



Faculty Senate Newsletter

Spring 2015



Selected Senate Meeting Highlights



*Highlights provided by Anu Sivaraman,
Secretary, Faculty Senate*

February 2015

- [Detailed meeting minutes.](#)
- [Detailed podcast.](#)

In his speech to the Senate, Provost Grasso assured the Senate that UD is pursuing the best policies regarding Title IX. He announced that in the spring, the Senate's commission on Sexual Assaults will be conducting a survey of students. Then in the Fall they will be performing a survey of faculty. The Title IX website will contain a disclaimer that faculty can include in their syllabus. He highlighted many initiatives that are underway, one of which is #voicesofUDel - a safe way to encourage dialogue about equity and inclusion.

The FWP policy has been revised as per the amendments made at the Special Faculty Senate Meeting on January 12, 2015. The revision is linked to the committee's charge at the Faculty Senate website as well as in the

Faculty Handbook. The revision contains gender-neutral edits.

Dean Nancy Targett, the chair of the 3-3-3 Committee, presented the final report on administrative searches. This is a committee that came about from a letter of understanding from CBA regarding academic administrator searches. Looking at both UD and peer institutions, the committee came up with different practices. From what the committee saw on their websites, practices seemed to be pretty ad hoc at other institutions. The committee also looked at search firm practices. They recommended that the following key components of the search process- process should be transparent, should be representative with transparency in early stages of the process. (to view the report, [click here.](#)) The report states that "The committee understands the desire for confidentiality during the early stages of an academic administrative search, but strongly recommends that once the final candidates are identified, the process be open and engage the full academic community. The process always should be defined at the outset so that it is transparent to candidates and to the University community."

Amy Johnson, Deputy Director of the Institute for Global Studies updated the faculty senate about various study abroad institute related opportunities. She updated the Senate about the drop in study abroad advising hours for faculty on Wednesdays between 2-4pm. Study abroad programs have increased this year by 20% and there has also been an increase in study abroad interns.

A resolution recommending that in case of conflict between a laboratory session and common examination, the instructor administrating the common exam will provide an alternate examination option or will treat the students' absence from the exam as excused was voted down and sent back to the undergraduate studies committee.

March 2015

- [Detailed meeting minutes.](#)
- [Detailed podcast.](#)

Provost Grasso congratulated UD on being awarded NAFSA's 2015 Senator Paul Simon Awards for Comprehensive Internationalization – for using innovative and creative approaches. On undergraduate applications he mentioned that UD is currently 1% ahead of last year and only 100 applications short of the application pool from last year. UD is on target to land 3,800-3,900 students this year. UD also has a record high number of applications from under-represented groups. He mentioned that UD is hiring for two positions – Director of LGBTQ group on campus and Manager of the Office of Sustainability on campus. He also announced that the strategic plan is being developed very well under the guidance of Vice Provost Charlie Riordan and will be released before the end of the spring semester.

Deputy Provost for Academic Affairs Nancy Brickhouse made a presentation about four versus five-week winter session statistics. Four week winter sessions began one week later than the regular winter session. Faculty decides the appropriateness of courses for a 4-week session. Enrollment increased by 472 students, or 7.4%. Enrolment of first year students was 1,188 or 28%. The new co-

curricular programming was supported by the Unidel foundation. The focus was on the first-year students. It was promoted through FYS and 10% discount was offered for the first three credit hours.

John Pelesko, General Education Task Force Chair, presented an interim report to the Senate. The Draft plan discussed the key themes and the core ideas and asked the faculty to come to the open hearing in March. John also encouraged the faculty to share their thoughts with him and Norm Wagner via email and in person between then and the open hearing.

