

## Minutes for Graduate College Council Meeting

November 8, 2021

Unapproved as of December 5, 2021. To be offered for approval at December meeting

Meeting called to order at 3:30PM

Attendance: Saleem Ali, Constantin Bacuta, Bill Barnett, Subhasis Biswas, Libbey Bowen, Tom Buckley, Jeff Buler, Nigel Caplan, Clara Chan, Emily Davis, Lu Ann DeCunzo, Chelsia Douglas, Amy Griffin, Lars Gundlach, Rena Hallam, Aviva Heyn, Gregory Kane, Kelli Kerbawy, Cindy King, Paul Laux (by recorded video, to take minutes), Mary Martin, LaRuth McAfee, Michael Michaud, Ikem Okoye, Laura Porter, Maria Anne Purciello, Bernadette Racicot, Charlie Riordan, Lou Rossi, Barbara Settles, Suprawee Tepsuporn, Shuo Wei, Owen White, Caroline Williams, Joshua Zide, Ryan Zurakowski

Agenda approved. (Joshua Zide moved, Reena Hallam seconded.)

Minutes approved. (Joshua Zide moved, Maria Anne Purciello seconded.)

Action item: Changes to awards as previously presented at October meeting (see Chairperson's slides, attached)

- Specifically: "Unidel" award changes, Grad Scholar Award changes, Doctoral and Dissertation award merger, and Breaking Barriers fellowship. (Unidel is not the formal name, but it is commonly used to refer to this award.) See slides for details. These changes have been proposed and approved by Awards Committee. The endorsement of the Graduate College Council for the pro
- Discussion of voting on all awards together or separately, and possibly breaking out sub-proposals. Group proceeded to vote on each of the 4 proposals separately.
- Regarding "Unidel" award proposal, the proposal was overviewed verbally. Discussion followed. The point made that the alternative name has not been decided on, but the recommendation is to remove the 'distinguished scholar' part of the name to avoid confusion with university distinguished scholar award. Also, Unidel may not want their name on the award (i.e., they often do not want their name on projects they support).
  - First vote re "Unidel" award. Specifically stated before vote that it is understood that the vote is on the text of the proposal as on the slide. The exact name is not included on the slide.
  - Vote: Unanimously adopted.
- Regarding Graduate Scholar Award proposal, the proposal was overviewed verbally. Discussion followed. A question was asked about whether Grad Scholar professional development support and other professional development support could be awarded to same person. Answer is that multiple sources of support would be allowed. Also a question was asked about the impact of adding renewability on the university's ability to offer awards to others. Answer is that it could make a difference but might not make a big difference, as not everyone asks for renewal. Dean comments that this is a budgeting issue, and this aspect would be planned for. A question was asked about whether professional development money would be handled as a reimbursement or otherwise. Answer is that it might be a reimbursement, but in many cases it is a purchase made via

normal departmental processes. A question arose about whether this could apply to textbooks and similar. Answer is that this is not specified at this point.

- Second vote is regarding the Graduate Scholar Award, regarding the text on the slide. Question is whether Graduate College Council offers its endorsement. Vote: Unanimously approved.
- Regarding Doctoral Fellowship for Excellence and Inclusion (i.e. the doctoral and dissertation awards merger) proposal, the proposal was overviewed verbally. Discussion followed. A question was asked about whether the proposal removes the requirement to rank for nominations. Answer is no. Amendment proposed (in chat comment) that proposal be changed to say that award can be received two times rather than for two years. This was never seconded. Discussion continued. A question was asked to request for examples of demonstrated excellence in diversity. A list of examples was added, which focused on contributions and actions. The suggestion arose that the proposal add the word 'promoting' or 'fostering' diversity, to clarify that this is to award for 'something you do rather than something you are.' Committee chair accepted as friendly amendment. Point was made that this new arrangement may give departments more flexibility in how to choose nominations, helping them to emphasize aid when most helpful in students' processes. Point was made that excellence in all 3 noted areas is the intent of the proposal. The topic of rankings of candidates arose again. Program rankings are not routinely shared with faculty reviewers prior to their rankings, but only afterward. Program's rankings may affect awards in cases where faculty committee ranks two candidates similarly. A preference was expressed for having the language changed to awards for one year with possibility of renewal, rather than for two years. The proposal as written was put on the screen, which says 'students may hold the award for two years.' Committee chair said would accept that as a friendly amendment. The language on the slide was not changed.
  - Third vote is regarding the merger of awards proposal, regarding the text on the slide. Question is whether Graduate College Council offers its endorsement. Vote: Unanimously approved.
- Regarding Breaking Barriers Opportunity, the proposal was overviewed verbally. Discussion followed. Question asked about the size of the award. Answer is a standard full fellowship at then-standard rate. Question about whether masters and doctoral program are eligible. Answer is yes. Question about when this would go into effect. Answer is first funding would be for advertisement in Fall 2022, with spending on awards to students in following year.
  - Fourth vote is regarding the Breaking Barriers Award proposal, regarding the text on the slide. Question is whether Graduate College Council offers its endorsement. Outcome of vote was not explicitly stated. Appears to be unanimously approved.

