

8-28-2020

## 2020-08-28 Minutes of the Academic Senate

University of Dayton. Academic Senate

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UNIVERSITY OF DAYTON

DAYTON, OHIO

MINUTES OF THE SPECIAL MEETING OF THE

ACADEMIC SENATE

August 28, 2020

Zoom, 3:30-5:30 p.m.

**Senators Present:** Joanna Abdallah, Philip Appiah-Kubi, Paul Benson, Connie Bowman, James Brill, Ali Carr-Chellman, Lissa Cupp, Michael Davies, Neomi De Anda, Mary Ellen Dillon, Lee Dixon, Sam Dorf, Jim Dunne, Deo Eustace, Sharon Gratto, Mark Jacobs, Jake Jagels, Jay Janney, Katherine Kohlen, Carissa Krane, Catherine Kublik, Sayeh Meisami, John Mittelstaedt, Brennan Mooney, Andrew Moyer, Grant Neeley, Leslie Picca, Jason Pierce, Maher Qumsiyeh, Fran Rice, Eddy Rojas, Andrew Sarangan, Andrea Seielstad, Andrew Strauss, Tereza Szeghi, Jacob Troutwine, Kathy Webb, John White, Mary Ziskin

**Senators Absent:**

**Presenters:** Eric F. Spina (President), Paul Benson (Provost and Executive Vice President of Academic Affairs)

**Guests:** Craig Looper II (Parliamentarian)

Nicky Adams, Shauna Adams, Kelly Adamson, Christopher Agnew, Amanda Alexander, Lucy Allbaugh, Ryan Allen, Amy Anderson, Philip Anloague, Deanna Arbuckle, Jackie Arnold, Adrienne Ausdenmoore, Joni Baldwin, Eric Balster, Katherine Bardine, Zelalem Bedaso, Mike Bennett, Jan Bertke, Sarah Bertrand, Deb Bickford, Justin Biffinger, Kim Bigelow, Jaro Bilocerkowycz, Laura Bistrek, Ann Biswas, Treavor Bogard, Kelly Bohrer, Sharon Bommer, Dorian Borbonus, Darden Bradshaw, Chantelle Breitenstein, Colleen Brennan, Tonya Breymer, Christopher Brough, Jonathan Brown, Susan Brown, Jim Buckley, Karen Bull, Stacy Burke, Lawrence Burnley, Tracy Butler, Una Cadegan, Sarah Cahalan, Leah Ceperley, Ying-Ju Chen, Daniel Cheung, Jen Christman, Jennifer Christman, Amy Christopher, Tom Columbus, Kim Conde, Douglas Cook, Joseph Craig, Anne Crecelius, Jacob Cress, Dan Curran, Cathryn Curry, Carola Daffner, Jennifer Dalton, Corinne Daprano, Susan Davies, Scott DeBolt, George DeMarco, Stephanie Dhuman Giron, Wiebke Diestelkamp, Brenda Donnelly, Patrick Donnelly, Joe Duggan, Jason Eckert, Mike Elsass, Harvey Enns, Timothy Erhart, Elizabeth Evans, Matthew Evans, Jillian Ewalt, Youssef Farhat, Bill Fischer, Kathleen Fischer, Mary Fisher, Patrick Fitzgerald, Ellen Fleischmann, Neil Florek, Sandy Furterer, Anna Gagliardino, Anya Galli Robertson, Sean Gallivan, Ann Garcia, Susan Gardstrom, Stacy Gathof, Sharon Gavlick, Mick Geehan, Jeni Gerard, Brenda Gerhardt, Erin Gibbemeyer, Nancy Gilles Romer, Miguel Gomez, Hunter Goodman, Laura Greger, Mary Grilliot, Eric Grimm, Elizabeth Groppe, Sean Haig, Stephen Hall, Lindsey Hammett, Henry Handley, Karolyn Hansen, Umesh Haritashya, Beth Hart, Nancy Haskell, Michelle Hayford, Jennifer Hellmann, Aparna Higgins, Lori Hoagland, Jeanne Holcomb, Bridget Holt, Andy Horner, Maddison Hosfeld-Henry, Grace Huber, Natalie Hudson, Kelli Huesman, Sawyer Hunley, Liz Hutter, Merete Hvalshagen, Leanne Jablonski, Tracey Jaffe, Denise James, Eric Janz, Fred Jenkins, Barbara John, David Johnson, Kelly Johnson, Bill Johnston, Mitchell Johnston, Ashley Jonas, Julie Jones Ruse, Joy Kadowaki, Kathy Kargl, Tharanga Kariyawasam, Molly Keane-Sexton, Robert Kearns, Mary Kelly, Gregory Kennedy, Michael Key, Micheline Kidwell, Ryu-Kyung Kim, Allison Kinney, Christina

