

Minutes of CAS Faculty Senate
17 February 2020

Present:

J. Alcantara-Garcia, J. Angelini, E. Bell, E. Donnelly, L. Duggan, D. Flaherty, K. Franich, A. Fox, D. Gallant, P. Gentry, J. Gizis (also for E. Lyman), S. Kaufman, D. Koltonski, D. López-Gydosh, B. McKenna, J. Morgan, J. Morrison, O. Olabisi, J. Pelesko, A. Pierce, K. Rosenberg, C. Schmidt-Cruz (for P. Penix-Tadsen), K. Shroeder (also for J. Lobasz), L. Timmins, D. Yanich

1. Call to order at 4:00PM
2. The December 2019 minutes were approved allowing minor adjustments
3. Remarks of Senate President (B. McKenna)

The President asked Senators to be alert for new ideas from the Dean's Office and the Executive Committee for program changes. They would like to try to get the new program proposals out while they are still in the formative stages, so that Senators could have more input for new programs. At some point later in this semester, the Senate will consider new proposed Rules for Debate. Also, John Morgan will suggest changes to the bylaws for P&T Committee later in the semester.

4. Remarks from Dean (J. Pelesko)

[See slides]

The Dean emphasized the importance of Decision Days and Enrollment Managements. Institutions are starting to act differently. He reported that "poaching" is beginning – that is, other institutions are targeting current University of Delaware freshman that they had admitted, trying to get them to transfer. Decision Days are more important than they have ever been.

The Dean described the coronavirus response. See

<https://www.udel.edu/home/coronavirus/>

About 200 undergraduates and 80 graduate students were unable to return to UD. The administration asks for flexibility, allowing leave of absences, and online offerings to these students when possible.

The College's planning meeting with the Provost was on 2/13/2020 on combined position planning and budget meeting. The Dean is concerned about CAS's vulnerability: Many faculty are retirement eligible. He reported that 189 (1/3 of faculty) are currently retirement eligible, and changes in the CBA may encourage retirements. However, he did note that the likelihood of retirement is higher for those who have been eligible longer. He estimates that approximately 89 faculty are expected to retire in next 1-3 years. Some departments are more vulnerable, and may lose 50% of faculty, but some departments

have no expected retirements. He expects the approval of searches to be released in May/June. The Dean then took questions:

J. Morgan observed that many faculty must make a tough choice about their retirement plans by June 30 under this CBA. Since the cost of replacing faculty is high, he suggested that administration and the faculty union delay this deadline by a year. If the administration wants to work with the AAUP on this, he will advocate for it.

A Senator asks how the College takes the Center needs into account. The Dean stated that we are trying to broaden the voices that have input, though we are not entirely there yet. He used the example of "Game Studies," which is not expected to be the priority of any individual department, so he brought up the Center's needs with dept. chairs. He wants Center Directors to communicate with dept. chairs in this process, but again acknowledged that we are not there yet.

The Dean reported on the FY20 Budget allocation: See chart slide for numbers. [The bars are not to scale]. He explained that as other revenues grow, the Strategic Pool allocation shrinks to make the same number. He reported a number of big changes in the system. First, as he has advocated, the undergraduate tuition revenue will be changed from 50/50 to 75/25. This increased our undergraduate incremental revenue. Second, he has been concerned that faculty and staff salary and benefit increases are \$3-4 million increase per year. He is pleased that the new university budget system will now include these mandated increases in the base budget allocations to colleges, and this calculation will go back to FY17. The Dean believes that the resulting increase in the base budget will offset the Strategic Pool allocation, which means that incremental revenue will result in incremental revenue to the college. He then took questions.

O. Olabisi noted the competition for majors from other colleges, such as biology majors changing to health sciences. How does CAS leadership view this freedom to change majors, how does it affect advising, etc.? The Dean replied that the return to 75/25 on undergraduate tuition emphasizes who teaches the students and reduces the perverse incentive.

D. Flaherty noted the renewed enthusiasm for assessment and asked about a statement at a recent CTAL event that assessment will be used for resource allocation. The Dean noted the lecture the next day [18 Feb.] by Dr. Nancy Turner of the University of Saskatchewan on "Reframing Students' Contribution to Assessment and Enhancement of Teaching Quality." He noted that student evaluations are known to be biased.

J. Morrison asked how does this budget model help us plan 3-5 years down the road? The Dean replied that it helps as much as any model. It is more predictable than previous system.

J. Morgan asked about the issue of poaching. He noted unfavorable press over UD only having ~38% in-state resident students. He suggested we should follow up with Delaware resident students who go elsewhere. He also discussed the importance of encouraging flu

shots and suggested that the administration should offer flu shots to all members of campus community.

5. The membership of the ad hoc CT faculty committee was approved.

The membership is Beth Morling (Psychology), Alenka Hlousek-Radojcic (Biological Sciences), Christine Cucciare (English), and Asia Friedman (Sociology & Criminal Justice; Women and Gender Studies).

6. Educational Affairs.

The MA in Biomechanics and Movement Science was approved.

