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UNIVERSITY OF DAYTON

DAYTON, OHIO

MINUTES OF THE ACADEMIC SENATE

October 16, 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, M.E. Dillon, Lee Dixon, Jim Dunne, Deo Eustace, Sharon Gratto, Mark Jacobs, Jake Jagels, Jay Janney, Katie Kohlen, Carissa Krane, Catherine Kublik, Sayeh Meisami, John Mittelstaedt, Brennan Mooney, Grant Neeley, Leslie Picca, Jason Pierce, Maher Qumsiyeh, Fran Rice, Eddy Rojas, Andrea Seielstad, Andrew Strauss, Tereza Szeghi, Kathy Webb, John White, Mary Ziskin

Senators Absent: Cali Anne Cleaves, Samuel Dorf, Drew Moyer, Andrew Sarangan, Jacob Troutwine

Presenters: Mary Boosalis (Chair, Board of Trustees), Eric F. Spina (President), Andy Horner (Executive Vice President of Business and Administrative Services), Paul Benson (Provost and Executive Vice President of Academic Affairs), Deb Bickford (Associate Provost for Academic Affairs and Learning Initiatives), Susan Brown (Director of Faculty Development), Melissa Longino (Assistant Vice President for Health and Wellbeing and Executive Director, Campus Recreation), Larry Burnley (Vice President for Diversity and Inclusion)

Guests: Craig Looper, II (Parliamentarian), Stefanie Acevedo, Amy Anderson, Mary Ann Recker, David Ashley, Adrienne Ausdenmoore, Eric Balster, Jana Bennett, Deb Bickford, Mary Boosalis, Darden Bradshaw, Janelle Brand, Susan Brown, Lawrence Burnley, Sarah Cahalan, Christopher Calvin, Davin Carr-Chellman, Anne Crecelius, Dan Curran, Cathryn Curry, Carola Daffner, Corinne Daprano, Scott DeBolt, George DeMarco, Stephanie Dhuman Giron, Wiebke Diestelkamp, Gloria Dodd, Brad Duncan, Jason Eckert, Elizabeth Eichler, Harv Enns, Mary Fisher, Sean Gallivan, Erin Gibbemeyer, Trip Glazer, Sean Haig, Karolyn Hansen, Umesh Haritashya, Kayla Harris, Beth Hart, Jeanne Holcomb, Andy Horner, Jen Howe, Jackie's iPhone, Joel's iPhone, Denise James, Edel Jesse, Mitchell Johnston, Daniel Kapusta, Micheline Kidwell, Ryu-Kyung Kim, Jane Koester, Carissa Kraner, Michael Krug, Suki Kwon, Ashleigh Lawrence-Sanders, Brenda Lecklider, Autumn Lockwood Payton, Melissa Longino, Greg Loughnane, Ben McCall, Novea McIntosh, Robert Merithew, Nancy Miller, Sabrina Neeley, Rochonda Nenonene, Tom Ongwere, Judy Owen, Donald Pair, Arnecia Patterson, Michelle Pautz, Carolyn Phelps, Margaret Pinnell, Danielle Poe, Kim Ritterhoff, Mary-Kate Sableski, Mary Sanderson, Cilla Shindell, Thomas Skill, Eric F. Spina, Paula Stewart, Yvonne Sun, Tamara Tabo, Denise Taylor, Tiffany Taylor Smith, Laura Vorachek, Jason Wardell, Gary Weik, Joy Willenbrink-Conte, David Wright, Michelle Yingling, 3 call in guests.

1. **Opening Prayer**-Lee Dixon
2. **Minutes**-September 25, 2020. Minutes approved by unanimous consent
3. **Announcements.**
 - Prayer sign-up sheet. Please consider signing up.
 - SAPC is seeking a student representative to serve on the committee. Committee meets on

Fridays from 11:15-12:05.

- James Brill. Clarification to statement offered personal statement not from SGA. The statement read by Tongyu Guo at the last Academic Senate was a personal statement and not a statement from SGA. SGA passed their own anti-racist resolution, dedicating SGA to becoming an anti-racist organization and to help other organizations on campus to become anti-racist. SGA will foster relationships with and advocate for underrepresented communities on campus and will aim to strongly advocate for these communities in support of the university's efforts to become an anti-racist university.

