

10-22-2015

2015-10-22 Minutes of the Executive Committee of the Academic Senate

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Approved Minutes

Executive Committee
Academic Senate, University of Dayton
Oct 22, 2015
SM113B, 9:00-10:30am

Attending: Anloague, Bednarak, Benson, Dingle, Dunne, Hicks, Krane (Chair), Picca, Pierce, Seielstad, Slade

Guests: Andy Horner (VP Finance), Troy Washington (VP Human Resources), Lisa Sandner (Legal Affairs)

Opening

- Call to order
- Opening prayer/meditation –Leslie Picca
- Approval of minutes from 10/15/15 ECAS meeting
 - Approved by unanimous consent

New Business

- ECAS Consultation:
 - Draft Staff Promotion Policy and Form (attached)
 - Guests:
Andy Horner, VP for Finance;
Troy Washington, VP for HR;
Lisa Sandner, Legal Affairs
 - Better understand the policy.
 - Problematic convolutions from ECAS perspective:
 - Reclassifying
 - Promotion without a search (Interim)
 - Promotion without a search (from Interim to full appointment)
 - Academic vs Non-Academic Appointments
 - The policy is not new; it has been in place since 2007; the draft is a modification in that policy. Not a substantive change, according to HR. Impetus is to refine the policy so that Hiring Managers could understand the parameters to promote internally without a competitive search.
 - According to the provost, the impetus is to clarify the kind of evidence necessary to adhere to the University's Affirmative Action plan in making the case for sequential promotions and the kind of documentation required to make the case for that promotion.
 - The policy applies to all staff positions on campus.
 - An ECAS concern is the policy allowing to us to circumvent a search, in particular for VPs.
 - There was an Interim Appointment Policy in the works, but it seems to have not moved through the UPCC.
 - It seems it is possible to claim that Interim Appointment language could be written into the policy such that a person in an interim staff position could return to a commensurate position.
 - EEO and Affirmative Action need to be paramount and some members of ECAS prioritize this value above others.
 - Internal staff promotion is a way to reward lower level staff positions.

- We ought to separate support staff from professional staff and how we can best meet the career goals of each of those constituencies.
- Discussion of the Draft Form.
 - The form is for permanent rather than interim appointments and position descriptions, at least in practice, are written during that period.
- ECAS Consultation:
 - Statement on Conducting Research and Restrictions on Research Policy
 - Follow up with John Leland
 - Sent the 23 February ECAS Document and a policy from Loyola.
 - Broad consultation is sought on the document
- Potential issues for Academic Senate action raised at Faculty Association meeting: L. Picca
 - 3 potential actions:
 - Lack of due process for Title IX
 - Composition of the Academic Senate—in particular, students
 - Board of Trustees and faculty involvement on BOT committees

Announcements

- Next ECAS meeting Thursday Oct 29, 9-10:30, SM 113B
- Senate membership updates: C. Krane
 - Forbis will be replaced by Holcomb
 - Watras will be replaced by Daprano
- Assistant VP for Diversity and Inclusion search update: P. Benson
 - Creation of a VP for Diversity and Inclusion
 - Will identify a search firm
 - The search committee will remain the same.
 - The search will move forward once there is consultation with the BOT and the Senate
 -
- Draft of UNRC request for faculty to serve on minicourse review committee (attached)
 - Criteria for selection other than length of service at UD?
 - Length of term on committee?
- Carolyn Phelps has identified Art Busch and Pat Polansky to serve on the Committee on Evaluation of Academic Administrators

Committee Reports:

- APC
- SAPC
- FAC

Discussion

Work in Progress

| Task | Source | Previously assigned | To | Work due | Due |
|---|--------|---------------------|------|-----------------|------|
| Political/Electoral Activities Policies & Practices | ECAS | | SAPC | | |
| Course Retake Policy | ECAS | | APC | Policy Revision | 2016 |
| UNRC: Function and Guidelines for | ECAS | | FAC | | |

| | | | | | |
|---|--------|------|------------|-------------------------|------------------------|
| use | | | | | |
| Instructional staff titles: Clinical Faculty | SEHS | | FAC | Policy | 2016 |
| Information Literacy | ECAS | | Task Force | Report to AS | Fall 2015 |
| Policy for undergraduate certificate programs | ECAS | | APC | Policy | Fall 2015 |
| Proposal for a New Graduate Degree Program: Master of Finance | SBA | ECAS | APC | Review Program proposal | In time for Nov AS mtg |
| CAP 2 Year Review | CAPC | | APC | Plan/report | Fall 2015 |
| Tasks ongoing | | | | | |
| Consultation | ECAS | ECAS | ECAS | Open communication | |
| CAP oversight | Senate | | APC | Hear reports as needed | Fall |
| UNRC | | | ECAS | Hear reports as needed | |

Andrew Slade, Secretary