

**University of Denver**  
**Faculty Senate**  
**Minutes**  
**May 20, 2016**  
**Room 190, Anderson Academic Commons**

**Senators (or proxies) present:**

Tess Bruce (also proxy for Scott Johns), Ryan Buller (proxy for Erin Meyer), Victor Castellani, Ruth Chao, Fred Cheever, Frederique Chevillot, Kate Crowe, Jared Del Rosso, Ron DeLyser, Claude d'Estrée, Kathy Green, Jennifer Greenfield, Robert Hardaway (proxy for Ved Nanda), Annabeth Headrick, John Hill, Arthur Jones, Gabi Kathöfer (proxy for Maha Foster), Megan Kelly, Cheyne Kirckpatrick, Paul Kosempel, Michelle Kruse-Crocker, Rick Leaman, Luis Leon, Eleanor McNeese, Laleh Mehran, Gloria Miller, Keith Miller, Julianne Mitchell, Pallub Paul, Ronnie Pavlov, Amy Phillips, Rebecca Powell, Chip Reichardt, Aimee Reichman-Decker, Dean Saitta, Nancy Sampson (proxy for Vi Narapareddy), Jonathan Sciarcon, Kate Stoker, Billy Stratton, Ron Throupe, John Tiedemann, Greg Ungar, Robert Urquhart, Kate Willink, Joshua Wilson, Melanie Witt

**Call to Order & Approval of Minutes**

Art Jones, Senate President, called the meeting to order at 12:00 PM.

A motion to approve the minutes from the April 1, 2016, April 22, 2016, and May 13, 2016 meetings was seconded and approved.

**Report of the Provost and Executive Vice Chancellor: Gregg Kvistad**

Provost Kvistad began by telling the Faculty Senate that he had presented the budget to faculty on Thursday, May 19, 2016. He will present the budget to the Board on June 3. Enrollment for next academic year, Provost Kvistad said, is looking solid. However, the Provost reminded Faculty Senate that we are in an extraordinarily competitive environment at both the undergraduate and graduate levels.

Provost Kvistad also updated Faculty Senate on the university's work to implement its strategic plan, DU Impact 2025. He told us that we are still in process of planning the process to implement. But he assured the Faculty Senate that the strategic plan has not been put on a shelf; instead, the process to implement the plan is itself very process heavy. The university is working with a consultant who is really mindful of moving too quickly or without sufficient thought. So the implementation process is very deliberate. Provost Kvistad concluded by telling the Faculty Senate that we should see further progress on the implementation process in the summer and, especially, the fall, when faculty return to campus.

**Report of the Vice Chancellor for Athletics and Recreation: Peg Bradley-Doppes**

President Jones introduced the Athletic Director, Peg Bradley-Doppes, and told the Faculty Senate that Rodney Billups, the new men's basketball coach, was called out of town after agreeing to meet with us. We will meet with him in the fall.

Vice Chancellor Bradley-Doppes then presented her annual report on the university's Athletics and Recreation programs to the Faculty Senate. She began by telling us that the PowerPoint that she presented, which included information about the grade point averages of DU's athletic teams, would be made available to President Jones and, through him, the Faculty Senate.

Vice Chancellor Bradley-Doppes then told the Senate that it was a busy but great year for Athletics and Recreation. DU's Women's Skiing Team won their 23<sup>rd</sup> national championship. This accomplishment was applauded by the Faculty Senate. The Women's Ski Team consists of student-athletes from 6 countries; they are, Vice Chancellor Bradley-Doppes told us, really diverse. Moreover, the GPA for the skiing program – men's and women's – is 3.75. The Vice Chancellor then described members of the ski program as an incredible group of men and women – “gritting it out.” “CU hosted the ski championship, but we beat them out,” continued Vice Chancellor Bradley-Doppes. “Sometimes we ‘aw shucks’ it, but the Women's Ski Team is the real deal.”

Vice Chancellor Bradley-Doppes then informed Faculty Senate that DU has a 93-94% graduation rate among its athletic teams. The goal, however, is 100%.

