

Faculty Senate Full Faculty Meeting

17 August 2016

16-17 Senate Members

Arts and Humanities

Jana Adamitis, MCLL
Rachel Holland, MUSC
Michael Mulryan, MCLL
Brian Puaca, HIST
Hussam Timani, RSTD

Natural and Behavioral Sciences

Ed Brash, PCSE
Costa Gerousis, PCSE
Chris Kennedy, MATH
Harold Grau, MBCH
Jessica Thompson, OENB

16-17 Senate Members

Social Sciences and Luter School of Business

William Donaldson, MGMT

Lynn Shollen, LAMS

Sean Connable, COMM

Robert Winder, ECON

Linda Waldron, SSWA

16-17 Senate Executive Committee

Jana Adamitis, CAH-MCLL, President

Chris Kennedy, NBS-MATH, Vice President

Michael Mulryan, CAH-MCLL, Secretary

Harold Grau, NBS-MBCH, Parliamentarian

Lynn Shollen, CSS-LAMS, *Handbook* Liaison

Update on Library Move and Copyright Policy

Mary Sellen, University Librarian
Beth Young, Access Services Librarian

Updates from the Office of Communication and Public Relations

Amie Dale
Executive Director of University Relations

Center for Effective Teaching Initiatives

Dr. Jessica Thompson, Director

Update on the Curriculum Proposal



Curricular Change as a Response to Faculty Concerns

- * Concerns

- * Communication across reviewing bodies
- * Weight of approvals
- * Cross-college/school programs
- * Forms

Curricular Change as a Response to Faculty Concerns

* Solutions

- * Communication across reviewing bodies: Improved electronic system and written justifications from each reviewing body
- * Weight of approvals: Approve, approve with conditions, return for clarification, deny
 - * Departments may respond by addressing concerns, writing rebuttals, or withdrawing the proposal; all lower reviewing bodies are notified

Curricular Change as a Response to Faculty Concerns

- * Solutions

- * Cross-college/school curricula (and communication): Transform the UCC into an Educational Policy Committee that incorporates administrators
- * Forms: Will revise forms

Follow-up on All Faculty Meeting

April 14, 2016: Senate Revisions

- * *Provost:* The Provost will not serve as a member of the EPC but will be able to veto approved proposals. Proposals denied by the EPC will not go to the Provost for additional review. The VP for Undergraduate Education will retain a seat on the EPC as a non-voting member and serve as the voice of the Provost's Office, so that we have communication among the faculty, Deans and Provosts.
- * *Deans:* Departments must consult with their Dean before submitting a proposal, and the forms will have a place where Deans can indicate that this has happened.

Follow-up on All Faculty Meeting

April 14, 2016: Senate Revisions

- * *Senate*: The EPC will report to the Senate on matters of policy and procedure (like the current UCC), and the Senate will decide tied votes on the EPC.
- * *LLC*: The LLC will not have a Steering Committee, since the group says that it can accomplish its tasks without one.
- * *Honors*: Course proposals will go from the Honors Council directly to the Provost because speedy review is essential for this group.
- * *CSS*: Membership increases from 2 to 3, and LUTR has 1 additional seat (so 3 CSS and 1 LUTR).

Follow-up on All Faculty Meeting

April 14, 2016: Senate Revisions

EPC Logistics

- * A quorum is necessary for voting; Names will be recorded for votes; Thorough minutes will be kept
- * Both the names and the minutes will be sent to the Provost for consultation before decision-making
- * The chair must be a faculty member who is elected by simple majority among all voting members
- * The EPC must meet at least once per month during the fall and spring semesters and finish its agenda by the end of the spring semester (i.e., no extended tabling)
- * There will not be a student on the EPC
- * In a nutshell, the secretary will be responsible for written communications (minutes and memos to reviewing bodies) and the tracking administrator will be responsible for maintaining all electronic systems and moving the process along

Follow-up on All Faculty Meeting

April 14, 2016: Senate Revisions

- * The EPC will not maintain a comment board, BUT all proposals to be reviewed by the EPC will be posted on the IntraWeb at least one week prior to each meeting. Faculty may contact EPC members with comments or concerns (as we do now for the Senate)
- * The graduate curriculum will follow the same procedures

Curriculum: Proposed Timeline

- * August 26: Senate engages in a first reading of the *Handbook* language
- * September: Faculty Feedback and Ongoing Discussion with Provosts and Deans
- * October 21: Senate vote; proposal submitted to *Handbook* committee

Important Changes in the 16-17 *Handbook*

Handbook: Changes to Instructional Faculty Personnel Regulations

- * Updated the Search Process to reflect actual practice
- * Added Parental Leave
- * Added Lecturer Rank Streams
- * Added Conversions

Handbook: Changes to Instructional Faculty Personnel Regulations

- * Sabbaticals: additional consideration for service of six or more consecutive years as a department chair or commensurate leadership role completed within two academic years of the application
- * Departmental EVAL-4s: To be used in conjunction with the University EVAL-4 for all tenure and promotion reviews, inclusive of Lecturer rank streams

16-17 Agenda Items

Title IX

- * Review internal policies and procedures regarding Faculty Grievance and Hearing
- * Transcript Notation: Required by state for students undergoing CNU process
 - * “Such notation will be removed for a suspension if the Responding Party (1) completes the term of the suspension and any conditions thereof and (2) is determined by CNU to be in good standing.”
(*Handbook*)

Six-Year Plan: Initial Senate Recommendations

- * Diversity and Inclusion
 - * Faculty Statement to be submitted to Council on Diversity and Inclusion
 - * Campus Survey
- * Study Abroad
 - * Promote semester and year-long study
 - * Re-envision summer programs: 6-credit learning communities
 - * Provide academic recognition: Global Diversity Distinction, Honor Society
 - * Provide additional administrative support to the SA Office
- * Departmental Strategic Planning: Incorporated into new Program Review reports; Need a context for Delaware Study data

Annual Review: Phase 1 Completed

Annual Review for 16-17

- * Formative Component
 - * Eliminate the required norm of 3.0
 - * Give the raw number for the summary score (e.g., don't round)
- * Merit Pay Component
 - * Scores tabulated by college
 - * Score adjusted to a mean of 3, where 3's earn 75% of the possible merit dollars
 - * Adjustment ensures equity across colleges (each score has the same dollar value in each academic unit)
 - * Adjustment prevents colleges from "gaming" the system

Annual Review: Phase 2

Annual Review for 17-18

- * Score faculty based on a consistent, shared rubric developed collaboratively among college deans and chairs
- * Due by the end of October

Departmental EVAL-4

- * Due to Deans in May
- * Should provide the following:
 - * Translation of University EVAL-4 to discipline
 - * Minimum expectations for tenure and promotion
 - * Minimum expectations for multi-year contracts and promotion to senior and master lecturer
- * Council of University Chairs should discuss

Faculty Concerns about Evaluation

- * **Promotion to Full Professor:** Begin a University-wide discussion of the standards for promotion to full professor with the goal of articulating these in the DE-4s. The Senate should consult with the CUC/Deans and FRC, and possibly host open sessions to solicit feedback in addition to encouraging departments to meet with their liaisons.
- * **FRC Non-Recommendation:** Form a Task Force comprising Senators and past FRC members to determine whether we should continue offering the option of “no recommendation.”

Additional Issues?