

11-12-2021

Visionary Leadership

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eCommons Citation

Spina, Eric F., "Visionary Leadership" (2021). *President's Blog: From the Heart*. 284.
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Friday November 12, 2021

By Eric F. Spina

Dear Colleagues,

I applaud the faculty for the thoughtful, collaborative, and creative approach you took in revising the University of Dayton's Promotion and Tenure Policy to more closely reflect our Catholic, Marianist mission and our aspirational vision for the University.

The strong vote of support tells me how deeply committed you are to the institution, to each other, to the quality of the academic enterprise — and to the common good.

I commend the University Promotion and Tenure Policy Task Force, under the tireless leadership of Dr. Carissa Krane, in working hand in hand with the Academic Senate to create a consultative, respectful, and inclusive process. The task force's work — both meticulous and imaginative — will shape the University's excellence and impact for decades to come.

Indeed, this is a transformative moment in our University's 171-year history. By linking faculty advancement to our mission and values in the form of a shared commitment to diversity, equity, and inclusion, you are putting a stake in the ground. By broadening tenure and promotion criteria, you are rising to meet the needs of the times and achieve the promise of tomorrow.

Your approval of the revised policy signifies that you value the breadth of faculty work. You believe it's important to reward innovative approaches to teaching and learning. You are committed to breaking down silos between academic departments to advance innovation and creativity through transdisciplinary faculty. You value community engagement in scholarship, teaching, and service. You support faculty who commercialize technology and create new ventures as part of our mission. You realize how vitally important it is for the University to recruit, retain, and promote a more diverse faculty across multiple dimensions of difference.

By expanding the definition of traditional teaching, research, and service—including their integration — you have put us near the leading edge of universities engaged with their communities and the world at large.

In this season of thanksgiving, I thank you for your visionary leadership.

Sincerely,

Eric F. Spina
President