

University of Delaware
College of Agriculture and Natural Resources
College Faculty Meeting, Wednesday, May 18, 2016, 9:30-11:30 pm
132 Townsend Hall
<https://canr.zoom.us/j/122876605>

MINUTES

Faculty Attendees:

1. Mark Rieger, Dean
2. Eric Wommack, Deputy Dean
3. Michelle Rodgers, Associate Dean
4. Steve Hastings, APEC
5. Amy Shober, PLSC
6. Josh Duke, APEC
7. Leah Palm-Forster, APEC
8. Janine Sherrier, PLSC
9. Shree Inamdar, PLSC
10. Arba Henry, Ag Ed
11. Chris Williams, ENWC
12. Calvin Keeler, ANFS
13. Tanya Gressley, ANFS
14. Lesa Griffiths, ANFS
15. Bob Alphin, ANFS
16. Jeff Fuhrmann, PLSC
17. Ryan Arsenal, ANFS
18. Judy Hough-Goldstein, ENWE
19. Angelia Seyfferth, PLSC
20. Randy Wisser, PLSC
21. Jake Bowman, ENWE
22. Mark Parcells, ANFS
23. Jeff Buler, ENWE
24. Limin Kung, ANFS
25. Marlene Emara, ANFS
26. Erin Brannick, ANFS
27. Haiqiang Chen, ANFS
28. Sue Snider, ANFS
29. Carmine Balascio, PLSC

30. Kent Messer, APEC
31. Eric Benson, ANFS
32. Hong Li, ANFS

Staff Attendees:

1. Barbra Ferrell, PLSC
2. Theresa Cometa, Undergraduate Student Services
3. Katie Daly, Undergraduate Student Services
4. Kim Yackoski, Undergraduate Student Services
5. Jenny McDermott, Ag Admin
6. Kathy Lyons, Ag Admin
7. Kawkab Rasheed, Ag Admin
8. Becky George, ANFS
9. Ann Marie Green, ANFS
10. Susan Olson, APEC
11. Adam Thomas, Ag Communications
12. Christy Mannering, Ag Communications
13. Jen Clem, Ag Admin
14. Doug Crouse, Cooperative Extension
15. Adrienne Shearer, ANFS
16. Cathy Kinney, Ag Admin
17. Grace Wisser, Ag Admin

Guest Attendee:

Provost Domenico Grasso

Order of Business established according to the By-laws and approved by the voting membership of the College of Agriculture and Natural Resources, February 12, 2015.

Welcome – Dean Mark Rieger

- Call to Order

- The meeting was called to order at 9:30 am
- Dean Rieger welcomed everyone and introduced Provost Domenico Grasso
- Provost Domenico Grasso – Brief remarks and open Q&A session
 - The year's Ag Day was the best he ever attended; congratulations to all for a job well done
 - "Smart Cities" – more and more people are moving into cities; consider this as future plans in education and technology advance
 - New budget system continues to be remodeled before launch
 - P&T – committee formed, led by Matt Kinservik, to explore promotion standards; must create a shared-vision to be successful
 - The following topics were discussed during the Q&A session:
 - How revisions to P&T documents will play into the new vision
 - The UD Leadership will decide how the new budget model will capture research and scholarship; the model needs to ensure funds for all units
 - The research component with students is the interface between faculty and students and there is an incentive in the new model to allow for resources such as this to be available but we must also be creative with our resources
 - Scholarship is a discipline of which is being refined and includes recognition by people outside the university, and equates to research
 - The majority of our funds come from tuition dollars
 - Faculty should strive for excellence in the classroom and everything we do
 - Extension representation is very important for success, as well as a "shared-vision" of which faculty will be evaluated on
 - There needs to be clarity in resolving CT and tenured Extension faculty differences and similarities
 - If all faculty need to be excellent in everything they do, then all faculty should be tenured-track.
 - The tenured standards will be revisited based on shared governance in visions and opportunities
 - The pace of change is aggressive
 - The Faculty Senate does a great job with curriculum issues but needs to be more aggressive tackling other important issues affecting the University
 - There is uncertainty about changes of the incoming president
 - Faculty struggle with budget changes and instability; attempts continue to bring people together in decision-making processes

- The administration and faculty need to come to an agreement about defining the process of evaluating student engagement
 - In order to compete with other universities, particularly in Equine, necessary changes need to be made to attract more students to south campus and increase competition with other universities
 - The CANR Strategic Hiring Plan is a model for the University and an essential instrument in the hiring process in the way the University should not hire based on replacements
 - Faculty would be less anxious if the University would trust their ability
 - Faculty performance should be influential and productive
 - CANR has a very good strategic plan in place
 - Resources in the college have been freed-up by the result of placing graduate students on grants
 - CANR's post-tenure review process is a model for other colleges
- The dean and faculty thanked the Provost for his time
- Establish Quorum – “A simple majority of the voting membership of the college faculty not on official leave shall constitute a quorum.” There are 77 faculty members in the college; majority needed to secure a vote 60% – 47. The number of faculty attending this meeting totaled 29; therefore, a quorum was not met; however, there were no items brought forth that required a vote at this time.
- Announcements
 - Introduction of new staff:
 - **December 2015** - Serena Conner, Admin Asst. II, Coop. Ext.
 - **January 2016** - Nancy Mears, Extension Agent II, Coop. Ext.; Grace Wisser, Misc.-wage, Ag Admin
 - **March 2016** - Catherine Hamrick, Communications Manager, Ag Admin
 - **April 2016** - Mary Edwards, Nutrition Assist., Coop. Ext.; Ann Marie Green, Admin Asst. III, ANFS; Cyndi Rhodes, Admin Asst. II, Kent County
 - **Kim Moore** – Program Coordinator in Kent County
- Approval of the Minutes-December 10, 2015
 - <http://canr.udel.edu/about-us/staff-resources/>
 - The meetings of the previous meeting were approved
- Approval of the Agenda
 - The current agenda was approved as written

