



IOWA STATE UNIVERSITY  
Faculty Senate

## Faculty Senate Minutes

Tuesday, December 8, 2020 – Webex

**Present:** Al Shihabi, D.; Anderson, M.; Andreasen, C.; Armstrong, P.; Behnken, B.; Beitz, D.; Bennett-George, S.; Beresnev, I.; Berger, D.; Bolser, K.; Boyles, J.; Burrough, E.; Butler, A.; Campbell, C.; Chang, C.; Chen, H.; Cook, K.; Cowan, A.; Daniels, T.; Davis, R.; Day, T.; Dekkers, J.; Dewell, G.; Dollisso, A.; Faber, C.; Frank, M.; Freeman, S.; Gassmann, A.; Gillette, M.; Gomes, C.; Hernandez, B.; Hornbuckle, B.; Johnson, D.; Kang, S.; Kreider, B.; Kushkowski, J.; Lonergan, E.; Lutz, R.; Mackiewicz, J.; Martin, M.; McGrail, M.; Morgan, E.; Muecke, M.; Nair, A.; Oberhauser, A.; Padgett-Walsh, C.; Parsa, R.; Perkins, J.; Peterson, D.; Quam, A.; Rayburn, C.; Roe, K.; Rosa, J.; Rosentrater, K.; Royston, N.; Schaal, M.; Schieltz, J.; Schrier, T.; Smalley, S.; Smiley, A.; Stevens, J.; St. Germain, A.; Sturm, J.; Swalwell, K.; Tener, J.; Tootle, D.; Townsend, T.; Vary, J.; Wallace, R.; Watanabe, O.; Wheeler, A.; Winer, E.; Wood, A.; Wu, H.

**Absent:** Bratlie, K.; Cardoso, C.; Cochran, E.; Dubisar, A.; Munkvold, G.; Napolitano, R.; Wade, N.; Williams, C.; Winter, A.; Zerbib, S.

**Guests:** Wickert, J. (SVPP); Bratsch-Prince, D. (Assoc. Prov.); VanDerZanden, A.M. (Assoc. Provost); Jordan, T. (Asst. Prov.); Budlong, J. (University Relations); Rippke, S. (Parliamentarian); Iennarella-Servantez, C. (GPSS); Burger, S. (AESHM); Braun, S. (WLC); Norton, M. (University Counsel); Fox, J. (HDFS); Brown, E. (AESHM); Padgett-Walsh, K. (PHRS)

### 1. Call to Order

President-Elect Wheeler called the meeting to order at 3:30 p.m. She asked substitute senators to put their names in the chat.

### 2. Consent Agenda

FS Agenda December 8, 2020 – [20/A/4]

FS Minutes November 10, 2020 – [20/M/3]

FS Docket Calendar – [20/C/4]

Non-Substantive Change: FH 7.2.2.2 Discrimination and Harassment [20-16]

Senator Freeman moved to accept the consent agenda, and Senator Wallace seconded. The motion was adopted.

### **3. Special Order – Free Expression – Michael Norton**

University Counselor Norton provided a presentation about the intersection of faculty academic freedom and student freedom of expression. He noted that over the past few months, there have been instances on campus where the First Amendment has been an issue. Working with the Provost's Office, Counselor Norton put together a presentation to present in different venues to faculty members regarding the First Amendment and student expression. This is a preview of what he will present across campus.

A syllabus statement about free expression has been adopted. It involves nothing new: this has always been ISU policy and federal law. The AAUP Handbook points out that student freedom and academic freedom for faculty go hand in hand. The goal of the statement is to inform the campus community and help faculty members handle complaints – real or made up – of free expression being restricted in the classroom by faculty or students.

Faculty members have the right to select material that is germane to the class and assign grades. Faculty members have the responsibility to teach in a professional manner, respect the rights of students to express different opinions, and foster an appropriate atmosphere. Students have the right to disagree and express their opinions. They have the right to be evaluated solely on an academic basis. Again, these are all specified in the AAUP Handbook. Of course, students have the responsibility to conduct themselves appropriately; they cannot steer off topic or monopolize discussion. ISU's Disruptive Classroom Policy addresses such behavior. Students have the responsibility to learn the course material. Faculty can expect students to comprehend and apply the material, regardless of whether students agree with the material or not. If this is done in a professional and fair manner, it is appropriate for faculty to hold student ideas and viewpoints up to scrutiny.

