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Academic Senate

Fall 9-2-2022

2022-09-02 Minutes of the Executive Committee of the Academic Senate

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Minutes
Executive Committee of the Academic Senate
September 2, 2022
10:00 - 11:30 am

Present: Joanna Abdallah, Philip Appiah-Kubi, Sarah Cahalan (Secretary), Anne Crecelius (Vice President), Jennifer Dalton, Wiebke Diestelkamp, Samuel Dorf (President), Jay Janney, Camryn Justice, Grant Neeley, Carolyn Phelps (for Paul Benson), Chris Roederer, Todd Uhlman, Kathleen Webb

Excused: Paul Benson

Guests: Leslie Picca, Tiffany Taylor Smith

Opening

- Call to order
- Opening prayer/meditation – Grant Neeley [[Prayer/Meditation signup here](#)]
- **VOTE:** Approval of [minutes from 8/26/22 ECAS meeting](#) [Attached]. Approved by unanimous consent.

Announcements

- Next ECAS meeting Friday, September 9, 2022, 10:00-11:30am
- Next ELC Meeting, Monday, September 26, 10:30am-12:00pm, President's Suite
- Faculty Meeting, Friday, September 16, 2022, 3:30pm-5pm, Boll Theater
- Next Academic Senate Meeting, Friday September 23, 2022 (KU Ballroom); agenda must be approved by ECAS by September 16.
- Provost Office Transitions (Dorf): The President's Office is working on preliminary steps for a search. President Spina will come to ECAS next week to discuss this and other questions we may have for him.
- CSIT Updates (Benson, Dorf, Crecelius, Webb): working groups are still meeting. Aligning Cost with Scale Working Group recently presented to the main CSIT committee. Also a recent report from the Blue Sky Working Group.

Old Business

- **DISCUSSION:** Accessibility to shared governance structures for faculty that work exclusively remotely. Remote faculty need access and will have it.
- **DISCUSSION:** Request from staff member to consider changes to Academic Senate Constitution ([see email request here](#)). Agreement to

shelve this request for now and perhaps include considering it in any future changes to the AS constitution.

New Business

- **UPDATE:** “What Professional Development for Inclusive Excellence for Tenure and Promotion Committees might look like” [[Slides Here](#)] (Tiffany Taylor Smith and Leslie Picca)
 - This is a work in progress check-in, not a completed project. P&T is one component of a much larger campus roadmap, within the work of UIEC and the Flyers Plan for Community Excellence.
 - Professional Development, Community Diversification, and Assessment are the key DE&I priorities identified at this time (and they all have many components as well—see the slides).
 - Julio Quintero is the ODI point of contact for professional development, and P&T professional development falls under that. The project leaders for developing professional development for P&T committees are Amy Anderson, Kenya Crosson, Suki Kwon, and Leslie Picca.
 - In addition to the requirement that faculty demonstrate a commitment to inclusive excellence in at least one of the evaluation areas, UD’s new P&T policy (AS document 2021-05) also requires professional development for P&T committees.
 - Recognition that these updates will look different for different units.
 - The team has consulted with academic unit deans. Have shared examples from other institutions and units. Recognize the need to develop policies but also determine how to assess the requirements of the policies. Discussion of how to address resistance and how to scaffold and/or take a developmental approach to long-term professional development.
 - P&T committee members will need to participate in training. The Provost’s Office in consultation with Office of Diversity and Inclusion and the Academic Senate.
 - Working group has been looking around campus for where this work is already happening. Mandatory videos for hiring committees, for example.
 - Recommendation for ODI and Provost’s Office to take the lead on developing professional development, with broad consultation with units.
 - Discussion of timeline for making PD available. The policy requires it for committee members so that is an initial priority.

ECAS discussion of how every faculty member should have access to this training.