4. **Board of Trustees Meeting Update:** Eric Spina, Mary Boosalis (Chair, Board of Trustees), Paul Benson, Andy Horner. Mary Boosalis extended deep gratitude and appreciation to the panel of faculty and students who provided a candid perspective on the impact COVID-19 has had on the campus and on their personal lives. A resolution, passed by the Board, was read (attached). Eric Spina expressed his personal gratitude to Mary for her leadership of the Board. The Board has been engaged since March with operational strategies and key decisions. The October meeting provided an opportunity for the Board to hear how the university was operating during the pandemic. The Board meeting in January will look at long term strategic issues the university will face and issues resulting from the pandemic. Andy Horner provided an update on the financial status of the University. The Board approved the budget for 2021 as well as a contingency budget. Paul Benson gave an administrative report on enrollment data for the fall and shared considerations to overall enrollment strategies. He gave general observations on learning, teaching, research and scholarship, and engagement in a COVID-19 environment. The Academic Affairs Committee reviewed an interim report on the undergraduate program review submitted to the Higher Learning Commission (HLC). The interim report received a positive response. The next 4-year review from HLC will be June 2022. The name change of Department of MIS, Operations Management, and Decision Sciences to Department of MIS, Operations/Supply Chain, and Business Analytics was approved. Dean Ali Carr-Chellman (SEHS) presented her initial impressions on strengths, challenges and opportunities in SEHS. Phil Analogue (GAA) offered his initial impressions in Graduate Academic Affairs and in Professional and Continuing Education. Dean Andy Strauss (Law) shared data on positive trajectories in the School of Law. The faculty panel, Anne Crecelius; Neomi De Anda; Lee Dixon; and Bill Trollinger, described their experiences and perspectives from faculty colleagues. The student panel, James Brill; Drew Moyer; Anne Philbin; Amari Davidson; and Malon Hood, described positive experiences and the ways they are coping with life and studies.

- Question: Is the university continuing to spend money on capital expenditures, like the Fairgrounds and the Arcade? If so, why is this money being spent when the university is considering furloughs if the situation changes? Response: Capital expenditures continue on the renovation of the Music and Theater building and Kettering Labs. The university has stopped nearly all activity at the On-Main project; no additional money will be spent until the beginning of calendar 2022. As a tenant of the Arcade, the university is obligated by the lease to provide funds for the build-out. The overall goal of the university is to preserve cash for operating expenditures.

5. **Wellness Opportunities to Address Fatigue & Workload:** Deb Bickford, Susan Brown, Melissa Longino. A survey among college presidents named campus mental health as the no. 1 worry; 53% named student mental health, and 42% named faculty and staff mental health. Everyone is tired and stressed; faculty, staff, students, and administrators. Everyone was encouraged to recognize that everything takes longer, have a conversation with your chair; department; units and faculty about workload, explore what needs to be prioritized and what can be held back; postponed; or dropped entirely and be kind to yourself and others-extend grace and seek resources to help during these stressful times. The attached slide presentation includes links to

resources.

- Comments:
 - Look carefully at some of the things we have started, like virtual wellness classes, and continue them after the pandemic.
 - Encourage everyone to use the "check-in" feature available in Isidore. Encourage faculty to pick up on queues from students who need help with the course, especially those who are in other cities and countries who experience technology issues. The recording feature in Zoom is also useful for those students who had to miss class.
 - Concerned about the mental health of first year students. Can we do more to cultivate connections and relationships between the first-year students? Response: Within campus recreation, the highest number of participants are the FY students. They have been able to engage with others in socially physically distance safe ways.
 - Students are overwhelmed in this modality. Does LTC have services for anxiety issues? Not sure how to create community outside of the classroom. Worried about students that are somewhat separated from everybody else. Response: The Office of Learning Resources has resources for everyone, the Write Place, tutoring, and supplemental instruction are all being offered virtually. The Office of e-Learning will review Isidore sites, and can offer tips on how to create and enhance sites.
 - The RecPlex has not allowed minors into the facility during the pandemic, can this ban be lifted? Response: This is under advisement, and are seeking public health advice on this topic.

