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Faculty Affairs Committee Minutes of the Academic Senate 2020-11-20

University of Dayton. Faculty Affairs Committee

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Minutes FAC Meeting

20 November 2020, 2:30-3:20 pm via Zoom

Present: Lissa Cupp, Samuel Dorf, Mark Jacobs, Ryu-Kyung Kim, Katherine Kohlen, Carissa Krane, Sayeh Meisami, Grant Neeley, Eddy Rojas, Andrea Seielstad

1. Minutes from 10 November 2020 meeting were approved.
2. FAC will meet on Mondays, 2:30-3:30pm during the Spring 2021 semester, via Zoom.
3. The majority of the time during the meeting was devoted to discussing DE&I in relation to the University P&T Policy with a focus on the following:
 - a. How should DE&I be incorporated into the University Promotion and Tenure Policy, if at all? As a requirement for candidate evaluation? As an area of review committee competency?
 - b. Should contributions to DE&I be a requirement for promotion and tenure? If so, how should contributions be evaluated within the existing three areas of assessment (Teaching/Research/Scholarship/Librarianship/Service)?
 - c. Should contributions to DE&I as a requirement for promotion for tenure be determined by units/departments in unit/department policies instead of the University Promotion and Tenure Policy? Units/Departments would be charged with developing criteria and assessments. This provides flexibility to Units/Departments. This could also result in a discordance in adoption and implementation between Units.
 - d. Should DE&I training be a requirement for members of P&T review committees? And if so, what is the frequency of training, who will be charged with compliance and oversight, how will training be delivered, and does this belong in the University Promotion and Tenure Policy?
4. Narrative language related to DE&I in promotion and tenure review from several different universities was provided as examples:

UCLA

<https://www.apo.ucla.edu/policies-forms/the-call/appendices/appendix-41-contributions-equity-diversity-and-inclusion> "Equity, diversity, and inclusion are core values of the University of California and key components of the University's commitment to excellence. Contributions to teaching, scholarship, and service that promote equity, diversity, and inclusion are encouraged and should be given due recognition during the faculty merit and promotion process, and, as stated in the UC Academic Personnel Manual (APM-210-1-d), "evaluated and credited in the same way as other faculty achievements." Contributions to equity, diversity, and inclusion should function as an inducement to contribute to the core values of the University."

University of Oregon

<https://inclusion.uoregon.edu/content/faculty-equity-statements-tenure-promotion-and-review>

the personal statement of a candidate for tenure and promotion should “include discussion of contributions to institutional equity and inclusion.”

University of Michigan

https://report.dei.umich.edu/action_items/consideration-of-diversity-equity-and-inclusion-contributions-in-promotion-and-tenure-review/

he DEI-focused subcommittee of the Academic Programs Group (APG) recommended that the university “adjust promotion criteria for faculty and staff with the goal of recognizing the ‘invisible DEI work’ that frequently goes unrecognized and which over time can decrease commitment to DEI.” Invisible work is defined as an unacknowledged workload burden for faculty and senior staff, and is frequently borne by individuals of color, women and others from minoritized communities.

<https://facultyaffairs.gwu.edu/diversity-advocate> The Diversity Advocate, a full, voting member of the search committee, advances this commitment by promoting the most effective and inclusive search possible and monitoring the process during all phases.

5. No recommendations were made on how to proceed with DE&I in the context of the University Promotion and Tenure Policy. More discussion is needed. In addition, the FAC agreed to explore the question of what needs to be included in the University Promotion and Tenure Policy versus critical areas for discussion and faculty development that are needed to implement the intent of the policy revisions at the Unit/Department levels, but should not be included in the University level policy. The FAC could develop guidelines, a list of action items, or other (?) to deliver to CEPT or the AS as recommendations for further policy development and/or faculty development opportunities in preparation to revisions of Unit/Dept policies. This strategy could be implemented for not only DE&I but also the “bulleted list” of targeted areas identified in the strategic vision.
6. Next FAC Meeting: Tuesday, December 1, 2020, 3:35-4:50

Respectfully submitted,
Carissa Krane