#### Overview of Graduate Student issues and concerns (Chelsia Douglas).

- Information on top issues and concerns of graduate students has been collected.
  - Quality of counseling is a top priority. Issues of concern include the number of visits available, cost of counseling for off-campus counseling, and counselors

being insufficiently sensitive to needs of graduate students versus undergraduate students.

- Housing is a concern. Some call it a crisis, and some say they have had to delay education and/or move further from campus. A focus group to gather information on this topic would be welcomed.
- Networking opportunities with students from other departments and with alumni would be valuable. Students would like this to be provided by College rather than Departments to provide for diversity of contacts.
- Some students would like to be involved with curriculum committees in their programs.
- Some concerns were raised about being sensitive to student needs and impairments.
- Graduate Student Voices night is next Friday, and tonight is the public Graduate Student Government meeting.
- Discussion followed.
  - Dean offers to publicize in graduate student newsletter any events that are open to all graduate students.

#### Interdisciplinary Curriculum Committee (Laura Desimone)

- Two program proposals moved forward from Committee with approval to be housed in the Graduate College.
  - Quantum Science and Engineering (Masters and Ph.D)
  - Masters in Evaluation Science (Virtual)
- These will move to Faculty Senate directly from the Committee. Graduate College Council does not vote on these matters

#### Dean's Report (Lou Rossi, see his slides attached)

- Strategic plan
  - Feedback has been collected, copyediting underway
  - Two action items relating to advocating for graduate student welfare and advocating for conditions of employment for graduate students have been added. These will result in language in the plan to accept these charges
  - A number of questions were asked and answered in the feedback. See slides for these.
- Budget model
  - Discussion deferred to next meeting
- Provost search
  - Search is underway. Dean is on the search committee. Search firm has been engaged. Plan is for an 8-10 week track to bring a short list to President. Committee is at the start of the track. It will be a closed search. Search committee will hold forums for the UD committee over the next few weeks. Dean would like

to hear of any recommendations from UD faculty or students, and will pass onto search firm. President has asked for an unranked short list.

- Question about how the provost job will be presented to the candidates, in particular how much autonomy the new provost will have? Dean suggests providing names, and let candidates assess if this is a job they would want as the process proceeds. Job description states that President is Chief Academic Officer.

Meeting adjourned at about 4:55 PM.

Respectfully submitted,

Paul Laux  
Secretary

# Graduate College Council Meeting

11/8/21

3:30-4:30pm

# Agenda

1. Call to order (Davis - 5 minutes)
  - a. Approval of agenda
  - b. Approval of minutes from October meeting
2. Action Items (20 minutes)
  - a. Discussion, motion and vote on changes to awards discussed at October meeting
3. Standing reports
  - Graduate student report (Chelsia Douglas - 5 minutes)
4. Committee reports
  - a. Interdisciplinary Curriculum Committee (Laura Desimone - 10 minutes)
5. Dean's report and questions (Rossi - 20 minutes)
  - a. Update on feedback to the strategic plan
  - b. Update on changes to budget model
  - c. Update on Provost search
6. New business
  - a. Next meeting: December 13 @ 3:30pm
  - b. New business
7. Adjournment

## **Action Item: Changes to Graduate Awards**

**(15 minutes)**

### **Items Up for Approval:**

1. Unidel Fellowship changes
2. University Graduate Scholar Awards changes
3. Doctoral Fellowship and Dissertation Fellowship merger/Doctoral Fellowship for Excellence & Innovation creation
4. Breaking Barriers creation