There was a discussion of the Global Studies (BA) proposals. These are:

Global Studies - Environment Concentration (BA)
Global Studies - Health Concentration (BA)
Global Studies - Migration Concentration (BA)
Global Studies - World Cultures Concentration (BA)
Global Studies Shared Core (BA)

S. Kaufman explained that the Global Studies proposal has returned to the CAS Faculty Senate because the University Undergraduate Studies Committee [which he is a member of] had some questions. The proposers revised the major proposals in response to these questions. In his opinion, two questions were addressed and four were not (fully) addressed.

The Senate expressed a desire to hear from Cynthia Schmidt-Cruz, who had prepared PowerPoint slides [attached].

She explained how eight concerns and questions expressed by the university committee were discussed by Global Studies Oversight committee and then the proposal was revised. A change is that a student should choose a single track; tracks will be called “concentrations.” The student advisors will be the CGAS Director and members of the oversight committee. The committee believes that interdisciplinarity is intrinsic to the major. Common courses for each specialization were identified and incorporated, such as ENGL215 for World Cultures. The committee did not agree with the suggestion of splitting World Cultures. They added two science courses. Responding to concerns, they argued both Health and Migration concentrations can be completed by students.

The Senate approved all five proposals with a single vote: 22 in favor, 2 abstentions.

Consent Agenda: No objections. Approved.

7. COCAN report from John Morgan

J. Morgan showed a table with current committee membership. The Senate will vote today to fill five of the six vacancies on the CAS P&T committee. We do not yet have a new Arts member of the P&T Committee. This person must be a member of either the Art & Design or Theatre departments. COCAN needs to recruit new members of a number of committees.

The Senate began its vote by secret paper ballot. The candidates were:

Humanities: 2 candidates for 1 position: Stephanie Kerschbaum and Owen White

Social Sciences: 2 candidates for 2 positions: Daniel Kinderman and Karen Rosenberg

Natural Sciences: 1 candidate for 1 position: Sebastian Cioaba

Continuing Track: 1 candidate for 1 position: Riccarda Saggese

During the voting process, there was a brief discussion of the (already approved) CT Committee membership.

L. Timmins asked about length of the drop/add period. She noted it is too long and affects pedagogy. J. Morgan said it is set by the faculty in Faculty Handbook.

The results were announced:

Stephanie Kerschbaum was elected with 13 votes over O. White with 12 votes.

D. Kinderman, K. Rosenberg, S. Cioba, and R. Saggese were all elected unanimously.

8 Adjourn at 5:03PM.

The background of the slide features a large, faint watermark of the University of Delaware seal. The seal is circular and contains an open book with the words 'GRAMM', 'PHIOL', 'RHETOR', 'ETHICA' on the left page and 'METAPH', 'LOGICA', 'MATHEM', 'PHYSICA' on the right page. Below the book is a shield with the word 'SOL'. The outer ring of the seal contains the text 'UNIVERSITY OF DELAWARE' and the year '1743' at the bottom.

CAS Senate Meeting

February 17, 2020



Updates

- Decision Days/Enrollment Management
- Corona Virus Response
- College Planning Meeting
- Budget & Budget Model

Decision Days/Enrollment Management



‘Act Now!’ Say Hello to the New Enrollment Playbook

How retail tactics are reshaping student recruitment

By *Eric Hoover* | February 11, 2020 ✓ PREMIUM

- UD applications at record high
- 35% of enrollment management leaders say they are considering poaching
- We’re already seeing schools target current freshman

