

Spring 1-24-2022

Faculty Affairs Committee Minutes of the Academic Senate 2022-01-24

University of Dayton. Faculty Affairs Committee

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University of Dayton. Faculty Affairs Committee, "Faculty Affairs Committee Minutes of the Academic Senate 2022-01-24" (2022). *All Committee Minutes*. 455.
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Minutes FAC Meeting
24 January 2022
2:30-3:20 pm via Zoom

1. Welcome to guests and Introductions
 - University Committee on Clinical Faculty Promotion
 - Chair, Kate Fischer
 - Secretary, Jen Dalton
 - University Committee on Lecturer Promotion
 - Chair, Kim Ritterhoff
 - Secretary, Katy Kelly
2. Attendance:
 - Present: Connie Bowman, Sarah Calahan, Jon Fulkerson, Camryn Justice, Carissa Krane, Sayeh Meisami, Grant Neeley, Margie Pinnell, Chris Roederer, Kathy Webb
 - Excused: Carolyn Phelps, Andrew Sarangan, Andrea Wells
 - Guests: Jen Dalton, Kate Fischer, Katy Kelly, Kim Ritterhoff
3. Minutes from 13 January 2022 were approved.
4. FAC members and guests reviewed FAC charges and Questions for the Deans
5. Update from Dean's Council Meeting:
 - a. Deans Council recognizes that some faculty titles that are in use are not in the Faculty Handbook; recommend that we continue to use those titles and revise Handbook rather than restrict titles to what is currently in the Handbook
 - b. Deans Council is supportive of creating promotion pathways for all faculty, as well as staff
 - c. Deans Council also noted it is important to keep clear lines that distinguish faculty and staff titles, roles and responsibilities
 - d. There was general support for adding the VAP title to the faculty handbook
 - e. University Promotion Committee composition was discussed. Several units (SBA, SOE) have already combined Unit level committees for Lecturer and Clinical Faculty/Faculty of Practice into one Unit Committee. There was general support from the Deans for creating one University-level committee for Non-Tenure Track Faculty Promotion to include oversight of Lecturer and Clinical Faculty Promotion, and maintaining the University Committee for Promotion and Tenure.
 - f. There was support for adding librarianship to the clinical faculty promotion policy, while maintaining librarianship as an option in the lecturer promotion policy
 - g. It was noted that it will be imperative that Deans Offices/Provost Office make clear, at the time of hire, which promotion policy a non-tenure track faculty member will be covered under.
6. Discussion on FAC revisions to the Promotion Policies to align with UPTP: FAC has already made a first round of revisions to highlight alignment of specific sections of the UPTP with the NTT Faculty Promotion policies. These include the following:
 - a. Tiered expectations for levels of promotion (UPTP section 1B2a,b)

- b. Recognition of the varied and multiple ways in which faculty contribute (UPTP section 1C3)
 - c. Inclusive excellence as an expectation (UPTP section 1C4)
 - d. Professional development for faculty who serve on dept/unit promotion committees (UPTP section 1C7)
 - e. Process for diverse representation on university promotion committee (1E2d)
 - f. Professional development for faculty serving on University promotion committee (UPTP section 1E2e)
 - g. Include an implementation plan (UPTP section III.)
7. Update from committee chairs/secretaries on University policy discussion:
- a. University Lecturer Committee has not met
 - b. University Clinical Faculty/Faculty of Practice made some “clarification revisions” to the policy in March 2021. In light of the status of the UPTP discussion at the time, no action was taken on the proposed clarification revisions made by the University Clinical Faculty/Faculty of Practice Committee.
8. FAC and guests discussed the possibility of creating one University Committee for Lecturer + Clinical Faculty/Faculty of Practice to cover all FT NTT Promotion Policies: There was strong support in favor of exploring this option for a number of reasons:
- a. Difficult to populate the various committees due to the numbers of individuals who hold those titles, especially for some small Units (e.g. Libraries)
 - b. There is efficiency in time and workload to combine the committees, given the role and responsibilities of the committees to evaluate Unit level policy
9. Identify action items
- a. FAC is lead on the revision of the University Promotion Policies
 - b. University Committee for Clinical Faculty/Faculty of Practice Promotion will forward to FAC their March 2021 draft revisions, highlighting the requested clarifications.
 - c. FAC will review the changes requested by the Clinical Faculty and revise accordingly
 - d. FAC will distribute to the FT NTT Faculty University Promotion Committees working drafts of the revised policies for consultation and review
 - e. FAC will continue discussions and revisions of the documents to include a proposal for a combined University level committee.
 - f. FAC will prepare and distribute a survey to each academic Deans’ office with specific questions from the Dean’s question list.
 - g. Consultation: It was noted that it will be important to find efficient and effective mechanisms for broad consultation of all FT NTT faculty on the revisions—It was suggested that mechanisms could vary by Unit. FAC seeks suggestions from the University Committee members on consultation mechanisms that could be used.
10. Meeting was adjourned at 3:20 pm

Respectfully submitted,
Carissa Krane