

University of Denver
Faculty Senate
Minutes
April 5, 2013
Renaissance Room South

Senators (or proxies) present: Annaliese Amschler Andrews, Alvaro Arias (proxy for Mario Lopez), Shimelis Assefa, Kim Bender, Karen Bensen, Jennifer Brady, Rodney Buxton, Mercedes Calbi, Frederique Chevillot, Maclyn Clouse, Claude d' Estree, Sandy Dixon, Russell Fielding (proxy for Paul Sutton), Esther Gil (proxy for Jenny Bowers), Sylvia Hall-Ellis, Leslie Hasche, Annabeth Headrick, John Hill, Tim Hurley (Scott Johns attending for Tim Hurley), Scott Johns, Van Johnston, Ray Kireilis, Michelle Kruse-Crocker, Frank Laird (proxy for Joe Szyliowicz), Frederic Latremoliere, Rick Leaman, Tiffani Lennon, Scott Leutenegger, Jeff Lin, Mohammad Matin, Don McCubbrey, Erin Meyer, Keith Miller, David Mindock, Michele Morrison, Vi Narapareddy, Linda Olson, Paul Pallab, Anne Penner, George Potts, Martin Quigley, Tom Quinn, Trace Reddell, Charles Reichardt, Naomi Reshotko, Jeremy Reynolds, Paula Rhodes, Rafael Rossotto Ioris, Maria Salazar, Kent Seidel, Jamie Shapiro, Amrik Singh, Geoff Stacks, Jing Sun, Matt Taylor, Ron Throupe, Bruce Uhrmacher, Linda Wang, Courtney Welton-Mitchell, 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 March 1, 2013 Senate meeting was seconded and approved.

Provost's Report—Gregg Kvistad

Budget—There are no additional changes to the FY 14 budget. The extractions have been completed. The Senate Finance Committee will see the FY 14 budget before it goes to the Board of Trustees. There will be a budget briefing for all faculty in about three weeks.

Enrollments—We are on course for meeting our fall undergraduate enrollment targets. We have 411 expected to enroll versus 327 at this time last year. Over 600 potential students and their parents are coming to DU this weekend for Journey to DU. This visit includes conversations with faculty, deans, and the Chancellor, and campus tours.

Overall, graduate enrollments are looking ok, but it is still very early. There is some fluctuation in graduate enrollments. There is downward pressure on law school applications; we are seeing

fewer applications every year and deposits are down a little bit. US News rankings have helped. The College of Education is up a bit; Korbels is down a bit.

APT Conversation—This has been going on for a couple of years. The drafting committee is doing an extraordinary job. They are trying to update the APT document and make it internally consistent; this is absolutely crucial. There are some fairly significant changes. This has to be done right; we have to allow for enough conversations and enough time. The Board of Trustees will likely approve the APT revisions if the process is correct. This is the guiding document for faculty, administration, deans, and attorneys regarding how we appoint, promote, and tenure our faculty. As you conduct these conversations, think not only about yourself, or a person you know, or your department—please think about the university over the next ten years. This is about the university and its future.

Responses to Questions and Additional Comments:

Question: Our relatively low faculty/student ratio has been a part of the justification for tuition increases. Will the faculty student ratio increase with the enrollment increase?—Answer: We do not expect a significant change. The total number of undergraduate students (about 5000) is not increasing.

DU Mascot Development—Kevin Carroll, Vice Chancellor, Marketing & Communications

Kevin provided a three page handout describing the Mascot Development process. He emphasized a few key points from the handout:

- We will remain the Denver Pioneers.
- Crimson and Gold will continue to be our colors.
- We will have a character to attach to the Denver Pioneers for the first time in about a dozen years.

We're doing our best to be as transparent as possible. We are actively seeking community input. We will create open forums and focus groups. The mascot needs to come from what we all think a Denver Pioneer represents.