6. **DE&I Strategic Plan & Anti-Racism Initiatives:** Larry Burnley—relationship between two initiatives. The action steps emphasized racism given the current national climate, and was driven by the Flyers Plan. Organizational infrastructures that have been created to support this work include; the Office of Diversity and Inclusion, the University Inclusive Excellence Council, the President's Commission on the Status of Women, the Institutional Bias Advisory Council, and the Dialogue Zone. Investments and initiatives supporting the work include: hiring a consultant to manage diversity mapping and to conduct a campus climate survey, the university's participation in the CEO Action for Diversity and Inclusion, hiring a coordinator for the diversity and social justice CAP component, hiring a consultant to oversee the hiring and advancement for diversity, inclusion and mission initiative and the launch of the Greater West Dayton Incubator. To sustain the effort, several program initiatives have been launched including the Inclusive Excellence Academy, unit-driven professional development & education, the Dialogue Zone, the UD-Greater West Dayton conversation, courageous conversations at the senior level, Uiversity model, diversity and social justice fellows and the USC Race & Equity Center Equity Now workshop series. Staffing has also increased to support this work including the hiring of the VP for Diversity and Inclusion, Executive Director for Inclusive Excellence Education, Associate Director for Inclusive Excellence, Sr. Associate Director of Development; Diversity and Access Initiatives, Assistant Dean for Diversity Equity and Inclusions, Director; Community Engagement and Diversity; Equity & Inclusion, Manager for the UD-Greater West Dayton Incubator, CAP Diversity & Social Justice Component Coordinator, and a Coordinator of the Dialogue Zone. Policy developments include the 2020-24 DE&I Strategic Plan, ten priorities to achieve racial/ethnic diversity and gender equity across the workforce, mandatory implicit bias training for search committees, formal recruiter at the Institute for Teaching and Mentoring, supplier diversity initiative, four new faculty/staff affinity groups, promotion and tenure criteria revisions in SOE, and the Flyer Promise scholarship. Underrepresented undergraduate enrollment and retention has risen for Latinx and Black or African Americans. UD has received several DE&I related national awards; the best law school for African Americans, Women in Engineering, proactive network advocates and allies award and the

Insight into Diversity 2020 Higher Education Excellence in Diversity award. Challenges that continue include; the racial/ethnic disparities across UD's workforce, the lack of an aggressive diversity hiring and advancement strategies, the climate and equity related issues associated with gender, communication issues, lack of robust attention to address ability and disabilities, implementing an anti-racist action plan that unintentionally further marginalized other underrepresented and underserved populations, and marginalizing underrepresented voices; narratives and scholarship across the core curriculum.

Due to time constraints questions were held until the November senate meeting.

7. Committee Reports- send to Fran Rice

- APC-Tereza Szeghi. The work of APC has been entirely on moving through a series of consultations, multiple sets of feedback, and proposed revisions (from committee members and consultants) to the proposed transfer credit policies.
- FAC-Carissa Krane. FAC continues to meet weekly to discuss the revisions to the University Promotion and Tenure Policy proposed by PRoPT and amended by the 2019-2020 FAC. We are in the process of consulting with all of the Deans and the co-chairs of PRoPT, Joe Valenzano and Janet Bednarek.
- SAPC-Lee Dixon & Sharon Gratto. SAPC is currently working on the charge related to Academic Dishonesty. We have gone over the previous SAPC report on this matter and are looking to address as many of the recommendations outlined in the report as we can. We are also working on the Academic Dishonesty reporting forms in order to align them with the practices outlined in the Catalog. We invited David Wright to discuss possible ways of creating a workflow for the reporting form, as well as practices used at Miami Univ. regarding academic dishonesty.
- ECAS- Leslie Picca. ECAS continues to meet weekly on Friday mornings from 8:45am – 10:15am via zoom. In the last month, ECAS has:
 - Discussed the next steps following the 09.25.2020 Senate meeting where feedback was gathered on the Academic Senate composition revisions. The FAC will be tasked with reviewing the Academic Senate feedback, and drafting a revision to the Senate Constitution.
 - Discussed voting rights and models for greater job permanence for FT-NTT faculty. It was recommended that Academic Senate and Faculty Board have representation on a newly created working group tasked with reviewing existing models for greater job permanence for FT-NTT faculty.
 - Approved Drew Moyer as a student representative on CAP-C.
 - Submitted to the UNRC and selected a FT-NTT faculty representative to serve on the FAC as per approval of DOC 2021-01 at the 08.28.2020 Senate meeting. Kyung Kim will serve on FAC (Jen Dalton has previously agreed to serve on SAPC, and Senator Mary Ellen Dillon serves on APC).
 - Discussed micro-credentialing with Associate Provost Phil Anloague.

