

REGULAR MEETING OF THE UNIVERSITY FACULTY SENATE

November 1, 1976

MINUTES

The regular meeting of the University Faculty Senate was called to order at 4:00 p.m. Senators not in attendance were:

Edith Anderson	Helen Gouldner	Asa Pieratt
Dale Buckmaster	Larry Holmes	John Reynolds
Alexander Doberenz	Frank Murphey	Judith Runkle
William Gaither	Lucia Palmer	George Tatum

Senators excused: Val Arnsdorf, Daniel Biebuyck, Edward Kerner, Vytautas Klemas, Robert Stark.

- I. Adoption of the Agenda. There were no objections and the Agenda was adopted as distributed.
- II. Approval of the Minutes. The Minutes of the October 4, 1976 Senate meeting were approved as written.
- III. Remarks by President Trabant. President Trabant's remarks are attached in full.

Remarks by Provost Campbell. Provost Campbell opened his remarks by calling attention to two errors in the recently distributed revisions and additions to the Faculty Handbook: 1) page II-4, the second half of the Student Grievance Procedure, had been inadvertently omitted and 2) the proposed policy on Terminations, page III-N-1, was included by error. He stated that the proposed policy had not yet been approved by the Board of Trustees, and that the present statement in the Handbook would remain in effect.

Provost Campbell then addressed the topic of comments and questions which have recently been raised about the promotion and tenure process. He stated that there has not been a change in the policy, but that the confusion arises from the July 1, 1976 effective date of the policy as it was recently approved by the Board of Trustees. He also stated that the policy contains neither a retroactivity statement nor a "grandfather clause." He explained that faculty members who came up for review and whose contracts expired in 1975-76 had to be notified before July 1, 1976 under the contract renewal policy, and that therefore notices were sent on April 20, 1976 to all deans about contracts which were expiring in their colleges so that they could take appropriate steps. Provost Campbell read the following example of this notice to the deans:

"In accordance with current University policy to issue one-year contracts in cases where multi-year contracts would extend faculty beyond the sixth year, the following assistant professor should receive a one-year contract for the next appointment year. You will recall that solid justification must be provided in cases where the contract is not to be terminal. All instructors should also be reviewed at this time." (Appropriate names were then listed)

"In addition, the following assistant professors have contracts expiring in the 1976-77 year. You should review each of these faculty members now to determine whether you intend to propose renewal of their contracts beyond the remaining year." (Appropriate names were listed)

Provost Campbell also stated that there has never been a disagreement that tenure policy applies to all faculty, and he gave the following example: if an instructor had been promoted in 1975-76 to assistant professor he could have a six year probationary period. He noted that this does not guarantee six years, since there are regular departmental, two-year peer reviews of all assistant professors.

Senator Braun asked if this meant that persons who were notified and received a terminal contract might not have a terminal contract because they got it under the old policy. Provost Campbell replied that the need for evidence is the same under either policy. Senator Braun asked if such a person would get more time if they got six years under the new policy, and Provost Campbell said that would depend on the evidence of why a terminal contract was given, and that under both policies department committees and others can make recommendations for nonrenewal at any point. Dean Brown asked whether, in the absence of a grandfather clause, all previous decisions would obtain, and Provost Campbell responded that that would be the case, but that the answer to whether a faculty member would be given another year in cases such as Senator Braun had inquired about would depend on the evidence involved in each case.

IV. Announcements. President Pikulski welcomed the newly-elected undergraduate student senators, Robert Cook and William Hynick, and noted that virtually all undergraduate student positions on Senate committees had been filled this year. Additional announcements, as distributed to the Senators, are attached.