April 2015

- [Detailed meeting minutes.](#)
- [Detailed podcast.](#)

Provost Grasso appreciated the work done by the General Education Task force chaired by John Pelesko, Chair of the General Education Task Force and Norm Wagner, Chair of the Faculty Senate Committee on General Education. He also noted that the discussion continues on the responsibility based budgeting and that the new strategic plan for UD will be unveiled soon. Provost Grasso also announced the impending release of the Continuing Non-Tenure Track Commission's Report.

Prasad Dhurjati, vice president of the Faculty Senate, remembered Richard Wool, professor of chemical and biomolecular engineering who died unexpectedly on Tuesday, March 24. He was 67. "Richard had this amazing quality of making everyone feel respected," Dhurjati said. "He had this incredible demeanor and positive and cheerful attitude. He was never negative about people and never judgmental. His passing tells us how

fragile life is and how we should respect every moment.”

Jawanza Keita, Director of Communications and Holly Norton, Social Media Manager discussed UD’s #VoicesOfUDel Campaign. This campaign was created to encourage discussion and real interaction between people on campus. #VoicesOfUDel is a shared space that belongs to all UD constituents. It is a means of putting diversity and inclusion into action. The only price of admission is that participants act respectfully and own what they say. Faculty were requested to encourage more participation. This is a resource that can be used in the classroom and beyond by encouraging students to contribute to it. Encourage the students to share their stories at #VoicesOfUDel. To review the #VoicesOfUDel video content, please go to the [YouTube playlist](#). Also, if someone decides to use the hash tag in class, they should consider sending a note to voicesofudel@udel.edu as the staff from Communications and Public Affairs may want to feature it as a UDaily piece and/or social media content.

Starnes Walker, founding director of UD’s Cybersecurity Initiative and professor of electrical and computer engineering, briefed senators on the program’s goals. According to Walker, UD’s Cybersecurity Initiative Advisory includes senior executives from industry, government military and academia. In addition to this he also announced our Partnerships with Aberdeen Proving Ground CERDEC/12WD organization and Purdue University, Carnegie Mellon University and the University of Texas System that includes Texas-Dallas, Austin and San Antonio.

Michael Chajes, Chair of the Commission on Sexual Harassment and Sexual Assault and Professor of Civil and Environmental

Engineering, presented a report to the Senate. The commission was charged with making recommendations for the implementation of best practices for the prevention of sexual misconduct and for addressing misconduct allegations. In fulfilling the charge, the commission is working in concert with Title IX Coordinator, Sue Groff and several Title IX committees. There are many forms of sexual misconduct – sex discrimination, sexual harassment, sexual assault, domestic violence, dating violence, and stalking. Sexual harassment is much more common than sexual assault. Most people are not comfortable reporting sexual misconduct. 40% of the victims delay reporting by an average of 11 months. Generally, freshmen and sophomores are the most likely victims. 90% of the victims are acquainted with the perpetrator. The commission has three active subcommittees: (1) Education and prevention, chaired by Pam Cook, UNIDEL Professor of Mathematical Sciences and Associate Dean of Engineering; (2) Policies and procedures, chaired by Miranda Wilson, Associate Professor of English; (3) Data collection, chaired by Ruth Fleury-Steiner, Associate Professor of Human Development and Family Studies.

A resolution was passed in which the University of Delaware faculty grants permission to make their scholarly journal articles openly accessible in the University of Delaware Library’s institutional repository (UDSpace) in accordance with the policy on open access, which became part of the faculty handbook.

Another resolution was passed recommending the name change of the Department of Foreign Languages and Literatures to Department of Languages, Literatures and Cultures, effective September 1, 2015.

Senate President's Corner

I have learned so much by serving this year as President of the UD Faculty Senate that if I could turn back the clock and decide whether to run again, I definitely would repeat it. Let me share with you some of the lessons I have learned.