# Unidel Fellowship – Proposed Changes

- Change formal name to minimize potential confusion with Graduate Scholar Awards (e.g., Unidel Presidential Fellowship or Unidel Dean’s Award)
- Clarify purpose – “This is the premier award offered to doctoral students by the University of Delaware. It is used to 1) recruit exceptional doctoral students from diverse backgrounds and training to UD, and 2) provide matriculated students with intellectual and professional experiences that foster the development of disciplinary and community leaders.”
- Add language in nomination instructions to clarify value of programs translating value/attractiveness of nominees with non-academic backgrounds
- Add expectation of fellow presenting research at a professional conference relevant to student’s career aspirations at least once during doctoral program



# Graduate Scholar Award – Proposed Changes

- All awards come with opportunity to be renewed for a second year
- Funding should be made available so awardees have access to \$1k/year for professional development needs
- Renewal nomination letter must come from advisor

# Doctoral Fellowship for Excellence & Innovation

(merger of University Dissertation Fellowship and University Doctoral Fellowship Award)

- **Rationale** – current two awards very similar, same students sometimes nominated for both
- **Purpose** – recognize students at various stages of their doctoral career who have exhibited scholarly excellence, leadership/innovation, and/or diversity contributions in their department or discipline more generally
  - Gives flexibility/permission for programs to recognize students who have exhibited excellence in a variety of ways beyond traditional scholarship
- **Changes**
  - Require student-level mentorship plan for all nominees
  - All programs eligible to nominate at least *four (4)* students, more for larger programs
  - Nominator must indicate whether nominee has demonstrated excellence in (1) scholarship, (2) leadership/service, and/or (3) diversity, and prepare short statement for each area selected
  - Students may hold award for two (2) years
- **Implement starting in Fall 2022 nomination period**

# Breaking Barriers Opportunity – New!

**Rationale** – incentivize efforts by programs to recruit and retain students from demographics traditionally underrepresented in program

**Purpose** - promote the diversity of unit's graduate student population by strategically recruiting a cohort of students from a particular background that is currently underrepresented

## **Components**

- Application in Spring term
- Program/team of related programs must identify population, provide data to demonstrate underrepresentation, develop and justify strategic plans to recruit and retain students from population
- Recruiting budget of up to \$5000 may be requested, 2-3 awards may be requested
- Recruiting funds provided in Year 1, awards provided in Year 2 if  $\geq 2$  students from targeted population come to UD

**Implement starting with Spring 2022 application period**

**Standing Report:  
Chelsia Douglas**  
grad rep to exec

**(5 minutes)**

Overview of graduate  
student issues and concerns

**Committee  
Report:**

**Interdisciplinary  
Curriculum  
Committee**

**(10 minutes)**

Laura Desimone, chair  
(CEHD/Biden)

Dean's report  
and questions

(20 min)

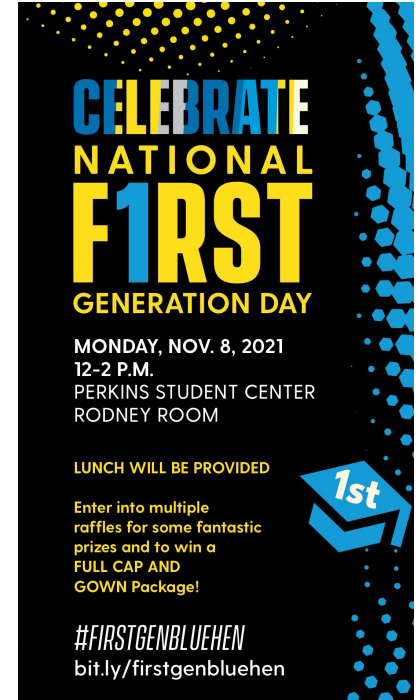
**Lou Rossi**

# Graduate College Council

Dean's Remarks  
8 November 2021

# Updates

- Strategic plan
- Budget
- Provost's search





# Strategic plan update

Feedback has been collected, sorted and aggregated. Thanks to all for the engagement and advice.

Revisions:

1. Copyediting.
2. Two action items directly connected to students' needs: (a) welfare and (b) conditions of employment.

# Strategic plan update

Common questions and issues (in no special order):

1. Q: How will we communicate our progress?

A: Annual report to the Faculty Senate, Impact Report and other less formal venues.

