

REGULAR MEETING OF THE UNIVERSITY FACULTY SENATE

September 19, 1988

MINUTES

The regular meeting of the University Faculty Senate was called to order on Monday, September 19, 1988 at 4:00 p.m. with President Dilley presiding.

Senators not in attendance were: Mark Amsler, Donald Crossan

Senators excused were: Edith Anderson, Frank Murray, David Payne-Carter,
R. Byron Pipes, Nancy Signorielli, Carolyn
Thoroughgood

I. ADOPTION OF THE AGENDA

The Executive Committee requested that the agenda be approved with two modifications: Because of a teaching commitment concurrent with the Senate meeting Professor Hall requested that Item VI B, New Business, "Report of the COPE Evaluation," be the first matter of business of the Senate session. The Executive Committee also requested that a proposal to modify the size and a part of the charge to the Committee on Faculty Welfare and Privileges replace on the agenda former agenda Item VI B. The latter action would facilitate the Committee's ability to act upon a charge given it by the Senate in May. Hearing no objections the agenda was approved as amended.

The Executive Committee had moved that the report of the COPE Evaluation Committee be received by the Senate for forwarding to the administration with the intention that alternative structures be worked out in consultation between the Senate and administration. Professor Hall clarified several points in the report, after which Professor Mosberg introduced a motion to rescind Senate approval of COPE. The motion was seconded and, after discussion, the substitute motion was defeated. The original motion, to receive the report, was immediately called, seconded, and approved.

II. APPROVAL OF THE MINUTES

Minutes of the May 2, 1988 Senate meeting were approved with one modification: Senator Usher was listed as excused rather than absent.

III. REMARKS BY PRESIDENT JONES

1. Salaries

Major administrative goals in development of a comprehensive salary plan were focussed on raising salaried staff and professional staff pay to levels more competitive with regional business and industry. The new contract represents a beginning of that process. With regard to faculty salaries, a greater proportional increase in the pay of assistant professors and instructors relative to other

ranks was intended to address the disparity that had come to exist between Delaware salaries for those ranks and average salaries in other academic institutions for the same ranks.

2. Budget Impact

The overall effect of salary increases varies in its impact on current and annualized budgets for each of three employee categories: faculty, professional staff, salaried staff (see Attachment 1 for current and annualized budget impact). Variations on budgets result from different factors for each category: faculty variation results from the difference between the contract date (September 1) and the beginning of the fiscal year (July 1); professional staff variation results from an ongoing process of job reclassification to be completed by January 1 which should produce higher classifications, and thus higher salaries, for some members of the current professional staff; and the slight variation between current and annualized budget impact for salaried staff results from the merit award program activated in January, which in January 1989 will provide a 5 percent increase to 20 percent of the salaried staff (twice as many as in the past).

3. Minorities on Campus

Since 1980, when the Title VI inspired effort to increase the minority presence on campus began, there have been increases in all categories: students, staff, and faculty (see Attachment 2). Total faculty, for example, have increased by 7.6 percent while black faculty have increased 133 percent; total University employees on payroll have increased approximately 20 percent while blacks on University payroll have increased approximately 30 percent, though largely concentrated in the lower pay categories of employment. Efforts toward upward mobility for lower category employees will continue. Black students represent slightly more than 4 percent of the study body while blacks represent about 16 percent of the surrounding community and 27 percent of the five-year-olds in the state. Looking toward the year 2020, black students and black employees should represent about one-third of our state population. It is our institutional goal to appropriately reflect that racial mix on campus.

4. Provost Search

The search committee will be reconstituted to begin the search earlier than was possible last year. Two faculty members currently on sabbatical will have to be replaced, as will the student member, now graduated. Within two weeks the committee should be back in operation and the renewed search begun. New advertisements have been placed.

5. Senators are invited to a reception at 47 Kent Way following the Senate meeting.

III. REMARKS BY ACTING PROVOST PIERCE

1. Introduction of the Acting Associate Provost for Instruction: Dr. Carol Hoffecker.
2. Talent Development

The primary goal of the University in general and particularly that of the Vice President for Academic Affairs, is talent development of students, faculty, and staff. That goal is represented in Project Vision, in administrative offices, and in the work of the Senate and its committees. One example of the process is the freshman reading list for which 2800 incoming students enrolled. Another active initiative is the development of a freshman-year experience involving greater faculty/student interaction. Work is underway with State Department of Education officials toward coordination and facilitation of Senate-approved academic admission standards. Consideration is also being given to the appointment of a task force to develop a comprehensive new faculty orientation program to facilitate the familiarizing of new faculty to the campus and its services. Work will also soon be underway to conduct a comprehensive faculty career development survey and to conduct some faculty interviews. The Center for Teaching Effectiveness will work on this and hopefully would become a unit within a faculty growth and development office.

