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Approved Minutes
 Meeting of the University of Dayton Academic Senate
 23 September, 2022
 KU Ballroom, 3:30-5:30 p.m.
Presiding: Sam Dorf, President

Present: Joanna Abdallah, Paul Benson, Art Busch, Sarah Cahalan, Ali Carr-Chelman, Anne Crecelius (Vice President), Jennifer Dalton, Sam Dorf (President), Greg Elvers, John Fulkerson, Tim Gabrielli, Greer Glover (Parliamentarian), Sharon Gratto, Isaac Grude, Nancy Haskell, Precious Henderson, Siobhan Huner, Jay Janney, Camryn Justice, Molly Keane-Sexton, Allison Kinney, Becky Krakowski, Erin Kunz, Grant Neeley, Ann Perillo, Rebecca Potter, Chris Roederer, Darcy Setter, Helena Thompson, Kathy Webb, Andrea Wells, Mary Ziskin

Remote: Lois Cavucci

Absent: Philip Appiah-Kubi, Trevor Collier, Jacob Cress, Wiebke Diestelkamp, Gül Kremer, Vince Miller, Danielle Poe, Mary-Kate Sableski, Andy Strauss, Todd Uhlman

Guests: Ryan Allen, Jana Bennett, Susan Brown, Michelle Cox, Lee Dixon, John Harrelson, Mark Hillman, Kristen Keen, Jane Koester, M. Brent Kondritz, Carissa Krane, Becki Lawhorn, Carolyn Phelps, Leslie Picca, Julia Randel, Chris Schramm, Tom Skill, Tiffany Taylor Smith, Kim Trick

Agenda Item	Action	Material
Opening Prayer - Tim Gabrielli		
Attendance	Sign-in sheets were passed around	
Minutes—April 29, 2022	Approved by unanimous consent	Draft Minutes from April 29, 2022
Announcements and Welcomes	General overview of Senate protocols. Reminder that Senate meetings can be livestreamed if Senators cannot join in person in a given month.	

<p>Student Success and Belonging in the Classroom: What We've Learned, and What We Need to Do? (40 minutes) -Lee Dixon and LTC community members (Ryan Allen, Becki Lawhorn, John Harrelson)</p>	<p>Update regarding student absence notifications. Starting at the end of FA22, students will be expected to communicate COVID absences directly to their professors. This is in line with other absences due to illness (except for major life events). Instructors will have the authority to determine how to make adjustments or exceptions.</p> <p>Lee discussed approaching student success as a community goal. Asked us to think about retention: students who leave have chosen to come and then chosen to leave. Looked at 10-year retention rate (current 87.7%; 10-year average 89.6%): this past year, 41 fewer students were retained to their second year than if the rate had been the 10-year average. Asks us to consider, what can we do <i>now</i> to support students who might be struggling? Ryan Allen introduced Advancing Teaching & Learning Scholars (ATLS), a program to support faculty with three primary goals: 1) learning about UD students and their educational needs, campus resources, and teaching strategies, 2) building communities of practice, 3) introducing faculty to LTC support and resources.</p> <p>Becki Lawhorn presented on the Student Success Network (SSN) and its connection to retention issues; it can provide leading indicators before a student becomes a retention statistic. Reminder that these statistics are people; Rebecca shared a specific example of an instructor making a difference. 175 faculty were just recognized as “student success rockstars.” She also discussed and demonstrated the impact of advising and shared some advising initiatives and resources (Student Success Champions Series and others).</p> <p>John Harrelson reminded the Senate of the services provided by the Office of Learning Resources (OLR): disability services, tutoring (now done by appointment which students prefer to drop-in), supplemental instruction, The Write Place, academic coaching. Piloting Oral Communication Support services for students to work on presentations (collaborating with Libraries to use the Story Studio and also working with COMM department). All tutoring 1:1 appointments and using a net promoter score “how likely are you to recommend this tutor” the average is 9.5/10. Promoted Get Back on Track programs November 7 and November 8, 5-7pm; timed to help students make good decisions (right before the withdrawal deadline).</p> <p>Question about what the options are for feedback in SSN. Yes, it is possible to add a field for feedback that is between a flag and a kudo.</p>	
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	<p>Question about connecting data from OLR with the tutoring work being done within the department. Yes, they can connect and cross-promote resources.</p> <p>Question about the “Wild West” of recruitment; is the changing educational landscape related to the drop in retention numbers? It does not look like students are leaving because competitors are enticing them away. Typically they are leaving due to academic performance.</p>	
<p>Professional Development and Inclusive Excellence: Updates from the Office of Diversity and Inclusion and the University Inclusive Excellence Council on Promotion and Tenure (30 mins) - Tiffany Taylor Smith and Dr. Leslie Picca</p>	<p>Updates regarding the makeup and structure of University Inclusive Excellence Council (UIEC). 2020-2022, there were 222 faculty and staff serving on UIEC, its five standing committees, or unit-level DEI committees. This structure was developed in advance of 16 unit DEI plans; it was based on industry best practice but created challenges here at UD. New model should be more sustainable. DE&I 2022-2023 priorities: 1) Professional Development (Julio Quintero is the point of contact), 2) Community Diversification (Tiffany Taylor Smith is point of contact), 3) Assessment (Oliver Ferguson is point of contact).</p> <p>Large UIEC group will now meet twice a year.</p> <p>Implementing DOC 2021-05 revisions to T&P policy; key elements of this document are I.C.4, faculty must “demonstrate a commitment to inclusive excellence in at least one of the dimensions of evaluations (in teaching and/or librarianship, scholarship and/or artistic accomplishment, and service)” and I.C.7, the requirement of professional development for faculty evaluation committees.</p> <p>Provost & ODI will take the lead on the professional development content, in consultation with the units, to ensure consistency across units and be mindful of unit bandwidth/cultural taxation.</p> <p>Suggested timeline August-October to determine what PD we already have, what needs to be developed; November-February town halls with units; March-April launch of PD for FA23 in line with the requirements in the document.</p> <p>Questions about differences between units and variety within units. There are unit-level groups working on this as well.</p>	

