

UNIVERSITY OF DELAWARE
NEWARK, DELAWARE
19711

UNIVERSITY FACULTY SENATE
303 HULLIMEN HALL
PHONE: 302-738-2829

October 27, 1980

MEMORANDUM

TO: All Faculty Members

FROM: Carol E. Hoffeecker, Vice President
University Faculty Senate *Carol E. Hoffeecker*

SUBJECT: Regular Faculty Senate Meeting, November 3, 1980

In accordance with Section IV, paragraph 6 of the Constitution, the regular meeting of the University Faculty Senate will be held on Monday, November 3, 1980 at 4:00 p.m. in room 110 Memorial Hall.

AGENDA

- I. Adoption of the Agenda.
- II. Approval of the Minutes of the October 6, 1980 Senate meeting.
- III. Remarks by President Trabant and/or Provost Campbell.
- IV. Announcements - Senate President Toensmeyer.
- V. Old Business
 - A. A request from the Committee on Committees, H. Kingsbury, chairperson, for confirmation of the following appointments:

Fine Arts and Exhibitions Subcommittee:	Maurice Cope, chairperson;
Performing Arts Subcommittee:	Michael Steinberg, chairperson .
- VI. New Business
 - A. A resolution from the Committee on Research, D. Knorr, chair, concerning faculty supplemental income policies (see also Attachment 1).

WHEREAS faculty and professional staff may derive income supplemental to that of their academic-year or fiscal-year contracts by engaging in teaching or research activities not included in the regular contractual commitments, and

WHEREAS the involvements in such activity have evolved substantially since the initial inception of current policies, both here and at other educational institutions,

BE IT THEREFORE RESOLVED that the University Faculty Senate recommends to the Administration of the University the adoption of the following policies concerning salary supplements, to replace paragraph 4 of Section G: Additional University Payments to Faculty (page III-G-1 of the present Faculty Handbook):

4. Limits on Summer Compensation

Faculty members on academic-year contracts may receive additional compensation for three months of summer work on sponsored research or summer teaching at a monthly rate not to exceed one-ninth the base salary. The total compensation from all sources may not exceed three-ninths of the basic academic year salary for the summer months. Correspondingly, faculty on fiscal year contracts may receive additional compensation for one month of summer work on sponsored research.

(Note: the paragraph presently reads:

4. Limits on Summer Compensation

Faculty members on academic-year contracts may receive additional compensation for two months of summer work on sponsored research or summer teaching at a monthly rate not to exceed one-ninth the base salary. The total compensation from all sources may not exceed two-ninths of the basic academic year salary for the summer months.)

- B. A request from the Committee on Student Life, K. Haas, chair, for Faculty Senate endorsement of a policy for choosing films for presentation on campus.

RESOLVED, that the Faculty Senate endorses, for forwarding to the Films Committee of the Student Program Association, the following policy for choosing films for presentation on campus:

Since the showing of "The Opening of Misty Beethoven" in the Spring of 1980, many members of the campus community have expressed the view that pornographic films are inappropriate and have no place at an institution of higher education. Complaints have come from individuals ranging from members of religious organizations to those who are concerned that such films may very well foster a climate in which acts of sexual violence are more likely to occur.

We urge the members of the Films Committee of the Student Program Association to give full consideration to the feelings of all members of the University community when choosing films for presentation on campus. Specifically, we are asking you to remember that many students, faculty,

At the request of the sponsoring committee, the following should be substituted for New Business, Item C, as it is printed on the November 3, 1980 Senate Agenda:

- C. A resolution from the Committee on Student Life, K. Haas, chair, to provide for the appointment of a faculty member to the student Films Committee.

RESOLVED, that the Committee on Committees be directed to appoint, after consultation with the chair of the Films Committee of the Student Program Association, a faculty member to the Films Committee for a single two year term, and that the Committee on Student Life be directed to conduct an evaluation of this procedure at the end of the two year time period.

staff, alumni, and other friends of the University feel deeply that the showing of X-rated or non-rated films on campus is morally degrading and highly offensive to their dignity as human beings.

Although we realize that it is often difficult to judge whether or not a film contains obscene or pornographic material, we also believe that the Films Committee should demonstrate great sensitivity and a special concern for the feelings of those who feel degraded and humiliated when films containing nudity and sexual acts are presented on campus. We strongly recommend the rejection of such films when, taken as a whole, they do not have serious artistic, literary, social, or scientific value.

- C. A resolution from the Committee on Student Life, K. Haas, chair, to amend the Bylaws by an addition to the Charge to the Committee on Committees.

RESOLVED, that the document "Standing Committee System of the Faculty and its Senate" be amended by the insertion of the following paragraph in the description of the duties of the Committee on Committees, immediately after the current paragraph starting, "This committee shall fill vacancies. . . .":

This committee, after consultation with the chair of the Films Committee of the Student Program Association, shall biennially appoint a faculty member to the Films Committee. The faculty appointee shall serve a two-year term.

- D. Such items as may come before the Senate. (No motion introduced at this time may be acted upon until the next meeting of the Senate.)

