

Faculty Senate Open Hearing
104 Gore Hall
Monday, February 24, 2020
MINUTES

Honors College Proposal Presentation by Michael Chajes (MC). See PDF attached for slides that were presented.

Comments, questions and suggestions

1. Paul Laux-Finance-Lerner Business and Economics and former director of the Honors Program
 - a. Thrilled to see this opportunity for the honors program and is very supportive.
 - b. The opportunity for Honors to be with the university leaders is crucial for honors to make its mark on our campus. It was clear to me when I was the director of the honors program that the chance to be with the leaders of the university when priorities are being set is critical to honors to be able to make its mark and will allow honors to knit itself more closely into the university, instead of being an add on, which makes it very difficult.
2. Jim Morrison-Biden School of Public Policy
 - a. Funding-how do you fund this program now and how will it differ if you become a college and what is the structure of the program?
 - i. MC Response-We will be going before the budget committee and they will look at the issues. We will be analogous to the Graduate College-won't take away with college budgets. The budget would come from the Provost's office, as it does now.
 1. Our current budget is a bit over \$1M and consists mostly of staffing. Anticipating growth is expected to primarily come from development funds
 2. Our administration is in place. Michael is our Director. Santhi was introduced in February as our Deputy Director. We don't anticipate lots of administrative growth. We do anticipate partnering with development to get a dedicated development officer. We need a communications director (used to have one). Our existing Associate Directors will be the equivalent to Assistant Deans in other colleges.
 3. Program expansion will be in course development and partnering more with admissions, and perhaps more advisors as we grow. Anticipating 75% growth over the next 5 years. Target is an endowment of \$30 million.
3. Mark Stanton-Psychological and Brain Sciences
 - a. Is Provost initially offering additional money for the Honors College?

- i. MC Response-Showed memo from the Provost's office that stated their support of the Honors Program becoming a college. They believe development will be very fruitful, and the strategic funding, if needed, will be made available.
- 4. John Morgan-Physics and Astronomy
 - a. Who will the honors faculty be? In order to be a college, you need faculty-will it be like the Graduate College?
 - b. In-streaming-excited to see it discussed in presentation. Would like the honors program to be more permeable so top students who didn't start in the program can get into the program without too much bureaucratic effort, and quality control of honors students who don't perform up to standards are not allowed to remain in the program just because they started in it.
 - i. MC agreed with John's thoughts, and yes, the Honors faculty, like the faculty for the Graduate College, will be all UD full-time faculty (see 7 below).
- 5. Matt DeCamp-Physics and Astronomy
 - a. Other colleges have academic controls and oversight of curriculum, who will have this control?
 - i. MC-We aren't proposing any curricular changes. Honors plays a role in the honors degree portion of a degree and we have criteria that students have to meet.
 - b. Matt-When you become a college, someone will have to have control the criteria of what encompasses an honors section or an honors add-on. Who will have this oversight?
 - i. MC-Our Deputy Director, Santhi Leon, will oversee the academic program and guidelines of what should be included in an honors classes or add-ons. She will work with department liaisons to communicate expectations for honors classes. We do this now and will continue to enhance this process so all liaisons are well informed.
- 6. Eric Rise-Sociology and Criminal Justice
 - a. In response to Matt's question, Eric (who serves on the Honors Faculty Advisory Board) commented that he was a part of the faculty committee who worked on this. He noted that in the proposed by-laws for the College that there is a faculty curriculum committee that will have members from all colleges and they will determine what is required for an honors degree/classes and it has a pathway for colleges to approve of requirements as well.
 - i. MC-Noted that Santhi Leon chairs the curriculum committee
- 7. John Jebb-English
 - a. Would like to build on Professor Morgan's comments. The by-laws of the Graduate College state that every faculty member is a member of the faculty of the Graduate College. Will it be the same for the Honors College?
 - i. MC-Yes, every full-time faculty member will be faculty member of the Honors College and we took this part of our by-laws directly from the Graduate College by-laws.

8. Beth Morling-Psychological and Brain Sciences
 - a. Her department is committed to offering stand-alone honors sections. Perhaps the Honors College should have several full-time faculty who only teach honors classes for large majors. The current way things work is that a professor teaches an honors section of 25 which takes them away from teaching a class for 290 and its tough on the department. The add-on process asks faculty to take on more work which could be why faculty engagement is decreasing. Is our current model sustainable? She supports the honors college and loves it, but can we start to support faculty more?
 - i. MC-Excellent points and we hope the Honors College will be able to address these points and provide more for faculty-perhaps a TA for honors classes or additional funding for educational support. More resources will enable greater levels of support.
9. Tripp Shenton-Civil and Environmental Engineering
 - a. How do other universities with honors colleges deal with faculty? Do they have their own faculty?
 - i. MC-Some do, but it's a mix. The people I have spoken to who are at strong programs have faculty who see it as an honor to teach honor classes. We do struggle sometimes to get faculty to teach, and hopefully funding or incentives will help this. We would like to see a budget model that values honors and puts a multiplier of say 3 on teaching a small honors class. This would help colleges be able to financially offer more small classes.
10. John Morgan responding to Beth Morling
 - a. According to the current collective bargaining agreement, if you teach an honors add-on section that meets for 1 hour a week, it should be entered into your workload as 1/12th of your workload. Please talk to John if this isn't happening.
 - b. If there are activities that are happening outside of the classroom, let him know so they can discuss it in the next round of collective bargaining.
11. Avron Abraham-Behavioral Health and Nutrition
 - a. How do faculty develop an honors colloquium course, and where does the funding come from? Could you expand this concept when you become an Honors College?
 - i. MC-Kristin Bennighoff (Senior Associate Director) works very hard scheduling all of the colloquium classes. She identifies faculty who may be interested and asks them to if they can teach a colloquium class. Then it comes down to their workload. Sometimes the classes are taught on load, and sometimes as an overload. If it is needed an overload, the funding comes from either the college, or from the honors program. It's can be a challenge covering that cost. We have criteria for these classes. Would love to offer workshops for colloquia instructors to support them and ensure greater consistency. As a program, we don't have access to teacher evaluations-would like us to be able to partner more closely so we can better assess classes.

- b. Maybe when you become a college you can offer more classes on this model to all students-not just freshman.

MC agreed, and said that we are very much looking at in-stream admission to honors (for students who did not start in honors, but want to join, or are nominated to join), and finding ways to serve a broader community.

12. Mark Stanton- Psychological and Brain Sciences

- a. How will becoming a dean of an Honors College change how you relate to other deans now?

- i. MC-Because I served as the Dean of Engineering in the past, and when I started as the Director of the Honors Program, I noticed that I missed a lot of interactions with other deans. I scheduled a meeting with all the deans of the colleges last semester, which wasn't a trivial task as they are very busy people, I remember how quickly my calendar would fill up. Deans meet for breakfast, they have a lot of events that they go to together which makes it very easy to establish relationships and have conversations at those events. It is important to be at these events and have the opportunity to have those informal conversations. This will let Honors improve our program, will let us to collaborate more effectively, and will enable all of the colleges on campus leverage all of the things that honors has to offer.