REGULAR MEETING OF THE UNIVERSITY FACULTY SENATE

SEPTEMBER 21, 2015 – 104 GORE HALL

4:00 PM

OFFICIAL MINUTES


Members Excused: H. Bais, W. Bellion, M. Chajes, T. Gill, B. Ogunnaike, D. Reisman, D. Thompson, C. Vukelich

Members Absent: J. Hethorn

The meeting was called to order at 4 pm by President Bob Opila

I. Adoption of the Agenda

Small change noted in the agenda by President Opila that the order of speakers changed: Nancy Targett will speak prior to Provost Grasso

Pres. Opila: Any questions or challenges to these changes to the agenda? All those in favor of the changes to the agenda? Vast number of yellow cards in favor. Unanimous approval of the agenda.

II. Approval of the Minutes: http://facsen.udel.edu/Sites/minutes/FACSENMINUTES2015May4and11.pdf

Senator Duker: Why were some of the votes not listed; unclear as to whether the votes were listed or not.
ACTION ITEM: Secretary Papas will check on this issue.

Senator Galileo: Indicated he was noted as holding the position of Dean.

ACTION ITEM: The May minutes will be changed to indicate he is faculty and not Dean.

Pending minor changes, minutes passed unanimously.

III. Remarks by Nancy Targett

Interim President Targett thanked the senate for affording her the opportunity to speak with them at the beginning of the year. She discussed insight as to what to expect during the Presidential transition period. She talked about her personal history at the UD; has been here for over 31 years and was a member of the faculty senate. She is honored to act as interim president and is proud to have spent bulk of career here at UD both as a faculty and administrator.

The last 3 months have given her a unique vantage point and the composite of what is going on at UD. We should all be proud of accomplishments; she is also aware of the challenges posed by disparate sides each believing they are right and this is against a National background wondering about the value and cost of higher education. President Targett promised that during the transition she will remember her different jobs and do her best to listen and be fair. She is committed toward moving forward with respect to the collective good of the University.

Goals:

She discussed the importance of choices and using this time to make hard choices. Interim President Targett stated that she truly believes in the collective of the university. Academics is a team sport. Her goals are as follows:

1. Maintain momentum and foster internal and external relationships. Build the community together.
2. Focus on the new strategic plan. Monday Sept 28th she will give a state of the University presentation that discusses how we are going to bring the mission of the strategic plan forward.
3. A focus on development – and the importance of alumni
4. Diversity as a priority. Richer UD fabric will produce students that will be able to go out into the world. Goal is to be Blue Hen Proud of our inclusiveness.
5. Sense of community, both internally and externally. We are all a team moving the University forward. Plan to do that is to move the agenda forward by having a continued dialogue. Feedback is always invited by the President’s office. Continued opportunities will be available for continued feedback and dialogue.
6. State of the University address will speak to the following issues: UD Finances,
issues of cost and affordability, student recruitment and enrollment, alumni and development, size of administration, discipline specific discussion, collective mission of the University.

7. President Targett cares about these issues and cares about UD. We need to shape the message we give to the new President and have continued dialogue.

8. Invitation to 47 Kent Way after the end of the faculty senate meeting given by Nancy and her husband Tim.

Applause

IV. Remarks by Provost Domenico Grasso

Welcomed faculty to the beginning of a new academic year.

Saturday Sept 19th was the 2nd annual hail and well done meeting of new faculty members and recently promoted and tenured faculty with their families.

Then Provost Grasso attended the faculty gala conference which was absolutely stupendous and a great way to kick off the school year.

High profile initiatives discussed included:

1) Delaware Will Shine and the implementation of the strategic planning effort lead by Charlie Riordan and Lynn Okagaki. Provost Grasso asked for nominations and volunteers for others to work on this implementation. This needs to be heavily faculty driven. First phase will be to map initiatives back to the grand challenges and great debates identified in the plan.

2) Diversity Blueprint and action plan led by VP Carol Henderson. A draft is currently circulating with senior leadership and a preview that will be shared soon with the exec committee of the senate. And then it will be shared with all faculty senate members.

