



**FACULTY SENATE**  
**Wednesday, September 16, 2020**  
**3:20pm – 4:50pm**  
[Microsoft Teams Meeting](#)

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## **Minutes**

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**Attendees:** Allert, Avery, Bagwell, Balogh, Barcelo, Battson, Bernhardt, Bouwmeester, Braunschmidt, Brown, Buckley, Canges, Carnes, Castle, Cho, Clark, Colton, Conroy, Davie, De Cino, Decker, Dickerson, Dillen, DiPonio, Doe, JDrake, MDrake, Duber-Smith, EchoHawk, Erickson, Evans, Fayman, Ferrell, Flores, Flynn, Frisbee, Fry, Goodnick, Griffin, Hernandez, Hill, Huang, Huber, Hughes, Jacobs, Jia, Katz, Kendall, Kiss, Klimek, Kolb, Kolts, Komodore, Konuk, Krentz, Krizman, Krueger, Lazorski, Lechuga, Lollar, London, Martin, McGuire, Meloche, Merrill, Mollenhauer, Monsour, Morris, Mota, Murphy, Musimbi, Niemeyer, Ortiz, Padilla, Pak, Pantos, Predki, Prestridge, Pytlinski, Ribble, Richard, Ritter, Russell, Russo Garrido, Sandoval, Schaeffer Fry, Schatz, Schepers, Schmidt, Schuenemann, Seedorf, Sell, Spitler, Svonkin, Thompson, Trentin, Trujillo, Wanberg, Williams, Wright

**Guests:** EBuckland, CHardigree, EHinde, BKelley, EParmelee, CPhare, SSchafer, ASgoutas

- I. **President Campbell called the meeting to order at 3:20 p.m.**
- II. **Guest of the Senate**
  - A.) Dr. Janine Davidson, President, opened the meeting by expressing her gratitude and optimism. Eleven students have tested positive for COVID-19 and are following safety protocol. Leadership will continue to rely on faculty to share their experiences as we look ahead at the spring. Davidson continues to receive positive feedback from the community, noting that we are the future of higher education.  
  
Senator Klimek (History) asked about reconciling the cost of reorganization with the tuition raise. Davidson noted that even in a time of downturn, we need to invest in innovation; the current realignment plan is less expensive than previous plans. Cutting salaries and raising tuition were difficult choices; we need to continue lobbying for support and be innovative with what we have. Davidson added that the reorg will help students and donors understand our structure, equal out faculty representation and re-allocate leadership span of control.

Vice President Goodnick asked about the results of the Spring 2021 survey that was sent to faculty. Dr. Henry, Interim Vice Provost for Faculty Affairs, shared that there the 450 responses are currently being processed.

Senator Erickson (Psychological Sciences) asked about opportunities for students interact outside of class. Student Affairs is working on some ideas, and faculty can continue to engage with students in the classroom.

Senator Svonkin (English) shared his concern regarding tuition raises and spending on new administrative expenses. Davidson noted that funds will not be spent on things that don't work, including administrative bloat. Student-facing departments, like Financial Aid, are struggling to keep up with their load. It is a balance; we can't keep raising tuition without losing enrollment.

- B.) [Dr. Elizabeth Parmelee](#), Associate Vice President of Undergraduate Studies, gave an overview of the academic programs in her unit: [Advising Systems](#), [Individualized Degree Program](#), [Honors Program](#), [Undergraduate Research](#), and [International Studies](#). Additional academic support programs include [Supplemental Instruction](#), [Writing Center](#), and [Tutoring Center](#), which are currently operating remotely. Supplemental Instruction supports students in classes that have a history of a high D/F/W rate. Leaders attend classes and hold study sessions to help students develop study skills. The Interim Coordinator is [Judy Strathearn](#), former Cat II Faculty in Africana Studies.

[Dr. Elizabeth Kleinfeld](#), Writing Center Director, shared that the center is currently offering synchronous, asynchronous, and phone consultation. They work with students from across the university, on any aspect of writing for any class. The [RIDES](#) (Roadrunners Interested in Developing English Skills) program offers weekly tutoring for work on grammar and usage. Please reach out to Kleinfeld if you have students that may make great writing consultants.

[Hediyeh Arasteh](#), Coordinator of Tutoring, shared that the Tutoring Center is open 8 a.m.-5 p.m. Monday through Friday, and online tutoring is offered 24/7 through Tutor Me. Tutoring is mainly done by MSU Denver students who have earned at least a B+ in the class. Please contact Arasteh if you know students who would make great tutors.

[Hollie Hendrikson](#), Political Science Affiliate Faculty, is working on voter and civic engagement this election season. National Voter Registration Week is week of September 21; please encourage students and colleagues to register to vote. A [QR code slide](#) has been uploaded to the Faculty Senate SharePoint site. She encouraged faculty to take time on election day to reduce workload and reinforce the message that voting is important. Contact Hendrikson or Parmelee for more information/materials about the Civics Engagement program.

