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Faculty Affairs Committee Minutes of the Academic Senate 2017-10-25

University of Dayton. Faculty Affairs Committee

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Minutes FAC October 25, 2017

Present: Rebecca Wells, Corinne Daprano, Caroline Merithew, Deogratias Eustace, Kevin Kelly, Kathleen Webb, Laura Leming, Mary Ellen Dillon, Maher Qumsiyeh, Carolyn Phelps, Paul Vanderburgh

Absent: Suki Kwon

Call to Order:

Minutes from last meeting will be reviewed on Nov. 1st. Carolyn has information coming on lecturers, but the numbers are being checked in the Provost's office.

Today's Topic is continuation of the 100% Policy to plan how to proceed with that. There are several ways to approach it. It seems like the Provost's office leans toward keeping the 100% Rule as it stands, but we want to at least consider alternative visions. Andrea recapped that the reasons given for the 100% rule seem to focus on both workload and on conflict of interest.

Much conversation ensued on how to separate out the threads of the policy so we can be clear about how to address it. Some of the values expressed were the following:

faculty should be compensated for work that is clearly over and above the articulated workload

departments should have a plan to equitably distribute workloads (that leaves policy to the depts. rather than a policy from on high. This should include 1) deciding on priorities for assigning teaching loads, for example, whether workload overages should be assigned to the full time faculty with "right of first refusal. Discussions about what summer teaching goes to tenured, tenure-track or lecturers are best handled in depts.

The existing outside employment policy is found on p. 68 of Faculty Handbook. 7.a. Conflict of commitment – should this cover internal workload as well as external?

There's a need to review summer teaching limits, especially where courses can only be taught by faculty with active research agendas or when lecturers (those with lower salaries) lose the opportunity for increased income (If you teach 4 classes over the summer, it takes you over 100%). While the provosts' office can use "discretion" to approve exceptions, that leads to a sense of lack of transparency and we don't have a good sense of how many situations never get raised to the Dean's office level because of the policy in place. 100% rule can also limit faculty motivation to pursue both teaching and research.

Do we need to have metrics for time spent on research? That would complicate dept. chair's job.

Explore using the UDRI policy – people can earn 120% when approved because there is no one else available to fulfill a needed role.

Courseloads are adapted in the case of an emergency. Seems like we need more explicit guidelines. So that interpretations are more clear in the departments where decisions are made because sometimes situations get quashed before they even get to a review.

Unit level and department level work allocation should address faculty commitment overload.

Compensation arguments shouldn't be used to manage workload – it influences decisions on workload. If compensation limits need to be in place for budget issues, then the compensation policy should be clearly stated and not conflated with workload/over-commitment arguments. 100% rule is trying to do 2 things – not effective at the workload part of it. Compensation is used as a metric – but it's really functioning as a

surrogate for the workload. Maybe acknowledge that we can only clearly talk about compensation and leave workload to departments.

Submitted by Laura M. Leming, FMI, PhD.