Do not underestimate the importance of assessing and correcting prior knowledge. Cognitive science research teaches us how people construct understanding by relating incoming information to what they already know. I have seen this play out in fascinating ways this year. For example, a factually accurate letter was used 180 degrees opposite in arguments constructed by committees convinced their position was correct. I have also devoted time this year encouraging people to cooperate by listening to each other and negotiating instead of trying to find mechanisms in Robert's Rules to stop an opposing point of view from getting onto the Faculty Senate agenda. Fortunately, General Robert had the wisdom to create parliamentary procedures that grant each member the right of proposing an action, and Section IX of the UD Faculty Constitution guarantees that no faculty member may be denied this right. To my most capable successor, I offer the framework for shared governance that I presented at the September 2014 Faculty Senate meeting. The more we can get both faculty as well as administrators to understand how shared governance works here at UD, the less we will be arguing with each other, and the more time we can spend

realizing the tremendous potential of UD. To every member of the UD Faculty Senate, including its administrators, faculty, professionals and increasingly active student members, I offer my sincere thanks for a truly wonderful experience this year. Go Hens!

Fred Hofstetter
2014-2015 Faculty Senate President

Editorial Corner

The past semester has been very eventful for the University of Delaware. Hundreds of faculty members participated selflessly in various service activities to move the University forward. The Provost CNTT commission completed its [report](#) after a large number of meetings with stakeholders. In the May meeting of the Senate, we will vote on many of the resolutions resulting from the commission recommendations.



The University of Delaware's [draft strategic plan](#), "Delaware Will Shine" was posted for comment on April 8th. The Provost Responsibility Based Budget (RBB) Task Force also concluded its activities and the [report](#) is available for public view.

We expect the Senate to continue to play a significant role in shaping the future of the University.

[Prasad Dhurjati](#)

Vice President of Faculty Senate,
Professor of Chemical & Biomolecular
Engineering (and Mathematical Sciences)
Founder and Editor, Senate Newsletter

Senate Open Hearing: Enhancing General Education

*Article written by Norman J. Wagner, Chair of
the Senate General Education Committee*

The faculty senate held the third in a series of open hearings on Monday April 13th on the topic of general education. Opening remarks by Deputy Provost Nancy Brickhouse expressed enthusiasm and support for plan, which had been updated in response to the March open hearing and subsequent meetings with stakeholders and by the faculty senate general education committee. John Pelesko, leader of the task force on general education, provided a comprehensive overview of the task force recommendations as well as answers to some frequently asked questions. (Note that these recommendations are contained in the [final task force report](#), submitted to the faculty senate for record on April 21st.)

Over one hundred faculty, staff and students were in attendance at the open hearing. A panel comprised of members of the task force and general education committee was on hand to answer questions and listen to suggestions for improvement.

A lively discussion of the major components of the task force's recommendations concerning student education and learning identified concerns with the timing of the implementation of the proposed plan and the process whereby courses will be certified and or created, as well as how general education plans will be created and certified by students, faculty, and departments. In addition, undergraduate students voiced their support for including co-curricular activities within the new engagement and exploration plan and graduate students voiced their excitement with the potential

opportunities for enhancing their professional development through new teaching opportunities within the proposed CORE classes. Many points of clarification were provided by members of the panel in response to questions from the audience, who also raised important points for further consideration, which were recorded by the panel members for further action.

Through this process of continual feedback and re-evaluation, the faculty senate's general education committee passed a set of revised resolutions on April 17th that are based on the task force's recommendations and taking into account feedback and suggestions from all the open hearings, and numerous subsequent discussions with stakeholders across the academy. These resolutions, approved by vote of the committee and with additional friendly amendments from the undergraduate studies and coordinating committees, will appear on the faculty senate's May 4th meeting for vote by the senate. Taken as a whole, these resolutions represent a significant step forward in implementing a program of General Education at the University of Delaware that will ensure that all students achieve competency in the five Objectives of General Education ratified by the Faculty Senate on November 3, 2014. The adoption of these resolutions will well-position the University of Delaware as a leader in General Education, strengthen the excellence of our residential learning, and fully respond to the 2011 report of the Middle States Commission on Higher Education. The intent of each of the five resolutions is briefly described here, but much more information is contained in the resolutions and their supporting documents that are available on the faculty senate agenda for the May 4th meeting, along with the task force's final report. Note that the resolutions being brought forward by the faculty specify

meaningful, but conservative timelines for actions, as well as checkpoint requirements for further approval by the faculty senate.

