

REGULAR MEETING OF THE UNIVERSITY FACULTY SENATE

October 5, 2020 – VIRTUAL SENATE MEETING

4:00 PM

MINUTES

Members Present: V. Alexander, M. Aristigueta, D. Assanis, E. Atkewana, A. Bhat, A. Biddle, S. Bingham, C. Boncelet, D. Brinley, D. Burris, J. Bucsh, D. Buttrey, J. Cahill, J. Daniel, H. Doty, V. Fedel, A. Fields, J. Fuhrmann, D. Galileo, B. Hanson, G. Henry, F. Hofstetter, P. Huq, P. Inguito, J. Jebb, A. Hagstrom, T. Kaminski, A. Karpyn, S. Kaufman, D. Koltanski, M. Laberge, S. Lanteri, R. Lee, W. Lewis, S. Lu, K. Matt, C. Guerron-Montero, J. Morgan, R. Morgan, R. Moore, J. Morrison, S. Mortenson, I. Obrunski, E. Orsega-Smith, S. Partridge, J. Pelesko, V. Perez, S. Raible, L. Reidel, M. Rieger, J. Riera, C. Riordan, M. Robinson, J. Russ, I. Shah, K. Schell, G. Schleiniger, J. Sharpe, H. Shenton, G. Silber, W. Simpson, J. Tanis, L. Thompson, Y. Tsai, T. Vickery, B. Weber, C. Williams

Members Excused: M. Gardner

Members Absent: A. Hestvik, L. Nees, D. Steven

I. Adoption of the Agenda

- Discussion: Note that the agenda had been amended to include remarks by Matt Kinservik
- Approved

II. Approval of the Minutes: [September 14, 2020](#)

- Discussion: none
- Approved

III. Remarks: President Dennis Assanis

- Thanks to more than 2000 members of the community who were able to come to the General Faculty Meeting. Thanks for the many notes and questions I received after the meeting. This presentation will try to respond to them.
- Clearly, this is a very tough situation for us, but it is important for the community to know we have managed the budget carefully over the last few years. We are trying to put out more information on our operating budget. The operating budget was always in balance or very slightly profitable until coronavirus.

- Many questions were raised about the endowment -- where it comes from, how we use it, how much of it can we use. We try to have an annual distribution from the endowment that doesn't vary with market conditions -- about 4%/year, currently about \$50M.
- We have additional assets we often call the reserve fund. We build those in anticipation of building projects, and spend them when we have enough to start building.
- We have an investment group that manages the endowment and reserve very well.
- We withdrew from reserve about \$100M to get through this year. We have to hold some in reserve because we don't know what's happening in Spring or next Fall. It is also healthy for institutions of our size to maintain some balance for a rainy day -- perhaps 60 days of operation in reserve.
- Have seen some misconceptions our building projects. We have several committees that evaluate all building projects. We have already put off the McKinly Lab replacement for a year at least because of budgetary issues. We don't want to go back to the \$500M of accumulated deferred maintenance that I inherited when I became president.
- Question received: why didn't we take more draconian measures last June when we developed our budget? Why didn't we have the foresight? Nobody knows the evolution of COVID, and we were acting based on best science. We had accounted for reduced enrollment, no conferences, no hiring or travel. People not feeling safe in August required us to de-densify the campus even more, putting health over financial impact. It took weeks to determine the financial impact because we couldn't until we saw how many students actually showed up.
- Our hope is to use the least painful ways to address the budget. We started with a staff retirement incentive. About 1/3 of the 370 eligible staff have asked to take that offer. We need to determine which of these we will accept retirement requests from. We need to determine impact on units because we do not want to hire replacements for most of these retirees. Need to maintain services with fewer people.
- We are in conversation with the unions. We will announce further steps when those conversations are completed. We hope that everyone will come together and cooperate.
- I am in active consultation with other groups, such as the Budget Committee of the Senate. I've met with President of the Senate, Past Presidents, distinguished professors -- I'll meet with others.
- Operational Excellence is a priority. Some units may have to be merged because of reduced staffing. Administrative positions throughout the university, not just HULLIHEN Hall, have grown. We would like to work with you to see how much of these can be reduced. Responsibility based budget model in recent years led to silos, which means we have work being duplicated in different units.

- Some legitimate increases: research support, compliance in some areas, mental health counseling, advising. Evaluating these will take years in hopes of keeping costs down.
- We are in this together, and I want to be as transparent as possible about all of our conditions.

