

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

March 21, 2022, 4:00 PM ET to 5:22 PM ET

Attending: James Angelini, Jennifer M. Barker, Alan Fox, Katie Gwaltney, John Morgan, John Pelesko, Jenn Trivedi; Nonie Bell, Beth Brand, Patricia Burt, Erin Cassese, Kimberly Clark, Kelly Cobb, Theodore Davis Jr., Darryl Flaherty, Peter Feng, John Gizis, Dominique Guillot, Eynat Gutman, Christine Grogan, Richard Hanley, Adele Hayes, Jason Hill, Murray Johnston, John Jungck, Jenny Lobasz, Dilia López-Gydosh, Edward Lyman, Bernard McKenna, Nina Owczarek, Talley Ridgeway, Thomas Rocek, Kimberly Schroeder, Jorge Serrano, Alexander Selimov, Jia Song, Gunner Taylor, Shawna Vican, Neal Zondlo,

President Jennifer Barker opened the meeting.

The meeting agenda was adopted unanimously with 26 Senators voting in favor.

Then the minutes from the February 21, 2022 meeting were approved unanimously with 27 Senators voting in favor.

President Barker took a moment to reiterate that only Senators or their official substitutes can vote.

Dean John Pelesko then made his comments. He noted that it is almost 2 years to the day since the pandemic began and we will be dealing with the effects of it for a long time to come, but he is grateful that we are starting to return to something approximating normal.

Dean Pelesko noted that Beth Brand is here today to speak about the CAS Convocation which will be held on May 27 from 1:30 – 3:30 PM ET. Between May 1 and 18, departments may hold virtual celebrations with the support of the CAS Events Team if they notify Coleen Popp by March 17. Between May 1 and 15 departments may hold in person celebrations, but not convocations, but these must be managed entirely by the departments. The college and university will look at how things work this year before figuring out what will happen next year, as this year's decision was driven by human capital shortages. He encourages us to share what is most important about convocations in our department with those making plans.

Dean Pelesko then brought up the Protection of Minors policy, available at [this link](#), noting that there were not many minors on campus during Covid-19, but this will change as people move back onto campus. Many departments have events and programs on campus and if they involve visitors under the age of 18, there are certain rules that must be followed, detailed at that link. Chairs are aware of this.

This also applies to recruiting events. If there is a student who is an admitted student but under the age of 18 and they are coming to visit campus, they must be accompanied by a parent, guardian, or someone who has completed the certification, which takes 60 days and involves a background check and fingerprinting.

The first reimagined decision day event has gotten excellent feedback with 95% of people who attended and have responded rating it excellent or very good. There are two more decision day events which are key events for students making their final decision to come to UD, one on April 9 and one on April 23. The first event was well attended but more attendees are expected on the April events.

CAS deposits are up 36.8% over last year, 25% of the way to the target goal. UD deposits are up as a whole 11.5%. If you remove CAS, UD deposits are up 2.4%, which means CAS is driving the enrollment trend at UD. It is still early, with 5 weeks until the final decision day, but this is all crucially important for the financial health of the college.

The Alumni Advisory Council is trying to generate 100 new internships by the end of May but activating the alumni network. They are doing a fantastic job, but this is the first pass at this, and it will continue.

Academic program reviews are beginning and will move forward until all programs in CAS have been reviewed over the next 3 years. Many were on hold during the pandemic, so the current situation is compressed. All CAS units will have an external site visit by fall 2025. Academic Program Reviews (APRs) are designed to assess the quality of a unit's teaching, research, and engagement activities, as well as to evaluate how the effectiveness of resource use and progress towards the goals of the unit, college, and university. To avoid it being put on a shelf and forgotten, there will be a 4-part process.

Part 1 will involve a launch meeting with the Dean, Associate Dean, and chair to start the self-study by formulating framing questions that guide the study and input of external reviewers. Part 2 will involve the completion of the self-study with feedback from the Associate Dean and Dean. Part 3 will involve a site visit, the writing of reports, the implementation of an agreement or post-APR action plan, and discussions that involve conversations about the self-study, the Dean's opinion on that unit, input from that unit, preparation of a final report, and responses from the department. Part 4 will involve a review of the post-APR action plan and planning discussions of what was learned, what the department will work on, what the college will work on, and what the university will work on, building planning processes that will happen moving forward.

