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Academic Senate Minutes

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Spring 3-24-2023

## 2023-03-24 Minutes of the Academic Senate

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# Minutes

## ACADEMIC SENATE

**Meeting:** Friday, March 24, 2023

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

**Presiding:** Sam Dorf, President of the Academic Senate

Present: Paul Benson, Sarah Cahalan (Secretary), Ali Carr-Chelman, Trevor Collier, Jacob Cress, Lissa Cupp, Jennifer Dalton, Wiebke Diestelkamp, Sam Dorf (President), Greg Elvers, Jon Fulkerson, Tim Gabrielli, Greer Glover (Parliamentarian), Precious Henderson, Jay Janney, Gül Kremer, Suki Kwon, Harold Merriman, Grant Neeley, Molly Potter, Rebecca Potter, Chris Roederer, Darcy Setter, Andy Strauss, Helena Thompson, Todd Uhlman, Kathy Webb, Andrea Wells, Mary Ziskin

Remote: Lois Cavucci, Mary-Kate Sableski

Absent: Joanna Abdallah, Philip Appiah-Kubi (Vice President), Art Busch, Deo Eustace, Isaac Grude, Nancy Haskell, Siobhan Huner, Camryn Justice, Becky Krakowski, Erin Kunz, Vince Miller, Danielle Poe

Guests: Amy Anderson, Phil Anloague, Jackie Arnold, Janet Bednarek, Lee Dixon, Lindsay Garbenis, Mark Hillman, Marsha Keene, Tim Keogh, Andrés Larraín-Hubach, Sabrina Neeley, Carolyn Phelps, Margie Pinnell, Julia Randel, Simon Robins, Tom Skill, Sam Surowitz, Skylantz Wagner, Caroline Waldron

<b>Agenda Item</b>	<b>Action</b>	<b>Material</b>
<b>Opening Prayer</b> -Grant Neeley		
<b>Attendance</b>	Sign-in sheets were passed around	
Minutes—February 24, 2023	Approved by unanimous consent	Draft minutes from February 24, 2023
<b>Announcements</b>	Congrats to Professional Faculty!	

	<ul style="list-style-type: none"> <li>○ 83 ballots submitted of 231 eligible voters (36% participation). 71 “yes” votes (89.87%), 8 “no” votes (10.13%), 4 abstentions</li> </ul> <p><a href="#">UD’s Celebration of the Arts</a>, Wednesday, 29 March at 7:30pm, Schuster Center</p> <p>University-wide inclusive excellence training is <b>different</b> from specific bias training related to promotion and tenure policies and bias training for hiring committees. More information on the specific training related to promotion, tenure and hiring will be on the agenda of the 28 April Senate meeting.</p> <p>On Stander Day it is VERY important to show up. YOUR students and classmates are presenting. Be sure to attend the Food Truck Rally at noon. Student performances and tabling, food vouchers for students, photoboosts, and DJs, BIG TENT!</p> <ul style="list-style-type: none"> <li>○ Campus events start with a Mass at 8am, Dean’s Showcase at 10am and 2pm, Honors TEDx-Style presentations at 11am, Livestream campaign kickoff at 8pm. 7:30pm knockout event for students with even more free food!</li> <li>○ We don’t typically have so many alumni and donors ON CAMPUS during Stander Day, so we hope you make every effort to attend and to bring your peers.</li> <li>○ April 19th is also Giving Day. The goal is 36% participation rate for faculty and staff on that day.</li> </ul>	
<p><b>Remembering and Honoring Dr. Anne Crecelius (20 mins)</b></p>	<p>The resolution was read aloud by Paul Benson, Ali Carr-Chelman, Jennifer Dalton, and Darcy Setter.</p> <p>Several personal reflections were shared. These noted Anne’s intelligence, generosity, curiosity, natural leadership abilities, collaborative nature, good humor, adventurous approach to life, and general excellence.</p> <p>Thanks to everyone on the Academic Senate and thanks</p>	<p><a href="#">RES 2023-01: Special Resolution in Memory of Anne Crecelius</a></p>

