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ECAS Minutes

Academic Senate

Fall 10-27-2023

2023-10-27 Minutes of the Executive Committee of the Academic Senate

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**Executive Committee of the Academic Senate
(ECAS)
ACADEMIC SENATE
UNIVERSITY OF DAYTON
2023-2024**

**MEETING MINUTES
FRIDAY, OCTOBER 27, 2023
1:30-3pm – SM 113B**

President: Erin O'Mara Kunz

Vice President: Allison Kinney

Secretary: Jon Fulkerson

Members: Ali Carr-Chellman, Garrett Conti, Jen Dalton, Wiebke Diestelkamp, Jon Fulkerson, Tim Gabrielli, Colleen Gallagher, Kayla Harris, Precious Henderson, Allison Kinney, Erin O'Mara Kunz, Joel Pruce (Faculty Board), Andrea Seielstad, Darlene Weaver

Guests: Austin Cheney, Bill Fischer, Chris Schramm, Christina Smith, Danielle Page, Eric Spina, Andy Horner

Present: Ali Carr-Chellman, Garrett Conti, Jen Dalton, Weibke Diestelkamp, Jon Fulkerson, Tim Gabrielli, Colleen Gallagher, Kayla Harris, Precious Henderson, Allison Kinney, Erin O'Mara Kunz, Joel Pruce, Darlene Weaver, Austin Cheney, Bill Fischer, Chris Schramm, Christina Smith, Danielle Page, Eric Spina, Andy Horner

Absent: Andrea Seielstad

Opening

- Call to Order at 1:35 (E. Kunz)
- Opening prayer/meditation (Colleen Gallagher) [\[Prayer/meditation sign up here\]](#)
- **VOTE:** approval of [minutes from October 20, 2023 here](#)
 - Approved by unanimous consent

Announcements

- Upcoming events:
 - Today, October 27: Next Academic Senate Meeting 3:30-5:30, KU Ballroom
 - Friday, November 3: Next ECAS Meeting 1:30-3, SM 113B
 - Friday, November 17: Next Academic Senate Meeting, 3:30-5:30, KU Ballroom
 - Monday, November 27: Next ELC meeting, 10:30-12, KU Presidential Suite
- SAPC has initial decision on UHP proposal
 - Voted to move proposal "as is" to the Senate.

New Business

- **UPDATE and DISCUSSION:** AVIATE updates from Bill Fischer, Chris Schramm, Christina Smith, Danielle Page (Student Development)
 - Provided slides on broad goals and a discussion of "myths" and "realities" with AVIATE
 - New language being used around learning goals: "Self-discovery", "Intercultural engagement", and "Pursuit of the Common Good"
 - New educational priority for AVIATE: "Creating community where you are"
 - New messaging tries to separate view of AVIATE and residential housing assignments
 - Data provided on events, involvement, and participation

- Some changes to the program:
 - To address skipping class: More out of classroom experiences and limits to certain programs. Encouraging partners to avoid overlapping with class time when possible.
 - To address “choosing” between AVIATE and class demands: Can now get credit for activities that many are doing already (e.g., internships or other vocational outcomes).
 - To address difficulty earning points:
 - The new tracks spread out supply and demand of PATH options
 - Caps on certain types of opportunities to “count”
 - Separate first year and upperclassman events more clearly
 - To address that PATH credits may be a poor motivator for attendance: put total control of events in the hands of campus partners.
 - Changes were prompted by feedback from students
- Discussed details of tracks and how students can earn points in each track
- Student Development has plan in place to bring in new feedback and have an assessment plan for changes in the future
- Q: What is the role of assessment?
 - A: Groups doing assessment of events have been very pleased, and they encourage more groups to do this.
- Q: What has been the early feedback on changes?
 - A: Overwhelmingly positive, particularly the new Learning in Action track.
- Discussion around how data is collected and the need to be accurate.
- ECAS thanks Bill, Chris, Christina, and Danielle for attending our meeting.
- **UPDATE AND DISCUSSION:** Blue Sky from Jen Dalton (ECAS, Communication and Change Management Team)
 - Recent discussions within teams have been on how initiatives reflect our values and mission.
 - Considerations around having a committee on mission and identity.
 - Opportunity for update during BlueSky information and Q&A session from ELC and LP Team on Tuesday, October 31 from 9-11 in Kennedy Ballroom.
 - Continue to follow Campus Updates for more information.
- **UPDATE and DISCUSSION:** Budgetary and other administrative issues and decisions from Eric Spina, Darlene Weaver, and Andy Horner.
 - Per our charter, the president and senior administrators come to our meeting once per semester for an update. Eric, Darlene, and Andy all gave updates on current initiatives and issues at today’s meeting.
 - Updates from President Spina:
 - The September Faculty and Staff Meeting had a lot of disclosure. Follow-up meeting this week with Q&A was attended by around 70 people.
 - We are entering a season of change and BlueSky articulates the strategic direction to address it.
 - Need to work together to make changes and improve the process of change.
 - BlueSky initiatives continue to need feedback.
 - All major data shared with the trustees at the recent Board of Trustees meeting was also shared with the faculty and staff. Committed to continuing to be as transparent as possible.
 - Encourages everyone to watch recordings of the recent Q&A session.
 - Updates from VP of Administration Andy Horner:

