

Fall 10-28-2022

2022-10-28 Minutes of the Executive Committee of the Academic Senate

University of Dayton. Academic Senate. Executive Committee

Minutes
Executive Committee
Academic Senate, University of Dayton
October 28, 2022
SM113B, 10-11:30am

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),

Excused: Paul Benson, Chris Roederer, Todd Uhlman, Kathleen Webb

Guest: Kayla Harris

Opening

- Call to order
- Opening prayer/meditation – Joanna Abdallah [[Prayer/Meditation signup here](#)]
- VOTE: Approval of [minutes from 10/21/2022 meeting](#) [Attached].
Approved by unanimous consent

Announcements

- Next ECAS meeting Friday, November 4, 2022, 10:00-11:30am
- Next ELC Meeting Monday November 28, 10:30am to noon.
- [Next Academic Senate Meeting, Friday November 18, 2022](#) (KU Ballroom)
- Learning Teaching Forum 2023 — Contextualizing Education and Instilling Hope: The Role of the University in Preparing Future Leaders ([CFP here](#)). Proposals due, November 4, 2022.
- Feedback from Budget Update Q&A Meeting
 - Mixed takeaways, some cautiously optimistic and others concerned.
 - People have been crunching the numbers on their own based on the slides and have questions.
 - Many people feel vulnerable and anxious.
 - Many questions remain. President Spina will join an upcoming Academic Senate meeting.
- CSIT Updates (no meetings until November)

Old Business

- UPDATE: Discontinuation of Certificate in Statistical Finance. Approved at 30 September College of Arts and Sciences, Academic Affairs Committee (AAC). [See PIM form](#) and [communication from AAC](#). This and two other certificates in Mathematics will be placed on

the November agenda. Wiebke will report back after her meeting with GAA.

New Business

- **DISCUSSION:** Please read the GERF Fellows' Report, "[Policy and Practice: Evaluating Workflows and Communication for Maternity leave and the University of Dayton](#)". Discussion of steps being taken to address the report (Phelps).
 - Updates ongoing to benefits handbooks, both staff and faculty, to address outdated information
 - People typically find their way to Carolyn Phelps or Beth Schwartz.
 - Troy Washington is investigating benchmarks for family benefit policies, broadly speaking. Some of this work was started by the Women's Center pre-pandemic.
 - UD offers 6-8 weeks of paid maternity leave as soon as someone starts working (both faculty and staff), which does distinguish UD from many peer institutions.
 - Comment: non-applicability of this policy when faculty are off contract feels like an inequity, since summer is a time when TT-faculty advance research and prep for classes, albeit unpaid. Response: there are practices in place, not reflected in the current policy, that can sometimes address this. Plus stopping the tenure clock is an option.
 - Comment: Many things seem to be possible that are not documented or communicated transparently. This can create misinformation.
 - Comment: Stopped tenure clocks sometimes create bias in the P&T process.
 - Comment: Potential scenarios could be shared as guideposts for supervisors. In the report, multiple respondents noted that they found themselves having to educate their chair about what the options were.
 - Question about miscarriages or other losses; are those covered by maternity leave policy? Possibly, depending on the situation. Bereavement and medical leave might also be applicable.
 - Question: Beth Schwartz is just one person. How much of this knowledge and work relies on one person?
 - Questions about extension of the policies: paternity, adoptive, wide variety of family configurations.
 - Comment: The current policies don't address individuals other than the person who gives birth –is that part of the benchmarking/discussion that Troy is working on? Human Resources Advisory Council could help with this benchmarking work.

- Questions about extension of the policies for graduate assistants. Lack of policies in general for GA's (beyond parental leave). Should SAPC be involved in this conversation?
- Question: it is very difficult to know how much sick leave a faculty member can actually take, accruals not clearly reflected in our Employee Dashboard. Could more clear information save time for HR?
- Comment: Transparency and training are important for chairs, not just around maternity leave but around other conversations that involve HR. Flexibility is important; but transparency is also important in the interest of equity.
- Comment: Things are much better now than they were prior to the 2017 and 2004 policies.
- Questions about childcare support recommendations from the report. If it's too hard for UD to do on its own, are there regional partnerships?
- Possible action item: HR is coming to an upcoming Senate meeting to discuss resources for faculty; ask them to be sure to mention parental leave options and progress on benchmarking project.
- Possible action item: Think about policies for graduate assistants; upcoming/ongoing work for SAPC and Graduate Academic Affairs?
- Possible action item: HRAC should look at this report and collaborate with Troy Washington on benchmarking.
- Carolyn also listed some action items for herself: update information on options for summer births when someone is off contract; clarification of bereavement being available for pregnancy losses.
- **UPDATES and DISCUSSION: Draft Policy Changes to SET conversation.**
- "Donuts with Deans" meeting (ELC minus top administration) surfaced some concerns about some of the recommendations in the draft document.
- The task force is basing their recommendations off of the work last year by SAPC, APC and FAC but questions include who will have access to SET scores and comments; how will that be used? SET needs to be a formative tool.
- In some units, chairs summarize SET comments for the P&T committee; in others all numbers and comments are shared along. The draft language suggests that faculty demonstrate that they have used SET as a formative tool.
- Comment: SET doesn't adequately track whether stated learning goals are accomplished.
- Reminder: nothing in the proposed documents would keep SET scores/comments from chairs, deans, provost's office.

- These draft policy changes will be going through all the appropriate channels including Academic Senate. The draft was shared early to inform units' work on P&T policy updates.
- **DISCUSSION:** [SAPC recommended changes to monitoring and proctoring policy](#). Discussion of consultation plan. Further discussion next week.
- **DISCUSSION:** Other agenda items for [Fall 2022 and Spring 2023](#)
- **UPDATE and DISCUSSION:** APC updates (Crecelius): Plan to focus on CAP assessment project for the rest of the year.
- **UPDATE and DISCUSSION:** FAC updates (Neeley):
- **UPDATE and DISCUSSION:** SAPC updates (Janney)
- **DISCUSSION:** Other agenda items? Good and welfare?

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	30 November 2022	

		Teaching Center Staff		
Midterm Progress Reports	APC	LTC, Unit Associate Deans	1 October 2022	Updated ECAS 30 September
Changes to UNRC Request for Nominees Form	UNRC	None specified	1 November 2022	

Meeting adjourned: 11:35

Respectfully submitted: Sarah Cahalan