

REGULAR MEETING OF THE UNIVERSITY FACULTY SENATE

December 3, 1990

MINUTES

The regular meeting of the University Faculty Senate was called to order on Monday, December 3, 1990, at 4:00 p.m. with President Goldstein presiding.

Senators not in attendance were: Timothy Barnekov, Karen Curtis, Carole Marks, Nicholas Triantafillou

Senators excused were: Kenneth Biederman, Joan Brown, Donald Conlon, Donald Crossan, Carol Denson, Helen Gouldner, Steven Grant, James Hawk, Richard Libera, Douglas Miller, David Morse, Raymond Nichols, Jon Olson, Linda Pellecchia, R. Byron Pipes, Judith Roof, David P. Roselle, Jack Smith, Carolyn Thoroughgood

I. ADOPTION OF THE AGENDA

Three items were added to the agenda under the heading of New Business:

1. At the request of Senator E. Schweizer, a resolution concerning a requirement for a house director for recognized campus organizations that offer residences to their members.
2. At the request of Senator S. Sandler, a two-part proposal concerning candidates for the position of vice president of the Faculty Senate to prepare a short statement of their goals and a proposal concerning election procedures for the Faculty Senate.
3. At the request of Senator F. D'Oyley, a suggestion concerning the multicultural requirement.

The agenda was then adopted, with these three additions.

II. APPROVAL OF THE MINUTES

The minutes were approved as distributed.

III. REMARKS BY PRESIDENT ROSELLE and/or ACTING PROVOST MURRAY. None.

IV. ANNOUNCEMENTS

1. The Executive Committee of the Faculty Senate wishes to acknowledge, with pleasure, that President Roselle has set up a University of Delaware Crime Stoppers Reward Fund in order to encourage people to provide information to Delaware Crime Stoppers for the purpose of apprehending vandals who have been desecrating University property with a variety of despicable slogans. The Executive Committee has made a collective personal contribution to that fund of \$100. It encourages all members of the University community to support this

effort in whatever ways they can. The telephone number for Delaware Crime Stoppers is 1-800-TIP-3333.

2. An effort, now at the committee level, is being made to codify the procedures for faculty non-contract appeals. No such procedures (for appeals other than official grievances) are now set forth in the Faculty Handbook.

ANNOUNCEMENTS FOR CHALLENGE

The following announced items were approved as presented:

1. Revision of the major in Applied Music
2. Revision of the B.S. in Physical Education and Health Education
3. Revision of the minor in Medical Humanities

V. OLD BUSINESS. None.

VI. NEW BUSINESS

Item A was comments by Dr. Leon Campbell, Chairperson of the Committee on Budget and Space Priorities, on the Weber Report. (See graphs and charts at Attachment 1.)

Dr. Campbell indicated that David Hollowell, Senior Vice President for Administration, has succinctly laid out the issues involved in the University of Delaware's budget in a series of articles in Update. The most recent issue of Update also reports the comments of Mr. Kirkpatrick, chair of the University's Board of Trustees, to the Governor's staff on how the endowment is handled. After a study of all the information available to them, the Committee concluded that except for one error (in double counting) the numbers in the Weber Report are correct.

Dr. Campbell indicated that he would concentrate primarily upon the endowment. He pointed out that one large increase (of 21 million in fiscal 87-88) was due to the sale of property near the Christiana Hospital; and it is University policy that the proceeds from the sale of such property (which had been a gift to the University) go into the endowment. The erosion fund, which protects the endowment against inflation, normally receives about 27 or 28% of the endowment income; and the rest goes into the operating budget. He emphasized that while the Weber Report numbers are accurate, they are of course subject to interpretation; and in general a smaller proportion of the money referred to in that report is spendable than the report itself suggests.

With reference to next year's budget problem, Dr. Campbell elaborated on what President Roselle had called the "two plus three plus four

problem"--two million being the extraordinary increase in benefits, three million the State of Delaware's callback, and four million what had been expected from the State and would not be forthcoming.

Senator Sandler, a member of the Committee, charted the data provided by Michael Middaugh, Director of Institutional Research and Planning, on the growth of expenditures and of positions at the University. One disturbing implication of that data is that the growth in academic units is small in comparison with administrative and institutional growth.

At the end of his report, Dr. Campbell responded to questions from the floor.

Item B was a report by Professor James Morrison, Chairperson of the Library Committee, on the impact of budget cuts upon the library. (See Attachment 2.)

Professor Morrison concentrated on three matters: budget reductions over the past two years, the library's response to these reductions, and prospects for the library's future. The library's 1989 budget of 8.8 million decreased by about \$100,000 in 1990, and next year the decrease may be even greater. Moreover, inflation has the effect of nearly doubling this shortfall. Since the necessity to reduce costs arose during the summer, it was difficult to get faculty input, but the deadline was extended to October 15, when the faculty was back in full force. Eight hundred six journal titles were eliminated, of which 148 were duplicate subscriptions, 27 newspapers, 27 popular subscriptions, 4 CD roms, and 3 very expensive titles—one of them amounting to more than \$22,000. The list of titles eliminated is available for inspection in the reference room of Morris Library. Professor Morrison urged that faculty participate as actively as possible in the process of further reducing library costs. He then responded to questions from the floor.

President Goldstein made two additional announcements after the completion of Professor Morrison's report.

