

11-22-2019

2019-11-22 Minutes of the Executive Committee of the Academic Senate

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Approved Minutes
Executive Committee of the Academic Senate
November 22, 2019
9:30 am – 11:00 am, SM 113B

Present: Joanna Abdallah, Paul Benson, Anne Crecelius, Sam Dorf, Shannon Driskell, Deo Eustace, Mark Jacobs, Jake Jagels, Leslie Picca, Andrea Seielstad

Absent: Jason Pierce

Excused: Fran Rice

Guests: Lisa Borello (Director of Women's Center), Sarah Mirmasoudi (UDRI), Janet Bednarek (Faculty Board representative)

Opening

- Opening prayer/meditation – Anne Crecelius (prayer)
- Approval of minutes from 11/15/19 ECAS meeting—approved with no revisions

Announcements

- Signup sheet for Spring Prayers for ECAS
- Meetings will be Fridays 9-10:30am, will meet on January 10th, depending upon PRoPT
- Secretary for ECAS meeting today--Anne C; for Senate Meeting – Sam Dorf

New Business

- Lisa Borello, Director of the Women's Center – Following introductions, Lisa was welcomed and provided her background. Changes in the Women's Center along with other institutional changes (leadership changes, diversity, equity and inclusion) in recent years. A handout was distributed regarding the activities and initiatives surrounding gender equity initiatives. Initiatives that are more specific to the Women's Center include: research (Gender Equity Research Fellows-currently advertising for AY20-21), report card on the status of women (Fall 2018 data, published Fall 2019, in print and online), HERS institute and ELATES recruitment and application (professional development opportunities), management of caregiving and resources (lactation spaces, caregiver support groups and resource fair, Hannah's Treasure Chest partnership to provide needs), and policy-related issues (internship program). In addition, the Center coordinates UD Men for Gender Equity to promote peer-led education program for gender allyship (coordinated by the Women's Advisory Council), the Women of UD exhibit in March (200 nominations in AY 19-20, ~100 in prior year), and student programming (salary negotiation workshops, and body positivity initiatives). A recommendation was made to post Report Card on Porches as well as an emphasis on highlighting the many initiatives of the Women's Center to the broad campus community and to take care in the verbiage regarding education, allies, advocates, etc. A question was raised regarding issues related to parental leave – this was work of the student interns in the past AY, who presented recommendations to the working group via Troy Washington, VP or HR who continues to work on this issue. Updates are expected in the Spring Faculty/Staff meetings. Regarding the role of Academic Senate in these efforts, the representation of Senate on related groups (e.g. DEI, President's Commission on Women, etc.) was reviewed. Equity Advisors to each unit and the role of these were discussed, particularly in regards to communication between different groups working on similar issues and faculty issues. Office for DEI is taking a leadership role in

coordination of these efforts. Affinity groups are also in place to support community building among faculty. Prior work on gender, race, and identity in Student Evaluations of Teaching (work by Dr. Jana Bennett; located on Porches/Faculty/Gender Equity) has been done and the Women's Center is being consulted regarding the current work of the Senate on SET. Discussions were had regarding the formation and promotion of groups (e.g. Men for Gender Equity) that base inclusion/exclusion on gender.

Old Business

- Senate composition discussion—continued to next meeting.

Adjourned: 10:55

Respectfully submitted, Anne Crecelius