8. Adjournment 5:32 pm.

Respectfully submitted: Fran Rice

Board of Trustees resolution of gratitude

Resolution

WHEREAS, the COVID-19 pandemic poses an unprecedented and extraordinarily severe threat to higher education, the University of Dayton included; and

WHEREAS, faculty, staff, and administrators from every corner of the University of Dayton are stepping up to meet this moment in history; and

WHEREAS, the COVID-19 pandemic has upended professional and personal lives, with devastating losses for some of our families and hardship for all; and

WHEREAS, while we continue to travel on a journey with an unknown end, the campus community has stepped forward to face the crisis with creativity, innovation, pragmatism, and a deep care and concern for our students and each other; and

WHEREAS, the staff and faculty, with their commitment to high quality learning and student support, have taken a proactive approach and developed a robust and transparent prevention, testing, and protection plan to support living and learning on campus; and

WHEREAS, faculty have adopted a highly flexible approach to learning and teaching during an unpredictable time, and are giving greatly of themselves to our students; and

WHEREAS, faculty and staff have sustained creative ways of nurturing faith through participation in prayer, study, and service so essential to our mission; and

WHEREAS, staff have developed innovative ways to meet their usual responsibilities while simultaneously assuming new pandemic-related tasks to serve the campus community; and

WHEREAS, researchers are overcoming obstacles to continue their important efforts and some have led a regional effort to produce Personal Protective Equipment and perform other pandemic-related research; and

WHEREAS, the University of Dayton Arena served as one of the first COVID-19 testing centers in the state, demonstrating UD's service to the greater Dayton community; and

WHEREAS, the campus community has worked together in the Marianist spirit of collaboration, exhibiting dedication, resilience, fortitude, humility, and faith in service of the common good; and

WHEREAS, their efforts have led to record enrollment and a robust research agenda during a time when many universities are struggling; and

WHEREAS, the Board of Trustees values the way faculty, staff, and administrators have made shared sacrifices to carefully steward the University through challenging times while singularly focused on the University's mission of educating the next generation of servant-leaders.

NOW, THEREFORE:

BE IT RESOLVED that the Board of Trustees of the University of Dayton offers this resolution of deep gratitude to members of the University of Dayton community, knowing that their selfless hard work is

contributing to our mission-based impact and will continue during the course of the pandemic, and that their collective efforts will continue to strengthen this Catholic, Marianist university.

APPROVED at the Board of Trustees Meeting this 15th day of October, 2020.

Wellness Opportunities to Address Fatigue & Workload

Susan Brown, Director of Faculty Development, LTC

Melissa Longino, Assistant Vice President for Health and Wellbeing

Deb Bickford, Director of LTC, Associate Provost AALI




Inspiration from Father Chaminade

“I am like a brook that makes no effort to overcome obstacles in its way. All the obstacles can do is hold me up for a while, as a brook is held up...”

