

REGULAR MEETING OF THE UNIVERSITY FACULTY SENATE

February 7, 1994

MINUTES

Senators excused were: John Cavanaugh, Stuart Cooper, Barbara Curry, William Idsardi, Dene Klinzing, Robert Knecht, Jerome Lewis, Beth McCoy, John Nye, Kent Price, Daniel Rich, David Roselle, Stuart Sharkey, David Stone, Carolyn Thoroughgood

Senators absent were not recorded.

I. ADOPTION OF THE AGENDA

The order of New Business, Items G and H, were switched to accommodate the schedule of the chairperson of the Committee on Faculty Welfare and Privileges. With this modification the agenda was adopted as presented.

II. APPROVAL OF THE MINUTES

The status of Dean Thoroughgood was changed from "absent" to "excused." With this correction the minutes were approved.

III. REMARKS BY VICE PROVOST MARGARET ANDERSEN

The calendar for 1994-95 has been modified to provide time for a more extensive new student orientation. Specifically, new students will arrive on Sunday, August 28. The extended program for new students will occur on Monday and Tuesday. Wednesday is reserved for late advising and schedule adjustments (called drop/add day in the past), and classes will start on Thursday, September 1.

Vice Provost Andersen met with 30 faculty on February 4, 1994 to plan the orientation program and, in particular, to strengthen the academic component. The major goal is to emphasize to new students that they are responsible for their academic success. The program is to highlight the love of learning, to develop an appreciation of diversity as respect for others and an opportunity to learn about others, and to foster an identification with this University.

Faculty will be involved deeply with this program on Monday morning. Students will go to their departments (the name for ASU students is to be reconsidered) where, in addition to the usual informational talks, students will be given a demonstration lecture in which they will take notes. In the following workshop on study skills they will be shown an effective set of notes. Departments are encouraged to expand on this suggestion.

Vice Provost Andersen closed by thanking the faculty participants at the February 4th meeting for their ideas.

IV. ANNOUNCEMENTS

1. Douglas F. Tuttle, Director of Public Safety: Implications of the Federal Clean Air Act

Douglas Tuttle described the response by the University community to the requirement of the Clean Air Act of 1990 mandating a 25 percent reduction in automobile commuting by employees of all large organizations in order to reduce the ground level ozone in northern New Castle County. Employees are defined as faculty, staff, and graduate students on contracts; students not on contract are excluded from the classification. A survey of University employees conducted in September showed that there are 1.2 persons per car during the commuting periods of the day. This number must be increased to 1.5 to comply with the law. This figure can be achieved by any combination of increases in car pooling, use of public transportation, walking, bicycling, telecommuting and flex time. A second survey is in progress to find effective ways to motivate the community to participate in these corrective measures. Faculty are encouraged to send comments and suggestions to Douglas Tuttle.

2. Senate President Scott

President Scott shared information on the Provost search. Dean Daniel Rich, Chair of the Search Committee, will present a report at the March meeting. The search is on schedule, and currently a

number of semi-finalists are being interviewed off-campus. These interviews will be completed by the end of February, and then the on-campus interviews of the finalists will begin.

The Senate has been invited to hold extraordinary meetings for each of the finalists. These meetings will be open to the entire faculty. The candidate will have an opportunity to give a brief opening statement followed by responses to a set of questions presented to all candidates, and, finally, to answer questions from the floor. Suggestions for the fixed questions are welcome.

ANNOUNCEMENTS FOR CHALLENGE

Senator Taggart asked for clarification of the supporting material for Item 2, Revision of the B.A. in Theatre Production. Senator Joann Browning of the Theatre Department replied that the notation emphasizes the increase in credits in Theatre Practicum and the corresponding decrease in credits of 300-level courses required to keep the total credits constant.

The following Announcements for Challenge were then accepted as presented:

1. Revision of the B.S. in Chemistry
2. Revision of the B.A. in Theatre Production
3. Revision of the B.S. in Human Resources; Dietetics
4. Revision of the minor in Food Science
5. Revision of the major in Agricultural Engineering Technology
6. Revision of the minor in Economics
7. Revision of the Master of Business Administration

V. OLD BUSINESS

- A. Recommendation from the Faculty Senate Executive Committee to prevent listing of academic activities not in compliance with the University non-discrimination policy.