Klimo, Jane Koester, Sue Krisko, Michael Krug, Miriamne Krummel, Erin Kunz, Jodi L, Brian LaDuca, Kimberly Lally, Kaylee Larsen, Ashleigh Lawrence-Sanders, Brenda Lecklider, Allison Leigh, Laura Leming, Janet Leonard, Isabella Lindquist, Ben Liptrap, Ruihua Liu, Autumn Lockwood Payton, Greg Loughnane, Susan Lucking, Geno Luketic, Heather MacLachlan, Eileen Maloney, Angela Mammana, Lydda Mansfield, Karlos Marshall, Bill Marvin, Mark Masthay, Constance Mathes, Ben McCall, Katie McCaslin, Ryan McEwan, Robert Merithew, Nancy Miller, Vincent Miller, Catherine Mix, Alexander Morgan, Tom Morgan, Cori Mowrey, Allison Mudra, Kevin Myers, Edward Mykytka, Sabrina Neeley, Rochonda Nenonene, Maria Newland, Clark Nickols, Sarah Noffert, Rachel Normile, Judy Owen, Donald Pair, Meagan Pant, Angela Parker, Arnecia Patterson, Jonathan Pattiwael, Michelle Pautz, Daniel Peters, Carolyn Phelps, Margaret Pinnell, Zach Piso, Pothitos Pitychoutis, Danielle Poe, Conny Pope, Rebecca Potter, Chelse Prather, Jackie Priser, Joel Pruce, D Pu, Brad Puckett, Julio Quintero, Erin Rafter, Julia Randel, Adam Rathge, Melissa Recht, Jamie Riley, Kim Ritterhoff, Jaime Rivera, Jayne Robinson, Haley Rodeffer, Amy Rohmiller, Arne Romanowski, Gretchen Sabin, Mary-Kate Sableski, Mary Sanderson, Teresa Saxton, Ulrike Schellhammer, Claire Schrader, Christine Schramm, Josh Schrank, Natalie Schulte, Kristina Schulz, Scott Segalewitz, Brooke Serbin, Susan Sexton, Laura Sextro, Cilla Shindell, Stephanie Shreffler, Julie Simon, Thomas Skill, Andy Slade, Jamie Small, Larry Smith, Carl Soares, Robert Spangler, Eric Spina, Justen Stall, Janie Stefan, Hannah Steinbrunner, Ivan Sudakov, Yvonne Sun, Bobbi Sutherland, Castel Sweet, Nicholas Taggart, Annette Taylor, Denise Taylor, Evan Taylor, Walter Taylor, Tiffany Taylor Smith, Patrick Thomas, Shannon Toll, Jill Tore, Susan Trainum, Kimberly Trick, Hsuan Tsen, Katerina Tsouma, Joseph Valenzano, Erick Vasquez, Karen Velasquez, Alan Veliz-Cuba, Steven Vondrell, Laura Vorachek, Peter Wagner, Caroline Waldron, Marguerite Wallace, Julie Walsh-Messinger, Ryan Wantland, Gary Weik, Kehler Welland, Lisa Wellinghoff, Andrea Wells, Thomas Wendorf, Zach West, Bryce Weyler, Rebecca Whisnant, Jayne Whitaker, Joel Whitaker, Deborah Wilcox Powers, Stephen Wilhoit, Kelly Wilker, Joy Willenbrink-Conte, Adam Williams, Matthew Witenstein, Cathy Wolfe, Julie Wolters, David Wright, Shuang-Ye Wu, Sandra Yocum, Jerome Yorke, Melanie Zebrowski, Jeanne Zeek, Chun Zhang, Jeffrey Zhang, Chenglong Zhao, iPhone, Jesse, Jim, LGH, Madhu, mside, Robert , Susan's iPhone, Molly iPhone5, 6 phone-in guests no name provided.

