

Minutes of the CAS Faculty Senate Meeting of December 12, 2022

December 12, 2022, 4:00 PM - 4:59 PM ET

Attending: Jennifer Barker; Nonie Bell; Wendy Bellion; Suzanne Burton; Jon Cox; Deni Galileo; John Gizis; Mark Greene; Christine Grogan; Katie Gwaltney; Alenka Hlousek-Radojcic; Jenny Lobasz; Dilia López-Gydosh; Edward Lyman; Mark McLeod; John Morgan; Nina Owczarek Herrera; John Pelesko; Rakesh; Karen Rosenberg; Kimberley Schroeder; Kami Silk; Brandon Stanford; Jenn Trivedi; Mary Watson; Neal Zondlo

President John Gizis welcomed everyone to the meeting. Taking attendance, 22 senators and 1 other person were present.

The agenda was adopted unanimously by a vote of 22-0. There were no remarks or corrections.

The [November 2022 meeting minutes](#) were approved by a vote of 22-0. There were no corrections made, but Senator John Morgan noted that additional corrections could be made in the future.

President Gizis started his remarks by noting that Senator Morgan had comments regarding Article 5.9 of the [Collective Bargaining Agreement \(CBA\)](#) which says: "In searches to fill faculty positions and positions for chairs/directors, the application materials for all applicants, including curriculum vitae and letters of reference, shall be made available to all faculty who are eligible to vote on the appointment." However, this is not always easy with the Talent Link system.

Senator Morgan added that the simplest work-around was to have someone who does have access to the Talent Link system, like the Committee Chair, download the materials and share them via a Google Drive folder. While this is a simple work-around, access to the materials has been an issue in some departments and searches in the past. He clarified in Q&A that these materials must be made available to all faculty who are eligible to vote on the hire in *all* such hires.

Dean John Pelesko then gave his remarks. [Slides from his comments are available here.](#)

There is a February 17, 2023 deadline for departments to start their program educational goals in Curriculog. Those goals are ultimately due in March 2023. CTAL is available to help programs with these efforts as needed.

At its meeting on December 5, the University Faculty Senate voted to increase the number of elected faculty senators in their body from 50 to 60. This should allow for all units in CAS to be represented by a senator from within their units, rather than being forced to share a single senator with 2 or more units. Dean Pelesko said it is fantastic and thanked everyone involved for this great example of shared governance at work.

Also briefly discussed at the University Faculty Senate meeting on December 5 was a proposed change in how chairs are appointed. The item was pulled from their agenda and may now be debated at the February 6 meeting. He shared this news with the department chairs last week. The measure would limit department chair tenures to two five-year terms, a maximum of ten years. That maximum period would include time as an interim chair. If you have thoughts on this, please send them to Dean Pelesko.

CAS faculty award nominations for teaching, scholarship, advisement, faculty mentoring, and advocacy are due by February 15, 2023. Dean Pelesko clarified that the nominations do not have to come from faculty chairs directly. The Francis Alison faculty award nominations are due to the college by March 1 and the CAS alumni award nominations are due to the college in late January, on a date to be determined.

Applications to the college are up 9% in 2023 compared to 2022. Applications to Associate in Arts Program (AAP) are up 52%, but their overall number of applications are much smaller overall. There is some variation across departments (e.g., art being up 65%), but most units are up in applications. Interestingly, FASH conducted a survey of their incoming class and 64% attended Blue & Golden Days, Decision Days, or both. Of the remaining 36%, almost all attended a FASH open house event.

Dean Pelesko also reminded everyone that Decision Days will be on Saturday, February 25, March 11, and April 15.

The Dean's office has been conducting planning meetings with departments. In October they had started with 162 requests for faculty hires, but they are now down to 142. For FY24 there are requests for 52 total faculty (down from 60 requests), 50 for FY25 (down from 59), and 40 for FY26 (down from 43). These numbers include CT and TT positions.

The Provost's office is beginning to offer some guidance on the college hiring plan. They will approve a three-year plan that rolls out each year. They will want context for each unit that includes enrollment, SCHs, faculty counts and retirements, sponsored expenditures, space implications, goals, and plans. Dean Pelesko expects FY24 to be more conservative compared to FY23 (where we had 53 searches) and emphasized the importance of thinking over three-year periods versus one year at a time.

