

9-13-2019

2019-09-13 Minutes of the Academic Senate

University of Dayton. Academic Senate

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UNIVERSITY OF DAYTON

DAYTON, OHIO

MINUTES OF THE ACADEMIC SENATE

September 13, 2019

Kennedy Union Ballroom, 3:30-5:30 p.m.

Senators Present: Joanna Abdallah, Emma Adams, Paul Benson, Connie Bowman, James Brill, Sam Cika, Anne Crecelius, Lissa Cupp, Corinne Daprano, Neomi DeAnda, Mary Ellen Dillon, Sam Dorf, Shannon Driskell, Jim Dunne, Deo Eustace, Brad Hoefflin, Mark Jacobs, Jake Jagels, Jay Janney, Catherine Kublik, Suki Kwon, Noah Leibold, Sayeh Meisami, Lee Miller, John Mittelstaedt, Leslie Picca, Jason Pierce, Maher Qumsiyeh, Fran Rice, Eddy Rojas, Andrew Sarangan, Andrea Seielstad, Andy Strauss, Tereza Szeghi, Asari Vijayan, John White

Senators Excused: Lee Dixon, Laura Leming, Kathy Webb

Guests: Tim Keune, Troy Washington, Andy Horner, Janet Bednarek, Dorian Borbonus, David Wright, Eric F. Spina, Paul Vanderburgh, Linda Hartley, Jennifer Creech, Amy Anderson, Susan Brown, Christopher Calvin, Hunter Goodman, Amy Christopher, Carolyn Phelps, Tom Ongwere, Sabrina Neeley, Karen Bartley, Joe Valenzano, Jim Farrelly, Mike Krug, Jane Koester, Michelle Hayford

1. Opening Prayer/Meditation: Sam Dorf opened the meeting with a prayer

2. Minutes: Minutes of the April 26, 2019 meeting were approved

3. Announcements:

Self-introductions of the members of the Academic Senate
Ava Abner was introduced as the new parliamentarian

4. Committee Reports: Send reports to Fran Rice

Academic Policies Committee:

Faculty Affairs Committee:

Student Academic Policies Committee:

Executive Committee:

5. Business issues:

Q&A regarding financial stewardship implementation - Andy Horner (V-P of Business and Administrative Services), Tim Keune (Associate Professor, School of Business Administration), Troy Washington (V-P for Human Resources)

The presentation is a follow-up to the presentation given at the 2019 Fall Faculty Meeting.

Question-The University's endowment has been described as modest. What is a modest endowment vs. a robust endowment? **Answer-**Our ranking is around the 130-140 range relative to other institutions, 20-30 institutions have endowments over a billion.

Question-What happened to cause this reduction in spending? Will it happen again? **Answer-**Multiple factors caused the rate of expenses to become uncomfortably close to the rate of projected revenue. Wanted to proactively put in place processes to reduce spending. Can't predict if it will happen again, but the decisions made involved in being fair to faculty and staff and not negatively impacting students.

Question-Do we have alternative revenue streams? What do we have internally to evaluate UD's finances? Does the faculty have a role? **Answer**-The University's current revenue streams include, but not limited to, a diversification in markets, the creation of new programs, fundraising, and research funds. Checks and balances include external auditors and the Board of Trustees. There was faculty representation on the Financial Stewardship Taskforce.

Question-We hear about buckets of money, could you further explain? **Answer**-refers to all the operating revenue streams, fixed costs and variable costs. The university is focusing on reigning in variable costs.

Question-Will there be additional steps to further cost savings? **Answer**-Hopefully no, but there will be a continued review of the situation.

Question-How do we ensure in faculty will continue to have a voice in the future? How will faculty be informed? And what have you learned? **Answer**-Financial stewardship was mentioned during the 2019 May faculty meeting, but unfortunately the need to act happened in July when most of the faculty were not on campus. Communications didn't go to campus until the faculty returned. The university plans to be more proactive with continued communications about the business of the university.

Question-What reductions in spending has administration implemented? **Answer**-Hiring freeze of open position in Finance, have reduced travel and entertainment by 30% and in some cases 50%, and no food is purchased for any event.

Question-Are the consequences of the actions taken being considered? **Answer**-Absolutely! If units determine travel and entertainment reductions impact the quality of the faculty, they are free to reduce spending in other areas. The mission of the university is critical. Investing in faculty is critical. Staff hiring has been greatly impacted, with weekly reviews of hiring requests.

