

Minutes of the CAS Faculty Senate Meeting of February 21, 2022

February 21, 2022, 4:01 PM ET to 5:22 PM ET

Attending: James Angelini, Jennifer Barker, Alan Fox, Katie Gwaltney, John Morgan, John Pelesko, Eric Rise, Jenn Trivedi, Nonie Bell, Patricia Burt, Suzanne Burton, Erin Cassese, Kelly Cobb, Jon Cox, Peter Feng, Darryl Flaherty, Deni Galileo, Christine Grogan, Dominique Guillot, Eynat Gutman, Richard Hanley, Adele Hayes, Jason Hill, John Jungck, Jenny Lobasz, Dolia López-Gydosh, Edward Lyman, Bernard McKenna, Nina Owczarek, Talley Ridgeway, Thomas Rocek, Kimberly Schroeder, Alexander Selimov, Jorge Serrano, Jia Song, Shawna Vican, Neal Zondlo

President Jennifer Barker issues a reminder that only senators and official substitutes for senators can vote. A poll was conducted to confirm we have a quorum of senators with 25 voting members present at the start of the meeting.

The agenda was adopted by unanimous vote.

The minutes from the December 13, 2021 meeting were approved by unanimous vote.

Dean John Pelesko made a presentation. Slides from the presentation are attached here.

Dean Pelesko shared that there have been changes made to Convocation plans. The University secretary Beth Brand announced that there is a change in how UD will run Convocation moving forward and there will be just 10 college convocations instead of many smaller events. The main driver of these changes is the human capacity at the university and finances at the central levels.

CAS's Convocation will be on May 27 from 1:30 to 3:30 PM in the stadium and they want as many faculty as possible there.

Previously the University secretary's office has handled many aspects of this like infrastructure, not the college. This office will continue to handle many aspects, but now the college will be responsible for planning and execution. This puts a large and unexpected event in the hands of the events team, one for 14,000 people in less than 4 months. Dean Pelesko has been meeting with them and asking that the event reflect the full and diverse range of departments we represent.

This also prompts changes in other events because they do not have the capacity to do all of them. This means that the regular spring semester event, CAS Celebrating Achievement and Success, will be broken up. The college level faculty awards will be worked into convocation, alumni awards will be moved to homecoming weekend, and there will be a third separate event probably in September.

The Thursday, Friday, and Saturday of graduation no other university events will be possible, including at the department level. Other events are possible earlier in the month of May. More will be shared later about what is possible or not when.

CAS faculty award nominations have been extended to March 15. CAS alumni award nominations have been extended until June 1. Details have been shared with department chairs. Undergraduate writing award nominations are due March 21.

There has been widespread reporting of declines in undergrad enrollment nationwide, but there is more detail and context at UD. CAS's enrollment is down 3.4%, AAP is down 19%, and UD is down 1%. AAP is broken out separately because it is also broken out separately in the budget. Community colleges at large were especially hard hit which hits us because of transfer students which we especially rely on for the spring semester.

Recruitment efforts continue to be of paramount importance. Our yield at this time is better than either 2020 or 2021, but there is a caution that we are early in the season, but usually the trends early on in the season hold throughout.

CAS deposits are up compared to 2020 and 2021. UD deposits as a whole are down by 4.1% compared to last year. Some deposits for other colleges are down.

We are seeing wild swings in student interest across different majors, even though there was previously consistency across majors year-to-year with small fluctuations. Right now there is more change with some wild increases and decreases. All data is available to department chairs who can reach out to the associate dean if needed.

There is a need to continue to make efforts in recruiting. The first decision day is Saturday, February 26. They are working to completely reimagine decision day events. 15 departments have been willing to let students visit 75 different classes.

Blue and Golden days were also reimaged and data was gathered from attendees, which was compared to 2019 which was the last in person option with the caveat that this is comparing it to pre-pandemic data. In 2019, 38.83% of people who attended CAS Blue and Golden days applied to a CAS program. In 2021, that number was up to 64.30%, which indicates a huge impact. Hopefully similar upgrades to decision days will help.

