

University of Dayton

eCommons

All Committee Minutes

Academic Senate Committees

Fall 9-20-2021

Faculty Affairs Committee of the Academic Senate 2021-09-20

University of Dayton. Faculty Affairs Committee

Follow this and additional works at: https://ecommons.udayton.edu/senate_cmte_mins

FAC Minutes
20 Sept 2021

1. Attendance: Maureen Anderson, Jon Fulkerson, Carissa Krane, Sayeh Meisami, Grant Neeley, Margie Pinnell, Andrew Sarangan, Kathy Webb, Andrea Wells, Mary Ziskin
Excused: Carlos Bernal, Camryn Justice, Katherine Kohlen
2. Minutes from 13 September 2021 were approved.
3. Discussed New Charge from ECAS: FAC Review of University Clinical Committee (UCC) recommended revisions to DOC 2017-01.
4. Update on assigned action items
 - A. Finalize the UPTP Consultation Timeline Content and Plan (GRANT)
 - B. Finalize the Infographic Content and Plan (Margie, Andrew, Mary, Sayeh)
FAC reviewed the draft from Julianne Morgan
 1. Recommend to add PRoPT to 2019
 2. Spell out AS-FAC
 3. Add "How does this affect me?" to the bottom of the infographic using language that Carolyn added to the implementation doc (See below)
 - C. Report on implementation details for faculty (Carolyn)
 1. FAC had a long discussion about the implementation timeline as it relates to the passage of Dept and/or Unit policies. Need to better clarify when and who the policy affects, in relation to the passage of dept and/or unit policies
 2. Carolyn will be point person on all questions related to implementation timeline.
 3. It was agreed that we focus on "How it affects me" questions related to the timeline, and how the policy impacts everyone regardless of career stage insofar as it affects recruiting, colleague evaluation, service on T&P, valuation of mission driven activities.
 4. Getting people to vote even if they are not directly affected in terms of tenure/promotion themselves is imperative for passage.
 5. It was agreed that 2 sentences would be added to infographic about how this affects me
 6. It was agreed that the following would be added below the "how this affects me" on the infographic: *pending passage of department and/or unit policies
 7. It is important to convey that people who are currently here at UD have choices as to which policy will be used for their evaluation; and that those who are currently here will have the responsibility and authority for creating the bylaws for which the new UPTP guidelines will be implemented; faculty will set the criteria and the evaluation standards so not knowing what it looks like should be something that empowers faculty since they will have a hand in crafting the revisions.
 - D. Review the FAQs (Jon)

1. Implementation timeline/plan is now added
 2. Question about inclusive excellence; FAC had a long discussion about how best to communicate the inclusive excellence element of T&P as a valuation of faculty contributions rather than a new criteria; provide concrete examples of faculty whose central focus is not D&I;
 3. Carissa will send Jon information about Academic Freedom synergy with Inclusive Excellence to include in the FAQs
- E. Report on the Unit level processes for Unit-level revision and approval of P&T (Grant)
CAS Document DRAFT; CCPD will be discussing on Wed Sept 22; Grant is preparing slides that include unit level processes; waiting on CAS discussion of process; will work with Margie on process in SOE
- F. Update on Implementation timeline graphic (Grant)
Grant is preparing slides that include unit level processes; waiting on CAS discussion of process; will work with Margie on process in SOE
- G. Process/Consultation summary for use by any FAC member to describe the number of faculty/people involved in consultation and the iterative consultative process
5. Open discussion
- A. Mary and Carissa met with Suki Kwon and Tiffany Taylor Smith to discuss their session at the upcoming Senate meeting;
 - B. Need to follow through on the D&I/Inclusive excellence required element in all faculty searches moving forward--Carolyn will follow up with this in future searches.
 - C. Discussed ways in which ODI can facilitate/contribute to faculty development, networking, and resource development surrounding D&I/Inclusive excellence elements of P&T
6. Action items
- A. Infographics team(Margie, Mary, Sayeh, Andrew) will follow up with Julianne to revise, add implementation piece, and finalize infographic
 - B. Grant will finalize the slide on unit processes for making and approving unit revisions to T&P--Margie will send Grant SOE processes; Grant will complete after CCPD discussion
 - C. Carissa will send Jon academic freedom language and resources to include in the FAQs; all FAC members are asked to review the FAQs with careful attention to the highlighted regions
 - D. Carolyn will work with Grant to finalize any additional elements of the implementation timeline related to "how does this affect me" as it relates to 1. Tenure and promotion for people not yet here; 2. Tenure and promotion for pre tenure people who are here now, 3. Tenured associate professors going up for full professor
 - E. All work products will be ready to finalize on Monday Sept 27 FAC meeting.
 - F. FAC members are encouraged to identify faculty in their units/departments who have stories/examples to share about D&I/ Inclusive excellence that they have incorporated into their teaching, research/scholarship/librarianship, service, and to encourage those

faculty members to attend the Senate meeting on September 24 via Zoom to share their stories as part of this discussion.

Meeting adjourned, 3:55 pm

Respectfully submitted,
Carissa Krane