<p>Overview of Year-Long Plan for Academic Senate’s Focus on Well-Being for Students, Faculty, Staff and Even Administrators (25 mins) - Sam Dorf and campus partners</p>	<p>ECAS would like to make a commitment to dedicate time at Academic Senate to discuss the well-being of the whole community.</p> <p>AS will be sponsor for the campus Food4Flyers food pantry this October. Background on the pantry provided by Kristen Keen: it is a collaboration between Brook Center and Dean of Students. Food insecurity is a problem on our campus. This impacts academic performance and social relationships. This is an equity issue that impacts a sense of belonging. Many students can’t just go to the Dayton food bank–no car, wish to remain anonymous. Connecting to retention concerns: students</p> <p>The pantry is located in the Brook Center. It offers food, personal hygiene products, menstrual products. It is stocked by means of community partnerships and sponsorships by UD departments.</p> <p>Students are not tracked but they are asked for some demographic information to help F4F improve its ability to connect with those who need help.</p> <p>Addressing stigma around asking for help is a priority. Keen underlined that students are <i>not</i> abusing this resource and pointed to other UD resources available around food education.</p> <p>Question about demographics. It looks like many of the F4F clients are graduate students; they might have loans, families, etc. but more data analysis is needed.</p> <p>Question about partnering with the Dayton Food Bank. That organization tracks people more than many of the F4F clients want so they are not partnering at this time.</p>	
<p>Committee Reports (20 mins) APC--Anne Crecelius FAC--Grant Neeley SAPC-- Jay Janney and Allison Kinney ECAS—Sam Dorf</p>	<p>Reports were sent to Sarah Cahalan and have been appended below.</p>	

Adjourned: 5:15pm

Respectfully submitted by Sarah Cahalan

APC report (submitted by Anne Crecelius)

Please accept the following as the report of the activity of APC for the 2022-23 Academic Year. This is the first report for this year. APC meets on Tuesdays at 2:00pm in SM 113B.

