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Fall 11-18-2022

2022-11-18 Minutes of the Academic Senate

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Minutes

ACADEMIC SENATE

Meeting: Friday, November 18, 2022

Time/Location: 3:30pm - 5:30pm – KU Ballroom

Presiding: Sam Dorf, President of the Academic Senate

Present: Joanna Abdallah, Philip Appiah-Kubi, Paul Benson, Sarah Cahalan (Secretary), Ali Carr-Chelman, Trevor Collier, Anne Crecelius (Vice President), Jacob Cress, Jennifer Dalton, Wiebke Diestelkamp, Sam Dorf (President), Greg Elvers, John Fulkerson, Tim Gabrielli, Greer Glover (Parliamentarian), Sharon Gratto, Nancy Haskell, Precious Henderson, Siobhan Huner, Jay Janney, Camryn Justice, Allison Kinney, Becky Krakowski, Gül Kremer, Erin Kunz, Vince Miller, Grant Neeley, Ann Perillo, Rebecca Potter, Chris Roederer, Darcy Setter, Helena Thompson, Kathy Webb, Andrea Wells, Mary Ziskin

Remote: Art Busch, Lois Cavucci, Molly Keane-Sexton, Danielle Poe

Absent: Isaac Grude, Mary-Kate Sableski, Andy Strauss, Todd Uhlman

Guests: Katie Alaimo, Amy Anderson, Philip Anloague, Jana Bennett, Tracy Butler, Jack Dalton, Jason Deibel, Lee Dixon, Bill Fischer, Sofia Garcia, Elizabeth Hart, Mark Hillman, Molly Hinz, Andy Horner, Chief Savalas Kidd, Ryu-Kyung Kim, Jane Koester, M. Brent Kondritz, Michael Krug, Heather MacLachlan, Cody McMillon, Sabrina Neeley, Mary Kate Newman, Timothy Nicholson, Robin Oldfield, Rick Omlor, Carolyn Phelps, Margie Pinnell, Julia Randel, Tom Skill, Madeline Spicer, Eric Spina, Tiffany Taylor-Smith, Kim Trick, Molly Wilson

Agenda Item	Action	Material
Opening Prayer - Nancy Haskell		
Attendance	Sign-in sheets were passed around	
Minutes—October 21, 2022	Approved by unanimous consent	Draft Minutes from October 21, 2022
Announcements		

<p>Updates on Public Safety Incident (20 min) -Eric Spina, Bill Fischer, Chief Savalas Kidd</p>	<p>President Spina: Regarding the threat to campus on November 7, there have been multiple debriefing opportunities over the past two weeks. The safety of the UD community was first and foremost in all decision-making throughout the incident.</p> <p>The outcome was effective but the incident demonstrated that there is still work to do: better communication for a common understanding of rationales and best responses for specific types of incident.</p> <p>More training needed for individual buildings and units.</p> <p>Acknowledgement that mass shootings are tragically common, that many people in this community have experience with drills, headlines, shootings, etc.</p> <p>Chief Kidd provided an overview of the event timeline. At the time, his team prioritized getting police resources to campus and locating the suspect. Communication was informed by an understanding that this person was internal to UD; did not want to share too much information with the person who made the threat.</p> <p>Fischer shared that many students feel anxiety following this event. Counseling and ministry resources are available.</p> <p>Comment: Some students felt forced to overcome fears/anxieties, to “get over it and come to class.” Could there be training for faculty around sensitivity to these concerns?</p> <p>Comment: As information came out, faculty did not know how best to act, especially in buildings that had been identified as targets. What is best practice? Students informed their instructors and classmates, people looked for an email, and no guidance was available from the university.</p> <p>Paul Benson: Faculty were instructed by the Provost to extend grace to students if they could not come to class that day or if the incident impacted their work.</p> <p>Comment: Faculty did not know whether they were responsible for making decisions for their classrooms. A policy issue—what authority do instructors have in a</p>	
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	<p>situation like this? Are they in charge of the classroom or one adult in a room of adults?</p> <p>Comment: Many classroom doors cannot be locked and have no option for barricades. Is there anything we do to enhance classroom security on campus?</p> <p>President Spina committed to listening and learning from the feedback on this incident.</p>	
<p>Updates and Q&A on CSIT and FY24 Budget (40 minutes) -Eric Spina, Andy Horner, Paul Benson and Rick Omlor</p>	<p>CSIT and the Blue Sky idea have been discussed at two town halls and at the recent Board of Trustees meetings.</p> <p>Reminder of issues facing UD such as population trends; the Board is generally interested in UD differentiating itself by means of the Blue Sky idea. Sunsetting CSIT and leaning into Blue Sky.</p> <p>President Spina acknowledged there have been questions from faculty and staff about the “learning partners” model, workload, implementation of Blue Sky. Some of these have been answered but much of this is still at a conceptual phase so answers are developing.</p> <p>A planning team is thinking through next steps to develop an implementation strategy for Blue Sky. More information about this planning process will be shared after Thanksgiving.</p> <p>Comment: There is value in continuing to emphasize that a total model does not yet exist and clarity is needed especially for the “learning partner” model. There will be consultation and inclusion of campus perspectives.</p> <p>Question about the planning team makeup. Answer that they are still planning the planning team, with an announcement coming soon. This will be a public process.</p> <p>Question: How will the Academic Senate be consulted in this process? Answer that when planning touches on learning, the Senate will need to be consulted.</p> <p>Questions about FY24 budget. The budget will be approved by the Board in May. Work is underway on cost slowdowns and other steps, including some new revenue streams. Target to cut \$17 million next FY. Horner reiterated commitment to expand the merit pool</p>	

