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## 2021-10-25 Meeting Notes of the Educational Leadership Council

University of Dayton

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## **Educational Leadership Council**

*October 25, 2021*

*President's Suite, Kennedy Union*

*10:30am-12:00noon*

**Present:** Maureen Anderson, Philip Appiah-Kubi, Paul Benson, Carlos Bernal, Jada Brown, Ali Carr-Chellman, Trevor Collier, Neomi DeAnda, Lee Dixon, Sam Dorf, Sharon Gratto, Andy Horner, Fr. Joseph Kozar, SM, Jason Pierce, Margie Pinnell, Andy Strauss, Kathy Webb, Sarah Webber, Tom Weckesser, Mary Ziskin

**Excused:** Joanna Abdallah, Larry Burnley, Jennifer Dalton, Jim Farrelly, Carissa Krane, Eric Spina

Tom Weckesser began the meeting with a prayer and reflection.

### **1. Presentation from UIEC on unit strategic planning progress**

This discussion was postponed due to Larry being called away unexpectedly that morning.

### **2. Debrief on BOT meeting**

Paul Benson and Andy Horner shared overall highlights from the Board of Trustee meetings, including the Finance and Academic Affairs Committees, as well as provided an overview of the discussions during the Strategy and Administrative meeting sessions.

Trustees appreciated hearing from faculty during the Academic Affairs Committee meeting regarding the upcoming faculty vote on the revisions to the University's Promotion and Tenure policy, the Graduate Program Centrality and Demand Working Group, and the robust programming offered to students in the Department of Religious Studies.

The discussions with the Board members were very good. A key take away is that Board members are now more aware of the challenge the institutional transformation will be but that the University is in a good position to address the challenges.

### **3. CSIT consultation and communication plans**

Andy Horner gave a high level overview of the agendas from previous meetings with topics that ranged from important housekeeping matters to an in-depth look at the overall University's financial picture and enrollment strategy and trends. The upcoming meeting will focus on a framework to use when evaluating items for review.

Several ELC members are members of CSIT. In addition to Eric, Paul Benson, and Andy Horner, Sam Dorf, Lee Dixon, and Kathy Webb are members.

Paul Benson shared the wrestling the committee is experiencing regarding what information to share more broadly or in gatherings with groups like ELC. A very real concern is the alarm that could result just from a specific item being mentioned. CSIT is seeking to establish a balance with what makes sense to share and how best to preserve confidentiality when necessary. A

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helpful strategy has been to end each meeting with a look at the discussions to identify what can be communicated beyond the group and how best to respond to questions that might arise.

ELC members also serving on the CSIT committee indicated the quality of the conversations is excellent and the questions raised have been informative. Members are actively participating and many voices are being heard and respected.

ELC members were also reminded that CSIT is charged to make recommendations only. No final decisions will be made by this group.

### **Other**

- a. Federal Vaccine Mandate: A brief update was given regarding the status of the University's vaccination rates following the federal mandate announcement. As of 10/25/2021, the University's overall vaccination rate is at 75%, with all employees at 92%, staff only at 81%.

Exemption requests are being received.

Employees with no record of vaccine will receive an email. Vaccination clinics are scheduled to provide ease of access to comply. President's Council will receive a list of non-compliant individuals in their area and communications regarding how to address the mandate with those individuals. After December 8, persons who refuse to comply will be suspended without pay. If an employee continues to refuse to comply, the next step would be termination.

- b. Sam offered his gratitude to Maureen Anderson for her service on the Academic Senate and ECAS as the Law School Senator. With her move to a new position, a new representative for the Law School will be needed.

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