

6-26-2020

## 2020-06-26 Minutes of the Executive Committee of the Academic Senate

University of Dayton. Academic Senate. Executive Committee

Follow this and additional works at: [https://ecommons.udayton.edu/ecas\\_mins](https://ecommons.udayton.edu/ecas_mins)

---

### Recommended Citation

University of Dayton. Academic Senate. Executive Committee, "2020-06-26 Minutes of the Executive Committee of the Academic Senate" (2020). *ECAS Minutes*. 499.  
[https://ecommons.udayton.edu/ecas\\_mins/499](https://ecommons.udayton.edu/ecas_mins/499)

This Article is brought to you for free and open access by the Academic Senate at eCommons. It has been accepted for inclusion in ECAS Minutes by an authorized administrator of eCommons. For more information, please contact [frice1@udayton.edu](mailto:frice1@udayton.edu), [mschlangen1@udayton.edu](mailto:mschlangen1@udayton.edu).

Approved Minutes  
Executive Committee of the Academic Senate  
June 26, 2020  
10:00 am – 11:30 am  
Zoom meeting

**Present:** Joanna Abdallah, Paul Benson, Connie Bowman, James Brill, Sam Dorf, Mark Jacobs, Carissa Krane, Leslie Picca, Jason Pierce

**Guests:** Janet Bednarek (Faculty Board representative), Anne Crecelius, Sean Falkowski, Denise James

**Excused:** Deo Eustace, Fran Rice, Andrea Seielstad

**Opening**

- Opening prayer / meditation/poem – Jason Pierce
- Approval of minutes from 06/19/2020 ECAS meeting-minutes approved. Fran did another fantastic job.

**Announcements**

- No ECAS 7/3/2020, with expectation a lot will come up for ECAS to tackle in August.

**New Business**

- Path Forward—Return to Campus Plans & role of the Academic Senate was discussed:
  - Documents do not robustly lay out what teaching will be like or workload. We still don't know what the processes will be.
  - The audience for the documents were perhaps more for a broad public.
  - Concerns with emergency exiting procedures in combination with COVID concerns were raised.
  - Specific processes for determining how individuals reopen may be more helpful. There was a request for processes-based protocols.
  - Units are now owners of these processes, and they will outline these going forward. These processes are not nailed down yet. There is a shifting landscape and so we need to be aware of how that may impact plans.
  - Concerns about issues of care (child and elder care, event of illness, etc.): Could there be a university-level policy on these issues to ensure there are not gross inequities between departments and units regarding faculty choice decisions and care. This is exacerbated with the calendar changes.
    - Deans have been given that guidance and it will be forthcoming.
    - Provost sought input from Medical Advisory panel, Academic working group, and HR regarding Labor Day and they were unanimous in wanting Labor Day to be a teaching/work day.
    - Medical Advisory Panel also had strong opinions about the children/elderly family on campus concerns.
    - Bargaining groups will be able to take Labor Day off.

- It was noted that we may have consulted with the wrong groups of people. It has been a longstanding position that faculty may not bring their children to campus.
    - More clarification about guest policy needed as well. There will be restrictions to guests and visitors to campus, including visitors to students.
    - Inconstancies of health issues of students leaving campus and the move to bring students to campus with nothing to do three weeks before campus.
    - Straw poll at last ECAS was 8 in favor and 6 opposed to teaching on Labor Day.
    - In Chat: People are be forced to “be rogue” to make choices that will result in the cancelation of classes.
    - Undergraduate students would want to travel on Labor Day weekend knowing they wouldn’t have a fall break.
    - On graduate side there is a split with many students having families and children like faculty and staff. Break days are not always break days.
  - Some of the information in the guidelines are conflicting. How will these mixed messages be executed? For example, some students will be sent home to primary residence, some will be sent to isolation, but the policies seem to conflict. What rights do students have? Will they be able to return to campus after recovery, etc.? There are discrepancies. Clarity on what we are going to do and mechanisms for students to appeal might be needed. From a Student Academic Policies perspective, we needed more information.
- Workload Policy (DOC 2012-09) and current crisis
  - The policy guidelines say they are subject to review by FAC.
  - There will be a need for expedited work on issues this Fall.
  - Regarding the writing of annual reports and other similar work, it was noted that this is going to be a very challenging time. How will routine work be prioritized? What do we do when we don’t do the report? Is this work that will wait for us to sometime in the future, or will the work just not happen? Are we putting off work, or adding additional work but just due later?
  - We need to look at summer workload, this is particularly problematic now due to COVID, but it has been an issue in the past as well.
  - To execute President’s vision we will need to make changes to the workload policy.
  - Tenure and Promotion Reviews:
    - Review will happen and that starts in August. Do we have mechanisms and processes for review under COVID? There will need to be changes and they need to be in place by August. FAC may not have time to review before materials are due in the Fall.
    - Faculty Review Task force has had first meeting recently. They are concerned about timelines and security of materials. We don’t want people to be in a continual process where tenure deadline continually gets pushed back. Standards of review are being evaluated especially for Tenure-Track faculty in earlier stages of review will be impacted. This has been a big concern since April. Direct outreach is needed soon. The working group is advisory group. Senate has authority.
    - Guidelines will have no authority without actual changes in policy. We have always struggled on unit by unit disparities. If it is going to go back to units and then to

