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ECAS Minutes

Academic Senate

Fall 12-9-2022

2022-12-09 Minutes of the Executive Committee of the Academic Senate

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Minutes
Executive Committee
Academic Senate, University of Dayton
December 9, 2022
SM113B, 10-11:30am

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

Excused: Chris Roederer, Kathleen Webb

Guests: Margie Pinnell, Erin O'Mara Kunz

Opening

- Call to order
- Opening prayer/meditation – Sarah Cahalan [[Prayer/Meditation signup here](#)]
- VOTE: Approval of [minutes from 12/2/2022 meeting](#).

Announcements

- Next ECAS meeting Friday, January 6, 2022, 10:00-11:30am (via Zoom)
- Next ELC Meeting Monday, December 19, 10:30am to noon.
- [Next Academic Senate Meeting, Friday January 20, 2023](#) (KU Ballroom)
- SGA Meeting Update (Dorf, Justice) [see [SGA email on SET](#)]
 - survey has been completed by SGA senators; email sent to gather additional feedback
- Provost Council Updates (Dorf, Benson, Webb)
 - There will be new resources added to Porches for LGBTQ+ community members
 - Discussion of possible security updates around sponsored research in spring 2023

New Business

- **UPDATES and DISCUSSION:** Draft Policy Changes to SET continued conversation ([draft policy and materials here](#) with guests: Margie Pinnell, Erin O'Mara Kunz and Jay Janney). [Summary of materials here](#).
 - See data from senators' responses in [SET feedback folder](#).
- Review of last week's discussion; generally speaking, it will be useful to have SET information in one policy.
- Discussion of feedback received from faculty, senators, students. There was a robust conversation at Senate and multiple opportunities to provide feedback. There is definitely some discomfort with removing SET scores from P&T decisions. There has been positive feedback about the need to reflect on one's SET scores, including tenured faculty who might have gotten in the habit of not doing so.
- Comment: if SET is going to continue being used in P&T, there needs to be more training in how to put it in context.
- Comment: One goal of this draft policy should be to make processes more equitable and more clear across units.
- Comment: the reflection is a great idea in theory, but it might be less useful in practice because not everyone will take it as seriously.
- Comment: To what extent can units deviate from this policy? Currently this is not clear. Some local differences are needed, but the process this year and last has demonstrated perhaps more variance among units than should be permitted.
- Comment/idea: concerns from faculty about doing more work, the reflection being simply another thing to do. Maybe instead, faculty should have the option to provide context and/or rebuttal to their SET scores and comments. If P&T and merit are going to be assessed in part by means of SET, then this contextual information should be used as well.
- Comment: a reflection/context statement doesn't necessarily need to be more work, if it is incorporated into the annual performance review process. This should be required. If it is optional, the vulnerable populations we are trying to help with this policy will be the ones most likely to have to do extra work.
- Discussion of "context" and how best to prompt useful feedback.
- Comment: senators will not vote in favor of this draft policy until a new tool is created to replace SET. We should be talking about how to connect faculty evaluation with the learning outcomes prioritized at UD.
- Comment: chairs and evaluative faculty (P&T committees etc.) need tools to do their jobs.
- Comment: Senate passed updates to P&T before all the new proposed pieces of that policy were in place.

- Question: What is the best next step for this work?
- Comment: there was some consensus around problems with administration of SET, and changes to how numbers are reported (means vs. frequencies); the reflective narrative piece is part of a longer process that might need to be a future goal, including conversations around other measures to evaluate teaching, more transparency around merit allocation, etc.
- Comment: Yes, we need to have a bigger conversation about how we evaluate effective teaching. Peer evaluation should also be revisited.
- Comment: the current SET questions don't actually measure effective teaching or ask the best questions for many types of classes. For example, no question addresses the faculty member's work to create an inclusive classroom. Calling it a "student evaluation of course experience" might go a long way, since there should be multiple measures to evaluate teaching.
- Question about dates for distributing fall semester dates for SET score distribution. What are the procedural reasons for the current date?
- Proposal that the current working group should have two deliverables: the draft policy for vote in the Senate and recommendations for next steps for future years.
- The charge of this group is SET, not an overall update to how teaching is evaluated.
- ECAS asks the group to provide a very bare bones draft policy.
- Comment: cultural shift takes time.
- Comment: doing good evaluations, using multiple measures, is a big time commitment for chairs. And the deadline is dictated by the merit deadlines and budget models.
- The group considered going through the whole draft document and provided feedback to the working group on which pieces should go to the Senate. Suggestion to redeploy the Google survey with slight changes to gather ECAS feedback. Or send the draft as a Google document for ECAS to mark up. The second option was selected. Deadline is afternoon of Tuesday, December 20.
- **DISCUSSION:** Providing Feedback on [APC Survey materials](#) on CAP (Crecelius)
 - ECAS looked at the draft forms and was asked for feedback/suggestions on incentives as well as asking whether anything is missing and whether APC is gathering the right information with these surveys.
 - ECAS will return to these surveys in early January so that surveys can be distributed shortly after that.

- **DISCUSSION:** Draft language around FT-NTT (Professional) Faculty voting rights on Promotion Policies. ([see draft language here](#))
 - Multiple measures planned to gather feedback including in-person consultations, straw poll of impacted faculty; scheduled for January.
 - Question from FAC: what is the composition of the new committee? Does there need to be a delay in election to the current committees?
 - An election calendar was recently distributed. But that does not work well with the plan to have a new committee representing FT-NTT.
 - Implementation plan should include sunseting of current committees.
 - Action item: Dorf will request the University Elections Committee to delay these elections.
 - Multiple options for draft language on faculty voting rights on Promotion Policies were shared and discussed.
 - The process analogous to the UPT process was preferred in a straw poll of ECAS.
- **DISCUSSION:** Continued discussion and drafting of [charge to FAC on workload](#).
 - Discussion of feedback submitted earlier this week
 - Tabled until January.
- **DISCUSSION and VOTE:** concurring with CAS AAC on minor changes to [Certificate in Ethics and Leadership](#).
 - No vote. ECAS invited to share any concerns with Sam Dorf.
- **UPDATE:** Questions from adjuncts regarding pay (see [correspondence with Carolyn Phelps](#))
- **DISCUSSION:** Senate elections procedures ([see correspondence](#))
 - Sam will request feedback from ECAS.
- **DISCUSSION:** Draft agenda for [20 January 2023 Senate Meeting](#)
- **DISCUSSION:** Other agenda items for [Fall 2022 and Spring 2023](#)
- **UPDATE and DISCUSSION:** APC updates (Crecelius)
- **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 Teaching Center Staff	30 November 2022	
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	New form shared at ECAS on 11

				November 2022
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Meeting adjourned: 11:38

Respectfully submitted: Sarah Cahalan