The CAS position planning presentation to the Provost is on February 24. The units requested a total of 175 positions spread across FY23, FY24, and FY25. Dean Pelesko's plan is to ask for 51 positions in FY23 that align with strategy, the state of the unit, finances, space, etc. This is aggressive and ambitious, but also realistic. There is more discussion of financial feasibility this year compared to previous years because so much has changed.

There was an enrollment drop in Winter session which resulted in \$1.5 million less than expected, below 2020 or 2019 levels which poses challenges as special session revenue flows are different in the new budget model. This may be due to study abroad, which did not come back as expected. It may also be tied to last winter session offering free credits which may have soaked up demand. Regardless, we need to pay attention.

The employee computer refresh program has increased from \$1200 to \$1500 for laptops.

The Faculty Fellows Fund of 2% from the Arts & Humanities F&A fund is supporting 9 new faculty fellows.

A space study survey will be going out on February 25.

President Barker then asked that questions be held until later in the meeting.

No one wanted to remove or discuss anything from the regular agenda.

The consent agenda passed by unanimous agenda. This included: Applied Music – Piano Minor; Applied Music-Instrumental Major Requirements: (Shared Core); French Education (BA); History Education (BA); Languages, Literatures, Cultures, and Pedagogy – Chinese Studies Concentration; Latin American & Iberian Studies (BA); Latin American & Iberian Studies Minor; Major Requirements Taken as Honors: HBA in Languages/World Language Education/Joint Degrees; Museum Studies and Public Engagement Certificate; Music Education-General/Choral – Piano Concentration (BM); Music Education-General/Choral – Voice Concentration (BM); Music Education-Instrumental – Bassoon Concentration (BM); Music Education-Instrumental – Clarinet Concentration (BM); Music Education-Instrumental – Double Bass Concentration (BM); Music Education-Instrumental – Euphonium Concentration (BM); Music Education-Instrumental – Flute Concentration (BM); Music Education-Instrumental – Guitar Concentration (BM); Music Education-Instrumental – Harp Concentration (BM); Music Education-Instrumental – Horn Concentration (BM); Music Education-Instrumental – Oboe Concentration (BM); Music Education-Instrumental – Percussion Concentration (BM); Music Education-Instrumental – Piano Concentration (BM); Music Education-Instrumental – Saxophone Concentration (BM); Music Education-Instrumental – Trombone Concentration (BM); Music Education-Instrumental – Trumpet Concentration (BM); Music Education-Instrumental – Tuba Concentration (BM); ; Music Education-Instrumental – Viola Concentration (BM); Music Education-Instrumental – Violoncello Concentration (BM); Music Education-Instrumental Major Requirements: (Shared Core); Music History (Shared Core); Music Minor – Applied Music-Principal Instrument; and Music Minor – Musical Studies

Items for full discussion were then raised individually.

There was no discussion of the Data Science (BS). It passed by unanimous vote.

There was no discussion of the Data Science (HBS). It passed by unanimous vote.

There was no discussion of the Healthcare Theater Minor. It passed by 97% in the vote.

There was no discussion of the Mediterranean Studies Minor. It passed by unanimous vote.

There was some discussion of the Liberal Arts – Engineering (BA) to clarify “low and declining enrollment.” There were no specific numbers to hand, but Dean Pelesko clarified that engineering had reached out to ask to disestablish it because there was something like 1 student every few years earning the degree. After this it passed by unanimous vote.

COCAN chair John Morgan than noted that the vast majority of committee members in CAS are willing to continue next year. 1 is definitely not able to, 1 is on sabbatical but has a substitute filling in, and 1 is about to retire and so there will need to be a replacement soon. Specifically he needs someone in Theater or Art & Design to step in to fill a place on the P&T committee.

There was 1 position vacant for the Social Science portfolio for the P&T committee and 1 candidate running for the seat, Stuart Kaufman. The vote resulted in 94% voting yes (31) and 6% voting no (2). Stuart Kaufman was then elected to the P&T committee.

