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2009-01-23 Minutes of the Academic Senate

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Approved
UNIVERSITY OF DAYTON
DAYTON, OHIO
MINUTES OF THE ACADEMIC SENATE
3:00 p.m., January 23, 2009
Science Center 114

Senators Present: D. Biers, L. Cook, M. Daniels, D. Darrow (presiding), G. Doyle, B. Duncan, T. Eggemeier, J. Firestone, R. Frasca, H. Gauder, V. Jain, A. Jipson, P. Johnson, N. Jolani, L. Kloppenberg, T. Lasley, L. Laubach, R. Marek, F. Martin, H. McGrew, M. Moss, D. Poe, A. Seielstad, M. Shank, L. Snyder, S. Swavey, K. Trick

Senators Absent: A. Abueida, P. Benson, C. Bowman, T. Brady, C. Duncan, J. Greenlee, J. Huacuja, R. Kearns, G. Knape, A. Reichle, S. Richards, J. Saliba

Guest: E. Almazan (ART), J. Bennett (REL), D. Bickford (Provost Off.), D. Borbonus (HST), J. Carter (HR), S. Cassiman (SOC), C. Daprano (HSS), J. Erdei (CAS), J. Farrelly (Faculty Board), N. Hudson (POL), S. Hughes (ENG), M. Gable (PHL), M. Krummel (ENG), J. Mlazovsky (LUD Dept), L. Leming (SOC), J. Mashburn (MTH), C. Merithew (HST), A. Parker (LUD), F. Pestello (SOC), L. Picca (SOC), L. Rismiller (Women's Center), J. Untener (Provost Off.), T. Washington (HR), R. Whisnant (PHL)

1. Opening Prayer: Senator Trick opened the meeting with a prayer

2. Roll Call: Twenty-six of thirty-nine Senators were present.

3. Minutes: The minutes of October 31, 2009 were approved as written.

4. Announcements:

The Provost Search Committee will bring candidates to the university during February. Faculty were encouraged to participate in the interviewing process.

A Campus Climate survey will be conducted in March. Faculty should respond to the survey.

SGA is forming a committee to review faculty evaluation by students. It will include 3 undergraduate students, 1 graduate student, 4 faculty members from SAPC and FAC, and 1 member from LTC.

SGA has developed an Academic Conference Grant. An application form can be found on the SGA web site. Faculty should encourage students to apply. Up to \$500/student can be awarded.

The Committee on Committees will be reformed. The ECAS will take the lead in this task.

Academic Senate elections will be held during the month of February.

5. DOC 08-02 Revision of Quantitative Reasoning Competencies (QRC)

The Mathematics department requested that the three QRC presently in place be eliminated, and a two track system replace it. The present system has become unworkable for many students and advisors. In the new system Track 1 would be Analysis, specifically algebra and calculus. Track 2 would be descriptive statistics. Students would have to satisfy only one track by earning at least a C- in one of the designated math courses. A series of comments were made and responded to.

a. The document before the Senate states that one of the rationales to quantitative reasoning competency is that "a quantitative literate college graduate should be able to • employ commonly useful mathematical (interpreted as algebra and calculus) and statistical methods to solve problems." It was pointed out that since the document presented suggests only one of two tracks must be passed, the policy actually ignores its own rationale. Both algebra and statistics should be necessary quantitative competencies. Response: It was expected that students would choose a track that would be useful in their career. Reply: Probably most engineering students and surely business students are more likely to need statistic than calculus on the job. Furthermore, business students do not even use calculus in their curriculum. Response: Business students do use some calculus in their economics course.

b. The courses in the Analysis Track mostly include the first of a two or three course calculus sequences required by the major. It was pointed out that it is not uncommon for a student to receive a D in the first calculus course, but does better in the second or third calculus course. It was suggested that any calculus course passed with a C- or better be considered as passing the Analysis Track. It was accepted as a Friendly Amendment. Therefore, MTH 138,149,169 and 218 will be added to the already suggested courses for Track

- 1, MTH 129, 137, 148, and 168. For those taking only one calculus course (business students), only a C- or better in MTH 129 will be accepted as passing the QRC.
- c. Allowing follow-on courses in calculus raises other problems. How will students know that if, for example, they receive a D in MTH 168, it is not necessary to retake it? MTH 169 and 218 will satisfy the QRC if a C- or better is earned. Response: None
 - d. Many students who will pass QRC with a calculus course are more likely to use statistics in their career. Do the calculus courses contain any statistics? Response: No.
 - e. Are there follow-on courses in ENG and CMM competencies that can be taken if the student receives a D in the required courses? Response: No.
 - f. The courses in the Statistic Track included MTH 114, 205, and 207. According to the catalog MTH 114 includes some statistics, MTH 205 includes no statistics, and MTH 207 is a statistics course. Response: Some statistics will be added to MTH 205.
 - g. There are departments that require their students to take an “applied statistics course” that pertains to their major. Why not allow those courses to count for passing the Statistics Track? They contain much more statistics than MTH 114 or 205. Response: The Math department wants to have control over all QRC courses.
 - h. Students can pass QRC in statistics if any course equivalent to one of the three mentioned above is transferred in. Why will an equivalent transfer course count, but an equivalent UD course will not? Response: None.
 - i. Can students use the revised QRC policy rather than the present policy? Response: The revised policy becomes effective in the fall of 2009. That would imply that those students graduating in May or August of 2009 must satisfy the present policy. After that date either policy will be acceptable

A vote on the revised QRC policy (with the friendly amendment on follow-on calculus courses as stated in b. above) was taken:

Yes – 21 No – 1 Abstain –2. The revised QRC Policy passes.