CH/b

Attachments: Committee Activities

1. Informational Addendum on Research Income Policies

COMMITTEE ACTIVITIES

The following issues are under active discussion in Senate committees. Your comments are welcome, and may be addressed to the committee chairpersons, or to the Senate Office for forwarding to the committees.

Academic Ceremonies

Plans for removal of commencement to the mall are being discussed.

Budget Review

Mr. Tony Graziano will brief the committee on current, near-term and long-term budgets for the University at a meeting October 22, 1980.

Faculty Welfare and Privileges

Student Grievance Procedure

Library

The committee discussed some of the problems related to faculty fines. Because positive results have occurred by dealing with offenders on an individual basis, the same strategy will continue.

Letter will be sent to persons who appear not to be using faculty studies requesting they relinquish this privilege.

Letters will be sent to departments that currently route library periodicals through their department requesting they justify their policy.

The difficulty of establishing a branch library within Morris Library was discussed.

Promotions and Tenure

Review of Art Department promotion guidelines
Review of Plant Science Department promotion guidelines
Discussion of Promotions and Tenure Committee membership

RULES

Consideration of attendance rule. A decision will be made shortly.

INFORMATIONAL ADDENDUM ON RESEARCH INCOME POLICIES

The Committee on Research

Current policies at the University of Delaware, as at other universities, enable faculty to derive income supplemental to their 9- or 12-month appointments--by teaching responsibilities designated as "overload" activities, or, in the case of 9-month appointees, by separately-funded research during the summer.

Funded research support enables faculty and professional staff who are on academic-year appointments to supplement their regular incomes during 2 of the 3 summer months. While such funded support is occasionally available from University sources (through UDRF for the physical and biological sciences, mathematics, agriculture and engineering, and through the General University Research Program for scholars in other areas, such as the humanities and social sciences), provision of such summer support usually arises through external research grants and contracts obtained directly by faculty or professional staff members.

To recognize the preeminence of regular academic-year responsibilities, restrictions have been placed on the total supplemental income which a member of the faculty or professional staff may earn in a given year. As noted above, current policy restricts summer research support to a maximum of 2/9 (2 months) of the regular academic-year contractual salary. Overload teaching restrictions also provide for a maximum in the annual commitment to that activity: 4 credit hours during each regular semester and during Winter Session. During summers, the restriction to a maximum income supplement of 2/9, regardless of source, applies. These maximum levels of involvement in additional teaching apply to appointees on both 9- and 12-month contracts, except that no overload teaching during summer sessions is normally permitted in the latter case.

Data made available to us by Mr. Graziano, Director of Institutional Research, reveal the following supplemental income facts for 1978-79 at the University of Delaware. On the average, University faculty derived \$3,209 of supplemental income from teaching and research, or 14.7% of their average salary of \$21,950. The maximum permissible annual income supplement, for a full professor who teaches a 4-credit "overload" course each semester, and in Winter Session, and also earns a full 2/9 from teaching and research during the summer, is 43%. The maximum salary supplement permitted annually for teaching alone is about 35%; for research alone it is 22%. It is the perception of this Committee that research is not at all appropriately encouraged by restricting annual income supplements from research to 22% while concomitantly enabling 35% supplements for teaching.

We are also able to compare our current policies concerning supplemental research income with those at other institutions. During the past year extensive surveys of supplemental income policies were undertaken by Princeton University and the University of Illinois-Urbana; further data were also obtained by members of the Committee. In total, information on policies on 47 other campuses was obtained; the policies appear to run a somewhat random course, in

Informational Addendum on Research Income Policies
The Committee on Research

the sense that otherwise comparable institutions differ greatly in their policies toward summer salary support. The highest "summer increment" is at the University of Pittsburgh, where it is 50% (4 months of supplemental income is permitted; the regular salary is based on an 8-month academic year). Of the 47 institutions on which we have data: 20 restrict summer income to 2/9 of the academic year salary; 15 permit 3/9 (more than 3/9 at 2 of them) to be earned; 12 permit various percentages between 2- and 3-ninths.

As examples of the policies at institutions of high quality, Berkeley, UCLA, Columbia, Stanford, and Minnesota permit a 3/9 supplement; MIT, Harvard, Yale, Illinois, and Virginia restrict the maximum supplement to 2/9.

In summary of the above:

1. We perceive the existence of an unwarranted, and possibly unintended, emphasis on teaching to the detriment of research in our current policies concerning opportunities for supplemental income. It is not the intent of this group to minimize the importance of teaching in any way, but we do wish to recommend changes which will not penalize the faculty member for engaging in research, but will provide equal opportunities for supplemental income from either activity.
2. The majority of the institutions on which we have data are now more generous in their policies concerning supplemental income from research than is the University of Delaware, and none is more restrictive. Further, we believe that the number of institutions which are adopting policies more generous than ours is growing. Thus we perceive some competitive need for liberalizing our current policies governing supplemental income from research.
3. Our recommended policy has been carefully conceived, we believe, in its application to the growing majority of faculty who are on so-called academic-year contracts. It is the intent of this committee that faculty and professional staff on fiscal year contracts also be accorded the corresponding privilege of earning 1/9 of their equivalent 9-month salary from summer research.