

UNIVERSITY OF DENVER
FACULTY SENATE

Minutes
September 30, 2016
Room 510

Daniel Felix Ritchie School of Engineering & Computer Science

Senators (or proxies) present:

Doug Allen, Lynn Baker, Peter Bowen, Victor Castellani, Fred Cheever, Frédérique Chevillot, Mac Clouse, Kate Crowe, Jared Del Rosso, Claude d'Estrée, Kingshuk Ghosh, James Gilroy, Kathy Green, Jennifer Greenfield, Sarah Hart-Micke, Cynthia Hazel, John Hill, Deborah Howard, Scott Johns, Arthur Jones, Megan Kelly, Cheyne Kirkpatrick, Paul Kosempel, Michelle Kruse-Crocker, Rick Leaman, Jing Li, Zulema Lopez, Brian Majestic, Don Mayer, Eleanor McNees, Laleh Mehran, Julianne Mitchell, Ved Nanda, Pallub Paul, Ronnie Pavlov, Sarah Pessin, Amy Phillips, Tom Quinn, Chip Reichardt, Jason Roney, Dean Saitta, Nancy Sampson, Jonathan Sciarcon, Orna Shaughnessy, Dan Singer, Shannon Silva, Mary Stansbury, Margareta Stefanovic, Kate Stoker, Billy J. Stratton, Matthew Taylor, Nicole Taylor, Ron Throupe, John Tiedemann, Armond Towns, Greg Ungar, Robert Urquhart, Gwen Vogel Mitchell, Stephen von Merz, Kate Willink, Melanie Witt

Call to Order & Approval of Minutes

Kate Willink, Senate President, called the meeting to order at 12:00 PM.

A motion to approve the minutes from the May 20, 2016 meeting was seconded and approved.

Opening Narrative: Tink Tinker

President Willink then invited Dr. Tink Tinker to address Faculty Senate, explaining the importance of beginning the Senate year with a ceremony to acknowledge the original Arapaho and Cheyenne owners – both past and present – of the land on which the University of Denver stands and to integrate into Senate activities the work of the John Evans Committee and the Task Force on Native American Inclusivity. Dr. Tinker is a member of Wazhazhe, Osage Nation and the Clifford Baldrige Professor of American Indian Cultures and Religious Traditions at the Iliff School of Theology. In his presentation, Dr. Tinker challenged DU faculty to invent ways to welcome and listen to Native students at DU, and he warned faculty of the dangers of colonization inherent in the university.

Faculty Senate Key Initiatives for 2016-17: Kate Willink

Following Dr. Tinker's opening narrative, President Willink then reviewed the Faculty Senate's Key Initiatives for 2016-17, as well as other important announcements and projects.

Announcements

President Willink began her presentation to the Faculty Senate by noting that the executive committee no longer sits at a single table. Instead, members of the executive committee are dispersed among other members. Members of the Committee, however, have name tags, so other Senators can find them.

President Willink also noted that the Senate has budgeted for a research assistant. This means that the Senate will not purchase men's hockey and lacrosse tickets for faculty. Meseret Hailu, a doctoral student in higher education at Morgridge College of Education, is currently working as the research assistant for President Willink.

Senator Megan Kelley, Communications Officer for Faculty Senate, has arranged for any leftover food to be picked up by the Food Recovery Network. This is a small way in which the Senate is working on sustainability.

On a related note, the Faculty Senate will work with a community partner to provide food for two meetings this year.

President Willink then told the Senate that the executive committee has established a list of issues. Any senator can raise an issue and add it to the list. President Willink reminded senators that they each represent ten faculty members, and she challenged senators to work to include all voices. To weigh in, senators should email facultySenate@du.edu and let the executive committee know about issues that they'd like addressed by the Senate.

The Faculty Senate is now maintaining a newsletter. President Willink expressed her gratitude to Senator Kelly for putting together the logo and other elements of the newsletter. President Willink is working with Senator Kelly and Amanda Williams, the Faculty Senate Executive Assistant, to revamp our communication tools, including the Senate's website. The Senate is also going to experiment with having a "Faculty Connection Corner" (in the newsletter). If senators send President Willink content that seems appropriate to communicate to colleagues, then that content will be considered for inclusion in the newsletter.

Key Initiatives

President Willink then reviewed the Key Initiatives for Faculty Senate for 2016-17.

Drafting Policies and Procedures for Faculty Development. President Willink told Faculty Senate that drafting policies and procedures for faculty development is a two year goal. There are three subcommittees working on this. President Willink's goal is to have transparency around this work so that faculty members who are not on one of the subcommittees still have a voice. To that end, she shared the list of members of the three subcommittees (see below).

The three subcommittees are working to create interesting ways of thinking about faculty development over the lifespan. The hope is to build a set of policies and procedures that will

allow faculty to work within departments and divisions in order to thrive over the course of our many years here.

