

REGULAR MEETING OF THE UNIVERSITY FACULTY SENATE

September 11, 1989

MINUTES

The regular meeting of the University Faculty Senate was called to order on Monday, September 11, 1989 at 4:00 p.m. with President Dilley presiding.

Senators not in attendance were: Nina Kallmyer, Beatrice Pericles, James R. Soles, Robert Warren

Senators excused were: Donald Conlon, Alexander Doberenz, Helen Gouldner, Vahan Janjigian, Krzysztof Szalewicz, Carolyn Thoroughgood, E. A. Trabant

I. ADOPTION OF THE AGENDA

President Dilley requested approval to amend the published agenda in order to allow Item A, "New Business"—Election of the chairperson of the Committee on Committees and Nominations—to be the first item of the Senate's business, and to allow Fraser Russell, Chairperson of the Faculty Advisory Committee on the Presidential Search to report on the progress of the search and to answer questions. The agenda was so amended without objection. After a ballot count, the following result was announced:

Chairperson, Committee on Committees and Nominations: Jon Olson

Fraser Russell had distributed a status report on the actions of the Search Committee. In response to several questions, he noted that cooperation among the several committees has worked well, that recommendations from the Faculty Advisory Committee have been well received, that presidential candidates should begin to arrive on campus during October, that the number of candidates has not yet been determined, and that procedures will be developed for soliciting information from the home bases of each of the top candidates.

Hearing no comments or objections the remainder of the agenda was approved as distributed.

II. APPROVAL OF THE MINUTES

Hearing no comments or objections the minutes were approved as distributed.

III. REMARKS BY ACTING PROVOST MURRAY

Provost Murray announced the following actual or impending administrative changes:

- a. Retirement of Dean David Nelson, College of Physical Education, Athletics and Recreation. A search committee, headed by Dean Donald Crossan, College of Agricultural Sciences, has been appointed to seek a new dean, effective summer or fall 1990.
- b. Resignation of Dean Eric Brucker, College of Business and Economics, and the appointment of Lawrence Donnelley as Acting Dean. A search committee has yet to be constituted.
- c. Resignation of Cynthia Williams, Special Assistant to the Provost for International Programs, and Diane Ebert May, Assistant Provost for Special Sessions (the latter effective November 1989). The former position is being filled temporarily by Fran Griffith. A search committee will seek an administrator for fall 1990 in whose office both functions will possibly be combined.
- d. Burnaby Munson, Director of the Honors Program, will return to the Chemistry Department. An Acting Director will be appointed while a search is conducted for a new director for fall 1990.

IV. ANNOUNCEMENTS

1. Liane Sorenson, Director of the Office of Women's Affairs, Executive Director of the Commission on the Status of Women, and Patricia Grim, Chairperson, Commission on the Status of Women, presented summary data and recommendations drawn from the "Annual Report of the Commission on the Status of Women," (see Attachment 1). While there were many questions, the answers to most will be found in the Annual Report, copies of which can be secured from the Office of Women's Affairs.
2. President Dilley made the following announcements:
 - a. The Executive Committee chose to take no action on the results of a "sense of the Senate" poll which found a majority of those voting opposing the institution of a plus/minus grading system in fall 1991. Any Senator who wishes to bring a resolution to the Senate concerning the plus/minus grading system may do so.
 - b. A proposal to separate Intercollegiate Athletics and Physical Education has been deferred.
 - c. The Executive Committee requests volunteers and nominations from Senators for an Ad Hoc Committee on Divestment with representation of various points of view. The names of volunteers and nominees should be sent to the Senate Office. The Ad Hoc Committee will be asked to consider a broader range of issues than purely economic ones.
 - d. The Executive Committee will be placing two matters on the October Senate agenda concerning budget and space allocations. The first will ask the Committee on Committees and Nominations to develop charges for a committee or committees on budget and

space; the second will be a resolution to the Presidential Search Committees to the effect that willingness to work with Senate committees concerned with budget and space allocation should be a matter of high priority in the evaluation of presidential candidates.

- e. President Dilley also indicated an intention to present several resolutions reflecting the expressed sentiment of the Senate with respect to "set asides" for faculty recruitment. Such a resolution would also have implications for promotion and tenure policies; thus a second resolution adding comparability of candidates to comparability of promotion and tenure policies across campus will be considered. Further resolutions altering the promotion and tenure timetable and adding minority membership to the Promotions and Tenure Committee are under consideration by the Committee on Committees and Nominations. In subsequent discussion of these proposed resolutions Senator Blits offered a sense of the Senate motion, modified by Senator Sanford, advising the Executive Committee as follows:

The Faculty Senate instructs the Executive Committee to seek legal counsel in formulating the policy on promotion and tenure.