Decision Days/Enrollment Management

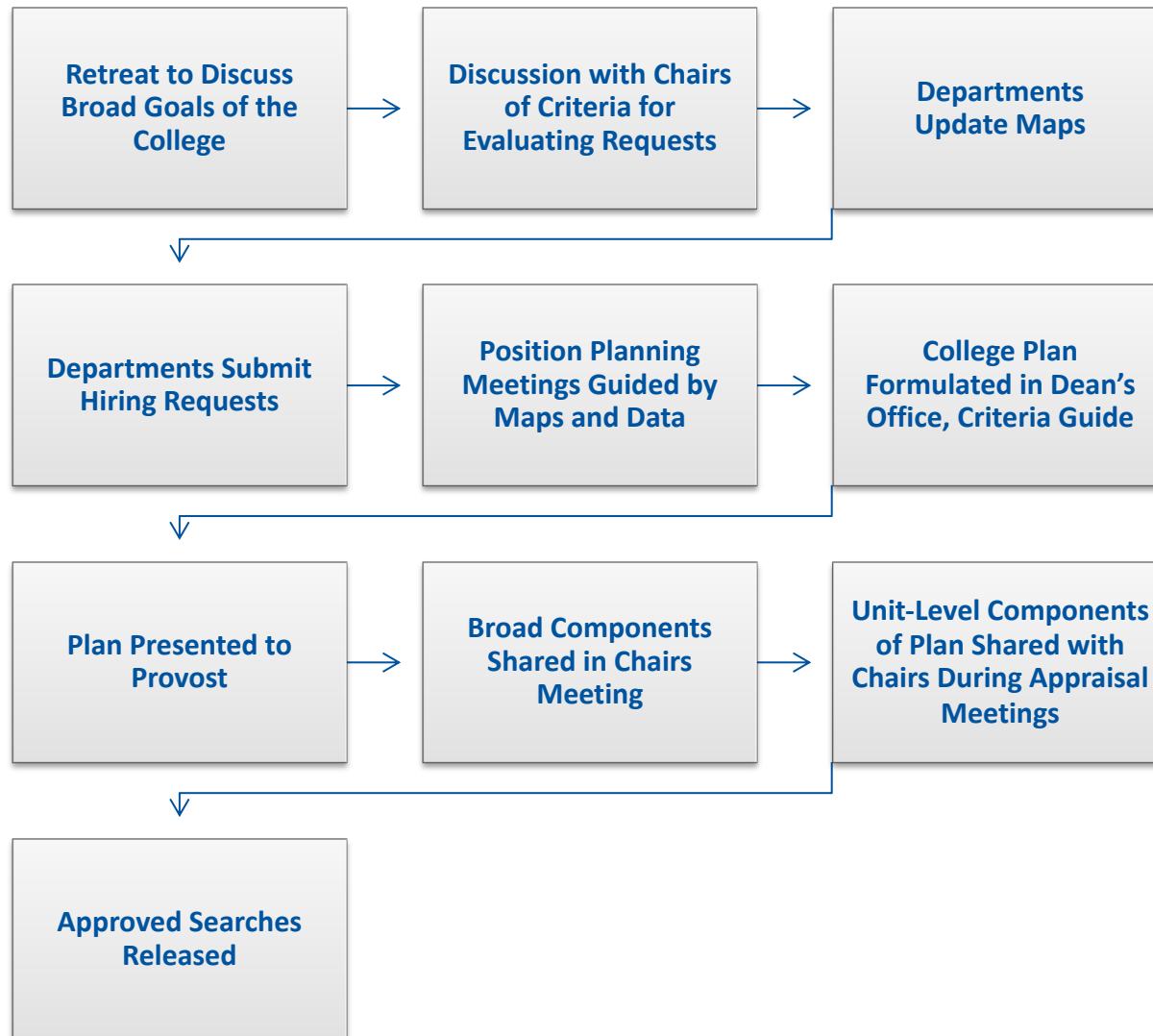
- First Decision Day is 2/29/20
- Major yield event
- Data on Dashboard
- Support from Dean's Office
 - Support for hosting
 - Office hours
 - College staff present on Decision Days

Corona Virus Response

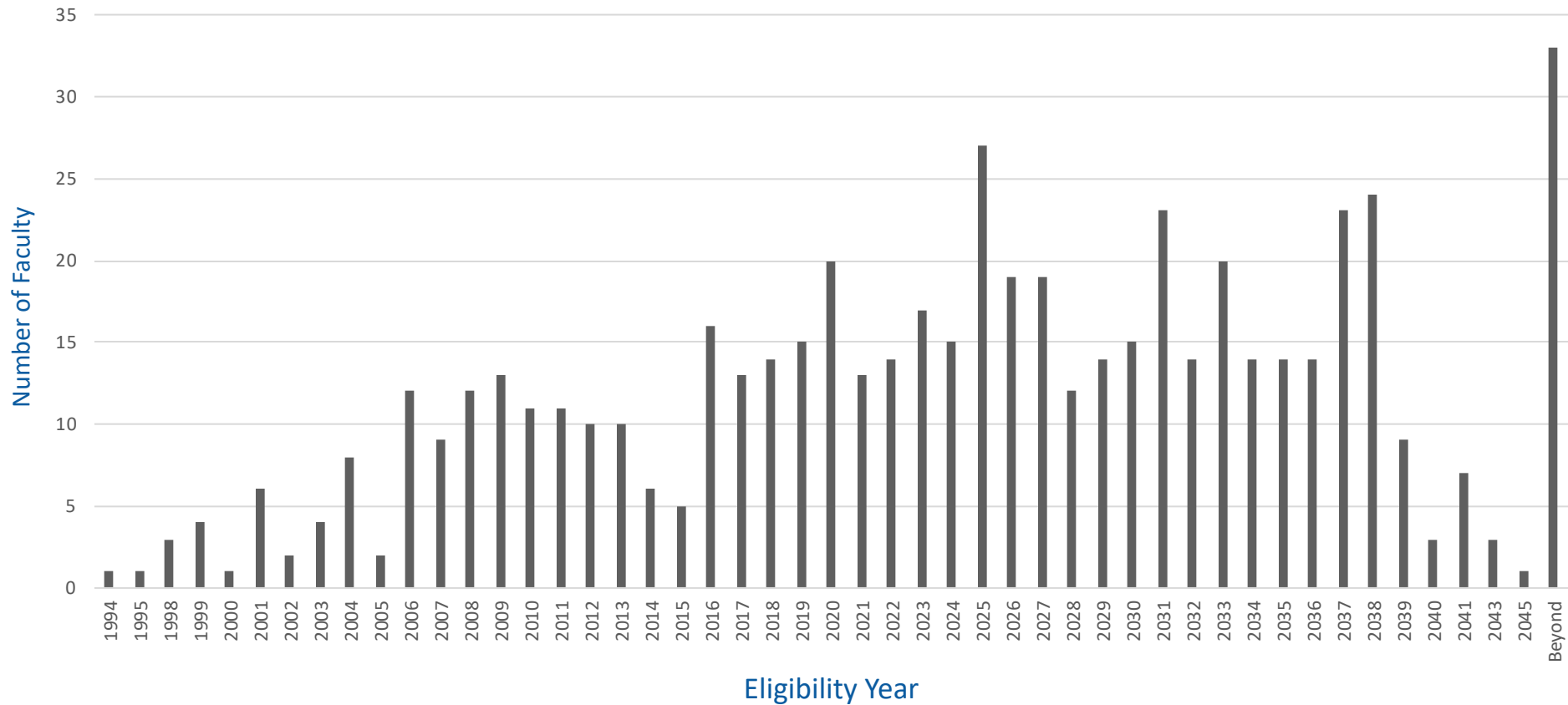
- <https://www.udel.edu/home/coronavirus/>
- ~200 UG's, ~80 Grads unable to return to UD
- Flexibility in absences, online offerings
- 2 students tested, both negative
- Ensure everyone is informed

