

**University of Denver**  
**Faculty Senate**  
**Minutes**  
**February 27, 2015**  
**Anderson Academic Commons**

**Senators (or proxies) present:** Shimelis Assefa, Jenny Bowers, Victor Castellani, Mac Clouse, Bradley Davidson, Terri Davis, Jared Del Rosso, Ron DeLyser, Maha Foster, Tony Gault, Jim Gilroy, Josh Hanan, Cynthia Hazel, Annabeth Headrick, John Hill, Tim Hurley, Scott Johns, Arthur Jones, Beth Karlsgodt, Megan Kelly, Brian Kiteley, Michelle Kruse-Crocker, Frederic Latremoliere, Rick Leaman, Scott Leutenegger, Laleh Mehran, Erin Meyer, Gloria Miller, Keith Miller, Julianne Mitchell, Ved Nanda, Linda Olson, Pallub Paul, Anne Penner, Rebecca Powell, Martin Quigley, Allegra Reiber, Chip Reichardt, Aimee Reichman-Decker, Paula Rhodes, Dean Saitta, Nancy Sampson, Jamie Shapiro, Amrik Singh, Andrea Stanton (Proxy for Luis Leon), Mary Steefl, Mathew Taylor, John Tiedemann, Robert Urquhart, Joshua Wilson, and Melanie Witt.

**Welcome and Approval of Minutes from January 30th Meeting—Art Jones**

A motion to approve the minutes from the January 30, 2015 Senate meeting was seconded and approved.

The focus of today's meeting is Imagine DU and Inclusive Excellence.

**Brief Provost Forum: Gregg Kvistad**

I will be very brief today. I have a question for the Senate.

Each fall, the Convocation includes the Chancellor's speech about directions for the university, faculty and staff awards, and talks by the Senate president and the SAC president. It is a very full agenda. What are your thoughts, ideas, and suggestions about separating this into two events, e.g., a Convocation centered on the Chancellor's speech, and a separate awards event?

**Questions and Comments:**

Comment: I am concerned people might not attend the awards event. Response: I think they would attend if we make it nice enough.

Comment: I like the concept of a "real" Convocation focused on the Chancellor's statement of direction for the upcoming year.

Comment: A separate awards event could work, but keep the faculty and staff awards combined into a single event for the sake of community building.

Question: Is the scaling back of some programs due to academic or enrollment reasons?

Response: This is occurring in three units: DCB, SCOL, and CWC. There are different reasons in each instance. SCOL revenue is about \$5 million below previous levels for each of the past three years. At this time SCOL is not meeting expenses. DCB has seen a significant decline in MBA interest; we think this interest decline is temporary. DCB is reinventing the MBA and is meeting expenses. At this point almost nothing could surprise us regarding SCOL or DCB. CWC has experienced a very significant enrollment decline over the past several years. Despite our best efforts and ideas we have not been able to reverse this trend. All existing students will be cared for; we are working with the CWC students to make this a good experience. CWC will be reimagined and continue in a different form. We have set up a task force to evaluate options and form recommendations.

The Provost invited email suggestions and comments.

### **Introduction of “Imagine DU” Exercise: “History of the Future”—Art Jones**

We have substantive items today. First, as the DU strategic initiatives move in to the second phase, we want to imagine what DU might be in 10 years. Our second item is inclusive excellence.

Scott Leutenegger will set the stage for the “History of the Future” exercise.

### **“History of the Future” Exercise—Scott Leutenegger**

In your break-out groups we will imagine DU in 10 years and develop ideas to make it that way. We ask each group to identify two characteristics and report as journalists writing about DU ten years hence.

Shannon Seales from Human Resources will record our ideas and share them with the Imagine DU strategic planning task force.

The breakout groups reported the following:

- DU has dramatically increased the diversity of its student population by nurturing middle school students with assistance from alumni who have been through this program.
- DU is ranked number 1 nationally for study abroad and has significantly increased the diversity of its international students through global partnerships.
- DU no longer undersells itself.
- DU has increased graduate student retention through vigorous graduate student support and personal interactions.
- There are many interdisciplinary programs that populate the curriculum.
- 90 percent of DU students participate in “public good” internships.

- DU has added a category of degrees that integrates with trade programs, e.g., construction trades participate in DU's Construction Management program, and electricians participate in DU's Electrical Engineering.
- DU has academic urban quarters wherein students reside and study at underserved urban locations.
- DU is an outdoor art museum.
- 100 percent of DU students graduate with less than 50 percent of the national average student debt.
- DU's endowment rivals Yale's.
- DU has multiple back-to-back NCAA championships.
- DU is home to the world's most renowned interdisciplinary curricula.
- DU graduates are highly sought; every graduate receives five job offers.
- 100 percent of financial aid needs are met.
- DU is known for sustainable development.
- DU is known for diversity, multi-cultural excellence, and public good.
- DU has several interdisciplinary centers built on the think tank model.

At the conclusion of the reports, Scott said this is “absolutely wonderful” and commended the work of the breakout groups. He added that he, Linda, and Art are members of the Imagine DU task force and will share these ideas with the task force. He encouraged Senators to attend one of the many listening sessions that have been scheduled.

Art also expressed his thanks to the Senate, noting also that “you can do something if you can imagine it.”

The provost said, “thank you very much.” This clearly demonstrates that faculty are not “discipline-bound.”

### **Faculty Engagement with Principles of Inclusive Excellence—Patty Powell**

Art introduced Patty Powell, noting that she practiced law for 12 years in the Denver area, working as a litigator in both the public and private sectors, including the Colorado Attorney General's Office, the Denver District Attorney's Office, and a large corporate law firm. She was also a consultant in the area of diversity and inclusiveness in the legal profession. Patty currently is a Lecturer in the Academic Achievement and Bar Success Program and Associate Dean of Student Affairs.

Patty thanked Art Jones and Scott Johns for the invitation to address the Senate.

Patty's topic was: “Understanding Microinequities: The Path to Cultural Effectiveness.”

The presentation covered and discussed:

- Implicit Bias
- Implicit Association Test
- Origin of Microinequities and their Relationship to Microaggressions

- Examples of Microinequities
- Relationship of Microinequities to Diversity and Inclusiveness
- Impacts on Individual and Organizations
- Ways to Take Action

Patty's entire PowerPoint presentation and handouts are available on the Senate website.

## **Adjourn**

The meeting adjourned at 1:30 p.m.

Prepared and submitted by

John Hill  
Faculty Senate Secretary

**Note:** After the Senate meeting adjourned there was a voluntary post-meeting forum on DU web re-design with Laleh Mehran from the School of Art and Art History.