IV. ANNOUNCEMENTS

1. President Dilley reported to the Senate the Board of Trustees' resolution on apartheid, noting that it is not the same as the Senate-recommended resolution of several years ago, and asking Senate response via New Business, suggestion to the Executive Committee, or suggestion to the appropriate faculty committee.
2. President Dilley called attention to two hearings: a Trustee hearing on October 5 concerning student use of alcohol and an Open Hearing on September 23 on the proposed Interdisciplinary Ph.D. Degree Program in Neuroscience.
3. President Dilley recommended that new senators review the Constitution of the Senate and the Faculty Handbook, and called attention to the Senate policy on non-attendance at Senate meetings. He also introduced Senator Melinda Kwart as the new parliamentarian of the Senate. The dates of future regular University Faculty Senate Meetings to be held in Room 110 of Memorial Hall at 4:00 p.m. are as follows:

Monday October 3, 1988
Monday November 7, 1988
Monday December 5, 1988
Monday February 6, 1989
Monday March 6, 1989
Monday April 3, 1989
Monday May 1, 1989

The dates of future semi-annual General Faculty Meetings are as follows:

Monday October 10, 1988
Monday April 17, 1989

4. President Dilley announced that the following items were referred to various committees:
- A. Faculty Excellence in Academic Advising Award
 - B. Affirmative Action Plan
 - C. Determination of Voting Membership
 - D. Transfer of Food Science from the College of Human Resources to the College of Agriculture
 - E. Proposal for Senate-Sponsored Academic Project

ANNOUNCEMENT FOR CHALLENGE

The following Announcement for Challenge was presented by President Dilley and approved:

1. Revisions in the Major in Elementary Teacher Education: All Concentrations (copy is at Attachment 3)

V. OLD BUSINESS

Item A was a request from the Committee on Committees (Frank B. Dilley, Chairperson) for Senate confirmation of committee appointments. The following resolution was unanimously approved: (copy of committee appointments is at Attachment 4)

RESOLVED, that the appointments to Senate committees, as presented at Attachment 4 of this agenda, are hereby confirmed.

Two names were added to the list (written on the blackboard) and approved pending the approval of Item B under New Business, an alteration to the charge to the Committee on Faculty Welfare and Privileges: James Richards (Physical Education) and Anna DeHaven (Nursing).

Item B was a resolution, introduced by Senator John Morgan (tabled from the May 2, 1988 meeting) with the concurrence of the Committee on Undergraduate Studies (Paul Durbin, Past Chairperson) on a change to the projected plus/minus grading system.

WHEREAS: Outstanding performance by students should be recognized as such, be it

RESOLVED: That a grade of A+ worth 4.0 quality points be added to the projected plus/minus grading system.

After a brief discussion of the merits of the resolution the question was called. After an initial ruling on the vote a call for a division of the Senate was entered. The resolution was defeated: 30 opposed, 27 in favor.

VI. NEW BUSINESS

Item A was the election of a chairperson of the Committee on Committees from among the committee members elected by the Senate. After no further discussion, Professor Barry Seidel was elected chairperson by unanimous vote.

Item B was a resolution from the Executive Committee (Frank B. Dilley, Chairperson) altering the charge to the Committee on Faculty Welfare and Privileges.

The following resolution was approved by unanimous vote:

WHEREAS, *the University Faculty Senate, at its meeting of May 2, 1988, approved the disestablishment of the Committee on Academic Complaints and the transfer of that committee's functions to the Committee on Faculty Welfare and Privileges, be it*

RESOLVED, *that the charge to the Committee on Faculty Welfare and Privileges as it appears in the Faculty Handbook, Section III, page I-18, be changed to read as follows:*

FACULTY WELFARE AND PRIVILEGES, COMMITTEE ON

This committee is charged to develop and review general policies in the areas of reappointment, dismissal, faculty evaluation and appraisal, salary adjustment, sabbatical leave, fringe benefits, academic freedom and other areas of personnel policy and conditions of faculty employment, and to prepare recommendations concerning such policies for transmission to the Trustees through the faculty or its Senate, and through the President of the University, in accordance with Trustee Bylaws.

