



Senate President's Corner

I am grateful for the honor of serving as this year's President of the UD Faculty Senate. I have discovered, however, that the honeymoon period is brief. The



responsibilities require diligence and fairness in considering requests, interpreting the Senate's rules, and handling sensitive issues that are confidential and complex. Happily I am blessed with an outstanding Executive Committee that helps

perform these tasks.

The top three challenges include the Gen Ed initiative, the CNTT issues, and Faculty Welfare and Privileges (FWP). Gen Ed is a multi-phased process that will bring resolutions before the Senate in both Fall and Spring. I have worked with the Executive Committee to clarify the procedures that will be followed in bringing these resolutions to the Senate floor where they can be debated, amended, and hopefully passed. Improving how UD approaches Gen Ed is an important part of the Strategic Planning Initiative (Delaware Will Shine).

Regarding CNTT, I am proud of the manner in which the Faculty Senate passed in its May 28 Special Meeting the resolution establishing the CNTT commission. Then President Deni Galileo did an excellent job moderating that meeting, and we worked through the summer to ensure that the members chosen are acceptable to the

Faculty Senate, the Provost, the CNTT Caucus, and the UD-AAUP. The Commission is charged with resolving the CNTT titling issues and formulating P&T guidelines that create a path to promotion for CNTT faculty. Resolutions are expected in the Spring of 2015.

Meantime, the FWP committee is formulating policy changes that will come before the Faculty Senate soon. These changes align the FWP procedures with Title IX requirements for handling cases involving sexual harassment. The FWP resolution comes to the Senate floor in the midst of the controversy surrounding a highly publicized case, in response to which the Faculty Senate is creating a Commission on Sexual Harassment that will work in concert with the Title IX Coordinator's efforts to review current policies at the University of Delaware and elsewhere, ensure that the community is educated regarding current policies, broadly solicit recommendations for improving current policies, develop proposed policy changes, hold hearings to obtain input on proposed policy changes, and submit recommendations for consideration by the Senate no later than the April 2015 Faculty Senate meeting. It is a high honor for me to preside over the Senate in the midst of these critically important curriculum, personnel, and policy initiatives. Throughout, I plan to keep my Presidential campaign promise of providing everyone with a level playing field.

Fred Hofstetter
2014-2015 Faculty Senate President

Senate Open Hearing: Revisions to the Termination and Complaint Procedures of the Committee on Faculty Welfare and Privileges

On Monday, November 10, the Faculty Welfare and Privileges Committee held an open hearing to discuss the Committee's



progress on improving the University's adherence to Title IX. Since UD was placed

on a federal list of 85 universities under investigation for Title IX violations in the spring, the Committee has been revising its guidelines for instances of sexual misconduct.

Matt Kinservik, Vice Provost for Faculty Affairs, stated that the University should welcome the investigation and use it to display the progress made so far. Signs of improvement can be seen in the increased workload of the University's Title IX coordinator and deputy coordinators, as well as in the implementation of a new committee and case advisory board. Kinservik is hopeful that these changes will "lead to a better situation for students and faculty."

The major changes up for discussion involved the faculty termination and mediation procedures for sexual misconduct cases. Specifically, the issue of preponderance of evidence was hotly debated. When dealing with allegations of sexual misconduct, preponderance of evidence allows for a lower standard of proof when deciding the verdict. Larry White, a member of the University's General

Counsel, explained that the Office of Civil Rights is pushing for universities to adopt the preponderance of evidence guidelines instead of the clear and convincing statute that allows for a guilty verdict only when "it is highly probable or reasonably certain that sexual harassment occurred". Preponderance of evidence, on the other hand, is defined as "it is more likely than not that sexual harassment or violence occurred".

Some faculty members objected to this change, stating that preponderance of evidence gives accused faculty members less protection. Suggestions were made to take the debate to court, on the grounds that preponderance of evidence appears unconstitutional. Kinservik explained that there was very little that could be done about this statute, as the federal government considers universities that do not utilize preponderance of evidence to be in violation of Title IX. However, there were other faculty members who supported preponderance of evidence, arguing that it created a safer environment for students. Ultimately, the one thing every faculty member could agree on was the importance of a safer university climate for both students and faculty. Everyone was in agreement that UD could do better in handling sexual misconduct cases and that this could soon improve with more open discussions in the future.