VI. New Business. President Pikulski explained that items A and B of New Business were intended to solve a problem that came about because the Nominating Committee did not consist exclusively of senators, as required by the Bylaws. The following were approved by unanimous voice vote:

*RESOLVED that the Senate amend the bylaws so as to suspend, for the current academic year only, the requirement that members of the Nominating Committee be senators.*

*RECOMMENDATION from the Committee on Committees for confirmation of the following members of the Nominating Committee: Val Arnsdorf, George Cicala, Raymond Goodrich, Elaine Safer (Chairperson), and Mark Sharnoff.*

Item C of New Business was amended to include only one appointment; the following was then approved by unanimous voice vote:

*RECOMMENDATION from the Committee on Committees for confirmation of the appointment of Avijit Banerjee to the Committee on Undergraduate Admissions and Standing.*

Item D, the report and recommendations from the ad hoc Committee on Retrenchment was introduced by Prof. Cicala, Chairperson. He explained that the committee's purpose had been to determine whether the Senate's standing committee structure would provide sufficient faculty input into academically important decisions in the event of a financial crisis. The committee had responded by recommending the establishment of a Committee on Budget Review and by drawing up guidelines for faculty involvement in extraordinary financial circumstances.

The following points were made by Prof. Cicala during the discussion:

- 1) the Committee on Budget Review would be under the Coordinating Committee on Education and, with its chairperson an ex officio member of the Coordinating Committee, input from all units involved in proposed cuts would be insured;
- 2) the proposed five year terms for members were intended to provide time for them to gain the necessary information, and any problems caused by sabbaticals, etc., could be handled by the Committee on Committees;
- 3) consideration had not been given to having the Budget Committee deal with cases where more than one unit would be affected, but only the situations in which unit lines were involved and where decisions would be made within the unit;
- 4) the Committee on Budget Review was intended to collect and analyze financial information on an on-going basis, and to organize it in a form which the Senate could use.

In response to a concern that the guidelines under "E" regarding new programs might be too restrictive, Prof. Cicala noted that the guidelines would apply only in a situation of severe financial crisis and that the intent was that under such circumstances new programs which would not bring in enough revenue to balance costs should not be instituted, nor those which would be a further drain on University funds. Provost Campbell added that the "should not" restriction did not mean that the Senate and its committees would have to foreclose on all new programs in applying the guidelines. Senator Braun asked whether the proposals dealt with the possibility that a program or curricula might be eliminated unofficially if the positions of its faculty who were terminated were not refilled. Prof Cicala responded that the committee had felt that that is a normal process for making financial and academic adjustments within a unit and that as such it is not dependent on the declaration of a financial emergency.

In response to questions about the ability of the Committee on Budget Review to obtain meaningful financial information President Trabant suggested that the Senate, rather than mistrusting and anticipating conflicts of interest, establish the committee and see what happens. Senator Braun inquired about funding for the committee's data gathering and analyses; a motion to call the question was defeated, and Provost Campbell responded that he could not answer Senator Braun's question until he knew how much money was needed.

A proposal from Senator Finner to change the last sentence of part B of the Guidelines to read: "The total adjustments must be suitable to maintaining the purpose of the University as an institution of knowledge and learning" was accepted as an editorial change. Senator Sharnoff suggested an editorial change in the second sentence of part C, to allow for the possibility of multiple affliction; the change was accepted and the sentence reads: "The department(s) or college faculty(ies) most immediately affected. . . ."

By consensus the ad hoc committee's recommendation was divided, and the following motions were passed by unanimous voice vote:

*RESOLVED, that the University Faculty Senate establish a standing Committee on Budget Review to insure informed faculty participation in the event of retrenchment.*

*RESOLVED, that the University Faculty Senate adopt the "Statement on Guidelines for Faculty Involvement Related to Extraordinary Financial Circumstances."*

Professor Rosenberry, Chairperson of the Committee on Student and Faculty Honors, introduced item E and reviewed the background and the committee's deliberations, including their concern that length of faculty service not be equated with quality of service, which led to their recommendation. After a brief discussion the following recommendation was approved by voice vote:

