

CAS Senate Minutes
16 December 2019

Present: J. Angelini, E. Bell, E. Donnelly, L. Duggan, A. Fox, D. Flaherty, K. Franich, D. Gallant, A. Hayes, A. Hestvik, D. Galileo, P. Gentry, J. Gizis, D. Koltowski, D. López-Gydosch, E. Lyman, B. McKenna, J. Morgan, J. Morrison, O. Olabisi, J. Pelesko, Rakesh, K. Rosenberg, A. Sarzynsky, K. Schroeder, L. Timmins, L. Winn, D. Yanich

Also present: Representatives of departments with Ed. Affairs proposals.

1. Call to order at 4:00pm
2. Approval of Agenda – approved.
3. Approval of Minutes – October 2019 and November 2019 were approved.
4. Remarks of College Dean (J. Pelesko)

[see slides]

The Dean first passed along the Provost's announcements from the last University Faculty Senate meeting on December 7, 2019. Online Title IX training compliance is only 62% for faculty, which is lower than the undergraduate student compliance of 91%. There was a comment by D. Galileo that the systems asks faculty to 'Certify that you "understand" the policy', but he could only 'certify that he "read" it.' J. Morgan noted that UD is required to provide such training to comply with House Bill 360, which Delaware's legislature approved in in June 2018, but this law does not require this particular form of the training. He suggested that the administration should have consulted with AAUP and experts among the faculty in Women and Gender Studies on the training design. He also asked if the trustees complete this training. The discussion ended with many agreeing that the current training is better than the previous system.

The Provost also announced at the University Faculty Senate meeting that the search for the Graduate College Dean search has started.

The Dean moved on to college business. He reported a change to the Academic Program Review (APR) process. Until now, the Dean and an associate dean met with the dept. chair to start the process. By request, they spoke to one department, and ended up having a one hour conversation with the faculty. In the future, the dean will meet with the department at the start of every APR, not just the department chair.

Faculty award nominations are due February 15, 2020, later than in the past. The list of awards is on slides.

The Dean noted the Protection of Minors certification process. See slide for site where events are certified. There was a brief question and answer period:

Question: What about when a high school teacher with class visits? Answer: The teacher should register.

Question: What about individual high school students doing research? Answer: Yes, they must be certified.

Question: Student visiting class without parent? Answer: No. But, if the visit is arranged through admissions, it is already covered.

Question: What if people already had background checks? Answer: This is a level of detail the Dean is not involved in.

The Dean noted that importance of Enrollment Management and planning for decision days. There are more applications and attendance due to UD adding "Early Action." He also provided an overview of NACAC code of ethics policies (see slide) which have just been stricken due to pressure from the Justice Dept. Recruitment will become even more competitive.

The Dean noted the issue of P&T committee workload. The COCAN chair (J. Morgan) described his plan to solicit faculty to run for this committee.

5. Remarks of Senate President (B. McKenna)

B. McKenna explained that he will have to leave early and that Alan Fox will take over meeting.

The President introduced the ideas for Senate debate rules developed by J. Morgan. He asked senators to please think about their own ideas. We don't want to be stuck trying to think of ideas the week before a meeting with a controversial resolution.

The President introduced the CT Faculty ad hoc committee. Technically, the Executive Committee can form a committee but he desires senate input. He suggested a Q&A session to ask about the committee.

Rakesh noted that his experience with the Math Department which struggled with CT faculty promotion criteria. He is concerned about the term "inconsistencies." In particular, Math's policy requires three external reviewers outside UD, whereas other departments allow all external reviewers within UD. There was some discussion of this issue and what the concerns of the CT faculty are. The Parliamentarian pointed out that "whereas" clauses do not matter, only the "resolved" clauses matter.

6. Resolution on Ad Hoc CT Faculty Committee

The resolution (see below) passed 25-0.

7. Educational Affairs (J. Angelini)

The consent agenda (see below) was approved.

Alan Fox became the president.

Each individual proposal listed below was discussed and approved:

Astronomy/Data Science 4+1 (BA/MS)

Italian Studies and Fashion Culture Minor

Mechanical Engineering/Data Science 4+1 (BME/MS)

Physics Education/Data Science 4+1 (BA/MS)

Physics/Data Science 4+1 (BA/MS)

Physics/Data Science 4+1 (BS/MS)

Political Science-Politics, Groups, and Identities Concentration (BA) – disestablish

Political Science/Public Administration 4+1(BA/MPA)

Spanish for Economics and Finance Minor

8. Introduction of New Business.

D. Galileo requested clearer agendas, with each item assigned a number and no “ALL CAPS” text.

J. Morgan explained that his proposed rules of debate are just a draft. The proposal was prompted by the November 2019 debate on the Global Studies major. It prompted some hundred emails over the weekend before the meeting, arguing over how long people would speak, whether they could use PowerPoint or not, etc. He would like to have clear rules in place before controversial issues are brought before the Senate.

9. Adjourn at 4:53PM

AD HOC COMMITTEE RESOLUTION [Approved]

RESOLUTION: AD HOC COMMITTEE FOR THE REVIEW OF PROMOTION AND EVALUATION POLICIES AND PROCEDURES OF CT FACULTY

- Whereas there are inconsistencies across departments in the procedures that assess CT’s performance and some of those inconsistencies may perpetuate inequities and
- Whereas the language about external reviewers and what is sent out for external review is not consistently addressed in department and college by-laws and
- Whereas many current department documents are vague and may not align with the University faculty handbook that prescribes that faculty be assessed according to workload

Therefore, be it resolved that an ad-hoc committee review language about CT faculty in College and department documents, with the purpose of making recommendations to the CAS Senate

to improve promotion and tenure documents specifically for CT faculty. CT faculty shall comprise at least half of the committee.