- III. The [September 2, 2020 minutes](#) were approved by a majority vote.

#### IV. Announcements, President Campbell

- A.) The Metropolitan State Faculty Federation and Faculty Senate sent a formal request to Larry Sampler and George Middlemist to see the full university budget. They are working on a report that will be posted to Senate website.
- B.) A representative is needed on a Canvas Committee, tasked with looking at Chair access. Chairs have expressed concerns about having the ability to access Canvas in emergency situations, while faculty have shared concerns regarding academic freedom. Senator Klimek volunteered.
- C.) A tenured Arts and Humanities Faculty Senator is needed for the Faculty Senate RTP Committee. Senator Svonkin volunteered.
- D.) Next week, the MSU Denver Health Care Leaders group is heading a Public Health Week, look for a flyer that will be posted on the Faculty Senate SharePoint site and contact Senator Seedorf for more information.

#### V. [Faculty Employment Handbook Section II Updates \(overview of proposed changes\)](#), first reading, Guest: Interim Provost Bill Henry

Last year, a work group did a deep dive into section II of the Faculty Employment Handbook, looking specifically at the retention, tenure, promotion and PTR processes. The recommendations were brought forward to the Faculty Senate last semester and were voted to table. A main concern from the previous draft was that faculty who received a recommendation against retention would need to request to have their portfolio move to the next level of review. This language has been removed.

Henry provided an [overview](#) of the changes, including the addition of an appeals mechanism for recommendations of non-retention, delegation of Post-Tenure Review and reappointment authority to the Deans, with the exception of Year 3 which would go to the Provost, and delegation of promotion to full professor authority to the Provost. Other changes include clarification regarding periods of review, reassigned time as it relates to service, and allowing faculty to choose whether to count leaves of absence toward eligibility for tenure, promotion or PTR.

Senator Svonkin shared his concern that recommendations against tenure would not be presented to the Board of Trustees, especially in instances in which the faculty member could receive positive recommendations up until the President review. He recommended the Department Chair preference poll be separated; one vote for Staff, Category II, and possibly Category III faculty and one vote for Category I faculty.

Trustee Fleck Dillen (Psychological Sciences) thanked Henry for the option for faculty to choose whether to count leave, which could help with equity, and asked about the appeal process for tenure. If the Provost recommends against tenure, the faculty member can appeal to the University Appeals Committee, and the appeal will go to the President. If the Provost recommends tenure but the President recommends against it, the faculty member can appeal and the recommendation from the Appeals Committee will go back to the president.

Senator Griffin (Elementary Education and Literacy) asked when the changes would go into effect. The goal is to have the changes implemented this year, which will require approval by the Faculty Senate and a vote by the Board of Trustees.

Applicability will depend on when the changes are implemented, though Henry noted that the majority of changes are with processes at the highest levels of review, which happen later in the academic year.

Senator Lechuga (Chicana/o Studies) asked about including the Vice President for Diversity and Inclusion as part of the tenure and promotion review process, as recommended in the Faculty Diversity Resolution. To ensure the language is clear and thoughtful, Henry recommended taking this year to update the process for implementation next year.

Additional questions can be sent to [President Campbell](#), who will forward to Dr. Henry.

- VI. [Resolution: Supporting a Liberal Arts Education](#), second reading and **vote**, Vice President Goodnick and Senator Colton

Edits include adding the statement “A liberal arts education and its focus on transferable skills help students prepare for jobs that don't exist yet,” as well language about fostering media literacy, incentivizing interdisciplinary collaboration, and recommendation for more transparency and equity regarding resource allocation. Language was added to encourage individuals, programs and offices to find ways to support the resolution, and Goodnick and Colton have already with members of the C2Hub to talk about specific ways they could support the liberal arts and have initiated a conversation with Marketing.

Vice President Goodnick moved to vote with a second by Secretary Carnes. **The resolution passed by a vote of 73 in favor, 6 against, 5 abstentions**

- VII. [Faculty Senate Resolution on Election Day](#), first reading, President Campbell  
The first reading was postponed until the September 30 meeting.

- VIII. [Catalog Rollback Policy](#), first reading, Senator Russell

If a student does not attend three consecutive semesters they must be readmitted to the university and placed in the most current catalog. They can request to be moved to an earlier catalog but there are no limits on how far back they can request, which often requires substitutions for courses that are no longer available. The recommended language sets a limit of 10 years and requires authorization by the department.

Senator Niemeyer (Mathematics and Statistics) asked about the time limit as it relates to content; Russell assured that all changes will need department authorization. Senator Svonkin asked why this was necessary and if the change would cost money. Russell shared that this is to serve departments that don't want students to roll back too far and will help with efficiency, rather than cost money. Senator Krentz (Nursing) asked about changes credit hours, which would be addressed by the catalog selection.

- IX. **The meeting was adjourned at 4:59 p.m.**