



## Keep those great ideas coming

One of the best parts of my summer thus far has been going through the incredible ideas presented at the One Idea, One Slide Summit and identifying pathways to move these ideas forward.

The Summit was a campus wide gathering on May 19 at which each of 71 presenters described in two minutes and one slide innovative research questions, concepts for new academic programs, interesting solutions to problems cutting across disciplines, and facilities and equipment needs. I am grateful to the faculty and staff who took to the stage, and for the additional 60 inquiries from people about joining projects they heard about.

The One Idea, One Slide Summit [website](#) provides a listing of each idea and its suggested pathway, as well as a link to the video presentation and slide from the Summit. Presenters, their project teams, and folks indicating an interest in getting involved have all been contacted about the resources and support for taking next steps. We look forward to seeing how all of these ideas develop.

Given the tremendous response to the Summit and its renewed focus on transparency, inclusion and connection, we plan to make this an annual event, and so as ideas come to you over the year, jot them down so you can come out and present them at our next Summit.

With best wishes for the remainder of the summer,

*Kawa*

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## Faculty Affairs

### Recharging, resourcing and reclaiming our agency as faculty members

In the summer, when teaching loads decrease, faculty members have the opportunity to recharge from the busy academic year through well-earned time off, a course redesign, or quality time with a research project. It is also a moment to reflect on why so many faculty feel drained at the end of the year and to identify mechanisms to improve burnout resilience.

According to Rebecca Pope-Ruark, author of [Unraveling Faculty Burnout](#), faculty are driven by long-term goals achieved through meaningful and realistic productivity. Faculty thrive when they pursue their purpose, practice compassion, build deep connections, and develop realistic work-life integration. When members of our academic community are burdened with administrative tasks (e.g., “sludge”) or are asked to do more with less, they often experience burnout. Many people come to academia prone to perfectionism, overachieving, and imposter syndrome; not meeting, or moving toward, the long-term goals so important for faculty vitality can lead to frustration and a sense of professional shame.

Faculty members can counteract this negative framing of their work by building burnout resiliency and pushing back against internal narratives common to those experiencing imposter syndrome. Individual faculty members need to remind themselves of their successes and celebrate them. Taking stock is an inherent part of the appraisal and review processes; it can also happen through a regular update of CV's. We can celebrate success by sharing achievements with our peers, leadership, and community, and by pausing to recharge after a big effort instead of immediately pivoting to the next deadline. Faculty can also support efforts to reduce sludge, protect and activate work time for scholarly endeavors, normalize discussions of challenges and choose collegial and positive interactions at work. Prioritizing collective goals, and paying attention to teaching, mentoring, and supporting students can help build a university culture of support and success (Esteve Corbera et al. 2020).

This academic year, Faculty Affairs will offer a series of workshops on (re)building faculty agency and resiliency.

### Two resources for faculty development

**ACHIEVE, formerly the UD Faculty Achievement Program**, is accepting applications for the fall semester [small group mentoring program](#). This program hosts groups of three to four faculty members from across UD to meet with a faculty mentor weekly throughout the semester to discuss career success skills including networking, time management, and work-life integration in a safe and supportive environment. The small groups are a great place to develop contacts across campus and learn about being a faculty member at UD. Faculty can register for the fall program with [this link](#).

**The National Center for Faculty Development and Diversity (NCFDD)** has a wide range of resources available to help faculty, post-docs, and students navigate the academic career path. Faculty members can access NCFDD's resources through UD's institutional membership at [this link](#). NCFDD also runs the Faculty Success Program three times a year to help faculty members develop the skills necessary to increase research and writing productivity while maintaining healthy work-life integration. [Registration is open](#) for the fall cohort now.

## Graduate College

### Spring Spark! Symposium ignites dialogue

To comprehend beluga whale behavior, imagine you are 11-year-old Riley from the 2015 Disney/Pixar animated film, *Inside Out*.

That is how Ingrid Havron began her talk, “Understanding Beluga Behavior in an Altering Arctic,” at the Graduate College's spring 2023 [Spark! Symposium](#). Billed as “not your typical research symposium,” the biannual event ignites new conversations, ideas, and collaboration among diverse researchers and professionals through engaging, short-form presentations and audience participation. Havron won the people's choice Glow Award for her presentation. Four other graduate students also presented their research via relatable analogies, personal experiences and a touch of humor:

**Melinda Kleczynski**, College of Arts and Sciences, Mathematical Sciences: *Topological data analysis of plant-pollinator interactions*  
**Temitope Idowu**, College of Engineering, Civil and Environmental Engineering: *Engineering Solutions for Protecting U.S. Shorelines from the Consequences of Past Human Activities*  
**Rebecca Lo Presti**, College of Arts and Sciences, Winterthur Program in American Material Culture: *From Smallpox to COVID: Understanding Health of the Self in Pandemics of the Past and Present*  
**Abass Muhammed**, College of Arts and Sciences, Criminology: *Understanding Collective Efficacy and Community Safety in The Streets*

# Academic Programs

## Rethinking the APRs

Over the past six months, the Provost's Office has examined the existing Academic Program Review (APR) process with an eye to reducing the burden that these reports place on units. We are hoping to re-envision the documents and processes so that they become a catalyst for unit self-reflection and new strategic directions. As part of this effort, we are kicking off a series of workshops to support units moving through their processes. This will not only provide an opportunity for *in vivo* feedback, but also create a cohort so that units can leverage cross-unit learning and don't have to go it alone.

