

REGULAR MEETING OF THE UNIVERSITY FACULTY SENATE

NOVEMBER 2, 2015 – 104 GORE HALL

Official Meeting Minutes

Members Present: B. Ackerman, W. Batchis, D. Bellamy, W. Bellion, J. Bernstein, C. Boncelet, J. Botello, J. Brodie, M. Buell, M. Chajes, J. Courtright, K. Cranker, J. Daniel, E. Davis, P Dhurjati, P. Duker, C. Dybowski, A. Everard, A. Fox, A. Friedman, D. Galileo, J. Gizis, B. Glass, B. Hanson, S. Hastings, J. Heinz, F. Hofstetter, T. Hsu, K. Kneil, C. Knight, M. Laberge, W. Lewis, A. Marsh, M. McLane, J. McNutt, C. Moore, L. Okagaki, R. Opila, L. Overby, M. Papas, M. Parcells, A. Poorani, D. Reisman, M. Rieger, C. Riordan, M. Robinson, T. Rocek, M. Seymour-Green, I. Shah, H. Tanner, D. Thompson, G. Watson, B. Weber, J. Wessel

Members Excused: M. Badiey, J. Coughenour, S. Eidelman, T. Gill, D. Grasso, M. Gutierrez, J. Jung, H. Lewis, R. Marquez, K. Matt, S. McGeary, G. Melloni, B. Oghunnaike, D. Satran, S. Sengos, N. Targett, C. Vukelich, J. Zide

Meeting is called to order at 4 pm

- I. The agenda for the November meeting was adopted and the minutes for the October 5, 2015 meeting were approved and seconded with no discussion.
- II. Dr. Charlie Riordan made brief remarks filling in for Provost Domenico Grasso, who was attending a development dinner.

Charlie stated that he wanted to pass on best wishes from the provost. Charlie stated he will introduce Kathy Dettloff and assist her during the question and answer period after the budget discussion. He then turned the floor back to President Opila.

- III. Senate President Bob Opila made several brief [announcements](#). First, the general education committees are in place and things are moving well. Second, John Jebb gave a

talk to introductory parliamentary procedure and there is a link on the faculty senate main page. Cecil Dybowski was recipient of Francis Alison Award – applause from audience. He showed how scholarship and teaching was woven together throughout his career and this is in the spirit of the University of Delaware.

- IV. Senate President Opila modified order of two presentations: one by Carol Henderson, Vice Provost for Diversity (who will speak second), and a second by Kathy Dettloff, Chief Budget Officer (who will speak first and be introduced by Charlie Riordan).

Presentations:

A. Budget Overview

Kathy Dettloff, Chief Budget Officer

Charlie Riordan stated that this presentation was one of a number of presentations to provide greater detail on the revised budget model. This work has involved collaborative efforts for over two years with the goal to optimize the RBB model that was rolled out in 2010. Charlie stated that this model is not “RBB 2.0”. This is a different budget model, but it is responsibility centered management with a distribution of resources into the colleges. We refer to this as a budgeting model at the University of Delaware. One attribute is that there are no longer algorithms within this model. The system is now more aligned with our goals and it is clear and transparent. Kathy Dettloff will now share that budget model and answer any questions in going forward. Kathy then presented:

<http://facsen.udel.edu/Sites/reports/FacultySenateNov2015FINAL.pdf>

V. Open Discussion Follows New Budget Model Presentation

Senator John Gizis asks for clarification on how will the budget be run in parallel if it is

dependent on the 37 million from the Provost?

Kathy Detloff answers: she will be able to simulate results based on the previous budget year.

They have all the information needed in order to do this. As they go through 2016, they will use the data from 2014 – run a simulation under the current model and then simulate the results as if they were operating under the new system.

Senator MaryAnne McLane asks for clarification on “ICOR”?

Kathy Detloff answers: It stands for ”Instructor Course of Record”

Senate President Opila asks to have open discussion now and then move Carol Henderson’s presentation after the discussion

This change is moved and forwarded.

Open Discussion Ensues:

Senate Vice President Martha Buehl asks clarifying question: So you said that the major federal funder was health and human services. What significance does that have for our budget model?

Kathy Detloff answers: It doesn’t

Senate Vice President Martha Buehl Follow-up question: Has it always been that way?

Charlie Riordan answers: No, it changes over time with fluctuations between NSF and NIH.

Senator Deni Galileo has a few questions: I don’t understand the statement that there is no algorithm? Do you mean that you are not assigning numbers to the rules that determine how the money is funneled? Can you please clarify the statement that there is no algorithm?

Kathy Detloff Answers: As we look at algorithms, the current RBB model has complex algorithms with data points that underlie each one. So we did away with these. But yes, there are rules to how we allocate resources.

