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Spring 2-17-2023

## 2023-02-17 Minutes of the Executive Committee of the Academic Senate

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**Minutes**  
Executive Committee  
Academic Senate, University of Dayton  
February 17, 2023  
SM113B, 10-11:30am

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

**Excused:** Chris Roederer

**Guests:** Margie Pinnell, Erin O'Mara Kunz

### Opening

- Call to order
- Opening prayer/meditation – Jay Janney – full meditation appended at the end of these minutes [[Prayer/Meditation signup here](#)]
- **VOTE:** Approval of [minutes from 2/10/2023 meeting](#). Approved.

### Announcements

- Next ECAS meeting Friday, February 24, 2022, 10:00-11:30am
- Next ELC Meeting Monday, February 27, 10:30am to noon.
- Next Academic Senate Meeting, [24 February 2023](#) (KU Ballroom)
- President's Council Updates (Dorf, Benson, and Webb)
  - An update was provided on Supreme Court cases and other federal changes related to affirmative action
  - Clarification that race is not used as an admission criterion at UD, but recruitment and onboarding programs are offered for specific demographics. None of these programs should be halted.
- Blue Sky Scoping Progress Updates (Crecelius, Benson)
  - Committee has been consulting with invited groups and students especially on issues of experiential learning.

### Old Business

- **DISCUSSION and VOTE:** [Revision of draft DOC 2023-02: Students Rights and Responsibilities](#).
  - ECAS reviewed new changes to this draft.
  - Discussion of the need to disclose this information to students as early as possible, i.e. in CLSS if possible. Disclosure of systems being used, even in the first week of a class, could create financial issues for students or churn as students move from one section to another.

- This policy does not address students' intellectual property, etc. Its scope is specifically for monitoring/proctoring software.
- Implementation of this should wait until fall 2024.
- **Vote to add to agenda for Academic Senate:** Approved.

### New Business

- **DISCUSSION:** [Second revisions to SET policy documents are complete](#). (guests: Margie Pinnell, Erin O'Mara Kunz and Jay Janney)
  - Gratitude expressed to the working group.
  - ECAS worked through the document with the authors, including discussion of the need for additional and meaningful tools, with SET scores as one tool for evaluation of teaching.
  - Comment from O'Mara Kunz: the research on this topic indicates that SET scores suffer from bias and therefore do not lead to fair assessment of teaching.
  - Comment/question/discussion: If using SET does not support diversity, why continue using it as an evaluative instrument at all?
  - Answer: the institution and most faculty prefer to keep SET. But it is important to highlight its shortcomings in this document.
  - Comment that peer review and other tools also contain bias. There are no perfect and unbiased tools to evaluate teaching.
  - This new draft incorporates guidelines for evaluators on how to use SET scores.
  - Discussion of SET tool name change. The SET questions gather specific information about students' classroom experience, which is more like feedback than evaluation. Feedback from students is important in the evaluation of faculty, but the evaluation is done by the chair, P&T committee, etc. Discussion of terminology: evaluation, feedback, classroom experience.
  - Comment that a statement at the very beginning of the document about the need for multiple measures would be helpful context both for the problems with SET and that this project is part of a larger initiative to reevaluate how we evaluate teaching at UD. Proposal to rename SET to SFT (Student Feedback Tool).
  - Discussion of how SFT will be used as a formative tool. Discussion of whether there will be similar processes for part-time faculty.
  - Discussion of SFT as an evaluative tool and how faculty reflections will be used. Also, how will the language in this document impact departmental P&T? Communication will be necessary so that departments can follow this policy.
  - Discussion of implementation plan and timeline for this document: Will units need to revise policies and templates again, if this document is approved?

- Unit processes on how teaching is evaluated currently differ a great deal. Discussion of more explicitly pairing the required faculty reflection with the SFT within this document. Faculty teaching reflections will become part of the SFT reports provided by faculty as part of merit, P&T evaluation, etc.
  - Comment/concern about what faculty reflections should look like. They will be different for different faculty and classes. The final version of this policy document might include a suggested template with example questions for faculty to reflect on.
  - Comment that in some units there already are processes that give faculty an opportunity to reflect on their teaching as part of the annual review, merit, etc. Is there a way for this policy to be worded in such a way that new work is not created unnecessarily for units that already have these processes? Answer: a template could be offered as an option, but units could also have the option to use what they already have.
  - Comment that it is important to tie the faculty reflection piece both to merit but also to an annual conversation between faculty and their chair.
  - Question: Do the changes suggested here address the underlying biases in the scores? Answer: it does not remove the bias but gives the faculty an opportunity to provide context for the scores.
- **DISCUSSION and VOTE:** [Senate Agenda for 24 February 2023](#). **Approved.**
  - **DISCUSSION:** Unionization Efforts in the College of Arts and Sciences (see [letter of solidarity for tenured and tenure-line faculty here](#))
    - This information is being shared with ECAS for awareness, especially in the context of Academic Senate work on promotion pathways, the Faculty Board's reporting on workload, etc.
    - Organizing activity is covered under US labor laws.
  - **DISCUSSION:** [Draft of ECAS End of Year Report with "To Do" list](#) (feel free to add to this document)
  - **DISCUSSION:** Other ECAS agenda items for [Spring 2023](#) (See edited list below)
    - Develop a procedure document for programs, centers, and units for invited speakers?
  - **UPDATE and DISCUSSION:** APC updates (Crecelius and Appiah-Kubi)
  - **UPDATE and DISCUSSION:** FAC updates (Neeley)
  - **UPDATE and DISCUSSION:** SAPC updates (Janney)
  - **DISCUSSION:** Other agenda items? Good and welfare?

