

10-12-2020

## Faculty Affairs Committee Minutes of the Academic Senate 2020-10-12

University of Dayton. Faculty Affairs Committee

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Minutes FAC Meeting  
12 October 2020, 2-3:15 pm via Zoom

1. Samuel Dorf, Mark Jacobs, Carissa Krane, Sayeh Meisami, Grant Neeley, Carolyn Phelps, Andrea Seielstad, Kathy Webb, Mary Ziskin  
Guest: Ali Carr-Chellman
2. Meeting on 9 October 2020 canceled due to FAC member scheduling conflicts. Review the current FAC meeting schedule. It is requested that members use the calendar invite to indicate intentions to attend, leave early, arrive late, and to revise when plans change.
3. Approved Minutes from 29 September 2020 meeting.
4. SEHS Dean Ali Carr-Chellman addressed two topics related to the FAC discussion:
  - a. Early Promotion/Early Tenure is a recruiting and retention advantage for SEHS
  - b. Early Promotion/Early Tenure is practiced at peer institutions; market pressure
  - c. Asked about the “one and done” policy for tenure review; indicated that at some peer institutions, multiple attempts are allowed
  - d. FAC members clarified that Early Promotion does happen in other units (e.g. SBA) and is consistent with current policy for Associate to Full
5. Update from ECAS discussion on:
  - a. Promotion and Tenure coupling or decoupling
  - b. Promotion criteria of High achievement/adequate achievement
6. Continue discussion of PRoPT document  
Open Forum:  
([https://docs.google.com/document/d/1OR2RrCPNrmIrM5WurwwWSfzRu\\_geRdf37KUS6w2qWP8/edit](https://docs.google.com/document/d/1OR2RrCPNrmIrM5WurwwWSfzRu_geRdf37KUS6w2qWP8/edit))  
Academic Senate Meeting Minutes of the PRoPT discussion  
(<https://drive.google.com/drive/u/0/folders/1ceBxN8xwDvElbINgVFmmbXbbw6b3ds3n>)
7. Working draft of revised University Promotion and Tenure Policy document:  
(<https://docs.google.com/document/d/1ZQPb-RDmJVkcjEQkG8OFKJYoC87F7ycB/edit>)
8. The FAC continued to discuss
  - a. Coupling vs. decoupling promotion and tenure
  - b. Early promotion, early tenure, early promotion and tenure
9. The following issues were identified:
  - a. If someone goes up for early promotion, and tenure is decoupled, and the person satisfies promotion criteria, don't they also satisfy tenure criteria?
  - b. Q: Are there separate criteria for tenure? NO.

- c. Q: What distinguishes promotion review from tenure review in a case of early promotion without tenure? Tenure clock is negotiated at the time of hire, and is an established date.
  - d. Q: Why can't the tenure clock be moved up? What distinguishes promotion from tenure? It was suggested that Promotion is based on established criteria that must be met, whereas tenure is a demonstration of commitment to the university, and sustained effort, a period to establish a record.
  - e. Q: Doesn't this then say that there should be two sets of criteria? One for promotion and one for tenure?
  - f. Q: Suggestion that we not write a policy on early promotion/early tenure, but allow it based on administrative review. There was strong opposition to this suggestion as it could reinforce bias and favor those that are good self advocates and established chairs/Deans. It was agreed that any early promotion/tenure policy must be written, documented and approved, and not an allowed practice.
  - g. Q: If the rationale for allowing early promotion/early tenure is a marketing/recruiting/retention issue, are there other avenues that could achieve the same outcome without using promotion and tenure as the leverage? E.g. increase in pay, negotiated workload adjustments (reduced teaching load).
  - h. Q: Law is already decouples promotion and tenure; SOE has early promotion; libraries is currently working through early promotion; SEHS Dean is advocating for early promotion/early tenure; CAS discourages "why would you want to do that?" There is inconsistency in practice and support for early promotion/early tenure.
10. FAC briefly began discussing the high/adequate level of achievement recommendation from PProPT.
- a. High achievement in 2 and adequate in 1 was meant to address the perception that people get stuck as Associate Professor because promotion to full depends almost entirely on research/scholarship record.
  - b. Suggestion that 1 of the 2 high achievement categories must be scholarship/research
  - c. Q: is there an opportunity to re-negotiate faculty work and expectations after the tenure decision, to refocus on new areas of emphasis, and therefore, promotion to full would be based on the evaluation of performance in the areas identified?
  - d. PProPT suggested changes tried to address the inequities associated with the devaluation of service.
11. Janet Bednarek and Joe Valenzano, Co-Chairs of PProPT will attend the Oct 30 meeting to specifically address their research on peer institutions on the topics of early promotion/early tenure, coupled or uncoupled, "one and done" tenure review policies, and levels of achievement in promotion and tenure review.
12. Next FAC Meeting: Tuesday 20 October 2020, 3:35-4:50 pm  
Respectfully submitted,  
Carissa Krane