Between now and April 26, we will conduct qualitative research—what are attributes, ideas, and the kinds of things that could represent us as a community that would allow everyone to identify with the new character. After that, we will develop narrative and visual concepts. We hope to introduce a new mascot in the fall for orientation.

Responses to Questions and Additional Comments:

Question: What's the cost?—Answer: We will spend about \$100,000. This will eventually pay for itself through royalties.

APT and Post Tenure Review—Scott Leutenegger

Prior to today's Senate meeting Scott distributed these questions regarding APT revisions:

Guiding Question: How does the revision of the APT work to improve the education provided to all stakeholders? Factors include student learning, teacher/scholar model, RSC (research, scholarship, creativity), reputation, community engagement, and academic freedom as related to teaching, RSC excellence, and program control. Also, how does the APT revision help sustain DU financially, including cost of teaching and flexibility?

Teaching Professors:

- Should the name change from lecturer to teaching professor?
- Are the appointment terms reasonable (i.e., 1,1,1,3,5,7 years)?
- Is the promotion process reasonable?
- Are the promotion criteria (primarily teaching) reasonable?

Clinical Professors and Professor of the Practice:

- Is the need for these positions clear?
- Is how they are differentiated from the other professorial categories clear/logical?

Post Tenure Review:

- Should there be any post tenure review beyond annual review?
- If there is a post tenure review:
 - Should it be developmental only?
 - Should it be developmental with possible reassignment of duties?
 - What timing for career correction makes sense?
 - Should it allow for a path to dismissal?
 - Should it occur on a regular schedule (5 year, 7 year, 10 year, etc.) or should it be “triggered” by the results of annual review?
 - What would be the procedure for performing this review?

Dismissal for Cause:

- Should the language on dismissal for cause be loosened?
- What process should be in place?

Before going to break-out groups Scott provided some additional comments and perspective.

I have received many questions and comments and a range of titles from “unionist” to “company man.” I would like to clarify and facilitate our conversation. I will lay out the high level questions and issues.

The APT revisions are intended to improve DU for everybody, not just the tenured faculty, students, or trustees. We as the faculty senate have a faculty focus, but let's consider the whole picture.

Assistant, associate, and full teaching professors are being proposed—A significant change since the last Senate meeting is the concept of teaching professors. A few weeks ago we were focused on discussing multi-year contracts. Evaluative criteria would be teaching (what does that mean for research?). With this come questions such as: Can they be tenured? Are they available for grants?

Post-tenure review: We have had many both pro and con views put forward by faculty. Faculty should assess colleagues from fellow-faculty perspective and assist and assess each other similar to what medical faculty and practices do. Small departments have “dead wood” and if it exists, it’s a problem for them. As more people are hired for teaching, it becomes essential that the research/scholarship/creativity focused faculty remain active throughout their time at DU. Developmental review could help faculty get back on track with research, or focus more on teaching and service if that is their preference. We have heard from students: “this really bad teaching is here for life and that is not reasonable.” Administration has emphasized that as tenured faculty numbers decline, it is more important that they remain vital. Trustees emphasize the importance of productivity and fiscal benefits. There are concerns about academic freedom. Would this be purely developmental, or is it a path to dismissal? What are the potential impacts on hiring new faculty? Should performance concerns be addressed via the HR dismissal for cause processes? Post-tenure review should come only after a series of negative annual reviews. Is this just a start, and the wedge will be driven in further?

These APT revisions are an opportunity to address other issues and questions such as three-year review, specifically including public good, service, inclusive excellence, etc.

We as a faculty need to decide on what we put forward to the Provost and the Trustees. There is a political reality in this process that whatever we come up with needs to be approved by the trustees; among their responsibilities is ensuring that it is in the financial best interest of DU.

We can take a unionist approach, or we can think big picture about what is best for the university and it how impacts our students, faculty, and staff.

Senate Break-Out Groups

Executive Session

Adjourn

The meeting adjourned at 1:30 p.m.

Prepared and submitted by

John Hill
Faculty Senate Secretary