 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 Hurt, Scott Johns, 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 (proxy for Ann Vessels), Jonathan Sciarcon, Jamie Shapiro, Orna Shaughnessy, Michael Siebecker, Derigan Silver, Dan Singer, Amrik Singh, Emily Sposeto, Margareta Stefanovic, Kate Stoker, Billy J. Stratton, Matthew Taylor, Ron Throupe, Scott Toney (proxy Tamara Hannaway), Greg Ungar, Robt Urquhart, Gwen Vogel Mitchell, Sarah Watamura, Anneckoos Wiersema, Kate Willink, Duan Zhang (also proxy for Judy Kiyama). Also listed: Gustavo Fiero Torres (Languages & Literatures).

Meeting minutes from the April 2018 faculty meeting were approved. The May 2018 minutes will be sent out in advance of the October 2018 meeting for approval.

Call to Order

Meeting called to order at noon.

Opening Dedication (Tink Tinker, wazhazhe, Osage Nation)

This is the third dedication to open the Faculty Senate’s year by Dr. Tink Tinker (emeritus faculty, Iliff School of Theology) who was asked by Dr. Billy Stratton to talk about American Indians in higher education. According to Dr. Tinker, DU has done a wonderful job since the John Evans Committee to create a more welcoming, inclusive environment for Native students. Dr. Tinker began by remembering the Native peoples of this particular land, in this case, Cheyenne and Arapaho, who are buried here, whose spirits are still here. He commended the University for its focus on hiring Native faculty, even short-term hires, and recruiting American Indian students. When he was here, his son, because of the great faculty deal for children of faculty, came to DU, and he was one of two Indian students on campus in the mid 1990s. Dr. Tinker was at the event to welcome new Indian students and is glad to see so many young Indian faces on campus. They will change DU in important ways, and this will change young lives in equally important ways.
Dr. Tinker reminds us that a lot of these kids come from reservation communities that are desperately poor – they come from what we might call “third world” conditions, or “fourth world” conditions. Six of the 10 poorest counties in the U.S. are Indian reservations, and they happen to be close to DU – South Dakota, Wyoming, etc. If the kids do make it through high school, very few - 10% - manage to get into a college, and most last not more than a year before they come home. Pine Ridge, Crow Creek, etc. are between 80 and 90% unemployment rates. Remember, when these kids come to your classroom, they are dealing with a number of issues that many children are not dealing with. Many children’s parents and grandparents were sent to residential or boarding schools, essentially child prisons, where they were punished if they spoke their own language, punished if they resisted being acculturated into Christian culture - many of these schools existed into the 1960s. He also encourages faculty to remember that Native young people are often acculturated not to speak in adult company as a form of respect to elders – this creates in-class instructional miscommunication issues. Native students are not going to often be the first to respond, as this is culturally foreign to them. Q from faculty member: What would you recommend? How might we mitigate this? A (from audience, and from Dr. Tinker): Get to know the student. Wait. Don’t talk as much. Reach out to all students. Don’t expect that all students know how to reach out to you. Understand that unexplained absences, or absences period, will happen more often for students in these communities. Be aware that residential/boarding schools existed to be training schools, not prepare students for success outside of the trades/vocational ability.

**Review of Key Senate Procedures**

In place of a training specific to new faculty Senators, Senate President Darrin Hicks gave a presentation for all Senators, of an overview of procedures, policies, and initiatives, starting with “What the Faculty Senate Does.” The Senate:

**Decides**

- Meets with admins (President – Senior Admin, Committee Chairs – Unit Directors)
- Receives on reports: budget reports + engagement survey (admin evals)
- Serves on University Committees: Standing Committees (FEAC, FAC), Undergrad and Grad Council, Library Advisory Committee, Internationalization Council, Distance Learning, FOE). Until we expand the number of people who work with the University on its most important decisions, we will not have or be perceived to have authentic power.
- University-Wide Search Committees: Senate Often Designates Faculty to Serve on Committees:
  - New Process – Soliciting Nominations for University-wide Committees from Entire Senate.
  - New Technology – Faculty Service Profile (In Senate Section on Pioneerweb)
  - Create- Committee on Committees: How to think about our constitutional duties, how to hold admins accountable, etc.
  - Motions – Changing Committee Appointment Process, Increase of Rep from other faculty associations. Darrin looks forward to a robust and interesting discussion. There will be a first reading and open that debate on October 19th.

