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2016-03-17 Minutes of the Executive Committee of the Academic Senate

University of Dayton. Academic Senate. Executive Committee

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Approved Minutes
Executive Committee
Academic Senate, University of Dayton
March 17, 2016
SM113B, 9:00-10:30am

Attending: Anloague, Bednarak, Benson, Dingle, Haus, Hicks, Jacobs, Krane (Chair), Picca, Pierce, Seielstad, Spaulding

Visitors: Paul Vanderburgh, Troy Washington, Peggy Nicodemus (Leadership UD)

Opening
- Call to order. In Secretary Andy Slade’s absence, Leslie Picca served as secretary.
- Opening prayer/meditation – Leslie Picca
- Approval of minutes from 3/10/16 ECAS meeting. An edit was suggested to correct the misspelling of “Krane” on the first page. Unanimous approval.

Announcements
- ELC meeting Monday March 21, 10:30-12:30, KU 316 President’s Suite
- No ECAS meeting on Thursday March 24; Next ECAS meeting Thursday March 31
- Next Senate meeting April 15: Need someone to volunteer for prayer
- (9:05-9:15 am) UD Sinclair Academy: Paul Vanderburgh, Associate Provost for Graduate Academic Affairs
  - Vanderburgh presented the UD Sinclair Academy focusing on (1) the articulation agreement, and (2) benefits for Sinclair students who aspire to attend UD.
  - Sinclair students are eligible to apply for the Sinclair Academy if they pay a $50 deposit, take 15 credits at Sinclair, and maintain a 3.0 GPA or better. Students need to maintain good academic standing, and the file is reviewed again before coming to UD. The Sinclair Academy students are eligible for UD benefits including access to the RecPlex, athletic events, student organizations, co-curricular transcripts, financial aid assistance, and the transparent tuition model. The students will have UD identification cards, but will not be UD students. The plan is to recruit ideally 15-20 students this spring for an August start in the Academy. At least once a week since June 2015, UD has one or two people at Sinclair serving as on-site advisors and building relationships so students think about UD as a possibility. In the future, there may be an articulation plan in place for high school students before they attend Sinclair. There will be a press release on April 4th to share information about the Sinclair Academy with faculty/staff.
  - Question: How does this relate to Wright State which has a 2+2 program? WSU is very dependent upon transfer students; UD is not. Unlike WSU, this is not a dual-enrollment program. Academy students will have access to the extra-curricular and co-curricular benefits that are available to UD students.
Questions: How can Sinclair Academy be used to bolster diversity at UD, and can students of color in the academy be given a higher discount rate to attend? Discount rates are given on a case-by-case basis. The Chief of Public Safety, Officer Chapman, is very interested in being involved with encouraging students of color in the Sinclair Academy to attend UD.

Question: Is Aviate available to Sinclair Academy students? Yes, it’s part of the benefits.

Update on VP searches: Paul Benson

- VP for Enrollment Management Search: This search is furthest along. Off-campus interviews will be April 4-5; final candidates will be brought to campus around April 18. Associate Provost Deb Bickford is chair, and shares that the applicant pool is robust, and the committee is confident they will make a strong hire.

- VP for Diversity and Inclusion: Off-campus interviews will be April 14-15; final candidates will be brought to campus the last week in April. The search consultants have shared that this position is the single most attractive position in the nation because these positions are typically created in crisis. UD is being strategic and proactive which is attractive to applicants. The committee has averaged about 17 applicants per day; a typical pool will include 15-75 applicants, and this pool has well-over 150 applicants.

- VP for Advancement: Off-campus interviews will be April 16; final candidates will be brought to campus in early May. The applicant pool is building well.

Given the nature of the positions, there will be open campus forums for the VP for Diversity & Inclusion, but not for VP for Enrollment Management or VP for Advancement.

ECAS will have the opportunity to meet with each of the finalists for all three VP positions.

New Business

- (9:30-10:00 am) Consultation on Revisions to Professional and Support Staff Promotion Policy: Troy Washington, VP HR

- On October 22, 2015, ECAS consulted with Andy Horner, Lisa Sandner, and Troy Washington regarding a draft of the Promotion Policy for Professional and Support Staff. Troy Washington attended the ECAS meeting to reengage the conversation, particularly following the March 1, 2016 memo from ECAS to Washington.

- The purpose of the meeting is to seek some clarity on two issues in particular: (1) if there should be separate policies to differentiate interim administrative appointment policy, and acting administrative appointment policy, and (2) if there is an additional need to develop policies as it relates to the selection/appointment of Vice Presidents.

- Washington noted that the concern noted in ECAS Memo 4.c. (“Transition of an Interim Administrative Appointment to a Permanent Appointment without a Search Policies”) is taken care of in the draft policy footnote 1 (“Promotions for VP positions shall include consultation with the Academic Senate, as appropriate.”)
○ It was noted by an ECAS member that consultation in this area is ill defined as there could be no materials to evaluate which could rely on anecdotal evidence rather than in-depth consultation. While the language of consultation in this policy is appreciated, the mechanism of consultation is unclear.

○ Washington noted that if you look at the guidelines at other institutions, they are not as proscriptive, as this concern is more procedural, and not policy-related. There are also concerns about efficiency; sometimes there is a sense of urgency in staffing these positions.

○ It was suggested that there is a difference between a short-term and long-term appointment; sometimes someone is needed immediately to keep up with the day-to-day work, and an appointment of an acting person makes sense. However, the accountability of a Vice President to the Board of Trustees is separate from professional or support staff, and one policy cannot cover these differences.