The Vice Chancellor then highlighted the accomplishments of the Men's Hockey Team. Three years ago, the university hired Jim Montgomery. The team is already in the Final Four and the athletic program, the Vice Chancellor told the Senate, can capitalize on this. Additionally, the hockey conference we created is the number one hockey conference in the country without exception, so much so that others are asking in. The Vice Chancellor then addressed the “Battle on the Blake,” the February 20, 2016 game between Colorado College and DU held at Coor's Field. The event was seven years in the planning; its purpose was to make a hockey event bigger by having complete community engagement. The event, according to the Vice-Chancellor, wasn't a homerun, because the original idea that Athletic and Recreation pitched was a fourteen team tournament at Sports Authority Field at Mile High, where the Broncos play. But the Battle on the Blake cost the university nothing, and we had 36,000 people down at Coors Field in perfect weather conditions. There was a hockey game going on, the Vice Chancellor said, but it was really a unifying community event. Vice Chancellor Bradley-Doppes then reflected, “People say, ‘Hey, can you do this every year. Maybe your next AD can, but this one can't.’” The Battle was, she reminded us, seven years in the making. The university can put something comparable on every four to five years with a similar financial set-up.

Vice Chancellor Bradley-Doppes then told Faculty Senate that DU Athletics will win the Directors' Cup for I-AAA and should be in the top 30-40 for all programs. Some of the programs in which we have incredible success – skiing, gymnastics, lacrosse – only earn us 50% of the points. So for us to win the Directors' Cup speaks volumes to quality of program and coaches.

The Vice Chancellor then told Faculty Senate that our student programs, such as intramural teams, are at capacity. We are renting space all around the campus just so our undergrad and

grad kids can be physically healthy and engaged. Also, the Vice Chancellor told the Senate, our Women's Club Lacrosse team won the national title. The Senate applauded this accomplishment. Students, the Vice Chancellor told the Senate, come to DU for all sort of reasons – class size, for instance. But they also come for the mountains and activities and to be healthy. Being at capacity is a great problem to have – and we're looking for more space.

Finally, the Vice Chancellor told us that next year's focus for Athletics and Recreation will be to complete the DU tennis park. We are working with Denver Public Schools (DPS) and the Walton Foundation. We say that we're a private institution dedicated to the public good and the tennis park will be a concrete expression of that. We are building indoor and outdoor courts on South High Street, adjacent to campus. The park will benefit the university and DPS, and it will serve as home for our varsity team. But the real reason this will work is that, through the park, we will change young lives, especially those of under-represented groups and youth by teaching life and education skills. We'll be able to grow and help kids go on and maybe play college level tennis. We can't do this on our campus because of real estate costs. But we'll be able to brand the park, even though it's off campus. And even if the NCAA goes away, we'll protect the park – which would go to clubs, intramurals, faculty, and staff. We expect to open the park in 2018.

President Jones: Can you explain what the Directors' Cup is?

Vice Chancellor Bradley-Doppes: It is a national competition that takes into account the overall success of programs, including winning conference titles and advancing into the NCAAs. It used to be called the Sear's Cup. They have one cup for Division A programs for football and one without. We won the division without football and were in the top 30-40 of all programs.

### **Annual Elections of Faculty Senate Officers, At-Large Senators, and University Committee Representatives**

Senator John Hill, Chair of the Nominations, Credentials, and Rules Committee, held the annual elections of Faculty Senate Officers, At-Large Senators, and University Committee Representatives. Elections were conducted using electronic clickers, which were provided to the Faculty Senate by the Office of Teaching and Learning.

#### **Election Results**

##### Senator At-Large

##### *Three-Year Terms*

- John Hill
- Nancy Sampson

##### FEAC Representative

##### *One-, Two-, and Three-Year Terms to be Determined by NCR*

- Chris Coleman
- Art Jones

- Kate Willink

### Faculty Senate Executive Committee Member-at-Large

#### *One-year Terms*

- Scott Johns
- Billy Stratton

### **Vote on Policies and Procedures for Faculty Development Committee (Entire Motion)**

Following the election, Faculty Senate voted to approve a slate of potential committee members for the Faculty Development Committee.