1. Opening Prayer – Connie Bowman (poem/prayer)
2. Senate Agenda: Vote to approve the Special Meeting agenda. Approved with a vote of 34 Yes, 1 No, 0 Abstain. Robert's Rules of Order will be followed.
3. Minutes – Minutes of June 12, 2020. Minutes approved with one revision to attendance, Andrew Moyer will be marked as present. Email Fran Rice or Leslie Picca for any additional modifications to attendance. Minutes approved by unanimous consent.
4. Announcements – Special thanks to ECAS who met throughout the summer -- Joanna Abdallah, Connie Bowman, James Brill, Sam Dorf, Deo Eustace, Mark Jacobs, Carissa Krane, Leslie Picca, Jason Pierce, Fran Rice, Andrea Seielstad, Sean Falkowski—and to outgoing ECAS members who attended ECAS throughout the summer as guests and who also served on many of the Path Forward working groups: Anne Crecelius, Denise James, Janet Bednarek, Shannon Driskell. Meetings resulted in recommendations to the Provost office for changes to the faculty review process guided by the work of the Faculty Review Process Subgroup of the Path Forward Academics Group led by Senator Neomi De Anda. ECAS also had discussions around the issue of the composition of the Academic Senate; tentative plan is to share a couple of proposals at the

September Academic Senate meeting. Craig Looper, II is the new parliamentarian.

5. Full-Time Non-Tenure Track Faculty Representatives on Senate Standing Committees – Background was provided for the proposal. ECAS has been in long conversations about the senate composition, changes to composition requires a change to the Senate Constitution and a vote of the full faculty. This is an intermediary step as discussions continue on the composition of the academic senate. The proposal is for ECAS to appoint two FT NTT faculty to the two standing committees in which the FT NTT senator is not serving, thus providing representation on all three of the standing committees, APC, FAC and SAPC. The proposal was approved by ECAS on June 12, 2020. Discussion:

- In favor of the intent, concerned these appointments will be non-voting. This intermediary step could be interpreted as a way to delay changes to the senate composition that need to be made.
- Ensure this move is a path towards representation. Support bringing them into the shared governance of the institution as much as possible.
- Can the FT-NTT representatives on the standing committees be considered voting members? Response: If they were given voting rights, they would be the same as senators. Appointing members to standing committees is under the purview of ECAS. It was strongly felt that this shouldn't be something ECAS does, but wanted to have the vote of the Academic Senate. This isn't a perfect solution, but it is a step forward to ensuring shared faculty governance.
- Senate composition needs additional student representatives.
- If goal is to increase broader representation, appointing 2<sup>nd</sup> and 3<sup>rd</sup> individuals in election results doesn't ensure broad-based representation across units, or across the various faculty members like clinical faculty. Would prefer ECAS appointing people based on interest and institutional distribution.
- This is a good interim solution.
- The proposal in May was sent to ECAS when 90% of the FT NTT faculty did not have contracts. This proposal was absolutely proposed as an interim solution.
- Students need more voice.
- Caution to Senate, this could seemingly violate the constitution of the senate in terms of composition. If the composition is being reconsidered in September, why act on this proposal now?
- Anything that would make changes to the constitution should require more broader consultation.
- Recommend a resolution be drafted to complete Senate re-composition this school year.

Vote on the proposal to appoint two FT NTT faculty to the two standing committees in which the FT NTT senator is not serving, thus providing representation on all three of the standing

committees, APC, FAC and SAPC.: 25 Yes, 6 No, 3 Abstain, proposal approved.

6. Resolution: Commitment to Working Toward Anti-Racism –

- Wonderful resolution; need to look inside ourselves and encourage everyone to take the Harvard implicit bias test.
- Recommend: 1) This resolution should include a statement on Latinx, e.g. Whereas Latinx persons were left off the AIM4 Community Excellence, 2) Expand anti-racism to be as inclusive as possible, 3) Land development and sovereignty of native people, 4) noting that the spirit of the June 15, 2020 letter is framed in a black/white binary, 5) in the examples flip “e.g. units and degree programs integrate curriculum from the Race and Ethnic Studies, Women and Gender Studies programs; formally recognizing the invisible labor that leads to cultural taxation in evaluation and reward structures” to read “e.g. formally recognizing the invisible labor that leads to cultural taxation in evaluation and reward structures; units and degree programs integrate curriculum from the Race and Ethnic Studies, Women and Gender Studies programs.”
- Anti-racism is the opposite of racism, it has to be as inclusive as possible, not just black and white.
- Agree there needs to be more language around people of Latinx heritage. I appreciate the indigenous inclusion in the resolution. There is the development of a land acknowledgement for the university. Work has been done with tribal leaders, research has been done, and work continues with other indigenous community members who have been involved with UD. This statement is in progress. It would be good to tie our sentiment to action and look to include other groups in the action statements of the resolution.

Instead of voting to accept the resolution, it was agreed the resolution needed to be circulated further, allow others to comment, and review suggestions provided during the meeting. Vote to postpone action on the resolution until the September Academic Senate meeting: 34 Yes, 1 No, and 0 Abstain, resolution postponed.