President Scott emphasized that Items A and B were intended to be complementary. Item A addresses listing of courses in transcripts, registration booklets and catalogs, while Item B concerns the description of programs in University publications. Major John Cooper and Colonel Richard Martel reviewed the resolutions and concurred with them as written.

Senator Flynn asked how the resolution differed from the similar resolution of the Fall. President Scott responded that the current resolution is narrowly focused whereas the former was broadly focused. Senator Bellamy questioned how the resolution applied to the handicapped and was answered by noting handicapped status is a separate issue for which the University has recently hired a specialist. Senator Grubb offered an amendment (seconded by Senator Klaff) to be added at the end of the first "Resolved:" ". . . except where allowed by Federal law." After a brief discussion the amendment was defeated. The following resolution was then adopted:

WHEREAS, the University of Delaware has the following policy on discrimination:

The University of Delaware is committed to assuring equal opportunity to all persons and does not discriminate on the basis of race, color, gender, religion, ancestry, national origin, sexual orientation, veteran status, age, or disability in its educational programs, activities, admissions or employment practices.

and

WHEREAS, to comply with this, courses offered by departments and programs must be open to all academically qualified students, be it therefore

RESOLVED, that beginning with the 1994-1995 academic year, no academic activity (e.g., course, section, or

laboratory) with admissions criteria inconsistent with University policies shall be listed on transcripts, in registration booklets, or in the undergraduate or graduate catalogs, and be it further

RESOLVED, that any complaint about academic qualifications for such activities shall be adjudicated by the University Faculty Senate Committee on Undergraduate Studies or the University Faculty Senate Committee on Graduate Studies, as appropriate.

- B. Recommendation from the Faculty Senate Executive Committee regarding publication of restrictions on admission to certification programs.

Senator Pizzuto asked how the resolution is to be carried out. He was informed that the resolution is aimed at those who write program descriptions for University publications, and enforcement is to be collegial. Senator Bellamy noted that the resolution only requires that program descriptions ". . . clearly state the existence of restrictions," and does not require that these restrictions be spelled out. Dean Murray stated that the word "admission" in the third Whereas of the resolution creates an ambiguity. After a brief discussion, this word was struck by a vote.

Senator Martuza asked if the resolution applied to descriptions of scholarships. President Scott replied that the resolution pertained to program descriptions and that scholarship descriptions should be considered in a separate resolution. Following is the amended resolution as passed:

WHEREAS, the University of Delaware has the following policy on discrimination:

The University of Delaware is committed to assuring equal opportunity to all persons and does not discriminate on the basis of race, color, gender, religion, ancestry, national origin, sexual orientation, veteran status, age, or disability in its educational programs, activities, admissions or employment practices.

and

WHEREAS, course work in some programs and departments at the University of Delaware may provide opportunities for certifications beyond the University, and

WHEREAS, criteria for these certifications may be at variance with the University of Delaware's policy on discrimination, be it therefore

RESOLVED, that starting in the 1994-1995 academic year, any description of such opportunities in University publications shall clearly state the existence of restrictions upon the eligibility of students that are inconsistent with the University policy on discrimination.

VI. NEW BUSINESS

Items A through E concern academic programs. The following items were considered and approved without any discussion, and the voting process switched from specific counting to voice vote to speed consideration:

- A. Recommendation from the Committee on Graduate Studies, with the concurrence of the Coordinating Committee on Education, for the provisional approval of a new major leading to an M.A. in Foreign Languages and Pedagogy.

RESOLVED, that the Faculty Senate approves provisionally, for four years, the establishment of a new major leading to the M.A. in Foreign Languages and Pedagogy.

- B. Recommendation from the Committee on Undergraduate Studies, with

the concurrence of the Coordinating Committee on Education, for the establishment of a new Honors Degree leading to the Honors B.S. in Business Administration.

