

Minutes of the CAS Faculty Senate Meeting of April 17, 2023

April 17, 2023, 4:00 PM ET - 5:40 PM ET

Attending: Olivia Amzallag, James Angelini, Jennifer Barker, Nonie Bell, Wendy Bellion, Kim Blockett, Suzanne Burton, William Chain, Jon Cox, Darryl Flaherty, Alicia Fontnette, Deni Galileo, John Gizis, Mark Greene, Christine Grogan, Katie Gwaltney, Arild Hestvik, Alenka Hlousek-Radojic, Murray Johnston, Jenny Lobasz, Dilia López-Gydosh, Edward Lyman, Bernard McKenna, John Morgan, Christopher Nichols, Nina Owczarek, John Pelesko, Rakesh, Thomas Rocek, Kimberly Schroeder, Alexander Selimov, Jenn Trivedi, Shawna Vican, Robert West, Neal Zondlo

The meeting began at 4:00 PM ET with the poll of present senators. The meeting began with 21 senators and 4 other people attending.

The agenda was then adopted by a vote of 21 yeses and 0 nos.

President John Gizis then clarified that it is possible to make changes of the minutes in the future if needed and asked people to let the executive committee know if they discover something next week in the [March 2023 Minutes](#). There was no discussion and the minutes were approved by a vote of 21 yeses and 0 nos. Senator Deni Galileo noted in the chat that the poll should not go up until the President asks if there are any amendments or if there is any discussion.

President Gizis then gave his remarks, noting that the Provost met with the executive committee regarding the pending interim dean appointment and how to proceed. They suggested to her that in addition to the town hall, which all faculty were invited to, that a meeting with the CAS faculty senate would be productive. A poll was sent out regarding this issue and the vote was strongly in favor of having a special meeting with the Provost on Monday. If senators voted no, they could feel free not to come. The meeting will be on Zoom at the regular link at 4:00 PM on Monday, April 24. This is an opportunity in addition to the in person town hall meeting.

Dean John Pelesko then gave his remarks. [You can see his slides here](#). He said that they saw a large number of departments nominate faculty for awards. 8 will receive awards and he will surprise them in class, so he will not share them here yet. There will be a luncheon for the in the fall as well.

He thanks the P&T committee for their work, including Owen White as the chair. He notes that all cases are now through the committee.

He wanted to share two things related to the Student Success Center. There are now three people running internships under AD Latoya Watson working with companies, nonprofits, students, faculty, etc. They have already had over 800 one-on-one meetings with students, connecting them with a range of internship opportunities. He encourages people to reach out if

their department is interested, if they have any questions, or if they have any internships they are having difficulties getting students for. In addition, advising agreements have been sent back out by the center, which go through the department chairs and undergraduate coordinators so that everyone on both sides understands what the department and center do, as well as any changes.

Regarding undergraduate recruiting, the final Decision Day was last Saturday. On the February 25 Decision Day, 389 students were registered (881 total people, including family). On March 11, 455 students (1226 people total). And on April 15, 480 students (1247 people total). He wanted to thank everyone who helped, including Coleen Popp.

Dean Pelesko also clarified where we are as a college after Decision Days. Towards the end of February numbers flatlined, but this was also due to the admissions office turning off admissions to try to control the size of the incoming class due to this year's housing challenges (including putting students in triple-occupied rooms and hotels). The university is trying not to overshoot this time, but the College of Arts and Sciences (CAS) still has deposits running slightly ahead of last year's numbers. In addition, the yield rate is beating last year's, as we are attracting more of the students who were admitted to CAS, the effect of things like Blue and Golden Saturdays, Decision Days, and the work of individual departments. In short, CAS is heading towards a class size the same as last year. We are halfway towards our goal, but the last two weeks are key and he will let us know more in May.

He shared a note with department chairs today. Typically he meets with the chairs before our meeting, but that did not happen this month, so he is sharing this with us now and asked them to speak with us about this. Regarding the faculty hiring plan, currently there are 3 year plans being submitted for approval, with flexibility within the plan. The dean's office presented the plan to the Provost on March 31, a month later than is typically. The Provost has asked for a second meeting with each college and then at a third meeting she will share what has been approved, so we are a few meetings away from knowing.