Resolution on the First Year Seminar

This resolution creates a committee, a timeline, and a process for establishing a minimal syllabus for all First Year Seminar courses and directs that this syllabus include information on diversity, sexual misconduct, responsible use of internet and social media, drug and alcohol abuse, and ethics and academic honesty.

Resolution on a University of Delaware CORE Curriculum

This resolution endorses a core curriculum *in principle* and authorizes the pilot of test courses that are to be evaluated for their broad suitability and scalability as future core requirements of general education. A timeline for implementation is provided.

Resolution on an Engagement and Exploration Requirement

This resolution replaces the current University Breadth Requirement and Multicultural Requirement with an Engagement and Exploration Requirement that includes a strengthened Multicultural Component and broadly ensures multiple forms of diversity across the general education curriculum. It establishes the details of the requirement, and directs Senate committees to assist departments and the Faculty Senate in the transition to the new requirement.

Resolution on a Capstone Requirement

This resolution, consistent with prior direction of the faculty senate, it directs each department or program hosting a degree program to have or identify a capstone experience as a requirement of that degree program. It directs the Undergraduate Studies Committee of the Faculty Senate to

oversee the certification of capstone experiences.

Resolution on a Review of Degree Programs

This resolution directs the Faculty Senate General Education Committee to assist departments and programs in a review of requirements designed to ensure that every student is prepared as directed by the Faculty Senate Resolution on General Education ratified November 3, 2014.

Update from the Commission on Sexual Harassment and Sexual Assault

Article written by Michael Chajes, Commission Chair and Professor of Civil and Environmental Engineering

On December 1, 2014, the faculty senate voted to establish a Commission on Sexual Harassment and Sexual Assault. The commission was charged “with making recommendations for the implementation of best practices for the prevention of sexual misconduct and for addressing misconduct allegations.” In fulfilling the charge, the commission was asked to work in concert with Title IX Coordinator, Sue Groff and several Title IX committees.

The commission consists of 17 very dedicated members of the UD community including faculty, students, and staff and has been meeting weekly since December. At the April 6, 2015 faculty senate meeting, I presented an update of the commission’s work-to-date. I am happy to share with you a summary of what we have found, some of our initial recommendations, and where we are headed.

Since taking on this role, I have rarely been able to read the daily news without seeing a story about sexual misconduct on a college campus somewhere across the country. The problem, while not new, is receiving much needed attention due to a continuous cascade of national stories. Some of the disturbing statistics surrounding sexual misconduct (which includes sexual discrimination, sexual harassment, sexual assault domestic violence, dating violence, and stalking) include that 1 in 5 undergraduate women experience sexual assault while in college, that 90% of the victims knew the perpetrator, and that 62% of female college students reported being sexually harassed.

Here at UD we are not immune to this problem. The events of this past fall remind us that we need to address this issue. Even if the sexual assault statistic of 1 in 5 were off by a factor of ten (which is unlikely), that would mean roughly 200 of our current undergraduate women would experience a sexual assault during their time at UD. This is clearly a problem we need to address.

The commission has divided its efforts into three areas, education and prevention (subcommittee chaired by Pam Cook), policies and procedures (subcommittee chaired by Miranda Wilson), and data collection (subcommittee chaired by Ruth Fleury-Steiner). Through a series of open forums with the UD community (undergraduate and graduate students, staff, and faculty), focus group meetings with various groups (ELI, ISFS, Graduate and Professional Studies, LGBT, HAVEN, PRISM, and women faculty), and an ongoing review of the national discourse and of best practices, the commission has begun to assess the status with regard to this issue here at UD. On April 20th, a survey developed collaboratively by our subcommittee on data collection and by John

Sawyer and the Office of Institutional Research and Effectiveness was released. This survey was sent to all undergraduate students, and will provide us a better understanding of the issues on campus. Additional surveys are being developed and will be sent to graduate students, staff, and faculty next fall. In so doing, we may be the first campus in the country to survey all campus constituents.

