

7-10-2020

## 2020-07-10 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, "2020-07-10 Minutes of the Executive Committee of the Academic Senate" (2020). *ECAS Minutes*. 498.  
[https://ecommons.udayton.edu/ecas\\_mins/498](https://ecommons.udayton.edu/ecas_mins/498)

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  
July 10, 2020  
10:00 am – 11:30 am  
Zoom meeting

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

**Guests:** Janet Bednarek (Faculty Board representative), Anne Crecelius, Shannon Driskell, Denise James, Sean Falkowski (Faculty Board representative), Neomi DeAnda (Chair-Path Forward Academics Working Group- Faculty review processes)

**Excused:** Andrea Seielstad

**Opening**

- Opening prayer / meditation-Leslie Picca
- Approval of minutes from 6/26/2020 ECAS meeting minutes approved by unanimous consent. Thanks to Sam for a fantastic job taking minutes!

**Announcements**

- Next ECAS meeting July 17
- Provost's Council Update: (1) international students and recent Student Exchange & Visitor Program (SEVP) modifications-University officials are analyzing the document and are in communication with SEVP for clarification around what combination of in-person, hybrid, and online courses a student must register for to meet immigration enrollment. Creative ways are being considered to meet the new requirements. (2) textbook rentals in Fall 2020-the textbook rentals will be suspended due to the pandemic. A message outlining alternatives will be sent to students and faculty.

**New Business**

- Return to Campus Plans and Faculty Review Processes (Guests: Senator Neomi DeAnda) – The charge to the committee is to review issues related to the full scope of faculty work, i.e. research, teaching and service, and the processes by which that work will be reviewed in 2020-21. Specifically, the team will propose recommendations for any adjustment to processes related to evaluations for merit, promotion and tenure. Highlights of their work has identified areas that will most likely be impacted this year and a potential for these areas to be impacted in future years as well. The subcommittee presented the following for consideration:
  - A relaxation of deadlines for 2020-21
  - All portfolios to be submitted electronically
  - Faculty be given another opportunity to pause the tenure clock and make a decision to use or not use Spring 2020 SET scores.
  - If faculty choose not to stop the tenure clock at this time be given an option to stop the clock one time in the future.
  - Allow all faculty to include a section in future review binders to discuss how COVID-19 affected their professional areas of work, i.e. teaching, scholarship (including creative expression), and service. Any faculty member who has done additional work for the university, especially those without an administrative title, be allowed to include a special administrative section to their binder.
  - Faculty be given credit for innovative and creative measures they took throughout the ongoing pandemic.
  - Ensure there will be no bias against people who have chosen to teach fully online
  - Work performed in 2019-20 should be counted toward merit in 2020-21

- A digital space either on Porches, the UD website, or Isidore be developed to document all options available to faculty, like pausing the clock and the use of SET Spring 2020 scores. The site could include guides, lists of questions, best practices for consideration when preparing and reviewing materials, and links to the grievance process.

Response from ECAS:

- Will there be guidance on how to interpret the explanations for stopping the clock? Response: This would be addressed in the guide.
- How would the new section, Administrative Service be evaluated, what would be the parameters? It does not fall under teaching, scholarship or service.
- Where is the distinction between administrative work and service duties? Having clarity about the distinction between this work is needed.
- Instead of a separate section, include a question that asks faculty to describe how COVID-19 has impacted their work, and maintain the three-existing section.
- All faculty may include a section in future review binders which discuss how COVID-19 impacted their professional work in the areas of teaching, scholarship, and service. Having a separate section goes outside the boundaries of current practices.
- Migrating to an electronic submission is a complex issue at the department level for the College. Signatures, access, confidentiality, privacy all need to be considered when moving to an electronic portfolio.
- Is the recommendation to move to electronic portfolios for this fall? Response: yes
- Have accommodations been considered for someone who might have missed some benchmarks due to COVID-19?
- If there are emergency changes to the review process, they need to be formalized with processes and procedures to help reduce ambiguity
- Department chairs and candidates need some type of document in the file to explain if disruptions or deviations occurred due to COVID-19.
- Productivity will be impacted long term. Longitudinal studies are one example of the type of research impacted by COVID-19.
- What might be done to ensure that bias doesn't creep into the review process? Response: This has been a concern of the subcommittee. Anticipate information will be included in the guide.
- When will your work be complete? Response: Although there has not been a timeline set, the subcommittee recognizes the importance of this work and it needs to be completed swiftly.
- As people provide statements around the impact of COVID, are we asking them to share personal information? Some may be willing to share, while others will not. Should we include legal in the discussion? Response: Guidelines need to be developed around what is relevant as well as a reminder that what is being disclosed now, will continue to be included in the future. Comment: Instead of legal, look to equity and compliance. Examples of relevant information need to be included in the guidelines like statements from publishers that publications were delayed due to COVID.
- Appreciate the inclusion of a separate section to share what was happening and how that impacted their work.

The next step is for ECAS to make recommendations to the Provost Office and to the Deans on what needs to change for this Fall. ECAS would like the final list of recommendations provided to them in 2 weeks

- UNRC nominations for the Student Disability Accommodation Implementation Team- The team asked for 5-10 names. ECAS unanimously agreed to forward all 10 nominations to Carolyn P.
- Please share any suggestions for next week's agenda with Leslie.

## Old Business

- Items for ECAS attention
  - *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: 30 am

Respectfully submitted, Fran Rice