

Spring 1-13-2022

Faculty Affairs Committee of the Academic Senate 2022-01-13

University of Dayton. Faculty Affairs Committee

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Minutes FAC Meeting
13 January 2022
2:00-3:15 pm via Zoom

1. Attendance:
Present: Connie Bowman, Sarah Calahan, Carissa Krane, Grant Neeley, Carolyn Phelps, Margie Pinnell, Chris Roederer, Andrew Sarangan, Andrea Wells
Excused: Jon Fulkerson, Camryn Justice, Sayeh Meisami, Katy Webb
2. Introduction and welcome to new members
3. Minutes from 13 Dec 2021 were approved.
4. Announcements
 - a. Sam Dorf and Carissa Krane will be meeting with the Deans on Tuesday Jan 18, 2022 to discuss questions related to the NTT faculty not currently covered by an existing promotion policy
 - b. Chairs and secretaries of the University Lecturer, and Clinical Faculty/Faculty of Practice Promotion Committees will attend the FAC meeting on Jan 25 to consult on the revisions to the NTT promotion policies
5. Review FAC charges:

Charge 1: Regarding: Full-Time Non-Tenure-Track Faculty not Covered by Lecturer or Clinical/Faculty of Practice Policies.

ECAS requests that the FAC consult and work with Deans and Full-Time Non-Tenure-Track Faculty not covered under the Lecturer or Clinical/Faculty of Practice Promotion Policies to determine if more classes of faculty should be added to these policies.

Expected Consultation: Unit Deans, FT-NTT Faculty impacted by changes, University Lecturer Promotion Committee, University Clinical Committee.

[DOC 2017-01 University Promotion Policy for Clinical Faculty/Faculty of Practice](#)
[DOC 2018-03: University Promotion Policy for Lecturers](#)

ECAS would like this work to be complete by the end of March 2022.

Charge 2: Regarding: Revisions to University Promotion Policies for Lecturers and Clinical Faculty/Faculty of Practice.

ECAS requests that the FAC make revisions to DOC 2017-01 and DOC 2018-03 to ensure that they are in alignment with DOC 2021-05. Please ensure that expectations are consistent with the expectations and opportunities (i.e. inclusive excellence, mission-central activities, professional development for committees, etc.) in DOC 2021-05.

Expected Consultation: Unit Deans, FT-NTT Faculty impacted by changes, University Lecturer Promotion Committee, University Clinical Committee.

[DOC 2017-01 University Promotion Policy for Clinical Faculty/Faculty of Practice](#)
[DOC 2018-03: University Promotion Policy for Lecturers](#)

[DOC 2021-05: Revisions to DOC 2006-10 University Promotion and Tenure Policy](#)

ECAS would like this work to be complete by the end of March 2022.

6. Review draft questions for Deans:

FAC has the following questions Specifically for the Deans:

1. There are individuals that have positions which Deans' offices consider "faculty" roles (include teaching and/or research), but the provost's lists do not include these individuals as "faculty". Are there other roles (titles?) which should be considered as "faculty" positions that individuals currently hold, but are not listed by the Provost as faculty positions?
2. Current faculty who are "faculty of practice" may consider themselves to fit better under the lecturer category (?). And vice versa. How should this situation be managed? (NOTE: Titles are tethered to job descriptions and therefore, faculty cannot simply choose a title).
3. Are "instructors" eligible for promotion? Under which policy should they be included?
4. According to the Faculty Handbook, Research Professor is a discretionary appointment (1-2 years) which can be renewed. Some people have been hired with this title without the expectation it is limited. Should Research professors be eligible for promotion as faculty?
5. There is some confusion about the use of Research Scientist vs. Research Professor titles. Research Scientist is classified as staff, which means these individuals have staff benefits (e.g. accrue vacation time, which is not always budgeted). What are the implications for one title over the other? (e.g. are individuals with either title eligible to write for grants?) Are these two titles being used appropriately?
6. In some cases, there are individuals who hold the title Laboratory Instructor/Laboratory Coordinator who are considered as faculty. There are other individuals who perform the same/similar functions of laboratory instruction or laboratory coordinator and are classified as "staff". How should this be reconciled? How should the pathway for promotion be considered for the faculty who hold these titles? How does this impact those with staff titles who perform the same function?
7. Visiting Assistant Professors (VAPs) are 1-2 year non-renewable appointments, sometimes utilized during the hiring process as a mechanism for spousal hires. ((Note: There is no VAP title in the Faculty Handbook). Because the position is temporary, there should not be a pathway for promotion for visiting assistant professors. Should an individual's time in the VAP role "count" towards promotion if a VAP moves to a FT NTT position?

Other Considerations (Broad Consultation)

1. Question for the CAS: Dean: "Artist in Residence" is a title associated only with Music, Art and English. While each position was created with specific roles in letters of hire, in practice most of these faculty positions have transitioned to more closely resemble those of lecturers and/or faculty of practice. Is there an opportunity for current Artists in

Residence to be included in the policies that have already been approved for lecturers or faculty of practice under their current titles? Does it make more sense to re-designate current AiRs as lecturers or faculty of practice? Or should AiRs have a separate promotion policy? As we go through this process, how will “category” assignments be managed and by whom?

2. Should the University Promotion Committees for Clinical/Faculty of Practice, and Lecturers be combined? The role of the University committee is to review policies---it may make sense to combine these two NTT University level committees rather than having separate committees (?). Conversely, the criteria for evaluating faculty in these two categories is different, so perhaps maintaining two committees makes sense?
 3. It is requested that librarianship be added to the clinical/faculty of practice promotion policy while remaining within the lecturer promotion policy. This will require some editing to the definition of clinical faculty in the faculty handbook as well as new language in the clinical faculty promotion policy.
 4. It will be important moving forward for all letters of hire for all FT NTT faculty to include information about which promotion policy the individual will use.
7. Identify action items: All FAC members are asked to review the questions for the Deans in advance of Friday January 14, 2022.

Meeting adjourned, 2:45 pm

Respectfully submitted,
Carissa Krane