Senator MaryAnne McLane asks could you tell me how you came up with the 35% as to the

additional amount weighted for lab space?

Kathy Detloff Answers: That has historically been used here under the theory that it costs more for lab space utilities

Senator MaryAnne McLane follow up: Does that include prep room space

Kathy Detloff Answers: No, prep room space is not included in that weighting, just the true lab space.

Senate President Elect Prasad Dhurjati asks what was the advantage of having an all funds budget? This is different than the previous model.

Kathy Detloff Answers: From a fiscal responsibility perspective, historically there was an emphasis on looking at the basic budget and this could be misleading. And we thought it was important to take a broader look and not just focus on that one basic budget.

Senator Michael Chajes asks whether the new model has been run with existing data for the Colleges

Kathy Detloff Answers: Yes it has

Senator Chajes follow up question: So if you compare the RBB budget model to the new model, was the average across all colleges a net positive? And was this the same in both models?

Kathy Detloff Answers: Yes- the simulation came out the same in the end as the new model. No more or less were going to the colleges.

Senate Vice President Martha Buehl asks about tax rate and wants clarification as to the rate.

Kathy Detloff Answers: The tax rate is approximately 56% and we want to make sure that is the appropriate amount.

Senator Mark Purcells asks that the current budget model makes departments and colleges' silos. How can we incentivize joint programs under the new budget model?

Kathy Detloff Answers: I truly cannot see how the current budget model disincentives collaboration between the colleges. Graduate tuition is handled the same way, it goes to the college that generates it and any collaboration can be reached through an MOU.

Charlie Riordan Answers: The way to incentivize is not through the budget model, but rather through strategic planning and leadership decisions, rather than budget model. So the goal is to further enhance multidisciplinary graduate programs.

Senator Phil Duker asks whether the internal studies are going to be made public

Kathy Detloff Answers: It had not been the plan, I can discuss this with the Provost and the Deans. I am concerned given peoples' different levels of understanding, so we can look to see the best mechanism to do this.

Senator Michael Chajes states that prior to RBB one did not have to pay for your graduate student to take a class in another college. That was one disincentive, so you are saying that policy remains unless you develop an MOU to work out the issue of tuition and taking classes across colleges.

Kathy Detloff Answers: Correct

Graduate student representative Joseph Brodie follows up on Senator Chajes point that graduate students are told that they can not take courses outside of their college and that there is concern that the new model continues to reinforce this situation.

No answer

Senator Charlie Boncelet asks that he heard the budget model is not there to incentivize behavior, so why not?

Kathy Detloff Answers: For every activity you incentive through a budget model it obscures the true financial balance of an entity. So we can incent through leadership and through the one

university support, but it is important to understand the finances and hopefully this model will clarify that.

Charlie Riordan states that the budget model can incentivize at different levels. His perspective is that in the roll out of RBB those incentives were being accepted at the individual faculty member level, but that is not the level at which one wants to roll out and motivate faculty. He says the issue of graduate education will change as we move forward with strategic planning. We do not want to impede students' ability to take classes at the graduate level.

Senator Mark Purcells asks about possibility of creating a new college of graduate of education

Kathy Detloff Answers: So as we determine how that college might be structured, this is something that can easily fit into this model.

Senate Vice President Martha Buehl comments about the fact that it does seem that this model does incentivize some forms of behavior especially research funds.

Kathy Detloff Answers: Yes that is accurate.

Senator John Gizis comments that don't we already pay a third of the money in terms of overhead? Why would they be taxed a second time?

Kathy Detloff Answers: No they are not taxed a second time.

Bob Opila asks if that can be explained in more detail

Kathy Detloff Answers: The research funds are not being taxed again

Charlie Riordan explains two points: 1) that F and A – which is the 56% - does not in reality cover the true cost of the research and 2) in the new budget model 100% of the F and A dollars that are generated flows back to the college, versus the 96% that acts currently.

Senator Deni Galileo comments about money flow stopping at the college and asks for clarification as to why it does not flow to the departments?

Kathy Detloff Answers: So it doesn't have to stop at the college level, but under the principles of RCM, that is what is done. I would hesitate to distribute to the department level because then you create an every tub on its own bottom, not only at the college level but at the individual department level. So this is not really supported. We look to leadership to decide this.

Senator Tianjian Hsu asks for clarification as to the tax – is it at the college level?

Kathy Detloff Answers: Yes it is

Senate President Elect Prasad Dhurjati asks for clarification on the expenditures slide. So you said 40% of the 600 million is faculty salaries and benefits. So if I were to divide it by the faculty that is about 200,000 per faculty, is that correct?

Kathy Detloff Answers: I would have to go back and calculate. Just to follow up the benefit rate is about 36%.

