

1-14-2011

## 2011-01-14 Minutes of the Academic Senate

University of Dayton. Academic Senate

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Approved  
Minutes of the Academic Senate  
January 14, 2011; 3:00 p.m.  
St. Mary's Hall Room 113B

**Present:** Judith Huacuja, Andrea Seielstad, Heidi G Gauder, Paul Benson, Leno M Pedrotti, Corinne Daprano, Rebecca Wells, George Doyle, Heidi McGrew, Partha Banerjee, Thomas Brady, Paul Benson, Leno Pedrotti, Jon Hess, Joseph Saliba, , Carolyn Roecker-Phelps, Sheila Hassell Hughes, John McCombe, Tony Saliba, Joseph Saliba, Kevin Kelly, John White, Stephen Richards

**Absent:** Lisa Kloppenberg, Paul Vanderburgh, Vinod Jain, James Dunne, Laura Hume, Mathew Shank, Art Jipson, Shawn Swavey, Tony Saliba, Kimberly Trick, David Biers, Brianna Hollis, Kara Dickey, Alex Renner, Emily Jirles, Jim Pappadakes, Carol Harper, Briana Hollis, Ruihua Liu,

**Guests:** Kathleen Webb, Pat Donnelly, Lisa Rismiller, Brad Duncan, Allison Leigh, Dennis Buchanan

**Opening Meditation:** Sheila Hassel-Hughes opened the meeting with a meditation.

**Minutes:** The October 15 and December 3 minutes were approved.

**Announcements:**

J. Huacuja announced that the next meeting Senate meeting will be full faculty meeting Friday, January 28 in Boll Theater at 3 p.m.

Next senate meeting is February 18, 2011, as scheduled, since no other dates are available for rescheduling in February.

Partha Banerjee was welcomed as the new representative from Engineering.

**Old Business:**

P. Donnelly presented information on the faculty maternity leave policy, with respect to which he prepared a written report. The Senate document passed last year made a number of recommendations, including the need for (1) more clarity and education about the policy, (2) a method of tracking implementation across campus to insure consistency in how it is applied, (3) addressing the problem posed by summer births that were excluded from the original policy, (4) including non-tenure-track faculty who are not covered by existing policy, and (5) establishing a review panel. In practice, four out of five recommendations moved forward by the university. Some were fully implemented and some are in process of being implemented. The review panel is ready to start this semester, as soon as UNRC identifies faculty nominees to serve. The group will disseminate the policy, determine what is to be included in the annual audit, track applications, and participate in modified teaching agreements. It will be there to consult if faculty wish or chairs, but will not routinely do that.

Additionally, he reported that the University has accepted the recommendation to include full-time non-tenure-track faculty under the leave policy. This provision was implemented for the first time this year.

The summer births recommendation, however, was not approved. The Human Resources Advisory Committee and President's Advisory Council rejected this recommendation on the grounds that there were cost and equity concerns, i.e., that one category of employee would receive a benefit that others would not.

The 2<sup>nd</sup> part of report serves as the first audit of leaves taken between 2004 and 2009. There were 18 leaves during this time. Of the 16 non-tenured faculty members that applied, 8 chose not to stop the tenure clock. Of those 16, moreover, different leaves of different times were taken up to maximum 12 weeks. Nine used the full 12 weeks allowed. Nine of 14 of modified duties agreements included a total release of teaching for that academic semester; the remainder had some teaching duties. Most of the modified duties of agreements had accommodations to do scholarly, creative, and/or service activities for part of the semester.

Senate members raised concerns about the decision to exclude summer births from coverage. They questioned the stated rationale and wondered whether cost and equity were truly maximized by rejecting coverage. For example, it was pointed out that a faculty member giving birth on July 10, would get only the 4 weeks remaining in the summer for leave while one giving birth on July 14 (the policy provides for coverage a month in advance of the start of the semester) would get the full 12 weeks. Similarly, there is already a difference between faculty and staff, as staff who give birth get only sick or vacation leave up to whatever is approved by the doctor as paid leave (oftentimes around 4 weeks). P. Donnelly directed members to his report for further detail and explanation of the rationales for the university's ultimate decision.

#### Committee Reports.

APC. J. Hess reported that the committee has not met since the last Senate meeting. The next meeting will be on Monday, January 24 at 2:30. One priority will be to collaborate with ECAS in populating the CAP and Competencies Committee that will replace the General Education Committee and the CAP Leadership Committees. Additionally, the APC needs to select a representative for the University Calendar Committee, and J. Hess requested that APC members stay after the Senate meeting for a few minutes to make the selection.

FAC. R. Wells reported that the committee has not met since the last Senate meeting. Meetings will be held two Fridays every month from noon until 1 p.m., the first one being the 21<sup>st</sup> of January in Miriam Hall 710.

SAPC. C. Daprano similarly reported that there have been no meetings or new action, and the SAPC will meet next in February.

ECAS. J. Huacuja reported that ECAS met in December and again today. It received a request from APC to provide more concise guidelines for submission and review of new undergraduate degree programs. It is reviewing existing university policies and evaluating (1) what needs to go into the application, and (2) what should the process be for moving a proposal through the Senate and university. Additionally, she announced ECAS' plans to appoint members to the CAP and Competencies Committee and CAP Leadership Committees. With the appointment of Dr. Sawyer Hunley as Assistant Provost of CAP, the Senate will now begin its role in creating the committees that will assist in the implementation of the new program set forth in Senate document 10-04. The plan is for nominees to be selected by the deans of each school with undergraduate representation and for UNRC to assist in recruiting nominations as well. ECAS and APC will consider nominations and select the membership of each committee in light of the criteria set out in the senate document. The CAP and Competencies Committee will replace the General Education Committee. The Cap Leadership Committee is an advocacy group that will encourage participation in the CAP implementation process. Interested people can submit nominations to the Senate, J. Huacuja, J. Hess or A. Jipson. The group meets Fridays between 9 and 10.

ECAS also decided that voting rights proposal will be placed on the Docket for February vote.

Elections. Following the business of the meeting, elections were held for two replacements to the executive committee and two offices.

An election for engineering representative took place between Partha Banerjee, George Doyle and Vinod Jain. The elected representative was George Doyle.

An election for social sciences representative took place between Carolyn Roecker-Phelps and Art Jipson. The elected representative was Carolyn Roecker-Phelps.

An election for Vice President of the Senate took place between Andrea Seielstad, George Doyle, and Carolyn Roecker-Phelps. Andrea Seielstad was elected to the position, thereby necessitating an election for Secretary.

Corinne Daprano was elected Secretary in an uncontested election for that position.

The meeting was adjourned at 4:08.

Respectfully submitted by Andrea Seielstad