CAS has gone with a conservative plan of hiring 27 faculty members in year 1, 30 in year 2, and another 30 in year 3. This is based on financial uncertainties he sees now. Dean Pelesko says he wants to approve this plan in its entirety, after we have more clarity on several key issues, including the CBA (which is currently in negotiations, a particularly important issue given the ongoing Rutgers strike), net tuition revenue (currently flat at best), and graduate student stipends (which he thinks may be discussed at the May 1 University Faculty Senate meeting). In the current hiring cycle, 28 offers have been accepted, 16 are pending, and the remainder are still interviewing, although many are wrapping up now.

Dean Pelesko also spoke regarding the graduate student stipends and graduate education. CAS has at least 1,000 graduate students, maybe closer to 1,100. From the college's operating budget, we support approximately 420 as teaching assistants (TAs) by funding their stipend. A TA stipend is currently a minimum of \$22,660 over 9 months for 2023-2024, an increase agreed to by the Deans and Provost. At the last University Faculty Senate meeting it was discussed

endorsing a further increase to \$28,550. The impact of that would be \$1.5 to 2.4 million. He does not think we can hold at \$22,660 now, but rather we can and should increase the stipend amount. However, to create space for this increase we will need to reduce expenses in other areas, something they are examining the possibilities of now. He will discuss it with the chairs by May 11 and should have a more complete analysis finished then so we can figure out what to do as a college.

On a separate topic for graduate students, Dean Pelekso wanted to clarify something that came up in a meeting last Friday with Lou Rossi, the Dean of the Graduate College. Departments with Master's programs not making progress towards the elimination of internally funded tuition for their Master's students will have the last priority for competitive awards. This is a shift in funding from Master's to Ph.D. students to get the best graduate students to UD. The Graduate College does not control how CAS allocates TA positions, but it does decide how they distribute Graduate College run competitive awards. We do have terminal Master's programs in CAS. Dean Rossi is discussing programs where there is a Master's and a Ph.D. and the Ph.D. is the standard in the field, but we are still funding the Master's students. We do not have a CAS plan to deal with this yet. Funding will continue for terminal Master's students as they have thus far. A college-level decision will follow after discussion with the chairs.

In Q&A, Senator John Morgan noted that the University Faculty Senate Budget Committee met this morning with the Graduate Student Government leadership regarding the resolution he introduced at this month's University Faculty Senate meeting. It was quickly agreed that the Budget Committee would need a lot more details about the financial implications of the proposal before moving forward. He proposed a motion that was seconded unanimously approved to the effect that during the next 8 months the University Budget Committee would attempt to get more financial information, hold one open meeting, get more information from Dean Rossi, get the distribution of TA budgets, etc. This issue will not be voted on or discussed at the May University Faculty Senate meeting, but rather it will be part of ongoing discussions during the summer and fall.

Dean Pelesko said he did not think the minimum stipend would stay where it is now, as other pressures will make us reconsider that.

Senator Morgan noted that there have been previous meetings about this with the Budget Committee. He added that there is a "lot of slosh" in the university's operating budget and that he strongly suggests that the University (President Assanis and the Board of Trustees) fund the increase rather than CAS. He added that it does not make sense to spend \$200 million on new buildings if we cannot get competitive graduate students to come and work in those buildings doing the cutting edge research. He also added that this needs to be a much broader discussion at the university level.

Dean Pelesko said that reducing expenses elsewhere could be at the college level or beyond the college level, but this is something the college could do to alleviate some of this. He hopes this continues at the May 1 general faculty meeting.

Senator Darryl Flaherty said that the History Department has a range of different things they may be preparing graduating students for, which might lead to a Master's degree or a Ph.D. and that confusions and frustrations emerge from the institutional structure with discussions like this. He suggested that the relationship between CAS and the Graduate College needed to be more collaborative and cooperative and asked why we are not working well together, especially on broader discussions.

Dean Pelesko noted that there are a lot of struggles related to graduate students and their situations right now, including stipends and housing, and it is within Dean Rossi's purview to control this, as something he discussed with the graduate council. The confusion came with people reporting that the University was pulling all funding from all Master's students, which is not happening.

Senator Deni Galileo spoke about different perceptions of what a terminal Master's degree is and noted that his chair was certain they were not going to have a Master's degree program moving forward. He also noted that they do not want their Ph.D. students working as TAs all of the time, but that Master's students are very productive as TAs.

Dean Pelesko says that they are looking at it based on how the degrees fit into the larger profession (for example, MFAs). This is not being decided from the college level, but there is consideration from APRs and how comparator institutions approach these degrees and these issues may prompt larger discussions about how to optimize what is best for undergraduate students, graduate students, and faculty members, which is the real point to be made in all of this. There is no mandate saying terminal Master's degrees are going away, but there is a caveat that your Ph.D. students will not be prioritized for the Graduate College's competitive prizes.

