

University of Denver
Faculty Senate
Minutes
January 30, 2015
Anderson Academic Commons

Senators (or proxies) present: Annaliese Amschler Andrews, Shimelis Assefa, Jenny Bowers, Victor Castellani, Claude d'Estree, Terri Davis, Jared Del Rosso, Ron DeLyser, Maha Foster, Tony Gault, Jim Gilroy, Josh Hanan, Cynthia Hazel, Annabeth Headrick, John Hill, Tim Hurley, Scott Johns, Arthur Jones, Beth Karlsgodt, Megan Kelly, Brian Kiteley, Michelle Kruse-Crocker, Frederic Latremoliere, Rick Leaman, Luis Leon, Scott Leutnegger, Don Mayer, Steven Mayer, Laleh Mehran, Gloria Miller, Keith Miller, Linda Olson, Anne Penner, Rebecca Powell, Martin Quigley, Tom Quinn, Allegra Reiber, Chip Reichardt, Aimee Reichman-Decker, Maria Salazar, Nancy Sampson, Jamie Shapiro, Mary Steefl, Billy Stratton, Mathew Taylor, Ron Throupe, Ann Vessels, Michele von Merveldt, Joshua Wilson, Melanie Witt, Carol Zak-Dance, Duan Zhang.

Welcome and brief summary of meeting goals—Art Jones

Art Jones called the meeting to order and briefly described the meeting's agenda. He noted that today's meeting is about engagement even though the agenda items may appear to be unrelated at first glance. This reflects our commitment to organize this year's Senate meetings around goals and themes.

Approval of minutes from November 14th Senate Meeting—Art Jones

A motion to approve the minutes from the November 14, 2014 Senate meeting was seconded and approved.

Senate updates: Tenured Faculty Review Committee presentation to FEAC; Diversity Summit collaborative presentation with USG, GSG and SAC--

Scott Leutenegger reported that the TFRC presentation and meeting with FEAC was very smooth for both the discussions and the vote. Chip Reichardt added that the meeting showed good cooperation among faculty, administration, and FEAC, and that FEAC showed a genuine willingness to explore potential options.

Art Jones said that Chip Reichardt and Kate Willink did an excellent job presenting to FEAC and that this is a good example of shared governance.

Art Jones reported on the Diversity Summit—The Faculty Senate, Staff Advisory Council, Graduate Students Association, and Undergraduate Students Association organized a panel

discussion about how these groups are addressing diversity, equity, inclusive excellence, and multicultural excellence. The concept was to jump-start this kind of collaboration among the groups. These groups have agreed to meet once per quarter.

Provost report: Implementation process for new APT policies; short-term chancellor task forces; long-range strategic planning; additional updates

APT—Thanks to all of you for your hard work on the APT. It has taken about four years to establish a new APT. It is very different from the previous version. The Chancellor made a very big deal of it with the Board of Trustees stating that the multiyear contracts and new series are trend-setting for higher education. The chairs for FEAC and the Board were very supportive and shepherded it through.

The deans and I are engaged in discussions to implement it; our intention is to accomplish this by fall 2015. Determinations about ranks and series will be made at the unit level using unit-level standards; salary adjustments will not be immediate.

Strategic Planning—This is a two-pronged process informed by these recent reports: The Strategic Issues Panel report: *Unsettling Times: Higher Education in an Era of Change*, Chancellor-appointed committee reports on the Status of Women and the Status of People of Color, and the draft 2014 Sustainability Plan for the University of Denver over the Next Three Years.

In February, we will receive reports from the four task forces working on Engaging Community: A Strategic Implementation Initiative. The task forces are: Equity, Diversity, and Inclusive Excellence, Student Access and Support, Professional Development for Faculty and Staff, and Expanding Sustainability on Campus. These task forces are developing implementation plans based on the reports completed in the past year; if funding is needed we intend to provide it quickly. The Chancellor and I will host several forums for feedback on these reports and will also host an electronic discussion board at the Chancellor's strategy website: <http://www.du.edu/chancellor/strategic>.

The second prong is about Transformative Directions. This is about transformative, rather than incremental changes. There will be an advisory group of faculty, staff, students, and trustees, supported by a dedicated staff member. This Transformative Directions Advisory Group will be focused on these questions:

- What is the shape of knowledge in the 21st century, and how will our scholarship, practices of teaching and learning, and our institutional structures support it?
- How does education need to be shaped to support the needs and aspirations of 21st-century students and their workplaces and communities?
- What should our relationship to Denver look like for the 21st century?
- In what ways do our teaching, learning, and scholarship reflect the realities of globalization and internationalization?
- Are there other transformative directions we should pursue?

During winter and spring we will have conversations with units and campus-wide conversations to gather as much information as possible, and then select three or four initiatives. During the summer we will figure out HOW to implement the initiatives, and implement them in the fall. We are not looking to turn the university upside-down, but perhaps we will have more centers or institutes, or other options. In doing this, we must make sure that we do not start conversations with “we can’t because...” This will be a “messy” process and highly interactive. It may form the basis for the next advancement campaign. The Chancellor has been very involved; I have found it very energizing.

The Transformative Directions Advisory Group is not generating ideas, but seeking your ideas. The three working groups would like to engage with the Senate.

