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2008-11-17 Minutes of the Executive Committee of the Academic Senate

University of Dayton. Academic Senate. Executive Committee

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Minutes of the Executive Committee of the Academic Senate  
November 17, 2008  
St. Mary’s 113 B; 1:00 PM

Present: P. Benson, D. Biers, D. Darrow (presiding), G. Doyle, H. Gauder, J. Greenlee, N. Jolani, R. Kearns, L. Laubach, A. Reichle, J. Saliba, A. Seielstad

Absent: none

Guest: J. Farrelly (Faculty Board)

Opening Prayer: Dave Darrow opened the meeting with a prayer

Roll Call: Twelve of twelve members of the committee were present.

Approval of Minutes: The minutes of November 10, 2008 were approved as amended.

Announcements:

Several faculty members commented that the Faculty Meeting of Nov 14 was well done.

Old Business:

Dave Darrow sent a memo to Dean Lasley itemizing the issues that ECAS had raised concerning The Undergraduate Early Childhood Leadership and Advocacy Program. It was suggested that Dean Lasley or a representative from SOEAP be invited to an ECAS meeting to discuss the proposal.

Committee Reports:

1. Academic Policy Committee
   a. The APC expects to hold a couple more open meetings for the faculty to respond to the Common Academic Program before December 12. It is likely that CAP will be revised.
   b. The proposal to revise the QRC was discussed, but will not be acted upon until they receive a response from the General Education Committee.

2. Student Academic Policies Committee
   a. The SAPC discussed the script that is supposed to be read to each class before they answer the questions on the Student Assessment of Instruction form. It will likely be revised.
   b. The SAPC will be inviting Lloyd Laubach to one of their meetings to be briefed on the electronic version of the Student Assessment of Instruction form.
   c. The LTC staff has expressed interest in working with the Senate to develop a new Student Assessment of Instruction form. A “Proposed Action Plan on Revising Student Course Evaluation Procedures” was distributed to ECAS. It will be on the agenda for the Nov 24 meeting.

3. Faculty Affairs Committee – see New Business

New Business – Revised Maternity Leave Policy

1. The FAC has spoken to Human Resources, the Women’s Center, and several women faculty who have given birth under the present policy. The Women’s Center conducted a survey last spring to determine the Faculty’s knowledge and concerns of the present policy. That survey and the women faculty who have recently given birth had a strong influence on the revisions suggested by the FAC.
2. ECAS raised several issues pertaining to the proposal.
   a. One addition to the policy was to provide women, who deliver between May 15 and July 1, the benefit of having the 12 weeks maternity leave during either the spring or fall semester. It was asked if women could use the policy over two semesters. The reply was no. It was suggested that Human Resources may “push back” on that expansion of the policy. Joyce Carter (VP of HR) will be asked to speak to FAC about this issue. We need HR to give a formal response on their position to the policy.
   b. A second issue was what is meant by “other full-time faculty member with a multiple-year appointment.” It seems that the definition of full-time faculty with a multiple-year appointment is not well understood, has varied over the years, and is different in the College and Schools. This issue also relates to hiring administrators who are also carrying a teaching load, with or without tenure. We need to better define this classification.
   c. The consistency of duties assigned to the faculty member after the 12 weeks of leave was brought up. It was recognized that some faculty chairs may be more generous than others. To lessen this possibility it was suggested that a list of duties that had been used in the past be developed. The chair and woman faculty member could use the list as a guideline, keeping in mind the department’s mission and flexibility to staff its workload.
   d. There was some concern on the “power factor” that a chair has over an untenured faculty member. If such a situation would arise, the faculty member does have the recourse to speak to the dean or provost.
   e. It was suggested that the education of faculty, chairs and deans on Maternity Leave issues be the responsibility of the Women’s Center.
   f. The change from 30 days to 90 days before the expected birth date for the woman to make arrangements with her chair was made to give the department more time to consider staffing courses.
   g. The ECAS was informed that a consortium between UD, WSU, Central State University, and AFIT has recently been formed to look at gender issues. It would be worthwhile for the FAC to contact this consortium for some guidance on maternity leave.
   h. Lastly the issue of equity between the faculty and staff was mentioned.

Adjournment: The meeting was adjourned at 2:10 pm.

Next Meeting: The next meeting will be Monday, November 24, 2008 at 1:00 pm in St. Mary’s 113 B;

Respectfully Submitted By:

George R. Doyle, Jr.

Secretary of the Senate