Senator Chip Reichardt is chair of the three subcommittees. He and President Willink met with the three subcommittees this summer so they could conceptualize the work. President Willink underscored that the three subcommittees are committed to the developmental approach. “This is not about the acronym ‘PTR’,” she told Faculty Senate. Instead, the subcommittees are thinking about how the university can support faculty development. They are looking at what other institutions are doing, but are also considering what DU can do that is interesting and new.

Chair: Chip Reichardt (Professor – Psychology) and member of each subcommittee

Subcommittee: Professional Development Discussions

Eleanor McNees (Professor – English) – Chair
Ron Rizzuto (Professor – Finance)
Matthew Taylor (Professor – Geography)
Debra Austin (Professor of the Practice – Law)

Subcommittee: Job Responsibility Discussions

Scott Leutenegger (Professor – Computer Science) – Chair
Linda Kosten (Associate Provost)
Billy J. Stratton (Associate Professor – English)
Laleh Mehran (Associate Professor – Emergent Digital Practices)

Subcommittee: Peer-to-Peer Conversations

Nancy Sasaki (Teaching Associate Professor – Biology) – Chair
Paul Michalec (Clinical Professor – Education)
Juli Parrish (Teaching Associate Professor – Writing Program)
Kate Willink (Associate Professor – Human Communication Studies)

Freedom of Speech Statement. The ad hoc committee that is drafting a Freedom of Speech statement hopes to bring a first draft of the statement to the Faculty Senate by the end of 2016. The Senate will then vote on it and the statement will go to the full faculty for a vote.

Expanding Faculty Involvement on University Committees. President Willink indicated that she is working with institutional research to compile a list of people interested in university committee work. The list would be “living,” updated annually to allow incoming faculty to indicate their interest in university committee work.

Strengthening Collaborative Governance. President Willink indicated that she wants Faculty

Senate to work to strengthen collaborative governance at the university. One obstacle to collaborative governance is that faculty members often don't know much about what others on campus are doing; this, President Willink said, obscures our ability to make decisions. President Willink hopes that Faculty Senate will make sure we have leaders among faculty who can represent all faculty and work to build bridges across campus.

Exploring Senate Constitutional Revision. Finally, one of the Senate's goals will be to update our constitution and bylaws so they reflect what Faculty Senate is actually doing. The constitution contains outdated language, referring to processes, positions, and even buildings that don't exist anymore. This is a two year goal. President Willink will be working with the executive committee and especially Senator John Hill, our parliamentarian and chair of the Nominations, Credentials, and Rules Committee, to make sure any revisions are in line with our rules.

President Willink then reviewed several important Senate projects for the year.

Listening Lunches. President Willink is having her colleagues hold small lunches to connect faculty across the university to talk about issues that matter to faculty, as well as the Senate's role in addressing those issues. She will collect this information at the end of the year and write up a report for participants and the Senate.

In addition to these lunches, there are several important events this quarter of relevance to the Senate. Of particular note is a panel to discuss pathways to promotion for Teaching Track Professors. This event is occurring on October 10, 2016 from 4:00-5:30 PM in The Loft (AAC 340).

President Willink then asked for questions and comments.

Senator Castellani: I'm curious to know the proportion of new hires this year and next year between tenure track and teaching track professors?

President Willink: Should we develop an ad hoc committee to track these things and to address the teaching track in greater detail?

Senator d'Estrée: We're looking to develop an instrument we can use over a number of years to survey teaching track professors. We welcome feedback on it. DU's a leader in this. We're getting inquiries into this, how's it working? We don't know and we'll continue to not know until we collect data.

Update on Impact 2025 Implementation: Gregg Kvistad

President Willink then invited Provost Gregg Kvistad to update the Faculty Senate on the implementation process for Impact 2025.

Provost Kvistad began by saying that President Willink's agenda for Faculty Senate follows nicely from last year's agenda from Senate past-President Art Jones. The Provost believes that

the agenda includes a really good set of issues for the Senate to tackle.

Provost Kvistad then told the Senate that the composition of the Board of Trustees has dramatically changed over the past few years. There have been a number of retirements, and the Board has added a number of new folks with new experiences and worldviews. The Faculty and Educational Affairs Committee (FEAC) is now being led by a faculty member who happens to be a board member: Mary Sue Coleman, formerly president of University of Michigan, the University of Iowa, and the Association of American Universities. Provost Kvistad told the Faculty Senate that Dr. Coleman “knows us and what we do. She is adept at translating what we do to the business people on the board. I can do that, the Chancellor can do that, but this will be a really good advantage.” The Provost continued by saying that the Board is trying to figure out its goals relative to faculty goals. One goal involves clarifying the Board’s authority over academic programs. Right now, the Provost explained, the Board has the authority to work out all changes to academic programs. The Provost told us that the Board does not want that authority. So the Chancellor and he are trying to clarify the extent of it.

