

# REGULAR MEETING OF THE UNIVERSITY FACULTY SENATE

December 3, 2018 – 104 Gore Hall

4:00 PM

## MINUTES

- Member Present:** V. Alexander, D. Assanis, E. Benson, A. Bhat, A. Biddle, C. Bogan, C. Boncelet, M. Buell, H. Busch, M. Bush, D. Buttrey, D. Cha, J. Coughenour, K. Cranker, H. Doty, S. Eidelman, J. Erickson, A. Fichtelberg, A. Fox, J. Fuhrmann, D. Galileo, J. Gizis, M. Greene, F. Grubb, A. Harding, A. Hestvik, F. Hofstetter, P. Inguito, J. Jebb, A. Johnson, T. Kaminski, M. Laberge, W. Lewis, L. Liao, S. Lu, N. Makos, R. Marquez, K. Matt, J. McGee, T. Melvin, R. Morgan, D.C. Moore, B. Morling, J. Morrison, S. Mortenson, E. Orsega-Smith, L. Overby, J. Pelesko, J. Pizzuto, A. Poorani, J. Riera, C. Riordan, M. Robinson, K. Schell, I. Shah, S. Sundram, J. Sutherland, K. Takacs-Haynes, L. Thompson, D. Veron, B. Weber, C. Williams
- Members Excused:** E. Atekwana, J. Barker, C. Dybowski, J. Hill, M. Khan, M. Melby, L. Okagaki, M. Rieger, J. Russ, M. Santare, C. Vukelich

- **Adoption of the Agenda**
  - Discussion – The Senate President explained the change in item 7 of the pre-circulated version of the Agenda.
    - Revision of Academic Analytics resolution #7
  - Vote unanimous
- **Approval of the Minutes:** [November 5, 2018](#)
  - Discussion
  - Vote unanimous
- **Remarks:** Provost Robin Morgan
  - Mental Health issues (from Jose Riera)
    - Importance of student safety and resources available
      - Call 911 in case of crisis
      - 24/7/365 831-1001 hotlines
  - Trevor Dawes – flood in library lower level under repair
  - From Board of Trustees Exec Committee asks to be relieved of review of non-financial academic issues

- Last senate meeting – thanks for hard work all semester
- Questions
  - John Jebb: Adjunct report?
    - Chris Williams: report coming soon
  - Deni Galileo
    - Why was a Vice provost position filled without a search?
      - Robin Morgan: it came about quickly and the position is interim until a search can be held
  - Mental Health Services available to AA students?
    - Some are available, improvements are being worked on
- **Announcements:** Senate President [Chris Williams](#)
  - Reminder about non-senators speaking up
  - Abstentions clarification – we are no longer going to call for abstentions
  - Addition of Islamic holidays to academic calendar – The President noted that senators can bring proposals forward proposals
  - The Registrar responded that only holidays mentioned in the Faculty Handbook are on the academic calendar.
  - Open hearing for new Honors Track, Monday 12/10 3:30pm Gore 104
- **Consent Agenda:**

### College of Agriculture and Natural Resources

- Recommendation from the Faculty Senate Committee on Undergraduate Studies (Brian Hanson, Chair) with the concurrence of the Coordinating Committee on Education (Matt Robinson, Chair) for the **revision to the BS in Landscape Architecture**
- Recommendation from the Faculty Senate Committee on Undergraduate Studies (Brian Hanson, Chair) with the concurrence of the Coordinating Committee on Education (Matt Robinson, Chair) for the **revision to the BS in Plant Science**

### College of Arts and Sciences

- Recommendation from the Faculty Senate Committee on Undergraduate Studies (Brian Hanson, Chair) with the concurrence of the Coordinating Committee on Education (Matt Robinson, Chair) for the **revision to the Concentration in Media Communication**
- Recommendation from the Faculty Senate Committee on Undergraduate Studies

(Brian Hanson, Chair) with the concurrence of the Coordinating Committee on Education (Matt Robinson, Chair) for the **revision to the Spanish Studies BA**

### College of Health Sciences

- Recommendation from the Faculty Senate Committee on Undergraduate Studies (Brian Hanson, Chair) with the concurrence of the Coordinating Committee on Education (Matt Robinson, Chair) for the **revision to the Medical Diagnostics Minor**
- Recommendation from the Faculty Senate Committee on Undergraduate Studies (Brian Hanson, Chair) with the concurrence of the Coordinating Committee on Education (Matt Robinson, Chair) for the **revision to the Medical Social Services Minor**

Vote on Consent Agenda unanimous

- **Regular Agenda:**

**A. Unfinished Business:** None

**B. New Business:**

**1. Academic Resolutions**

College of Arts and Sciences

- 1. Recommendation from the Faculty Senate Committee on Undergraduate Studies (Brian Hanson, Chair) with the concurrence of the Coordinating Committee on Education (Matt Robinson, Chair) for the **Disestablishment of the Psychology Honors (HBS) Degree****

WHEREAS, the BS Degree in Psychology was deactivated last year (for the 18-19 catalog). Our intent at that time was to also deactivate the Honor's version of that degree and we are correcting that oversight; and