Dean Pelesko ended his comments with a moment of celebration, noting that it's become increasingly clear to him in the last two years that despite how difficult the situation has been, the range of serious events that have happened, and on an increasingly rapid time frame, something we have done very well as a college is help our students and entire community understand the world around them, fulfilling the really important role of a liberal arts college, something he is proud of.

In Q&A, it was clarified that ELI should be getting reviewed, but Dean Pelesko will clarify.

There were questions raised about if the projection of minors requirements were set by federal or state law or if UD was going beyond those legal requirements, but Dean Pelesko redirected questions about those requirements to the UD legal team.

It was clarified that APRs are an initiative of the Provost's office, but the current thinking is that they are valuable to the college and department as well. However, it was also noted that there was a need for resources to follow the needs so that when expectations were put on departments resources to help them accomplish those goals would follow. The idea is that the department, college, and university will be able to work together and hold each other accountable. In addition, it was noted that it is important with these to strike the right balance between what can be done in what time frame and to be willing to try other things.

President Barker then moved the group on to the next item on the agenda.

Senator John Morgan presented the COCAN report. COCAN Committee remains the same. There is still a vacancy in the Arts Portfolio on the P&T Committee although 2 places on it were filled last month. There are some moving parts on the Ed Affairs Committee. The Advisement and Retention Committees remain in good shape. There is 1 new member of the Grade Grievance Committee. The Awards Committee remains the same. There is 1 person stepping off the Diversity Committee and 3 – 4 volunteers for the role, but there is no upper limit for the size of the committee, so extra people can be accommodated if they wish.

There was then an election for the vacancy created by Eric Rise having to step down from his position as President Elect of the CAS Faculty Senate. Only one person responded to run, John Gizis.

A vote was held, and John Gizis was elected unanimously.

We were then joined by guest speaker Vice President and University Secretary Beth Brand regarding the May 2022 and future CAS convocations, invited by Senator Morgan. She noted that in planning commencement and convocation, things were upended in 2020 and there was a new model in 2021 with 5 ceremonies for 2021 graduates and 1 for 2020 graduates. In planning for this year, there were lessons learned from 2021, as well as conversations with different units who support the event. They did not feel that staffing had returned to a place where they could support things equitably. The events will start with a doctoral hooding on Thursday. They will use 3 locations, including the Stadium, Green, and Big Bob.

In Q&A concerns were raised regarding the emphasis on branding and a corporate model with all units being the same, making a common package that the university can sell to parents, which seems counter-pedagogical to promote over a model that shows rapport and personalized experiences. Senators noted that this is one of the most meaningful events of the year and a powerful space for building personal relationships and alumni relations.

VP Brand noted that if they cannot say yes to everyone, it seemed problematic to say yes to some, but acknowledges that they had not considered it from a branding perspective and that they need to think better about how it is communicated. This is not intended to take anything away and they are trying to work on compromises in virtual spaces.

It was noted that it is critical for parents and students be able to take pictures with their faculty members in their caps and gowns, as this is a space to capture memories and thus it was suggested that there be clearly labeled spaces to do so with different departments in the convocation spaces. VP Brand said she would take that idea back.

Another Senator noted that there are 10 colleges, but per the UD Review article CAS is about half of the graduating students, so giving CAS 1/10 of the graduations does not seem to be equitable.

Senators continued to reiterate concerns with the shift to one large event and noted concerns that there were limited odds that things would return to previous versions in future years even though they hoped such a return would be made for the sake of the students and building memories and alumni connections.

It was also pointed out that it is frustrating that faculty and departments continue to be told to develop relationships with students and alums but are now being told we cannot do it with this significant way we do it.

VP Brand thanked the Senate.

President Barker then opened new business.

Senator Erin Cassese read a statement from their colleagues in Political Science. The contacts are [Stuart Kaufman in Political Science](#) or [Holly Myers in LLC](#).

President Barker opened a discussion of revisions on the CAS Senate Bylaws.

Senator Morgan directed the Senators to the email that had been sent out. First there was a suggestion to formally remove the chair of the P&T committee from membership of the executive committee even though in practice they already never come. In addition, he notes that any chair of any standing or ad hoc committee may request to meet with the executive committee or vice versa at any point. It was suggested that he draft revisions and additions to these topics and bring them back the next meeting. Senator Morgan invited anyone with concerns to email him and noted that such revisions will require a 2/3 majority vote.