- Most budget comments were given in the Education Leadership Committee meeting (which includes all of ECAS). Specifically, there is a projected \$17 million shortfall for Fiscal Year 23-24, of which \$5 million will be covered by COVID relief funds.
- Updated current year budget targets were distributed to units last Thursday and Friday.
- Still have need to spend restricted funds.
- Feedback from units has been fairly positive.
- Units have been able to come back at the numbers they were asked to target.
- Committed to 2% operating margin and thinks we will meet that threshold with proposed changes to the current year budgets.
- Updates from Provost Darlene Weaver:
 - Currently providing guidance for how units can think creatively about “meeting the moment.”
 - Has the goal to be transparent and collaborative whenever possible.
 - Is aware that program assessment work last year felt combative and wants to move forward productively and with ongoing (rather than occasional) program assessment.
 - Four key points when she meets with people: Manage our portfolio mix, identify new program opportunities, promote retention, and identify academic and administrative efficiencies (such as minimum course sizes and course releases).
- Comment: For many people at UD, this is the first downturn for the university.
 - Response: Not just a downturn, a change in how we operate long term.
 - Acknowledge that this is new for many on campus and there is no “playbook.”
- Discussion regarding waning confidence in higher education.
- Discussion of retention rates, role of COVID, and impact of BlueSky
 - Have to make some changes and find resources to make these changes work; “what do we stop, start, and grow?”
 - Discussion of “using a BlueSky lens” to evaluate things; if we don’t make some changes, we won’t have resources to do BlueSky long term.
 - Understand role of units in retention rates and how some changes occur that are “BlueSky related” will be around increasing retention.
 - Success of FlyerPromise students may be a model for us.
 - Giving high impact experiences improves retention.
 - Graduate program mix matters as it may create opportunity costs, particularly around retention.
 - Information that faculty don’t currently have may help everyone make better decisions.
- Comment: Important for faculty and staff to see how they fit into initiatives; still a great deal of anxiety regarding changes.
 - October 31 is deadline for LP working group and two models will come out for feedback.
 - Discussion of staffing for LPs.
 - Administration believes this will create headroom for most people and free up opportunities for other things, but there will be changes to how some people work.
- ECAS thanks Eric, Darlene, and Andy for presenting at our meeting.

The following items were tabled until next ECAS meeting:

Old Business

- **DISCUSSION and VOTE:** Suspension of three Masters programs. [GLC voted](#) on 10/13 to suspend programs
 - [Suspension of the MA in Communication](#)

- [DOC 2023-07](#)
 - [Suspension of the MA in English](#)
 - [DOC 2023-07](#)
- **DISCUSSION:** SAPC, FERPA inconsistent language in [DOC 2023-02](#) (Tim)
- **DISCUSSION:** Faculty Compensation in excess of 100% Annualized Base Salary ([DOC 2018-06](#)), Faculty Employment Outside the University ([DOC 2018-07](#)), and the [Policy for Extra Compensation for Employees Supported by Sponsored Research Programs](#)
 - [Overview of proposed revisions](#)
 - [Memo on Outside Employment Policy 2018 \(1\).docx](#)
 - [Memo on Additional Faculty Compensation \(1\).docx](#)
- **DISCUSSION:** Common Academic Program
 - The Common Academic Program (amended in 2016), [DOC 2010-04](#)
 - Suspension of the CAP-C Four-Year Reapproval Process for the 2023-2024 Academic Year, [DOC 2023-06](#)
 - [Common Academic Program Review Report, APC 04/2023](#)

Meeting adjourned at 3:10.

Respectfully submitted by Jon Fulkerson, Secretary for the Academic Senate.