2. Q: What about the budget model?

A: The budget model enables us to act. The strategic plan lays out our aspirations and priorities that must live within whatever model we have.

3. Q: Why aren't the recruiting goals more specific in the plan?

A: UD has never formulated a university-wide, coordinated plan for growing graduate education on campus. The Graduate College is taking steps in those directions now.

# Strategic plan update

Common questions and issues (in no special order):

4. Q: Why is building recruiting relationships with MSI's not a higher priority?  
A: We are working on it now, but it takes time to build out the effort. We do not anticipate fully developing this activity this year. Related to that, intermediate action item is not necessarily one that we do not start until next year or the year after. It refers to when the program or activity will be in place in its final form.
5. Q: Why is there so much data collection in the plan?  
A: To tackle complicated problems, we have to understand them. Look > listen > learn > think > act.
6. Q: What about excellence? Why are we working on DEI so much and not on excellence?  
A: We have mechanisms already in place that address excellence including APRs, our competitive awards and partnering with faculty and units to innovate (recruiting grants, NRTs, T32s, etc).
7. Suggestion: This plan is complex. Consider communicating to different constituencies what it means to them.

# Questions?

# The budget model

## Key points:

- All colleges receive a base budget based on what they received in FY17.
- Graduate and undergraduate incremental revenue is shared with the colleges and eventually departments and programs.
- But, undergraduate and graduate revenue work slightly differently, so it's important to explain both.

# The budget model (cont'd)

Undergraduate incremental revenue (net of aid) is calculated relative to FY17 for the whole university.\*

- For each college, 25% of the incremental revenue is distributed based on growth in major head count.
- For each college, 75% of the incremental revenue is distributed based on growth in credits taught (instructor's home department).
- Half of the distribution goes to college and half to the contractual obligation fund (used to be the strategic pool).

\*Incremental revenue is further divided into a growth and inflationary component. The inflationary component captures the fact that rising tuition still generates revenue even when enrollments do not grow.

# The budget model (cont'd)

Graduate *gross* incremental revenue is calculated relative to FY17 *for each college separately*.

- Half of the incremental revenue of the incremental revenue is distributed based on growth in credits taught (instructor's home department).
- Half of the incremental revenue of the incremental revenue is distributed based on growth in credits taught (subject).
- Half of the distribution goes to college and half to the contractual obligation fund (used to be the strategic pool).

# The budget model (cont'd)

Graduate *gross* incremental revenue is calculated relative to FY17 *for each college separately*.

- Half of the incremental revenue of the incremental revenue is distributed based on growth in credits taught (instructor's home department).
- Half of the incremental revenue of the incremental revenue is distributed based on growth in credits taught (subject).
- Half of the distribution goes to college and half to the contractual obligation fund (used to be the strategic pool).



# The budget model (cont'd)

The undergraduate increments are net of aid. The graduate increments are gross.

Example: College brings in one new paying graduate student who takes one 3 credit course (@\$950/CH) to fill an empty seat: \$2,850. The college gets half (\$1,425). Central gets half (\$1425).

# The budget model (cont'd)

The undergraduate increments are net of aid. The graduate increments are gross.

Example: College brings in one new paying graduate student who takes one 3 credit course by offering a \$200/CH scholarship (@\$750/CH) to fill an empty seat: \$2,250. The college is taking on an extra expense by offering the scholarship. Central takes half of \$2,850 or \$1,425. The college takes \$1,425 but has a \$600 expense, so nets \$825.

# The budget model (cont'd)

Implications for interdisciplinary programs.

- Incentives are still in place for offering courses.
- The Graduate College is on a fixed (base) budget. I request adjustments and track our impact.

# Questions?

# Provost search

- The search is underway.
- UD has engaged an executive search firm who has met with the search committee (see announcement).
- Committee chaired by Gary Henry and Cathy Wu. Large broad search committee.
- On an 8-10 week track to get to a short list of excellent candidates for President Assanis to consider.
- A closed search is the best route to finding an excellent, experienced person. Four forums to hear from the UD community.
  - Mon., Nov. 15 4:00 - 5:00pm => faculty
  - Tues, Nov. 16 2:30 – 3:30pm => students
  - Thur., Nov. 18 1:00 – 2:00pm = > staff
  - Mon., Nov 22 4:00 – 5:00pm = > open to all

# Questions?