3) In early 2016, inauguration of the fMRI and nanofab will open.

4) A coalition on student mental health issues will be launched in the next month or two and recommendations of the alcohol and drug abuse coalition will be implemented.

5) Strategic enrollment management plan will be led by VP Lucier. Hired a team to discuss the plan and an open session form 1-3 pm in Perkins this Friday for input. Plan provides strategic initiative s and priorities, not an action plan. That is left up to the faculty to develop the action plan.

6) October meeting - budget will be discussed

7) October 20th – open town hall meeting for any questions and suggestions.

8) Again welcome to the school year and congratulations!

John Gizis: How do faculty volunteer to be on the Delaware Will Shine implementation committee?
Provost Grasso: There will be a signup sheet

V. Update in Promotion and Tenure for Continuing Track Faculty by Matthew Kinservik, Vice Provost

Memo discussing changes in faculty handbook of promotion and tenure document can be found here:


8-31-2015 Memo from Executive Committee to Vice Provost Kinservik

Vice Provost Kinservik proposed Faculty Handbook Changes Redline

Currently the memo sits with the Promotion and Tenure Committee of the Faculty Senate. Matt spent time working on red lining revisions of the faculty handbook of promotion and tenure in order to move from recommendations of the CNTT committee to action and updating policy documents.

Matt stated that a general policy guidance document was developed to be released to faculty chairs/deans as all departments need to update their policies to be in alignment with University policy.

In addition, units can only hire CT faculty if they have a policy document approved and in place.

For those who are currently going up for Promotion and Tenure, the current documents guide the process for this year.

Questions:

Senator Allen Fox: Language presented in the memo was that this was mandated from the Provost office. Is it mandated to make changes to CT and TT policy? How much of a mandate is that?

Response: Matt clarified that the faculty handbook statement on P and T is the University statement on P and T. There are asynchronous conversations currently happening. The current documents now reside with the P and T committee. And it will then be presented to Senate. But it was suggested that Departments need to update their documents simultaneously.

Follow up from Allen Fox: What is the link between the CT and TT documents? The elimination of the teaching excellence is a major change for documents within departments. So it looks like department documents have to be produced before the University documents are approved. So departments feel like they are being held hostage.

Response: Matt stated that yes, departments have to be working on this issue now. It is important to give some guidance to departments on working on this sooner rather than
Senator Galileo: I would also like to ask about changes made to the tenure track documents. How can we officially change departmental documents if the changes to the faculty handbook have not been approved? And also the process of introducing new business was not followed. The red line document needs to be introduced into new business instead of introducing it directly to the P and T committee. And finally, it is good that the agenda for this meeting was attached and I would like to ask that the red line document be attached for the minutes. In addition, I would like to ask that the memo from the executive committee in response to this document be included in the minutes.

President Opila – the red line documents will be introduced today and will be posted along with the meeting minutes.

POST HERE

Response: Matt stated that these documents declare minimum standards, not maximum standards

Senator Allen Fox: This is a violation of current practice.

Senator Buell: I do think that there is confusion because of the memo; I agree there have been years trying to address snarls around CT faculty and this needs to be clarified. But the memo sent to administration leadership indicates that these changes have already been made. This is confusing; especially for those going through the process for this year. There is still a lack of clarity for CT and confusion about excellence in teaching OR scholarship.

Senator Shah: There is no direction in the description of excellence. Clarification of what “enough” is needed in the statement.

Senator Hastings: I am sure that our department set up a revision to the P and T policy several years ago that disappeared into never land. I can’t imagine that the P and T committee is going to be able to review all materials from all departments within the year. They got overwhelmed and threw up their hands and so there are some departments with out of date policies. What should we do once the department has a policy?

Senator McLane: I am chair of the P and T committee. I have to admit that the idea of reviewing every unit’s P and T document has me up the willies. In the past, it has been done over a 3-year time frame and only certain ones were assigned for review. Albeit having said that, the P and T committee has a workload heavy February and so we will work this Fall to review everything. We have only met once and haven’t seen anything yet. We are at the service of the faculty senate.

