

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
MAY 7, 2019 – 3:30–5:00 P.M.
SUN ROOM, MEMORIAL UNION**

Present: Al Shihabi, D.; Anderson, M.; Andreasen, C.; Behnken, B.; Beitz, D.; Beresnev, I.; Bigelow, T.; Borich, T.; Boyles, J.; Braun, S.; Butler, A.; Campbell, C.; Chen, H.; Cook, K.L.; Cooper, V.; Cowan, A.; Day, T.; Dekkers, J.; Delate, K.; Dollisso, A.; Ekkekakis, P.; Faber, C.; Freeman, S.; Gassmann, A.; Gomes, C.; Gudmunson, C.; Hanson, V.; Holland, B.; Hornbuckle, B.; Howell, S.; Karpova, E.; Kulic, V.; Kusow, A.; Lonergan, E.; Mackiewicz, J.; Martin, P.; Martin, R.; Meissner, C.; Monroe, J.; Montabon, F.; Muench, J.; Munkvold, G.; Nair, A.; Napolitano, R.; O’Connor, A.; Padgett-Walsh, C.; Parsa, Rahul; Pellack, L.; Perkins, J.; Peterson, D.; Quam, A.; Rajan, H.; Rayburn, C.; Roe, K.; Rosentrater, K.; Rosa, J.; Royston, N.; Ryan, S.; Schaal, M.; Schalinske, K.; Schneider, I.; Schrier, T.; Schwab, C.; Seeger, C.; Sponseller, B.; Stevens, J.; St. Germain, A.; Sturm, J.; Tener, J.; Tootle, D.; Townsend, T.; Wallace, R.; Winer, E.; Wu, H.; Zaffarano, B.; Zarecor, K.

Absent: Bain, C.; Bugeja, M.; Chilcott, T.; Cliber, J.; Cochran, E.; Daniels, T.; Davis, R.; Evans, J.; Friedel, J.; Herrnsstadt, S.; Johnson, D.; Kimber, M.; Meissner, C.; Westgate, M.; Williams, C.; Winter, A.; Zimmerman, J.

Substitutes: J. Kelly for Armstrong, P.; H. Chen for Cantor, D.; A. Elobeid for Kreider, B.; W. Tavanapong for Lutz, R.; M. Muecke for Wheeler, A.

Guests: Wickert, J. (SVPP); VanDerZanden, A.M. (Assoc. Prov.); Rosacker, E. (University Relations); Marcketti, S. (CELT); Graves, B. (Graduate College).

I. Call to Order

A. Seating of Substitute Senators

President Martin called the meeting to order at 3:30 p.m. and seated substitute senators.

II. Consent Agenda

A. Minutes of Faculty Senate Meeting – April 23, 2019 - [S18/M/9]

B. Agenda for May 7, 2019 - [S18/A/8]

C. Docket Calendar – [S18/C/8]

D. Annual Council/Committee Reports – [S18-22]

Senator Freeman moved to accept the consent agenda. President-Elect Sturm seconded. The motion was adopted.

III. Special Order: Approval of Spring 2019 Graduation List – [S18-23]

President Martin moved to accept list. Senator Faber seconded. The motion was adopted.

IV. Special Order: Memorial Resolutions – [S18-24]

A moment of silence was observed to honor our late colleagues.

V. Special Order: Joint Task Force on Teaching Assessment and Evaluation Recommendations –Sara Marcketti and Jonathan Sturm

President-Elect Sturm said that the report was the result of a three year process, involving different task forces and faculty from across the university. The guiding principle was that teaching is at the core of the university's mission, and the faculty strive to achieve and maintain excellent teaching. The charge was to review existing best practices for holistic teaching assessment and evaluation; review current procedures and processes by which teaching is assessed and evaluated; and provide recommendations for how assessment, evaluation, and promotion of teaching could be reviewed.

CELT Director Marcketti summarized the task force's three areas of recommendations. The first area concerns the use of the end-of-semester student ratings tool. The second area concerns modifying FH language and providing greater guidance for using student ratings to evaluate teaching performance. The third recommendation would require departments to develop their own rubrics to standardize holistic evaluation of teaching for assessment, advancement, and promotion. The task force recommends phasing in these changes over a two to four year period.

