

REGULAR MEETING OF THE UNIVERSITY FACULTY SENATE

December 9, 2019 – 104 Gore Hall

4:00 PM

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Senators present: B. Abraham, V. Alexander, A. Bhat, A. Biddle, C. Boncelet, D. Burris, J. Busch, D. Cha, J. Cohill, D. Doren, H. Doty, A. Fields, J. Fuhrmann, D. Galileo, J. Gizis, M. Greene, F. Grubb, G. Henry, A. Hestvik, F. Hofstetter, P. Huq, P. Inguito, J. Jebb, T. Kaminski, A. Karpyn, S. Lanteri, R. Lee, W. Lewis, L. Liao, S. Lu, K. Matt, T. Melvin, J. McGee, D.C. Moore, R. Morgan, B. Morling, J. Morrison, S. Mortenson, I. Obrusnikova, L. Overby, S. Partridge, J. Pelesko, V. Perez, A. Poorani, S. Raible, J. Riera, C. Riordan, M. Robinson, J. Rowland J. Russ, H. Shenton, D. Stevens, J. Sutherland, J. Tanis, J. Trivedi, Y. Tsai, B. Weber, C. Williams,

Senators excused: D. Assanis, E. Atekwana, E. Benson, D. Brinley, M. Bush, D. Buttrey, B. Hanson, A. Johnson, M. Laberge, E. Orsega-Smith, M. Rieger, S. Sundaram, L. Thompson,

Senators absent: M. Khan, Y. Tsai

Minutes

I. **Adoption of the Agenda**

- No discussion
- Approved unanimously

II. **Approval of the Minutes: [November 4, 2019](#)**

- No discussion
- Approved unanimously

III. **Remarks:** Provost Robin Morgan & Matt Kinservick

Provost Robin Morgan

- Online Title 9 Training. Undergrads 91% completed training (required for new students); Grad students (86%); Staff 83%; Faculty (62%). Would like to encourage faculty to take the training.
- Graduate College Update. July 1, 2019 established officially. Since it was launched, have launched Dean search, final interviews expected 1st or 2nd week of Spring semester. Reminder: Goal to raise profile of graduate education at UD.
 - College's elected counselors have been elected, convened, elected officers.
 - New Summer recruitment program initiated, students came to visit saw campus understand what Grad life might look like
 - New recruitment materials developed, consistent, professional
 - Roundhouse renovation as grad student space
 - Professional development sessions, very well received, strong demand from grad students
 - Efforts to expand and develop Grad student life
 - Review of old policies and practices doing some "closet cleaning" to update those.
 - New "very cool" analytics tool, looking at admissions, considers income and other factors, could be modified for undergrads
- Sustainability council. New, will report to John Long and Provost Morgan, Chris Williams and Michelle Bennett co-leading that. Develop a U wide sustainability plan, and update the decade old plan, assess current status on campus and look at future activities overall, coordinate and align with Faculty Senate Exec committee with work in EVP, Provost, student life, SGA and GSG. Education and Research around sustainability and campus community engagement on and off campus, looking at campus facilities (Michelle Bennette is liaison), U wide sustainability themed public relations advocacy.

Matt Kinservick

- New Employee Appraisal Tool will Launch Dec 16th. Internally developed, took staff appraisal and retrofitted it to align with faculty scoring needs. VERY simple, will look different than UDACADEME and will have an online video as well.

- COACHE Survey. ADVANCE will be administering Feb 3, a faculty satisfaction survey. Runs on a 3 year cycle, and the tool, established for more than 12 years is run by Harvard and enables the benchmark of results nationally. Survey will close April 10th. You will get reminders, want robust participation.

IV. **Announcements:** Senate President Matthew Robinson

- None.

V. **Committee of the Whole:** Open discussion about the definition of a “college.”

- What is the difference between a school, a college, and a department?
- What is the appropriate and or accepted title for the person leading an entity?
- What is difference between a stand-alone entity and one that is part of a college?
- What should be the criteria to become one of the entities? (eg. professionally accepted name,# of faculty, students, programs, centers, reach across campus, etc)
- Other items that may be of consideration.

Matt Robinson began by providing historical context. Set guidelines, 3 min limits, one time to speak.

John Jebb. Call for a need case, explanation of how students in particular would be impacted. Call for bullet points of what makes a college, and what kinds of needs give rise to a standalone unit.

Fred Hofstetter: Presented story. College with departments to a school with another college (school of education that morphed into a school). Began when enrollment expanded, and then later when slumped (in 70’s) lost students, followed by recession caused scale back to 2 departments which merged along with HDFS and Policy at the time. School term intended to reflect the complexity.

Farley Grubb: Who is the primary audience for naming things. Name is intended to inform an audience, would like to define who that is?

John Gizis, Physics: Naming justifications have been described as to improve ranking and maximize peer views of programs.

John Morgan: Few examples of a department named after an individual, but many examples of schools or colleges that are (family), provide opportunities to increase name recognition, and/or substantial donation to help underwrite activities (ex. Learner college). Examples of benefits and drawbacks, noting removal of controversial names when labeled. Call for process which includes faculty when and individuals name is placed on an academic unit. Ali Poorani: Recognized that schools that are named are common in Hospitality.

