

10-9-2020

2020-10-09 Minutes of the Executive Committee of the Academic Senate

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Approved Minutes
Executive Committee of the Academic Senate
October 9, 2020
8:45 am – 10:15 am
Zoom meeting

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

Guests: Sean Falkowski (Faculty Board representative)

Excused: Mark Jacobs, Mary Ellen Dillon ((FT-NTT faculty senator)

Opening

- Opening prayer / meditation – Sam Dorf
- Approval of minutes from 10/02/2020 ECAS meeting. Approved unanimously.

Announcements

- Updates from President’s Council & Provost’s Council
 - Enrollment Update—pressures for 2021-22 class/COVID impact
 - Path Forward: Spring term calendar shared next week; challenges with textbook ordering (encourage faculty to be firm on book order; possibly remove optional books).
 - Micro-credentialing pilot thru IACT; possible future conversation with ECAS.
 - Online Testing update with Procter-Track based on faculty feedback.
 - U.S. Executive Order 13950 to combat “anti-American race and sex stereotyping & scapegoating”
- Update on FAC, FT-NTT faculty rep: UNRC & feedback received. Received opposing feedback from one member of the faculty to include FT-NTT representation on all the standing committees. Please let Leslie know if you hear additional feedback.
- Update on Anti-Racism Action Plan, Item #2 on Curriculum. Conversations continue around the role of the Academic Senate in relation to this item. Preliminary discussions include the possibility of the Senate sponsoring a series of conversations aimed at faculty highlighting examples of what's taking place in the Humanities as it relates to diversity initiatives.

New Business

- CAP-C: approve student nomination (Senator Drew Moyer/SGA & CAS/HUM Rep). Approved unanimously.
- Approve Senate Meeting Agenda, 10.16.2020. Senate agenda approved.
- FAC Updates and Discussion background. Carissa provided an update on the work of FAC. Feedback received from the open forums held prior to March 2020 and the formal discussion of the presentation by PProPT to the Academic Senate were reviewed. Concerns expressed most often were identified and were used to guide the discussion of FAC. Progress has been made, but there are two substantial changes offered by PProPT that has FAC conflicted.
 1. For promotion to professor candidates must meet a high level of achievement in at least two areas listed below and at least an adequate level of achievement in the third. (teaching, research and scholarship, and service). – This would change the process of

promotion to full in every unit other than SOE, which uses a rubric to clarify "high", "medium", or "low" levels of achievement.

2. Candidates cannot request to be promoted to associate professor without consideration of tenure. – This is not consistent with how P&T occurs in the Law School. The Library has had a request for promotion before tenure. SOE supports the ability to promote someone in advance of tenure to help with retention. Promotion to associate is based on achievement, unlike tenure which is based on length of service and the faculty member's initial contract.

FAC is not in favor of these two points, and are ready to strike them. They are seeking guidance from ECAS.

-How can the impact of these three areas be evaluated in a more holistic assessment by using terms like "high" and "adequate? Response-Other areas of the document recommend review committees evaluate a candidate on a composite of their contributions and their contributions to the mission, instead of treating each area as equal and ranking as "high" or "adequate".

-SOE has similar language in their P&T document, but with no explanation of the differences between "excellent", "very good", and "good". It is up to the review committee to decide these differences. SOE has included a rubric in the new P&T document which will help evaluate the three areas equally.

-Also uncomfortable with the 2 to 1 requirement if we're expanding the criteria for what counts in these different categories.

-Is there support for tethering promotion with tenure at the associate level? One member of ECAS preferred to keep these separate.

-FAC is identifying the issues that would stop these recommendations from moving forward and at the overarching goal of these recommendations.

-We may not be able to attract talent especially if they see their colleagues who are not TT being promoted.

-FAC will provide rationale for everything they are striking and making detailed notes about the sections they are changing.

-These two topics are critical, would be valuable to hear how the conversations with FAC are progressing on these.

-Suggest we compare with current practices of our peers.

- **Update from Sean Gallivan, chair of University Clinical Committee, related to DOC 2017-01 University Promotion Policy for Clinical Faculty/ Faculty of Practice.** The committee experienced some issues with the way the policy is written and would like to make recommendations to FAC. Feedback and suggestions are welcomed by FAC, but these will most likely not be addressed until next year.

Old Business

Charges

Task	Assigned to	Work Due	Update
Univ P&T	FAC (8/28/20)	Jan.2021	
Transfer Policy	APC (8/28/20)	Nov 2020	

Transfer Policy/Military	APC (8/28/20)	Sept 2020	
Academic Dishonesty	SAPC (9/11/20)	mid-Oct 2020	
SET & bias	SAPC (9/11/20)	Feb 2021	

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: 9:54 (early!)

Respectfully submitted, Fran Rice