7. Resolution: COVID-19 Global Pandemic Impact –

- There was no discussion; the resolution was moved forward to a vote.

Vote to approve the resolution: 30 Yes, 2 No, 1 Abstain, resolution passed.

8. Update on the UD Path Forward Task Force and campus reopening. Eric Spina, Paul Benson –

- Eric Spina extended his thanks and gratitude to faculty for all they have done to prepare for this semester and the recent switch to online. He thanked staff across the university who prepared and helped with move-in. Eric expressed his personal gratitude for all the people who have worked with deep care and concern for students, and for their passion for university. The clusters of positive cases caused classes to be moved to online for the first week of the semester, and has since increased online learning for another 2-week

period. Targeted testing began immediately; realized this would drive positives high. Testing was to identify people who had been impacted by the clusters, and to get those individuals isolated. Close contacts were also identified and put into quarantine. Stricter protocols have been put into place to stem a wider spread. The degree of compliance and the support of health and safety protocols by students has increased dramatically over the past week. The decision to go online was based in part in needing to have a better understanding of the clusters. The medical panel has been interpreting data and providing advice on how to target our testing. Montgomery County Dayton Public Health was supportive of the testing completed and the action taken. They believe that if the stricter protocols are followed, the high incidence rate will decline which in turn will allow the university to move toward in-person classes. The Mayor, the Chancellor of Higher Education and the Governor have also been consulted. They are sympathetic and supportive of UD's plan. The high number of cases reported was a result of what happened 7-10 days ago. A plateau in cases is anticipated this week; and a decrease in cases should follow. More contact tracers have been hired. Students are being notified quicker if they need to quarantine. When possible, students are encouraged to go home to quarantine. Case workers are working closely with students and families to ensure the academic dots remain connected. There is hope for improvement more rapidly than less; the switch to in-person classes won't change unless we are in a better place. Decisions will be made that best support the principles and objectives that were laid out in the beginning. Andy Horner reiterated what Eric said about staff and faculty, he can't thank them enough (faculty, staff and students) who worked to contain the spread of the virus. Everyone has worked hard to make the campus safe and to deliver in-person learning. The public dashboard has been revised to present more robust information. Bill Fisher echoed his thanks to everyone who served on the Path forward working groups, and extended gratitude to those who volunteered to walk the neighborhood. He discussed the new protocols to help reduce the spread of the virus. An anonymous reporting form is available to report violations. Neighborhood resource representatives are also being used to remind people of protocols. Enforcement has been going well. Most students have been compliant. About 100 students have been referred for disciplinary action. Pending outcomes of hearings currently underway, up to 10 students have been, or are in the process of being, sent home for not following safety protocols. Warnings/probations have been issued to approximately 50 students and it is anticipated there will be more as cases are processed through the system. Paul Benson also thanked and recognized faculty across campus, and in the meeting, that have been working in ways nobody anticipated. The strains of the pandemic and the number of racial injustice incidences have imposed difficult conditions for carrying on our work. ECAS met throughout summer, and at times with daily communication. Their collaboration has been much appreciated. The Path Forward working groups and multiple sub teams have also worked, often daily, since Spring to present recommendations. Many of the decisions made came from recommendations of the working groups. Special thanks were expressed to students who have demonstrated an ability to adapt to difficult expectations. Without the current level of compliance to the new protocols, the university would be in a very different situation.

Questions/Comments:

The student senators and their constituents thanked administration for their continued hard work to support students and keep them on campus. Students support the actions of the university and will do their part to stay on campus.

There is concern for the impact on families and people outside of the university if the university goes to the “purple” level and students are required to go home. Would it be possible for students to remain on campus in quarantine before travelling home?

Response: People are thinking about this now. If that level is hit, this concern will be considered and discussed with the medical panel.

Last semester students had option of pass/fail. Will this option be offered again this semester and if not why? Response: It would be premature at this time to make this decision. Faculty would need to be consulted.

Will positivity rates be included on the new COVID dashboard? Response: Positivity rates are being considered. Because of the targeted testing of clusters, the positivity rate is very high. Only positive results are being shared with the university if students were tested in alternate places, skewing the numbers.

There is concern for the mental health of students, especially first-year students. What programming is planned, or in place, to keep students engaged? Response: The counseling center is performing check-ins. There are options for students to work individually with counselors. There are a number of outdoor recreation opportunities that comply with safety protocols. Student development recognizes first-year students are more vulnerable and reach out frequently to this group to ensure their well-being.

