



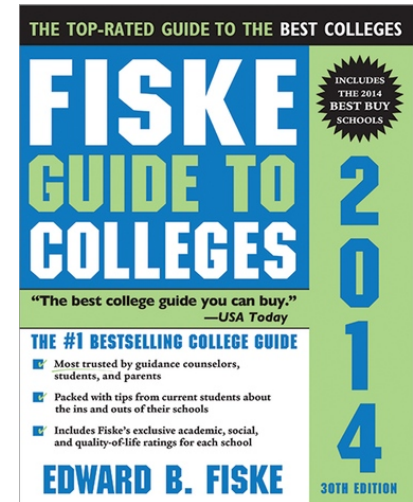
Faculty Governance at the University of Delaware

Line of authority, policy documents, and examples of how the UD faculty fulfills its responsibility to share governance at the University of Delaware



Context

- In the *Fiske Guide to Colleges*, UD is hailed as “a public gem” that boasts solid academic programs and offers a “small school feel with the opportunities of a larger university.”
- The guide adds, “With a challenging and stimulating academic environment, comfortable size, an increasingly smart student body, a healthy social scene, and up-and-coming athletic teams, UD offers a blend of strengths that would make many schools envious...”
- Fiscal year 2014 marked another record-setting fundraising year for the University of Delaware, with more than 37,000 donors contributing \$63.9 million to support students, faculty, facilities and operations.
- UD is an outstanding university with a distinguished board, an aggressive administration, and a dedicated faculty who keep things in balance. This presentation explains how we do that.





Line of Authority

- Founded in 1743 and chartered by the state in 1833, the University of Delaware today is a land-grant, sea-grant, space-grant, and urban-grant university. The faculty receives its powers through the following line of authority:
 - UD Charter
 - BOT Bylaws
 - UD Faculty Constitution
 - Faculty Senate Bylaws
 - Standing Committee System of the Faculty and its Senate
- Faculty share further in governance through the AAUP which negotiates our Collective Bargaining Agreement (CBA). All UD faculty belong to the bargaining unit. Later in this presentation I will explain why it is important to become dues-paying members.
- UD enjoys a symbiotic relationship between the Union and the Senate. The Faculty Senate President sits ex officio on the AAUP Steering Committee.



University of Delaware Charter

- On 5 February 1833, the General Assembly of Delaware passed an Act creating Newark College.
- In 1913, the General Assembly made this Act a perpetual Charter that contains no reserve power in the General Assembly to amend it.
- As codified into the Delaware Code of 1953, the Charter of the University of Delaware is in Title 14, Chapter 51, paragraphs 5101-5117. In paragraph 5111, the faculty receive their powers as follows.
- **Par. 5111. Faculty; powers.**
The faculty, consisting of the professors, instructors and others employed by the Board of Trustees, one of whom shall be President of the University, shall **have the care, control, government and instruction of the students**, subject, however, to the bylaws. They shall have authority, with the approbation of the Board, **to confer degrees and grant diplomas.**



Board of Trustees Bylaws

- The BOT Bylaws organize the Board's committees and further define the faculty's powers.
- SECTION 2.1.1. The Standing Committees of the Board shall be:
 - an Executive Committee;
 - a Committee on Academic Affairs;
 - a Committee on Finance;
 - a Committee on Grounds and Buildings;
 - a Committee on Honorary Degrees and Awards;
 - a Committee on Public Affairs and Advancement; and
 - a Committee on Student Life and Athletics.
- SECTION 3.2.1. Role of the Faculty. Until otherwise ordered by the Board, authority is hereby delegated to the University faculty to **formulate and administer the academic and educational policies of the University** in accordance with the Charter of the University and these Bylaws.



Board of Trustees Bylaws

Section 3.2.4 Responsibilities of the Faculty

- Formulate rules and regulations for the **government and discipline of the student body**.
- Provide for the establishment of the **curricula and courses** at the University.
- Provide for the establishment of a program of **extra-curricular education** for students.
- Determine educational and academic **policies of admission**.
- Determine the requirements for **academic degrees** and recommend candidates for diplomas, academic degrees and academic certificates, which shall be conferred by the President of the University under the authority of the Board.
- Recommend policies concerning **awards, prizes, and scholarships**.
- Recommend policies relating to the administration of the **University Library**.
- Make recommendations for the conduct of **formal exercises and public functions** held under the auspices of the University.
- Adopt regulations governing its own procedures with **authority to enact, amend, and repeal its bylaws**.
- **Determine the duties that it will delegate** to faculty committees and to the faculties of the several colleges and divisions of the University.
- Make recommendations concerning **the establishment** of any degree program **or the disestablishment of any degree program**.
- Consider and make recommendations for proposed **changes in University organization**. Changes in University organization shall include the establishment or abolition of academic departments, colleges or divisions; the transfer of a department or division from one college to another; and the establishment or abolition of administrative offices that are directly concerned with academic matters.



Board of Trustees Bylaws

Section 3.2.5 Privileges of the Faculty

- To consider **matters of general interest** to the University and make recommendations thereupon to the President for transmission to the Board.
- To make recommendations to the President, for transmission to the Board, concerning the formation of policies governing **appointments, promotions, tenure, dismissals, and salaries**.
- To propose to the President, for transmission to the Board, **amendments to these Bylaws**, *provided that* any such proposed amendment is proposed in writing at the preceding regular meeting of the University Faculty.



