

GENERAL FACULY MEETING

May 3, 2021 at 3:00 PM

Minutes

I. Proposed Constitutional Amendment

Introduced by Senate President Charles Boncelet

Recommendation from the Senate Executive Committee (Charles Boncelet, chair) with the concurrence of the Senate Rules Committee (Brian Hanson, chair) to change Section 1.1.IX of the Faculty Handbook to allow the Senate to pursue further amendments to Sections 1.1.VIII and 1.1.IX of the Faculty Handbook

WHEREAS the Constitution of the Faculty of the University of Delaware contains two subsections, 1.1.8 and 1.1.9, that, according to section 1.1.9, may only be amended by a two thirds vote of a quorum of the University Faculty in a General Faculty Meeting, and

WHEREAS a quorum of the University Faculty in a General Faculty Meeting is defined in section 1.1.8 as one quarter of the voting faculty of the University, a policy adopted in the early years of the Faculty Senate with a much smaller University and Faculty than at present, and

WHEREAS a quorum is now well in excess of 300, which is greater than the attendance of any in person general faculty meeting in living memory, making amendment of sections 1.1.8 and 1.1.9 effectively impossible under normal conditions, and

WHEREAS the acceptance of virtual attendance and voting during the COVID 19 pandemic of 2020 and 2021 has given the university a unique opportunity to remedy this situation be it therefore

RESOLVED that section 1.1.9 of the Constitution shall be modified according to (Attachment 1) with the two goals of facilitating representative government by according the power to amend any section of the Constitution to the Faculty Senate and to accept that in case of any need to institute a whole faculty vote or Senate vote, a voting system that is carried out by virtual or remote or asynchronous methods that are accepted by the Faculty Senate, taking into account the technology of the time, shall be acceptable in lieu of in person voting.

Voting link (will be active during the GFM):

https://delaware.ca1.qualtrics.com/jfe/form/SV_4NhsjQ6Y2m77OpU

Results

399 valid votes were received, with the results of 385 Yes, 11 No, 3 Abstain. The amendment to the constitution is adopted.

II. Remarks by President Assanis

[Slides](#)

- We are in the final weeks of an incredible academic year with many challenges both personal and professional as a university and a nation and globally. At the heart of our success is our shared commitment to protect the health and safety of our community. We have 71300 tests this academic year with a 1.47% positive test rate. We thank the Allen Lab, Residence Life, Student Services, and more for helping. Our next goal is vaccination. We have had at least 3455 employees and 7507 students at least partially vaccinated, and only 250 have indicated that they would not be vaccinated. We are working to have vaccinations on campus. Whenever we have appointments they fill up quickly. We have a second-dose event today with 1000 signed up and 800 first-doses will be given on Thursday.
- A few of many recent accomplishments by the faculty.
 - Shubha Patvardhan (Management): has been named a 2020 Research and Strategic Management Program Scholar for her research on imagination and strategic choices.
 - Shuo Wei (Biological Sciences) has been awarded a \$1.8M NIH grant to study birth defects caused by genetic mutations.
 - Sarah Bruch (Biden School) has been honored with a William Foote White Distinguished Career Award, recognizing her contribution to sociological practice and public sociology.
 - Peter Williams (Art) has been awarded a very prestigious Guggenheim fellowship in fine arts.
 - Terry Papoutsakis (Chemical and Biomolecular Engineering) has been named to the National Academy of Inventors.
 - Jeremy Firestone (Marine Science and Policy) has received a \$2M Department of Energy grant to explore the decision-making process for those who are adopting solar energy systems and use of electric vehicles.
 - Roberta Golinkoff (Education) has been elected to the National Academy of Education
 - Amanda Owen van Horne (College of Health Sciences) has been awarded a 5 year, \$2M grant from NIH to study cost-effective ways to help children with language disorders.
 - Doug Tallamy (Entomology and Wildlife Ecology) published a book, *The Nature of Oak*, that is getting national meeting attention. It shows how oaks tie together food webs among insects and other trees, and how they are modified by climate change.
- Your contributions to education and research, engagement and service, have continued to go forward. We had \$176M (+2.7% over last year) research funding. This is a testament to all the work you are doing and to the Research Office that is supporting you.
- Students have continued to shine. A few examples:

- Kopo Oromeng (Geography and Spatial Sciences) and Jackie Ramatlapeng (Earth Sciences) have both received the prestigious Schlumberger Foundation Faculty of the Future Fellowships that provide \$50,000 per year for doctoral studies.
 - Anna Shields (Biden School) has been recognized by the International City and County Management Association with a Local Government Early Career Service Certificate.
 - Upper class students in Lerner have helped launched a network to help new students develop a sense of community despite the pandemic.
 - Art students have worked with the Department of Transportation to develop plans for public art at transit hubs within the state.
- 73% four-year graduation rate, one of the highest among public universities, but we have a goal of 80%. We retained 96.5% of first-year students from fall to spring semester this year. Programs allowing students to carryover credits not used in their Fall tuition into Winter or Summer have certainly helped.
- Student athletes have been very successful. 290 student athletes made the CAA honor roll with a GPA of 3.0 or higher. It has been a long time since our football team reached the semifinals of the NCAA FCS tournament and were CAA champions for the regular season. They are not the only team that was very successful. We also had outstanding seasons for Women's Basketball (24-5, CAA Regular Season Champions at 16-2, WNIT Final Four), Field Hockey (6-4, CAA Tournament Champions, NCAA 1st round), and Men's Lacrosse (10-2, in the CAA semifinals, CAA Regular Season Champions at 7-1 and #12 ranked team in the country).
- Commencements will be split up, with 23% capacity in Delaware Stadium -- allows 1500 students with 2 guests each. We will have a separate commencement for the class of 2020 we will have Ty Jones who is producing artistic director of The Classical Theatre of Harlem. He is an MFA alumnus of the Professional Theatre Training Program at UD. We will announce the honorary doctorates soon, but plan to have one for each commencement. The ceremonies will be:
 - Doctoral Hooding: 4 p.m. Thursday May 27.
 - Class of 2021 Commencements
 - Arts and Sciences: 9 a.m. Friday, May 28.
 - Agriculture and Natural Resources; Earth, Ocean, and Environment; and Engineering: 7 p.m. Friday, May 28.
 - Education and Human Development, Health Sciences: 9 a.m. Saturday, May 29.
 - Lerner College of Business and Economics, Biden School of Public Policy and Administration: 7 p.m. Saturday, May 29.
 - Class of 2020 Commencement: 10:30 a.m. Sunday, May 30.
- We have mitigated our unprecedented financial challenges. As of February, our estimated FY 21 operating deficit was \$80.2M, and we are down to a \$13M deficit estimate by year end. Expenses were reduced for travel and supplies, because we weren't traveling and we weren't teaching in person, and other austerity measures. The university received \$60M in aid from the Higher Education Relief Fund (HERF) and \$21.9M in student aid from HERF.

We had higher Spring tuition than expected because of the high retention, and lower COVID mitigation expenses than expected.

- We thank our many donors. We have raised \$76M so far in this fiscal year and expect to end the year above \$80M. We have the I♥UD giving date on May 5. Examples of programs supported by donations are Ag Day for 2022, the Vicky Cassman undergraduate award in Art Conservation, Lab School Library enhancement primarily for nature and mindfulness, the African Violet scholarship supporting Delta Sigma Theta sorority -- the first black sorority at UD, and the Center for Economic Education and Entrepreneurship celebrating 50 years of promoting economic and financial literacy for K-12.
- This is a small sample of our accomplishments. See <https://www.udel.edu/about/leadership/president/annual-report/> for more accomplishments, such as waste-water sampling, COVID prevalence, the complete redesign of Worrilow Hall, and that we have moved in to the Ammon Pinizzotto Biopharmaceutical Innovation Center and we are spinning off companies from that.
- This Summer 24% UG and 57% grad courses will be face-to-face or blended. Study abroad remains suspended for this summer. Day camps are being held, but largely outdoors, following state guidelines.
- First- and second-year students will get priority. This Fall, residence halls are planning on 100% occupancy, including most living-learning communities. The Wellbeing Center at Warner Hall will be ready by Fall. Fall Athletics will have more competition, more club sports, and more facility access. Testing and capacity for sports will depend on CDC and NCAA guidance. Most buildings are accessible, but about 60 are still closed. We have to deal with HVAC and plumbing systems that have been dormant for more than a year. Our priority is facilities that serve a lot of students.
- In Research, we are hoping to go from Phase 3 to Phase 4 soon, moving from 67% of the research community to 85% to 100%. Research-related travel for people who are fully vaccinated can begin to resume. We expect summer undergraduate research to be back to face-to-face this summer. We will of course react to COVID spikes.
- Nationwide, we are seeing the positive effect of the vaccine, with cases down 65% because of vaccines. Our Governor says that next week the supply of vaccine in Delaware will exceed demand. The benefits of the vaccine far outweigh the risks. We continue with face coverings and physical distance, and we feel that we are finally breaking the hold that the pandemic has had on us for the past year. We know that 50% to 60% of our faculty and staff have been vaccinated, but it's more like 20% to 30% for students. While risk of serious illness is low for students, they can still spread it because they live and socialize in close quarters, which is what we want them to do. We are seriously considering making vaccination mandatory for students as a growing number of public institutions are doing. Rutgers, Maryland, Michigan State, and many more required vaccination. At least 190 higher education institutions now require it of their students. We hope to get to having vaccination clinics on STAR campus. Having more of our students vaccinated will enable us to return to face-to-face.