We kicked off seven units in spring 2023 that will finish their reports and site visits in late spring 2024. In August 2023, we will kick off another seven units, which will complete the process in fall 2024. Both of these cohorts will have the opportunity to participate in workshops this fall on the content of the reports. Those workshops will be held monthly beginning in early September.

## By the numbers: CTAL's Course Design Institute

In CTAL's Course Design Institute (CDI) in June, multiple cohorts of faculty members worked on a variety of projects involving special themes.

For example, five faculty members in three colleges designed or revised courses in partnership with the Office of Sustainability to engage students on sustainability issues. CTAL also welcomed six new Provost's Teaching Fellows, who are beginning their first year in the [Foundational Course Initiative](#). In total, 41 faculty members (including 27 new faculty) participated in CDI, representing 43 courses, 20 departments and eight colleges and resulting in 2,815 course seats transformed for students.

If you weren't able to join CDI this year, CTAL welcomes all who teach to the new seminar series beginning this fall. In spring 2024, CTAL will offer a seminar-series version of CDI. [Learn more and express your interest here.](#)

## Assessing our Program Education Goals

Ongoing assessment and documentation of our Program Education Goals (PEG) are critical elements in UD's commitment to excellence in teaching and learning, as well as a requirement of our Middle States accreditation. To help make the collection of PEG assessments easier, a new process has been created to enable academic units to submit brief descriptions of their assessment plans and results via a Webform each fall. As recommended by the [Task Force on Learning Goals and Assessment](#), this annual report will be brief, and chairs/directors and their deans will be able to use the reports to help guide collaborative discussions and planning each spring.

Academic units are asked to assess all of their PEGs at least once by fall 2027 or by their next APR self-study, whichever comes later. This

timeline aligns with UD's accreditation requirements and the task force's recommendations. Between now and the fall of 2027, chairs and directors are encouraged to work with Vice Provost Kim Isett to develop a tailored assessment schedule. Additional details on this process and the new reporting structure will be provided over the coming weeks via the Provost's website and the Center for Teaching & Assessment of Learning website, which has already developed [resources, programs and guidance](#) to support this effort.



## Office of Sustainability begins its work

The Office of Sustainability, launched earlier this year, has begun several initiatives to advance UD's sustainability goals.

This summer, the Office is developing a strategic mission, vision, and plan to assure it can meet the objectives outlined in UD's "Forward and Forever" Strategic Plan over the next five years. The plan, which is expected to be finished in the next month, will help the Office to strategically operationalize its short-and long-term goals. Next, the Office will apply for the Association for the Advancement of Sustainability in Higher Education (AASHE) ranking; the application process is expected to be completed in the next 12 months. UD's last ranking of Bronze expired in January 2023. By completing this ranking process, the Office will also be in a better position to benchmark UD's efforts to advance strategic initiatives for improvement.

The Sustainability Council and Office of Sustainability is once again running the Green Hen and Green Grants award programs. The third annual Green Hen award recognizes a student, a staff member and a faculty member for outstanding contributions to sustainability efforts on campus. The 13<sup>th</sup> annual Green Grants award provides seed funding for a research, community engagement or operations sustainability projects to advance the UD community's sustainable solutions.

The Office of Sustainability also partnered with the City of Newark and UD Government Affairs on two successful recycling programs. The annual U Don't Need It Program collected large amounts of furniture and apartment items that students would have otherwise thrown into the garbage when they moved out for the summer. Every attempt is made to upcycle donated items and reduce landfill waste coming from the UD community. Also, the Office launched a recycling program for graduation gowns, including a drop-off site

during Commencement and Convocation ceremonies. Donated gowns will be provided to students in financial need for 2024 ceremonies.



## Library, Museums and Press

### Library gears up for academic year

The Library, Museums and Press supports teaching and learning by collaborating with faculty to craft hands-on lessons and build online materials, such as guides and tutorials, focused on how to find, evaluate, and interpret information, including multimedia, physical and digital materials, and rare objects. Brainstorm ideas with Library staff or request a teaching collaboration as you're preparing for the fall semester.

Please submit your course reserve requests. Requests are processed in order of receipt. Five working days are typically necessary for processing materials.

Morris Library is open throughout the summer. The Special Collections Gallery is also open through Aug. 11. [View](#) our summer hours, conveniently segmented by service points. [Digital collections](#) and [online exhibitions](#) are accessible at any time from wherever you are.

On August 15, the Reading Room will be closed from 1 to 4:30 p.m. due to professional development for Library, Museums and Press staff. The remainder of Morris Library will remain open.

Congratulations to staff member [Mark Samuels Lasner](#), recognized at the most recent UD Board of Trustees meeting with a Medal of Distinction for his contributions to the Library, Museums and Press, and the University!

