you think we need to address?

Each group verbally reported its most important results to the full Senate.

Each group will prepare a written summary of its discussion and submit them to the Senate Secretary who will compile them and make them available to the Senate.

Executive Session:

There was not time for an Executive Session.

Adjourn

The meeting adjourned at 1:30 p.m.

Prepared and submitted by

John Hill

Faculty Senate Secretary