At the December 1 Faculty Senate Meeting, it was decided that the proposed revisions would be voted on in January.

Editorial Corner

The Fall issue of the Senate Newsletter provides a news wrap-up of an eventful



semester for the Senate. The Senate held two open hearings this Fall. The first Senate open hearing was on the future of "General Education" at the University. It was among the best-attended open

sessions that the Senate has held and the ideas discussed were exceptional. You can read more about the open hearing in the newsletter and a complete audio transcript is available in the podcast. The second open Senate hearing was on "Revisions to the Termination and Complaint Procedures of the Committee on Faculty Welfare and Privileges". These revisions were in response to the need to adhere to Title IX regulations. The Fall newsletter also provides highlights of the four regular Senate meetings in Fall.

The first President of the University Faculty Senate, Jon Olson, came back to the Senate podium last May after a gap of 44 years. During this meeting, the Senate presented the first Jon Olson Faculty Excellence in Service award. The award was renamed to honor Jon Olson's exemplary service to the Senate. I am sad to report that Jon Olson passed away in late October.

The University of Delaware launched its Strategic Planning Initiative that is called "Delaware Will Shine". Information on this initiative is available at the following url:

<http://shine.udel.edu/>

There are three working groups that are part of "Delaware Will Shine": (1) Sustaining and Accelerating the Advance (2) Grand Challenges, Great Debates, Big Ideas and (3) Models for the New American Research University.

Provost Grasso stated in his overview of Delaware Will Shine that "Public research Universities are being challenged by new on-line educational technologies and models, as well as by declining state appropriations and federal research support, increased dependence on philanthropy, changing demographics, new for-profit competitors and a public willing to question bedrock institutions. How should we prepare Delaware to shine in this new landscape?"

Our Universities are the jewels of the United States and the envy of the whole world. The United States continues to be a magnet for the best students from all over the globe. This is a tribute to the success of our education model. However, the University of Delaware has to adapt and innovate in order to maintain its tradition of excellence. The Faculty Senate is expected to continue to play a major role in adapting to the "new landscape".

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Senate Open Hearing: Enhancing General Education

UD's general education requirements have become a much-debated topic recently, as evidenced by the recent open faculty meeting



focused on discussion of UD's current policy. As part of the ongoing process by the faculty to improve the general

education program at UD, on the order of a hundred faculty members gathered in Gore Hall on September 22 to talk about the changes that need to be made to the general education system. Norman Wagner, chair of the Faculty Senate General Education committee, monitored the meeting, which included talks by deputy provost Nancy Brickhouse and task force head John Pelesko.

The standing-room-only meeting began with an introduction by Brickhouse, who asked faculty to consider the effectiveness of general education requirements, asking, "What do we want our students to know?" The next speaker was Pelesko, who has been in charge of drafting the proposal for revamped general education requirements since last year. Pelesko identified two phases for this project: phase one involved setting new general education goals, while the currently on-going phase two involves implementing the revised plan.

Pelesko then stated the goals set out by his team for implementing a new general education program. These included:

- Revise goals to be clear, concise, and measurable
- Create a common first-year experience
- Ensure students' quantitative literacy
- Assess and revise multicultural requirement
- Implement high-quality advisement.

These goals were followed up by a description of the draft of the fundamental objectives of UD's general education requirements, which are:

- Read critically, analyze arguments, evaluate info, and engage in constructive ideation
- Communicate effectively in writing, orally, and through aesthetic expression
- Work collaboratively and independently within and across a variety of cultural contexts and a spectrum of differences
- Critically evaluate the ethical implications of what they say and do
- Reason quantitatively, computationally, and scientifically.

The rest of the meeting consisted of a very productive, open discussion of the draft document with many questions and suggestions for further consideration. One of the main points of conversation pertained to the language of the goals, which some faculty members felt could be strengthened. Many felt that the verb choices could be made more active, while others debated on the definition of "computational" and its place in the goals. There was further discussion on how to properly assess the completion of these goals in students' work, in which faculty members voiced their concerns that objectives were being made that cannot be assessed. Most faculty members agreed that the general education

courses should be ones that students actually learn from, and not consist of classes that students take just to check off their list. An emphasis on depth and not breadth was talked about, particularly with the writing and math requirements. Faculty members stated that the general education courses should teach skills that are reinforced every year, so students retain the knowledge they learn from these classes.

