

**University of Denver**  
**Faculty Senate**  
**Minutes**  
**April 22, 2016**  
**Room 290, Anderson Academic Commons**

**Senators (or proxies) present:**

Michael Brent, Tess Bruce, Ryan Buller (proxy for Erin Meyer), Victor Castellani, Ruth Chao, Fred Cheever, Frédérique Chevillot, Mac Clouse, Kate Crowe, Bradley Davidson, Terri Davis, Jared Del Rosso, Ron DeLyser, Claude d'Estree, Jack Donnelly, Maha Foster, Jim Gilroy, Kathy Green, Cynthia Hazel, Kathy Green, Jennifer Greenfield, Annabeth Headrick, John Hill, Scott Johns, Arthur Jones, Gabi Kathöfer (proxy for Maha Foster), Megan Kelly, Cheyne Kirckpatrick, Paul Kosempel, Michelle Kruse-Crocker, Rick Leaman, Luis Leon, Eleanor McNees, Laleh Mehran, Erin Meyer, Gloria Miller, Keith Miller, Ved Nanda, Jennifer Pap (proxy for Jim Gilroy), Paul Pallub, Tom Quinn, Chip Reichardt, Aimee Reichman-Decker, Dean Saitta, Nancy Sampson (proxy for Vi Narapareddy), Blake Sanz (proxy for Sarah Hart-Micke), Jonathan Sciarcon, Orna Shaughnessy, Mary Steefel (proxy for Paula Rhodes), Kate Stoker, Mathew Taylor, Nicole Taylor, John Tiedemann, Greg Ungar, Robert Urquhart, Ann Vessels, Kate Willink, Joshua Wilson, Melanie Witt

**Call to Order**

Art Jones, Senate President, called the meeting to order at 11:50 and announced that minutes from the April 1, 2016 meeting would be voted on at the May 20, 2016 meeting.

**HR Benefits Presentation – Lloyd Moore, Director of Benefits**

Lloyd Moore, who joined DU as the Director of Benefits in July, presented briefly to Faculty Senate about employee benefits. Moore focused on health benefits, telling us that Kaiser proposed a 15% increase in medical insurance costs to the university. The proposed increase, according to Kaiser, is due to increases in medical care costs – e.g. maternity cases are up, as are visits to emergency rooms, large claims, and drug costs. When asked if these increases in medical care costs were unique to DU, Moore explained that they represent real increases in medical costs associated with DU employees' use of health services, but they are also typical of health care costs across the board. DU negotiated with Kaiser to limit the proposed increase to 5.7%. DU's wellness programs and other health-related initiatives helped convince Kaiser to lower the proposed rate increase. The 5.7% increase compares favorably to the increases experienced by other Colorado colleges and university.

**Senate Updates & Announcements – Art Jones**

Art Jones told Faculty Senate that the Executive Committee is assembling a slate of potential members to serve on three, small subcommittees to develop procedures for our new professional development and performance review framework. The Executive Committee will present these potential sub-committee members to Faculty Senate at a later date for a vote.

Jones also introduced Jared Del Rosso, who Jones appointed to replace Erin Meyer as Faculty Senate Secretary.

### **Provost Report – Gregg Kvistad**

Provost Kvistad began by lauding Lloyd Moore for his work with Kaiser to reduce the increase in health care costs. He then updated Faculty Senate on DU Impact 2025, which was approved (and applauded) by the Board in January. The university is working with a consultant to deliberately implement the plan. We have assembled small teams of four to five members who are led by a facilitator. These teams are responsible for creating reports, which should be completed by May 1, that will provide implementation plans for the components of the strategic plans. These reports will then be synthesized (by late-May) and all team members will meet to figure out the next steps.

Finally, Kvistad informed Faculty Senate that the budget is in good shape. The administration is drafting the budget transmittal report for the Board. Once approved, a summary and the full document will circulate to the DU community. At the undergraduate level, enrollment and deposits look fine for next year. Graduate programs – especially Business and Law – continue to face challenges enrolling new students.

### **Inclusive Learning Environments Initiative – Senator John Tiedemann, plus Senators Katherine Crowe and Keith Miller**

Senator John Tiedemann, chair of the Student Relations Committee, was joined by Senators Kate Crowe and Keith Miller, members of the committee, to present the Committee's Inclusive Learning Environments Initiative. Tiedemann opened the discussion by presenting the Initiative, explaining that it is presently owned by the Committee, who would like the full Faculty Senate to take ownership of it. It is an entirely voluntary program around faculty development. He hopes that Faculty Senate support will help get the word out to other faculty about the Initiative and signal – to students and the DU community at large – the seriousness and leadership of faculty on inclusive excellence.