The Provost then addressed the Faculty Senate’s Statement on Freedom of Expression. He explained that the statement, should it be approved by the faculty, will go to the Board. The Chancellor and the Provost want the board to “affirm” the statement, rather than “approve” it. The point of this is to get the board to “say okay” to the statement without offering revisions.

The Faculty Senate then received an update on implementation of DU Impact 2025 from the Provost. There are, we learned, over 150 people involved in the implementation of DU 2025. It is important, Provost Kvistad said, that engagement be as broad and extensive as it was when we drafted the plan. Over 2,500 people were involved in the meetings that led to the drafting of plan. It was a “completely inefficient process by design.” Cluster leaders have the responsibility of engaging faculty, staff, students, and other constituencies to make sure that a small group of people don’t end up defining the implementation process. There are ten different clusters, which reflect a slightly different set of groups from the plan. This will be addressed in a memo from the Provost in the next week or two. The memo will identify clusters and their members, as well as describe the progress of the clusters. The hope is that this improves transparency around the implementation plan. The Provost’s hope is that the work of the clusters and their leaders will be consistent with who we are as a university. To this end, those involved in the implementation of DU Impact 2025 are resisting a “textbook” or “cookie cutter” approach to implementation.

Finally, the Provost updated the Senate on some ancillary, but important issues.

Budget Process. The university has a 27 year old, fairly technical, uninteresting budget process. The process has a logic, but that logic has created some incentives and behaviors that the university does not necessarily want to incentivize. We want to incentivize interdisciplinary work, for instance, but the budget makes this nearly impossible. The university is bringing in a firm to review the budget system.

Campus Master Plan. The university is also developing a campus master plan. The hope is to

create a plan that allows us to connect to DU as a physical place – with a history, present, and future. The plan, the Provost said, has to be thoughtful and intentional. Most additions to the campus have been haphazard. There are discussions to add affordable housing for faculty, but the Provost admitted that he doesn't know if that will happen. Affordable housing is needed, at least, for undergraduate and graduate students.

Persistence Initiative. The Provost told Faculty Senate that DU has a persistence rate of about 86% between first and second year. This, however, needs to be well above ninety percent. The university is working with a firm to address this.

The Provost concluded by pointing out that the university is also looking at issues around tuition and graduate enrollment.

Inclusive Learning Initiative Implementation: John Tiedemann

Senator John Tiedemann, Chair of the Student Relations Committee, then briefed the Faculty Senate on the Inclusive Learning Environments Initiative, which the Faculty Senate passed at the final meeting of 2016. Senator Tiedemann reminded the Senate that the Initiative is a response by faculty to calls from students on this campus and across the country to think intentionally and purposively about how to create more inclusive environments in all the spaces in which we teach. The Initiative makes questions of inclusion central to what we're doing as a faculty. Crucial to the Initiative is the belief that it's not enough to cede or outsource inclusivity to others for whom inclusivity is a full time job. Instead, faculty need to work collaboratively with university staff and administration to develop opportunities around inclusivity.

At this point, there are several things happening that pertain to these efforts.

The Office of Teaching and Learning is in the process of hiring an Assistant Director of Inclusive Teaching Practices. Job talks were this week. Next week, the hiring committee gets together to decide on how to proceed. This was a thorough and intensive process. The candidates we brought to campus were uniformly terrific. All are oriented to faculty. Regardless of who's hired, it will be a great partnership.

Secondly, the fall faculty reception with the Provost will address inclusive learning environments. The reception will offer an intentional conversation (in the world café style format) about inclusivity. The idea is for us to really come together to reach conclusions about how to move this Initiative forward.

Finally, Senator Tiedemann is setting up an email list to keep people informed about development opportunities related to inclusivity. The list-serve will centralize these opportunities and information streams. Senator Tiedemann expressed hope that faculty senators will join the list-serve and recruit others to do so. He reiterated that we need the active engagement of faculty for the initiative to succeed.

Executive Committee Introductions

President Willink then asked members of the executive committee to introduce themselves to the Faculty Senate.

- Billy Stratton, Department of English (AHSS) – Member-at-Large
- Jared Del Rosso, Department of Sociology & Criminology (AHSS) – Secretary
- Scott Johns, Sturm College of Law School – Member-at-Large
- Art Jones, Lamont School of Music – Senate Past-President
- Megan Kelly, University Writing Program – Communications Officer / Faculty Forum Editor
- John Tiedemann, University Writing Program – Chair of Student Relations Committee
- Ron Throupe, Daniels College of Business – Chair of the Financial Planning Committee
- Chip Reichardt, Department of Psychology – Chair of Personnel Committee
- John Hill, University College – Chair of Nominations, Credentials, and Rules Committee

Committee Meetings

Following the introduction of executive committee members, senators met with committee chairs until 1:30.

Adjourn

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

Prepared and submitted by

Jared Del Rosso
Faculty Senate Secretary