Senator Hastings: Where is the document, or memo? Who currently has it?

President Opila: On the bottom of the faculty senate page there is a button to press to submit review documents
VI. Announcements:

President Opila had some comments about meeting procedure, he introduced the executive committee of the faculty senate, and discussed important issues facing our University including general education, continuing track faculty, title IX and administrative searches which include:

Vice Provost and Director of Libraries Committee

Senior VP for Graduate and Professional Education

   Joe Brodie is the graduate student to be named and is president of the graduate student organization

Deputy Provost for academic Affairs committee

Larry White – VP and General Counsel Search

Presidential Search – Don Puglisi is the chair

All committees are following the 3-3-3 recommendations

President Opila’s Announcements

VII. Presentations:

Presidential Search Update  Presented by Don Puglisi, MBNA Professor of Business Emeritus and Co-Chair, UD Presidential Search Committee

Don discussed how he has served for 30 years on the faculty but was never a senator. He gave an update on where we are in the search process. First, the search is not over. Second, no one has a lock on the position. The search committee has gone to real extremes to get input as to where the University is and where our stakeholders want it to go and what we should be looking for. They have conducted 19 focus groups and open forums. Focus group information is summarized and is on the presidential search website.

http://sites.udel.edu/presidentialsearch/

Stakeholders meetings with several members of the search committee were conducted. All of this information went into the position profile and that is available for review on the presidential website. As of today, nominees and applications have been solicited. An outstanding group of potential candidates have been put together and have been reviewed. The 15-person search committee reviewed over 50 dossiers that were diverse by gender, race, discipline, and professional status. The committee met as a whole and went through each one. The committee kept in mind position description and information
that led to that description. By consensus the committee selected 14 people to consider in additional depth. 3 of the 14 decided to withdraw from the process. The committee reviewed and met with each of the 11 people. One-hour meetings with the committee were held that addressed a series of questions. The goal is to narrow down the group to a manageable number. Right now there are fewer than 6 current individuals in the pool of candidates. These individuals will meet with the committee for 1 and ½ hours. In addition the chairman of the board will be making visits to spend some time with the candidates at their homes. Included in this group are truly outstanding scholars; people with national and international reputations. They have tremendous depth and breadth of experience at at least one, if not 2 or 3 major research institutions. Included in this group are people who have walked the walk on key issues, such as diversity, transparency, visibility, collegiality, development and so on. The committee is delighted with the group they have before us. They are on target to recommend to the Board 2 or 3 individuals sometime in early winter. The process will continue, there are no time specifics.

Questions Answered by Don Puglisi

Senator Galileo: We appreciate you coming. Your email you sent out recently stated that most of the candidates had significant leadership experience. Do any of them not have a PhD? Are they in business or politics?

Answer: At this time, each of the candidates is terminally qualified. Each of them has extensive major experience from at least one major University

Senator Galileo: Although you have stated that the committee is committed to having an open and inclusive process; the subsequent email stated that the search process is also confidential.

Answer: That was poor wording on my part; the only thing that will be confidential is the names and affiliations of the candidate. Poor wording, thank you.

Parliamentarian John Jebb: Can I ask what role the search firm has played in your deliberations?

Answer: I don’t think they played any role in the deliberations. They only played a role in the solicitation of nominees; in getting people to be candidates. So they got nominees, spoke with them, tried to convince them to apply and then forwarded that information to the committee. But only the committee was involved in the evaluation process

Senator Heinz: You mentioned that you had a diverse pool of candidates. Can you tell us how many women, how many people of color, etc.

Answer: I don’t have the numbers. But there were people of color and a woman. A number of both, actually, but I don’t have the numbers.

Senator Heinz: Does the search committee plan to release that information?

Answer: I don’t know if we are going to do that.
President Opila – We have been keeping an eye on diversity, but we just don’t have the numbers. I will say this, the candidates spent more time speaking about what they have done with respect to diversity than any single topic. It is one we are sensitive to.

Senator Davis: I got stuck on “were”. Can you say if there are women or people of color who are currently in the pool of candidates?