Senator Morgan went through all the departments and made a list of people eligible to serve on the P&T Committee. Currently in the Natural Sciences there are 197 faculty members, 111 of whom are eligible to serve on the P&T Committee. For the Social Sciences, those numbers are 89 and 61. For the Humanities, 153 and 83. For the Arts, 55 and 36.

Senator Morgan noted that it is hard to find someone from the Arts Portfolio which is a chronic problem, particularly with retirements and sabbaticals. This will only get worse as full professors are replaced by CT faculty and assistant professors. Previously the committee had been made up of a total of 7 people and no 2 could be from the same department, but this was increased and the number of required members from the Arts Portfolio specifically was increased to 2.

Senator Morgan suggests a few alternatives, including reducing the number of required members from the Arts Portfolio to 1, not to specify members, or increasing the CT representatives. He asks people to discuss the issue and bring their thoughts back in a few weeks.

In discussion on the issue, it was noted that it is important to remember that the portfolio arrangement is artificial and carries some risk, as well as the fact that some groups like AAP do not live in any portfolio.

After this discussion the meeting adjourned 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 an open book. The book's pages are inscribed with the words: 'GRAMM', 'PHIOL', 'RHETOR', 'ETHICA' on the left page, and 'METAPH', 'LOGICA', 'MATHEM', 'PHYSICA' on the right page. Below the shield, the year '1743' is visible. The outer ring of the seal contains the text 'UNIVERSITY OF DELAWARE' and 'SIGILLUM UNIVERSITATIS DELAWARENSIS'.

CAS Senate Meeting

March 22, 2022

Update - Convocation

- CAS Convocation, May 27th, 1:30-3:30 PM
- May 1 – 18, Virtual Celebrations with CAS Events Team support, notify Coleen Popp by March 17th
- May 1 – 25, In-Person Celebrations (not convocations), must be managed and funded by department

Update – 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.

Update – Protection of Minors

If a minor wants to attend any on-campus event or program (including a classroom visit or student shadow program, and including virtual events), either:

- (1) They must have a parent or legal guardian in attendance with them **OR**
- (2) There must be at least one UD representative (faculty member, staff, etc.) who has completed all the steps of the Protection of Minors certification: these include a cleared background check, including child protection registry and Protecting Youth training.

Short Term – For classroom visits and other recruiting events, adding text to registration process to ensure a guardian is present. If no guardian shows, we must turn the student away.

Long Term – Working on identifying staff members who are certified and can serve in the appropriate role for any recruiting event.