The sense of the Senate motion was approved as advice to the Executive Committee. President Dilley indicated during the debate that securing legal counsel would almost certainly move the intended resolutions back to a date later than October.

- f. A resolution concerning honorary degrees will also be on the October agenda.
- g. The Drug-Free Workplace Policy has been sent to the Committee on Faculty Welfare and Privileges for review and recommendation.
- h. The University's proposed Affirmative Action Policy is anticipated within two weeks. Since the Collective Bargaining Agreement requires a sixty-day period for review of policy changes before these become effective, the Executive Committee is requesting volunteers and nominees for an ad hoc review committee to consider such policy changes and advise the Senate regarding them.
- i. The Committee on Faculty Welfare and Privileges is reviewing the recently revised Workload Policy. Anyone wishing to comment on the policy should contact members of that Committee. No date has been confirmed for bringing it before the Senate.
- j. The Committee on Student Life is considering new language for inclusion in the Student Guide to Policies regarding disruptive behavior in the classroom.

V. OLD BUSINESS

Item A was a request from the Committee on Committees (B. Seidel, Chairperson), for Senate confirmation of committee appointments. The following members and chairpersons were confirmed by the Senate:

COMMITTEE ON RESEARCH

Chair: Lawrence Nees

COMMITTEE ON CULTURAL ACTIVITIES AND PUBLIC EVENTS

Chair and member: Hilton Brown
Member: Anne Graham
Member: Barbara IZard
Member: Mary Lou Liprie
Member: Larry Peterson
Member: Mark Sharnoff
Member: Kevin Kerrane
Member: Jerome Siegel

Item B was a recommendation from the Committee on Graduate Studies (R. Exline, past Chairperson), for the expansion of the B.S.N. for the R.N. option, the R.N./B.S.N.-M.S. option. The following resolution was carried:

WHEREAS, the demand for nurses with advanced degrees has doubled with the current nursing shortage, and

WHEREAS, many registered nurses with diplomas and associate degrees enroll in baccalaureate programs in preparation for graduate education, and

WHEREAS, the DHSS Secretary's Commission on Nursing (1988) has recommended flexible, accelerated nursing programs as one method of meeting the needs of nurses seeking advanced education, and

WHEREAS, the College of Nursing currently offers a flexible program for registered nurses (B.S.N. for the R.N. Option), which is based on the University's policies regarding credit-by-credit examination and transfer of credits from other institutions, and

WHEREAS, the College of Nursing has prepared a proposal to establish an R.N./B.S.N.-M.S. option for selected qualified registered nurses who want to earn both a baccalaureate and master of science degree, and

WHEREAS, no additional faculty, University, or clinical resources are anticipated for implementation of the R.N./B.S.N.-M.S. option, therefore be it

RESOLVED, that the Faculty Senate approves provisionally, for four years, the establishment of the R.N./B.S.N.-M.S. option, effective immediately.

Item C was a recommendation from the Library Committee (J. Morrison, Chairperson) to require the assessment of library resources and facilities as part of a new academic/degree proposal. After much debate and the defeat of a substitute amendment, the following resolution was defeated:

- WHEREAS, the University Delaware Library has a significant responsibility for supporting the instructional and research needs of all programs and degrees, and
- WHEREAS, the establishment of new academic programs/degrees and/or the revision of existing majors/minors may place additional strain on existing funding resources which support the library book and journal collections, and
- WHEREAS, new programs may require the need for additional library staff with special subject expertise, experience and/or language capabilities not presently available in existing staff, and
- WHEREAS, some new programs may require special computer equipment and the use of complex international standards about which there is no local expertise, and
- WHEREAS, there is no formal mechanism to inform the Faculty Senate or the University administration of the library's ability to support a proposed academic program, therefore be it
- RESOLVED, that a formal written assessment or "impact statement" by the Director of Libraries be required as a part of the formal proposal for a new academic degree/program. The assessment or impact statement may include but is not limited to the strength of collections; language and subject capabilities of staff; space and computer requirements, and quality of service and increased usage demands resulting from the proposed new degree/program.

There being no further business and seeing no objection President Dilley adjourned the meeting at 5:35 p.m.

Dutifully submitted,



Kenneth Ackerman
Secretary
University Faculty Senate



THE FACT IS. . .