Any other question....silence...hearing none let's thank Kathy..applause from senate floor.

Senate President Opila moves to the next presentation by Carol Henderson.

B. Preview to the Diversity Blueprint and Action Plan, Our Common Ground

Carol Henderson, Vice Provost for Diversity

<http://facsen.udel.edu/Sites/reports/DiversityBlueprintPreviewFacultySenate2015November2F>

[INALv3.pdf](#)

Open Discussion

Ismat Shah from physics states that yes, this is a complex issue that we need to face. A few issues here are that EDI does not explicitly include inclusion. I don't know what way you will measure progress in inclusion?

Carol Henderson Answers: We had a meeting today with James Jones, Cheryl Richardson, others and myself to think about ways to measure inclusiveness. Is there a way to quantitatively or qualitatively figure out how to assess this. We are looking for suggestions as to ways to measure increases in diversity. We also hope to have a comments section on the diversity website that goes live tomorrow.

Senator Steve Hastings asks to elaborate on student statements. What if students do not agree to it?

Carol Henderson Answers: Dawn Thompson just sent me the statement. What it says is that students believe in openness, integrity, inclusivity.

Senator Steve Hastings: What if they don't? Is this something they have to sign?

Carol Henderson Answers: So your question is what if they don't what? Believe in inclusion.

Students will use this statement in the induction ceremony as a way to solidify their experience at the University of Delaware

Dawn Thompson explains further about the student blue hen values. It was developed by a group of 30-40 students and passed by the student government. It simply states what the values of being a blue hen are and they are statements about being a good citizen.

President Opila asks for a copy of the statement; this will be circulated for all to review.

Charley Boncelet asks about EDI, what is it and how is it calculated?

Carol Henderson Answers: I will talk to John Sawyer and get more reading materials on this for you.

David Bellamy then asks about MOU, what does that stand for?

Carol Henderson Answers: MOU is a memorandum of understanding

Senate President Opila – let's thank Carol.... Applause from the senate floor

President Opila then states that Diversity will be focused on throughout the rest of the year as it becomes part of general education here at the University of Delaware.

VI. Old Business

1. Recommendation from the Committee on Undergraduate Studies (Steve Hastings, Chair) with the concurrence of the Coordinating Committee on Education (Prasad Dhurjati, Chair) for the request for Permanent Approval of the BS in Energy and Environmental Policy ([attachment](#)) ([attachment](#))

WHEREAS, the BS in Energy and Environmental Policy was given provisional approval in April, 2009, and thus needs to gain permanent status, and

WHEREAS, the Center for Energy and Environmental Policy has been offering the BS in Energy and Environmental Policy for five years and the number of majors has grown from 1 to 48, and

WHEREAS, Energy and Environmental Policy is a truly interdisciplinary study that meets all of the goals of undergraduate education and fits the Path to Prominence, and

WHEREAS, students who have graduated with a BS in Energy and Environmental Policy have an excellent placement history in entry level positions and graduate school, and

WHEREAS, this program has received the full support of the ENEP Program Faculty, the Faculty Senate of the College of Arts and Sciences, and the Dean of the College of Arts and Sciences, be it therefore

RESOLVED, that the Faculty Senate permanently approves the establishment of the BS in Energy and Environmental Policy.

Resolution passes senate with overwhelming majority

VII. New Business Introduced

- A. Senator Emily Davis introduces resolution to change name and charge of diversity committee

This will be submitted to COCAN committee for review.

- B. Senator Alan Fox introduces resolution to reinforce importance of teaching as a crucial mission of the University

This will be submitted to the Promotion and Tenure committee for review

- C. Senator Mary Anne McLane asks for John Morgan to be recognized about cycling safety in wake of recent tragedy

1. Former Senator Morgan suggests creating a task force to look into cycling safety
2. Senator Ismat Shah comments that we do not want to ban bikes
3. Senator Alan Fox says he favors creating a task force
4. Parliamentarian John Jebb comments new business is a sacred time during which senators introduce new business but that new business is not to be debated or challenged in this sacred time when senators need to be able to make proposals without fear or threat of reprisals from the floor
5. Senate President Opila states that we will discuss this at the next Senate executive committee meeting

- D. Senator Deni Galileo suggests or makes a motion that the senate budget committee get data behind new model and report on the analysis of the new budget model

1. Senate Vice President Martha Buehl is chair of the senate budget committee and comments that the budget committee might be able to make a report by the end of this academic year on preliminary findings.
2. So this is a proposal and has been seconded.

- E. Senate President Opila asks the movers of these motions to provide him with copies of their motions

- F. Motion for adjournment made, seconded and passes unanimously.

Meeting adjourn at 5:30 PM