College Planning Meeting

- Meeting with Provost 2/13/20
- Combined Position Planning/Budget Meeting

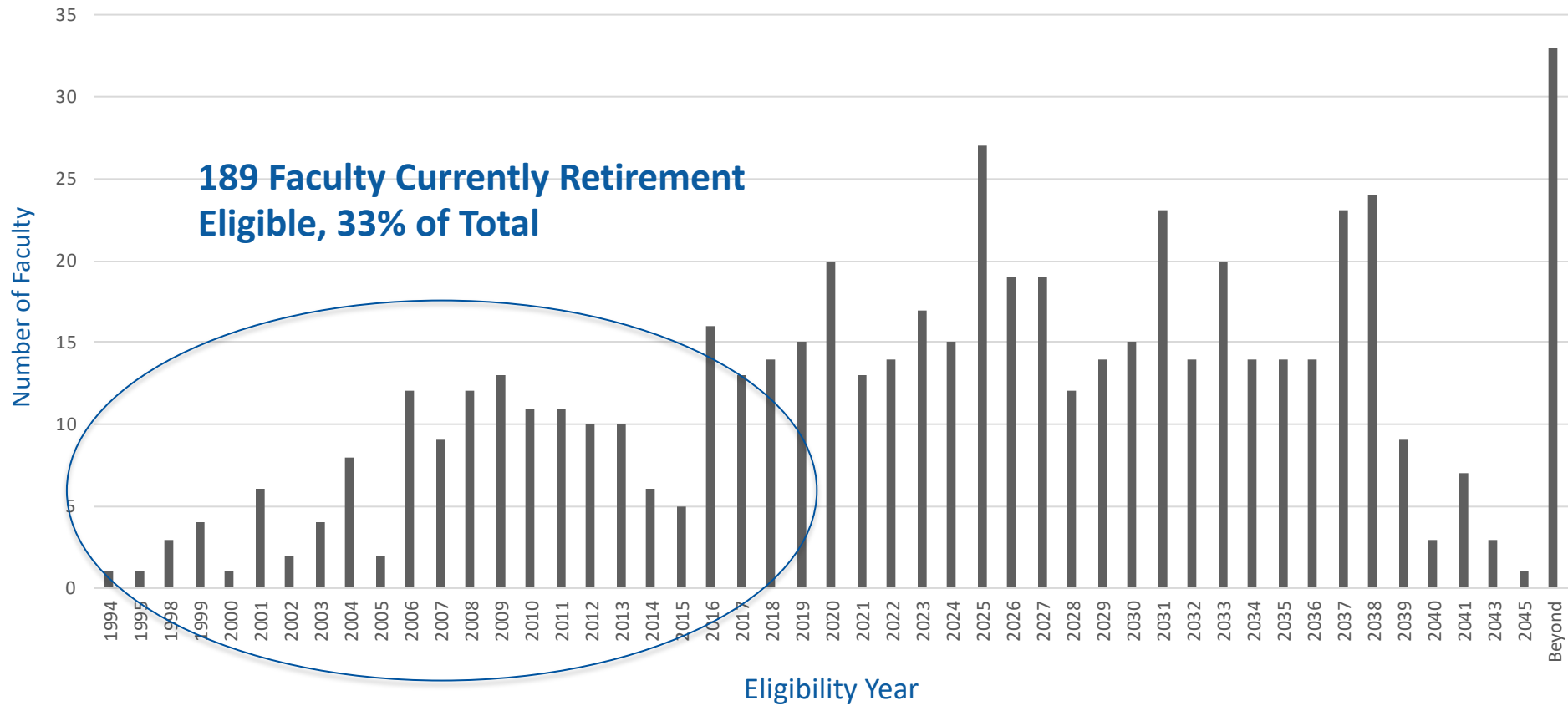


NUMBER OF FACULTY WITH GIVEN ELIGIBILITY DATES

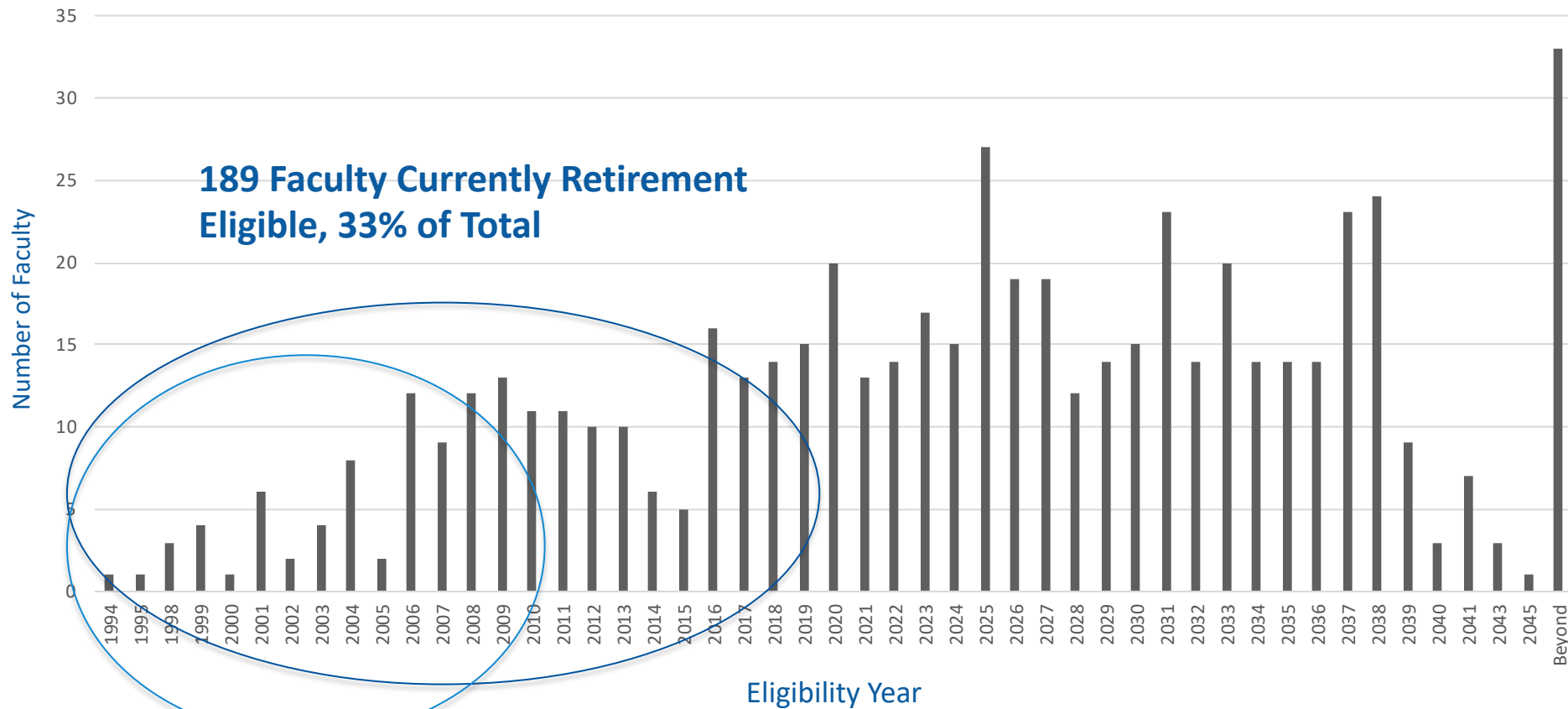


This shows the distribution of retirement eligibility over all faculty in CAS.