Will there be a review and an assessment of UD’s operational model for finances so we could be better prepared for the next unprecedented incident? Response: The university had gone through a couple of years of financial stewardship. Before the pandemic, the operating model of being heavily dependent on tuition was under review by the budget realignment steering committee. The focus shifted due to the pandemic, but once over, there will be a refocus on the review. Because we don’t know how long the pandemic will last, we need to continue to be conservative.

With the university at level 4, are there any suggestions or changes for graduate students? Response: Testing shows there isn’t significant spread among graduate students. Program by program decisions have been made if classes were to be on line, in person, or blended. As units have made those decisions, medical advisors have been consulted. Right now, we see no evidence that graduate students are at risk in this environment especially with undergraduate students confined to their residence halls and some outdoor settings.

Anonymous questions were received concerning thresholds of cases for making decisions to move from one level to another, or to moving totally online. Response: At the advice of the medical panel no thresholds have been determined. Contacts, circumstance and trends all impact thresholds. A reduction in the number of new infections needs to occur before things change.

First year students are worried about their ability to do well in classes because they are

confined to their rooms. With all the now open space on campus, could this space be used as spaces to work and study? Response: This is something that is being discussed. Having a space for students to be able to concentrate, have a good internet connection, and study is very important. The library Dean has said the library is willing to consider opening on a limited, reservation basis, for undergrads. Improvement needs to be seen before restrictions are lifted.

If we go to totally online classes, how will this impact staff? Does the leadership anticipate furloughs or layoffs? Response: The university will maintain full employment for as long as possible and not cut salaries. We are working to keep students on campus. There are many constituencies that depend on the university's mission—students, faculty, staff and the broader Dayton community. If we move to fully online, the financial impact would be significant. If this occurs the university will take measures to preserve cash. For staff that are in positions that are student facing, it may be a similar situation as this summer where furloughs might be necessary. The university would try to avoid furloughs as much as possible. Very few layoffs, if any, are not expected.

Because where we're sending people who have tested positive is becoming full, and because of family situations they are not able to go home to quarantine, is it possible to allow students to isolate or quarantine in their dorms? Response: There is adequate quarantine and isolation space for the time being. We have asked students who can safely go home to go home, and many have gone home. If we don't bend the curve, it will become tougher. Isolating in rooms presents a health risk, especially in traditional residence halls with shared bathrooms, etc. so we're asking students to self-isolate at home or in the places provided on campus.

Anonymous questions have come in about compliance, mask wearing, and what social distancing really means. What changes in messaging has happened? Response: Massive amounts of time has been spent on what social distancing means, how to wear a mask, and compliance. The training video geared towards students is extremely helpful. There are signs across campus. Students have been constantly reminded about the importance of wearing face masks, even while walking alone.

My roommates all tested positive, and I have not been contacted by a contact tracer. Several students have told me they have had this same experience. What is being done to reduce the time from 5 days before being contacted by a contact tracer? Response: This is one of the top issues being addressed over the past few days. The number of cases has been beyond overwhelming. Contact tracers have experienced resistance from students to provide names which caused a tremendous slowdown in the number of people being contacted, sometimes allowing for only one student to be contacted a day.

In retrospect, whether in process or outcome, what should have we done differently? Response: In respect to process, it was a very inclusive. Faculty, students, and staff across the university were involved in the plans. Experts from outside the university were also part of the process. It has been a highly inclusive process, information was shared when possible, upper administration has been very accessible to parents, faculty, staff and students. In terms of the decisions made and implemented, it was reviewed by multiple



people and compared to other university plans. Our plan was not lacking, it was a strong plan that had been confirmed by others. No one has been more critical of me than myself. Factors that impacted the success include the university's complex housing situation. Most clusters have happened in the student neighborhood and adjacent housing. We haven't done everything perfectly, but there is confidence in the people who have been providing insight, guidance and advice. We are an educational institution, with a strong mission that guides us. The biggest question has been why bring students back at all? We owed it to ourselves and our students to attempt to do this. Response: I would have recommended hiring more staff. Staff have been working every day of the week, including into the night. The strain on staff has been extraordinary, including Eric, Andy and Paul.

Everyone was thanked for their dedication and engagement. Multiple people were unable to ask their questions due to time. Over 90 questions were submitted in the anonymous form. Students have requested another meeting. Any and all feedback is welcomed as we work together for what is in the best interest of the university.

9. Adjournment 5:37 p.m.  
Respectfully submitted: Fran Rice