There was also 1 position vacant for the Continuing Track Associate Professor or full Professor from any portfolio and 3 candidates, Dawn Berk, Meghan McGuire, and Sarah Trembanis. Since there are more than 2 candidates the decision was made to have a vote first with all 3 to see if anyone got more than 50% of the vote in the style of a jungle primary, not a preferential distribution, as was clarified in a Q&A. The initial vote resulted in Sarah Trembanis receiving 50% of the vote (16), and Dawn Berk and Meghan McGuire each receiving 25% (8 votes). An immediate revote was then held, per Senator Jia Song's suggestion. The second vote resulted in Sarah Trembanis receiving 67% (22), Dawn Berk 25% (8), and Meghan McGuire 9% (3). Sarah Trembanis was then elected to the P&T committee.

President Barker then noted that there will be an open hearing on a proposal to the Faculty Senate on full time temporary staff and you will get an email about it.

We then returned to questions for Dean Pelesko.

It was asked if students would get to walk when their names were called at the CAS convocation, since this was a highlight of department level events. Dean Pelesko says they will be able to do so at the college convocation.

People expressed shock at the plans for such a large-scale ceremony with 14,000 people given that the Covid-19 pandemic is not over alongside concerns about a super spreader event. It was clarified that this is an issue for the health advisory committee.

It was noted that it is a privilege of university faculty members to make recommendations about the public functions of the university and this was not discussed by the Faculty Senate with the hope that Senators will make an issue of this.

It was clarified that this decision came from University Secretary Beth Brand and it is tied to the human capacity of the central units which took cuts of 25-30%, larger than other parts of the university, during the pandemic. Those people have not returned and there are issues with staffing numbers.

It was clarified that this would mean CAS's convocation on Friday and the university commencement on Saturday. Concerns were raised over the fact that this would mean 2 massive events with considerable overlap while small intimate department events would be lost.

Dean Pelesko acknowledged that preserving the unique identity of all of the involved CAS units is one of the biggest challenges of such an event, but that it is one they are working on.

It was asked if this would be reversed moving forward as staffing issues changed.

It was noted that faculty members would be willing to make sacrifices to keep departmental events for convocation.

It was pointed out that the large CAS convocation versus small department events may not be good for future relationships with graduates and their families.

People advocated for departments at least being allowed to hold less formal events during that time or events they run with no college support. Dean Pelesko said he would look into if off campus events

would be possible and he believes Zoom events are possible. In person on campus is an issue due to a lack of resources like emergency responders.

It was put forward that the convocation change seems to be an issue of branding over pedagogy and this is detrimental especially to small departments. It was also asked if there was a corporate sponsorship for the convocation, which it was clarified that there is not.

It was suggested that breaking the CAS convocation up into portfolios would at least offer more intimacy.

Multiple Senators echoed each of these concerns as laid out above.

It was noted that the Dean will be asking the University to support 51 new faculty hires for CAS in FY23 while asked what the typical number was. Dean Pelesko clarified that it was normally in the 40s.

It was asked how UD's transfer credit policies might be shaping winter enrollment and if anyone was looking at that. Dean Pelesko clarified that it had been looked at a few years ago and then the majority of transfer credits had been math classes that students were taking at community colleges, but they can look at the data again.

It was asked if the university is looking at the potential issue that some college freshmen may not be socializing on campus like they have in pre-Covid years and so some transferring may be starting soon as students start to transfer to colleges where their friends from high school are. Dean Pelesko noted that this was the first he had heard of this, as most of the conversation has been around disruption for high school students, challenges adapting, disruptions at the university, etc. but he will insert this into the conversation.

It was asked if the Provost is reassessing the mask rules, especially for faculty. Dean Pelesko said that the Covid discussion group meets on Tuesdays and he has heard of requests to reevaluate the rule for faculty to wear masks while teaching.

It was asked how diverse the new CAS student body looks like. Dean Pelesko said it is currently hard to squeeze that information out, as currently most of the data is focused on local vs. non-local, international vs. domestic, and major applied for. He can ask and get the information later though.

Senator Morgan made an urgent announcement that there will be a University Faculty Senate open hearing that overlaps with the CAS Faculty Senate open hearing, so ours will need to be moved.