Provost Robin Morgan

- We are now at week 6 -- half way to Nov 20.
- We have increased surveillance testing -- recognize that it's getting colder and the tents may not be so comfortable.
- We have a task force on names used in honorary titles and building names. Do any of these compromise our commitment to equity and inclusion? Could include changing names of buildings. Acknowledge Archives Director Ian Janssen for his knowledge of all the buildings and what they are used for.
- Last week was Speak-Warner event on history of racism.
https://events.udel.edu/event/speaks-warnock_symposium_on_race_and_racism_at_the_university_118#.X3vbRZNKgIE
Four scholars came here. Anti-racism initiative on campus has come from faculty. Ted Davis, Alison Parker, and Lynnette Overby are leading the initiatives.
- Middle States Commission has postponed our site visit for accreditation by a year, at our request, to Fall 2021. They have also provided guidance for how universities can evaluate the effects of the pandemic. There will be more Town Halls about the self-study in the Spring.
- Tomorrow will be a meeting for Deans and Chairs about student success in the pandemic. Need more input from students. We had plenty of issues with ProctorU and assessment in general.
- Faculty Commons has announced its courses for helping faculty adapt. Library and Media services are also available for help. Over 1100 faculty have made use of that.

Questions

- From Tom Kaminski (Kinesiology and Applied Physiology): would like a faculty/staff-only line for COVID testing.
- Provost Morgan: that's a great suggestion. We are meeting tomorrow to come up with some other means, perhaps a mobile site.
- From John Morgan (Physics and Astronomy): How many undergraduates are actually on campus?
- Provost Morgan: about 1300 students are in residence halls, mostly on Laird. We believe about 5000 students are living in off-campus housing. We have opened the Little Bob, and the library is available by appointment. 6000 is probably a good estimate.

Our walkup testing is only for asymptomatic people. Symptomatic should go to Student Health Service, although many go to Urgent Care.

- Stuart Kaufman (Political Science and International Relations): Do you know how many have tested positive since we started the semester?
- VP of Research Charlie Riordan. We are averaging about 75/week positive, and the vast majority are students living off campus.
- Provost Morgan: We can always find those numbers in the COVID dashboard. We are seeing the highest risk is cohabitation -- people living in the same house or unit are likely to infect each other. Don't see clusters from classes or even from parties.
- Ismat Shah (Materials Science and Engineering): A belated request, maybe plea, that no staff person will be fired.
- Provost Morgan: We don't say fired because that implies somebody did something wrong. We are doing everything we can to avoid layoffs, but I cannot guarantee that it won't happen. We are also looking at time reductions, furloughs. We don't know what the retirement incentive will yield.
- President Assanis: You know we have activities that have come to a screeching halt. Many of you feel like there has been growth of staff in many areas. We may need to merge units and reorganize.

**Vice Provost Matt Kinservik on the
Task Force on Equity in Faculty Evaluation Report**

- Chandra Reedy is also on the task force. She will talk about the first two of slides:
 - Members of the task force include Martha Buell (Contract Maintenance Officer, UD-AAUP 2), Gary Henry (Dean, College of Education and Human Development), Matt Kinservik (Vice Provost for Faculty Affairs, Chair), Chandra Reedy (Chair, University Committee on Promotion and Tenure), Kami Silk (Chair, Department of Communication), Sunaina Soares (Associate Provost for Faculty Affairs and Human Resources), Dana Veron (Provost Faculty Fellow in UD Faculty Achievement Program), and Shawna Vican (UD-ADVANCE)
 - Formed and charged by Provost Morgan in August 2020 to develop policies and other recommendations to ensure that the effects of the COVID-19 pandemic would be fairly considered in future faculty evaluations. The coincidence of the pandemic and the national awakening to the facts of systemic racism make it all the more imperative that the University reevaluate its policies and processes regarding faculty evaluation, both in terms of appraisals of current faculty and the hiring of new faculty.
- The Task Force met for six weeks, guided by evidence-based published research and recommendations from national agencies and others. Report is meant to be something substantive for people to respond to, and we look forward to explaining it and taking

questions at an Open Hearing The report can be found on the Provost's web site under the Faculty Affairs tab, and is currently at

<https://cpb-us-w2.wpmucdn.com/sites.udel.edu/dist/9/2591/files/2020/10/Equity-in-Faculty-Evaluations-Task-Force-Report.pdf>

- Policy recommendations to be included in the Faculty Handbook: more contract/tenure clock extensions, better feedback from students about courses, COVID impact statements will be included in dossiers, and external reviewers for P&T need to be given COVID instructions.
- There will also be recommendations, not for the Faculty Handbook, on workload flexibility and caregiver accommodations. Recommending more contract clock extensions.
- Fairness in evaluations is more than just giving people more time. Need to ensure conditions for many years to come that evaluations will be fair.
- Appendices include a timeline needed for future reference, an FAQ, and optional questions for this Fall for course evaluations to find out what the students are thinking.
- Thanks to everyone on the Task Force.

