

**IOWA STATE UNIVERSITY FACULTY SENATE  
FACULTY SENATE MEETING MINUTES  
MAY 5, 2020 – 3:30–5:00 P.M.  
Zoom Meeting**

**Present:** Al Shihabi, D.; Anderson, M.; Andreasen, C.; Behnken, B.; Beitz, D.; Bennett-George, S.; Beresnev, I.; Berger, D.; Bolser, K.; Boyles, J.; Bratlie, K.; Burrough, E.; Butler, A.; Campbell, C.; Cardoso, C.; Chang, C.; Chen, H.; Cook, K.; Cowan, A.; Daniels, T.; Davis, R.; Day, T.; Dekkers, J.; Dewell, G.; Dollisso, A.; Dubisar, A.; Ekkekakis, P.; Evans, J.; Faber, C.; Frank, M.; Freeman, S.; Gassmann, A.; Gillette, M.; Gomes, C.; Gudmunson, C.; Hanson, V.; Hernandez, B.; Holland, B.; Hornbuckle, B.; Kang, S.; Kelly, J.; Kreider, B.; Kushkowsky, J.; Lonergan, E.; Mackiewicz, J.; Martin, P.; McGrail, M.; Meissner, C.; Monroe, J.; Montabon, F.; Morgan, E.; Munkvold, G.; Nair, A.; Oberhauser, A.; Padgett-Walsh, C.; Parsa, R.; Pellack, L.; Peterson, D.; Quam, A.; Rayburn, C.; Rosa, J.; Rosentrater, K.; Royston, N.; Ryan, S.; Schaal, M.; Schalinske, K.; Schieltz, J.; Schneider, I.; Schrier, T.; Smalley, S.; Smiley, A.; Sponseller, B.; Stevens, J.; St. Germain, A.; Sturm, J.; Swalwell, K.; Tener, J.; Tootle, D.; Townsend, T.; Vary, E.; Wade, N.; Wallace, R.; Watanabe, O.; Wheeler, A.; Winer, E.; Winter, A.; Wood, A.; Wu, H.; Zarecor, K.

**Absent:** Armstrong, P.; Bain, C.; Chilcott, T.; Cliber, J.; Cochran, E.; Friedel, J.; Johnson, D.; Kulic, V.; Martin, M.; Muecke, M.; Napolitano, R.; Perkins, J.; Rajan, H.; Roe, K.; Williams, C.

**Substitutes:** B. Bonakdarpaur for Lutz, R.

**Guests:** Wickert, J. (SVPP); VanDerZanden, A.M. (Assoc. Prov.); Bratsch-Prince, D. (Assoc. Prov.); Jordan, T. (Asst. Prov.); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Jansen, M. (GPSS); Boylston, T. (ASA Chair); Caffrey, P. (Admissions); Ward, A. (P&S); Mahama, A. (Agron).

**I. Call to Order**

**A. Seating of Substitute Senators**

President Sturm called the meeting to order at 3:31 p.m. and seated the substitute senators.

**II. Consent Agenda**

**A. Minutes of Faculty Senate Meeting – April 21, 2020 - [19/M/9]**

**B. Agenda for May 5, 2020 - [19/A/10]**

**C. Docket Calendar – [19/C/10]**

**D. Annual Council/Committee Reports [19-27]**

Senator Padgett Walsh moved to modify the agenda to add consideration of an advisory committee on term faculty to new business. Senator Wallace seconded.

President-Elect Faber said that FS by-laws already permit EB to make recommendations about ad hoc committees. FS does not need to vote on such a proposal. If FS voted down the proposal, it would violate FS by-laws.

Parliamentarian Rippke said that the by-laws say that FS president appoints ad hoc committees with the approval of EB. Once the decision to create a committee is made, it is announced to FS.

Past President Martin observed that Zoom’s attendance limit was keeping some senators from being able to access the meeting. He recommended that people who are not yet seated as senators might volunteer to give up their “seats” in order to make room for currently seated senators. President Sturm thanked Past President Martin for the observation and recommendation. He also reminded retiring senators that they will no longer be eligible to vote after the new senators are seated.