In new business it was noted that it is really important to build personal relationships with graduates for future alumni connections, a tie back to the importance of personal and intimate convocation ceremonies.

The motion to adjourn was seconded and the meeting ended at 5:22 PM ET.

The background features a large, semi-transparent watermark of the University of Delaware seal. The seal is circular and contains a shield with two open books. The left book is inscribed with 'GRAMM PHILOL RHETOR ETHICA' and the right book with 'METAPH LOGICA MATHEM PHYSICA'. Below the shield is a banner with the motto 'SOLIMMENTIS EST'. The outer ring of the seal contains the text 'UNIVERSITY OF DELAWARE' and the year '1743'.

CAS Senate

February 21, 2022

Awards and Celebrations

- Convocation – CAS Event will be 5/27, 1:30-3:30PM
- CAS Celebrating Achievement and Success
- Other Department recognition events

Awards and Celebrations

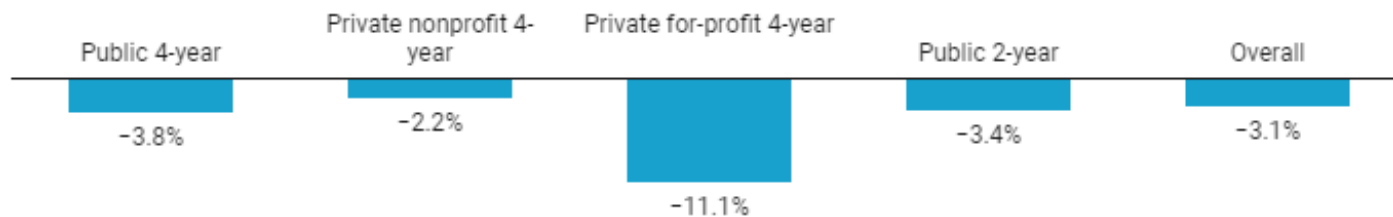
- CAS Faculty Award Nominations extended until March 15
- CAS Alumni Award Nominations extended until June 1
- Reminder – Rosenberry Undergraduate Writing Award Nominations due 3/21/22

Recruitment and Enrollment

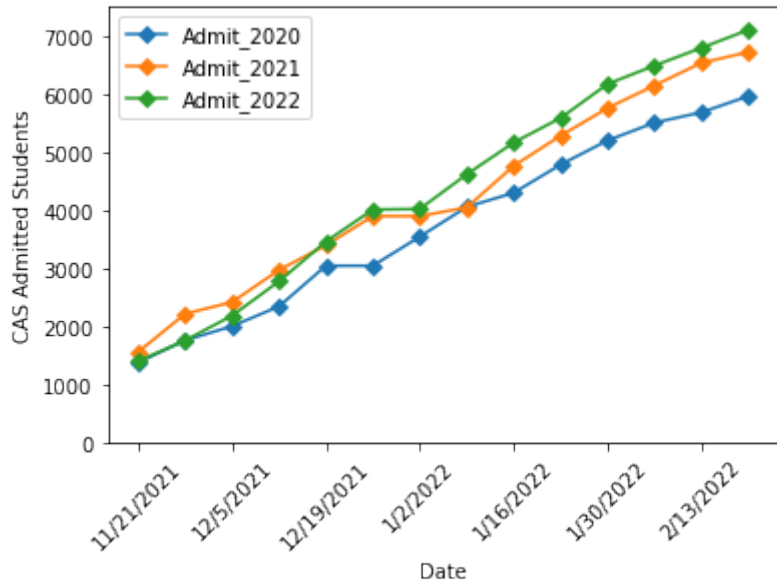
Undergraduate Declines in Every Sector

Four-year private for-profit colleges, whose undergraduate enrollment was up 6.4 percent in the fall of 2020, saw the steepest decline among all sectors in the fall of 2021.