Co-Chairs: Alenka Hlouse-Rodojic and Beth Morling.

Committee Membership: Determined by February 2020

Ed Affairs Consent Agenda [Approved]

Ancient Greek and Roman Studies Minor

Applied Music-Instrumental-Principal Instruments Concentration (BM)

Applied Music-Piano (BM)

Applied Music-Voice (BM)

Asian Studies (BA)

Asian Studies Minor

Chinese Certificate

Development and Political Economy Concentration Requirements

Diplomacy and Global Order Concentration Requirements

Domestic Violence Prevention and Services Minor

French Certificate (France or Martinique)

German Certificate

International Relations Major Requirements

Italian Certificate

Japanese Certificate

Linguistics (PhD)

Music Composition (BM)

Music Education-General/Choral-Piano Concentration (BM)

Music Education-General/Choral-Voice Concentration (BM)

Music Education-Instrumental-Principal Instrument Concentration (BM)

Music History and Literature (BM)

Music Minor-Music Management Studies

Music Theory (BM)

Political Science (BA)

Political Science-American Politics Concentration (BA)

Political Science-Global Politics Concentration (BA)

Political Science-Law, Politics, & Theory Concentration (BA)

Public Health (MPH)

Regional Specializations

Spanish Certificate (Spain or Latin America)

Three Languages (BA)

U.S. Foreign Policy and National Security Concentration Requirements

Women and Gender Studies Certificate

The background features a large, semi-transparent watermark of the University of Delaware seal. The seal is circular and contains an open book with the following text on its pages: 'GRAMM PHILOL RHETOR ETHICA' on the left and 'METAPH LOGICA MATHEM PHYSICA' on the right. Below the book, the Latin motto 'SOLUS SEQUITUR' is visible. The outer ring of the seal contains the text 'UNIVERSITY OF DELAWARE' and the year '1743'.

CAS Senate Meeting

December 16, 2019

Updates

- Online Title IX Training (UG 91%, Grad 86%, Staff 83%, Faculty 62%)
- Grad College Dean Search
- Small Change to the APR Process
- Faculty Awards
- Protection of Minors
- Enrollment Management and Planning for Decision Days
- Promotion and Tenure

Faculty Awards

Outstanding Teacher Award
Outstanding Scholar Award
Outstanding Service Award
Outstanding Advising Award
Outstanding Faculty Mentor Award
Outstanding Advocacy Award

Nominations for all awards due February 15, 2020

Protection of Minors

- <https://sites.udel.edu/oei/protection-of-minors-policy/>
- **Does this policy apply to my program/activity?** “Program for Minors” (or Program) means any camp, clinic, event, class, or the like occurring on University property or using University facilities and sponsored by or organized on behalf of or in the name of the University that serves Minors without supervision by their parents or guardians, regardless of duration.

Enrollment Management & Planning for Decision Days

Applications Update – 11/22/19

	Applied	Admit	Net Paid
Fall 2020	6971	1414	13
Fall 2019	3247	447	10
Fall 2018	3210	364	15
Fall 2017	3180	301	17

Note the 114% increase in applications for Fall 2020 over Fall 2019. This is a result of changing to “early action,” i.e. non-binding decisions on applications by Nov 1, guaranteed by January (reality much earlier). Also note, attendance at B&G Saturdays was up 40% this year over last year.

Justice Department Rulings – NACAC Code of Ethics and Professional Practice

- "Colleges must not offer incentives exclusive to students applying or admitted under an early decision application plan. Examples of incentives include the promise of special housing, enhanced financial aid packages, and special scholarships for early decision admits. Colleges may, however, disclose how admission rates for early decision differ from those for other admission plans."
- "College choices should be informed, well-considered, and free from coercion. Students require a reasonable amount of time to identify their college choices; complete applications for admission, financial aid, and scholarships; and decide which offer of admission to accept. Once students have committed themselves to a college, other colleges must respect that choice and cease recruiting them."
- "Colleges will not knowingly recruit or offer enrollment incentives to students who are already enrolled, registered, have declared their intent, or submitted contractual deposits to other institutions. May 1 is the point at which commitments to enroll become final, and colleges must respect that. The recognized exceptions are when students are admitted from a wait list, students initiate inquiries themselves, or cooperation is sought by institutions that provide transfer programs."
- "Colleges must not solicit transfer applications from a previous year's applicant or prospect pool unless the students have themselves initiated a transfer inquiry or the college has verified prior to contacting the students that they are either enrolled at a college that allows transfer recruitment from other colleges or are not currently enrolled in a college."

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- "College choice must be considered, and free from coercion, and the amount of financial aid available to a student at a college, other colleges in the region, and other institutions."
- "Colleges will not knowingly recruit students who are already enrolled, registered, have declared their intent to attend another institution. May 1 is the point at which commitments to other institutions are binding. Exceptions are when students are admitted by a college that allows transfer recruitment from other colleges."
- "Colleges may not accept applications from a previous year's applicant if the student has already been accepted at a college that allows transfer recruitment from other colleges or if the student has already been enrolled at a college that allows transfer recruitment from other colleges."

Implications

- We are likely to see more students attend Decision Days and a greater percentage of these students being undecided about where to attend.
- The broader landscape of college recruiting just became much more competitive.

Decision Days

- Rooms/Staffing Coordinated by Chief of Staff/Senior Assistant Dean
- Departments provided with tip sheet on how to handle large, medium, small events
- PPT Template provided by Communications Team
- Interactive, engaging experience - faculty

Promotion and Tenure & CAS College Committee

- Process recommendations from the committee
- Workload of the committee & needed revision to bylaws and college P&T document
- Building a committee for next year

Happy Holidays!