NUMBER OF FACULTY WITH GIVEN ELIGIBILITY DATES



NUMBER OF FACULTY WITH GIVEN ELIGIBILITY DATES



College Planning Meeting

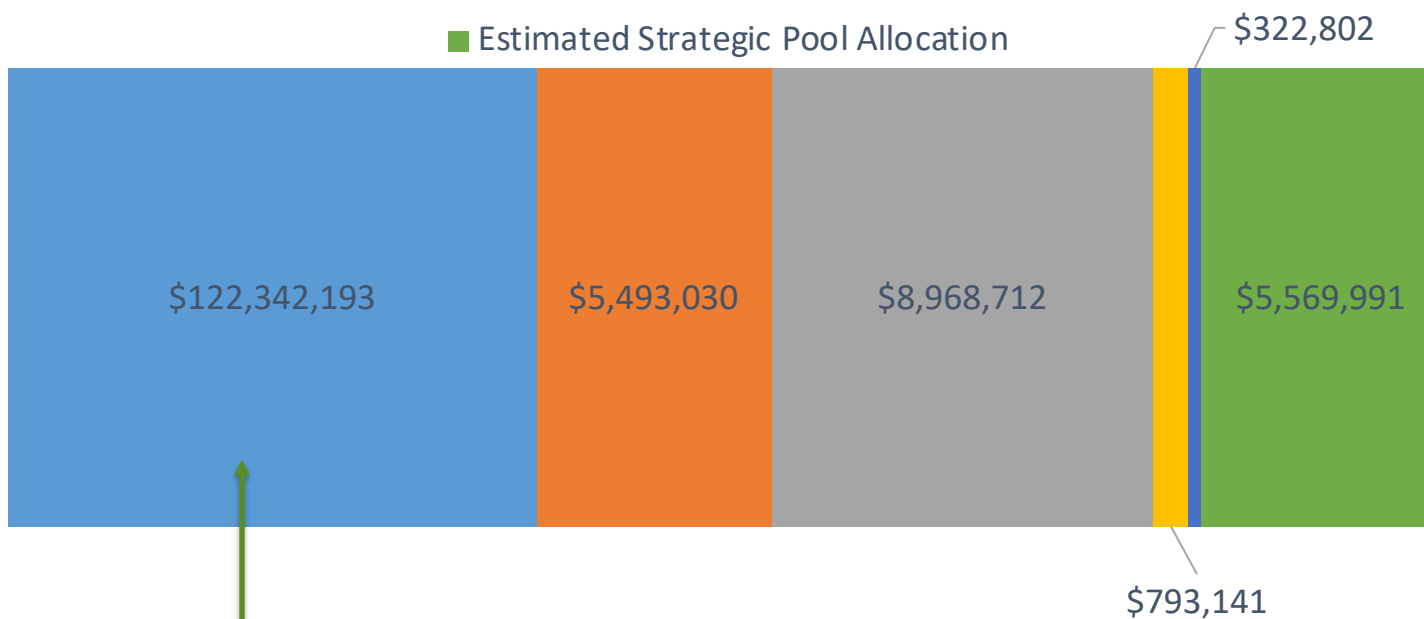
- Expect searches to be released in May/June

Budget/Budget Model

- Key Changes to Model and Implications

FY20 CAS BUDGET ALLOCATION

- FY17 Actuals
- Estimated UG Incremental Revenue
- Estimated Special Academic Incremental Revenue
- Estimated Graduate Incremental Revenue
- Estimated F&A Incremental Revenue
- Estimated Strategic Pool Allocation