In conducting our work, we have found the need to educate the UD community about these issues by having a campus dialog that will hopefully lead to a shift in the campus culture. In addition, we would like to see future efforts focus on awareness and prevention of all forms of sexual misconduct, as well as on survivor support. Other findings include:

- Sexual misconduct is a significant concern among students, staff, and faculty
- Excellent sexual offense support program (SOS) exists on campus
- Extent of the problem is not clear, good data is elusive
- Campus-wide efforts related to education and outreach, training, prevention, and support services are not well coordinated or easily located
- Understanding of policies and procedures is inadequate
- Dedicated funding for existing and needed programs is insufficient (current efforts rely heavily on grant funding and on volunteers)
- In time of crisis, identifying help must be easy
- Effective outcomes require leadership from top administration
- Faculty engagement is critical

- Comprehensive education for all UD constituents is needed
- Delaware law regarding sexual misconduct needs to be improved

Based on what we have found, we have developed a series of preliminary recommendations. These recommendations are divided among the following categories; big picture issues, campus culture, policies and procedures, education and training, survivor support, data collection, assessment, and reporting, and outside partnerships.

Some of the most critical recommendations include:

- Make a concerted effort to change the campus culture regarding sexual misconduct
- Achieve greater understanding of policies and procedures through faculty outreach and engagement
- Implement proven education, prevention, and support programs for all campus constituencies, and assess and monitor their effectiveness
- Educate campus leadership including upper-level administrators, deans, and chairs
- Develop train-the-trainer programs and use peer training and peer education as much as possible
- Strive for greater faculty involvement in education and training programs
- Create a simple, 3-digit emergency help hotline
- Establish a cohort of confidential advisors
- Expand on the successful volunteer-based sexual offense support (SOS) program

- Ensure that all intervention efforts are focused on the well-being of survivors
- Ensure the integrity of due process in order to fully protect the rights of all parties involved
- Design and implement a comprehensive communication strategy
- Work with Delaware legislators to improve the Delaware law as it relates to sexual assault

Going forward, we would like our next steps to include assisting the campus in developing a comprehensive implementation plan that is informed by the commission's final recommendations and working with the Title IX Policies and Communications committee on a comprehensive sexual misconduct policy. We will continue collaborating with the Office of Institutional Research to gather and analyze data from all UD constituents via surveys, and we will share that information with the UD community. We are also very interested in helping to establish a dedicated, visible, and welcoming campus facility housing student, staff, and faculty activities and support services related to gender and sexuality.

Creating a safe and welcoming campus environment free of discrimination of any form requires active involvement from us all.

If you would like to provide input to the commission on how we can create such an environment, please send your comments to us either via our [website](#) or by contacting any of the commission members directly (listed on the website). The [podcast presentation](#) begins at 46:50 in the April faculty senate meeting.

Open Access for University of Delaware Faculty

*Article written by Catherine Wojewodzki,
Librarian and Scholarly Communications Officer,
UD Library*

On Monday, April 6, 2015, the Faculty Senate passed a resolution granting permission to make their scholarly journal articles openly accessible in the University of Delaware Library institutional repository (UDSpace). The new resolution affirms the faculty's commitment to sharing their scholarship as widely as possible, and establishes new policy granting the university to do so.

The open access policy will benefit faculty, researchers throughout the world, practitioners in government and non-profit agencies, and students by making the University's research more available. As a result, faculty are likely to see the downloads of and citations to their work increase. The repository will serve as a permanent archive, and each article will have a permanent URL.