It shall be available to hear, investigate, advise, and, as far as it may be able, mediate specific questions of individual faculty members, seeking the informal resolution of possible grievances or complaints. It shall, with the acquiescence of both parties to a grievable or complainable dispute, receive and file copies of correspondence pursuant to such disputes, that it may better serve its function, and that it may develop and maintain a file of precedents. If, prior to a hearing or review, a faculty member complains about the membership of a College or Division Committee of Review, this committee shall consider those charges.

A subcommittee, consisting of five members of the committee, one of whom shall be chair, shall serve as Step 3 of the Academic Complaint Procedure in hearing each case and rendering its advisory decision to the Vice President for Academic Affairs. The chair of the Committee on Faculty Welfare and Privileges shall appoint this subcommittee and designate its chair.

This committee shall consist of seven faculty members, one of whom shall be designated chair and one of whom shall be an assistant professor.

Nothing in the charge to this committee shall operate to result in conflict with any current Collective Bargaining clause or requirement or with state law governing collective bargaining.

Item C was a recommendation from the Committee on Graduate Studies (L. Lemay, Past Chairperson) on the plus/minus grading system. The resolution follows:

WHEREAS, in order to be supported a graduate student must maintain a 3.0 grade point index, and

WHEREAS, under the projected +/- grading system a student who receives two B+ grades and one C+ grade will have a grade point index of 2.96666 ... and hence be ineligible for support, therefore be it

RESOLVED, that +/- letter grades (with the exception of A+) will carry +/- one-third of a quality point above/below the ordinary letter grade.

Discussion of issues raised by the recommendation touched upon several points. Did the recommendation apply to undergraduate as well as graduate students? The consensus understanding was that,

though the specific illustration was of its effect upon graduate students, its intent would apply to all students. A second matter discussed was whether there was an implicit or explicit expectation that all faculty would use the plus/minus system after it was introduced.

Senator Todd Mason, DUSC Representative, moved that consideration of the recommendation be postponed until the next meeting of the Senate, since as a newly selected senator he had had insufficient time to consider the merits of the recommendation. The motion was seconded and approved by the Senate.

Item D was a letter from a colleague, read to the Senate by Senator Bellamy, objecting to the extension of cable access to student dormitory rooms on the grounds that such action was inconsistent with the mission of the University. The following resolution, introduced by Senator Bellamy, will be placed on the October 3 Faculty Senate Agenda:

WHEREAS, initial plans have been made to install cable television into student dormitory rooms, and

WHEREAS, serious question has been raised concerning the advisability of so doing, and

WHEREAS, the Executive Committee has charged the Senate Committee on Student Life to study this plan and make a recommendation as to its advisability, and

WHEREAS, the Faculty has responsibility, under the Charter of the University of Delaware (#511) for the care, control, government and instruction of the students, therefore be it

RESOLVED, that it is the sense of the Senate that no further action be taken to implement the plan to install cable television in dormitory rooms until the Committee has completed its work and reported to the Faculty Senate.

Item E was a resolution introduced by Senator Bellamy objecting to the plural form "auditoriums" used on campus NO SMOKING signs and requesting that the signs be altered to read "auditoria." The following resolution will be placed on the October 3 Faculty Senate Agenda:

WHEREAS, the correct plural of "auditorium" is "auditoria" (or ought to be), and

WHEREAS, a University, perhaps more than any other institution, needs to promote precise communication; therefore be it

RESOLVED, that the No Smoking signs in the several buildings on campus be modified or replaced to correct the misspelling, "auditoriums."

Hearing no further comments or requests, President Dilley entertained the motion to adjourn at 5:20 p.m.

Dutifully submitted,



Kenneth Ackerman
Secretary
University Faculty Senate

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Attachments:

1. University of Delaware Distribution of Percentage Salary Adjustments for FY89
2. University of Delaware Patterns of Employment
3. Revisions in the Major in Elementary Teacher Education: All Concentrations
4. Committee Appointments