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Fall 10-15-2021

Student Academic Policies Committee of the Academic Senate 2021-10-15

University of Dayton. Student Academic Policies Committee

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Approved SAPC Minutes 15 October 2021 2:30pm

In attendance Joanna Abdallah, Lee Dixon, Sharon Gratto, Ryan McEwan, Allison Kinney, Ryan McEwan, Grace Pierucci, Andy Slade, Tom Skill, Tiffany Taylor Smith, John White

Regrets: Molly Kaye Sexton, Jay Janney

1. Discussion from Tiffany Taylor Smith from the office of diversity and inclusion. Focus on how to use SETs in evaluation- how to protect faculty and how to protect students during the Student Evaluation of Teaching process. Sharon Gratto asked for clarification of the use of SETs.
 - a. Lee Dixon pointed out that sometimes students will write comments in SETs that actually violate university policies. Presently, there is nothing to keep students from engaging in comments that are hurtful and beyond the rules of the University. SETs are extremely valuable. Students need a way to provide feedback- but we would like to be able to provide students with more guidance. Things are sometimes written in a SET that would, if written on a white board, be viewed as harassing. Question- who do we need to be involved in this conversation?
 - b. Sharon Gratto pointed out that SETs are used by some chairs in evaluation of faculty in a way that violates University policy; multiple measures for evaluation are part of policy
2. Tiffany Taylor Smith
 - a. The office of ODI- is working across the university, across the community, and across the region. For example, presently working with the Dayton Peace Prize, Miami Valley Hospital, etc. Also leading the Greater West Dayton Conversation. On campus, a main goal is training faculty and staff. Staff are available to meet with departments and give presentations on specific topics. "Inclusive Excellence Academy." Has also been invited to intervene in and assist with certain cases through a coaching activity with faculty designed to ameliorate conflict. Consultation with faculty. Serve as an ombudsperson on campus...in some situations. Also helping lead the DE&I strategic planning process across all units. Engaging in the Dialogue Zone. Can engage in culture coaching if there are situations that are not quite to the level of an equity complaint.
 - b. With regard to SET. Conversations have been going on for a long time. How to find a balance between providing students with a way to provide feedback and protecting faculty from harassing comments. Tiffany is very familiar with the idea that faculty could experience strongly negative effects based on racist, sexist, or other biased perspectives.

Lee Dixon – how to create uniformity across campus? How to remove the usage of SET scores in evaluation? Can we use SET in a strictly formative way? There is great inconsistency about how SETs are used across campus. Specifically with merit there is no

guidance. With P&T there are supposed to be multiple-measures; how these are expressed at UD is unknown.

Andy Slade shared- uses SET scores only within individuals, vs. across individuals

Sharon Gratto shared how she has always worked hard to mentor young (or new....not always 'young'...) women faculty in how to deal with negative SET comments and spoken out to T & P committees concerning the realities of course evaluations and specific populations.

Lee Dixon – if we are going to address DE&I, we have to address issues of SET. Because addressing issues of DE&I may lead to negative SET scores, which then influence a person's career.

Andy Slade – indicated that English is moving away from the “at or above” department average qualification for SET.

3. Invitation to an SGA meeting – Lee Dixon will join the meeting on Tuesday October 19th in KU 310 to get feedback from students on SET and classroom climate concerns.
4. Sharon Gratto – shared the following Department of English statement from Andy Slade:

Bias related experiences and process:

As part of a [University for the Common Good](#) that aims to be [an anti-racist university](#), the English Department wants all students to feel safe, respected, and valued in all of their classes. Should you have an experience in this class, or any class, where you feel devalued because of an incident in class, we would like to learn about it.

You are always free to discuss the issue with your professor. If you are wary of discussing the issue with your professor, then please contact Dr. Andrew Slade, Chair of the English Department. You can reach him by email at aslade1@udayton.edu. You can phone at 937-229-3434 or you can stop into the office in Humanities room 200 to set up a private conversation about your experience.

You are, of course, welcome to share your experience with the [Equity Compliance Office](#). You can also reach the Equity Compliance Office by phone at 937-229-3622.

Minutes from the Friday, October 1st SAPC meeting were approved.

Meeting ended at 3:30.

Ryan McEwan, guest recorder