At the Faculty Senate meeting held on November 3, the Senate approved the new Gen Ed goals, and passed a resolution calling for the General Education committee to decide on strategies for implementation and assessment of the new objectives. An open hearing will be held during the spring semester to gather input for these plans.

Faculty Spotlight: Angelia Seyfferth

Although she has only been here for just over two years, Angelia Seyfferth is already making waves at the University of Delaware.



Assistant Professor in the Plant and Soil Sciences department, Seyfferth recently won the National Science Foundation's Early Career Faculty Development Award, a prestigious honor that will grant Seyfferth \$465,000

over a five-year span to conduct research on arsenic in rice. The award allows Seyfferth to construct Delaware's first rice paddies, which will be used for research and education.

Seyfferth became interested in measuring chemical levels in plant foods while she was an undergraduate at Towson studying

environmental science with a chemistry focus. While she was earning her PhD at the University of California-Riverside, Seyfferth studied perchlorate accumulation in lettuce from a human health standpoint. Her interest in arsenic levels in rice came while she was doing postdoctoral work at Stanford with Scott Fendorf, a professor there who is researching how arsenic is released from sediments to groundwater, specifically in South and Southeast Asia. According to Seyfferth, "It's a pretty active area of research, and coming from my human health background I was concerned with how much arsenic was ending up in the rice, and what we can do about it."

Seyfferth developed an idea that involves adding high amounts of silicon to the soil, as silicon and arsenic look very chemically similar when dissolved in water. Both chemicals get taken up into the plant root through the same pathway, so Seyfferth's hope is that the silicon will outcompete the arsenic for uptake, which would both improve rice yields and decrease arsenic levels. Seyfferth explains that this method is tricky, as this process could actually mobilize arsenic instead. "It really depends on the type of silicon you add and the timing to know whether it's going to be effective at actually competing for root uptake," says Seyfferth. She will also be examining various other processes happening in the soil at the same time to determine what exactly will happen when silicon is added to the picture. "Ultimately we don't want to solve one problem and create another one."

The rice paddies will be built during the spring of 2015 on South Campus, in an area that will be called the RICE (Rice Investigation Communication & Education) Facility. Not only will undergraduate and graduate students perform research at the facility, but also local high school and middle

school students will get a chance to explore the rice paddies over the summer. Newark High School students will be able to help grow the rice, gaining agricultural and laboratory experience in the process. Middle school students from Serviam Academy will have the opportunity to participate in a day camp called Soil is Life that will allow them to explore the rice paddies and learn about soil. Seyfferth hopes all the students will gain important insight into the food they eat, stating: "Just knowing what a rice plant looks like and what the work is that goes into making a whole bag of rice from the grocery store is valuable information that they'll gain."

As for her own career path, Seyfferth says that she always wanted to be a professor and that UD is a great fit for her. "One great thing I like about UD is the department I'm in. The colleagues I have here are great and I really enjoy working with them and discussing our research projects. In addition there's the Delaware Environment Institute, which is sort of a home for people doing environmental work. So rather than just being pigeon-holed in my own department, I have the opportunity to branch out and work with people across the university through DENIN." With such exciting projects already in the works, there is no doubt that Angela Seyfferth will continue to make positive impacts on the University that will ripple out to the rest of the world.

Selected Senate Meeting Highlights



September 2014

Detailed podcast of the meeting is available at

<http://udcapture.udel.edu/podcast/detail.php?e=310>.

Detailed minutes are available at

<http://facsen.udel.edu/Sites/minutes/FACSENMINUTES2014September.pdf>.

- Provost Domenico Grasso discussed his decision to hold town hall meetings during the fall semester as a way to connect with the University community.
- A discussion was held between Provost Grasso and the faculty about the new Delaware Will Shine initiative.
- George Watson, dean of the College of Arts and Sciences and CNTT Commission Chair, presented "CNTT Commission Update" to discuss the progress of the Provost's Continuing Non-tenured Track Faculty Commission. Watson said a draft report should be submitted to the Office of the Provost early in the upcoming spring semester. (link to slides: <http://facsen.udel.edu/Sites/reports/2014-CNTT-Commission-intro5.pdf>)
- John Pelesko and Norm Wagner, General Education Task Force Chair and General Education Committee Chair, respectively, presented on the progress of the General Education Task Force. They decided to hold an open senate hearing about the topic later in September. (link to slides: <http://facsen.udel.edu/Sites/reports/2014GenEdReport.pdf>).

