

10-16-2020

## 2020-10-16 Minutes of the Executive Committee of the Academic Senate

University of Dayton. Academic Senate. Executive Committee

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Approved Minutes  
Executive Committee of the Academic Senate  
October 16, 2020  
8:45 am – 10:15 am  
Zoom meeting

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

**Guests:** Sean Falkowski (Faculty Board representative), Mary Ellen Dillon (FT-NTT faculty senator), Carolyn Phelps (Associate Provost for Faculty and Administrative Affairs), Philip Anloague (Associate Provost for Graduate Academic Affairs)

**Excused:** Paul Benson

**Opening**

- Opening prayer / meditation – Mark Jacobs
- Approval of minutes from 10/09/2020 ECAS meeting. Approved unanimously.

**Announcements**

- Board of Trustees Update (shared with “New Business”)

**New Business**

- Micro-credentialing: Guest Phil Anloague, Associate Provost for Graduate Academic Affairs. Presented information on micro-credentialing and badges, a digital form of certification to demonstrate competency in a specific skill or set of skills. Several areas across campus have expressed interest in offering this type of certification. These are non-credit opportunities, and are shared with employers on networking platforms like LinkedIn. Dr. Anloague is leading and coordinating this pilot using Credly Acclaim.
  - Question: Are industries concerned with a saturation of credentials? Response: Saturation is a concern, but it varies on the industry. Still determining what a UD credential would look like, and how involved the university will become with credentialing.
  - Question: Will the Academic Senate, specifically the APC, be involved in generating a policy and criteria for micro-credentialing? Response: Yes, it is anticipated APC would be involved, the proposal template for certificate programs was used to present credentialing to the Provost.
  - Question: How are micro-credentialing categories determined? Did this list come from Credly? Response: Not from Credly, we are working with Education Design Lab to help develop and identify badges and credentials that employers are seeking.
  - Will the badges appear other places than LinkedIn? Response: GAA and IACT are collaborating to identify which networking platforms the badges will appear.
  - Some universities have spun off micro-credentialing under a different name, the intention here is to keep this credentialing as a UD badge, correct? Response: Yes, this is correct.
- UNRC: FT-NTT faculty rep on FAC. A candidate was selected from the 6 nominees and an invitation will be extended.
- FT-NTT Senate Representation and Voting Rights: Senator Mary Ellen Dillon. Expectations of NTT faculty have changed. There is an expectation of service for NTT faculty to be promoted. Many NTT

faculty are part time or full-time administrators. Lecturers and clinical faculty that have been promoted have showed their commitment to the university. Many NTT faculty hold terminal degrees. Many NTT faculty have been here for many years. In contrast, tenure track faculty who have been at the university for 1-5 years are able to vote to determine the makeup of the Academic Senate. Comments:

- The constitution of the Academic Senate would need to change before NTT faculty could vote.
- Many Senators don't see their role as representing only TT faculty, they represent the interests of the NTT faculty as well.
- The Academic Senate oversees academic policies, not labor issues. The issues of furloughs and contracts for NTT faculty are not the purview of the Academic Senate. Perhaps the Faculty Board could address these labor issues.
- Concern about changing the number of NTT faculty on the Senate without defining NTT faculty ranks at the university level.
- Senate composition needs to be addressed first before addressing voting rights. Many issues lecturers experience are labor issues not policy issues and will not be resolved by the Academic Senate.
- Both issues, senate composition and voting rights, need to be address while being mindful of the constitution. Prefer to focus on senate composition this year and look at the voting issue next year.
- There are some risks when you attach voting without tenure or security of position. There would be too many people making decisions based on ideas or predictions by administrators of how things could go. Not ready to amend because of the structural effect on governance. Security of position and pay should be dealt with at the unit and department level. If voting rights are given, TT faculty voice could become the lesser voice in decision making, allowing dean and administrator decisions to have maximum power.
- Propose an amendment to the constitution; those lecturers promoted to senior or principal should have voting rights. Or, you need to be in a position for a certain number of years before you receive voting rights.
- Teaching tenure is available at other institutions where the primary responsibility is teaching and the development of teaching strategies and scholarship is in the area of teaching.
- There are other institutions that use a certain number of years to ensure job security.
- Could we ask administration, the Provost, to resolve this?
- Perhaps we should create a committee comprised of members from faculty board and ECAS who would address NTT faculty issues.
- We should not assume all NTT faculty are not happy with their status.
- To counter what has been said about the demarcation between labor and what Senate does, the consultation section of the constitution says the senate should be consulted in areas of faculty compensation and other conditions of service. Additionally, the senate should be consulted in decisions for university budget priorities and financial concerns, such as financial crises and cutbacks. It is formally what the Senate does, and shouldn't fall to the responsibility of the Faculty Board.

- Perhaps we could draft a working group to explore what peer institutions are doing. The group would be comprised of members of the Faculty Board, NTT representatives, and members of the Senate.
- Academic Senate Meeting today & logistics. There was a brief discussion reviewing the agenda and covering the logistics for this afternoon's meeting.
  - Announcement from James Brill, SGA.

**Old Business**

**Charges**

| <b>Task</b>                     | <b>Assigned to</b>    | <b>Work Due</b>     | <b>Update</b> |
|---------------------------------|-----------------------|---------------------|---------------|
| <b>Univ P&amp;T</b>             | <b>FAC (8/28/20)</b>  | <b>Jan.2021</b>     |               |
| <b>Transfer Policy</b>          | <b>APC (8/28/20)</b>  | <b>Nov 2020</b>     |               |
| <b>Transfer Policy/Military</b> | <b>APC (8/28/20)</b>  | <b>Sept 2020</b>    |               |
| <b>Academic Dishonesty</b>      | <b>SAPC (9/11/20)</b> | <b>mid-Oct 2020</b> |               |
| <b>SET &amp; bias</b>           | <b>SAPC (9/11/20)</b> | <b>Feb 2021</b>     |               |

**Priorities for Senate 2020-21**

1. Pandemic/Budgetary Crisis & Shared Governance
2. Steps to Becoming an Anti-Racist University (focus on step #2 curricular/co-curricular)
3. \*Senate Composition, especially increasing FT-NTT faculty reps
4. \*University P&T policy (DOC 2006-10), plus evaluation of faculty--charged to FAC
5. SET & Mitigating Bias--charged to SAPC

\* Requires a vote of Senate + all tenure-line faculty

Adjourned: 10:16

Respectfully submitted, Fran Rice