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2024-10-18 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
2024-2025

MEETING MINUTES

FRIDAY, October 18, 2024
10-11:30 AM, SM 113B

President: Erin O'Mara Kunz

Vice President: Jackie Arnold

Secretary: Kayla Harris

Members: Jackie Arnold, Ali Carr-Chellman, Garrett Conti, Jen Dalton, Deo Eustace, Jon Fulkerson, Kayla Harris, Suki Kwon, Erin O'Mara Kunz, Chelse Prather, Joel Pruce (Faculty Board), Andrea Seielstad, Rachel Yeager, Darlene Weaver

Present: Jackie Arnold, Ali Carr-Chellman, Garrett Conti, Jen Dalton, Deo Eustace, Jon Fulkerson, Suki Kwon, Erin O'Mara Kunz, Chelse Prather, Joel Pruce (Faculty Board), Andrea Seielstad, Rachel Yeager

Absent: Kayla Harris, Darlene Weaver

Guests: Carolyn Phelps (Assoc. Provost for Faculty and Administrative Affairs), Meghan Henning (Assistant Provost for CAP)

Opening

- Call to Order (E. Kunz) 10:02 am
- Opening prayer/meditation (G. Conti) [\[Prayer/meditation sign up here\]](#)
- **VOTE:** approval of [minutes from October 11, 2024 meeting](#)
 - *Approved by unanimous consent*

Announcements

- October 18, 2024: Academic Senate Meeting, KU Ballroom, 3:30-5:30pm
- October 28, 2024: ELC, President's Suite (KU), 10:30am-12:00pm

Agenda Items

- **DISCUSSION AND VOTE:** Charge to the Faculty Hearing Committee: Academic Freedom and Tenure - revision to bylaws and operating procedures (DOC 2022-08)
 - Discussion of the need for revisions to this document grounded in an experience last year that illustrated multiple issues. Based on the bylaws it should go to the committee for revisions. Documentation is in the Academic Senate folder including a timeline of how the policy has developed. Many of the components are changes in procedures. The BOT would like to not be involved, but the

committee needs to determine how to navigate that. In an authentic situation many issues came to light illustrating details that need ironed out.

- What is the scope of this committee? The document needs definition regarding what the committee is being asked to do.
- There needs to be exploration regarding what happens and how the committee functions.
- The committee will need to consider if the BOT should be removed as they were instrumental in the final adjudication that took place in the previous example.
- It is highly unusual for BOT to step in with administrative affairs.
- We have to consider the pros and cons - the committee will have to negotiate how to handle the “last resort” scenario and if it should or should not include the BOT.
- This is going to take time and thoughtful work.
- The charge is focused on considering what needs to be addressed.
- It is the AFTC, but it also represents ALL full time faculty. There is confusion regarding who gets involved when and who triggers that process. There needs to be clarification so that anyone on the committee knows what is supposed to happen and it is not left to interpretation.
- We will then need to realign the handbook. We will need to change the appropriate policies and components for alignment.
- The faculty mediator is mentioned but there is little documentation regarding that process.
- There is a workload issue for the people on the committee itself - so we have to be mindful of the committee workload as well as the need for faculty to have a clear process
- We are actively pursuing collaboration with this committee to begin the work and then consult with us regarding their thoughts and the process.
- *Motion to approve the charge with minimal copyediting changes. Discussion regarding the timeline, but a decision to have it due Feb 1, 2024 with an interim report by Dec 13. (J. Fulkerson, seconded A. Carr-Chellman)*
 - Vote: 10 in favor, 0 against, 0 abstain
 - *Motion passed*

- **DISCUSSION: Update from exec officers discussion with BOT current and incoming Chairs**

- Executive Team met with BOT chairs on Monday, October 14, 2024. They met with the current chair and the incoming chair regarding executive team salary structure process.
- First clarity was provided regarding who is meant when referencing executive compensation. Just Darlene, Eric, and Andy have salaries determined by the BOT. They look at peer institutions and the median salary for those positions.
- In years when faculty do not get merit raises - what happens in those years? If there is no money to give anyone the “provost team” does not get a raise. In the years that faculty get raises, that “provost team” does get a raise.

- For the three that the BOT determines, there will not be pay cuts.
 - Academic Senate officers articulated that if we benchmark exec salaries at the median, then we need to do that for everyone. The reports regarding median salaries were identified and shared. In 2022, we are fairly low. For Assistant Prof we are 15 and for the rest we are 19.
 - The case was made that we need to keep competitive salaries for faculty as we do for administrators. We must strive to do better and asked for this to be a priority moving forward. If we reach a sustainable budget, we need to make this a priority for all faculty.
 - They were very supportive of that focus. They do not get involved in the day to day content, but can be a voice for this need moving forward.
 - Question was asked and answered in ECAS that the Basketball Coach salary is in an endowment fund that is separate from the university budget.
 - Discussion regarding the collaboration between the Academic President role and the BOT. Question was posed regarding communication between the Senate and the BOT.
 - Discussion that we should make a standing part of the calendar year that there is an update of the BOT meetings to the Senate.
- **DISCUSSION:** December Academic Senate Special Meeting
 - Work that APC is doing regarding the Humanities and Arts proposals charge was discussed. M. Henning presented that there is a need to continue to move the work to support the process and respect the workload that people will need to take on to navigate changes.
 - Concern about the process is being rushed but understanding that the faculty have been part of the process since June.
 - Request made for wider discussion before we vote. Concerns regarding the process and people that need to be addressed before we vote.
 - So many external forces that we cannot avoid. We cannot continue to support the discount and support all the courses for students to take.
 - At the Senate meeting today, we will ask how people would like to proceed with the Humanities proposal and when we would like to vote on what.

Meeting adjourned 11:39 am

Respectfully submitted by Jackie Arnold, Vice President of the Academic Senate