4-12-2019

2019-04-12 Minutes of the Academic Senate

University of Dayton. Academic Senate

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Approved Minutes
Meeting of the University of Dayton Academic Senate
April 12, 2019
Marianist Commons, 3:30-5:30 p.m.
Corinne Daprano, President

Present: Joanna Abdallah, Paul Benson, James Brill, Leila Chamankhah, Anne Crecelius, Corinne Daprano, Neomi DeAnda, Mary Ellen Dillon, Lee Dixon, Sam Dorf, Shannon Driskell, Jim Dunne, Deo Eustace, Myrna Gabbe, Brad Hoefflin, Mark Jacobs, Jay Janney, Noah Leibold, Laura Leming, Willow Lopez, John Mittelstaedt, Leslie Picca, Jason Pierce, Fran Rice, Eddy Rojas, Markus Rumpfkeil, Andrea Seielstad, Todd Smith, Andrew Strauss, John White, Lynne Yengulalp

Absent: Vijay Asari, Rowen Gray, Kevin Kelly, Suki Kwon, Connor Savage, Tereza Szeghi, Diandra Walker, Kathy Webb

Guests: Amy Anderson, Susan Brown, Jane Koester, Heather Parsons, Carolyn Phelps, Kelly Vibber

1. Opening Prayer/Meditation: Markus Rumpfkeil

2. Minutes of March 29, 2019: Approved without objection

3. Announcement by Leslie Picca about events taking place on the UD campus in response to recent incidents that are destructive to our community, including a White Supremacy and Hate Movements Teach-In and an Anti-Racism Dialogue Session.

4. Committee Reports (reports are appended)
   a. APC – Anne Crecelius
   b. FAC – Mark Jacobs
   c. SAPC – Lee Dixon
   d. ECAS – Corinne Daprano

5. Presentation by Kelly Vibber (CMM) and Heather Parsons (CMM) on the proposal for a Group Facilitation & Leadership Certificate. (Presentation was only oral, there were no visuals.)

   Discussion followed. Mary-Ellen Dillon asked if this certificate was connected to the graduate certificate for non-profits. Kelly Vibber responded that this certificate is designed for undergraduates. Neomi DeAnda asked if we can add other courses as electives. Heather Parsons responded that other courses could be added in the future. Jim Dunne asked about the difference between a certificate and a minor. Kelly Vibbers responded that this brings in multiple perspectives from different departments. This is more typical for certificates.

   The proposal came from APC, was seconded and approved unanimously.
6. Presentation by Mark Jacobs (FAC chair) on the proposed revisions to the Faculty Handbook primarily concerning the definitions of tenure and promotion. (Presentation is appended.)

The Senate does not have legislative authority over the Faculty Handbook. This is a report of the work that was done by the FAC in collaboration with the Provost’s Office to improve the Faculty Handbook, primarily concerning the definitions of tenure and promotion.

There was a spirited discussion of the proposed revisions, especially the proposed revisions to the preamble. Laura Lemming commented that starting off the preamble with a quote from the Catholic Catechism might send the wrong message about inclusivity at UD. Paul Benson and Carolyn Phelps indicated that the statements in the preamble are mostly descriptive statements pulled from other documents, and that they are informative rather than policy statements. For example, some of the wording comes from CTC (Commitment to Community). A number of Senators commented that the preamble to the Faculty Handbook is very important and should be carefully worded to convey the appropriate message about diversity, inclusion, and equity that the University is striving for, while also expressing our Catholic and Marianist identity.

Neomi DeAnda asked if the document could embed hyperlinks to other documents? Mark Jacobs responded that placing hyperlinks in documents was great only so long as the hyperlinked documents are maintained. In practice, too often the links go “dead”.

Now to the discussion of Faculty Titles and Ranks.

Jay Jennings asked if service as a clinical faculty/faculty of practice can lead to tenure? Paul Benson responded no. We should state this explicitly.

Concerning midterm grades, Todd Smith asked how do instructors determine “first year”? Carolyn Phelps responded that “first year” is determined by credit hour by the Registrar and is provided to the instructor on their roster.

7. Presentation by Mark Jacobs (FAC chair) of a Review of the Bylaws of the Hearing Committee on Academic Freedom and Tenure. (Presentation is appended.) Discussion followed.

Jim Dunne suggested that if we rewrite this, we will need qualified individuals, such as legal counsel, since it has some sensitive legal issues. Carolyn Phelps responded that the bylaws were created by FHCAFT members in the previous year with help from legal counsel. Corrine Daprano added that FAC and FHC worked together to modify the bylaws and are in complete agreement on the proposed changes.

The meeting was adjourned at 5:15pm.

Respectfully submitted,

Todd Smith
Appendices

4a: Academic Policies Committee Report
April 12, 2019
Submitted by Anne Crecelius, chair

Activity of APC for the 2018-2019 Academic Year since last reported on March 29, 2019. APC continues to meet nearly every week on Fridays at 2:15 in SM 113B.

a. We received an update on the CAP 4 year review from Assistant Provost Michelle Pautz and had a discussion about other issues related to CAP.
b. We brainstormed and discussed our final report and issues list for next year.