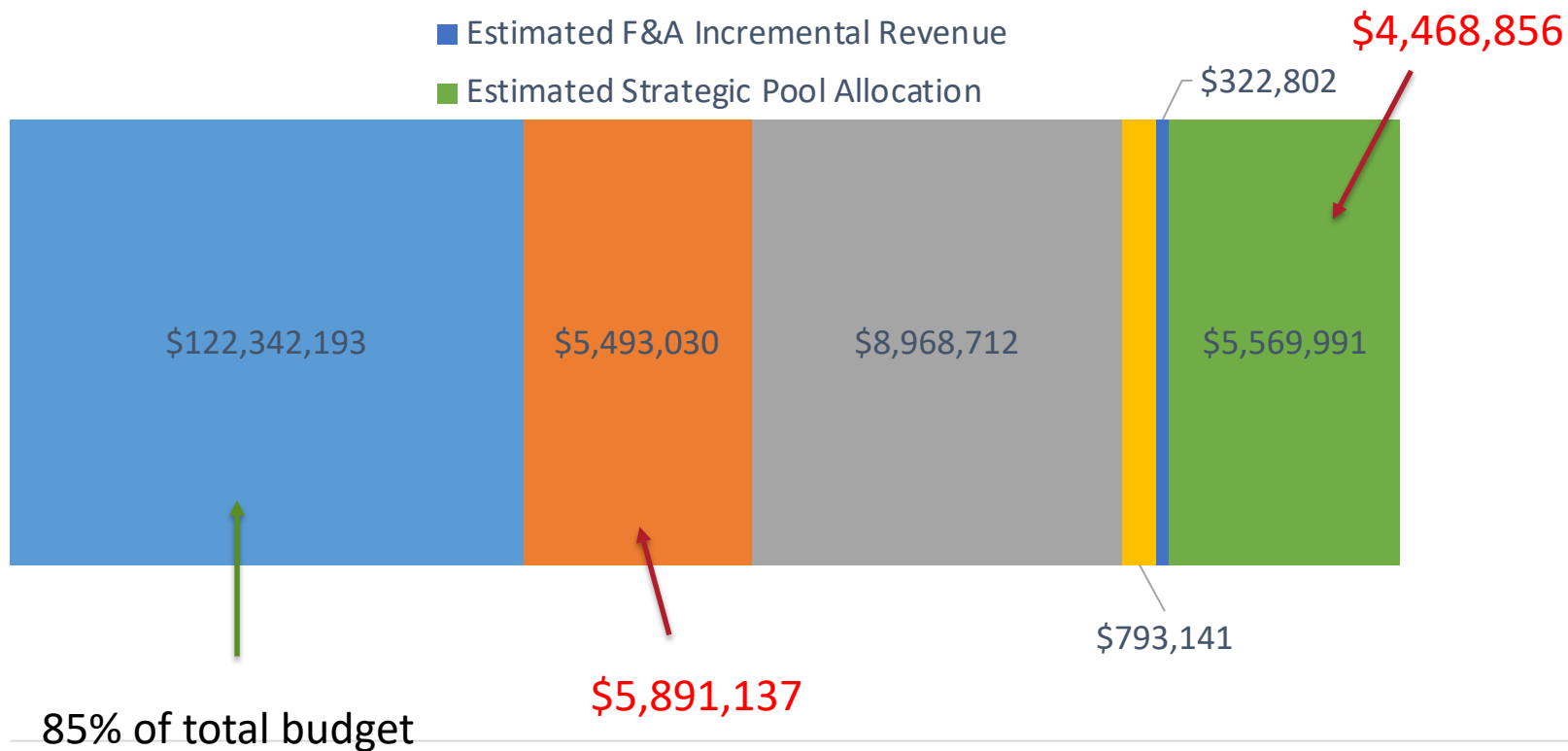


85% of total budget

FY20 CAS BUDGET ALLOCATION

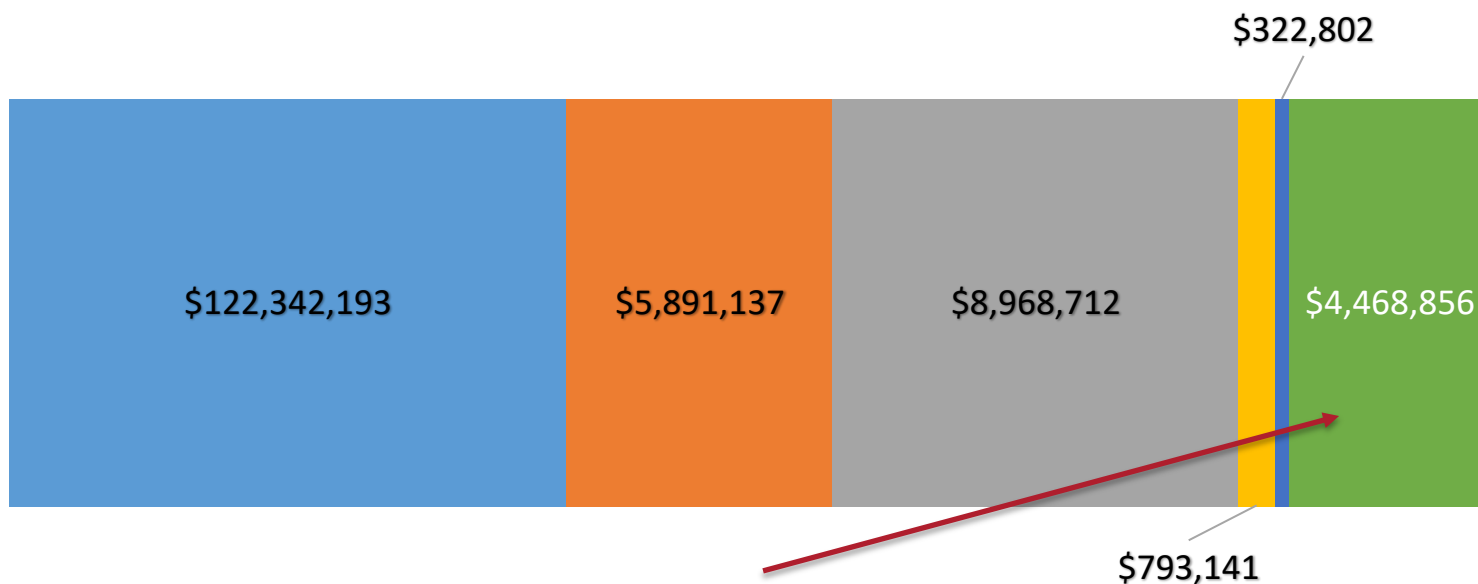
Change in UG split
from 50/50 to 75/25

- FY17 Actuals
- Estimated UG Incremental Revenue
- Estimated Special Academic Incremental Revenue
- Estimated Graduate Incremental Revenue
- Estimated F&A Incremental Revenue
- Estimated Strategic Pool Allocation



FY20 CAS BUDGET ALLOCATION

■ FY17 Actuals
 ■ Estimated UG Incremental Revenue
 ■ Estimated Special Academic Revenue
■ Estimated Graduate Incremental Revenue
 ■ Estimated F&A Incremental Revenue
 ■ Estimated Strategic Pool Allocation



Latest change to model
 should eliminate this
 entirely.

A satellite view of the Earth, showing the Atlantic Ocean, North America, and parts of Europe and Africa. The text "REVISED GLOBAL STUDIES MAJOR" is overlaid in white, bold, sans-serif font. A thin white vertical line is positioned to the left of the text.

REVISED GLOBAL STUDIES MAJOR

BACKGROUND INFORMATION FOR THE REVISIONS AND WHY IT HAS COME BACK TO THE CAS SENATE

- In its November meeting, the Undergraduate Studies Committee of the University Senate kicked back the proposal with 8 concerns and questions.
- In December the Global Studies Oversight Committee met to discuss those concerns.
- During the month of January CGAS director and support person put in many hours rewriting parts of the proposal, securing updated permissions, and reloading the new documents onto Curriculog.