Fr. Chaminade






We live in very challenging times and face difficulties

- **Anxiety, uncertainty, depression, and grief** — compounded by the **isolation** of the pandemic — have exacted an often invisible toll on people who study and work in higher education.
- Based on a mid-September **survey of college presidents** by The American Council on Education, **campus mental health is the No. 1 worry**. The college leaders were asked to select their five top concerns from a list of 19 COVID-related issues; among their biggest worries:
 - 53% listed student mental health
 - 42% pointed to faculty and staff mental health




Challenging Times, continued

- It challenges all of us-- our **bandwidth, our sense of normalcy, our sense of self**, our sense of what is fair
 - **Each circumstance is different**, but all are difficult: many with small children at home needing attention, or caring for elderly parents for which there is worry, living alone and feeling isolated, worried about economic security, health security, racial bias or hate
 - This has **caught us each in some phase** of our life- and there are challenges w/each phase
- 



Challenging Times, continued

- **shift in our patterns of work** and our ability to do things we had the freedom to do before
 - **chance meetings and encounters are vastly reduced**, and those encounters add some depth to our days
 - **loss of the sense of community** that is so dear to us all
 - we are **tired and it is stressful for all-- students, faculty, staff, administrators**
- 



And, in context....

- The **Founders of the Marianist order** had to adapt and change throughout their lives
 - **Fr. Chaminade** never gave up on his dream throughout his life– he refused to accept defeat, but rather, embraced the need for **adaptation and change**.
 - **Venerable Marie Therese** lost several of her friends and spiritual directors to the guillotine during the time of the French Revolution, and rejected the first call for her to work with recovering prostitutes




And, at UD...

- UD was actually formed during a **cholera epidemic** and the early years were filled with unbelievable challenges- debt, workload, fire...
- We were the first Catholic university to admit women... and it **took more than 15 years** for them to be admitted full time
- We had to **adapt and change** at key points in our history, including the 1960s... and now



So, what does adaptation and change look like at UD in 2020?

- Recognize that everything takes longer now
 - Conversations with chairs, departments, and units (and your faculty) about workload
 - Explore what needs to be prioritized and what can be held back or postponed or dropped entirely
 - Be kind to yourself and others– extend grace
 - Seek resources that can help
- 



Programming to spur community

- **Staying Connected**– every other Wednesday, 2:30 – 3:20
<https://udayton.edu/ltc/resources/stayingconnected.php>
- **Flex teaching listserv**
<https://isidore.udayton.edu/access/content/public/01%20Flexible%20Teaching/Instructions%20for%20Joining%20Flexible%20Teaching%20Listserve.pdf>
- **Learning Teaching Forum:** Adapting to the Signs of the Times: Responding to the New Realities of Higher Education, 1/8/21
- **Teaching talking partner** (for MIDs or any time)
- **Adaptation and Change:** Why it's Important for a Marianist Education Today (virtual workshop by Office of Rector, Nov. 12, 10-11:30 AM)



Let us hear from you!

- Complete the anonymous survey (below and in chat box) and stay tuned to Porches and LTC email for programming updates

<https://forms.gle/vy32H3S4Jnx3pT1T8>



Resources for challenging times

- Human Resources
 - Wellness classes:
<https://udayton.edu/hr/wellness-program/index.php>
 - Employee Assistance Program (*provides significant resources around mental and physical health, finances, time management, etc.*)
- Find what uniquely gives you joy, even if only for 5 minutes a day
- Give grace and receive grace from others
- Cultivate curiosity
- Get outside
- Set boundaries
- Approach work and life from 6 R's: react, respond, resilience, recover/re-center, rethink, and rebuild




Resources to support students

- Panel Presentation: **Strategies to Support our Mental Health During the Pandemic**
 - Thursday, October 22, 2-3 PM | [RSVP here](#); zoom link will be provided.
- **Telebehavioral counseling** offered via the Counseling Center and CADRE – individual therapy and support groups
- New **‘Let’s Talk’** service providing brief, informal consultation, same week appointments with a mental health provider designed to decrease stigma and manage short term challenges
- Brook Center launches **‘Co-Pilots’** – a peer health coaching program around personal wellbeing goals and strategies to overcome obstacles
- **Prioritizing a daily exercise routine** as the best medicine to combat stress, anxiety, and depression while building immune systems
- **UD Step Care Model**



We will get through this

- What are we supposed to be learning?
 - What can we let go of in order to make space for the new?
 - What do we want to hold onto as we move forward?
- 



A parting inspiration

“Let us then courageously put ourselves to work, not letting ourselves be frightened by the greatness of the task. Let us think only of what we are doing at the moment and of doing it well.”

**Marianist Foundress Blessed Mother Adele
1814, at age 25**