departments to change by-laws. In what way can we facilitate the navigation of this? We need guidelines quickly.

- Guidelines on interpretation of the policy may be useful for units and departments as they view their own policies. How do we access under these circumstances? Additional policies on peer evaluation of teaching, etc. may be needed to accommodate COVID. We may want “one-off” policies in case of emergency that can help expedite these policies. However, this pandemic will have a fallout for years of the faculty members in the process.
  - There might even be standardized language for impacted faculty to help people guide how they will address COVID-related disruptions in work.
  - One issue is processes and the other is the standard on which people will be judged. We shouldn’t conflate those.
  - Suggestion to get an update from Review Task Force on 10 July, and setting another deadline with a resolution by 1 August.
  - Are the timelines flexible? The policies do indicate dates. For practical purposes we could move the whole calendar back as long as there is ample time for appeal. We have been treating them as contractual dates. Having those dates and signatures on certain dates is very important for faculty and for transparency and consistency. If we were to change dates we’d need to provide options for people to keep the dates.
  - Have candidates been told to prepare for electronic submission? No, it has not been communicated at a university level. There are many complexities about building a digital system to secure materials. Hard copies can be delivered through courier services. Some units use electronic submission and review, but at the provost level it has always been required in hard copy.
  - Some statement of how adding additional materials will work may be needed as well.
  - College has instructed faculty to prepare materials in hard copy. College has had some conversations about how some electronic review can be done due to proximity of reviewers at unit level T&P meetings.
  - Faculty review may need to be a top concern for ECAS this summer.
- Closing the Loop on M.E. Dillon’s Proposal
    - We have adequately addressed the four points.
    - The second proposal sent in May will be tabled until a future meeting.

## **Old Business**

- Items for ECAS Attention
  - Picca has organized and tried to prioritize this list.
  - Faculty review will be a top priority. We will meet 10 July to work on faculty review, to aim for 1 August to get closure from that group so ECAS can make changes.

### **COVID-19 Pandemic Related:**

-Faculty Review: logistics (how review confidential material remotely), tenure extension, not including SET in SP20

-Revisit workload policy

-Online teaching policy (from APC 2019-20); updating faculty handbook to include different modes of teaching

**Function of Academic Senate:**

-Senate Composition

**Curricular Policies:**

-CAP 5 year review

**Faculty Issues & Concerns:**

-Review of University Promotion & Tenure Policy (DOC 2006-10; UPTPTF; PRoPT; CEPT)

-Revise policies for evaluating teaching, research & service

-Review of SET

**Requests Made of ECAS:**

-Title IX Changes; invite Kim Bakota to discuss new requirements

-Honors Program Revisions; request from John McComb

-2 Transfer policies to send to APC (wait for final copy from Carolyn)

-At each Senate meeting, have an update on 11 items for steps to become an anti-racist university; invite Assistant Provost of CAP Michelle Pautz to ECAS to discuss item #2 on curriculum

**Carry-Over Recommendations:**

-Mini-course approval (recommendation from ECAS 2019-20)

-Collaborate with Student Development/Aviate (recommendation from ECAS 2019-20)

-Academic Calendar Priorities Review (recommendation from APC 2018-19)

-Academic Misconduct (recommendation from SAPC 2019-20)

Adjourned: 11:23am

Respectfully submitted, Sam Dorf