University of Dayton

eCommons

Spring 2-10-2023

2023-02-10 Minutes of the Executive Committee of the Academic Senate

University of Dayton. Academic Senate. Executive Committee

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

Excused: Anne Crecelius (Vice President), Grant Neeley

Guests: Christina Beis, Kayla Harris, Troy Washington

Opening
- Call to order
- Opening prayer/meditation – Wiebke Diestelkamp [Prayer/Meditation signup here]
- **VOTE:** Approval of minutes from 2/3/2023 meeting. Approved.

Announcements
- Next ECAS meeting Friday, February 17, 2022, 10:00-11:30am
- Next ELC Meeting Monday, February 27, 10:30am to noon.
- This meeting will include information on new anti-bias training videos for faculty hiring, P&T, etc. which are being developed by a cross-unit working group.
- Comment that the following information also went out to faculty via email: The working group is hosting open forums to share updates and solicit feedback on the content, process, and timing of the professional learning workshop. Tuesday, Feb. 21, 11:00 - 12:00 - Torch Lounge /ZOOM; Thursday, Feb. 23, 9:00 - 10:00 a.m. - KU 310 /ZOOM
- Next Academic Senate Meeting, 24 February 2023 (KU Ballroom)
- Provost Council Updates (Dorf, Benson, and Webb)
- Updates in the Registrar's Office (hiring of an Assistant Vice President)
- Update shared from groups doing ongoing work on religious diversity and religious accommodations at UD; one goal is to codify and put into policy that students' observation of religious holidays be accommodated.
- UPCC Updates (Crecelius)
- New video surveillance policy in the works for campus spaces such as the student neighborhood
- Further updates in the works on travel policy/workflows

- Blue Sky Scoping Progress Updates (Crecelius, Benson)
- No updates
- Webb: Update on University Archives holdings about the University Elections Committee. In the 1970s, this committee was a named subcommittee of the Academic Senate. It was created by the Senate. At the time, the executive committee of the Senate would direct the elections committee on election processes.
- UEC leadership has some historical records as well; they are looking in the University Archives for old bylaws to inform their work on new bylaws.

Old Business
- **UPDATE**: [Second revisions to SET policy documents are complete](). Please read and comment before our 2/17 meeting.
- **DISCUSSION and VOTE**: [Revision of draft DOC 2023-02: Students Rights and Responsibilities](). Tabled at 2/10 meeting.

New Business
- **DISCUSSION**: Parental Leave Policy Updates (Troy Washington)
- This update is prompted by the Gender Equity Research Fellows 2022 [report]() on parental leave experiences at the University of Dayton, authored by Christina Beis and Kayla Harris.
- Background: maternity leave expansions were added in 2017 (6-8 paid weeks for staff members) and conversations occurred at that time around a more expansive definition of parental leave (across both staff and faculty).
- Currently UD personnel can take 3 days of leave if they are a non-birth parent, foster placement, adoption, etc.
- Question re. nonbirth leave. Answer that it works through the chair/HR process differently in different areas of campus.
- Comment that people are not necessarily aware of this 3-day benefit. Also, this benefit applies to all parents so technically, a birth parent who is staff could take the regular 6 or 8 week leave and also take the 3 days of parental leave. (Faculty benefits differ depending on the area in which they work.)
- HR's benchmarking exercise indicates that UD is falling behind other institutions on parental leave. This benchmarking work echoes the findings of the GERF fellows in spring 2022.
- Benchmarking: UD falls within the least generous category of parental leave options relative to peer institutions and local competitors for talent.