RESOLVED, that the Faculty Senate approves the establishment of a new Honors Degree leading to the Honors B.S. in Business Administration.

- C. Recommendation from the Committee on Undergraduate Studies, with the concurrence of the Coordinating Committee on Education, for the establishment of a new Honors Degree leading to the Honors B.S. in Accounting.

RESOLVED, that the Faculty Senate approves the establishment of a new Honors Degree leading to the Honors B.S. in Accounting.

- D. Recommendation from the Committee on Undergraduate Studies, with the concurrence of the Coordinating Committee on Education, for the permanent status of the Bachelor of Applied Science, Engineering Technology.

WHEREAS, the Bachelor of Applied Science, Major: Engineering Technology, has been recognized by the national accrediting agency as a quality program, and

WHEREAS, this program generates tangible benefits to the students who successfully complete it, in terms of recognition by employers, and

WHEREAS, these opportunities are available state-wide; i.e., to students in Kent and Sussex Counties as well as those enrolled at the Newark campus, be it therefore

RESOLVED, that permanent status be granted to the Bachelor of Applied Science, Major: Engineering Technology.

- E. Recommendation from the Committee on Undergraduate Studies, with the concurrence of the Coordinating Committee on Education, for the permanent status of the Bachelor of Applied Science, Agricultural Engineering Technology.

WHEREAS, the Bachelor of Applied Science, Major: Agricultural Engineering Technology has been recognized by the national accrediting agency as a quality program, and

WHEREAS, the program generates tangible benefits to the students who successfully complete it, in terms of recognition by employers, and

WHEREAS, these opportunities are available state-wide; i.e. to students in Kent and Sussex Counties as well as those enrolled at the Newark campus, be it therefore

RESOLVED, that permanent status be granted to the Bachelor of Applied Science, Major: Agricultural Engineering Technology.

- F. Recommendation from the Committee on Undergraduate Studies, with the concurrence of the Coordinating Committee on Education, regarding a minimum grade requirement for all students enrolled in ENGL 110.

This resolution was introduced to extend the minimum grade requirement of the College of Arts and Science to the University. Senator Boncelet expressed his opposition to the resolution because D is considered a passing grade. Discussion established that very few students have graduated from the University with D grades in English 110. Senator Bonner questioned the wisdom of requiring the College of Business and Economics to impose another requirement for graduation. Senator Varnes, an instructor of ENGL 110, responded that the C- standard means, ". . . you can kind of tell what the speaker is trying to say." Senators Hobbie and Daniels questioned if the C- standard should apply to all courses. The question was called by a voice vote and the following resolution was approved:

- WHEREAS, currently the University requires all students to complete ENGL 110, and
- WHEREAS, given such a requirement, it is reasonable to expect all students to demonstrate proficiency in English composition, and
- WHEREAS, such proficiency is an essential element for conducting a successful undergraduate course of study, be it therefore
- RESOLVED, that, effective September 1, 1994, all students enrolling in ENGL 110 must complete the course with a grade of C- or better.

G. Recommendation from the Committee on Committees and Nominations amending the Faculty Handbook concerning the Committee on Instructional, Computing and Research Support Services.

[The original resolution was amended by the Executive Committee in response to Interim Provost Murray's observation that the titles used have been changed. The corrected resolution was presented to the Senate on a viewgraph.]

Frank Dille, Chairperson of the Committee on Committees and Nominations, and President Scott noted that the Director of the Bookstore supported the resolution. The following amended resolution was approved:

- WHEREAS, the University Bookstore is vital to the support of the instructional program of the University, and
- WHEREAS, no Faculty Senate committee currently consults with and advises the Director of the University Bookstore, be it therefore
- RESOLVED, that the charge to the Committee on Instructional, Computing and Research Support Services, as it appears in Section I-III, page I-20, of the Faculty Handbook, be amended as follows:
This committee will advise the Senate on policies, practices, and needs for educational resource facilities and computer facilities. It will further represent the faculty to the Vice President for Information Technologies, the Director of Instructional Technologies Center, the Director of the Library, and the Director of the University Bookstore.