Answer: I can’t say that

Senator Galileo: It is difficult to get to the documents on the presidential search website on the homepage.

Answer - We will include a link in the notes.

LINK HERE: http://sites.udel.edu/presidentialsearch/

VIII. Title IX Update, Sue Groff, Diversity and Title IX Director

Comments –

I have been here for 20 years and care very much about it. In my previous life I was in the athletic department in numerous leadership roles. I am speaking to you about updating the work in our office. As faculty you are a trusted resource and trusted adult in our students lives. Sexual misconduct policy went into effect July 1. On website

Sue Groff’s Presentation

The gender based violence website got a new look. Also, Title IX governance is a responsibility of the office of equity and inclusion. Clarification that it resides in OEI – it is not its own office. There will be an oversight committee with 15 faculty, students and staff that will meet each semester and make recommendations to the OEI and to the President’s office.

Athletics has its own additional set of guidelines and is monitored internally and then externally every 3 to 5 years.

Information on how to handle a disclosure was presented and can be found here

INCLUDE LINK

Reporting is important because the victim/complainant needs to get resources and help they need, can lead to 3rd party charges, and can track trends. If the person is less than 18 years of age there are child abuse laws in place.

INCLUDE POWERPOINTS FROM PRESENTER
Questions

Senator Buell: I really appreciate that we are doing so much to come into compliance. But I have a question about the office and title IX. So if there is an instance that is not of a sexual nature, would the same process take place? Does it cover any kind of race based or gender based issues?

Response: Anything else is handled in human resources if you are an employee.

Senator Allen Fox recognizes Richard Hanley, Philosophy Department.

Richard Hanley: I was a bit puzzled by the fourth issue on the how do I react to a disclosure. This seems a bit like victim advocacy and I would have thought that you are not in a position to state that. There is a difference between not blaming someone and saying it is not their fault.

Response: This is really to thank them for coming forward and not meant to be victim advocacy.

Senator Davis: I want to follow up on the issues of race or sexuality based or homophobic incidents. Is there a link through HR to the process or resources for other issues of discrimination.

Response- I don’t know where students or faculty go for these other issues. We are going to study that and try to determine the process. Right now, I am not sure where they go, maybe Dean of Students?

President Targett: I think you have identified something we need to fix and we need a portal where everyone can go in these instances. And it is not good if students and staff don’t know this. We need to fix that problem.

Applause

IX. General Education Update

Fred Hofstetter, Past President, Faculty Senate

“sites.google.com/a/udel.edu/facultysenate” is where people from UD can see this.

Past President Hofstetter stated that Senator Galileo made the motion previously that faculty senate approve non-credit programs and I chose to create the certificate here on this website. Added to the side bar are 10 items related to gen ed reform.

Under Gen Ed Reform, Fred will now be the “Gen Ed Czar” as duly given by President elect Bob Opila.

Fred agreed to help Bob coordinate efforts. Complex resolutions came forward; 5 of the 8
resolutions passed on the senate floor. Someone needs to go in and unravel all of that and decide where the parts of it that we need to act on would be housed.

There are 5 initiatives based on the 5 resolutions that passed.

ACTION ITEM: LINK to site will be put on the main faculty senate site

Summary of each committee and current issues are documented.

Chris Knight is now chairing the gen ed committee. EE did not pass. So the gen ed committee is now examining what does it mean that EE did not pass. The committee is now working more on EE. This sites serves as a way that faculty members can keep up on what is happening within each committee.

Questions

Senator Steve Hastings: has the old Gen ed stuff been taken down

Answer – no it has not been taken down. It has just been updated. But there is no plan to continue it. It is Droople based and the campus is moving away from Droople. On April 10 2017 – the new website will be launched

Senator David Satran: can you include the chairs and membership of the committees on the website.

Answer: I will once everything is finalized by Brian Hanson.

Joseph Brodie: where did the items on the task list come from

Answer - They come from my study of the resolutions that passed. I generated the first draft and then I asked each committee chair to take a look at it. They are going to chat with their committees about it. Some are waiting until after today to chat with their committees about it. There are features for comments, but I’m not sure who will moderate that. Editing can be shared and there are lots of possibilities.