- Deborah Hayes, Vice President of Communications and Marketing, and Mark Seifert, Emergency Communications and Information Technology Assistant Director, presented on “A Safe UD Starts with Me”, a new campaign focusing on campus safety. They discussed a new LiveSafe smartphone app that allows UD students, faculty and staff to directly contact various public safety departments in the Newark area. (link to slides: <http://facsen.udel.edu/Sites/reports/2014SafetyEducationCampaignPPT.pdf>
<http://facsen.udel.edu/Sites/reports/2014LiveSafeFacultySenateSept2014.pdf>)

October 2014

Detailed podcast of the meeting is available at <http://udcapture.udel.edu/podcast/detail.php?e=310>.

Detailed minutes are available at <http://facsen.udel.edu/Sites/minutes/FACSENMINUTES2014October.pdf>.

- Provost Domenico Grasso addressed the recent controversy regarding UD’s sexual harassment and sexual assault policies, assuring that the University always complies with policies and laws.
- Michael Chajes, professor of civil and environmental engineering, introduced a resolution under “New Business” that he authored and was co-sponsored by ten faculty senators to form a commission that would review the University’s current policies and procedures concerning sexual harassment and sexual assault

allegations. The proposed commission would include students, faculty, staff and administrators, and would work with the University’s Title IX coordinator. (complete resolution can be found in the minutes link above)

- Charles Riordan, deputy provost for research and scholarship, presented an overview of the new Delaware Will Shine initiative. Riordan described the goals of the initiative, as well as the three working groups that are tasked with developing it and carrying it out. (link to website: <http://shine.udel.edu/>)
- Chris Lucier, vice president for enrollment management, presented “Enrollment Management at the University of Delaware,” describing the enrollment process and the ways in which enrollment management can be as efficient as possible. (link to slides: <http://facsen.udel.edu/Sites/Executive/Lucier-Enrollment-Management-10-6-2014.pdf>)
- Carol Henderson, vice provost for diversity, presented “Defining Diversity at the University of Delaware”, opening up discussion of diversity issues and goals at the University. Henderson suggested that the Senate reactivate its committee on Diversity and Affirmative Action, pointing out that UD trails its peers in terms of diversity. (link to slides: <http://facsen.udel.edu/Sites/Executive/Henderson-What-Is-Diversity-10-6-2014.pdf>)

November 2014

Detailed podcast of the meeting available at:
<http://udcapture.udel.edu/podcast/detail.php?e=310>.

Detailed minutes are available at
<http://facsen.udel.edu/Sites/minutes/FACSENMINUTES2014November.pdf>

- Matthew Kinservik, vice provost for academic affairs, spoke to the Senate about the efforts that the UD Faculty Board on Athletics is making to submit an annual report on its oversight of student athletics at UD. He also spoke about the formation of a committee to review undergraduate admissions guidelines, to be headed by vice president for enrollment management Chris Lucier and approved by the Senate in the spring.
- It was announced that the Faculty Welfare and Privileges policy changes are being formulated to conform with Title IX regulations. An open hearing to discuss these changes was set for November 10, to be moderated by FWP Chair John Courtright.
- A presentation was made by Chief of Police Pat Ogden, Executive Director of Campus and Public Safety Skip Homiak, and Executive Vice President and Treasurer Scott Douglass about the recent acquisition of surplus military equipment by the UD police. The 10 Colt M-16 rifles in question were provided by a Pentagon program to ensure that the University is adequately prepared for a violent situation, such as an active shooter on campus. The acquisition was approved by the Board of Trustees, and puts UD on the same level of protection as other Mid-Atlantic universities, including Penn State and Rutgers.

- A resolution was approved that changes the UD General Education goals, replacing the ten previous Gen Ed goals with five new objectives and five new purposes of general education. It was also decided that the General Education Committee will submit a plan for implementing and assessing the alterations, with an open hearing to be held during the spring.
- Another resolution was passed that requires all MOOCs offered by UD to be approved by the Coordinating Committee on Education.
- Finally, the Senate approved a resolution to form a commission to review current policies and procedures for handling sexual harassment and assault allegations. It was decided that the commission will work with the Title IX coordinator to develop recommendations that will be presented to the Faculty Senate no later than its April meeting.