The Committee on Instructional Computing and Research Support Services shall consist of one faculty member from each of the colleges of the University, one of whom shall be appointed as chairperson; an undergraduate student; a graduate student; a designee of the Director of the Library; a designee of the Vice President for Information Technologies; a designee of the Director of Instructional Technologies Center; and a designee of the Director of the University Bookstore.

H. Recommendation from the Committee on Faculty Welfare and Privileges, with the concurrence of the Committee on Committees and Nominations, to revise the "Committee on Faculty Welfare and Privileges Termination and Complaint Procedures."

This item was drafted by the Committee on Faculty Welfare and Privileges and reviewed by the Committee on Committees and Nominations. It was presented to the Senate because the resolution makes a substantial addition to the Procedures of the Committee on Faculty Welfare and Privileges.

Harrison Hall, Chairperson of the Committee on Faculty Welfare and Privileges explained that the existing Procedures were rewritten to follow the form of the Procedures previously passed by the Senate and modified to include the policies of the Faculty Handbook which deal specifically with terminations. Frank Dille added that there are two important distinctions. In a termination hearing, the faculty member has the right to be represented by an

attorney, a right which does not apply to a complaint. Further, in a termination hearing the attorney may lead the discussion, whereas in a complaint the advisor may not participate in the discussion.

Senator Bellamy questioned the standard of proof and asked why "beyond a reasonable doubt" was changed to "clear and convincing evidence." Harrison Hall responded that "beyond a reasonable doubt" was once in a draft of the procedures but never was adopted. The "beyond a reasonable doubt" is used in criminal cases and the "clear and convincing evidence" applies in civil cases. A review of termination procedures of other universities established that civil standard of proof are used. Chairperson Hall added that the procedures in this resolution use the more stringent of the two civil standards.

Frank Murray asked if the termination procedures apply to professional staff with secondary faculty appointments. Chairperson Hall responded that termination of faculty applies only to three grounds: moral turpitude, incompetence, and gross negligence. Individuals with faculty status are entitled to a hearing. Dean Murray also asked for clarification of C.1.a., "Written Letter of Intent to Terminate," which states that the initiator sends the termination letter to the respondent and to the Committee on Faculty Welfare and Privileges. He also asked what happens if the respondent doesn't wish the Committee to know of the intent to terminate. Chairperson Hall answered that the Committee treats termination and complaints with confidentiality and that no action would be taken by the Committee until requested by the respondent of the letter of intent to terminate.

The following resolution then was passed:

WHEREAS, there exists currently no specific procedure for termination hearings, and

WHEREAS, those hearings are much more serious than other hearings conducted by the Committee on Faculty Welfare and Privileges, and

WHEREAS, the Faculty Handbook, Section III-N, sets forth some specifics in regard to termination procedures, and

WHEREAS, major changes require approval of the whole Faculty Senate, therefore be it

RESOLVED, that the attached "Committee on Faculty Welfare and Privileges Termination and Complaint Procedures" be approved by the University Faculty Senate, effective immediately, and placed on file in the University Faculty Senate Office.

I. INTRODUCTION OF NEW BUSINESS

There were no items introduced.

Senate President Scott adjourned the meeting at 5:38 p.m.

Respectfully submitted,

Jon Olson
Secretary
University Faculty Senate

JO/rg

- I. Such items as may come before the Senate. (No motion introduced under new business, except a motion to refer to committee, shall be acted upon until the next meeting of the Senate.)

TA/rg

Attachments: Committee Activities Report

1. Revision of the B.S. in Chemistry
2. Revision of the B.A. in Theater Production
3. Revision of the B.S. in Human Resources: Dietetics

4. Revision of the minor in Food Science
5. Revision of the major in Agricultural Engineering Technology
6. Revision of the minor in Economics
7. Revision of the Master of Business Administration
8. M.S. in Foreign Languages and Pedagogy
9. Honors B.S. in Business Administration
10. Honors B.S. in Accounting
11. Bachelor of Applied Science in Engineering Technology
12. Termination and Complaint Procedures