	<p>to colleagues in Campus Ministry for their support at this time.</p> <p><b>The resolution was approved unanimously.</b></p>	
<p><b>CAP Preliminary Feedback (20 mins)</b> - Lee Dixon and Sarah Cahalan for Nancy Haskell, Co-chair of APC</p>	<p>This CAP review contains 2 key pieces:</p> <ol style="list-style-type: none"> <li>1. Data on course offerings across components from CAP Office <ul style="list-style-type: none"> <li>- APC CAP Year 1 Report (includes coordinator reports for relevant components)</li> <li>- Component coordinators (Social Science and Writing Seminars)</li> </ul> </li> <li>2. Survey to gather stakeholder data from students, faculty, advisors, and department chairs/program directors</li> </ol> <p>Several questions and comments were shared for discussion at APC including</p> <ul style="list-style-type: none"> <li>- Questions about the scope of the charge and whether overall CAP structures (such as the CAP office. CAP-C) could be reconsidered</li> <li>- Observations that undergraduate concerns around difficulty with availability of CAP courses correlates with the desire to find courses that satisfy multiple categories</li> <li>- Observation/suggestion that an important improvement would be availability of more information around upcoming CAP offerings. What is typically available? What is only sometimes available? This would help both advisors and students.</li> </ul> <p>Senators were asked to share questions/comments/concerns with APC as the group is finalizing its report, including recommendations for future work. The final report will be shared with the Academic Senate ahead of one of this semester's final meetings.</p>	<p><a href="#">Slides appended</a></p>
<p><b>Update on SFT/SET Policy (20 mins)</b> - Margie Pinnell (LTC), Erin O'Mara Kunz (Senate) and Jay Janney (Senate)</p>	<p>Background provided on SET's history on campus, including the assignment to this task force.</p> <p>Task force's work included literature review as well as consultation with numerous groups and individuals on campus. They also took inventory of various Senate documents and policies related to SET.</p> <p>Rationale for proposed policy: SET can be a powerful professional development tool, but it can be over-relied</p>	<p><a href="#">DRAFT POLICY: Use and Administration of the Student Feedback Tool</a></p> <p><a href="#">Slides appended</a></p>

	<p>upon; there is extensive literature on concerns with student evaluation of teaching.</p> <p>Draft policy works to address some of these concerns.</p> <p>Draft policy includes a proposed name change: Student Feedback Tool (SFT). Other changes include: SFT results should be reported as frequencies instead of averages; requirement for faculty to reflect on their teaching. LTC will design a faculty reflection form which units/departments can choose to use, or units/departments can design their own.</p> <p>SFT for evaluation: the draft policy reiterates that SFT cannot be the sole criterion to assess a faculty member's teaching.</p> <p>Facilitation of SFT: recommendations include that faculty should not offer incentives for participation, inclusion of information about bias on the syllabus, etc.</p> <p>Question re. the change from averages to frequencies. Answer: this reflects best practice.</p> <p>Question about the required reflection for faculty; what about units (CAS) that already have reflection forms? Answer: these forms will need to be updated by the relevant Dean's office.</p> <p>Question about recommendations/next steps around, for example, the other ways teaching is evaluated on campus. Answer that some of this work around holistic evaluation of teaching will be on the suggested "to do" list for next year's Academic Senate.</p> <p>On April 14, the final version of this policy will come before the Senate for a vote.</p> <p>Question about language regarding the requirement in this policy that SFT and reflection be used in evaluation for promotion and tenure. Discussion: consider extracting items from this policy that are covered by other policies.</p>	
<p><b>Faculty Board Update on Faculty Workload Report (30 mins)</b> - Todd Uhlman, President of the Faculty Board</p>	<p>The Faculty Board has gathered information in several ways, including an in-person conversation in which 120 faculty members participated as well as a survey. Responses were read, grouped, coded.</p>	<p><a href="#">Faculty Board's Workload Report (2023)</a></p>