CELT Director Marcketti emphasized the task force's conclusion that student ratings should not be the sole basis for evaluation of teaching performance. AAU has said that leading universities need to be proactive in aligning institutional rewards and structures with current best practices.

President-Elect Sturm said that the next steps are for the Provost's Office to review the report and for faculty to provide feedback.

Senator Butler asked why there needed to be changes to FH. President-Elect Sturm replied that FH governs us and how we organize. Changing it is how the issue will be moved forward.

Senator O'Connor recommended future discussions about differences for online education, such how student experience with software affects evaluation of teaching. CELT Director Marcketti appreciated the suggestion and observed that it will become a greater issue as we offer more online and hybrid courses. President-Elect Sturm said that the issue had come up earlier, and the task force tried to address as many issues as they could.

Senator Tener said that there is great variation in how quickly student rating results are received, from two weeks to two months after the survey. He added that he had success administering a mid-semester survey, using a form provided by CELT, that provided helpful feedback. He opined that teachers need to communicate to students that they care about the information received in these surveys.

Senator Montabon said that it was unclear who would drive these changes and who is accountable to make sure that they happen (especially the third recommendation concerning department rubrics). He added that there are ramifications for making changes to how personnel are evaluated, and he did not see that addressed in the report. There is a current issue that the gender and racial bias in student evaluations of teaching make using them illegal to evaluate performance. President-Elect Sturm replied that he had read those articles too. He said that as the process moves forward, HR and University Counsel will need to be involved. He thought that if we move towards a more holistic evaluation of teaching performance, we will begin to decrease those effects. CELT Director Marcketti said that NSF funded three universities to develop rubrics to evaluate teaching performance. We can modify those rubrics to fit our needs. She recognizes that different departments have different teaching needs and student needs. It would not be required for all rubrics to look the same. President-Elect Sturm said that there may be incentives for departments to become early adopters of rubrics.

Senator Braun volunteered American Studies to become an early adopter.

Senator Gassmann said that the shift from in-class to online administration of the survey affected bias. The participants became those students who hold strong opinions, rather than a random sample. CELT Director Marcketti replied that that was a reason to adopt aim for a more holistic picture. President-Elect Sturm pointed out the recommendation in the first area to set aside class time to conduct student ratings. The surveys will still be administered electronically, however.

VI. Special Order: Changes to Graduate Student Assistantships - Bill Graves

Dean Graves said that the Graduate College is concerned about recruitment and welfare of graduate students. The central matter here is the competitiveness of our graduate assistantships. Most come in one of three forms: research assistantship, teaching assistantship, or administrative assistantship. Many graduate students have different offers from different institutions. As we transition to Workday, we need to find a workable approach for administering graduate assistantships. According to Workday experts, period activity pay is the best option for many reasons. This requires defining periods (terms) of the appointment. The total stipend is divided by the number of months of the term. And the stipend is paid out in equal monthly payments for that period. Students will likely find this beneficial for budgeting purposes. For example, if an appointment begins in August, even if not August 1, the student will still receive the full monthly amount in August, just like in September. Much will remain the same. There are still three types of assistantships and levels of appointment. Fraction appointments are available, include half time. The most common terms will be full calendar year, full academic year, fall, spring, full summer, or monthly terms in summer. We are looking to add more flexibility for appointments in fall and spring in response to concerns about grants that are funded on funds that are not available until late in the fall (e.g. November). The option would permit the student to be appointed later in the semester and be paid a reduced stipend according to the fraction of the term they're appointed. The Graduate College sets minimum assistant stipends, with a monthly minimum of \$2,000 per month

for half time appointments. Most graduate programs pay more than the minimum. We encourage programs to offer competitive pay to attract the best students. This creates flexibility to address concerns about possible workload inequity. Any student who is hired in late August or early September is assigned a full term assistantship for the fall. But a student who arrives in early August would work longer for the same payment. To address this, the early-arriving student could be offered a higher stipend and the student who arrives on September 1 can be paid the minimum stipend.

Dean Graves said that he has been asked whether a student who has completed all of the degree requirements can still be paid on stipend. He said that this is false: if a student completes degree requirement or otherwise decides to end appointment, the stipend ends at that time.