Our next meeting is Friday, April 12, 2019 in SM 113A

4b: Faculty Affairs Committee Report
April 12, 2019
Submitted by Mark Jacobs, chair

Discussed and made edits to the University Promotion and Tenure Policy pursuant to the charge from ECAS to address recommendation #1 of the UPTPTF. The committee voted and approved sending the updated document to ECAS.

4c: Student Academic Policies Committee Report
April 12, 2019
Submitted by Todd Smith for Lee Dixon, chair

The SAPC is conducting a policy review of University policies that pertain to Promotion and Tenure. These policies include those listed in the UPTPTF report. The SAPC is looking for alignment between the policies and the current P&T policies. It is also noting where existing policies would need reconsideration if changes are made to the P&T policies.

4d: Executive Committee of the Academic Senate Report
April 12, 2019
Submitted by Todd Smith for Corinne Daprano, chair

ECAS is meeting every week on Fridays at 11:15am in SM113B and has engaged in discussions and work on the following topics:
- Discussion of the Arcade and the University of Dayton.
- Discussion of the Group Facilitation & Leadership Certificate.
- Discussion of the HSS Health Science / Sport & Wellness Proposals.
• Discussion of the draft changes to the Faculty Policy and Governance Handbook proposed by the FAC. The FAC is updating the Handbook primarily to bring items pertaining to faculty titles and ranks up to date. The Provost’s Office welcomed the consultation between the FAC, ECAS, and the Provost’s office concerning the handbook. It should be noted that the Handbook is an amalgam of policies, procedures, and information for the faculty.

• Discussion of the review of the bylaws for the Faculty Hearing Committee on Academic Freedom and Tenure by the FAC. The Faculty Hearing Committee on Academic Freedom and Tenure was consulted on the proposed changes.

• Discussion of the annual report of the Human Resources Advisory Council. ECAS is concerned that the HRAC did not meet this academic year, and would like to see HRAC meet at least once per academic year. There was also some discussion concerning the membership of the council and its role.

• Discussion of the proposed revisions to Academic Senate Document 2006-10: University Promotion and Tenure Policy, primarily concerning the definitions of tenure and promotion. There was a motion to approve the revisions. The motion was seconded and unanimously approved.

• Discussion of UNRC nomination pool for CEPT (Campus Engagement: Promotion and Tenure Policies Working Group). The proposed members of CEPT are Bryan Bardine, Treavor Bogard, Darden Bradshaw, Shannon Driskell, Michelle Hayford, Katy Kelly, Grant Neeley, Margie Pinnell, Eddy Rojas, Angeline Sangalang, Jamie Small, and Donald Wynn.

• Discussion of UNRC nomination pool for PRoPT (Policy Review on Promotion & Tenure Policies Working Group). The proposed members of PRoPT are Maureen Anderson, Joni Baldwin, Janet Bedarek, Donna Cox, Greg Elvers, Kayla Harris, Denise James, Harold Merriman, Carolyn Phelps, Todd Smith, Joe Valenzano, and Thomas Whitney.
6. Presentation by Mark Jacobs on the proposed revisions to the Faculty Handbook primarily concerning the definitions of tenure and promotion.
Charge to FAC

- ECAS requests that the FAC review and accept or revise changes to the Faculty Handbook as suggested by the Provost’s Office.

- ECAS requests that FAC also add a paragraph to section 4 part 8 of the Faculty Handbook that defines “Tenured” and “Tenure Track” faculty.
Changes / Additions

- Preambles added to teaching, research, and service sections
- Tenure and tenure-track defined
- Statement about midterm progress reports
- The term “instructional staff” replaced with faculty
  - Except in bylaws of Faculty Board
- School of Ed. references updated to School of Education and Health Sciences
Issues identified

- Dismissal section is not consistent with the bylaws of the Faculty Hearing Committee on Academic Freedom and Tenure, nor the Nondiscrimination and Antiharassment policy.
Action Recommended

• The FAC recommends that ECAS create a charge to next year’s committee to:
  – Align the three policy / process documents
  – Add information about the developmental steps currently taken prior to dismissal
  – Assure the policies / processes are aligned with AAUP best practices
Issues Identified

• It is unclear whether the present bylaws require senate approval

• Timing
  – Lack of clarity about what is due to whom by when in some places

• Clarity
  – The structure of the document needs to improve, e.g. be time ordered, complete discussion of topic 1 before moving to topic 2
Issues Identified

• Process related
  – Bylaws can be changed so that back to back cases are handled differently
  – Role of outside counsel
  – Availability of records
    • To whom, when, etc.
  – Inconsistent with other policies / procedures
Issues Identified

• Process related (cont’d)
  – Inconsistent with other policies / procedures
    • Faculty handbook
    • Nondiscrimination and Anti-Harassment policy
Action Recommended

• The FAC recommends that ECAS create a charge to next year’s committee to:
  – Align the three policy / process documents
  – Add information about the developmental steps currently taken prior to dismissal
  – Assure the policies / processes are aligned with AAUP best practices
Action Recommended

• The FAC recommends that the bylaws, once revised, be added to the Faculty Handbook