	<p>to 3.2% next year.</p> <p>Question for Omlor: how does the Board feel about Blue Sky? Answer that the Board is very enthusiastic and have identified funds to help fund Blue Sky. Spina: the same information has been shared with the Board as have been shared with faculty/staff/students.</p> <p>President Spina shared that every Board meeting begins with a formation session, sometimes led by Fr. Jim Fitz. This October’s meeting included a session on characteristics of Marianist administration. The Board takes UD’s mission and identity very seriously.</p> <p>The panelists praised the enthusiasm and talents of the Board.</p>	
<p>Updates from Student Government Association (15 minutes) -Sophia Garcia and Camryn Justice</p>	<p>Three main goals:</p> <ul style="list-style-type: none"> - Fostering an inclusive environment for SGA members to feel welcome and heard - Organizational accessibility: increase student engagement with SGA and the resources it offers - Creating a safe campus environment including Flyer Safe app, partnering with Public Safety, empty chair campaign. Recently, SGA has held conversations around the safety issues that arose on November 7. <p>Another safety concern is the series of bias-related thefts impacting LGBTQ+ members of the UD community.</p> <p>SGA has held ~20 events this semester, often in partnership with campus collaborators.</p> <p>Starting this December, a professional photo booth will be available for students to get professional headshots for LinkedIn etc.</p> <p>SGA recently hosted a “What is SET?” event for students to communicate out about the best uses of SET, including discussion of bias in SET.</p>	
<p>Update on SET (30 mins) -Jay Janney, Erin O’Mara Kunz and</p>	<p>Background information shared by Sam Dorf about previous work on SET. Conversations held in FAC, APC, and SAPC last year. All three committees had recommendations for updating SET policy. Decision</p>	