#### Results

- Yes—39
- No—4
- Abstain—3

### **Second Reading and Vote on Inclusive Learning Environments Initiative**

The Faculty Senate then considered the Inclusive Learning Environments Initiative, the first reading of which occurred during the Senate's April 20, 2016 meeting. President Jones opened the second reading by inviting Senator John Tiedemann, Chair of the Student Relations Committee, up to the podium to discuss the Committee's revisions to the original Initiative.

President Jones started by summarizing the Initiative and the Senate's previous discussion. He reminded the Faculty Senate that the Initiative is responsive to student responses to the university's efforts on inclusive excellence in the classroom. The Student Relations Committee wanted those students to know we are really committed to them, standing with them, and doing our own to create an inclusive environment. During the first reading, we discussed a pledge that people could sign with a "menu" of opportunities faculty could participate in to improve their teaching. In our discussion, senators really liked the idea, but a vocal minority was uncomfortable with the public pledge. There was consensus around the idea, but not the pledge.

Senator Tiedemann then discussed the revised version of the Initiative, telling the Faculty Senate that the pledge had been taken out. We're voting, instead, for the "meat" of the previous Initiative, but without the public pledge. Senator Tiedemann then told Faculty Senate that if we adopt the Initiative, he and the Student Relations Committee would like the Senate's help to get faculty to participate in the Initiative. He told the Senate that the Committee doesn't want this to be only a symbolic gesture, without faculty actually beefing up competencies (i.e., developing syllabi, improving our classrooms). Senator Tiedemann then told us that the Student Relations Committee is working with the Office of Teaching and Learning to create a robust set of training

options. “We’ll need your help,” Senator Tiedemann said, “going to departments and making the Initiative work so students can really see that faculty are working on inclusive excellence.”

Senator Tiedemann then explained that the Student Relations Committee will be convening conversations around Inclusive Excellence to once again invite students to create a dialogue among faculty – especially those on Faculty Senate – and students on campus.

Senator Tiedemann assured the Faculty Senate that the Initiative does not include a mechanism to create a retroactive pledge. Faculty won’t sign up for anything other than what they typically do when they attend a workshop with the Office of Teaching and Learning or the Center for Multicultural Excellence. There is no mechanism for retaining names, and the options for faculty development are equivalent to typical development programs.

The Senate then opened for discussion. A Senator reminded President Jones and Senator Tiedemann of a typo in the Initiative that mislabeled the university’s strategic plan as “DU Impact 20205” rather than DU Impact 2025.

The Faculty Senate then voted on the Initiative, which passed to applause.

### Results

- Yes—45
- No—1
- Abstain—2

After the vote, President Jones thanked Senator Tiedemann and the Student Relations Committee; the Faculty Senate applauded the Committee’s work. President Jones then described the Initiative as, “one of the most exciting projects that I’ve seen.” He continued, “It says a lot about Faculty Senate. We have to really work hard to make sure it happens. We all have to be ambassadors to our departments – this is the only way to make this work.”

### **Second Reading of and Vote on Faculty Senate Divestment Sub-Committee Resolution**

President Jones opened the second reading of the Faculty Senate Divestment Sub-Committee’s Resolution by proposing that the Faculty Senate postpone voting on the resolution until the 2016-17 academic year. President Jones acknowledged the hard work and research that the Sub-Committee put in, the effort of the DU Debate team to educate Faculty Senate on a range of issues related to divestment, and the revisions that the Sub-Committee made to the resolution in light of the special Faculty Senate meeting on May 13. However, he explained that he felt that the Board’s decision to initiate a high-level review of divestment had changed the environment in which Faculty Senate would vote on the resolution. And he said that he felt that the Senate had perhaps rushed the process.

President Jones especially highlighted the future role of Faculty Senate in the Board’s review of divestment. He urged the Senate to take more time on the issue, so that we would be taken seriously as part of that process. “Everything we’ve done as a Senate over the past few years has

raised our reputation,” President Jones told the Senate. “We do high level work. When we go to the Board we’re taken seriously and we’ve advanced the cause of shared governance.” President Jones then assured the Senate that incoming President Kate Willink will integrate divestment into her agenda for next year. President Jones concluded by recommending that the Faculty Senate take a little more time on the resolution and have further discussion, “so when we go back to trustees we’ll have a fleshed out, robust, respectable position.”