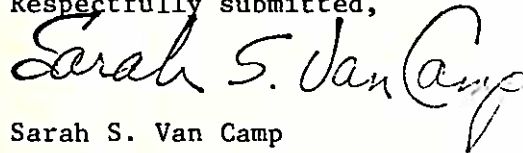
*RESOLVED, that the Faculty Senate endorses the measures proposed in the report of the ad hoc University Awards Committee for the Francis Alison Faculty Award and for the President's Certificate of Appreciation.*

Professor Mosberg, Chairperson of the Coordinating Committee on Education, introduced an addition to item F, the recommendation from that committee for the disestablishment of the B.A./M.A. program in Philosophy; Prof. Braun suggested the addition of the word "special" and this change was also accepted. The following resolution was then approved by unanimous voice vote:

*RESOLVED, that at the request of the Philosophy Department and upon recommendation of the Senate Graduate Studies Committee and the Coordinating Committee on Education, the Senate approves the disestablishment of the B.A./M.A. program in Philosophy and cancellation of student fellowships and any other special financial support assigned by the University to support this program when the last student currently enrolled completes the program or transfers out of the program.*

The meeting was adjourned at 5:25 p.m.

Respectfully submitted,



Sarah S. Van Camp  
Secretary  
University Faculty Senate

SSVC/b

Attachments: Remarks by President Trabant  
Announcements

## REMARKS FOR FACULTY SENATE MEETING

November 1, 1976

by E. A. Trabant

As a new President, a little over eight years ago on September 16, 1968 in the opening Fall Convocation, I asked for the creation of the new University of Delaware Community Design. In that Convocation address, I outlined the component parts of the University Community; namely, the trustees, the administration, the faculty, the students, and the alumni, and asked each campus unit to work cooperatively to bring the design into existence. This happened and culminated in the excellent three-volume work, "The Decade Ahead." It was accomplished through the positive, dynamic, daring but cautious endeavors of literally hundreds of individuals. The process of open hearings used in developing the design probably did more than anything else in creating a sense of community on the campus, a critical sense of trust and mutual respect.

Therefore, I believe you can understand my feeling of pleasure and pride when eight years later I heard the President of the Faculty Senate say the following words in his semi-annual report to the faculty on October 18th: "I think we must come to speak cautiously and positively as a University Community dedicated to the welfare and instruction of students, the advancement of knowledge, and to service to the community and state. I hope we can achieve more trust and confidence in each other. We are all committed to a common goal for this University and its members. I hope that we can cooperate in our advancement toward the goal, rather than mistrusting each other and anticipating conflicts of interest."

This reemphasis on sense of community and the development of trust recalled to my mind that for the Convocation address of 1968 I had done considerable study of what was being said at that time about the sense of community at a university. So I decided to investigate and determine what is being said in 1976 on this topic, the University Community.

The Administrative Assistant to the President, Hotel and Restaurant Employees and Bartenders International Union, AFL-CIO, Trustee of the University of Cincinnati and previously a Trustee of Ohio University, Mr. William L. Kircher, is saying the following: "Hard decisions about faculty workloads, program curtailment or curriculum retrenchment have not united the campus community as one might have expected hard times to do, to a family supposedly committed to a common purpose. In fact, today's hard administrative decisions often divide the campus community and reveal the cement of collegiality to be serviceable only when the strain of adversity is minimal. The mutual desire for educational excellence is forgotten as militant voices of various groups demand salary increases, a lessening of workload and unchanged or lowered tuitions. In their zeal to attain narrow goals, individuals within these groups turn to the courts in numbers that make today's college president one of the most-sued-professional groups in the nation.

"While faculties turn to collective bargaining for the attainment of salary increases, benefits and job security, trustees admonish the president to hold the line and keep his administrative radar locked in on the goal of good old fiscal responsibility; and student groups, while declaring themselves philosophically in tune with the faculty, make demands for a seat at the bargaining table to protect themselves from any move that might bring tuition boosts.

"The damned truth of the matter is that the faculty, student body, administration and trustees no longer constitute a homogeneous community. As a matter of fact, it is doubtful if any combination of two would contain much homogeneity. And yet in the composite they do constitute the University Community, just as surely as they did in those halcyon days of the ten-thirty curfew. And the place where the buck stops is still the same, the president's office. The difference is in the number and nature of the bucks and the 360-degree perimeter from which they often come."