Much will remain same. Administrative assistants will continue to collect data to plan for appointments; faculty are asked to provide names of students, appointment start and end dates, and stipend type. From the student perspective, things will improve, because they will receive equal payments each month. In the coming fiscal and academic year, the Graduate College will monitor exception requests and reasons for them, in order to gauge how the current plan is not working for faculty and students.

Senator Zarecor asked about the tuition piece. If a student is appointed late in the semester in COD, they have to budget in tuition – they can't prorate. International students on appointments become instate students. Dean Graves acknowledged that the Graduate Council may want to revisit the policies. But the current situation is that tuition scholarships are part of the full financial package with assistantships. This involves qualifying for residential tuition rather than non-resident or international. Faculty are permitted to offer more than the required minimum tuition scholarship (100% of residential tuition for doctoral students on three-month or longer appointments, and 50% for MA students) Having (because of assistantship). If the term has ended (e.g. the student begins the appointment on August 15 but competes degree requirements in late September), that student would forfeit the benefit and be reassessed a higher rate of tuition (i.e. the scholarship would be revoked). Again, Dean Graves acknowledged that the Graduate Council may want to revisit the policies.

Senator Zarecor said that her concern was the opposite situation. Suppose that a student is appointed on October 1. Tuition is assessed on day 10. How would the system address this? Dean Graves said that tuition would not be reassessed. The student can be credited or billed depending on the change.

Senator Zarecor also raised a concern about inequities. If we can pay graduate assistants more than the minimum, who oversees that? Who ensures that we don't pay different amounts to students with the same credential and same experience? Dean Graves replied that the department or DOGE could monitor this. The Graduate College does not typically monitor it. Senator Zarecor asked whether there is a cap on how much can be paid. Dean Graves said no.

Senator Dekkers noted that the original impetus for these changes was to make ISU more competitive in recruiting and retaining excellent graduate students. He asked how our current practice places us at a disadvantage. He added that the proposed changes make the process even more complicated than what we currently do. Dean Graves acknowledged that the number of terms increased from the initially proposed five, in response to feedback from faculty about their appointment needs. In FY20, we will monitor how often unusual situations arise. We will reassess for FY21 and beyond. With respect to competitiveness, we conducted a survey of peer institutions one year ago. In comparison, our practice of unlimited flexibility (i.e. faculty member can appoint student starting on any day and ending on any day) is unusual. It puts students in a perilous situation, because they are unsure whether they will have an appointment. Of course, the LOI spells out the terms, but we issue LOIs for only one year at a time. One peer institution asked, “Why would a student come here when the environment is so uncertain?” Most of our peers use a set term of appointment.

Senator Dekkers asked how the proposed changes address that uncertainty. It seems that the problem is that our LOIs are limited to twelve months. Dean Graves admitted that the changes might not address that problem. But, he added, a lot of graduate students don't even receive a one-year appointment; instead, their appointments are for one semester, two months, or much shorter. For those students on brief appointments these changes will provide greater assurance.

Senator Winer said that most students in the fall are appointed to start in mid- to late August and to end in mid- to late December. This flexibility is not a big deal for those appointments; it's just standardization. But, he said, he had a different concern. A lot of faculty have significant amounts of industry funding, for which costs are not reimbursable. If I get a grant, and I can't charge the costs to it, I can charge the 290 account. But there's a risk: the student is guaranteed a paycheck for three to six months whether or not they do the work. This could cause residual accounts to go deeply negative. Dean Graves replied that GAs can be terminated for unsatisfactory performance according to procedures in the Graduate College Handbook. Dean Graves said that he appreciated the comment about standardization. However there are cases where faculty try to shorten appointments in order to save money. Sometimes students are unexpectedly terminated and they come to the Graduate College to complain about their financial vulnerability. Moving to period activity pay will create predictability for these students. Dean Graves added that Workday did not drive this process. Instead, the needs of Workday plus creating a more competitive and streamlined process coincided. If we don't use period activity pay, the next best option would be for students and faculty to track hours. Dean Graves didn't think anyone wanted to adopt that system.

Senator Schrier asked whether graduation must end stipends in all cases. Advisers want students to graduate as soon as possible, but students also want financial stability. Furthermore, faculty don't want to lose experienced assistants. Dean Graves replied that assistantships require registration as a full-time student. If a student completes degree

requirements mid-semester, they could remain on the appointment. There is some flexibility.