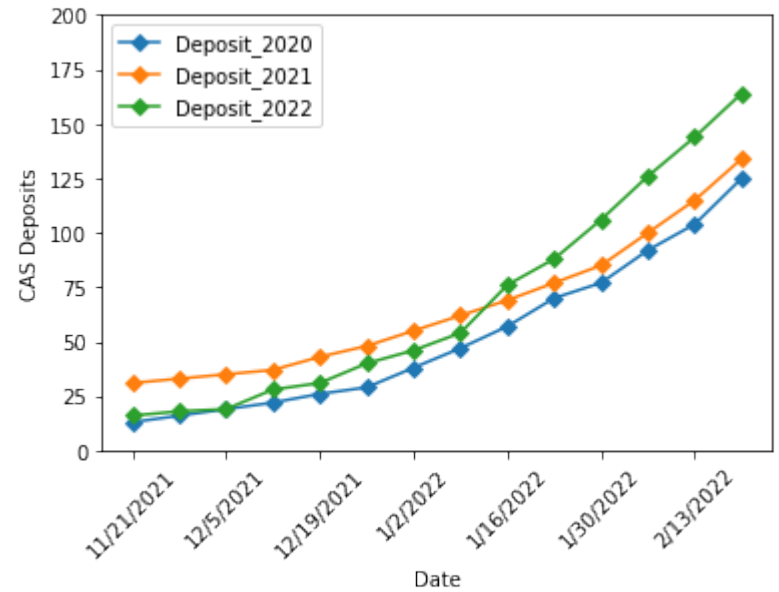
Fall 2021,
% change from a year earlier



- Cumulative 8% decline 2019 to 2021 across IHEs, ~1M students
- Note community college decline across time period is 14%
- CAS decline over that time period is 3.4%
- AAP decline over that time period is 19%
- UD decline over that time period is 1%