WHEREAS, one of the original reasons for deactivating the BS Degree (and now, its Honors version) is that the BS degree was initiated to provide a path for students to prepare for research-oriented Ph.D. work in psychology. It requires significant research experiences as well as a senior thesis; and

WHEREAS, one of the original reasons for deactivating the BS Degree (and now, its Honors version) is that despite the department's efforts, students enroll in this major for a variety of other reasons, not

because they are uniquely interested in pursuing research or in research careers; and

WHEREAS, one of the original reasons for deactivating the BS Degree (and now, its Honors version) is that many BS students who switch later in their UG careers to the Honors PSYC BA program encounter setbacks, and

WHEREAS, one of the original reasons for deactivating the BS Degree (and now, its Honors version) is that students who wish to prepare for Ph.D. work in psychology or neuroscience will still be able to do so via the Honors BA in Psychology or Honors BS in Neuroscience, augmented with an optional thesis and research experience; be it therefore

RESOLVED, that the Honors degree, PSYC BS degree program, be disestablished

Discussion

- none

Vote 59-0

## 2. **Regular Resolutions**

2. Recommendation from the Faculty Senate Committee on Undergraduate Studies (Brian Hanson, Chair) with the concurrence of the Coordinating Committee on Education (Matt Robinson, Chair) and the Executive Committee (Chris Williams, Chair) for the **revision to the Faculty Handbook Section 3.1.9 to Remove a Nonsensical Sentence** ([Attachment 1](#))

WHEREAS, section 3.1.9 (Grades) of the Faculty Handbook contains a sentence in the paragraph on grade changes that makes no logical sense; and

WHEREAS, the sentence in question refers to approval of a dean, which now only occurs within the grade grievance process, covered in section 3.1.10; be it therefore

RESOLVED, that the Faculty Handbook section 3.1.9 Grades be revised as shown in [Attachment 1](#).

Discussion

- none

Vote 59-0

3. Recommendation from the Faculty Senate Committee on Undergraduate Studies (Brian Hanson, Chair) with the concurrence of the Coordinating Committee on

Education (Matt Robinson, Chair) for the **revision to the Transfer Credit Policy** ([catalog attachment](#)) ([attachment](#))

WHEREAS, the University of Delaware is committed to being a military-friendly and transfer-friendly institution, wishing to serve military, veteran, transfer and returning adult students who are striving to reach their educational goals, and

WHEREAS, military, veteran, transfer, and returning adult students may have prior learning, documented by College-Level Examination Program (CLEP) Exams scores, that may be equivalent to courses offered at the University, and

WHEREAS, military personnel and veterans may have completed military training and coursework, documented on a Joint Services Transcript or Community College of the Air Force transcript, that is equivalent to courses offered at the University, and

WHEREAS, comparator institutions award credit for CLEP examinations, coursework documented on a Joint Services Transcript and transcripts from the Community College of the Air Force, be it therefore

RESOLVED, that the Undergraduate and Graduate transfer/test credit policy as described in the catalog be amended to include the following:

Students who have earned acceptable scores on College-Level Examination Program (CLEP) exams or who have earned coursework through military service for subjects aligning with University of Delaware curricula may receive credit according to established test credit/ transfer credit procedures, including academic department review.

Discussion

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Vote 59-0

4. Recommendation from the Faculty Senate Committee on Promotions and Tenure (Mark Mirotznik, Chair) with the concurrence of the Executive Committee (Chris Williams, Chair) for the **revision to the Faculty Handbook Section 4.4.1 Promotion and Tenure** ([Attachment 1](#))

WHEREAS, teaching, research/creative activities, and service are all important to the mission of the University of Delaware; and

WHEREAS, the words used to designate the level of performance expected from faculty vary from department to department, as well as within and between colleges; and

WHEREAS, excellence, can only be defined in the context of discipline and departmental specific criteria; and

WHEREAS, there is a need to recognize efforts in all areas of assigned workload; and

WHEREAS, faculty and reviewers alike need to have the standards that they are being judged by clearly delineated and defined; be it therefore

RESOLVED, that the changes in the Faculty Handbook section 4.4.1 Faculty Promotion and Tenure be made as in [Attachment 1](#).

#### Discussion

- Mark Greene: is workload still taken into account?
  - Answer: yes
- Galileo – weighted vs. context?
  - Martha Buell there has always been difficulty in handling this concern with weighting because workloads change and many faculty have primarily teaching workloads.
- Okenauer what is need for this? Who is it helping
  - Martha – this is to avoid siloing and bean counting – more flexibility
- Hestvik nice to have pegs to hang things on but this leads to open ended definitions of standards

#### Vote 50-3

**5. Recommendation from the Faculty Senate Committee on Promotions and Tenure (Mark Mirotznik, Chair) with the concurrence of the Executive Committee (Chris Williams, Chair) for the **revision to the Faculty Handbook Section 4.4 Promotion and Tenure to Delete a Section and Add a New Section Concerning Mentoring** ([Attachment 1](#))**

WHEREAS, Mentoring is an essential element of faculty success in the Promotion and Tenure Process, and