○ A question was asked regarding what issue is this policy addressing? Clarification is needed. There is a need to modify the policy to clearly spell out to employees and supervisors how to work through the process. Is there interest in working on separate policies to isolate the concerns?

○ It was noted by an ECAS member that the draft of this policy is trying to institutionalize past-practices of simply appointing someone in an interim position which has the impact of perpetuating the status quo regarding diversity initiatives. Other schools are able to make change to assist in diversity initiatives.

○ Paul Benson responded that the size of school impacts resources which are available which impacts how decisions may be made. The Provost’s Office understands the reasons to have searches for an interim position, however, there are practical reasons why it may not be the best option. For example, right now, there are three Vice President searches taking place, and the Dean of Business announced he was stepping down. Realistically, the Provost’s Office doesn’t have the staff to do a search for an interim position. Also, many people who are qualified for an interim position won’t go through the search process meaning the net will be less well-qualified people. There are ways to contribute to diversity initiatives, have meaningful consultation which are advantageous for faculty with more people in the pool of consideration without doing a full-blown search.

○ A member of ECAS noted the concern that there is too much latitude in the policy, so this might lead to a slippery slope where it may be perceived as less fair. Paul Benson noted that there is a fair amount of discretion in the policy, yet the size of the university is important. Other universities have a Vice Provost for Hiring; UD does not have this resource as it would take from other important staffing concerns.

○ A member of ECAS noted that the language in the policy, “…consistent with the commitment to equal employment opportunity and affirmative action,” is good, but it can be strengthened. If this is truly important, it needs to be prioritized to further affirmative action goals, not simply be consistent with affirmative action goals. The concern that some decisions need to be made quickly is valid, yet it also needs to be understood that there is “always an emergency” and if UD strives to value diversity and inclusion, it needs to be prioritized.
o Washington noted that the feedback regarding defining consultation is a valid point which will be considered. Creating a separate interim policy could receive further consideration, although this is an issue that most chiefly impacts the President of the University, as most administrators do not have Vice Presidents that report to them (Benson has two).

o There is consensus on ECAS to request that the position of Vice Presidents be removed from this policy as the role of VP is fundamentally different from others roles that apply to this policy.

o It was noted that this policy is not owned by the Senate, and it is up to the President of UD to decide. Although Paul Benson cannot speak for Dan Curran or Eric Spina, he will advocate for recommendations from Senate. The concern is that if Vice Presidents are removed from this policy, then nothing is in place.

o ECAS recommends that the Promotion Policy for Professional and Support Staff remove the position of Vice Presidents, and create a separate policy that applies to VPs. ECAS also appreciates Troy Washington’s time in engaging in the conversation.

Old Business

- Update on the Statement on Conducting Research discussion: Paul Benson
  o Benson noted the Statement on Conducting Research that was presented to the Board of Trustees is not “live” in any formal way beyond the current representation in the BOT minutes. It will not be posted on websites, as there is a recognition that more discussion is necessary. It also will not be shared with other universities. John Leland previously shared the Restrictions on Research Policy with Notre Dame
  o Benson noted the need to have a campus conversation in some form. He is talking with the Dean’s Council and Provost’s Council to examine what form the conversation will take; he will update ECAS.

New Business (continued)

- Consultation on Health Care Benefits for 2017 (See attached email from VP Troy Washington)
  o There was a hope to have an update at the April 15 Senate Meeting on the Consultation on Health Care Benefits for 2017. However, Troy Washington is not available at the April 15 Senate Meeting (the final meeting of the academic year), and the task force is not far enough along to provide any substantive information. Ideally the task force can provide an update in the Fall.

- Discussion of Senate Composition
  o Options as described in Minutes from 3/10/16 ECAS meeting
  o ECAS has had several robust conversations about how to address Senate composition. A recommendation was made: a sequential task force is needed. This would consist of a small group working over the summer to gather data, and explore the issues raised and identify the main factors. For example, what are common practices of Senate compositions at other schools? This work can begin the spring, and continue over the summer (in person or electronically making use of google docs).
Recognizing faculty workload, a question was raised whether or not the work needed to be done over the summer. The concern is that if momentum isn’t made over the summer, then progress will be slow. Some faculty, including non-tenure line faculty, are on a longer contract.

A timeline was recommended to begin in the Spring and work through August. The preliminary summary would be presented to ECAS in September. The UNRC would be used to constitute the full committee in the Fall.

The first step is fact-finding which can be done with a small committee. For example, 5 individuals: 2 tenured Senate members, 1 non-tenure track faculty, 1 student, 1 administrators. An administrator (such as Elise Bernal or Carolyn Phelps from the Office of the Provost) can be a support for the committee, but may not need to serve on the committee. Student assistants can also be used to assist in data gathering. A suggestion was made to send a query to Senate members to see if there is interest in serving on this small group. Phil Anloague volunteered to work on this committee over the summer. It was also suggested to reach out to full-time non-tenure line faculty Ann Biswas and Sean Gallivan, as well as David Watkins who does research on representation.

The second step is decision making regarding if/how Senate composition should change. This committee should be inclusive, and be given a targeted set of deliverables.

Old Business
- There was no time in the meeting for FAC or APC Committee Reports.
  - Reminder: Final year end reports for APC, FAC, SAPC, UNRC and HRAC are needed at/after April 15 Academic Senate meeting

Adjourned. 10:30am.

Respectfully submitted,

Leslie Picca