## **Current Future Issues/Items and Recommendations for 2022-2023**

### **ECAS:**

- Follow up with Troy Washington on Parental Leave Policy consultations.
- 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 Recommendations for 2022-2023 ECAS:**

- 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 GERP 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
<a href="#">CAP 5yr Review (year 2)</a>	APC	Multiple	1 April 2023	ECAS update in October
<a href="#">Revisions to FT-NTT Policies</a>	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
<a href="#">Evaluation and Revision of Student Academics Rights and Responsibilities Policy</a>	SAPC	Unit Deans Offices, Student Government Association, Learning Teaching Center Staff	30 November 2022	On 20 January Senate Meeting Agenda

<a href="#">Midterm Progress Reports</a>	APC	LTC, Unit Associate Deans	1 October 2022	Updated ECAS 30 September  On 20 January and 24 February Senate Meeting Agenda
<a href="#">Changes to UNRC Request for Nominees Form</a>	UNRC	None specified	1 November 2022	New form shared at ECAS on 11 November 2022
<a href="#">Development of a Stand-Alone Students' Academics Rights and Responsibilities Policy</a>	SAPC	Unit Deans Offices, Student Government Association, Learning Teaching Center Staff, Provost's Office	28 April 2023	
<a href="#">Development of a Process Document to Aid Provost Office, University Registrar, Units and Senate in the implementing DOC 2019-03 and DOC 2018-02</a>	APC	Unit Deans Offices, Registrar's Office, Provost's Office	28 April 2023	

Meeting adjourned: 11:30

Respectfully submitted: Sarah Cahalan

Appended: Meditation shared by Jay Janney

I am a 15<sup>th</sup> generation Friend, so my heroes are a bit different than yours. I'll briefly discuss three today. I worshipped with Al Ingles for 20 years. Al was a coward, or so he was told by so many WW II supporters, but he was a pacifist. Crazy enough to refuse military service in a very popular war. What did that coward do instead. He served his country through CO service. He jumped out of 38 airplanes onto Mountains on fire. He had a shovel and was told "trench enough or die" Cowardly for sure. My favorite image of Al was that he timed pulling his rip cord, by first pulling out his harmonica, playing the first verse of "nearer my God to thee". I have this vision of God laughing in delight saying "no, not today, this one amuses me". When asked why He'd risk his life fighting fires but not in battle, he simply said "There is that of God in everyone, I will not kill God".

My wife Pamela has a richer history among Friends, she is a descendant of four of the five founding families of the largest yearly meeting in the world, at its peak, Indiana Yearly Meeting. Perhaps you've heard of one of her ancestors, Levi & Catherine Coffin? To celebrate my Wedding Anniversary with Pam Wednesday night I did an aviate event Wednesday night, on Levi Coffin, the "Father of the Underground Railroad", aiding over 2,000 slaves in escaping to freedom. Was he crazy? He had his life threatened, his businesses boycotted, his fields burned, and in a shameful episode among Friends, was expelled from Friends for refusing to quit the Underground Railroad. I encourage all to visit that fine museum in Cincinnati, or his home in Fountain City, Indiana. He had a house constructed with custom hiding places for slaves, slave catchers never found them. Why did he do it? Two quotes.

The Bible, in bidding us to feed the hungry and clothe the naked, said nothing about color, and I should try to follow out the teachings of that good book."

***"I HAD ALREADY RISKED EVERY THING IN THE WORK – LIFE, PROPERTY, AND REPUTATION – AND DID NOT FEEL BOUND TO RESPECT HUMAN LAWS THAT CAME IN DIRECT CONTACT WITH THE LAW OF GOD."***

Now my wife Pam was crazy too; she married me after all. Which also qualifies her for Sainthood. A year after we married, she became pregnant. During a routine pre-natal checkup, she was diagnosed with cancer. Doctors wanted to start treatment immediately, but Pam was crazy enough to refuse, willing to die to save her baby. Why? She believed that God created that baby for a special purpose, she wouldn't kill it. Pam didn't die of cancer, but from a failed bone marrow transplant. A procedure so horrific to observe I wouldn't wish it on my worst enemy. She bore it 5 months with gentleness and without complaint, she made Al & Levi, she made me, she made us look like cowards.

God has not called me to be crazy, yet. I pray daily for our students safety. I pray we never have a school shooting, but if we do, I pray God calls me to walk calmly between the shooter and students, perhaps singing "Nearer my God to thee".

And so my prayer for you today is to live with joy, to find your crazy, crazy enough you'll risk it all, without fear, with joy. Amen.