WHEREAS, Mentoring practices vary widely across departments and colleges, and the ADVANCE Faculty Climate Surveys have indicated many faculty report dissatisfaction with the quality of mentoring they have received, and

- WHEREAS, Section 4.4.11 of the Faculty Handbook, entitled, “Career Development of Assistant Professors,” is the only statement on faculty mentoring in the Handbook and it is brief and narrowly focused on newly-appointed assistant professors, and
- WHEREAS, Given the significance of effective mentoring in faculty success, the Handbook needs an amplified statement on mentoring that makes clear that the University of Delaware is committed to mentoring all faculty members to success, and
- WHEREAS, the work of faculty mentors should be recognized by the chairperson during the mentor’s annual appraisal, be it therefore
- RESOLVED, This section be moved to an earlier section within 4.4 so that it comes before the timetable for promotion and before procedures That this section be broken into two parts, one regarding mentoring for assistant professors, the other (a new section) regarding mentoring for associate professors.

Discussion

- none

Vote 54-1

6. Recommendation from the Faculty Senate Committee on Promotions and Tenure (Mark Mirotznik, Chair) with the concurrence of the Executive Committee (Chris Williams, Chair) for the **revision to the Faculty Handbook Section 4.4.11 Promotion Dossiers and to add a new section on External Reviewers 4.4.12** ([Attachment 1](#))

- WHEREAS, the selection of external reviewers and solicitation of their review letters is a key features of the promotion and tenure process; and
- WHEREAS, reviews should only be sought from scholars with a demonstrated record of scholarly excellence; and
- WHEREAS, the current Handbook language on this topic is insufficient and subordinated to a description of the promotion dossier in 4.4.11 of the Faculty Handbook; be it therefore
- RESOLVED, that a new, stand-alone section of the Handbook should be created, entitled “4.4.12 External Reviews” as in [Attachment 1](#)

Discussion

- Question about external reviews of co-authored document
  - Amendment to Remove second sentence of section 7
  - Discussion
    - Gives department flexibility

- Danger of misrepresentation?
- Difficult to quantify
- Always the responsibility of the candidate

Vote on amendment: 55-2

Additional amendment: phrase “curriculum vita” should be “vitae”

Vote on additional amendment unanimous

Vote on resolution: 59-0

7. Recommendation from the Faculty Senate Committee on Promotions and Tenure (Mark Mirotznik, Chair), the Executive Committee (Chris Williams, Chair), the Academic Priorities and Presidential Advisory Committee (APPA) and cosponsors Alan Fox, Martha Buell, Steve Eidelman, Deni Galileo, John Gizis, Arild Hestvik, Muqtedar Khan, Marie Laberge, Melissa Melby, Ismat Shah, and Jim Morrison for the **revision to the Faculty Handbook to add Section 4.3.8 – Statement on Use of Databases in Evaluating Faculty Members or Academic Units** ([Attachment 1](#))

WHEREAS, it is crucially important that all faculty members be able to verify easily all information about their achievements in scholarship before such information is used to evaluate them in comparison with other faculty members and/or to evaluate the academic units to which they belong; be it therefore

RESOLVED, that the following statement in Attachment 1 be added to Section 4.3 (“Workload and Evaluation”) of the University Faculty Handbook

Discussion

- none

Vote 58-1

8. Recommendation from the Faculty Senate Executive Committee (Chris Williams, Chair) for the **request to extend the deadline for establishing the Graduate College at the University of Delaware**

WHEREAS, in May 2018, the Faculty Senate passed a resolution stating an intention to establish a Graduate College by January 1, 2019, contingent on passage of further resolutions by the Faculty Senate on or before that date approving an organizational structure and bylaws for the new Graduate College which was to be drafted by an *ad hoc* Faculty Senate committee; and

WHEREAS, because the organizational structure and bylaws are still being reviewed by the Faculty Senate Committee structure and January 1, 2019, will not be possible to assure a comprehensive document; be it therefore



RESOLVED, that the Faculty Senate intends to vote on the establishment of a Graduate College by February 11, 2019, contingent on passage of further resolutions by the Faculty Senate on that date approving (1) an organizational structure that shows relationships among the new Graduate College and existing graduate programs, departments, colleges, the Provost office, and research office, and (2) bylaws for the new Graduate College.

Discussion

- Robin Morgan supports move to give more time to do a thorough job
  - Amendment to add word “a draft version of” to “bylaws” in two locations

Vote on amendment: 54-2

- Brophy: Suggestion to set date back even further to March meeting
  - Robin Morgan: we can do committee work in January and do an open hearing in early February
    - Feb 14 Board does review
    - Will set back a long time to start search
  - Galileo: not enough time to do all this by February
  - Assanis: what are the substantive issues
    - Composition of council
  - What are the costs of delaying?
    - None really

Vote on amended resolution: 46-5

- **Presentations:**
- **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.)

- Marcus UG representative
  - Resolution concerning notification of student death protocols
- Martha Buell
  - Resolution regarding not using Academic Analytics for department review

Adjourned at 5:41