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4-19-2021

## Faculty Affairs Committee Minutes of the Academic Senate 2021-04-19

University of Dayton. Faculty Affairs Committee

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Minutes FAC Meeting  
19 April 2021, 2:30-3:30 pm via Zoom

1. Attendance: Lissa Cupp, Samuel Dorf, Mark Jacobs, Ryu-Kyung Kim (FT-NTT guest), Katherine Kohnen, Carissa Krane, Sayeh Meisami, Carolyn Phelps (ex officio), Andrea Seielstad, Kathy Webb, Mary Ziskin
  2. Minutes from 12 April 2021 FAC meeting.
  3. Discuss outcome of Academic Senate Discussion on UPTP
    - a. Outcome of Straw Poll at 16 April 2021 Academic Senate meeting  
Zoom Poll questions: [Academic Senate meeting 16 April 2021](#)
1. Please select one of the following options with regard to the expectation for the addition of Inclusive Excellence as a component of the Promotion and Tenure. “ Given that diversity, equity, and inclusion are fundamental to academic and institutional excellence,  
*(Indication that DE&I should be included: 79%)*  
  
*(5) 16%: OPTION 1: Required in All 3 Dimensions: The University expects an applicant for promotion and tenure are expected to demonstrate a commitment to inclusive excellence in teaching and/or librarianship, scholarship and/or artistic accomplishment, and service.*  
  
***(12) 38%: OPTION 2: Required-- The University expects an applicant for promotion and tenure to demonstrate a commitment to inclusive excellence.***  
  
*(8) 25%: OPTION 3: Required in 2 out of the 3 dimensions. The University expects an applicant for P&T to demonstrate a commitment to inclusive excellence in at least two of the dimensions of evaluation.*  
  
*(4) 13%: OPTION 4: Inclusive excellence should not be an expectation for P&T and a commitment to inclusive excellence should not be included as an element of P&T evaluation in any dimension.*  
  
*(1): 3%: OTHER*  
  
*(2) 6%: Abstain*
  2. Please select one of the following options for the coupling of Promotion and Tenure.  
***(17) 53% A. Except in the School of Law, candidates cannot request to be promoted to associate professor without consideration of tenure. Candidates may request to be considered for early promotion and tenure.***  
*(10) 31% B. Candidates may request to be considered for early promotion in advance of consideration of tenure.*  
*(2) 6%: Other*  
*(3) 9%: Abstain*
  3. Please select one of the following options for the requirement for faculty serving on P&T committees to complete professional development in diversity, equity and inclusion, and how to remove bias from evaluation.

**(24) 75% A. Professional development in DE&I and removing bias from evaluation should be required of all faculty who are members of the University Promotion and Tenure committee, as well as all faculty who participate in promotion and tenure review at any level (Unit/Department/Institute). Logistics will be developed in consultation with faculty, Academic Senate, VP for Diversity and Inclusion and Provost's office.**

(4) 13% B. Professional development in DE&I and removing bias from evaluation should not be a requirement to serve on a P&T committee.

(4) 13% Other

(0) 0% Abstain

4. Please select one of the following regarding the revised introduction

**(24) 75% A. I approve of the revised language in the policy introduction.**

(3) 9% B. I do not approve of the revised language in the policy introduction.

(0) 0% C. Other

(5) 16% D. Abstain

b. Other discussion

4. Discuss options for moving forward:

a. FAC decided to move forward with a revised document to be sent to ECAS for discussion at 22 April 2021 ECAS meeting

b. Revisions will include;

i. DE&I section will be changed to "a minimum of 1"

ii. Change "anti-bias training" to "professional development in diversity equity and inclusion and to mitigate bias in evaluation"

iii. Keep coupling of tenure and promotion to associate professor

iv. Keep mission and values framework in the introduction section

v. Consider changing "sustained" and "on-going" in promotion to professor section to "consistent" or some other term to allow 'breaks' or 'pauses' in scholarship/service record

vi. Carolyn Phelps will revise implementation section to be consistent with the implementation plan used for 2006-10 University Promotion and Tenure Policy

vii. Word choice replacements (his/her to their, etc. throughout)

5. Action items: Carissa will draft a revised document and will circulate to all FAC members for feedback

Additional communication with FAC post-meeting:

6. Note: 21 April 2021: All FAC members provided feedback on revised UPTP document by 21 April 2021: 11:1 recommendation to move the revised document forward to ECAS

7. Note: 22 April 2021: ECAS Approved DOC 2021-05 Revisions to the University Promotion and Tenure Policy (10:1) for inclusion on the agenda for the 30 April 2021 Academic Senate meeting

Respectfully submitted,  
Carissa Krane