6. DOC 1-04-06 Faculty Maternity Leave Policy

The original Faculty Maternity Leave Policy was passed by the Senate in 2004 with the provision that it be reviewed in two years. After four years the Faculty Affairs Committee was assigned to review the policy. It was mentioned that this policy is consultative and will be passed on to Human Resources (HR).

To better understand problems associated with four years of experience with the present policy, a survey was developed and conducted by the Woman’s Center. Among other items, the survey indicated a lack of knowledge of the present maternity leave policy amongst the faculty. It also indicated that:

- a. There is some lack of uniformity between how different units use the policy.
- b. There was a need for better tracking as to how the policy is implemented.
- c. There was concern that women who had babies during the summer (when they were off-contract) did not receive the same treatment as those who gave birth during contract time. Theoretically there could be a difference of only one day. The present policy runs from Aug 15 to May 15. The new policy will include summer births. Women who give birth during the summer will have to work with their chairs to decide how maternity leave benefits will be provided. The new policy includes educating chairs and deans on maternity leave benefits.
- d. There was empathy for woman faculty who were not tenure-tracked, and therefore did not qualify for this benefit. There are many women who have been with the university for multiple years. If they gave birth, they do not receive a teaching contract while they are “recovering.”

There was a great deal of discussion from the senators and guests.

- A. What is the HR committee? Response: It is made up of faculty and staff called together to discuss policies that affect the whole university.
- B. Joyce Carter (VP for HR) suggested that the new policy should go the President’s Council. But there are no faculty on the President’s Council. Response: In fact, the President of the Senate is on the President’s Council.
- C. Do full time staff accumulate salary continuation? Response: No
- D. Can a faculty member split the maternity leave over two semesters? Response: Basically no, but a faculty member could work with her chair to have a light load one semester and a moderate load the second semester (equivalent to three courses total). The arrangement would have to include what is best for the students.
- E. It was pointed out that new mothers not only need time to recover, but also to nurture the new child (bonding time). It is not like recovering from a heart attack or hip replacement.
- F. Why is there no maternity leave for part time women? Response: Part time faculty receive no benefits. They are hired semester-by-semester.

- G. It was suggested that this second policy be reviewed after some time. No doubt other problems will emerge. Response: Will be stated in the vote for the policy.
 - H. Why aren't fathers included? Paternity leave was suggested in the first document and in the replies to the survey. Response: Maybe it will be included on the next revision.
 - I. The "Stop-the-Clock" policy should be included in the "Promulgation and Education" section of the new policy. Response: Taken as a Friendly Amendment.
 - J. It seems that the policy puts an emphasis on uniformity. Women should be allowed to negotiate their own leave. Response: none
 - K. How will Maternity Leave Review Committee be chosen? It was suggested that the review committee have some oversight, but not be in a strong position to influence policy. Chairs and past mothers should be on the review committee.
 - L. The Director of the Women's Center should be on the review committee. Response: Taken as a Friendly Amendment.
 - M. A Family Leave policy should be the next step. It seems that cost is dominating the implementation of a Family Leave Policy. Why should cost be a major factor in this policy, while it is often not in other UD policies?
 - N. UD advertizes itself as a family. We need to consider developing policy that is in-line with the spirit of being a family.
 - O. Joe Untener (Associate Provost) stated that he thought that this new document was a vast improvement over the previous one. We might have to eventually move to a Family Leave Policy.
- The vote on this policy, including two friendly amendments (see I and L above), that it will be reviewed after two years, and with the provision that Joyce Carter will take the policy to the President's Council, was called for.

Yes – 24 No – 0 Abstain – 1. The revised Maternity Leave Policy passes.

7. Committee Reports

Faculty Affairs Committee – It is presently working on the "Stop-the-Clock" policy.

Student Academic Affairs Committee – See Announcements

Academic Policies Committee – The APC has received over 200 pages of comments on the Common Academic Program, and it expects more. They are working to summarize the information and set an agenda for a set of conversation over the next semester and beyond. The summary will go to the Senate and community. The APC also reviewed the revision of the QRC document, which was recommended unanimously by the General Education Committee. The APC concurred with that judgment. The APC suggested that the QRC requirement be assessed regularly to evaluate its effectiveness.

8. Adjournment Moved and seconded, the meeting adjourned at 4:45 p.m.

Respectfully submitted,

George R. Doyle, Jr. Secretary of Academic Senate