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Faculty Affairs Committee Minutes of the Academic Senate 2021-01-25

University of Dayton. Faculty Affairs Committee

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Minutes FAC Meeting
25 January 2021, 2:30-3:30 pm via Zoom

Attendance: Lissa Cupp, Samuel Dorf, Deo Eustace, Mark Jacobs, Ryu-Kyung Kim (FT-NTT guest), Katherine Kohnen, Carissa Krane, Sayeh Meisami, Grant Neeley, Carolyn Phelps (ex officio), Eddy Rojas, Andrea Seielstad, Kathy Webb, Mary Ziskin

Guests: Dr. Larry Burnley, Tiffany Taylor Smith

The FAC engaged in a discussion with Dr. Larry Burnley and Tiffany Taylor Smith regarding DE&I and anti-racism in the context of the University Promotion and Tenure Policy.

- Provision for the opportunity to grow professionally should be included in all dimensions of faculty evaluation
- Build an ethos of expectation
- Expertise is not expected in all categories; evidence of growth, potential, competence
- Value breadth and scope of opportunities
- Institutionally need to grow capacity for development in these areas to build a culture of expectation
- Some questions RE: teaching
- How are criteria responsive to marginalized students; those not at the center of dialogue
- Hiring and recruiting expectations must align with promotion/tenure criteria to demonstrate that we as an institution are serious
- Training, professional development is important: Workshops coordinated by Tiffany
- Must standardize expectation that everyone (Faculty, staff, students, administration, Board) are committed to DE&I and anti-racism
- Agreed to continue the discussion once FAC has draft language for review

Examples:

Virginia Tech:

https://www.provost.vt.edu/content/provost_vt_edu/en/faculty_affairs/promotion_tenure/_jcr_content/content/vtmultitab/vt-items_0/download/file.res/Promotion%20and%20Tenure%20Guidelines%202016-2017.pdf

UC Davis

<https://academicaffairs.ucdavis.edu/guidelines-writing-diversity-statement>

Pomona

<https://www.insidehighered.com/news/2016/05/23/pomona-moves-make-diversity-commitment-tenure-requirement>

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<https://udayton.edu/engineering/about/faculty-staff/p-and-t.php>

Respectfully Submitted,
Carissa Krane