Joseph Brodie: Do you still need membership on these committees

Brian Hanson - all the standing committees are ok. The 2 ad-hocs I am still waiting on 2 people. We are almost done in filling these committees.

Steve Hastings: Is there representation from each college?

Brian Hanson: Yes, that was the constraint given to us

VI. Consent Agenda: None
VII. Regular Agenda:

a. Recommendation made from the Library Committee (Steve Eidelman, Chair) with the concurrence of the Executive Committee (Bob Opila, Chair) for the approval of a resolution thanking Susan Brynteson, Vice Provost and May Morris Director of Libraries, for her service to the University.

WHEREAS, Susan Brynteson’s thirty-five years of commitment and leadership have been extremely beneficial to the University of Delaware Libraries, and

WHEREAS, both the collections of the Libraries and their prestige have improved due to her efforts, and

WHEREAS, the many achievements of the Libraries during her tenure include membership in the prestigious (and by invitation-only) Association of Research Libraries, and

WHEREAS, the University of Delaware Library is “a national innovator in acquiring and making available a broad range of electronic resources and databases, and it holds the honor of being the first research library in the nation to implement OCLC Worldshare Management Services, a cloud-based system for discovery, metadata, acquisitions and circulation”, and

WHEREAS, Susan Brynteson oversaw the innovative conversion from a card catalog system to the online DELCAT catalog, now DELCAT Discovery, an online, cloud-based service that provides information about and access to the Library's physical and electronic holdings, and

WHEREAS, a more complete list of her numerous accomplishments was documented in UDaily, be it therefore

RESOLVED, that the Faculty Senate of the University of Delaware expresses its gratitude for her years of outstanding service and congratulates Susan Brynteson, the Vice Provost and May Morris University Librarian on her retirement, and be it further

RESOLVED, that the Faculty Senate offers Susan Brynteson our best wishes in her new role as May Morris Librarian Emerita and in all her future endeavors.

This has been moved and seconded by the Executive Committee

Any discussion? No

Question called

Unanimously approved

A plaque and flowers were presented and a standing ovation has been given
b. Recommendation from the Faculty Senate Promotions and Tenure Committee (Mary Ann McLane, Chair) with the concurrence of the Committee on Committees and Nominations (Brian Hanson, Chair) for the request to revise the Charge of the Promotions and Tenure Committee (Attachment 1)

WHEREAS, the University Senate, during its May 4, 2015, meeting unanimously approved a resolution recommended by the Provost's Commission on Continuing Non-Tenure-Track Faculty containing, among its clauses, “RESOLVED, that one senior (Associate or Full Professor) CT faculty member should be appointed to the University Promotion and Tenure Committee for review of CT faculty promotion dossiers, ...”; therefore be it

RESOLVED, that the charge of the University Committee on Promotions and Tenure be revised according to the attached redline document in order to implement the May 2015 resolution.

QUESTIONS:

Senator Mary Ann McLane introduced a resolution that clarified the role of the CT faculty member on the P and T committee.

The word “review” was changed to “fully involved in deliberations and voting on all matters pertaining to Continuing track faculty.”

Senator Adam Marsh: obtained clarification of the last point. The words in black have already been there; these are not changing.

Senator Charlie Boncelet: I am worried that the resolution is silent on how the CT faculty member votes or does not vote on Tenure track faculty. I think there should be a list of “shall nots”. Such as, “This person does not vote on TT faculty”.

Senator Allen Fox: One way to resolve that is to put the word “only” for the continuing track faculty.

Senator Mary McLane: If in fact it would make it clearer, the phrasing could be “the CT faculty member will not vote on TT promotion cases, but will be fully involved in deliberations of voting members if need be.

Senator Charlie Boncelet: Can I suggest that we refer it back to committee and have them come back to us.

Senator Mary McLane: It will be 2 weeks and right now we are not fully constituted as a committee. Our idea was that this needs to be finalized before recruiting someone. What I would suggest is that the committee will meet and provide the phrasing.