IV. Announcements: Senate President Charles Boncelet

- Open Hearing to discuss the Equity in Faculty Evaluation report will be Monday the 26th at 3:30. After that, the Promotion and Tenure Committee will look at this and recommend possible amendments to the Faculty Handbook.
- University updated its Sexual Misconduct Policy on August 14 because of new federal requirements. This is being looked at by the Faculty Welfare and Privileges Committee.
- Prof. Morgan's resolution regarding whether we are private or public has been sent to several committees; BUDGET, CCE, APPA, and FWP. We hope to get this back from the committees for the November or December meeting.

V. Consent Agenda: None

VI. Regular Agenda:

A. **Unfinished Business:** None

B. **New Business:**

1. Regular Resolutions (No curriculum log in required)

1. Recommendation from the Faculty Senate Committee on Committees and Nominations (Allison Karpyn, Chair) and the Library Committee (Cecilia Arighi, Chair) with the concurrence of the Executive Committee (Charles Boncelet, Chair) for the **revision to the Faculty Handbook 3.1 Standing**

Committee System of the Faculty and its Senate – Library Committee
([Attachment 1](#))

WHEREAS, The Faculty Senate Approved the Biden School of Public Policy and Administration as a “stand alone school” April 2020, and

WHEREAS, Several Faculty Senate Standing Committees require faculty representation from the various colleges, including the Library Committee, be it therefore

RESOLVED, that the Faculty Handbook section 1.3 Standing Committee System of the Faculty and its Senate – Library Committee - be revised to reflect the increase in faculty representation as in [Attachment 1](#).

Discussion:

- Fred Hofstetter (Education): I'm all in favor of adding a representative from the Biden School. Attachment only changes 7 to 8 -- how does that add something from the Biden School? I don't know that this accomplishes what they're trying to do. **Motion to send back to committee.**
- John Morgan (Physics and Astronomy): Sen Hofstetter made the point I was about to make. This does not make clear that the university has 9 colleges, two of which do not roster faculty. **Hofstetter motion seconded.**
- Matt Robinson (Past President): Doing this last year we viewed the name School versus College as a semantic one -- they are effectively a college.
- John Jebb (English): I think that the Biden School is a college and the semantics do get in the way. When the senate changed the administrators allowed in the senate last August, we used language about "Deans who rostered their own faculty." I think that language could be used here and in subsequent resolutions.
- Gilberto Schleining (Mathematical Sciences) Are their other schools that are not colleges?
- John Morgan: we have Nursing, Education, Music. I endorse John Jebb's suggestion. [Point of privilege addition by Secretary: School of Marine Science and Policy]
- **Vote on the motion** to send back to committee: 55 yes, 7 no.

VII. Presentations: None

VIII. Introduction of New Business:

Such items as may come before the Senate. (No motion introduced under new business, except a motion to refer to committee, shall be acted upon until the next meeting of the Senate.)

Senator Fred Hofstetter introduced a Resolution Amending the UD Faculty Constitution Related to Voting Abstentions. He notes that this change was made in the Senate's rules in 2014. We are proposing that this change be made to the Constitution so that the same rule would apply to General Faculty Meeting should it ever be needed.

WHEREAS, the current Constitution of the Faculty of the University of Delaware refers to decisions made by the votes of those present; and

WHEREAS, Robert's Rules states, "Voting requirements based on the number of members present ... are generally undesirable. Since an abstention in such cases has the same effect as a negative vote, these bases deny members the right to maintain a neutral position by abstaining;" be it therefore

RESOLVED, that in the Constitution of the Faculty of the University of Delaware, Article 1.1,

Section IV, the following sentence will be added: "16. Votes are decided by a simple majority of those voting yes or no. For votes requiring two-thirds, such as a motion to change the Constitution, votes requiring two-thirds are decided by a two-thirds majority of those voting yes or no."

Discussion

- John Morgan (Physics and Astronomy): I would express support for this resolution. I also thank you for forwarding my resolution to the other committees. I hope that it will be possible to find mutually acceptable language with President Assanis and the other members of the administration.
- Charlie Boncelet (President): As a change in the constitution, this will automatically be referred to the Rules Committee.

Meeting adjourned at 5:14.