Senator Galileo countered that Dean Rossi is threatening to remove funding for students because he thinks departments are not using money wisely by giving it to Master's degree students. His department was quite surprised by the APR external reviewer's comments about their department and their terminal Master's program. No one in his department agreed with the assessment that such a terminal degree program was not common in their field and no one in their department thought they should get rid of their Master's program throughout vigorous discussions on the topic. It works in their department.

Dean Pelesko clarified that he talked to the external reviewers at the exit lunch for the APR. He also considers the responses of departments to APRs. He also asks if you could pay your Ph.D. students more or have a greater quality or number of Ph.D. students, would you consider removing the terminal Master's program? That is, he thinks, what Dean Rossi is trying to do.

Senator Neal Zondlo says that this seems to be a one size fits all approach to this, which might not work. Biology, for example, has a lot of Master's students who work in companies in

Delaware who need them and thus help the Delaware economy. Removing this program could be dangerous.

Dean Pelesko notes that at the end of the day, CAS is different from every other college and has a wide variety of different departments and degrees. For example, there is a new Master's degree in Africana studies that we will keep investing in. CAS has the ability to make decisions at another level. Dean Rossi would say, he thinks, that the state or companies would pay for those Master's students and would ask why the Graduate College should pay for them.

Senator Morgan endorsed the comments by Senators Galileo and Zondlo. He said that the students who work for the college, such as Master's students working as TAs, are earning their salary by doing critically important work for the University and the word "support" needs to be used very carefully. He was the only faculty member, not President or Provost, at the Board of Trustees meeting where the presentation occurred about all of the wonderful things that a Graduate College could do, like centralizing things, prioritizing what Ph.D. students could do, but there was little focus on Master's students. The meeting was recorded and he made a transcript. He thought it was very disturbing. The Graduate College Dean was being described as a first among equals.

Dean Pelesko said that we need to think really carefully in an era of significantly restricted resources how we navigate this. It might be uncomfortable to ask this, but he does think these questions are worth asking.

We then moved onto the Educational Affairs Committee and the Consent Agenda. This included three items:

- Biological Sciences (PhD/MBA)
- Music Education - General/Choral - Voice Concentration (BM)
- Sociology - Emergency and Environmental Management Concentration (BA)

There was no discussion or objections. It passed with a vote of 28 yeases and 0 nos.

Senator and Chair of COCAN John Morgan then gave the COCAN report. Several committees are now fully staffed. There continue to be vacancies on the Educational Affairs Committee, a committee with a significant workload, especially in the fall. He sent out an email several weeks ago looking for more volunteers for it, but there were no responses. There are open spaces on the Awards Committee, but at least as many volunteers. There are also open spaces on the Diversity Committee, but there are so many volunteers it may need to be subdivided into at least 2 subcommittees.

In other COCAN business, this morning Senator Morgan sent an email message to all faculty in the college eligible to be senators, seeking candidates to be at-large senators for the CAS Faculty Senate. We need 3 new at-large senators and people can run again. He is also seeking candidates for the University Faculty Senate to represent CAS as at-large senators. Ideally we need at least 3-5 candidates for the 2 seats to have meaningful choices, so Senator Morgan

urges everyone present who thinks faculty governance is important to consider being a candidate. People also need to discuss with their departments who will serve on the Graduate Council, both as representatives and alternates. Also upcoming are elections for President Elect, Secretary, and COCAN Chair for CAS Faculty Senate.

In Q&A, Senator Olivia Amzallag asked how long terms are and if temporary faculty members can apply.

Senator Morgan noted that at-large seats are 2 year terms and temporary faculty can be candidates. He added that 5% of faculty in CAS are temporarily faculty members and it is also important that they be represented.

Educational Affairs Committee Chair James Angelini added that Educational Affairs Committee positions are 1 year and can be renewed year-to-year. He said that he believes they have 3 empty seats on the committee.

Senator Morgan noted that we do need additional volunteers for the Educational Affairs Committee. Having 1 seat on the committee empty is okay, but having more than that becomes additionally difficult.

Senator Nina Owczarek asked if the University Faculty Senate might consider remote meetings, especially with the expanded senate size.

