University of Denver

Faculty Senate

Meeting Minutes

Friday, May 11, 2018

Craig Hall, Community Room

Senators (or proxies) present: Doug Allen (proxy unidentified), Lynn Baker (also proxy for Chris Malloy), Eric Boschmann, Jeff Bowen, Ryan Buller, Victor Castellani, Ruth Chao, Sara Chatfield, Frédérique Chevillot (also proxy for Deborah Howard), Kate Crowe, David Daniels, Jared Del Rosso, Ron DeLyser, Pat Garriott, Brian Gearity, Kingshuk Ghosh (also proxy for Xin Fan), James Gilroy, Sarah Hart-Micke, Darrin Hicks, John Hill (also proxy for Michelle Kruse-Crocker), Barbekka Hurtt, Megan Kelly, Cheyne Kirkpatrick (also proxy for Melanie Witt), Michelle Knowles, Paul Kosempel, Christina Kreps, Zulema Lopez (also proxy for Mario Lopez), Kevin Lynch, Brian Majestic, Krystyna Matusiak (also proxy for Mary Stansbury), Julianne Mitchell, Ved Nanda, Kevin O’Brien, Pallab Paul, Ronnie Pavlov, Raul Perez, Sarah Pessin, Andi Pusavat, Carl Raschke (proxy Benjamin Nourse), Chip Reichardt, Jason Roney, Nancy Sampson, Aaron Schneider (proxy for Dean Saitta), Lynn Schofield Clark, David Schott (also proxy for Scott Johns, Kate Stoker, and Ann Vessels), Jonathan Sciarcon, Jamie Shapiro, Orna Shaughnessy, Michael Siebecker, Derigan Silver, Dan Singer, Amrik Singh, Emily Sposeto, Margaret Stefanovic, Billy J. Stratton, Matthew Taylor, Ron Throupe, Scott Toney (proxy Tamara Hannaway), Greg Ungar, Robrt Urquhart, Gwen Vogel Mitchell, Sarah Watamura, Annecoos Wiersema, Kate Willink, Duan Zhang (also proxy for Judy Kiyama). Also listed: Gustavo Fiero Torres (Languages & Literatures).

Meeting called to order at noon. Minutes from April faculty meeting will be presented for approval at September 2018 faculty meeting.

Financial Planning Committee Salary Survey Update

Paul Kosempel gave an overview of the Financial Planning Committee’s review of compensation benchmarking at DU, in which he noted that the last Salary Study conducted by the Faculty Senate was conducted in 2004-2005. The survey looked at four main areas:

- merit increases compared with pace of inflation
- comparison of DU with other comparable
- differences in three tenure track ranks with other comparable
- identifying priorities to ensure competitive salaries with comparable institutions.

At the time, although merit-salary increases were found to exceed the pace of inflation, significant gaps were found between average DU salaries and benefits and those of comparison groups. The survey data was based on data from the College and University Professional Association for Human Resources (CUPA), and AACSB for Daniels. The memorandum distributed prior to the meeting had significantly more detail, but this preliminary investigation yielded some evidence of remarkable progress in salaries, especially given our increase in university faculty (117 since 2009-10). The data has significant limitations as it does not incorporate benefits information, or cost of living, which can significantly
impact overall compensation. In addition, given our significant percentage of non-tenure track/teaching faculty relative to other universities, the datasets may not be comparable. The committee has the following remaining questions for next year:

1. What bases for comparison can be found for non-tenure track faculty?
2. How do benefits packages at the University of Denver compare with peer institutions? The Financial Planning Committee has already partnered with Human Resources and Inclusive Community to identify an outside consultancy to conduct thorough benchmarking here.
3. How does compensation compare with the rising cost of living in the State of Colorado and in what ways can the university creatively address this concern?
4. 4. What are the university’s strategic priorities for eliminating the salary gaps across all colleges?
5. What steps can we take to ensure pay equity across the university with respect to sex/gender, race, ethnicity, sexual orientation, and ability?
6. How do teaching responsibilities (course load) compare with comparison institutions?
7. What are other considerations we need to include in faculty recruitment and retention? (e.g. relocation, spousal hire, salary matching).

President’s Report

Kate Willink’s final report as Senate President was brief; she focused on the impact of shared governance, what the Senate is, and what it does, and while collegiality can and should be a goal, urged us to not only see the Senate as a place and way for us to know each other, but to see it as an opportunity to engage in faculty-driven collaborative policy-making.

Faculty Senate Elections

At-Large: These Senators are charged to represent faculty interests as a whole and are not tied to a unit. Responsibilities include attending eight Senate meetings each year, possibly serving on a Senate committee, and actively communicating about Faculty Senate initiatives with faculty.

Four candidates for four positions (2 one-year terms, 2 three-year terms): Victor Castellani (Arts, Humanities, and Social Sciences), Mike Keables (Natural Sciences and Mathematics), Tamara Hannaway (DCB), and Paul Kosempel (Pioneer Leadership Program). Elected: Victor Castellani, Paul Kosempel, Tamara Hannaway, and Mike Keables. Faculty Senate Secretary Crowe also serves as at-large, as she chose not to run as a unit Senator.

Faculty and Educational Affairs Committee (FEAC): This representative will serve a three-year term as a faculty representative to the Board of Trustee’s Faculty and Educational Affairs Committee. Alongside the Senate President and the Incoming/Outgoing Senate President, this representative will attend three FEAC meetings a year and stay abreast of key Faculty and Educational Affairs issues on campus.

Candidates: Brian Gearity (Graduate School of Professional Psychology), Chip Reichardt (Dept of Psychology), Gregory Robbins (Religious Studies). Elected: Chip Reichardt (Three-Year Term).

Passing of the Gavel

Kate Willink passed the gavel to Darrin Hicks, new Faculty Senate President

New Business
The Faculty Senate Executive Committee each held a letter to spell out “KATE ROCKS!” and read an acrostic poem by Academic Planning Committee chair Sara Pessin, covering her accomplishments as Senate President.

The meeting adjourned at 1:30 PM.