

**University of Denver**  
**Faculty Senate**  
**Minutes**  
**May 23, 2014**  
**Anderson Academic Commons**

**Senators (or proxies) present:** Jenny Bowers, Tess Bruce (proxy for Scott Johns), Victor Castellani, Bradley Davidson, Terri Davis, Ron DeLyser, Claude d'Estree, Graham Foust, Maha Foster, Tony Gault, Leslie Hasche, Annabeth Headrick, John Hill, Tim Hurley, Scott Johns, Arthur Jones, Megan Kelly, Brian Kiteley, Michelle Kruse-Crocker, Frederic Latremoliere, Rick Leaman, Luis Leon, Scott Leutenegger, Don McCubbrey, Erin Meyer, Keith Miller, Julianne Mitchell, Vi Narapareddy, Linda Olson, Anne Penner, George Potts, Tom Quinn, Allegra Reiber, Jeremy Reynolds, Rafael Rossotto Ioris, Dean Saitta, Nancy Sampson, Jamie Shapiro, Geoff Stacks, Mary Steefel, and Joshua Wilson.

**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 April 25, 2014 Senate meeting was seconded and approved.

**Provost Report—Gregg Kvistad**

I will cover several items today; many of these were requested by the Senate Executive Committee.

- **Enrollments**—Tom Willoughby will discuss this.
- **Faculty Salary Enhancement**—We will fund the \$1.5 million this year. Allocation of this will be discussed with the Deans. There will be variation among the units. The process will be transparent and based on data.
- **PROF Grants**—The Senate and the Associate Provost for Research should decide whether and how much should be available to non-tenure-track faculty; some tenure-track faculty depend on research to do their jobs.
- **Financial Status**—We are financially stable, but we are highly tuition dependent; I am not comfortable with this dependence, but we are in fine shape financially.
- **Law**—We have 300 fewer students than we had in 2003. Applications nationwide and at DU are down about 50 percent. The rest of DU is subsidizing Law; we have to get expenses in line with revenues. There have been some voluntary faculty buyouts, and I expect more; these will be strictly voluntary.
- **Interdisciplinary Studies**—At the graduate level this is driven by research. The Center for Study of Aging will involve seven units and will include interdisciplinary studies from the ground up. I wish we had more interdisciplinary studies; budget impediments are virtually

non-existent. Korbel, Law and DCB are endeavoring to create some special courses for non-unit students. This has to be a faculty lead initiative.

- **Faculty of Color and Gender Climate and Equity Studies**—These studies are still underway. A preliminary report to the Board of Trustees is due in June. We will take stock this summer. This matter will be taken to the strategic planning committee.
- **How can the Senate and faculty better work with the Provost to influence financial priorities?**—Perhaps use a full Senate meeting to discussion ideas and priorities. We have 47 budget units; it would be good to hear from faculty about priorities. I would welcome this in addition to the fall report to the Senate Budget and Finance Committee meeting. The budget process is about as open and transparent as it can be.
- **Friday Classes**—Intellectual and academic climate are at stake here, especially at the undergraduate level. We have many good things for students to do on weekends, and some not so good things. There is nothing mandatory here, but Friday needs to be more like every other day; this does not need to involve every faculty and every student, but we must improve this. Students need to be with faculty more than 3½ days per week. Alcohol is a huge factor. We are well above average in alcohol abuse and incidents; we have not had a fatality, but we have had some very close calls. This is a very big deal. Thursday is the first day of a three day weekend. Alcohol and sexual assaults are closely linked; we will be hiring a Title IX consultant.

Linda Olson stated we need a policy, there is no clarity. Gregg noted that 50 percent of students are of drinking age.

In response to a question about possible Saturday classes, Gregg stated very few institutions do this; five days per week would be good progress. Many units already routinely conduct Friday classes, e.g., NSM, Lamont, engineering, computer science.

A faculty-administration committee is looking into this; we will also conduct town halls. We hope to have something in place by fall 2015.

In response to a question about possibly losing students, Gregg said DU is probably not a good choice if Friday classes is a significant criterion. He added that weekend skiing is not as big a factor as it used to be.

The Provost added, I know this is a huge change and many faculty use three-day weekends for research. I also know I would not have liked this change.

### **Vice Chancellor, Enrollment—Tom Willoughby**

This is an overview of status and trends both at DU and nationwide.

Our budgeted enrollment for fall is 1375 first-time, first-year undergraduates. We expect 1442 on the first day of classes, and 1412 at the end of the third week of fall classes. We did well; a lot of institutions did not meet their goals. For example, many schools in the east and upper Midwest missed their goals by 25 percent.

Some basic facts about the 2014 entering class:

- GPAs and test scores are higher than previous classes;
- The gender balance is 50-50; this is the first time in a long time that females have not outnumbered males;
- 21 percent are domestic students of color, the highest ever for DU;
- 67 percent are out of state; four years ago 50 percent were out of state;
- Students are from every state and 17 countries;
- 172 students expressed interest in engineering and computer science versus 110 last year;
- Students expressing interest in NSM declined from 18 percent to 14 percent;
- The discount rate is where we expected it; and
- Families are much more knowledgeable and concerned about finances.