- For Fall we expect UG courses to be 73% face-to-face or blended. Sections with >100 cannot be face-to-face, but we are working to ensure that all students have at least some face-to-face exposure, perhaps in recitation sections. Graduate course sections are 60% face-to-face or blended at this time, and that number is also likely to go up. Study Abroad should resume in the Fall, but students are encouraged to register for Newark classes in case they cannot go abroad. World Scholars from Fall 2020 will go to Madrid, Rome, and Athens this fall. World Scholars for Fall 2021 will shifted to Spring 2022, where we have 60 for Rome, 99 for Madrid, 48 for Athens, and 62 for New Zealand. We are optimistic that we can do New Zealand by next spring.
- New Blue Hens for Fall: we had 33800 applications, with Delawareans up 2%, out-of-state up 30% to 35%. We admitted 23600, with Delawareans up 10% and the Honors College up 13%. Deposits are close to target: 4350 as of May 1, with a target of 4400, up 30% among Black students and 23% among Latino students. All of these are record highs. Yield is critically important, as those who have paid deposits are not here yet. We are increasing campus tours and outreach, and I urge the faculty to do everything you can to help bring these students in. Our traditional melt is 5% to 6%, but tradition means nothing during COVID. While there will be some melt, we are extending the deposit deadline from May 1 to June 1, and we still have not heard from many international students. We are cautiously optimistic that we will make our enrollment targets
- Graduate applications were 5069, up 19% from 2020. Domestic underrepresented minorities (URM) are up 38%, international applications are up 6%. Admitted and accepted yield is 80% for paying masters students and 58% for paying doctoral students. We have lowered our tuition rates to \$950/credit from \$1898/credit, but now we don't discount it, which was 50% and more in the past. This new rate reflects what we were typically charging.
- For FY22 we had projected range of \$30M deficit to \$3M surplus. This uncertainty depends on UG incoming class size, a tuition rate increase of 2%, a 5% net tuition revenue increase for graduate school, residence halls at full capacity, minimal fee increases for housing, dining, and comprehensive fee, structural pay increases for faculty and staff, and keeping nonsalary spending at FY20 levels. We have potential for a balanced budget if everything goes well, but projections are for a final balance from +\$3M to -\$30M for next year. We are trending very well in terms of enrollment. Some recurring staff reduction savings will be offset by some strategic hires. Faculty hires will be made to maintain current faculty levels, and we have grown by about 130 in the past year. We hope to increase our deferred maintenance budget from \$9M to \$18M per year and inch it up even more in the futures. We are still paying some of the old bills this year. We need to get going on a reimagined McKinley Hall, with just the demolition happening this year.
- Middle States Accreditation is proceeding. In 2019 we gathered internal evidence, in 2020 we gathered community input. We released a self-study last winter reassessed in light of the pandemic. We have more town halls about this scheduled. Virtual visits by Middle States committee chair will be in June and November/December for whole team.
- We are refreshing our strategic plan in light of the pandemic. The five pillars we had in 2016 will remain the basis, but they need to be evaluated in light of the changes from the

pandemic. We are going to have a number of forums from the working groups in the coming weeks to engage the community about what they have been doing.

- Strategic planning framework questions for moving forward:
 - What is the competitive advantage of UD today? What is differentiating about the UD experience (academic and nonacademic)?
 - Where do we aspire to be in the next 5 to 20 years? What contributions to society will UD be known for?
 - What are the metrics of success for each of our strategic pillars? What are the envisioned quick wins?
 - How does UD contribute to an affordable education? How can we lead students to significantly reduce time to completion, attainment, and graduation?
 - What will the future of work look like? How can we best align our programs to ensure our graduates have the skills to be successful in the workforce of tomorrow?
 - What does the sustainable campus of the future look like? What is the optimum balance of physical and virtual spaces? How will UD maximize the value and use of its physical capital throughout the year?

Questions

- Charles Boncelet (Electrical and Computer Engineering and Senate President) Thank you for your leadership during the past year.

Pres. Assanis: I have to thank my team. Don't underestimate what we have accomplished -- go to the websites of many other universities. We are in very good shape to thrive compared to other institutions.

- John Morgan (Physics and Astronomy): Along with 1000s of other people we are relieved that the university is now in enormously better financial shape than it seemed to be 6 months ago. I sound a note of caution because of the new variants of COVID that are possibly more transmissible and more likely to evade our current vaccines. I suggest we avoid major financial commitments in the coming year until we are sure COVID is behind us.

Pres. Assanis: Yes John, we are thinking about that. We are not planning on taking on any very expensive projects in the next year or faculty with high startups. In terms of capital, we continue Drake remodeling which are state funded, and our eyes are on McKinley which could be \$120M to \$150M. Getting that science site back is crucial to many programs, but all we will do in the coming year is demolish the existing structure, and the final decision as to what will be built is going to next year.

- John Gizis (Physics and Astronomy): The Women's Caucus has showed that there are significant impacts from our children not being in school. There are huge impacts this year with long-term impacts on faculty how are parents.

Pres. Assanis: This is an area we are discussing right now. We are working on how to notify people and get people back. Reopening is a lot more difficult than shutting down, it's more of a process.

Provost Robin Morgan: I want to commend Matt Kinservik, the ADVANCE group, and others, who have been doing a lot of work on the inequities, including very strong ones between men and women, but there are also many men who have had serious issues. Certainly child-care is an issue, as well as elderly care issues. We had a letter from a female faculty who had 7 days in the last 14 months that were normal work days because of daycare and home schooling issues. We will be asking for revisions of P&T documents to make sure that people are properly evaluated for the circumstances they went through.

- Charles Boncelet: Thank you for letting us have the vote.

Meeting adjourned at 4:10