Tinagene Inguito. School of Nursing: Have a Senior Associate Dean, not Dean, and that creates challenges for hiring.

VI. **Consent Agenda:** [Curriculog login with UD credentials will be required](#)

- No discussion
- Approved unanimously

[College of Arts and Sciences](#)

1. Recommendation from the Faculty Senate Committee on Graduate Studies (Chris Williams, Chair) with the concurrence of the Coordinating Committee on Education (Charles Boncelet, Chair) and Executive Committee (Matthew Robinson, Chair) for the **revision to the MA in Communication**
2. Recommendation from the Faculty Senate Committee on Graduate Studies (Chris Williams, Chair) with the concurrence of the Coordinating Committee on Education (Charles Boncelet, Chair) and Executive Committee (Matthew Robinson, Chair) for the **revision to the MA in Strategic Communication**

[College of Health Sciences](#)

3. Recommendation from the Faculty Senate Committee on Graduate Studies (Chris Williams, Chair) with the concurrence of the Coordinating Committee on Education (Charles Boncelet, Chair) and Executive Committee (Matthew Robinson, Chair) for the **revision to the Doctorate in Physical Therapy (DPT)**

VII. **Regular Agenda:**

- A. **Unfinished Business:** None
- B. **New Business:** None

VIII. **Presentations:** John Long, Executive Vice President, and COO
Update on Deferred Maintenance

Update on Deferred Maintenance. 2018 Board of T recognized \$500 million in deferred maintenance. Agreed to invest 36 million/year to invest in deferred maintenance, \$16 million here. Research is priority, established by trustees. \$84.7 will be invested from FY 18-FY23', emphasis that investments are on the main campus – not just STAR. Roughly now \$450 million. A score card to prioritize what buildings will be invested in first was presented. FCI a key indicator for the condition (index) and helps to rank buildings that need support. Estimates calculated for 2020 and 2029 and incorporate the reality that buildings will require ongoing maintenance. Building list will be recalibrated annually. Warner renovation beginning next week. Christiana towers are going to be demolished when new cell towers can be built – towers operate 911 and will be built by private firm. Fintech Jan 2022, leased land, building will be \$36mil. Recognize there is no restaurant at STAR, current conversations in play to fill the gap in 12-24 months. Construction requires 12-24 months. Looking at hotel conference center at STAR, market rate, mixed use housing (faculty, less students), student housing public-private mechanism.

Amy Biddle: Issue with crossing street from Townsend to STAR. Currently not safe, and in an inconvenient location, need for tunnel or bridge. Robinson suggested a study will be requested.

John Jebb: Construction and handicap access challenge to library, replacing steam and chilled water – whole green will need to be done, including the other side.

Victor Perez (Sociology): Christiana towers, is there a plan to replace them? Not right now, question of demand. Conover is a likely candidate for new housing project.

Train station, should be open in 2021. Amtrak issue, MARC also wants 18miles.

John Morgan. Cost of deferred maintenance is increasing perhaps at 7% while market is doing well, perhaps we need to invest more in deferred maintenance? Response: Cant dip into the endowment. Reiterated the costly nature of doing construction in DE. “Caught in a bubble with DC/NY costs”

Chris Williams: Warner Hall opening a wellbeing center – moving mental health, counseling and related service from Perkins over to Warner Hall.

Doug Zander, Executive Director, Admissions

Test Optional Admissions Pilot. Faculty senate sets admission guidelines, passed resolution to test optional in 2016. Authorized then a 4 year pilot with entering class in Fall 2017. Need to make recommendation as to whether we should keep the policy or not. Expectations were to increase students who come from Delaware, 1st generation, low income and URM students. To date, among Delaware student accepted students includes: 15.6% in 2017, 28.7% in 2018, 30.16% in 2019. See dramatic increase in DE students. 1216 in 2016, to 1407 in 2019. Under represented 600 in 2016, in 2019 was 722. Proportion of PELL eligible students increase from

22% to 44.61% PELL and among 1st generation 22.6% to 45.85%, and URM is impacting 22.5% to 53% in 2019. Only have one class where we can examine retention among TO students (86.5% were retained who were TO into 2nd fall, compared to 91.2% overall, not TO). Gap exists, NCES data presented as referent; 71.2% overall retained is national average. GPA of TO students and credits retaining (GPA 2.58 vs 2.86 2017; Fall 2018 2.68 vs 3.013) overall results considered “not alarming and not unexpected” would expect some gaps, and gaps we need to understand to correct, Seeing positive progress – second cohort doing better than first. Support is evolving, “building resilience is key.”

Jenn Trividi (Anthropology): What are the resources that these students are receiving? What can we get to them to help them. Being developed. Provost Morgan also noted Blue Hen Success Collaborative and across the University.

Michael Vaughan: Can more be examined to look into comparison groups that are closer aligned to the questions that were initially posed and formed the rationale for this study?

Jim Morrison: Interest in examination of outcomes by major.

Fred Hofstetter: Appreciated the report, concerned about timeline, and Spring admissions is important for a decision, will that happen in February? Will be for the Class entering Fall 2021, moving through FSenate now.

Charlie Boncelet: Have you considered

IX. 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.)