

University of Dayton

eCommons

All Committee Minutes

Academic Senate Committees

Fall 9-27-2023

Faculty Affairs Committee Minutes of the Academic Senate 2023-09-27

University of Dayton. Faculty Affairs Committee

Follow this and additional works at: https://ecommons.udayton.edu/senate_cmte_mins

Faculty Affairs Committee

Academic Senate
University of Dayton
2023-2024

Minutes of the Meeting held on Sep 27, 2023

Art Busch, **Vijay Asari**, Lissa Cupp, **Wiebke Diestelkamp**, Jon Fulkerson, **Kayla Harris**, Lexi Kemble (SGA), Erin O'Mara Kunz, **Suki Kwon**, **Mitchell O'Brien** (SGA), **Danielle Poe**, **Jusuf Salih**, **Andy Strauss**, **Meredith Wronowski**, **Dr. Carolyn Phelps** (ex officio), **Todd Uhlman** (guest)

1. Feedback on minutes from previous meeting– minutes approved by unanimous consent.
2. Review two charges from ECAS:
 - a. Faculty workload policy– covered in some detail in the previous meeting
 - i. It is unclear that FAC is the group should address grievance or review processes when there are individual workload concerns.
 - ii. There is a formal grievance process and committee, but they have not convened for a long time, because there has not been a need (C. Roecker-Phelps).
 1. Some faculty may not know how to register concerns related to workload or may not feel comfortable (i.e. concerns about retaliation).
 - b. Paternal leave and maternity leave policy recommendations (faculty focus only)
 - i. Two parts: policy recommendations and review of the Maternity Leave Panel
 1. In the past, the Maternity Leave Panel reports to Senate were challenging due to the ability to present information regarding who was on maternity leave and what their duties were without identifying the faculty member on leave/modified duties.
 2. Need to revisit the work and composition of the panel
 - a. C. Roecker-Phelps– maternity panel does not currently exist, however, C. Roecker-Phelps does believe that the panel is still needed, particularly to review how the maternity/paternity leave policies are enacted (i.e. are modified duties being developed appropriately, are the modified duties being carried out). Going forward a focus on the maternity panel should be focused on equitable enactment of the policy.

- b. Comprisal of the panel: W. Diestelkamp: prior panel members were identified in an unclear way; it is unclear why some folks get asked to be on the panel, while some appointments were clear (i.e. Women's Center leadership).
- c. Question– can we combine the workload and maternity/paternity leave policy work of FAC? Overlap in the work– both are complex, workload has to consider leave, both policies have an equity component.
 - i. C. Roecker-Phelps and W. Diestelkamp pushed back to consider these separate issues.
- d. Consultations needed:
 - i. C. Roecker-Phelps has been asked to research the history of the maternity leave panel (when was the last time it was convened, who was on the last panel)
 - ii. Need to develop some kind of practical guidelines for chairs and/or faculty– may be helpful if it included timelines
 - 1. Potential consults: President's Commission on the Status of Women, Provost's Office, Gender Equity Research Fellowship 2022 Final Report, peer/aspirational institutions maternity/paternity leave policies, all benefit-eligible faculty (this may be encompassed in some way by the Gender Equity Report).
 - a. W. Diestelkamp will reach out to Natalie Hudson and Leah Ward to find out if the President's Commission on the Status of Women membership is current, and, if not, who is on the most current Commission. We will also need to find out if the Commission has had any input on the maternity/parental leave policy. Wiebke will check with Erin O'Mara Kunz to see if members from the list recommended by ECAS last year were selected.
 - b. The 2022 Gender Equity report is on ecommons.
 - c. Where do we get a list of peer and aspirational institutions (contact E. Bernal)? This list may be in the 2022

Gender Equity Report (Kayla Harris will check this). Generally this list would be useful for workload and other policy review as well. Kayla will put this list in the FAC shared drive.

- d. Research— the workgroup focused on identifying the workload policies of peer/aspirational institutions (Suki, lead) has been asked to pull their maternity/paternal leave policies as well. College of Arts and Sciences may also have a report on women's (?) workload.

3. Maternity/paternity leave currently has no/little guidance on enacting modified work duties.

- a. How are modified duties developed?
 - i. Modified duties are used to account for the amount of time that faculty are not teaching and also not already on maternity/paternity leave.
 - ii. Parental leave (for a parent who is not the birth parent) has some flexibility in modified duty time (e.g. instead of no teaching for 6 weeks, a faculty member could choose a lighter teaching load across the whole impacted term).
- b. How are modified duties reported on by the people on leave? There is currently no reporting requirement.
 - i. The goal of reporting on what was actually able to be accomplished while someone is on modified duty should be to continue to understand what is reasonable/feasible.
 - ii. Q: Who is responsible for determining if the maternity/paternity leave panel is reconstituted?

Commented [1]: Meredith, I don't remember this. I don't think CAS has such a document. In theory, all departments in CAS have submitted dept workload policies that were to be approved by CAS, although at least some of the policies have not been approved.

Commented [2]: _Marked as resolved_

Commented [3]: _Re-opened_
This may have been Danielle that said this, but it was towards the end of the meeting-- I don't know if it was workload generally or related to modified maternity duties for women (because this is the context in which this comment was made).