Senator Jebb: We need a motion to refer to committee. This is debatable.
Senator Courtright: I want to disagree. I see no reason to make a CT committee member a second class citizen on this committee

Senator John McNutt: I completely agree – this is the only university where someone told me to keep my mouth shut. We can’t tell people that they can or cannot deal with certain issues, that is not fair

Senator McLane: the resolution passed says review of CT faculty promotion dossiers. We would have to go back to the resolution to make it different.

Senator Emily Davis: so can we vote on this?

President Opila: Right now we are discussing – it has not been moved or voted. We are just discussing this resolution. Only suggestions, please.

Senator Bellamy: I am inclined to pass this as is and then tweak it later. So I am going to call the question

Second by Second Fred Hofstetter

All in favor of calling the questions 43 in favor to 1 opposed

All in favor of the resolution as it stands – 38 in favor 10 opposed

Motion carries 38 to 10.

VIII. Unfinished Business

a. Recommendation from Senator Seth Shabo for the request to add a section to the Faculty Handbook, 4.4.13 Promotion and Tenure that no person at or above the level of Department Chair may serve as a member of the University Committee on P&T, a College P&T committee, or a Departmental P&T committee (Attachment 1)

WHEREAS, the promotion and tenure (P&T) decision is one of the most important a University makes; and
WHEREAS, the integrity of the deliberation on the P&T decision requires a clear separation between faculty input and administrative input; and
WHEREAS, uniformity across the P&T procedural policies of colleges is desirable as otherwise an inherent unfairness taints the P&T process; be it therefore

RESOLVED, that no person holding an administrative position at or above the level of department chair or academic program director (as defined in the Policy Guide for Department Chairs and Academic Program Directors) may serve as a member of the University Committee on P&T, a College P&T committee, or a Departmental P&T
committee.

Friendly amendment – in light of a query it is not clear that academic program is well defined. Thus, amended resolution is as follows

WHEREAS, the promotion and tenure (P&T) decision is one of the most important a University makes; and

WHEREAS, the integrity of the deliberation on the P&T decision requires a clear separation between faculty input and administrative input; and

WHEREAS, uniformity across the P&T procedural policies of colleges is desirable as otherwise an inherent unfairness taints the P&T process; be it therefore

RESOLVED, that no one holding an administrative position at or above the level of department chair in a particular college be a member of any Departmental P&T committee in that college, or a member of the College P&T Committee of that college.

Friendly amendment passed and new motion was introduced

Discussion:

Senator Galileo: I would like to make a motion since this is different that this might be more palatable to some. I would like to make a motion that this be postponed until the October senate meeting to give people a chance to see if they like it more or less than the original.

Motioned seconded by Senator Buell

Senator Zide: this has been going on a long time. Some discussion on whether it was discussed in P and T committee. While this is an improvement to the other one, this is creating an unfair division between faculty and administration and we should vote on it today

Senator Allen Fox: the position is that we not penalize anyone; members of the Dean’s Office are members of committees. There is the possibility of double dipping and Dean’s Office being involved in department matters.

President Opila: We are now discussing whether or not we should vote

Senator Boncelet: the prior P and T committee was not in agreement with this because provosts have no place to vote.

President Opila called the vote

28 in favor vs. 20 opposed; so this carries and vote is delayed
X. New Business: None

XI. Introduction of New Business:

motion introduced under new business, except a motion to refer to committee, shall
be acted upon until the next meeting of the Senate.

1. Senator Galileo: Introduced new business concerning the Presidential Search
(attached).

This will be put on agenda at the next meeting.

2. Senator Mary Ann McLane: Red line revision of the handbook went from
President Bob Opila and then went to P and T committee- that this red line
revision will be posted so everyone can see it. And the podcast from faculty
senate meetings are not on the website.

ACTION ITEM: The podcasts will be put on the website.

3. John Morgan recognized from the floor – One of the most remarkable things
about the EE proposal was that it did not get a majority of the committee that
originated it. I hope that a new proposal is solidly supported by the committee.

Motion to adjourn

Seconded and passed unanimously