- 25 peer institutions and also local institutions are being considered as part of the benchmarking. Some peer institutions are in states with legal requirements for leave. Some peer institutions offer 12 weeks of leave for all parents due to legal requirements, but not at full pay.
- Middle category of leave offerings include many institutions in Ohio which offer, for example, 6-8 weeks of parental leave for all parents, including non-birth/foster placement/adoption.
- Conclusion: University of Dayton offers much less parental leave than most of its peer institutions and regional competitors.
- Question: Does this benchmarking mean that improved leave options will be offered soon? Answer: Yes, HR plans to improve its parental leave offerings. Operationally, the timeline and logistics are currently under consideration.
- Question: If, in a two parent household where both parents work for UD, will both parents be eligible? Answer: Yes. Logistics may end up working out to consecutive leaves.
- Observation: March 19 is the [feast of St. Joseph](#) and would be an excellent date to make an announcement. Answer: Logistically, this may be too soon.
- Question about next steps for announcement, rollout, etc. Washington has been in conversation with multiple stakeholders including the President's Cabinet, the President's Council on the Status of Women. He also plans to consult with the Human Resources Advisory Council.
- Comment that it's important to be careful about gendered language in this communication in order to be as inclusive as possible of different family/parental models
- Comment that connecting this announcement to the Marianist and Catholic identity of the institution would make sense.
- Comment that there already are policies in place allowing for modified duties for faculty who are non-birth parents but faculty and chairs don't always know about them
- Comment that training for chairs and other managers would be helpful, especially for some of these new and more nuanced leave options. Washington: sometimes just-in-time training is more helpful because people are so overloaded with information.
- Response that chairs don't need to be trained in every detail but that they should at least know certain benefits exist.
- Washington will continue work, ECAS will be sure to check in with Jay Janney who serves as our representative on the HRAC.
- **DISCUSSION**: Faculty Board's Workload Survey Updates and [draft letter](#) (Todd Uhlman)

- A draft document was shared with ECAS. The report reflects what was expressed by hundreds of faculty members in fall 2022. Exact numbers of respondents are not available since some of the data-gathering was via anonymous means such as conversations and post-it note surveys. Over 120 people participated in the in-person listening activities. Many of the online survey questions received over 80 responses.
- One takeaway: there appear to be consistent responses on specific topics.
- Conversation: There seem to be many concerns about workload, coming up in numerous contexts, including even the recent Board of Trustees meetings.
- Discussion of language. A self-selecting group responds to surveys and information gathering processes like this one. Pessimism is a theme in survey responses–a question/observation from ECAS regarding whether the pessimism is a result of workload or other factors such as climate issues (e.g. future enrollment challenges).
- Uhlman: the data include many nuanced observations around how many of these factors are interconnected. Many responses indicate concern that faculty members' workload outside of the classroom is keeping them from doing as good a job as possible in the classroom.
- Faculty raised workload issues around CAP and numerous assessment/reporting/grading requirements (both of which connect to ongoing charges in APC)
- Observation that this document is an important first step, for example a Qualtrics workload analysis, backed with more resources than were available to the Faculty Board, might be a valuable next step.
- Observation that it would be valuable to know how many faculty are going to be impacted by the implementation of "[DOC 1995-01: Faculty Workload Guidelines]()," and "DOC 2012-09: [Recommendations for Revision to the University of Dayton Faculty Workload Guidelines](),"
- Comment that some of the language in this report indicates concern around Catholic/Marianist identity and connection to mission.
- Comment that the Culturally Engaging Campus Environments surveys might surface useful information, as well; open forum dates to learn more about this work will be held March 7 12:30-2 KU Ballroom West and another upcoming meeting at the Collab, Roesch Library.
- Comment that there is also a Lilly Program Grant project underway, assessing religious identity at the three Marianist Universities. Listening session invitations have gone out to specific units. The data