In Q&A, it was discussed that there was currently no formal limit to someone's term serving as an interim chair, in part because of the difficulties of being needed on short notice, at odd times, etc.

In addition, it was noted that per Article 5.9 of the Collective Bargaining Agreement (CBA), the advice of the faculty is supposed to be given to the Dean before the nomination of any chair, including interim chairs. While appointments cannot be made before talking to the faculty without violating the CBA and Faculty Handbook, there was a discussion regarding what

constitutes “advice of the faculty.” The CBA says “the advice of a majority of the faculty by a formal vote of the faculty, preferably in a secret ballot within the department or school, ...”.

The point was also raised that some departments have an Associate/Assistant Chair, although relevant procedures vary across different departments. It was suggested that it might be a good idea for each department to identify a back-up or pair of back-ups who can step in for urgent business if needed.

The suggestion was also made that term limits should be addressed by departments, not at a University level, and that some departments already have it in their bylaws. One such example is the Chemical Engineering department where the [departmental bylaws](#) state that the chair is expected to serve a single five-year term, although this may not be appropriate for every department and polling may need to be done in each individual department to

If anyone has any comments or concerns about this topic on the University Faculty Senate agenda, they can send them to Senator Deni Galileo, who is the principal sponsor of this proposal.

Regarding the 3-year hiring plan, the question was raised about how sudden departures are to be addressed. Dean Pelesko clarified that adjustments can be made and there is some flexibility over the 3-year period with the idea that some positions and needs will change over time.

President John Gizis presented the Consent Agenda on behalf of the Educational Affairs Committee. Full proposals of each of these items can be found on Curriculog, beyond the items listed on the Agenda. It was noted that these are treated as uncontroversial items and approved all at once.

There was no discussion and the vote was in favor of approving the Consent Agenda by a vote of 22-0.

This approved the following items:

- Africana Studies (MA);
- Applied Music – Instrumental Major Requirements;
- Applied Music – Piano (BM);
- Applied Music – Voice (BM);
- Approved History Reading Seminars;
- Art History (PhD);
- Art Minor; Biological Sciences – Cell;
- Organ Systems Concentration (MA);
- Biological Sciences – Cell;
- Organ Systems Concentration (PhD);
- Biological Sciences – Chemistry-Biology Interface Concentration (PhD);
- Biological Sciences – Molecular Biology;
- Genetics Concentration (MA);

- Biological Sciences – Molecular Biology;
- Genetics Concentration (PhD);
- Biological Sciences Education (BA);
- Brazilian Portuguese Certificate;
- French Education (BA);
- History (BA);
- History (MA);
- History (PhD);
- History – American History Concentration (BA);
- History – European History Concentration (BA);
- History – World History Concentration (BA);
- History Courses at or above the 300-level;
- History Courses before 1700;
- History Courses on American History;
- History Courses on the History of Asia, Africa, Latin America, or Middle East;
- History Courses on the History of Europe;
- History Courses on World History;
- History Education Courses on the History of Asia, Africa, Latin America, Middle East, or Global History;
- History Education Courses on the History of Europe;
- History Education Courses on the History of the United States;
- History Major Requirements;
- History seminars at the 400-level;
- Interactive Media Minor; International Relations – Diplomacy;
- Global Order Concentration (BA);
- International Relations – Societies and Beliefs Concentration (BA);
- International Relations – U.S. Foreign Policy;
- National Security Concentration (BA);
- Italian Studies and Fashion Culture Minor;
- Jazz and Improvisation (BM);
- Legal Studies Minor;
- Mediterranean Studies Minor;
- Music (BA); Music – Conducting Concentration (MM);
- Music – Music Management Studies Concentration (BA);
- Music Composition (BM);
- Music History Shared Core;
- Music History and Literature (BM);
- Music Minor – Jazz Studies;
- Music Minor – Musical Studies;
- Music Theory (BM);
- Russian Minor;
- Russian Studies (BA);
- Three Languages (BA);
- Women and Gender Studies (BA);

- World Language Education Interest (Shared Core);
- World Language Education Student Teaching (Shared Core);
- World Language Pedagogy Requirements (Shared Core)

We then moved to address specific items.