Senator Padgett Walsh made a new motion to add discussion of issues affecting term faculty to the agenda. Senator Wallace seconded. The motion was adopted, 82 in favor and 18 against.

Senator Wallace moved to adopt the modified consent agenda. Secretary Butler seconded. Without dissent, the modified consent agenda was adopted.

**III. Special Order: Approval of Spring 2020 Graduation List [19-28]**

Secretary Butler moved to approve the Spring 2020 graduation list. Past President Martin seconded. The motion was adopted, 100 in favor and 0 against.

**IV. Special Order: Memorial Resolutions [19-29]**

A moment of silence was observed to honor our colleagues who have passed away.

**V. Special Order: Annual Report on Faculty Advancement – Jonathan Wickert, SVPP**

Provost Wickert provided the slides reporting statistics from the most recent faculty promotions (positive vs. negative decisions):

Promotion to professor:	39-0
Promotion to associate professor with tenure:	58-2
Tenure for current associate professor	1-0
Total:	98-2

Provost Wickert credited strong hiring and mentorship practices, including meaningful third year review. (The two negative cases were mandatory reviews.)

The gender imbalance indicates that ISU needs to work on hiring and supporting women candidates throughout the pipeline, but especially in searches and hiring.

This cohort was hired in Fall 2013. Of the tenure-eligible people hired, 67% remained at ISU. Most have received tenure or extensions on the tenure clock. But some have left.

This was the first cycle of term faculty advancements using the new classification system developed by FS. There were a large number of cases compared to previous years. There was a 97% success rate of candidates for advancement. This compares favorably to the success rate for P&T cases.

In general, Provost Wickert observed that there were strong cases, showing the incredible work that ISU's faculty do. Mentoring is working at the department level and the Provost Office's workshops, led by Associate Provost Bratsch-Prince, are having a positive impact. Many departments are exerting effort to remove uncertainty about the process and standards for promotion and advancement, and Provost Wickert thought that that was helpful.

Provost Wickert said that there has been an increase in the number of people applying for promotion early (22 out of 60 cases). It's not just one year early; in some cases, it's two or three years early. Provost Wickert said that it was really striking and should be something for us to think about. If someone wants to go up early and has a very strong dossier, then we want them to go up early. But if there are issues in the case, it is recommended that the candidate take another year or two for the issues to sort themselves out (e.g., teaching, Ph.D. students' graduation, etc.). Waiting would enable the candidate to look even better.

Provost Wickert also highlighted that the Provost's Office is granting automatic extensions to the tenure clock for pre-tenure faculty who request it because for COVID-19. Faculty can choose not to request it.

The Provost's Office is developing an inclusive review process training for all college-level P&T committees for next P&T cycle.

- VI. Vote to allow 2020 summer meetings as needed when called by the senate president**  
President Sturm said that this motion comes from EB. The plan is not to call for the entire FS to meet unless it's needed. EB will continue to meet over the summer and make decisions on behalf of FS. No discussion.

The motion was adopted, 97 in favor and 3 against.

**VII. Unfinished Business**

**A. ISU Period 2 Drops [19-21] – Wheeler**

Senator Wheeler observed that there were some slight modifications to the motion in response to concerns from CVM and the School of Education. The point is that it is the student's decision whether to drop a class. The signature from the instructor is required in order to signal that the student has discussed the matter with the instructor; it does not indicate that instructor permission is needed. No discussion.

The motion was adopted, with 90 in favor and 10 against.

**B. Proposal to Amend the Senate By-laws to Dissolve the University Services Committee [19-25] - Sponseller**

Senator Sponseller said that the motion amends FS by-laws to dissolve the University Services Committee, which currently reports to RPA Council. The committee's business will be covered by RPA Council. No discussion.

The motion was adopted, with 100 in favor and 0 against.

**C. Proposed Policy for Award of Automatic Scholarships for Home-Schooled Students [19-26] – Wheeler**

Senator Wheeler said that this proposal clarifies the procedures for assignment of scholarships for home-schooled students. In brief, test scores are used for automatic scholarships rather than the problematic data of GPAs. There has been no change to the proposal since the first reading.