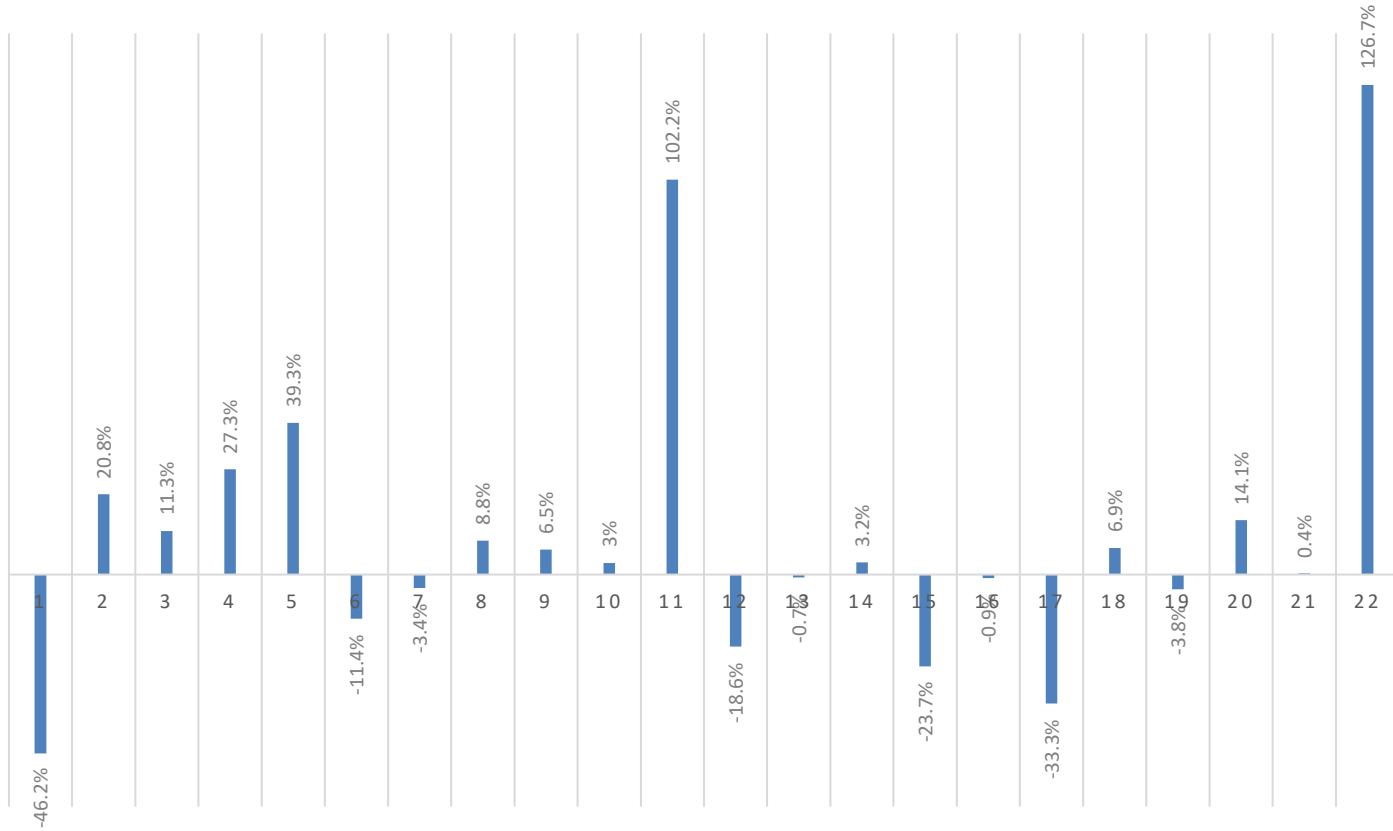


Note that our yield *at this point in time* is better than either 2020 or 2021.



UD deposits as a whole are down by 4.1% from last year.

PERCENTAGE CHANGE IN APPLICATIONS, BY DEPARTMENT, FALL 2021 TO FALL 2022



Annual Recruitment Cycle – Planned Activities & Timing

8/1-Application opens

11/1 Early Action Deadline
 1/15 Regular Application Deadline
 1/31 Early Action Decisions Release

5/1 National College
 Decision Day

Jul-Aug

Sept-Oct

Nov-Mar

Feb-Apr

May-Jun

Planning

Building the Class

Yield 1

Yield 2

Melt

Department

- Major Finder updates
- Enhance Your Visit updates
- Website updates planning

CAS

- CAS-wide melt messages

UD

- Campus tours
- UD-wide melt messages
- Blue Hen Family Hub invitations

CAS

- CAS events
- eMail campaigns

UD

- Blue & Golden Days
- Postcard series
- UD-wide messages
- Viewbook mailing
- Campus tours

Department

- **Events**
- **Email campaigns**
- **Mini-lectures**
- **Classroom/lab visits**
- **1:1 outreach**
- **Recorded assets**
- **Alumni meetings**
- **Current student outreach**

UD

- Campus tours
- UD-wide messages

Department

- **Invite to visit departments/classes**
- UD
- Campus tours
 - **Decision Days**

Department

- Department 1:1 outreach

CAS

- CAS-wide messaging

UD

- Campus tours
- UD-wide messaging

RED Indicates where departments can best participate

Blue & Golden Saturday Recap



Attendees rated “Exposure to more than one major” and the “Arts & Sciences in Actions Sessions” as most important.

Events team working with units to envision next round of “Action Sessions” and adopt other ideas uncovered through the survey.

Blue & Golden Saturday Recap

	2019	2021
Attended any B&G event and applied to any program at UD	70.62%	78.84%
Attended CAS B&G event and applied to any program at UD	84.56%	80.04%
Attended CAS B&G event and applied to a CAS program	38.83%	64.30%

Operations, Finances, and Hiring

- CAS Position Planning Presentation to Provost on 2/24/2022
 - Unit requests totaled 175 positions
 - FY23 = 74, FY24 = 60, FY25 = 41
 - Our plan is for 51 positions in FY23
- Drivers for Plan – Alignment with Strategy, State of the Unit, Faculty FTE, Finances, Space

Finance - Headwinds

- Winter Session Enrollment Drop (-\$1.5M)
- Capital & Facilities Projects (Drake, Building X, MSLL)
- Enrollment (-3.4%), CBA

Operations, Finances, and Hiring - Additional Notes

- Employee Computer Refresh – Increased to \$1500 from \$1200 for laptop
- Faculty Fellows from “2% Arts & Humanities F&A Fund”
 - Supporting 9 new faculty fellows
 - Total of \$135K in support
- Space Study – Survey 2/25/2022