Senator Morgan said that the decision to have in person or remote meetings for the University Faculty Senate is made by the Executive Committee there, in contrast with the CAS Faculty Senate who votes on it as a whole. He is sure that most senators in this Senate prefer remote meetings. He introduced a resolution in April at the University Faculty Senate that should come up in the May meeting asking that there always be a remote option, so hopefully it will at least be discussed. He also encouraged people to send an email to the current University Faculty Senate president and president elect if they thought this was important since it helps to have people who are not him say such things.

President John Gizis added that if anyone is watching in the future that Senator Owczarek had added in the chat that this information - if a meeting is in person or virtual - may be important before someone chooses to volunteer and adds that it certainly was for the CAS Faculty Senate.

We then moved into a discussion of revisions to the bylaws. President Gizis asked Senator Morgan to present the resolution. Senator Morgan said that an edited version had been sent around to senators, [the full original text of which can be found here](#). Senator Morgan added that the most challenging committees to staff in CAS in the past few years have been the Educational Affairs Committee and the P&T Committee. Each of these has an intense workload, especially in the fall semester. His impression is that the P&T Committee's work is more compressed due to Faculty Handbook deadlines that must be followed. In both the distant and

recent past, people who have been elected for the 2 year term to the P&T Committee could not serve the second chair due to other commitments where they were needed.

Senator Morgan added that there is also a problem, as described by the current P&T Committee chair, with simply scheduling meetings, as having 9 members of the committee each teaching an average of 2 courses and there being 14 class periods there can be issues finding a common block of time and meeting without the full group is problematic, especially if there is a close vote.

To address some of these problems, in consultation with former members of the P&T Committee, he has made some proposed changes to the bylaws. Some of these are minor like expanding the abbreviation "CT" to read "Continuing Track" in full. There is also clarification of the point that there will be no more than 1 tenured member on the committee from each department. But there are also more substantial changes.

His current version proposes adding the following text:

"No faculty member may be a member of the Committee on Promotion and Tenure in an academic year in which they are applying for promotion and/or tenure."

"The substantial time and effort required for effective service as a member of the Committee on Promotion and Tenure in the Fall semester, especially between mid-October and early December, shall account for approximately 20% to 30% of a full-time workload in the Fall semester, depending on the number of dossiers which will need to be considered by the members of the Committee."

This percentage came from Senator Morgan's request to Committee Chair Owen White to make a careful, but conservative, calculation of how many hours were invested by members of the committee in the past semester between meetings and readings of the dossier. His estimation was 72 hours in a 6 week period between mid-October and late-November. He calculated the percentage based on the weekly hours worked during that period and what was expected in a typical year.

Senator Deni Galileo asked what the phrasing "shall account for" means here and says that if it is intended to make a statement to a chair that the person on the committee should be allowed to have that percentage of their workload accounted for in their work on the committee, it does not do that.

Senator Morgan says that this is based on what he was told by Dean Pelesko in 2018-2019 when the issue of the high workload of the P&T Committee first came to a head. Some chairs thought that this was a small adjustment in service versus the larger percentage it should be.

Senator Galileo clarified that he does not think it does what it should and the new wording will not ensure this. He does not think the college bylaws can stipulate how a chair can assign workload versus a department workload document.

Senator Morgan said he examined a department's workload documents recently that had an exception for exceptional service, which this qualifies as.

Senator Galileo said that the language in the edit of the bylaws is passive.

Senator Morgan asks Dean Pelesko to clarify if workloads have to be approved by the Dean. Dean Pelesko says that they do, as well as by the Provost. Senator Morgan said that the Deans would be able to say that the workload percentages do not match the college bylaws. Senator Galileo says this is open to interpretation and future Deans may not agree.

Senator Morgan says that the proposed edited language is not the passive tense. He also said that we have current cases that will get lost if we do not deal with this right now. He urges that it is something we should enter into the CAS bylaws now.

During this discussion, Senator Jennifer Barker pointed out that people had been making suggestions for altered language in the chat. Their suggestions are here: Senator Owczarek wrote in agreement with Senator Galileo that the 20-30% workload language should be strengthened and clarified to require this if such a thing is allowed, along with a better understanding of ripple effects into department documents. Senator Barker wrote that replacing "shall" with "would need to." Senator Bernard McKenna wrote suggesting replacing "shall" with "must." Senator Barker then wrote suggesting "should" as another alternative.

Senator Morgan said that "should" is weaker language than "shall."