The President of the University of Oregon, William W. Boyd, is saying the following: "When Justice Felix Frankfurter laid down the axiom: 'Never dip you pen in the company inkwell,' he was not enjoining theft, but warning his clerks about the hazards of intimacy within a context of work. That's a good place to start with board/administrative/faculty relationships. Cordiality, yes; intimacy, no!

"Even cordiality may be difficult to achieve in many contemporary college or university settings.

"A most talked about board/administrative/faculty issue is collective bargaining. The arguments for and against it and lamentation about its possible deleterious effects are too familiar to need retelling. From the point of view of board/administrative/faculty relationships, two or three points might be made. First, faculty who really manage some of the most important things that get managed in the university, lay that reality aside once a year to play the labor role at a bargaining table. Alice would certainly have had some interesting comments to make about that bit of Wonderland.

"Further conflict of interest is involved when faculty bargain against administrators who came from faculty and may, in many cases, return to that same faculty before retirement and who, meanwhile, will gain their own salary increases by riding piggyback on the very contracts they negotiate in the name of the governing board. If board members were caught in a similar situation, it would be regarded as a public scandal.

"Suspicion and paranoia, so common in academic life, can be reduced by adding a personal dimension to previously one-dimensional or nonreciprocal relationships. The result could be the release of creative-energies."

These words from the outside are not completely positive or cautious. Some may find them downright negative and inflammatory. So it may be that some, upon viewing the built-in conflicts on our own campus, may become discouraged. However, we must keep in mind the University's over-riding primary reason for being, amid a national atmosphere of the open campus and the legally enforceable doctrine of equality of opportunity. This imposes on us the responsibility to accomplish mass education while achieving individual quality for our University.

I, of course, reject the pessimistic view. While admitting there are new and different forces contributing to divisiveness than there were eight years ago, I believe we have the strength to maintain and revitalize our University Community.

For you see, there will always be a University of Delaware. However, the fundamental question remains--whether all the major elements, even with all their differences, can work together to bring into proper focus our common objective which at times may become somewhat blurred. That common objective is quality education for our students.

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November 1, 1976

ANNOUNCEMENTS

1. At its October 14 meeting the Committee on Rules made decisions on the following:

Past President of the Senate, Voting Status of

With regard to the question of whether the Past President of the Senate who, under the new bylaws is a member of the Executive Committee, is also a voting member of the Senate, it was decided that he is not.

Committee on Retrenchment, Membership of the Senate Vice President

The Committee considered the question of whether the designated membership of the Vice President of the Senate on the ad hoc Committee on Retrenchment meant the Vice President at the time the ad hoc Committee was formed or the current Vice President. Based on the following from Robert's Rules of Order the Committee decided that the current Vice President should serve in that position on the Committee:

Page 414, first full sentence: "The rules affecting ex-officio members of committees are the same as those applying to ex-officio members of boards."

Page 402, last paragraph of the section titled "Ex-Officio Board Members": "When an ex-officio member of a board ceases to hold the office that entitles him to such membership, his membership on the board terminates automatically."

Term of Membership, Definition of

In response to questions that have arisen regarding eligibility for committee membership, the Rules Committee agreed on the following definitions:

Unexpired term: a term which has already begun;

Full term: a term of office which has not yet begun.

2. A question has been raised as to whether the report submitted at the Senate meeting of September 13 by Vice President Worthen and Associate Dean Townsend dealt with a judicial system for all students or whether it confined itself to the undergraduate student system. The latter is correct. However, the Vice President for Student Affairs has final responsibility for all student judicial matters.
3. Note: Elected Senators are reminded that, according to action taken by the Senate last Spring, if a Senator has unexcused absences from two consecutive regular Senate meetings, the seat must be declared vacant and a new election must be held. An absence may be excused by calling the Senate office, 2829, prior to the meeting.