Senator Freeman reiterated Senator Winer's point: this seems like a lot of work for 4-5% of appointments. And if faculty are abusing the appointments, wouldn't it be easier to deal with them, rather than create a complicated system for the other 95%? He added that yesterday there was an e-mail to support staff about first LOIs in Workday. There were three choices of terms, none of which were on the handout. Dean Graves replied that the changes are effective in the fall, not the summer. He did not know the origin of the e-mail. Senator Freeman pressed that this a new LOI form with a pull-down menu with only three choices. Dean Graves responded that that did not sound like information that his office would request; he said he would look into the origin of the e-mail. Dean Graves added that his office will monitor closely the appointments. He had heard that faculty wanted greater flexibility, so we are creating a whole suite of new options.

Senator Rajan said that over several years he has never received a rejection from a graduate student because the stipend was not on a term basis. He expressed doubt that the data collected that drove this decision was right. Many of his colleagues are concerned about creating inequalities. It does not seem right that a person who is here for less time gets paid the same as a person who is here for the full time. Senator Rajan challenged Dean Graves's claim that the late-arriving student could perform the same amount of work. A student who arrives late has to catch up on classes. Senator Rajan said that faculty are also worried about signing these forms for certification, certifying that the person worked for time the grant paid for when they weren't actually there for the full time. Senator Rajan expressed concern about how late these issues are being discussed by FS—just before the system is going live. Senator Rajan also suggested that perhaps we should study the appointments carefully before implementing complicated options. Dean Graves replied that Workday will go live in July. Graduate College was advised that period activity pay is the best option. With period activity pay, we have to define terms, and we can use this year to assess how well it worked. Dean Graves appreciated Senator Rajan's other concerns. He emphasized the importance of accurate reporting on EASE forms. He added that multiple accounts may be used to pay assistantships, both now and in the future.

Senator Rajan replied that not every department has multiple accounts. He added that this new system creates a sizable administrative burden on departments that have multiple accounts. Dean Graves replied that if a student starts late, faculty may feel forced to report an earlier date than was really the case. But he disputed that faculty are actually forced to do so. The variety of terms in Workday and EASE forms can reflect the late start date. Furthermore, the stipend would be reduced because of the late start. Erin Johnson in OSPA has reviewed the plans with respect to reporting requirements, and the proposed program is consistent with the university's need for accurate reporting. Dean Graves added that the Graduate College offers windows of acceptable start dates (between August 5 and September 15). This doesn't mean that each graduate program has to use that window. Decisions about acceptable start dates are made by the program.

Senator Bigelow commented on Dean Graves's concern to make stipends competitive. Researchers will look at costs: it may be possible to hire two, three, or four assistants for the price of one. But the challenge for the Graduate College and ISU is to find ways to reduce cost without harm to students. The amount given in grants hasn't gone up in 10-15 years, but the minimum stipend and tuition go up every year. What can the university do so that we can continue to hire students? Dean Graves pointed out that the minimum stipend was not raised this year (for the first year in about a decade). In comparison to peer institutions we are pretty competitive. Graduate students were disappointed because they were used to increases every year.

VII. Announcements and Remarks

A. Faculty Senate President

President Martin thanked everyone for a good semester. He recounted challenges and successes from the year. He identified areas for continued and future FS work: interaction with faculty members; free speech and tenure; diversity, including helping members of underrepresented groups feel welcome at ISU; equitable pay for women; including retired faculty; affordable childcare; working wages for faculty; faculty conduct review; bullying; stress; recognition; bringing pay into alignment with peer institutions; Workday and ISD; including STEM, arts and humanities to achieve a fully functioning university.

President Martin closed with life advice from centenarians: people should not gossip; support what you believe in; share values; live a good life; stay out of trouble; have a positive attitude; have a desire for success; keep moving; educate people; and pay attention to your job – don't expect other people to do your job.

B. Faculty Senate President-Elect

Library Renovations Update

Main lobby renovation will begin after finals and will last through summer. This will result in a new entry space. There will also be more collaborative learning spaces.

