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Faculty Affairs Committee Minutes of the Academic Senate 2020-09-29

University of Dayton. Faculty Affairs Committee

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Minutes FAC Meeting
29 September 2020, 3:35-4:50 pm via Zoom

Present: Lissa Cupp, Sam Dorf, Katherine Kohlen, Carissa Krane, Grant Neeley, Carolyn Roecker Phelps, Eddy Rojas, Kathy Webb, Mary Ziskin

1. Minutes from 21 September 2020 meeting were approved.
<https://docs.google.com/document/d/1ePAKJ5eo4EFfaf3qmA2prlz6t6s6OUYQEC7Y5CS8LxY/edit>
2. FAC members continued to discuss the primary issues related to the proposed revisions of the University Promotion and Tenure Policy as identified in the open forums and Academic Senate meeting minutes:
Primary issues identified:
 - Issues with DE&I---concern about the DE&I training, timing of training (every 2 years)
 - Requests for clarification on the timing of promotion and tenure, early tenure, early promotion now tethered to tenure?
 - Concerns about establishing criteria/standards for P&T in the University Policy (The language of “high achievement” or “adequate” between tenure and promotion to full).
 - Law school process doesn’t fit with the rest of the institution.
 - Definition of tenure; financial exigency, what does tenure mean and what doesn’t it mean
3. The FAC considered options for revising the language of 1.C.2 in order to remove the bulleted list due to concerns that faculty and review committees could misconstrue as a checklist that must be completed. The issue remains to be resolved. The questions that remain are related to whether the bulleted list “serves the mission” of the university, or “vision”; if the list is too exclusive rather than inclusive; if the language is too weak or too strong as to how/whether review committees can/should/must consider contributions in this area. This issue remains unresolved.
4. The FAC struck the language in 1.B.4 that stated **Candidates cannot request to be promoted to associate professor without consideration of tenure.** This is not consistent with what is done in the Law School, and not supported by the SOE. It is not clear where this recommendation came from. Carissa will follow-up with PRoPT to clarify.
5. The FAC had an extended discussion of II.A.3. regarding the following revision proposed by PRoPT:
3. Every person involved with evaluating and/or reviewing applications for promotion and tenure will be required to successfully complete training in the areas of diversity, equity, inclusion and on the requirements of all relevant promotion and tenure policies (i.e. department, unit, university) at least once every two years.
The following issues/concerns were discussed:

- A. The frequency for training of every 2 years seemed excessive and overly onerous---this concern was brought up several times in the open forum and academic senate discussion.
 - B. Should the language of this section be more aligned with the statement on Anti-Racism? Recommendation that the following be added: "Expectations will henceforth be set that all faculty and staff members will engage in relevant professional development and educational experiences, with the range of possible experiences defined and implementation begun by January 2021."
 - C. Recommendation that we should be more specific here saying that all persons involved will complete anti-bias training or training that is specific to the fair review of portfolios.
 - D. Who enacts this training? Is it coming from the Provost ?, Unit?, Department? As stated, it is currently on the individual serving to obtain the training.
 - E. The training doesn't seem to fit in this section of the policy under "pre-tenure" review.
 - F. There was a concern about the breadth of policies for which training would be required based on the proposed language as stated in the policy---this would be especially difficult for members of the CAS T&P committee, if it is truly expected that they "train" in all of the policies for all of the departments in the CAS. It is generally understood that there is concern that individuals serving on T&P/Promotion committees need to be familiar with the bylaws/policies that they will be using in the evaluation. Could a general orientation be given to new members? Or all members at the first meeting each evaluation cycle?
 - G. Recommendation that each unit should prepare a process for onboarding new members of the P&T committees or annual review committees to ensure that all members understand the relevant documents and how to apply them.
 - H. This issue remains unresolved.
6. The FAC struck the following proposed change in Section 1.B.2.b:
 (For promotion to professor) candidates must meet a high level of achievement in at least two of the areas listed below and at least an adequate level of achievement in the third:
- A. It is not clear how "high level of achievement" and "adequate level of achievement" would be achieved, demonstrated or assessed. Most units and Departments would need to develop an entirely new system for assessing levels of achievement.
 - B. This was a common concern raised in the Open Forum and Academic Senate discussions.
 - C. It is not clear what prompted this revision, since the language stated below this statement in the revised document clearly distinguishes the requirements for promotion to Associate from the requirements for promotion to Professor.
7. Identification of Action Items; FAC members are going to reflect on discussion and generate revised language for the unresolved issues identified above.
8. Next meeting: Friday 9 Oct, 2020, 2:30-3:20 pm via Zoom

Respectfully submitted,
Carissa Krane