Senator Zarecor said that she renewed her objection. She was concerned that this sets a lower threshold to get awards for home-schooled students in comparison to traditionally-schooled students. If a particular test score is sufficient basis to award an automatic scholarship to a home-schooled student, it should also be a sufficient basis to award the same amount automatically to a traditionally-schooled student.

Associate Director of Admissions Caffrey said that research shows that GPA is the best single predictor of student academic success for incoming freshmen. So it's really important data for admissions and scholarship decisions. ISU also includes test scores with those data. But there is a clear conflict of interest that exists when parents assign GPAs for their own children when they are home schooled. So ISU admissions uses the next best indicator of student success to make admissions and scholarship determinations. This current proposal makes those objective standards clear to home-schooled applicants.

Senator Hornbuckle pointed out that this didn't answer Senator Zarecor's question. Why is 25 on the ACT sufficient for a home-schooled student to get an automatic Quest scholarship, but a traditionally-schooled student has to get a 26 and a certain GPA?

Associate Director Caffrey said that the 25 represents the same proportion of students with a 3.60 GPA. We can't use GPA for home-schooled students, so we need some other metric that selects the same group of students.

Senator Hornbuckle asked whether we would prefer home-schooled students to have an unbiased GPA too, in order to give a better sense of whether they will be successful. If so, it would make sense to continue to require the GPA for automatic award of scholarships.

Associate Director Caffrey replied that ISU wants to be friendly to home-schooled students. If we require such students to take classes through the local school district or

community college in order to get independently assigned grades, the home-school community would not receive the requirements well.

President Sturm clarified: if a home-schooled student takes courses and earns a sufficient number of independently assigned grades, that GPA is taken into consideration for the award of scholarships. Associate Director Caffrey confirmed this.

Senator Day observed that home schooling is hard and not a way to “boondoggle” children into admission at ISU. Home-schooled students tend to be very strong academically. He discouraged FS from pushing for a policy that would make it more difficult to gain admission and scholarships to ISU.

Senator Munkvold supported Senator Zarecor’s objection. He asked whether the current practice uses the GPA assigned by students’ own parents.

Associate Director Caffrey said that home-schooled students are evaluated on a case-by-case basis. This proposal makes public what the objective criteria are for awarding scholarships to home-schooled students.

Senator Zarecor proposed that the same criteria be used for all students. If test scores alone are sufficient to award scholarships to home-schooled students, then they alone should be used to award scholarship to all other applicants. She expressed concern that a parents of traditionally-schooled students would think these criteria disadvantage their children.

Associate Director Caffrey repeated that GPA is the best predictor of academic success. He thought it would be a mistake not to use those data to award scholarships. Perhaps the proposal could be modified to say that “in the absence of enough independent credits to generate a GPA for home-schooled students, test scores alone would be used.”

President Sturm said that an amendment would require a motion.

Associate Director Caffrey said that in any given year, roughly 100 home-schooled students apply and approximately half of them have enough independently assigned grades for an unbiased GPA. So the total number of students affected is about 50.

President Sturm observed that the number of students directly affected might be small, but the optics affect a larger group.

Senator Dekkers supported Associate Director Caffrey’s reasoning and moved to amend the proposal. Senator Hornbuckle seconded.

Senator Townsend pointed out that GPA comparisons are not apples-to-apples either. In some school districts, grades earned in AP classes are adjusted and in other districts they

are not. He thought the problem was much bigger: there needs to be more work to weight GPAs for all applicants to ensure fair comparisons.

Associate Director Caffrey said that ISU Admissions is working with the Department of Education and BOR Office to create a single standardized high school transcript that would perform the same methodology to calculate GPA for Iowa high school graduates.

The amendment was adopted, with 89 in favor and 11 against.

The modified motion was adopted, with 75 in favor and 25 against.

## **VIII. Special Order**

### **A. Recognition of Retiring Senators**

President Sturm recognized retiring senators and promised them a certificate of recognition and a mug.