In passing an open access resolution, the faculty join their peers at Harvard, Stanford, MIT, the University of California system, Duke, Rutgers, Georgia Tech, Princeton, the University of Kansas, and many other research institutions and colleges in the United States and throughout the world.

The University of Delaware Library will develop the supporting infrastructure and procedures with an emphasis on making the deposit process as easy for faculty as possible. Those with questions may contact Cathy Wojewodzki, Librarian & Scholarly Communication Officer, at 831-8085.

Open Access Policy passed by the Faculty Senate April 6, 2015

The faculty of the University of Delaware is committed to disseminating the fruits of its

research and scholarship as widely as possible and thus the faculty adopts the following policy:

Each faculty member grants to the University of Delaware permission to make available his or her scholarly articles and to exercise the copyright in those articles. More specifically, each faculty member grants to the University of Delaware a nonexclusive, irrevocable, worldwide license to exercise any and all rights under copyright relating to each of their scholarly articles, in any medium, provided that the articles are not sold for a profit. The policy applies to all scholarly articles authored or co-authored while the person is a member of the faculty, except for any articles completed before the adoption of this policy and any articles for which the faculty member entered into an incompatible licensing or assignment agreement before the adoption of this policy.

The University will automatically waive application of the license for a particular article or delay access for a specified period of time upon express direction by a faculty member or their designee.

Provision of each article shall be as convenient as possible for faculty. Each faculty member will, upon request, provide an electronic copy of the author's final version of each article to the University of Delaware Library in an appropriate format.

The University of Delaware Library will make the articles available to the public in an open access repository, UDSpace or its successor. The policy will be reviewed during the 2018-2019 academic year, and a report on utilization and dissemination will be presented to the Faculty Senate at that time.

UDance Student Philanthropy

Information provided by UDance

[UDance](#) is a 12-hour philanthropic dance marathon at the University of Delaware that raises awareness about childhood cancer. It is the university's largest student-run philanthropy and has donated \$2.3 million dollars to the Andrew McDonough B+ Foundation in its 7 years of existence. Last year alone, UDance raised \$850,376.75 for our [heroes](#), those children and their families who have been affected by the disease. This year, UDance raised an incredible amount of \$1,282,103.30.



Students and staff at the University of Delaware participate in a yearlong effort to raise funds and awareness for childhood

cancer that culminates in a 12-hour dance marathon every spring.

Admission to the event includes live entertainment, food, the opportunity to win raffle prizes, stations where participants can get a haircut and choose to donate their hair to cancer patients, games, the chance to interact with our B+ Heroes, good company, and of course, dancing. The event brings together students, staff, family members, local businesses, and the Newark community as a whole. Its [promotional video](#) reinforces just how motivational UDance is for all involved.

The dance marathon's primary beneficiary, the [Andrew McDonough B+ Foundation](#), was founded by the McDonough family of

Wilmington, DE after their 14-year-old son Andrew was diagnosed with leukemia. The foundation was named after Andrew's blood type, B+, which honors the way that Andrew lived: with a positive outlook and an upbeat attitude.

The B+ Foundation has awarded over \$1.5 million in research grants and financial assistance to families who need help paying for cancer treatments. UsCollegeSports.com reports, "much of that funding comes from the efforts of Delaware students and their sponsors."

As its short yet powerful motto denotes, UDance exists: "For a Smile. For a Life. For a Cure." We thank you for your support.

Election of Senate Officers

The elections of Senate Officers and selected Senate Committee members will be held in the May meeting of the Senate.

The following are the candidates for the Senate officers:

President: Michael Chajes and Prasad Dhurjati.
[View candidate statements.](#)

Vice President: Martha Buell.

Secretary: Mia Pappas and John Morgan.

Elections will also be held for selected Senate Committee members (see [May faculty agenda](#)).

Newsletter Staff

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