## Undergraduate Education

### Highlighting undergraduate research

This summer, 216 Summer Scholars and 56 Summer Fellows are participating in our research programs under the guidance of 253 faculty mentors. The Summer Scholars Program allows students to conduct research or creative works full time, while the Summer Fellows Program allows for part-time research or creative work opportunities.

Summer Scholars, Fellows, and students from other UD summer research programs will showcase their work at the Symposium for Undergraduate Research and Creative Activity on Thursday, Aug. 10, in the Harker ISE Lab. Nearly 500 students will share posters or oral presentations. Details about the event are forthcoming. Visit [Undergraduate Research Programs](#) for more information.

## Enrollment Management

### Review of SAT/ACT-optional admissions

In the spring, the Faculty Senate approved a resolution for UD to remain SAT/ACT-optional for undergraduate admission criteria through at least fall 2025. The resolution directed the creation of a joint committee of the Administration and the Faculty Senate to review student diversity, retention and graduation data over the past six years to determine what effects test-optional admissions has had on diversity and/or student success. A joint task force will report its findings to the Senate by April 2024, to be part of any final admission policy regarding the SAT/ACT.

### Get Ready Program gets underway

The 2023 Get Ready Program began July 10 to help conditionally admitted students prepare for arrival at UD in the fall. Coordinated by the Office of Academic Enrichment, Get Ready is a five-week, one-credit program that provides students with specialized peer mentoring and professional academic support. Students get the chance to meet their peers and participate in specially designed orientation activities, including workshops led by UD instructors teaching courses specifically designed to ensure their success. Students also have the opportunity to arrive on campus one week early for the fall semester. Throughout their first year, Get Ready students continue to work closely with support staff to ensure a successful transition to UD, and they benefit from peer-led mentoring, close advising, free tutoring sessions and academic support.



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## Events & Deadlines:

### August

**10 – Symposium for Undergraduate Research and Creative Activity** in Harker ISE Lab. Details about the event are forthcoming. Visit [Undergraduate Research Programs](#) for more information.

**23-25 – Keep Calm & Teach On (KCTO)** – Save the dates for this just-in-time workshop series for instructions preparing to teach with technology in the fall semester. Registration and workshop schedules available in August on the [KCTO website](#).

**28 – Twilight Induction** – Faculty and staff are invited to join President Assanis, Provost Carlson, and others to welcome new students at this annual event on The Green. The ceremony begins at 7:45 p.m.

### September

**11 – Faculty Senate** – The first meeting of the fall semester is scheduled for 4 p.m. Agendas, minutes, and the full meeting schedule are available at [faculty senate.udel.edu](http://faculty senate.udel.edu).

### FYI

**DELICAT** – The Library’s catalog has moved to Alma, a [new services platform](#) to enhance the user experience. To get support using the new interface, check out [this guide](#) or contact your [liaison librarian](#).

**McNair Scholars alumni** – Did you participate in the McNair Scholars Program as an undergraduate? Faculty, staff or graduate students who were McNair Scholars are asked to join the McNair network on campus to help provide networking opportunities for current scholars. Many McNair alumni will participate in the Graduate Student and McNair Alumni Panel Discussion on July 20. To join the UD McNair network, please contact Program Coordinator Ami Patel at [amipatel@udel.edu](mailto:amipatel@udel.edu).

**Instructional Video Services** – UDIT-ATS has two newly renovated studio spaces: the classroom/computer lab in Pearson 305 and a concierge recording studio in Pearson 115. ATS can assist with the production of instructional videos for courses or host academic classes in the classroom studios. More information on the studios is available from [ATS](#).

**ON: Cultivating Student Engagement in Higher Ed** – This podcast, originally produced by former Lerner professor Katy Berkow, will continue under the expert guidance of Lauren Kelley, an instructional designer in UDIT-ATS. The reimagined podcast will still provide teaching perspectives related to instructors and students; it will also shift toward the value that technology and innovation add to the teaching and learning practice. Listen [here](#).

**Professional and Continuing Studies catalog** – The fall 2023 program guide from UD’s Division of Professional and Continuing Studies is available [online](#) and has been distributed to on-campus UD faculty and staff. With the theme “PCS Educates for Life,” the catalog highlights a wide range of educational opportunities for learners of almost any age, career path or background, including pre-college programs, noncredit professional development certificates, online degree programs and more.

**Osher Lifelong Learning Institute** – Nearly 300 fall classes are scheduled starting Sept. 5 in OLLI’s Dover, Lewes, Ocean View and Wilmington locations, as well as online. One of the first and largest lifelong learning programs in the country, UD’s OLLI program is structured as an educational cooperative with volunteer instructors at the heart of the program. Fall topics range from a class on the American news media co-taught by retired National Public Radio host Liane Hansen with UD’s Ralph Begleiter, former CNN journalist and founding director of UD’s Center for Political Communication, to classes in the arts, music performance, genealogy, history, writing, yoga and tai chi, the environment, current events, book club, hobbies and more. Open houses are set for Aug. 7-10. For information, visit [UD’s Osher Lifelong Learning Institute](#).