**Designs**

- Recommends New Policies (e.g. Faculty Development, Freedom of Expression)
  - Discuss – Shared Needs and Common Problems
- Design – Possible Solutions
- Deliberate-Cost and Benefits of Proposed Solutions
- Formulate: New Policy – General Education Review

- Motion Process:
  - Senators Introduce Motions in New Business (summary of Motion, if lengthy or complex)
  - Written Motion Referred to Appropriate Standing Committee
  - Motion Receives First Reading and Floor Debate Opens
  - Motion Receives Second Reading, Floor Debate Continues, Vote Taken

 Declares

- Review and Modify Existing Policies
  - APT Document
  - Research Misconduct Policy

- Evaluate Existing Practices
  - Compensation and Benefits Survey (Paul Kosempel/Financial Planning Committee)

- Issue Resolutions (e.g. support of Evans Report, Dedication for Freed Cheever, Divestment). Use of “Pioneer.”

 Standing Committees

- Academic Planning
- Personnel
- Budget and Finance
- Student Relations
- Nominations, Rules, and Credentials
- Executive Committee (Officers + Chairs of Standing Committees, At-Large, Communications Office)

 Announcement of Ad Hoc Committee on Committees

Subject to final approval of the Senate, the Executive Committee recommends the formation of an ad hoc Committee on Committees, which will focus on policy suggestions to bring to Senate and University administration related to faculty representation on University-wide committees.

 Call for Nominations for At-Large Senator (John Hill): The NCR is looking for one more person to serve as at-large, tell John Hill or Darrin Hicks if you’re interested, and please only nominate if you’re nominating someone who has expressed interest.

 Standing Committee Agendas & Calls for Participation

- Academic Planning (Sarah Pessin): The APC has a huge amount of resources related to canvassing re: General Education Curriculum. Conversations about implicit bias in student evaluations – ODI, OTL, etc and piloting how to get students to see themselves as co-creators of the instructional space.
- Personnel (Chip Reichardt): Committee will also be reviewing a proposed Research Misconduct Policy, and the APT document.
- Financial Planning (Paul Kosempel): This year we will add to the salary survey, the cost of living, and questioning comparison institutions. Third initiative: pay equity issues at the University and transparency. The committee functions as the financial stewards of the University from a faculty perspective. The FPC, he’s looking for anyone involved, to look at the budget, etc.

- Student Relations (David Daniels): The language in the paragraph on the constitution is to “check in.” He does know that there are some ongoing projects related to the bookstore. They also worked closely with APC on new courses, some new opportunities. There are some students in different disciplines who are feeling un/under-mentored. Also town hall meetings where students and faculty discuss diversity and inclusion in the classroom. The USG/GSG students felt that faculty could step in and be advocates and lead/co-sponsor these conversations.

- Nominations, Credentials, and Rules (John Hill): The committee reviews any potential revisions to the constitution, bylaws, and ensures that motions, policies, etc happen in coordination with all Senate governing documents.

New Business

Mary Stansbury about Senate’s response to any faculty concerns related to the process of signing onto contracts with companies like 2U, or any departmental contracts that impact the faculty.

Deborah Howard: Suggests that the Senate review the University’s bereavement policy, which only goes by the federal government’s basic standards, which is, if you bury someone in-state, it’s 3 days, out of state, only 5 – including children. There is also no way to appeal it if there is additional leave is needed.

Nancy Sampson: Requested an updated University organizational chart.

Claude d’Estree: There are significant issues with compensation packages, course loads, etc. in Korbel. For him, step 1 was getting the APT revised, though he also has some questions about NTT faculty. Kate Willink reminded the Senate that Non Tenure Track Committee had an ad hoc committee formed last year with John Tiedemann as chair, and not to lose that thread/work.

Dean Saitta: Campus Master Planning + Public Good Grand Challenges. The way the last 20 years have played out, he feels that the vision of “public good” has been tailored/harnessed to a very narrow vision, and he feels a fair amount of the work faculty do in terms of basic research has implications for public policy and public good, but he doesn’t see that there’s “room at that table.” He wants to be sure the Implementation clusters are aware of this as well. Darrin Hicks suggested that this is the kind of thing we can do with declarations, re: planning and the public good, and had a reminder to all new/existing Senators to see one of the committee chairs if you are interested in serving.

Meeting adjourned at 1:25.