- Lots of training is already available on campus and beyond campus.
- Messaging about this will be coming from the President and Provost Offices. Communication will be critical and will tie the training to the mission of UD.
- This is our commitment to each other and to our students. Communication needs to include that this is required of all participants in the P&T process, that training is easily accessible and really beneficial.
- **DISCUSSION and POSSIBLE VOTE:** [Draft charge to APC](#) on midterm progress reports for all undergraduate students and the elimination of midterm grades. Discussion of need for feedback for graduate students as well; charge updated to include this as well. Approved.
- **UNRC UPDATE from Vice President Anne Crecelius:** Shauna Adams continuing as chair of UNRC. Discussion of turnover/replacement calendar for UNRC service. Recognition that in years with significant turnover, ex officio role of AS vice president will be helpful for continuity. Committee is working on historical data of candidate pools and unit representation.
- **UPDATE:** Student concerns regarding safety in the student neighborhood (Camryn Justice). Concerns about overreaction by Public Safety and Dayton Police both for gatherings and individuals moving around the community (having to show ids, for example). Academic Senate should be aware of how students are being impacted so as best to support students and be aware of trauma that students might be undergoing. This relates to our work on student retention, diversity & inclusion, and UD being part of the Dayton community. ECAS President will ask for this to be addressed at ELC. See appended statement.
- **DISCUSSION:** Senate priorities in AY 22-23 ([draft agendas for Fall meetings](#)). ECAS members asked to review these proposed agendas ahead of next meeting.
- **DISCUSSION:** Other agenda items? Good and welfare?
- **UPDATE:** Please read the GEF Fellows' Report, "[Policy and Practice: Evaluating Workflows and Communication for Maternity leave and the University of Dayton](#)" [not discussed].
- **Very brief updates from APC, FAC, SAPC.**

Future Issues/Items and Recommendations for 2022-2023 ECAS:

- Examine Graduate Student life (with attention to international students)
- Continue exploring the possibility of transitioning away from Midterm Grades and towards universal use of the Student Success Network to provide Midterm Progress Reporting.
- Due to changes in personnel, invite ODI to give an update to ECAS in Fall 2022
- Continue the conversations on Path/Aviate and Academic Curricula Collaborations
- Carryout tasks in response to any CSIT recommendations
- SET Charges that need to be completed (see above)
- CAP 5yr Review Changes from first year (see [APC report on year one of CAP 5yr Review](#)). Note that this 156-page report makes a number of recommendations that require further consultation and Senate implementation.
- Develop a procedure document for programs, centers, and units for invited speakers
- Recruitment strategies (ECAS should take tours to understand what prospective students see)
- Maternity Leave Policy reconciliation with GERP report
- Continue discussions and work with provost office on advising
- Invite UD Advancement to ECAS in advance of April campaign launch
- Address APC Overburdening and reexamining CAP review and assessment policies/processes.
- FT-NTT Policy revisions that FAC began
- Implementation of UPTP for Units and Departments, and reminder of timeline.
- Update on microcredentials (report due at end of Summer to Provost)
- Ethics around Proctoring software (spyware/turnitin/lockdown browser software)
- Examining solutions to pressures on Academic Calendar for AY23-24 due to timing of Easter.
- Appoint someone to serve on HR Advisory Council in Fall 2022
- Appoint someone to serve on Elections Committee in Fall 2022
- Appoint someone from CAS and SBA to serve on UNRC starting in Fall 2022.

Task	Assigned to	Consultation Expectation	Work Due	Update
CAP 5yr Review (year 2)	APC	Multiple	1 April 2023	ECAS update in October
Revisions to FT-NTT Policies	FAC	Unit Deans, FT-NTT Faculty impacted by changes, University Lecturer Promotion Committee, University Clinical Committee	30 November 2022	
Evaluation and Revision of Student Academics Rights and Responsibilities Policy	SAPC	Unit Deans Offices, Student Government Association, Learning Teaching Center Staff	30 November 2022	

Meeting adjourned: 11:30am

Respectfully submitted: Sarah Cahalan

Appended statement regarding concerns about the student neighborhood:

Camryn Justice
ECAS meeting
02 September 2022

Student Concerns in the neighborhood

Hello Everyone, if you have not already heard, a situation involving UD Public Safety, Dayton Police department and black / brown students at the National Society of Black Engineers (NSBE) house happened on Saturday August 27th. The NSBE house is one of the two houses on campus that black / brown students gather to spend time with each other (the other being the Black Action Through Unity House or BATU). The encounter originally was about shutting down a party happening that night but quickly escalated from there.

When recalling the encounter student stated that they were over police (Which video evidence proves that there were over 30 police officers there for one party that was not at full capacity), they were over surveillance (Police officers followed them from the NSBE house to the BATU house - which there is video evidence for), and were treated unfairly (There were three other predominantly white parties happening on the same block but only there's got shut down). When students asked what they were getting in trouble for, multiple officers would give different reasons, would chuckle in their faces, brush students off, or threaten their enrollment. Students said that they were scared, frustrated, and frightened by the police force.

This encounter is currently being involved by Deans of students, the chief of police, Merida Allen, President Spina, and many students. I am not asking ECAS to take any action but to rather pay closer attention to black and brown students in your classrooms. In these next couple of weeks we are asking student leaders to be incredibly vulnerable and to recount a situation some have named traumatizing. Trauma can significantly affect academics. If a student appears to be disconnected, falling behind, or more withdrawn than usual please be patient with them as we move through this delicate but important time.