### **B. Passing of the Gavel**

President-Elect Faber honored President Sturm with a statue. President-Elect Sturm thanked senators for their work and summarized the accomplishments of FS through the very unusual year.

### **C. Seating of the New Senators**

President Faber seated 25 new senators.

## **IX. New Business**

### **A. Breeding for Organic Crops Graduate Certificate [19-30] - Wheeler**

President-Elect Wheeler introduced the proposal.

Senator Munkvold asked for clarification of the courses other than the new course required for the certificate. President-Elect Wheeler said that those other three courses already exist and are offered in the M.S. program.

President Faber said that the proposal would receive a second reading and vote in the fall.

### **B. Transfer Student Minimum GPA [19-31] - Wheeler**

President-Elect Wheeler said that this proposal would make the minimum transfer student GPA 2.25 for all students.

Senator Day asked whether Engineering supports this proposal.

Associate Director Caffrey said that Engineering approached Admissions a couple of months ago to request this change. The proposal is not coming from Admissions. Associate Director Caffrey said that it would help the Office of Admissions if this proposal could be voted on now, in time for the next admissions cycle beginning in June.

Senator Day moved to suspend the rules in order to vote on the proposal. Senator Rosa seconded. The motion to suspend the rules was adopted, with 95 in favor and 5 against.

The motion was adopted, with 98 in favor and 2 against.

### **C. Ad Hoc Term Faculty Committee Discussion**

Senator Padgett Walsh asked that senators discuss whether such a committee would be helpful to discuss issues related to term faculty over the summer. A lot of decisions will be made in the coming months, and we need a robust, inclusive process of shared governance. Things that this committee could work on include: finding ways to support term faculty if they lose their jobs, complicated issues relating to the renewal/nonrenewal process, advising on matters related to fall planning (and how term faculty's more specialized PRSs may be affected differently from tenure-track faculty PRSs).

President Faber said that the decision to create such a committee rests with EB. She invited Senator Padgett Walsh to present this proposal to EB. She said that she supported looking into forming this committee.

## **X. Announcements and Remarks**

### **A. Faculty Senate President**

President Faber said that she represents faculty on the Fall Planning Executive Committee and there will be difficult decisions ahead.

EB will meet next week. President Faber pledged her commitment to fair and correct procedure.

Orientation for new senators will take place through Canvas. After the virtual orientation is completed, some printed documents will be sent to senators' campus mailboxes.

President Faber called senators' attention to the new format for slides. She thanked Andrea Quam for designing the new FS logo on the occasion of FS's 30<sup>th</sup> anniversary.

President Faber thanked senators for their hard work and acknowledged that a lot of work lies ahead.

### **B. Faculty Senate President-Elect**

President-Elect Wheeler said that she will represent faculty on the Academic Continuity workgroup, under the leadership of Associate Provost VanDerZanden. She asked senators to contact her with things they think are important for fall planning.

### **C. Senior Vice President and Provost**

Provost Wickert noted that on top of the pandemic, this year had complex issues relating to campus climate and implementation of ISD and Workday. He said that he really valued the teamwork, honesty and sensitivity to sensitive and complex issues. There is a

lot more work to be done to respond to the pandemic and its budget implications. He thanked outgoing President Sturm in particular for his leadership and welcomed working with President Faber.

### **VPR Search**

The search is currently paused, because the remaining three candidates cannot be brought to campus. VPR Nusser said that she will return to her department as a faculty member on July 1. Guru Rao will serve as interim VPR. The plan is to bring the remaining three candidates to campus to interview in the fall.

### **BOR Meeting**

At yesterday's BOR meeting, there was the first reading of the tuition proposal, which would hold tuition rates and fees flat. This would apply to all three universities. There was no discussion. The second reading will take place at the June 4 meeting.

### **Fall Planning**

Provost Wickert said that the Fall Planning Executive Committee has a lot of work ahead, and thanked President Faber for agreeing to serve. There are two committees that report to that committee, the Academic Continuity and Research Continuity Committees. Fall semester will look different and we should expect a phased approach to returning to campus.