GLOBAL STUDIES OVERSIGHT COMMITTEE

- Eve Buckley (Latin American & Iberian Studies, HIST)
- Rachael Hutchinson (Asian Studies, DLLC)
- Daniel Kinderman (European Studies, POSC)
- Rudi Matthee (Islamic Studies, HIST)
- Kelebogile Setiloane (African Studies, Behavioral Health & Nutrition)
- Polly Zavadvker (Jewish Studies, HIST)
- Carla Guerron-Montero (ANTH)
- Miranda Wilson (ENGL)
- Patricia Sloane-White (WOMS)
- Lindsay Naylor (GEOG)
- Cynthia Schmidt-Cruz (CGAS Director, DLLC)

CONCERNS RAISED BY UGS & COMMITTEE RESOLUTIONS

CONCERN

- Students should be allowed to choose only one track.
- Tracks should be called “Concentrations”
- Who will advise students in the Global Studies major?

RESOLUTION

- Implemented.
- Implemented.
- The CGAS Director & members of the GS Oversight Committee

CONCERN

- Why do all specializations require students to take one course each in four out of the same five disciplines? Adding in the foreign language and other core requirements, the typical result will be students taking two courses in each of five disciplines (ANTH, HIST, LLCU, POSC, WOMS) and at least one each in two others (GEOG and ENGL). Does this make for a coherent and focused course of study?

RESOLUTION

- These are the courses with an orientation most relevant to the GS major.
- The interdisciplinarity is intrinsic to the GS major. The goal is to study the issues from a variety of disciplines.
- The topics—world cultures, migration, environment, and health—provide the focus to the course of study.

CONCERN

- Why are there not specific requirements within each specialization based on the subject matter being studied? In particular, why are there no designated core classes for each specialization?

RESOLUTION

- Implemented. Common courses for each specialization have been identified and incorporated.

.

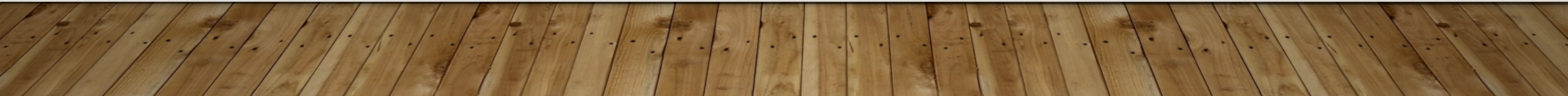
Required courses for each concentration

World Cultures— ENGL 215 Introduction to Ethnic and Cultural Studies

Environment—ENGL 230 Introduction to Environmental Humanities

Migration—ANTH 352 Refugees and Forced Migration (C/L GEOG & POSC)

**Health—ANTH 106 Introduction to Anthropology of Health (C/L BHAN106) &
GEOG 345 Cultural Geography (Contagion Versus Culture)**



CONCERN

- Would the major be more coherent and focused if the World Cultures specialization were divided into two—one focused on cultural beliefs and practices (e.g., ANTH, GEOG, HIST, PHIL, POSC, WOMS) and the other focused on cultural expressions (e.g., Art History, ENGL, LLCU, MUSC)?

RESOLUTION

- Not implemented. The Committee's consensus is that culture is a continuum; a division between beliefs and practices is artificial.

CONCERN

- Why are there so few courses from natural sciences disciplines in the Environment and Health specializations? Should an interdisciplinary program on these topics include insights from fields such as biology, chemistry, physiology, etc.?

RESOLUTION

Natural science courses added:

- CHEM100 to Environment
- KAAP 220 to Health

CONCERN

- How is it possible to complete the Health and Migration concentrations?
Courses from four of the five disciplines ANTH, ENGL, HIST, POSC and WOMS are required to complete the major, but both of these concentrations have courses accepted from only three of these fields.

RESOLUTION

- Courses added to the Migration concentration to meet distribution requirement.
- Cross-listed courses also provide additional disciplines.
- Both tracks are doable.

RECAP OF CHANGES TO GS MAJOR IN RESPONSE TO USG CONCERNS

1. Students will be able to choose only one track instead of the possibility of two.
2. The tracks will be called “concentrations” instead of “topical specializations.”
3. GEOG has been added to the list of disciplines from which students must select to complete their track. (Must select 4 out of 6 listed disciplines)
4. There is one (or two in the case of the Health track) required course for each concentration.
5. CHEM 100 was added to the Environment track and KAAP 220 was added to the Health track.
6. Four ARTH courses were deleted from the Culture track and two ANTH courses were added
7. 12 courses were added to the Migration track to make it more doable as a stand-alone track.

FINAL THOUGHTS

- Any new (or long-standing) major can be infinitely tweaked and re-tweaked.
- We have been working to create this major since 2016, having been in dialog with POSC since that time.
- UD is behind the curve compared to the many other universities that have offered a Global Studies major for a decade or more.
- A committee composed of eleven faculty members representing eight departments and three colleges has worked long and hard to carefully design this new major.
- We believe that now is the time to move forward in the hope of its implementation fall 2020.