Women at the University of Delaware 88-89:

- 29.7 percent of active full and part-time faculty
- 8.0 percent of full professors
- 16.8 percent of tenured faculty
- 57.6 percent of non-tenure track faculty
- 49.5 percent of new faculty hires 7/1/88-4/17/89
- 59.7 percent of undergraduate students
- 46.6 percent of graduate students

IV. GENERAL UNIVERSITY RECOMMENDATIONS

The Commission recommends:

1. (a) **continuing the effort to actively recruit, hire, and promote women for high-level administrative positions.**
- (b) **using the CSW members as resources to, or participants on, search committees for high-level administrative positions.**

Implementation: Office of the President
Office of the Senior Vice President
for Administration
Office of the Provost

2. **urging "unit administrators" to provide on-the-job experience and to promote internal candidates at all levels.**

Implementation: Office of the President
President's Administrative Council

3. **undertaking an ongoing study of salary equity for faculty women and establishing a pay equity study system for professionals and salaried staff women.**

Implementation: Office of Employee Relations

4. **providing workshops on fostering a climate sensitive to gender issues, women's contributions, and work style.**

Implementation: Office of the President
President's Administrative Council
Office of Employee Relations

- 5. expanding University efforts to make affordable child care available for students and employees.**

Implementation: Office of the President
Office of Employee Relations
Office of Women's Affairs
Commission on the Status of Women

- 6. continuing sexual harassment education for the University community and making any appropriate changes in the University's sexual harassment policies, procedures, and workshops in response to recommendations to be made in the 1989 American Association of Colleges consulting report.**

Implementation: Office of Women's Affairs
Office of Employee Relations
Office of Vice President for Student Affairs
Office of Affirmative Action

- 7. implementing the recommendations of the joint PAC/SSAC/CSW committee on the 8:00 a.m. to 5:00 p.m. office coverage policy.**

Implementation: Office of the President
Office of Employee Relations

- 8. appointing a person to serve as liaison between the President's Commission to Promote Racial and Cultural Diversity and the CSW.**

Implementation: Office of the President
President's Commission to Promote Racial and
Cultural Diversity
Commission on the Status of Women

9. including breakdowns by both gender and ethnicity in appropriate Institutional Research and Planning reports.

Implementation: Office of Institutional Research and Planning
Commission on the Status of Women
President's Commission to Promote Racial and
Cultural Diversity

THE FACT IS. . .

- Fall 88, 3 departments with no women
11 departments with only one women
- A February 1989 study found that it takes female faculty 2.4 years (9.2 vs 6.8) longer to get promoted from associate to full professor.
- A study of the cumulative attrition among full-time faculty hired from FY 1981-88 found that almost $\frac{2}{3}$ of those who left the University were women.

V. FACULTY RECOMMENDATIONS

The Commission recommends:

- 1. analyzing resources and support services for women faculty, to include distribution of the following:**
 - a. Unidel grants**
 - b. library carrels**
 - c. various funding sources on campus (such as funding for experimental courses)**
 - d. departmental travel money**

Implementation: Office of the Provost
Commission on the Status of Women

- 2. establishing workshops at the departmental level to identify and deal with sexist practices that affect teaching, working relations among colleagues, and assessment of scholarship.**

Implementation: Office of the President
Office of the Provost
Deans
Chairs
Center for Teaching Effectiveness

3. **determining the extent, nature, and consequences of under-employment of women who teach at the University on a part-time or half-time basis.**

Implementation: Office of the President
 Office of the Provost
 Vice President for Employee Relations

4. **fostering the development of patterns of theoretical approaches, patterns of scholarship, methodologies, and research strategies rooted in women's concerns.**

Implementation: Office of the Provost
 Commission on the Status of Women
 Women's Studies Program

- 5. establishing a committee comprised of members from units with a high concentration of women faculty.**

Implementation: Office of the Provost
Commission on the Status of Women

- 6. conducting formal exit interviews with tenured and non-tenured faculty.**

Implementation: Office of the Provost
Commission on the Status of Women

ONGOING RECOMMENDATIONS

The Commission recommends:

- 1. urging University commitment to increase the percentage of tenure track women faculty in departments where they are under-represented.**

Implementation: Office of the President
Office of the Provost
Deans
Chairs

- 2. continuing the support of non-tenured track women faculty.**

Implementation: Office of the Provost
Office of Women's Affairs

- 3. offering a workshop every two years on promotion from associate to full professor.**

Implementation: Office of Women's Affairs

- 4. providing matching funds to departments to hire women for one-semester or academic-year appointments.**

Implementation: Office of the President
Office of the Provost

- 5. providing matching funds for teaching assistantships for women graduate students in departments where they are under-represented.**

Implementation: Graduate Studies Office

- 6. surveying women faculty about their particular concerns.**

Implementation: Commission on the Status of Women