Update from Policy Review on Promotion & Tenure Policies Working Group (PRoPT) - Janet Bednarek (Professor, College of Art and Sciences), Joe Valenzano (Associate Professor; Chair of Department of Communication) the taskforce continues to work on a revised draft of the University Promotion and Tenure Policy, incorporating recommendations from the UPTPTF. Revisions to policies impacted by changes to the University Promotion and Tenure policy will be drafted as well. PRoPT asked for feedback on 2 points.

1. There is no policy provision for early tenure, should we address and if so, what could/should tie provision look like? **Feedback:** Early tenure needs to be combined with promotion as it is now. We need to understand the link between the two. Units have the capability now, without this at the university level, we might lose faculty. How "early" is "early"? Can we get enough evidence to award early tenure? What are we trying to accomplish by offering early tenure?
2. We do not have a policy on the evaluation of service for the purposes of tenure and promotion. **Feedback:** Yes we do need a policy for the process, expectations, and criteria. Look at expanding the definition of service.

Question-There are no lecturers on PRoPT. **Answer**-The UPT&P does not impact them, but the policies that do impact lecturers will be reviewed.

Question-When will there be interactions at the unit level? **Answer**-This will happen after the presentation of the final report to the Academic Senate.

Update from Campus Engagement on Promotion & Tenure Policies Working Group (CEPT) - Michelle Hayford (Associate Professor; Director of the Theatre, Dance, and Performance

Technology Program) Plan to bring speakers to campus from a variety of disciplines that will speak at departmental meetings. The discussion would be more of a dialogue rather than a formal presentation. Discussions would focus on changes recommended by UPTPTF. All invited speakers have agreed to come. Additional venues will be available outside of the department meetings to provide others outside of the department an opportunity to engage with the speaker. **Question**-Did you find other universities that are trying to do the same thing we are? **Answer**-Yes, for example Syracuse University and University of Pennsylvania. All five of the invited speakers can speak about how their university addressed changes to their P&T policy.

Break out session on senate agenda items for AY 19-20

- Group 8 & 5
 - examine how students & faculty interact (rather than just teaching level), other mechanisms for discussion
 - how faculty can help with stress level of students; not just a report from Bill Fischer; when students are in crisis, it can be hard for them to get help
 - looking at SET (SAPC): how does this relate to evaluation of teaching & time it takes to complete
- KINGS
 - budget priorities
 - size & composition of student body; drawing high achieving students to campus
 - educational support programs (for example, some students don't know about support services available such as Marianist Hall Tutoring support; beneficial to have 1-on-1 tutoring)
 - trying to attract well-known faculty to each department to help student learning
- Group 6
 - broader question of when was the last time we redistrict Senate; what is basis of distribution (credit hours? Number of students); do we have balanced representation? Role that faculty are playing in shared governance [Corinne mentioned that this has been discussed at ECAS in 2016]
 - calendar: calendar committee reports to us, but perhaps they could consult with us
- Group 3
 - students to have 2 academic advisors (brought up last year, perhaps? One for classes, one for career advice & internship advice)
 - disparity between safety in north & south student neighborhood in police presence
- Group 4
 - policies for department that haven't been implemented (for example, 3 faculty from Math, and feel teaching is a heavy load, meet 5 times a week)—need more people
 - revisit how to change major name; revisit majors (Ann C. mentioned this was discussed)
- Group 7
 - redistricting (non-tenure line faculty are almost 1/3 of faculty, yet one rep on Senate)
 - alternative revenue stream; quality of academic ability for teaching, research & service; faculty should be involved in these conversations & sitting at the table, not just hearing a report
 - diversity as a top priority

- Group 8
 - discussion of AP credit & how treated for incoming student (high school associate degree & for credit)
 - academic calendar—amount of time from when contract begins & when class starts. Review this for last few years.
 - Summer work: Senate doesn't meet, yet activities that take place in the summer
- QUEENS
 - Financial stewardship; impact on lowest paying faculty (e.g., Art & Design faculty & impact on research support) which impacts scholarship activities; not supporting spousal hires, especially for international faculty (sole-provider/single income) & impact for marginalized populations of faculty;
 - SAPC—academic dishonesty, doesn't impact arts as focus is on papers & copying, which doesn't account for arts (language of policy doesn't include arts)
 - diversity, equity & inclusion at forefront of conversations, especially as it impacts broader policies (T&P revisions, budgets, etc.)

6. Adjournment: Meeting adjourned at 5:30

Respectfully submitted, Fran Rice