Report and request for input: Tom Willoughby, Chair, Vice-Chancellor for Campus Life and Inclusive Excellence Search Committee

The Vice-Chancellor for Campus Life and Inclusive Excellence Search Committee is a new position and we are in the early stages of the search. Storbeck/Pimentel & Associates, a retained executive search firm, is assisting with this search and the Advancement search; they were involved in the Rebecca Chopp hire.

The search committee is currently working on the position description. As part of this, we have met with students of color, staff and faculty of color, and others. The committee feels Inclusive Excellence must be embedded throughout the university; it is not a one-position, or one-person, responsibility. Key responsibilities identified thus far include leadership of the expansion of our diverse and inclusive environment, development of strategies, and coordination of compliance activities.

We seek input from the entire university by telephone, email, or at our Portfolio site: <https://portfolio.du.edu/VCforCLIEsearch>. Please complete the Portfolio survey which asks questions about opportunities, desired traits, and desired experiences for the Vice Chancellor for Campus Life and Inclusive Excellence.

Our goals are to have the first round of interviews at the end of March, the final slate to the Chancellor by the end of April, and hiring decision by the end of the academic year.

We welcome comments and suggestions from the Senate.

Comments and Questions:

Comment: Please make sure the focus on Inclusive Excellence is not lost and this does not become a Campus Life position only. Tom Willoughby: Others have raised this and we have talked with the Chancellor. This is not one person’s responsibility, it must be broadly defined and performed.

Question: Will Tuitt and Helton remain in the same positions? Tom Willoughby: The organization and structure are to be determined. The Provost added: we will retain a significant diversity and inclusive excellence position in the Provost's office.

Internal and external Faculty Senate culture, communication and engagement

Art Jones made a brief presentation to the Senate on the topic of "Building a Culture of Engagement."

Art explained that he typically starts new classes each quarter with a discussion of these items to encourage students to find and use their voices, and to establish an atmosphere of classroom respect and engagement.

The Basics

- Lunching for sustenance and community building and then moving to the work
- Representing our units while working to achieve shared goals as a University community
- Communicating, communicating, communicating

Our Time Together: The Dream

To realize our dream of an engaged Senate:

- We assume that everyone is contributing from a place of good will
- We cherish active listening as much as active and passive talking
- With confidence that we have truly understood each other, we confront ideas, but not people, one microphone at a time

Saying YES:

- YES, we say NO to microphone hogging
- YES, we say NO to talking over each other
- YES, we say NO to self-righteousness
- We say YES to working together to take DU to the next level
- We say YES to working our way respectfully through difficult issues until we get it right

Finally, we recognize how easy it is to get stuck on our own points of view!

Art asked for reactions which led to several comments from Senators:

- Senators have an obligation to share views and to listen to other Senators
- Send Art an email with agenda item requests
- Non-Senators may attend Senate meetings
- Share information with your units regarding Senate issues and topics

Discussion of Evans Study Committee recommendations: Ramona Beltran and Billy Stratton (see Recommendation Document: <https://portfolio.du.edu/evcomm/page/52699>)

Art introduced the topic and stated that the Senate would not vote on anything regarding this today, but we may want to vote on recommendations or resolutions regarding this at a subsequent Senate meeting.

Ramona and Billy started the conversation by stating:

- The study explicitly takes into account the perspectives of the Cheyenne and Arapaho.
- DU is uniquely positioned by both its history and its location to be a leader on accountability and transparency.
- Most universities have histories that include displacing or marginalizing native peoples.
- The spirit of the study is healing for everyone, not just descendants.
- Too many of our Native American students leave after only one or two years; they do not often use their voices.
- We need increased public dialog.
- We should set a strategic goal to materially increase our Native American student population.
- This is an important element of expanding our Inclusive Excellence.

Comments, Questions and Answers:

- Comment: We do not fully use the resources we have.
- Comment: Dartmouth has over 700 Native American graduates since 1970; best among the Ivies. We should examine what they are doing and see what we can learn to apply at DU.
- Art Jones noted we are seeking to achieve the richness of more engagement on this and breaking the silence.
- Ramona stated that mentorship, pathways, cultural changes, and dialog can help a lot on campus. Billy emphasized this is an opportunity to make DU a place of distinction.
- Chip Reichardt commended the work of Ramona and Billy. He also commented on the difficulty of incorporating what we have learned from the study in to the DU narrative, and providing constructive assistance to Native American students.
- Ramona and Billy emphasized we should integrate and not impose; we do not want to replicate the colonial process by mandating.
- Question: Will these considerations be incorporated into the Vice-Chancellor search? Ramona said yes, but the study is principally a set of recommendations for faculty and the university.
- Ramona added that we need to learn from universities that have succeeded and operationalize what we learn.
- The Provost stated the Chancellor has been talking to Trustees about forming a task force for this matter and to put forward recommendations. We are on the cusp of sending out invitations to join the task force.
- Billy noted that most DU students do not understand where DU land comes from.
- Many senators requested additional information about the processes whereby the study recommendations were formed. Ramona stated that there are many things that she and Billy take for granted and they will provide additional information about this.

Art Jones closed the discussion by encouraging Senators to discuss this within their units and seek feedback.

Adjourn

The meeting adjourned at 1:30 p.m.

Prepared and submitted by

John Hill
Faculty Senate Secretary