**Near-term:** we are doing quite well, but un-met need remains an issue, and is a major factor in persistence. We are an institution of choice when need is met.

**Long-term:** Un-met need will be a bigger factor. Both ability to pay and willingness to pay are declining. Questions about post-graduation employment opportunities are increasing. Graduate degrees are increasingly becoming the degree of choice.

Parents are increasingly seeking outcome data and “authentic” information.

There is a strong nationwide shift of high-quality applicants to high-quality publics.

There is a nationwide increase in emotionally unfit applications:

- Too dependent on parents;
- Dependent on medications;
- Stress of competition; and
- Some high schools are capping the number of AP courses to reduce stress.

We get a lot of questions about alcohol and marijuana availability and use at DU.

We get a lot of questions about our Title IX issues, and I expect more such questions next year.

### **Responses to Questions:**

Students of color generally stay with us, but they need support. Un-met need is a key persistence factor. The Provost noted that this is being looked at by the Strategic Steering Committee.

### **Tenured Faculty Performance Review (TFPR) Committee Approval—Scott Leutenegger**

This proposed Committee list was compiled by the Executive Committee at a brainstorming session, followed by my begging for other members. Many different units are represented, including visual and performing arts, but not every unit is represented.

## **Responses to Questions:**

Scott stated that there were not non-tenure-track members proposed for the committee; the Executive Committee felt this was right because the matter at issue is about tenured faculty performance reviews. Scott emphasized that all Senators are equal regardless of tenure.

Some Senators expressed the view that this violates the spirit of the new APT, does not promote partnership among faculty, reinforces the notion of separate and not equal faculty, and signals a lack of trust. Scott replied that this impacts tenure-track faculty, and they should have the principle voice about what is done, and how it might diminish their power.

What resources would the departments receive to conduct these reviews?—Scott replied that this is only a vote to investigate the issue, any actual resulting proposal would be brought to the Senate.

Dean Saitta stated if the committee is assessing whether such reviews should be conducted, why not include non-tenure-track? If the committee will be formulating policy recommendations affecting only tenure-track, a tenure-track only committee is more appropriate.

## **Proposed Tenured Faculty Performance Review Committee**

### **Ex Officio (nonvoting) Members:**

Art Jones CWC, Senate President  
Charles Reichardt AHSS, Psychology

### **Voting Members:**

Victor Castellani AHSS, Languages & Literature  
Rachel Epstein Korbel  
Michele Hanna GSSW  
Ron DeLyser RSECS, Electrical & Computer Engineering  
Terri Davis GSPP  
Chris Lasch SCOL  
Sharon Lassar DCB, Accounting  
Mercedes Calbi NSM, Physics  
Kate Wilink AHSS, Communication Studies  
Mary Stansbury MCE, Library and Information Science  
Tim Weaver AHSS, Emergent Digital Practices

This proposed committee membership was approved:

Yes--21  
No--11  
Abstain--3

## **Chancellor Search Committee Update and Discussion—Scot Leutenegger**

Four faculty members were part of the discussions to make this search a closed process. Some of the top candidates said they would not come to campus in an open situation because it could be damaging to their current institutions. The selected Chancellor will have to deal with the consequences of this.

I reluctantly agreed to the closed process. This is now happening frequently at top institutions.

The Board of Trustees and a slightly expanded search committee will meet with the finalists. I understand faculty do not like this, but this is a Board of Trustees hire.

### **FEAC Response to APT—Scott Leutenegger**

FEAC asked many questions about the APT, and asked for more time to evaluate it.

We are in limbo until the fall.

FEAC's questions were about:

- The meaning and intentions of the academic freedom language;
- FRC language implications; and
- The financial implications of the multi-year contracts, but they did seem to support the concept.

The Provost complimented Scott and Chip Reichardt for their efforts on the APT and their presentation and discussion with FEAC.

### **Chancellor Coombe Proclamation and Chancellor Emeritus Status—Scott Leutenegger**

A motion to approve the Chancellor Coombe Proclamation and Chancellor Emeritus Status was made, seconded and approved by a voice vote of the Senate.

### **Parting Thoughts—Scot Leutenegger, Past President**

It was truly a pleasure to serve as your President. I have received support, thanks, and some blistering feedback at times. All of this was very helpful, and I appreciate all of it.

The Board of Trustees does have the best interests of DU at heart, although financial stability is a primary focus.

I encourage you to give Art feedback, but be polite.

**President–Elect Art Jones**

I am looking forward to this, but I do have big shoes to fill.

I hope all of you and the faculty will engage; shared governance is where we need to be.

Thank you to Scott for his hard work and leadership.

President-Elect Art Jones and Linda Olson presented several gifts from Senate to Scott.

**Adjourn**

The meeting adjourned at 1:28 p.m.

Prepared and submitted by

John Hill  
Faculty Senate Secretary