	<p>For this presentation, focusing on a few key takeaways.</p> <p>74% of surveyed faculty believe that workload has increased in recent years. Respondents identified different ways that workload and other work changes affect them. Some responses demonstrate low morale, helplessness, anger.</p> <p>Many respondents indicated a love of educating students but expressed pessimism about the future of their work and the future of the university. CAP approval/assessment and other requirements identified as stressors. Feeling that teaching is being negatively impacted by increasing demand for requirements outside the classroom.</p> <p>Recommendations include: The Senate and administration should look into this in a more detailed/granular/unit-specific way. Administration should take decisive action such as implementing a policy of “workload neutrality.” Better system for measuring workload and transparency. Administration should encourage and support faculty research. Administration should take steps to demonstrate appreciation for faculty efforts (pay increases, for example).</p> <p>Some respondents indicated a likelihood that the faculty member might leave UD.</p> <p>The spring Faculty Association Assembly will take place April 20, 11:30-1:30 in the KU Ballroom.</p> <p>Question about the data from this report—is this going to be available to deans, etc.? Answer: this study was anonymous, so it can’t be sorted by unit, but the report is available.</p> <p>Question: do the morale/exhaustion issues here reflect the effects of the pandemic? Answer: Yes, it was a tipping point for many people. What comes through in the data is that people feel like the increased workload started with COVID but has not relented.</p> <p>Observation: increased workload has been enabled by technology such as Zoom.</p> <p>Observation: any future survey should take into account gender and other demographic data. Response: the</p>	<p><a href="#">Slides appended</a></p>
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	<p>survey indicates that faculty are willing/eager to work long hours, but at this time many of them do not feel appreciated for this work.</p> <p>The Faculty Board was acknowledged and thanked for their work.</p>	
<p><b>Global and Intercultural Affairs Office Updates (20 min)</b>  - Amy Anderson, Associate Provost for Global and Intercultural Affairs</p>	<p>GIA Center was recently renamed – goals include developing empowered global citizens</p> <p>Education Abroad and Away is rebounding to pre-pandemic numbers; healthy participation crosses all units of the university. Work underway to increase accessibility for underrepresented students as well as to consult students on which experiences they are looking for,  The COVID vaccine requirement has been dropped for international travel, but still a strong recommendation.</p> <p>International students: total international enrollment is growing again, with a majority of those students in graduate programs. India is by far the top country of origin at the moment. Computer Science is the top major for international students.</p> <p>UD Global is a partnership with continuous work to improve support, resources, communication, etc.</p> <p>GIA collaborates with numerous units on campus including the Dialogue Zone, Diversity Peer Educators, etc.</p> <p>Faculty engagement includes the Global Education Seminar, which is running again (trip to South Africa this summer); other resources such as consultation on Fulbright grants</p> <p>Question about study abroad options—are students able to get into the programs they want? Answer that there have been some specific programs that have needed waitlists or students do not get first choice. But typically they are able to participate in one of their top choices.</p>	<p><a href="#">Slides appended</a></p>

<b>Committee Reports (5 mins)</b> APC--Philip Appiah-Kubi and Nancy Haskell FAC--Grant Neeley SAPC-- Jay Janney ECAS-- Sam Dorf	Reports were sent to Sarah Cahalan and have been appended below.	
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Meeting adjourned: 5:30

Respectfully submitted by Sarah Cahalan



**APC Report (Submitted by Philip Appiah-Kubi)**

To: Sarah Cahalan, Secretary, Academic Senate

CC: Sam Dorf, President, Academic Senate

From: Philip Appiah-Kubi, Co-Chair, Academic Policies Committee

Re: Committee Report for March 24th, 2023 Academic Senate Meeting

Date: March 20, 2023

APC meets on Tuesdays from 2:00 pm to 3:00 pm in SM 113B.

APC members have been working on the Common Academic Program (CAP) 5-year review. APC designed and administered a CAP survey to academic advisors, department chairs, faculty members, and students. APC is reviewing the survey data and will submit a report to ECAS in the coming weeks. APC also drafted the proposal for the Midterm Assessment Policy for all undergraduate students, which was approved at the February Senate meeting. This policy does not go into effect until the fall of 2024, so APC is working on a proposal to extend the current midterm progress report for the 2023-2024 academic year. APC also created flowcharts to clarify the general approval processes in Doc 2018-02 and Doc 2019-03. The flowcharts were presented to ECAS on March 10, 2023, and have been sent to Dr. Carolyn Phelps and Dr. Lee Dixon for implementation.

Our next meeting is Tuesday, March 21, 2023, in SM 113B.

### **FAC Report (submitted by Grant Neeley)**

During March, FAC coordinated with the elections committee to conduct voting for approval of the University Professional Faculty Policy which closes at noon on March 24.

We also coordinated with the elections committee for the voting process for the UPFP Committee contingent on the passage of the UPFP.

## **SAPC Report**

None submitted

## **ECAS Report (submitted by Sam Dorf)**

To: Sarah Cahalan, Secretary, Academic Senate  
CC: Philip Appiah-Kubi, Vice President, Academic Senate  
From: Sam Dorf, Chair, President, Academic Senate  
Re: Committee Report for March 24, 2023 Academic Senate Meeting  
Date: March 24, 2023

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 a resolution in Honor of Dr. Anne Crecelius.
- (2) Special Elections to fill vacancies on ECAS and in the role of Vice President

ECAS had guests from University Advancement to discuss One Day One Dayton and advancement priorities.

In addition, ECAS continues to discuss and work on the following initiatives: (1) SET/SFT Policies (2) extending midterm grading policies (3) Faculty workload (4) PATH/AVIATE program and its impact on academics (5) communication and approval processes for program and certificates, and (6) well-being for faculty, students, staff and administrators. ECAS receives regular updates from the Blue Sky Scoping Project as well as updates from other administrative meetings (i.e. Board of Trustees, President's Council, Provost's Council, etc..).

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.