Constitution of the UD Faculty

- Section II-1. There shall be established a **University of Delaware Faculty Senate** that, except as otherwise provided in this Constitution, shall function as the standing executive committee of the Faculty, and that shall, except during regular and special meetings of the University Faculty, **exercise all the powers vested in the Faculty of the University of Delaware by the Board of Trustees**, and that shall be empowered to **determine the duties that it will delegate** to faculty committees and to the faculties of the several colleges and divisions of the University.
- Section IX. **This constitution may be amended** in a meeting of the University Faculty by a two-thirds vote of members present, provided previous written notice of intent to amend has been received by the Faculty one week prior to the meeting in which the proposed amendment is to be considered. All proposed amendments will be presented in faculty meetings by the Faculty Senate Committee on Rules, which will give its recommendation for action by the Faculty. Proposed amendments are presented in writing by faculty members to the Committee on Rules for possible clarification and wording changes. **No faculty member may be denied** the privilege of having his or her proposed amendment presented to the Faculty by the Committee on Rules.



Constitution of the UD Faculty

- Section IV-9. The Vice President of the Senate shall prepare the **agenda** for each regular meeting of the Senate. He or she **must include** items presented by the President of the University or by a committee of the University Faculty. The agenda of the meetings of the Senate shall be distributed to the faculty at least one week before the meeting.
- Section VIII-1. A **general meeting** of the University Faculty, presided over by the President of the University, or a deputy designated by the President, shall be held **semi-annually**. One quarter of the voting membership of the University Faculty shall constitute a quorum. The agenda shall be established and distributed by the President of the University with the advice of the Senate Executive Committee.



Faculty Senate Committees

- Academic Appeals
- Academic Priorities Review
- Budget Committee
- Committees and Nominations
- Coordinating Committee on Education
- Cultural Activities and Public Events
- Diversity and Affirmative Action
- Executive Committee
- Faculty Welfare and Privileges
- General Education Committee
- Graduate Studies
- Instructional, Computing, and Research Support
- International Studies
- Library
- Promotions and Tenure
- Research
- Retiring, Retired, and Emeriti Faculty
- Rules
- Student and Faculty Honors
- Student Life
- Undergraduate Studies



UD Faculty Senate Bylaws

- From III: **Committee reports are received (filed by being placed on the agenda)**. Following reception, the report may be adopted (endorsed) or recommendations for implementation may be made. Adoption of recommendations for implementation would adhere to prescribed rules of order. (This would include a motion to adopt or implement, cf. Robert's Rules of Order, revised 1970, pp 417 and following.)
- From XIII: In addition to considering matters referred to them by the Senate, **standing committees may initiate action** on matters clearly within their province and request that they be placed on the agenda of the Senate meeting.
- VIII-C: A **roll call vote** may be requested for any issue. Whether a roll call vote is taken is determined by a majority vote of the present and voting senators.



Faculty Senate Meetings

4 PM on Mondays in Gore 104

Fall 2014	Spring 2015
September 8	February 9
October 6	March 2
November 3	April 6
December 1	May 4



BOT Committee Meetings

- The Faculty Senate office recruits faculty to attend Board of Trustees committee meetings.
- In addition to faculty, the Board invites two student government leaders to attend, one undergraduate and one graduate.
- These meetings include the Executive Committee, Academic Affairs, Finance, Grounds and Buildings, Public Affairs and Advancement, and Student Life and Athletics.
- We have an opportunity to participate and are invited to speak at the end of these meetings.



Monthly Luncheons

- Every month in Fall and Spring, the Faculty Senate Executive Committee meets for lunch with the Provost and Deputy Provost.
- Once each Fall and Spring, the University President and Executive Vice President join these luncheons.
- The purpose of these luncheons is for the faculty and the administration to brief each other on important issues that are forthcoming, so as to avoid “blindsiding” each other on the Senate floor.
- These luncheons also provide an opportunity to continue debate on contentious issues and to plan exciting new initiatives.



Recent Examples of Effective Faculty Governance

- RBB Review and Reinstatement of the Budget Committee
- CNTT Issues and Titles
- Academic Calendar
- Dissolving Programs (or Not)
- General Education and Breadth
- Open Searches



AAUP

- We have a strong AAUP chapter here at UD. It is important to belong whether you agree or disagree with what they are doing.
- There is a Join Now button at www.udel.edu/aaup. Your first year of membership is free.
- Our AAUP chapter negotiates the UD collective bargaining agreement.
- Protections include terms of employment, workload, benefits, family leave, discrimination, and exigency.
- The grievance procedure protects faculty and covers disputes not only of the CBA but also of the Faculty Handbook.

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University of Delaware Chapter*

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UD Collective Bargaining Agreement

- Keeps our salaries competitive and makes it possible for us to retire.
- Section 9.7 stipulates UD contributions to faculty pension accounts.
- Section 9.8 creates retirement options permitting faculty to retire with a one-semester retirement leave at full salary with full benefits or a full year leave at seventy-five percent salary and with full benefits prior to the date of retirement . There are also three-year phased retirement options.
- Article 9.8 (d). Faculty electing retirement shall receive at the time of retirement a one-time payment at the rate of two and one-half percent of annual base salary for each year of University service. The payment cannot exceed 100% of annual base salary.
- Article 17 requires UD to consult with the Faculty Senate Executive Committee before changing practices and policies which govern administrative decisions concerning wages, salaries, hours, workload, sick leave, vacations, grievance procedures, appointment, reappointment, promotion, tenure, dismissal, termination, suspension, evaluation, sabbatical leave, and maternity leave. Such changes “shall be submitted in advance to the Executive Committee of the University Faculty Senate for referral to the appropriate faculty review committee and subsequent Senate action before final Administration action.”



UD Faculty Senate Executive Committee

Academic Year 2014-15

- Fred Hofstetter, President
- Bob Opila, President Elect
- Deni Galileo, Past President
- Prasad Dhurjati, Vice President
- Anuradha Sivaraman, Secretary
- Brian Hanson, COCAN Chair
- John Jebb, Parliamentarian