

12-11-2020

## Faculty Affairs Committee Minutes of the Academic Senate 2020-12-11

University of Dayton. Faculty Affairs Committee

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Minutes FAC Meeting  
11 December 2020, 2:30-3:20 pm via Zoom

Present: Samuel Dorf, Ryu-Kyung Kim, Katherine Kohlen, Carissa Krane, Sayeh Meisami, Grant Neeley, Carolyn Phelps, Andrea Seielstad, Mary Ziskin

1. Minutes from 1 December 2020 meeting approved.
2. Decide on the language of the preamble:
  - A. POINTS to cover in the paragraph
    1. We are committed
    2. Consistent with Marianist charism
    3. Practical and educational benefit
    4. Consequently Inextricably linked with excellence

B. Started with:

*As a Catholic and Marianist institution, the university is committed to the diversity of its faculty and their full and equitable inclusion in all facets of university life. Building an inclusive community with equity for all members is fully aligned with our Marianist charism. Diversity, equity, and inclusion at all levels of the University enriches and expands our institutional ability, intelligence, and creativity. Beyond this (philosophical) commitment, which is in keeping with the Marianist principles upon which the university was founded, the university recognizes the (educational) (practical) competitive advantage (in recruiting and retaining faculty) that can accrue from the full implementation of these principles.*

C. Preserve this language for later in the doc:

*In order to realize this commitment, promotion and tenure of faculty will include consideration of the practical and educational benefits of faculty activities which contribute to diversity, equity, and inclusion.*

3. Working draft of revised University Promotion and Tenure Policy document:  
[University PandT Policy FAC 29 Sept.docx](#)
4. Action Items:
  - a. Prepare preamble paragraph to discuss.
  - b. If interested in generating DE&I language, prepare and share in advance the following:
    - i. DE&I related to review committees
    - ii. DE&I related to candidate review criteria
    - iii. Though not required for this document it will be important to provide guidance on how DE&I will be evaluated, so it would be helpful to have some of these ideas in mind as we draft this doc.
5. Next FAC Meeting: Monday, December 14, 2020, 2-3:15 pm via Zoom.