December 2014

Detailed podcast of the meeting available at:
http://www.facsen.udel.edu/FS/FS_Podcasts.aspx?Ft=1

Detailed minutes are available at
http://www.facsen.udel.edu/FS/FS_AgendasMinutes.aspx?Ft=Minutes

- It was decided that proposed revisions of the Committee on Faculty Welfare and Privileges termination and complaint procedures would be voted on in a special Senate meeting to be held on Monday, January 12.
- Provost Domenico Grasso gave a presentation covering a variety of topics, including an update on the work of the Responsibility Based Budgeting (RBB) Committee.
- Grasso also gave an update on the Title IX committee's progress. There

has been increased communication among all the relevant committees and a search is underway for two Title IX investigators.

- Arya Cohn, UDance campus engagement director, and Jessica Davis, UDance faculty chair, gave a presentation on the fundraising efforts of UDance.

Faculty Spotlight: Ralph Begleiter

As a journalist and professor of communication at UD, Ralph Begleiter has



made a great impact on both the university and the world.

Currently the Director of the Center for Political Communication and UD's Distinguished

Journalist in Residence, Begleiter came to Delaware with more than thirty years of broadcast journalism experience under his belt. He spent two decades as CNN's "world affairs correspondent," a career that sent him to 100 countries and across all seven continents. Begleiter hosted a global public affairs program called "Global View" and co-anchored CNN's "International Hour." He has worked with and interviewed many global figures, including five U.S. Secretaries of State, three presidents, and leaders of the Middle East and the former Soviet Union. Begleiter has been awarded numerous honors, including the Weintal Prize in 1994, which is one of the most prestigious awards given for diplomatic reporting.

On his decision to leave his broadcast journalism career for a teaching position, Begleiter explains that, "By the time I turned 50, I realized that was a very physically and

emotionally strenuous kind of life. I thought I'd explore [teaching] more thoroughly and decided to leave Washington, D.C., where I was living." When Begleiter arrived at UD in 1999 he focused his attention and experience on enhancing the communication program and curriculum.

"After I joined the Communications department we revived a dormant program in broadcast journalism and created some new courses. I taught a Media and Politics class in Political Science at the time, but I felt it was limited to domestic media and domestic politics. Since my experience was in international politics, I created a new course called Global Media and International Politics, which focuses on how international media influence global public opinion of our country and vice versa. Students are challenged to consider how other people think of us as a country, how they form those opinions, and how both the American media and media in other countries report about the United States. It's a perspective that a lot of undergraduate students have not been exposed to."

In 2010, Begleiter helped create the Center for Political Communication, a multi-disciplinary program focused on the use of digital technology in public affairs. "We do a variety of programs designed to engage students in politics, so students don't think politics is a dirty word. We do public opinion surveys in Delaware and around the nation. Students work together with faculty in several departments, collect and analyze the data, report publicly on it, and publish research results. We support undergraduate research and graduate fellowships, and we give annual scholarships to students in the Political Communication minor, which was also created in 2010."

Begleiter also created UD's "Global Agenda" and "National Agenda" public speaker

programs. The “National Agenda” program is a “series of speakers in politics and media who come to the University of Delaware not just to deliver lectures but to appear in class and have dinner with students, so the students can get up close and personal with these professionals who practice the art and craft of media and politics in the outside world.” The “Global Agenda” program, which he taught for 14 years, “was a similar model [to the National Agenda program] except that it’s focused on international topics. We did themes focused on espionage and intelligence, as well as several semesters focusing on the Middle East, understanding political Islam, and understanding terrorism.” Begleiter also helped create the Journalism minor in 2005 with a faculty member in the English department. Aside from teaching at UD, Begleiter has also taught foreign journalists and employees of the National Security Agency at the invitation of the U.S. government.

When asked about his favorite country, Begleiter cites Turkey and Syria as the two that stand out foremost in his mind. “Turkey is a fascinating country, it’s a beautiful country, and it has incredible history. Those are some of the reasons why I’ve done a study abroad trip to Turkey over the winter session.” Up next for Begleiter is something entirely different: retirement at the end of next year. After decades spent on the road and in classrooms, on television screens and behind the scenes, Begleiter is ready for this next step, and can look back at a very full and exciting career.

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