<p>Margie Pinnell</p>	<p>was made to give a smaller group the task of developing a draft policy update based on recommendations from last year's committees. Today's presentation is not towards a vote at this Senate meeting, but rather consultation with the Senate.</p> <p>The team has met with FAC, APC, and ECAS; has held listening sessions; has gathered anonymous feedback via a Google form. The feedback has been mixed.</p> <p>The draft recommends the P&T committees not have full access to all SET data; some people are very much in favor, some very opposed.</p> <p>The draft recommends a reflective narrative be required of faculty members based on their SET scores and comments. There has been mixed feedback on this recommendation.</p> <p>Comment: Removing the exact scores in what is shared with P&T may mitigate bias but that also changes the way that student voices are collected. SGA should be consulted since this change will impact the way student feedback is used in faculty development.</p> <p>Comment: Overreliance and misunderstanding of the numeric scores has motivated this work. SET numbers are sometimes useful but they are not an objective piece of data. Recognition that scores vary depending on type of class and other factors.</p> <p>Generally speaking, there is consensus on removal of departmental averages as part of how chairs report a faculty member's scores to the P&T committee.</p> <p>Recommendation to administer SET in person and at the beginning of a class session.</p> <p>Comment about removing "mean-spirited" comments before sharing SET data with faculty members. Is this the role of the chair? Is this something chairs have time to do effectively? Who determines what constitutes "mean-spirited"?</p> <p>Discussion of timing in the semester of when SET is administered and when scores are shared with faculty.</p> <p>Lee Dixon shared language about student evaluations from a peer institution.</p>	
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	<p>Question from the group for Senate: if we don't make the change to limit the use of SET numbers for promotion and tenure, how could we use existing policies to ensure SET numbers are not used as an objective measure of teaching effectiveness? Answers: getting rid of department averages, considering where to place the scores in a candidate's electronic "binder", placing scores in the context of a reflective narrative.</p> <p>Comment that promotion and tenure committees need training to better understand some of the inequities inherent in SET. Reminder that this group was charged specifically with SET. However, they will make recommendations for other related areas for improvement, such as training for committees.</p> <p>Comment that it's essential for promotion and tenure committees to use multiple measures to evaluate teaching effectiveness; surprise at the wide variety of ways committees already do this work across our campus.</p> <p>Comment that there is a need for documented best practices across campus.</p>	
<p>Committee Reports (5 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: 5:30pm

Respectfully submitted by Sarah Cahalan

ECAS report (submitted by Sam Dorf)

To: Sarah Cahalan, Secretary, Academic Senate
CC: Anne Crecelius, Vice President, Academic Senate
From: Sam Dorf, Chair, President, Academic Senate
Re: Committee Report for October 21, 2022 Academic Senate Meeting
Date: November 18, 2022

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

Action items from ECAS include:

(1) Approval of the new Major in Business Analytics (BAN) as Part of BSBA Proposal.

ECAS had guests present on the Gender Equity Research Fellows on [parental leave policies](#), and the SET Policy Drafting Team, Micro-credentials Working Group.

In addition, ECAS continues to discuss and work on the following initiatives: (1) SET Policies (2) Midterm grading policies (3) Faculty workload and (4) well-being for faculty, students, staff and administrators. ECAS continues to receive regular 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.

APC report (submitted by Anne Crecelius)

To: Sarah Cahalan, Secretary, Academic Senate

CC: Sam Dorf, President, Academic Senate

From: Anne Crecelius, Chair, Academic Policies Committee

Re: Committee Report for November 18th, 2022 Academic Senate Meeting

Date: October 18, 2022

Please accept the following as the report of the activity of APC for the 2022-23 Academic Year since last reported in October. 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. We are nearly complete with first drafts of surveys to be distributed in early 2023.
 - ii. A. Crecelius consulted with the CAP Component Coordinators. Future meetings are set with CAP-C and the Associate and Assistant Deans CAP Group to update them on the status of the review, seek stakeholder input, and build momentum towards high participation in CAP surveying.
- b. We confirmed membership changes to CAP-L and CAP-C for replacements due to sabbaticals and retirements.
- c. We hosted members of the SET Policy Drafting Team (O'Mara Kunz, Pinnell, Janney) as guests and provided feedback on the in-progress draft policy regarding the use of SET.

Our next meeting is Tuesday, November 29th, 2022 in SM 113B.

FAC report (submitted by Grant Neeley)

FAC has completed consultation with all academic units and Non-Tenure Track Senators. We are completing revisions and are now planning outreach activities to Professional Faculty in January for consultation.

SAPC report (submitted by Jay Janney)

SAPC completed revising the Faculty Handbook (pages 72-73) on "Student's Academic Rights and Responsibilities". We completed consultation with the LTC, and several academic units. We then submitted our report to the Academic Senate Executive Committee.