Senator Ron Delyser then made a motion to delay voting on the resolution.

Senator Robert Urquhart: Why wouldn’t we vote today and why don’t we think we have enough to go on today?

President Jones: Kate and I had a long discussion about this. I kind of felt like we were really rushing through this. I’m a consensus builder – I feel that is one of my strengths. I wanted to try to acknowledge those who wanted something by end of year. But I was feeling uncomfortable about it. Even if the Board didn’t want open their own review, I’d still feel that way. I know that’s a change – but I sort of felt it was a bit of failed leadership. The resolution is not quite done. I think it’s good, but not yet done.

Senator Fred Cheever: If not now, when? Are you tying this to the Board review, which could take literally years?

President Jones: No—it won’t take that long. And I’m suggesting we take some time over the summer and fall and do more work so there’s something we feel proud about.

Senator Cheever: Our presentation [to the Board] will be much stronger if we take a position as a bloc.

President Jones: And you could have that in the fall. That’ll be up to Kate, the Executive Committee, and the Faculty Senate.

Senator Paul Kosempel: Can we hear from other members of the Subcommittee? Would we benefit from waiting? Do you have enough info?

Senator Megan Kelly: I think we do and I think we should take a vote.

Senator Cheever: We used as much info as we have. The info we don’t have – the Board won’t give us. The things in this are not controversial and are based on the info we do have. We should affirm the university’s commitment to what we’ve been doing [on sustainability and climate change] and show the Board and others in our community that we are doing our part.

Senator Urquhart: It’s not clear what new info will do. And there’s another issue – there’s a strong and active group of students who we should support. I think we should vote on it now.

President Jones: Let me say one thing and entertain other comments. One of things that I'd like to see get done is to get to the point where other parts of resolution will be taken seriously. Once we say divestment, that's all people will see. I think the other things are so much more important.

Senator Delyser: We are supposed to take these to our constituencies. I haven't taken it to my continuances. Otherwise we're just voting on our own opinions.

Senator Cheever: Point of procedure – you've had time to take this to your constituency. The motion would delay vote which would be your own opinion.

Senator Dean Saitta: You should have done this already.

Senator Delyser: I wasn't asked. I don't remember being tasked.

Senator Ronnie Pavlol: I took this to my department this week, and I expected to vote on this.

President Jones: I'm not telling you we're not voting.

Senator Kosempel: And we had the debate a month ago.

President Jones: Is there a motion from the floor?

Senator Delyser: There is a motion on the floor. I've made the motion to delay.

President Jones: Any further comments?

Senator Saitta: My department is pro-divestment; I don't know that I am. I stand with Fred and I want to stand with the students. It's a moment in time; I think it's good we're on record. And I think this is solid. I don't know what more discussion will do. I think we should go for this as an act of solidarity.

Senator Delyser: One more thing on the delay. There's a lot of good things in the resolution. I like a lot of it. I don't personally like the idea of divestment. But I'd be voting on my personal opinion.

President Jones: And we could vote on individual resolutions. And I kind of felt this was jammed at end of meeting. If were to break it down and look at subparts, we'd need more time to discuss those things.

The Faculty Senate then voted not to delay the vote on the Faculty Senate Divestment Subcommittee Resolution.

## Results

- Yes—14
- No—30

- Abstain—0

Senator Cheever then introduced a motion from the floor for the Faculty Senate to vote on the resolution. The motion was seconded.

Before the vote, Senator Kate Willink asked for further conversation on Resolution 4, which calls on DU to commit resources, such as financial aid, to workers in the fossil fuel industry and their descendants. Specifically, Senator Willink asked if we have research on universities providing aid to workers in these industries. Senator Saitta responded to Senator Willink's question.