- a. Our first charge is to continue the work of the review of CAP.
 - i. With the support of ECAS, we are pursuing a more expedited review process to be completed this year. The review will include survey of faculty, students and advisors as well as component level analysis.

- b. Our second charge has been to consider expansion of midterm grading/progress reports to all students rather than just first and second year students.

- c. We also confirmed an appointment to CAP-L.

Our next meeting is Tuesday, September 27th, 2022 in SM 113B.

FAC report (submitted by Grant Neeley)

The FAC is working to complete the charge referenced below. We continue to combine the two policies together while also incorporating inclusive excellence in both the required training for faculty evaluation processes and for promotion.

We have begun tentative scheduling for consultation with Unit governance structures and with the requisite University committees (ULPC & UCC).

Grant Neeley
Chair, FAC

Charge to the FAC

August 26, 2022

Regarding: Merging of and Revisions to University Promotion Policies for Lecturers and Clinical Faculty/Faculty of Practice.

ECAS requests that the FAC continue work from AY21-22 to develop one promotion policy that covers all full-time non-tenure-track faculty. ECAS asks FAC to ensure that this unified policy is in alignment with DOC 2021-05. Please ensure that expectations are consistent with the expectations and opportunities (i.e. inclusive excellence, mission-central activities, professional development for committees, etc.) in DOC 2021-05.

Expected Consultation: Unit Deans, FT-NTT Faculty impacted by changes, University Lecturer Promotion Committee, University Clinical Committee.

[DOC 2017-01 University Promotion Policy for Clinical Faculty/Faculty of Practice](#)

[DOC 2018-03: University Promotion Policy for Lecturers](#)

[DOC 2021-05: Revisions to DOC 2006-10 University Promotion and Tenure Policy](#)

ECAS would like this work to be complete by the end of November 2022.

APPROVED BY ECAS 8/26/22

SAPC report (submitted by Jay Janney and Allison Kinney)

SAPC has met weekly for 75 minutes since September 1, 2022. SAPC's work has focused on the current charge from ECAS to review the Student's Academic Rights and Responsibilities" Policy section in the Faculty Handbook (pp. 72-73) and propose potential revisions to include the use of proctoring software, and other forms of electronic monitoring of students in the course of their academic work. Ryan Allen (Executive Director of the Center for Online Learning) and John Harrelson (Director, Office of Learning Resources) attended SAPC meetings to participate in discussion with SAPC about electronic monitoring and proctoring software use on campus. David Wright (Director Academic Technology & Curriculum Innovation) will attend an upcoming SAPC meeting for consultation. Tom Skill provided SAPC with a list of university documents where digital privacy, monitoring, and/or proctoring are mentioned. SAPC plans to finish consultation and move towards drafting statements for inclusion in the Faculty Handbook and possibly other documents.

ECAS report (submitted by Sam Dorf)

ECAS meets weekly and continues to prioritize discussion and consultation on ensuring open, transparent, and responsible governance.

Action items from ECAS include:

(1) approving Jay Janney to serve on the Human Resources Advisory Council, Chris Roederer to serve on the University Elections Committee, Stephanie Shreffler, James Steiner-Dillon, Angela Mammana, Ben Kunz, and Meghan Henning to serve on the UNRC.

(2) Approval of a UNRC pool of nominees to serve as a Full-Time Non-Tenure-Track representative to the President's Commission on the Status of Women

(3) four charges: two for the APC (one and two), one for the FAC, and one for the SAPC.

ECAS had guests present from the Provost's Office on faculty workload policy, updates and consultation from the University Nominations and Recruitment Committee, the Office of Diversity and Inclusion, the University Inclusive Excellence Committee, and a meeting with President Spina on CSIT and the Provost Search.

In addition, ECAS continues to discuss and work on the following initiatives: (1) future academic calendars (2) well-being for faculty, students, staff and administrators.

ECAS receives weekly updates from CSIT. The ECAS meeting time is Friday mornings 10am - 11:30am in SM113B. The Senate President holds open office hours in the MEC lounge in Alumni Hall on Mondays from 2pm to 3pm and in Fitz Hall 461 on Thursdays from noon to 1pm.