gathered form this work may help elucidate some of the feedback the Faculty Board received on mission/identity.
- The Faculty Board will be discussing how to report out on this information and what steps they might take next.
- Suggestion that individual units and departments should do some internal analysis of workload.
- Suggestion that conversations about workload need to continue on campus alongside work on Blue Sky, etc.
- Acknowledgment that even if the approximately 18% of total full-time faculty who responded to this survey are the most demoralized members of faculty, that is still a lot of unhappy people and something administration should be aware of.
- **DISCUSSION:** [Draft of ECAS End of Year Report with "To Do" list](#) (feel free to add to this document)
- **DISCUSSION and POSSIBLE VOTE:** [Draft Senate Agenda for 24 February 2023](#)
- Discussion of agenda priorities. No vote.
- **DISCUSSION:** Other ECAS agenda items for [Spring 2023](#) (See edited list below)
  o Develop a procedure document for programs, centers, and units for invited speakers?
- **UPDATE and DISCUSSION:** APC updates (Appiah-Kubi and Cahalan)
- Brief DOC 2023-01 edit around syllabus language. The document will go to Academic Senate on February 24. Also, the Provost's office asks that this policy, if passed, not go into effect until fall 2024.
- **UPDATE and DISCUSSION:** FAC updates (Dalton)
- Listening sessions are underway for professional faculty promotion policy. General support and good questions about specific pathways.
- **UPDATE and DISCUSSION:** SAPC updates (Janney)
- Continue to revise language around surveillance in classroom contexts.
- **DISCUSSION:** Other agenda items? Good and welfare?

Current Future Issues/Items and <u>Recommendations for 2022-2023 ECAS:</u>
- Follow up on GERF report and parental leave policy benchmarking with Troy Washington.
- Examine Graduate Student life (with attention to international students)
- Continue the conversations on Path/Aviate and Academic Curricula Collaborations

- Carryout tasks in response to any CSIT recommendations
- Develop a procedure document for programs, centers, and units for invited speakers
- Recruitment strategies (ECAS should take tours to understand what prospective students see)
- Invite UD Advancement to ECAS in advance of April campaign launch
- Workload with [FAC and Faculty Board](#)
- AY24-25 Calendar
- Video Surveillance Policy

Past Issues/Items and <u>Recommendations for 2022-2023 ECAS:</u>
- Continue exploring the possibility of transitioning away from Midterm Grades and towards universal use of the Student Success Network to provide Midterm Progress Reporting. (DOC 2023-02)
- Due to changes in personnel, invite ODI to give an update to ECAS in Fall 2022 (completed)
- SET Charges that need to be completed (On going)
- 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.
- Maternity Leave Policy reconciliation with GERF report (Discussions in Fall 2022)
- Continue discussions and work with provost office on advising (Part of BlueSky)
- Address APC Overburdening and reexamining CAP review and assessment policies/processes. (On going)
- FT-NTT Policy revisions that FAC began (on going)
- Implementation of UPTP for Units and Departments, and reminder of timeline. (on going)
- Update on microcredentials (report due at end of Summer to Provost) Update in Fall 2022
- Ethics around Proctoring software (spyware/turnitin/lockdown browser software) DOC 2023-01)
- Examining solutions to pressures on Academic Calendar for AY23-24 due to timing of Easter. (Update in Fall 2022)
- Appoint someone to serve on HR Advisory Council in Fall 2022 (done)
- Appoint someone to serve on Elections Committee in Fall 2022 (done)
- Appoint someone from CAS and SBA to serve on UNRC starting in Fall 2022. (Done)

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	On 20 January and 24 February Senate Meeting Agenda
Evaluation and Revision of Student Academics Rights and Responsibilities Policy	SAPC	Unit Deans Offices, Student Government Association, Learning Teaching Center Staff	30 November 2022	On 20 January Senate Meeting Agenda
Midterm Progress Reports	APC	LTC, Unit Associate Deans	1 October 2022	Updated ECAS 30 September On 20 January and 24

				February Senate Meeting Agenda
[Changes to UNRC Request for Nominees Form](#)	UNRC	None specified	1 November 2022	New form shared at ECAS on 11 November 2022
[Development of a Stand-Alone Students' Academics Rights and Responsibilities Policy](#)	SAPC	Unit Deans Offices, Student Government Association, Learning Teaching Center Staff, Provost's Office	28 April 2023	
[Development of a Process Document to Aid Provost Office, University Registrar, Units and Senate in the implementing DOC 2019-03 and DOC 2018-02](#)	APC	Unit Deans Offices, Registrar's Office, Provost's Office	28 April 2023	

Meeting adjourned: 11:36

Respectfully submitted: Sarah Cahalan