Senator Saitta: I wasn't sold on divestment and wanted to think about investment. Some universities have programs to invest in workers who would potentially be displaced in the move from fossil fuels to renewable energies. I don't know how many there are in Colorado. That isn't that important to me. Rather, we know that workers will be displaced. So in keeping with the university's commitment to understanding our history and our commitment to workers in these industries, I thought it would be good to have one plank in the resolution address re-training and re-educating workers in these industries. We've included their descendants, because that is what displacement means. So the university should want to think about what to do to help these displaced workers.

Senator Annabeth Headrick: And none of this resolution is binding.

Senator Saitta: And this is a purely symbolic statement; it doesn't deal with process or mechanisms. But I think this portion of the resolution is the only one that deals with reinvestment in people. Last Sunday, the *Denver Post* had a big cover story on the displacement of coal workers in Colorado. It put a human face on this. I think this portion of the resolution reflects well on the university and the work we've done here to maintain workplace justice on these issues and in other industries.

The Faculty Senate then voted on the resolution, which passed to applause.

### Results

- Yes—32
- No—12
- Abstain—2

### **Ceremonial Passing of the Presidential Gavel: Art Jones and Kate Willink**

The meeting closed with the ceremonial passing of the Presidential Gavel from Art Jones to Kate Willink.

Incoming President Willink thanked past President Jones for his leadership. She invited Provost Kvistad to the podium to talk about Jones's leadership. The Provost, President Willink pointed out, has worked with six past presidents of the Faculty Senate.

Provost Kvistad praised past President Jones for pushing the Faculty Senate to be a mission driven entity; the effort benefited the Senate, the faculty, and the entire university. The Provost believes that Jones set a precedent for Faculty Senate; future presidents will need to provide that mission to the Senate to be elected.

President Willink then invited Scott Leutenegger, who preceded Jones as Faculty Senate President, to the podium. Leutenegger praised Jones for being a consensus builder who did not put his views ahead of those of the Senate. “My presidency was terrific—I got to meet so many of you,” Leutenegger said. “But I think for Art it was reversed. I think for us the reward was getting to know Art.”

President Willink then shared a few words about her work with Jones. “In 2007, Art was assigned my faculty mentor. I was coming from a public college in Canada, I had no clue about working at a private university in the U.S. Art was a wonderful mentor. About eight years later, he sends me an email asking, ‘Would you consider running for president of Faculty Senate?’ I wrote back, ‘I’m leaning towards no...but let’s have a conversation.’ Art has the power to sway. If he asks you to do something, run. I’ve called myself Art’s shadow for the past year. I think he casts a big shadow on the Senate. One of his missions was to break down the silos at DU, and I support that. One of the things we’ve talked about this year is that we’re all very disciplinary thinkers. I’m in communications; I think about narratives, dialogue. Art is a recovering psychologist. I appreciate his conversations on the psychic life of Faculty Senate president, and I’ve also seen the care with which he deals with the Senate.”

President Willink then asked Jones to join her at the podium, giving him a plaque to recognize his service. President Willink read the plaque’s inscription to the Senate: “With appreciation for Dr. Arthur C. Jones in recognition of your visionary and inclusive leadership and service as Faculty Senate President.”

The meeting concluded with Sheila Davis (University College), members of the Faculty Senate executive committee, Chancellor Rebecca Chopp, Jones’ wife Chris Chao, and Theresa Hernandez (President of the Staff Advisory Council) joining President Willink at the podium to lead the Faculty Senate in a song dedicated to Jones. “Faculty Senate’s Song for Art” is an adaptation of Vincent Harding’s “We Are Building Up a New World,” which itself is an adaptation of Jacob’s Ladder.

### **Faculty Senate’s Song for Art**

*We are building the Faculty Senate  
We are transcending our silos  
We are championing inclusivity  
Senators must be strong*

*Courage, Art, at trustee meetings  
Courage, Art, with endless emails*

*Courage, Art, with headstrong faculty  
Though the way be long*

*Thank you Art for your service  
Thank you Art for your leadership  
Thank you Art for your gentle heart  
Senate must go on...*

**Adjourn**

President Willink adjourned the meeting at 1:30 p.m.

**Prepared and submitted by**

Jared Del Rosso  
Faculty Senate Secretary