Dataset Sharing

Datasets in the ISU Open Data Repository will be assigned a Digital Object Identifier. The library will provide free support for faculty data sets, prepublication. So far in 2019, there have been 326 downloads and more than 4700 views of current datasets. 85% of peer libraries have a data repository. President-Elect Sturm said that open data is a great way to increase impact.

Open Access and Publishing Conglomerates

Academics in Germany, Sweden, and the University of California system have taken important standards for open access (OA) publishing and against the historical model of publishing behind paywalls and high subscription fees.

In Europe, Plan S holds that scientific publications funded by public grants must be OA in some manner by 2020.

Historically, Iowa's universities have paid among the highest subscription costs for paywall access, in part because publishing consortia required that negotiations be confidential (employing non-disclosure language in contracts). ISU is moving to negotiate these non-disclosure statements out of contracts with publishing conglomerates like Wiley. ISU is moving toward transformative OA agreements in which part of the negotiated fees paid annually cover subscription costs and part of the fees cover Article Processing Charges that faculty pay to publish OA. President-Elect Sturm provided a list of publishing venues for which ISU library has covered Article Processing Charges for faculty.

President-Elect Sturm emphasized the bad economic situation. Elsevier has a 35% profit margin in its publication and subscription model. 20% of ISU faculty articles are published in Elsevier journals. 50% of ISU's library subscription budget goes to pay Elsevier's fees. This is not a good return on investment. Faculty need to be aware—and indignant. Greater visibility of faculty indignance would embolden the library to move forward on OA initiatives.

What can faculty do? Faculty can discover and create high impact scholarly spaces to publish that meet P&T standards while moving away from historical publication models. Faculty can show their support (both verbally and with actions) for efforts to move towards OA publishing models. By holding onto the old models, we are slowing the process of making our research available to the world, which runs contrary to our land grant mission.

Senator O'Connor said that she supports OA. She praised the library's phenomenal support for faculty. She added to the bad economics argument: publishers benefit from free service as reviewers and editors, and then charge us for publications. President-Elect Sturm said that it underscores the need to work towards developing high quality OA peer-reviewed journals.

C. Senior Vice President and Provost

Provost Wickert thanked President-Elect Sturm for the comments about publishing models. In connection with the P&T report, he has been thinking about the effects on future faculty and measuring scholarship in the future. He added that the renovation of the library was made possible by a gift from the Roy J. Carver Trust.

Budget

Decisions have not been made yet, pending state appropriations and the tuition piece. Administrators are discussing salary and compensation policy for next year. The Student Innovation Center will go online next year, which will provide a facility for some academic programming.

Appointments and Retirements

Sam Eastering, Dean of College of Engineering

Sarah Rajala to retire
Hilary Seo named interim dean of Library
Sarah Nusser reappointed as VPR for second five-year term
Luis Rico-Gutierrez reappointed to third term as dean of College of Design

Receptions

There will be a reception at the Knoll for advancing term faculty. Last week there was a celebration for promoted and tenured faculty.

Thanks

Provost Wickert thanked President Martin for his service as FS President, and said that he looks forward to working with President-Elect Sturm again.

Provost Wickert thanked faculty for a productive year. He expressed gratitude for the strong culture of shared governance and strong communication.

Workday

Associate Provost Bratsch-Prince recommended that faculty look at the Workday training modules before July to reduce surprised. She emphasized that staff will be available to guide and assist with tasks. She thanked Senator Powell-Coffman and Senator Cantor for serving as Workday liaisons.

D. P&S Council

None

E. SG

None

F. GPSS

None

VIII. Unfinished Business

None

IX. Special Order

A. Recognition of Retiring Senators

President Martin read the names of retiring senators. Senators offered a round of applause to honor their service.

B. Passing of the Gavel

President Sturm read a resolution of commendation for Past President Peter X. Martin.

C. Seating of the New Senators

President Sturm seated the new senators.

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X. New Business

None

XI. Good of the Order

None

XII. Adjournment

The meeting adjourned at 5:08 p.m.

NEXT MEETING TUESDAY, SEPTEMBER 10, 2019 – 3:30-5:00 P.M., SUN ROOM, MU

Respectfully submitted September 2, 2019,

Annemarie Butler
Faculty Senate Secretary