Decision Days



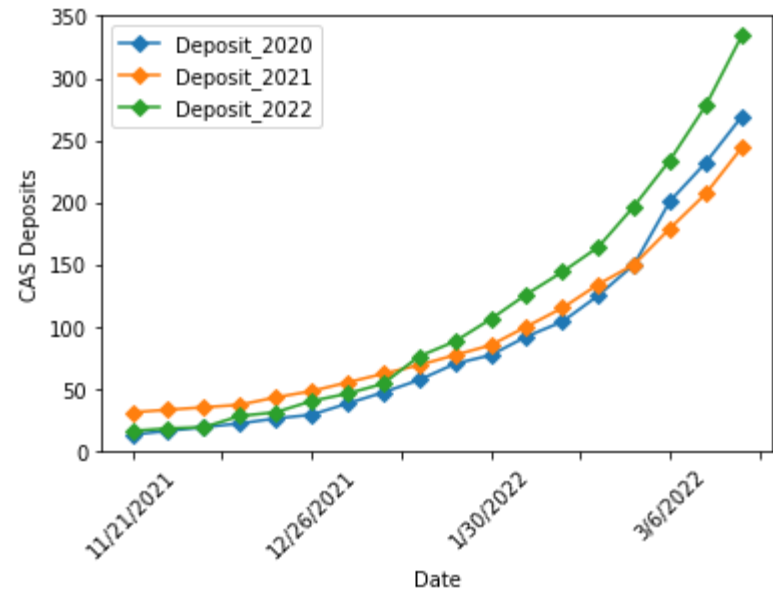
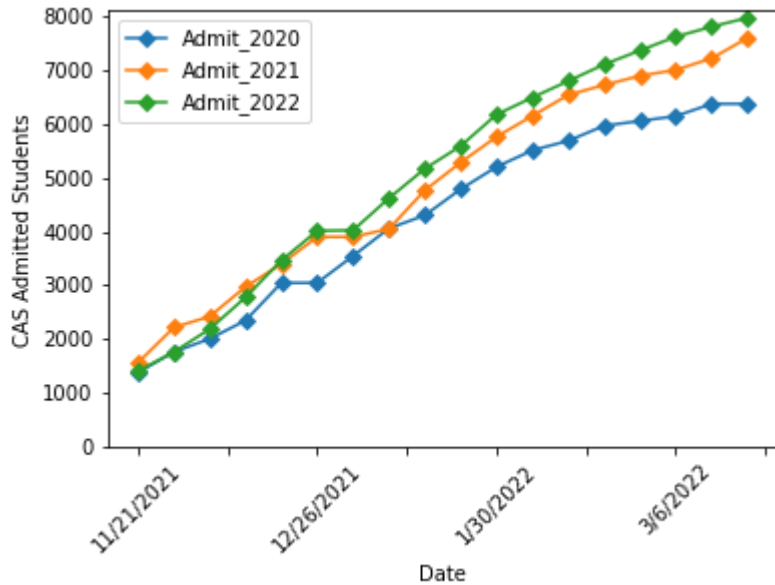
From 2/26/2022 CAS Decision Day Event:

95% of Attendees Rated CAS Sessions as
“Excellent” or “Very Good”

“After going to multiple admitted student days, I
have to say that Udel’s was the best!”

“I loved all the professors I talked to, loved
getting to see the beautiful lab, and all the
student representatives were really smart,
friendly and helpful!”

“Loved the presentation and the guest student
speakers!”



CAS deposits are *up* 36.8% over last year. We are 25% of the way to our target.

UD deposits as a whole are *up* 11.5% from last year. If you remove CAS, UD deposits are *up* 2.4% from last year.

COLLEGE OF ARTS & SCIENCES HEN-TO-HEN INTERNSHIP PROGRAM

Calling all College of Arts & Sciences Alumni: Be Part of the Internship Challenge



Connect Students to Internships. Help Blue Hens Step Up in the Career Game

As a graduate of the College of Arts & Sciences, you can serve an important role in the lives of Blue Hens following in your footsteps by working through your organization to offer a paid internship.

Update - Internships

- CASDAC Effort Launched with Cornerstone message

Department	Site Visit Semester
Philosophy	Fall 2021
Chemistry & Biochemistry	Fall 2021
Linguistics & Cognitive Science	Spring 2022
Physics & Astronomy	Spring 2022
English	Spring 2022
Sociology & Criminal Justice	Fall 2022
Art & Design	Fall 2022
History	Fall 2022
Languages, Literatures, and Cultures	Fall 2022
Biological Sciences	Fall 2022
Political Science & IR	Fall 2022

Department	Site Visit Semester
Winterthur MC	Spring 2023
Mathematical Sciences	Spring 2023
Art Conservation	Fall 2023
Anthropology	Fall 2023
Africana Studies	Spring 2024
Music	Spring 2024
Communication	Spring 2024
AAP	Spring 2024
Art History	Fall 2024
Psychological & Brain Sciences	Fall 2024
Theatre	Spring 2025
Women & Gender Studies	Spring 2025
Fashion & Apparel Studies	Fall 2025

Academic Program Reviews

The Academic Program Review (APR) provides academic departments and programs with the opportunity to assess the quality of their teaching, research, and engagement activities, evaluate the effectiveness of their use of resources, and determine their progress toward meeting the unit's goals, as well as those of their college and the University of Delaware.

Academic Program Reviews

Semester One – Launch with meeting with Chair, AD, Dean. Start self-study. Formulate framing questions.

Semester Two – Complete self-study with feedback from AD, Dean.

Semester Three – Site visit, reports, implementation agreement or Post-APR Action Plan.

After APR – Review of Post-APR Action Plan at annual budget meeting, position planning meeting, and appraisal meeting.

