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Spring 3-7-2022

Faculty Affairs Committee Minutes of the Academic Senate 2022-03-07

University of Dayton. Faculty Affairs Committee

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Minutes FAC Meeting
7 March 2022
2:30-3:20 pm, RL 215 and via Zoom

1. Present: Connie Bowman, Sarah Cahalan, Jon Fulkerson, Sayeh Meisami, Carolyn Phelps, Margie Pinnell, Grant Neeley, Kathy Webb
Excused: Carissa Krane, Camryn Justice, Andrew Sarangan, Andrea Wells, Chris Roederer
2. Minutes from 3 March 2022 were approved with changes suggested by Chris Roederer.
3. Discussed FAC SET charge from ECAS. Options discussed
 - a. Review and create a policy proposal based on 4B
 - b. Comprehensively review and potentially consolidate all policies and guidelines in faculty handbook and additional policies that include student evaluation of teaching as a process or create new policy
 - c. Other: Remove the reporting of departmental averages from making decisions for promotion/tenure or merit.
4. Conversation
 - a. ECAS charge is asking for a “holistic” policy by April
 - i. Does not seem possible given where we are in the academic year
 - ii. We run the risk of creating a policy that contradicts other policies currently in effect
 - b. The recommendations from SAPC include some things that are already policy but maybe are not being followed
 - i. Recommendations 1 and 2 are already policy
 - ii. Recommendation 3 is policy for TT faculty, but is it being done?
 - iii. If we have policies and procedures that are not being followed now, should enforcement be part of the recommendations?
 - iv. Recommendation 6 seems daunting, for some departments it could mean everyone has to do ongoing training
 - c. Should FAC counter the ECAS charge with a charge that does 3b?
 - i. Would have to move to next year’s FAC.
 - ii. Not easy to do with a big committee, there was some support for looking at this as a summer project for 1-3 faculty who would provide a report and recommendations to ECAS/FAC in the fall
 - d. Should we consider removing the reporting of departmental averages from making decisions for promotion/tenure or merit.
 - i. There is support for this recommendation. It is something we could do this semester assuming SET could suppress the departmental averages.
 - ii. We suggest keeping the standard deviations
 - e. Senate should provide instructions to units to review current policies about Student evaluation of teaching and weaving them into any changes they do to align with new UPTP.

- f. There appears to be a need for department chair professional development in the area of faculty reviews
5. Action Items
- a. Tell ECAS the charge is not doable this AY
 - b. Suggest small group of faculty work on reviewing and drafting aligned policies/procedures around the use of SET during the summer
 - c. Accept the SAPC's recommendation to remove department averages from reported SET scores and move it to a Senate vote

Meeting adjourned, 3:20 pm.

Respectfully submitted,
Kathy Webb