Senator Smiley asked when Provost Wickert expected that human subject research would be allowed again. Provost Wickert said that he did not expect that to be any time soon. Research has been disrupted in lots of ways, and human subject research is one such way. The situation will continue to be monitored. Senator Smiley asked whether the thought it would be allowed this summer. Provost Wickert declined to speculate.

GPSS Senator Jansen asked whether there is a student representative on the Fall Planning Executive Committee or how the student voice is represented. Provost Wickert said that there is not a representative on the committee, but both he and Associate Provost VanDerZanden meet with student leadership, as does VP for Student Affairs.

Senator Cook pointed out that he thought that one important mistake this semester was not to provide faculty enough time to make the transition to online learning. Other colleges and universities did provide their faculty with extra time after spring break. Senator Cook asked whether the Fall Planning Executive Committee was taking into account that the longer it takes to reach a plan for the fall, the less time faculty will have to plan for the fall, cutting into the period of non-obligation that faculty have over the summer. Would it be possible to start later or to shorten the semester?

Provost Wickert said that UI took an extra week after spring break, because they needed to move students out of the dorms closest to the hospitals. So their decision was not driven entirely by teaching considerations.



Provost Wickert said that the current plan is to keep the academic calendar exactly as advertised, starting on the normal date. Changes have been made to summer orientation, with hybrid orientation. New students will arrive on campus a little earlier than usual. Our key message to students and parent is that ISU is open. We're going to be doing our work here on campus in the fall starting at the usual time. Some classes may be online. There are classes that we regularly offer online. We're still looking at how to determine which classes will be offered online. Large lectures might be difficult to offer in person because of the need to physically distance. We're also thinking about ingress and egress of students, changing rooms between classes, and PPE. We also need to be thoughtful about labs and studio classes.

Provost Wickert added that they will definitely look at whether it is necessary to adjust scheduling. If the number of students in a given lab is limited it might not be possible to schedule everybody to have 10 laboratory sessions in a semester. So maybe instead of 10 labs, there would be 4 or 5 of the most important lab sessions. Then students could be rotated through in four-week periods. There are a lot of things to consider with scheduling and formatting classes.

Provost Wickert stressed that he cannot offer a definitive date when decisions will be made. It is too early to make any of those decisions. He asked faculty to be patient. We're talking to other universities, IDPH, APLU, and AAU.

Senator Cook said that in his department, administrators are trying to plan for who can teach what. He said that they are soliciting information from instructors that raises privacy concerns (for example, about health concerns for teaching in the fall). Although the intentions are good, he expressed concern for instructors who are not protected, including term faculty and graduate assistants.

Provost Wickert said that he wanted to hear more about this particular situation later.

#### **D. P&S Council – Amy Ward**

P&S Council President Ward said that she looks forward to working with President Faber on the Fall Executive Planning Committee. P&S Council will continue to work on classification and compensation. Sara Pierris will become P&S Council President on June 25.

#### **E. GPSS – Marcus Jansen**

GPSS Senator Jansen said that at the last FS meeting the concern was raised about canceled internships and international students who could not return. Senator Jansen said that if faculty research funds are available, they can be used to make graduate appointments. They can be for the full summer, one quarter, or one half.

Senator Zarecor clarified that she was asking about the possibility of hiring graduate students on an hourly basis. She was unsure that faculty had enough funds available

for a quarter-time appointment. Senator Jansen said he would take up the matter with Dean Graves.

**XI. Good of the Order**

Senator Zarecor pointed to the Chat, in which it was recommended that future virtual meetings of FS should have sufficient capacity to allow non-senators to attend and observe. FS meetings are supposed to be open to the public.

Senator Swalwell asked whether hard materials for orientation could be mailed to home addresses instead of campus offices. President Faber said that the materials would not be needed until the fall.

**XII. Adjournment**

The meeting adjourned at 5:38 p.m.

**NEXT MEETING TUESDAY, SEPTEMBER 15, 2020 – 3:30-5:00 P.M., ZOOM**

With best wishes for health and happiness. Respectfully submitted September 7, 2020,

Annemarie Butler  
Faculty Senate Secretary