Old Business

- Business not listed on the agenda may be brought forth at this time.
 - ANR major – Dr. Sherrier will work with college committee to clarify the composition of the ANR major

New Business

- **AAUP** – Dr. Calvin Keeler
 - Contract expires June 30, 2016
 - Negotiations are on-going and will involve the new president
 - Retirement changes include retirements as a “liability,” but the cash budget does not allow for this
 - Raises will be better this year but no salary increases will be implemented until new contract is resolved

College Update

- **College Policies & Procedures** Manual (<http://canr.udel.edu/about-us/staff-resources/>) – Dean Mark Rieger
 - Enrollment update was presented
 - Numbers are steady
 - Minority number is largest among all colleges
 - Acknowledgment to Tanya Gressley for her great work in diversity
 - FY16 budget was good; future outlook looks good
 - Major investments were made in infrastructure and staff
 - Over \$7 million in fundraising was raised
 - FY17 – last year for RBB; taxes will increase
 - We will continue to grow in teaching, develop new revenue streams, cut costs where possible
- **F&A and the CANR Research Enterprise and CANR Graduate Programs** – Dr. Eric Wommack, Deputy and Associate Dean of Research and Graduation Education
 - Strategic Hiring Retreat – discussed ways to write revenues and cut costs
 - Detailed breakdown of F&A cost was presented
 - College is doing well in Sponsored Programs
 - The College had 81 sponsored research awards in FY16
 - CANR Seed Grant Program award winners:
 - Randy Wisser, et al.
 - Bob Dyer, et al.
 - Angelia Seyfferth and Nicole Donofrio
 - Cooperative Seed Grant award winners:
 - Hong Li, et al.
 - Tara Trammell, et al.
 - Benton Award winners:

- Amanda Roberson, M.S., Plant & Soil Sciences
 - Solny Adalsteinsson, Ph.D., Entomology & Wildlife Ecology
 - 2016 CANR Research Symposium was a great success with 8 winners
 - Appreciation to the faculty, poster judges, and staff who participated
 - Recent AFRI news: <https://nifa.usda.gov/press-release/csrees-announces-agriculture-and-food-research-initiative-funding-opportunities>
- **Cooperative Extension** – Dr. Michelle Rodgers, Associate Dean and Director of Cooperative Extension
 - Cooperative Extension’s new tagline – “4-H Grows Here”
 - Launched national campaign promoting Cooperative Extension
 - National goal is to promote enrollment among youth
 - Jennifer Nettles is the national spokesperson for 4-H
 - Delaware 4-H foundation assists with funding
 - Staffing plan underway in priority positions
 - Need to redefine the “specialists” titles
 - JoAnn Whalen – this year’s winner of the Ratledge Family Award
 - Richard Taylor – this year’s winner of the CANR Excellence in Extension Award
- **Committee Reports**
 - Courses & Curriculum Committee, Carmine Balascio
 - Five major items brought forth on curriculum revisions were approved by faculty senate; all but the ANR revisions were approved by the faculty senate; ANR revisions withdrawn for consideration since administration of the program may change to a department home:
 - Department of Animal and Food Sciences Curricula Revisions
 - Revisions of the Agriculture and Natural Resources (ANR) Program
 - Establishment of a B.S. in Landscape Architecture (BSLA) Program by the Department of Plant and Soil Sciences
 - Disestablishment of the Environmental Soil Science (ESOS) Program by the Department of Plant and Soil Sciences
 - Disestablishment of the Plant Protection (PLPR) Program by the Department of Plant and Soil Sciences
 - Faculty Senate Committee, Chris Williams
 - Resolution passed for SAT to be optional
 - Assured transparency for higher administrative hires and the need for faculty representation
 - See the UD Faculty Handbook for changes to CT faculty guidelines
 - See Chris Williams with any questions or concerns regarding P&T

- Article 3 – Calvin Keeler – Bylaws of the UD Board of Trustees:
 - ✓ BOT writes its own bylaws
 - ✓ Article 3 needs to be revised
 - ✓ An ad hoc committee has been formed by Nancy Targett, Acting President
 - ✓ Faculty are defined as having faculty appointments
 - ✓ Faculty Handbook revisions are in process
- Promotion & Tenure Committee, Jules Bruck
 - Matt Kinservik and university administrative team will explore promotion standards
- Space Committee, Mark Parcels
 - Members of this committee include:
 - Recommendations were made to the dean on space needs
 - A list of space accomplishments was presented
- Staff Advisory Council District #5 Representative – Christy Mannering
 - Changes to retirement plan and grievance policy were discussed
- Greenhouse Advisory Committee, Tom Evans
 - Nothing new to report at this time

Other Items – Mark Rieger

- Congratulations to the following faculty and staff:
 - Lesa Griffiths, new TA Baker Professor
 - Chris Williams, promotion to professor
 - Richard Morris, winner of the Superior Staff Accomplishment Award (SSAA)
 - Richard Taylor, winner of the Cooperative Extension Award

Adjournment – Mark Rieger

- The meeting was adjourned at 11:50 am

Respectfully submitted,
Cathy Kinney