1. The Faculty Senate Ad Hoc Committee on Divestment will hold an open meeting on Wednesday, December 5, in 120 Smith Hall. Professor David Colton, Chairperson of that Committee will accept written statements from faculty members who may not be able to attend the hearing in person.
2. Robert Warren was confirmed as Chairperson of the Faculty Senate Committee on Diversity and Affirmative Action, but we neglected to confirm him as a member of the Committee. Hearing no objection, President Goldstein announced that he was thereby confirmed a member of the Committee he chairs.

Item C was a resolution presented by Professor John Wehmiller, Chairperson of the Committee on Promotions and Tenure, concerning an amendment to the Faculty Handbook. According to Professor Wehmiller, there is at present no clear statement as to the timing of the Committee's report to the Provost about violation of procedures that may come to the Committee's attention in connection with particular promotion and tenure decisions. After some further discussion, the following resolution was unanimously approved.

WHEREAS, the Faculty Handbook guidelines for the Committee on Promotions and Tenure are now unclear on the timing for informing the Provost about violations of procedure, be it therefore

RESOLVED, that the following sentence be added to the Faculty Handbook, page I-19 at the end of the first paragraph under "Promotions and Tenure, Committee on:"

Whenever the committee discovers a violation of appropriate procedures the committee will so inform the Provost at the same time as it makes its recommendation to the Provost on the said candidate's promotion and tenure.

Item D was a resolution presented by Professor Daniel Shade, Chairperson of the Committee on Student Life, designed to define, clarify, and explain more fully in the Student Code of Conduct exactly what harassment is so that there can be no misunderstanding about the matter. After some discussion and amendments to the resolution, the following resolution was passed with two negative votes and one abstention: [The amended changes are in bold type.]

WHEREAS, the Administration and Faculty of the University of Delaware have made a commitment to equity and diversity, and

WHEREAS, the Faculty Senate President charged the Committee on Student Life to review and clarify the harassment statement in The Official Student Handbook, and

WHEREAS, there have been several cases of racial harassment on campus this semester, be it therefore

RESOLVED, that the University Faculty Senate approve the following statement to replace the current one found on page 43 of The Official Student Handbook.

Harassment: Deliberately acting with offensive expression towards any member or guest of the University Community, whether on one or more occasions. This includes but is not limited to harassment based on race, creed, color, gender, sexual orientation, age, religion, national or ethnic origin, disability, or veteran status.

Harassment on the basis of these characteristics contributes to a hostile environment that makes access to education for those subjected to it less than equal. Such discriminatory harassment is therefore considered to be a violation of the Code of Conduct.

Prohibited harassment includes discriminatory intimidation by threats of violence, and also includes personal vilification of students on the basis of their race, creed, color, gender, sexual orientation, age, religion, national or ethnic origin, disability, or veteran status.

Speech or other expression constitutes harassment by personal vilification if it:

- a) is intended to insult or stigmatize an individual or a group of individuals on the basis of their race, creed, color, gender, sexual orientation, age, religion, national or ethnic origin, disability, or veteran status; and*
- b) is addressed directly to the individual or group of individuals whom it insults or stigmatizes; and*
- c) makes use of insulting or "fighting" words or nonverbal symbols.*

In the context of discriminatory harassment by personal vilification, insulting or "fighting" words or nonverbal symbols are those "which by their very utterance inflict injury or tend to incite to an immediate breach of peace," and which are commonly understood to convey direct and visceral hatred or contempt for human beings on the basis of their race, creed, color, gender, sexual orientation, age, religion, national or ethnic origin, disability, or veteran status.

Next, the three items of new business added to the agenda at the time of its adoption came up for discussion.

- E. Senator Schweizer suggested that the resolution (see Attachment 3) concerning a requirement for a house director for recognized campus organizations that offer residences to their members be referred to the Committee on Student Life. After some discussion concerning a time limit for the Committee to make its report to the Senate, the resolution was referred to the Committee on Student Life with instructions to report back to the Senate at its March meeting.

- F. Senator Sandler offered the first part of his two-part motion (see Attachment 4) concerning encouraging candidates for the position of vice president of the Faculty Senate to prepare a short statement of their goals for the Senate that would be distributed together with biographical information at least a week prior to the election of Senate officers. Senator Sandler then offered the second part of his motion concerning election procedures for the University Faculty Senate and suggested that it be referred to the Committee on Committees and Nominations. President Goldstein then referred both motions to that Committee.
- G. Senator D'Oyley likewise suggested that the DUSC motion concerning the multicultural requirement (see Attachment 5) be referred to the Committee on Undergraduate Studies and that its report to the Senate also be presented at the March meeting. Because of the difficulties in canvassing the student body in order to determine what effect the multicultural requirement has had, it was decided simply to give the motion to Harrison Hall, Chairperson of the Committee on Undergraduate Studies, without specific instruction as to when the Committee's report should be presented.

The meeting was adjourned at 6:05 p.m.

Dutifully submitted,



Roger L. Cox
Secretary
University Faculty Senate

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Attachments:

1. Charts used in Dr. Campbell's report
2. Charts used by Dr. Morrison's in his report
3. Resolution from Senator E. Schweizer on house directors
4. Resolution from Senator S. Sandler
5. Resolution from Senator H. D'Oyley