Tiedemann, at President Jones' suggestion, then described the Initiative in greater detail. He explained that the Initiative was the Committee's response to several things, including calls from students at DU to meaningfully, substantively, and systematically promote inclusivity in the classroom, findings from the campus climate report, and DU Impact 2025. The Student Relations Committee, through conversations with Frank Tuitt, Susan Zvacek, Tom Romero, Lili Rodriguez, Jennifer Karas, and other relevant administrators, decided to adopt the law school's public good pledge as a model for this Initiative. The Initiative is a statement of support that DU faculty could voluntarily take. It would commit faculty members who take it to engaging in at least one development opportunity related to inclusive excellence (over two years), annually reflecting on their efforts to create an inclusive classroom in their annual reviews, supporting units' efforts to assess inclusive excellence, and helping students understand the ethical and social contexts in which learning takes place. The statement of commitment, Tiedemann believes, gives us an opportunity to show solidarity with students; it gives faculty an opportunity

to show leadership around IE; and it provides for the creation of an array of faculty development programs that itself aims to be as inclusive as possible for faculty. Following Tiedemann's presentation, we opened for questions.

Question: Some of these options [for faculty development] are under development. Where are these at and are there resources?

Tiedemann: Faculty Senate approval will help. It's up to administrators, who we're working with, to gather resources to make some of these programs work. If the Senate adopts this as its own, I will meet with Tuitt, Romero, and others to communicate needs and establish details. Administrators are in favor of a robust set of options for faculty development and have expressed desire to fund these.

Comment from Senator Matthew Taylor, Student Relations Committee member: To clarify – only some of these faculty development options are under development.

Tiedemann: Yes, the first three options [the Inclusivity Institute, the Inclusive Pedagogies Practicum, and the Inclusivity and Universal Design offerings] are under development. Funding for attending conferences related to inclusive excellence and, in some ways, research is also under discussion.

The next question led to an extended discussion about the implications of faculty taking a “public pledge” to commit themselves to inclusive excellence. Several senators raised serious and various misgivings about this model of promoting inclusive excellence. Some expressed concerns that those who do not take the pledge could be at risk of being cast as part of an out group or other punitive measures. As such, the “public pledge” model was itself exclusionary and had the potential to be divisive. Another concern addressed the fact that the university has many core values alongside inclusive excellence and promoting a “public pledge” in favor of just one core value signaled that there was something unique and exceptional about it. This value, the senator who raised this concern suggested, should be promoted in the same way all core values are. Finally, some senators indicated that they would not support, on principle, any initiative designed around a “public pledge.”

In response to these concerns, members of the Student Relations Committee explained the purpose of the pledge. Tiedemann explained that the public quality of the pledge was meant as a show of solidarity to students who do not feel that DU offers an inclusive environment. Senator Crowe explained that the Initiative was meant to be supportive, not punitive. Senator Frederique Chevillot, also a member of the Student Relations Committee, briefly joined Tiedemann, Crowe, and Miller at the podium and pointed out that just as some senators worry about being excluded for not participating in the Initiative, there are many students, staff, and faculty at the university who are currently subjected to exclusionary practices. It is time, she said, to move beyond the language of in and out groups. These students are in pain, Chevillot reminded the Faculty Senate, and inclusive excellence seems like a joke to them. Signing a document like this Initiative signals to those students that faculty want to try to make changes. Senators Joshua Wilson and Miller said that they did not see the Initiative as establishing a public list of those who had taken the pledge; rather, as Miller pointed out, the Initiative left it to individual faculty members to decide

whether to publicize their support of the pledge by, for instance, including an inclusive excellence statement in their syllabi.

President Jones affirmed the view of the Student Relations Committee, adding that his view of the pledge was that it would provide some additional extrinsic motivation to those who want to make changes to their teaching. So too did Provost Kvistad, who said that he would make sure deans understood that the pledge was not meant to be part of merit reviews; however, Kvistad also said that he shared the concerns of those reluctant to participate in a “public pledge” and would not participate in one (no matter its substance).

Jones concluded the discussion of the Initiative by asking the Student Relations Committee to take the input into account and try to come up with a revised proposal that can accomplish what the Committee wants to accomplish, while addressing the concerns about public pledges.

### **Divestment Debate – DU Debate Team, coached by Darrin Hicks**

Members of the DU Debate Team (Austin Richards, Jordan Mohler, Madeline Ober, Jacob Sunshine, Meredith Tolleson, Lauren Pauls, Cameron Hickert, and Megan Towles), coached by Professor Darrin Hicks, then joined Faculty Senate to present arguments for and against divestment in fossil fuels. A video of the debate and a script are on the Faculty Senate website.

### **Adjourn**

The meeting adjourned at 2:15 p.m., following the Divestment Debate.

### **Prepared and submitted by**

Jared Del Rosso  
Faculty Senate Secretary