With the Applied Physics degree (BS) President Gizis clarified that there are 2 separate votes for the BS and the Honors BS (HBS), with Senator Galileo clarifying they need separate resolutions since they are separate degrees.

The Applied Physics degree (BS) was then approved by a vote of 23-0. After that, the Applied Physics Honors degree (HBS) was approved by a vote of 23-0 with no discussion.

There was a motion to vote on all 5 of the next minors together, which was seconded and approved by a vote of 22-0. There was some discussion to clarify which department each is from, with the (1) Culture, Medicine, and Health Minor, (2) Human Rights and Global Instabilities Minor, and (3) Material Culture, Technology, and Design Minor being from Anthropology, the (4) Military Leadership Minor being from Army/ROTC Program, and the (5) Musical Theater Minor being from Theater. They were then approved collectively by a vote of 22-0.

Senator John Morgan then introduced a discussion of the University Faculty Senate expansion and related CAS representation. He noted that the vote on this had been 49-0 in the University Faculty Senate, describing the ad hoc committee and important groundwork that had led to its approval. Despite this approval, as he explained, there had also been concerns raised by graduate students about their representation (they currently only have 2 representatives), as well as questions raised about the numbers of administrators who have voting rights. The Provost has requested a committee investigate the voting rights of graduate students and administrators in the University Faculty Senate and the potential to increase both.

Senator Morgan also explained some of the history behind how the numbers had become so skewed in the University Faculty Senate, as smaller departments had been elevated from program status over time and some bigger departments had left the college. Given this, he urged caution in elevating programs to department status. Further discussion on the issue reflected feelings that multiple factors led to the success of the vote this time, compared with the previous failed vote in December 2011, including buy-in from other departments and colleges and the focus on the graduate students' discussion about their votes.

President Gizis asked if the new numbers would resolve CAS's representation issues and result in 1 senator per department. Senator Morgan noted that it should, although reapportionment will happen in February 2023 and the University Faculty Senate will let the Deans know then. Another issue that may emerge then is that CAS has an unusually high proportion of full-time temporary faculty who should, per the rules (Section 3 2.2.1 of the Trustees Bylaws and Article I of the University Faculty Constitution), be counted towards the apportionment. This has been a problem in the past, with it not being believed that these members should be included in the

count of full-time UD faculty members. Problems like this point to the need for the reapportionment process to be more transparent. Currently there are 3 CAS faculty members on the 5-member Rules Committee.

Senator Morgan then introduced discussion regarding revisions to the CAS Faculty Senate Bylaws. He noted that the Executive Committee had not received any suggestions, so he will work on drafting language for the revisions needed between now and early February.

Senator Morgan then introduced discussion regarding the Medicare Advantage issue, with which there had been significant developments. On Friday, December 2 the University Faculty Senate had an open hearing with Zoom with approximately 100 current and retired UD faculty members (split about 50/50 between the groups). They raised many concerns regarding the Medicare Advantage program. The plan is for the Zoom recording to be posted on the University Faculty Senate website sometime soon. ([The recording is now available here.](#)) He urges everyone to stay tuned for further developments.

He added that there was frank discussion at the event, but a lot depends on what the State will do, although Delaware residents can have input by contacting their state representatives and senators. This is particularly important in the context of good quality health insurance for employees and retirees. It is important to look for allies versus the University splitting off and trying to do something entirely different compared to the rest of the State's retirees.

If you have concerns on the issue, write to Senator Morgan.

In new business, there was discussion of potentially formalizing a process by which each department has an associate or deputy chair designated to take over in an emergency, pre-approved to fill the chair's shoes for weeks to months, but not longer. Such a policy could be added to the college bylaws. However, the counterpoint was raised that the position would have no predictability and would lack the incentives a faculty member receives for serving as a chair. Moreover, it would be potentially more problematic in smaller departments and/or departments where there is an uneven distribution of faculty members in different roles, such as a larger number of assistant professors relative to department size. In addition, some departments who have an associate chair role already use those roles to take care of other responsibilities.

Dean Pelesko also noted that of four interim appointments he had been involved in, since he became Dean in 2018, only one left the department for a few weeks without a chair, in which case the Dean's office stepped in to handle grants, webforms, etc. that had to be handled immediately.

The point was also made that new business should not be open to debate, but this was allowed as discussion.

The meeting was adjourned at 4:59 PM ET.