In the chat, Senator Owczarek said that another language alternative might be that "departmental chairs must assign % workload." Senator McKenna said that "'shall' is the legal term designating obligation" and added that he thinks that the language reflects intent and that Senator Galileo is trying to get that intent translated to the department level. Senator Galileo suggested the language "should be allotted 20-30% of...". Senator Barker said that she likes Senator Galileo's option as a friendly amendment. Dean Pelesko suggested a modification to Senator Galileo's language with "should generally be allotted." Senator Barker supported this.

Also in the chat, Senator McKenna asked if UD's work week was 37.5 hours, rather than 40.

Dean Pelesko says that he can only really say that a chair should be aware or a person should be aware of the workload percentages. He cannot really tell them what to do. The chair should be aware of their choice. Senator Morgan says there is a potential for abuse if a chair adjusts only the workload for some people, as it lets chairs decide who is on the P&T Committee or not.

Senator Rakesh asked if this issue was being considered for people on the CAS Educational Affairs Committee or on the University level P&T Committee. He also said that he does not think this is the avenue to address this, as it is not binding. Senator Morgan said that the Executive Committee endorsed his wording and CAS P&T Committee Chair Owen White did not object. He added that if the P&T Committee is too small, this risks a potential lawsuit, something that is not true for the Educational Affairs Committee.

Senator Mark Greene asked for clarification about how we are supposed to ask questions, since we were told to put them in chat, but they are not being raised when people indicate there that they have a question. He has been asking members of his department about this and thinks we are right to be concerned, but we should also be concerned about unintended consequences. He asks how the 20-30% will be taken from teaching and research? He also points out that this shifts the motivation for not filling spaces on the P&T Committee to chairs who will see this as an unfunded mandate to cover classes with S-contracts. He also adds that this further complicates the already fictionalized notion of calculating service. He notes that this is in response to speaking to *multiple* members of his department, not just one person.

Senator Morgan then responded to the comments in the chat, saying that we should not let the search for the perfect interrupt the quest for the good.

Senator Owczarek says that the 20-30% is vague enough to make her uncomfortable, particularly with the growing number of applications in the upcoming years, but with some years having more and some less. She asks if there is any way to benchmark the percentage to a number of applications, for example 30 applications is equal to 25%. She worries about the vagueness of a wide discretionary time.

Dean Pelesko said that from what he is hearing, it is challenging to get people to volunteer and hard to predict the time required for people to spend on the committee's work from year to year, particularly as hiring increases. He notes that Senator Morgan referenced their discussions in 2018, but adds that he thinks we may be trying to find a legislative solution to a cultural problem. He thinks the P&T Committee should be one of the hardest things we do, but should also be fundamentally important work that people and chairs want to do and prioritize ahead of other things for their departments. This is the conversation he had with chairs in 2018 and they have been able to staff the P&T Committee since then. His suggested language to the chairs starts with encouraging their support without mandating it, but wonders what else we can do to encourage this as you "can't legislate your way to solving a cultural problem."

Senator Morgan reiterates that he does not want to let the quest for the perfect become the enemy of the good and accepts Dean Pelesko's suggested language change, replacing "shall account for" with the phrase "generally be allotted". Senator Morgan made the motion to change the text, Senator Galileo seconded. President Gizis suggests we vote on that change first.

Senator Greene says it is still not clear to him who is doing the allotting. President Gizis clarifies that the CBA says it is the department chair.

We then voted in favor of the language change with 22 yeses and 0 nos.

Senator Morgan then explains that he changed “elected faculty” to Senator, thus excluding students and Deans from voting because they had been appointed. President Gizis said he thinks that and the other altered language is clear. Senator Morgan notes that if the Dean were to cast a deciding vote it would be problematic.

We then voted on the entire package of changes with the altered language, with President Gizis noting we needed a $\frac{2}{3}$ vote for it to pass and all senators were eligible to vote.

The changes passed with a vote of 21 yeses and 1 no.

President Gizis thanked everyone for their patience on these important issues before moving on to new business.

Senator Morgan said that Senator Rakesh made a good point regarding the CAS Educational Affairs Committee, even though it would not get the college sued. He said he would like to have a conversation with the Committee Chair, James Angelini about doing something similar to account for time and effort on the committee and restructuring it in the college bylaws, but he is not sure yet what the numbers would be. He needs to have a conversation with Chair Angelini before the May meeting.

Senator Greene asked if the minutes can be published if they are not yet approved. President Gizis said he will find out and let us know. Senator Morgan clarified that further corrections after initial approval are minor corrections like spelling errors, name spellings, etc. However, substantive errors need to be reconsidered by the body as a whole.

We then adjourned at 5:40 PM ET.