Senator Cook asked why the syllabus statement has to be presented verbatim in the syllabus. Many ISU policies and procedures are important. But this one is enjoying a political moment, and ISU is making sure that the language is in every single syllabus on campus. Provost Wickert replied that the statement is responsive to circumstances on our campus. Similar conversations are taking place at other campuses in Iowa and nationally. There have been some situations where there has been confusion or misunderstanding around these issues. This statement is intended to clarify the matter for students and faculty.

Provost Wickert added that BOR has formed a new committee to examine the state of free expression on university campuses, including in the classroom. This syllabus statement is a re-affirmation of ISU's commitment to free expression. It has a sentence affirming academic freedom and another affirming students' right to free expression. True, these rights continue to hold whether the statement appears in the syllabus or not. There have been cases where faculty have been confused on this point. ISU wants to prevent situations such as one this semester, and a statement like this would prevent confusion. Provost Wickert said he thought the syllabus statement was timely for a variety of reasons. He added that faculty were involved in reviewing the statement, including FS Executive Board.

Senator Behnken asked how many incidents have been specifically related to syllabi or in-class situations. Provost Wickert replied that there have been multiple incidents, and some of the most

incidents have been in the classroom. Senator Behnken said that faculty who deal with sensitive controversial matters, a sense of constitutional rights is important. But the last part of the syllabus statement (about students not being penalized for their views) is problematic: often students can say or express problematic viewpoints. For example, they might say racist things in a way that seems within the context of class and therefore germane to the subject matter. But it's a problem to limit the way that faculty can address problematic statements that students think are germane to class. Counselor Norton said that the core of the First Amendment protects speech that is offensive and that most would find problematic. He said that he is helping faculty members understand how to react when speech like this occurs, and that's the point he's trying to make in this presentation. Speech in the classroom can be challenged in an appropriate way; no one has to sit back and let things be said. CELT and other organizations are available to help faculty navigate such situations. Fundamentally, the syllabus statement is correct: students cannot be penalized for expressing those beliefs, no matter how offensive or wrong, as long as such speech is not disruptive in the broader sense. Students cannot be penalized for merely having a viewpoint or expressing a viewpoint. Provost Wickert added that students are not allowed to send class off on a tangent, and cannot be distracting or disruptive. But it is a problem for faculty to require students to take certain positions or else be penalized.

Noting the time constraint and the number of questions in the chat, Provost Wickert suggested further opportunities for more discussion, such as another FS meeting or workshop. He added that it's important to communicate the principles of community. Just because students have a right doesn't mean that it's always the correct action to take.

In the chat, the following questions were asked but not addressed:

- Senator Swalwell: "What are the plans for collaborating with pedagogical experts on campus to roll out support for faculty to responsibly adhere to this policy?"
- Secretary Butler: "What happens if a student's free expression runs contrary to our Principles of Community? What force do our principles of community have? (or faculty, or staff, or administrator's speech)"
- Senator Watanabe: "How does this policy interact with the policy on non-harassment and non-discrimination? Student A may feel that a [hypothetical] student B's opinion is discriminatory or harassing to Student A in nature."
- Senator Johnson: "Why cannot we have a LINK on ISU website contain the 'required' statement so that student may refer and streamline the syllabus to be COURSE SPECIFIC? "
- Senator Watanabe: "This [syllabus] statement applies to all courses, why cannot it be communicated in some centralized manner rather than through individual syllabi in all courses?"
- Senator Rosa: "Building on questions from Olena Watanabe and Annemarie Butler - how do we protect students from the microaggressions that are likely to emerge in the classroom scenarios being envisioned? Will a judiciary board be established to deal with the seemingly unavoidable disagreements over the offensiveness of exchanges and comments?"

#### **4. Unfinished Business**

##### **4.1. AESHM Beverage Management Minor Proposal [20-6] – Bennett-George**

No comments. The motion was adopted, 65-0.

##### **4.2. Name Change: Child, Adult, and Family Services Major [20-7] – Bennett-George**

No comments. The motion was adopted, 65-0.

##### **4.3. Name Change: Child, Adult, and Family Services Minor [20-8] – Bennett-George**

No comments. The motion was adopted, 51-0.

##### **4.4. Ethics Minor Proposal [20-9] – Bennett-George**

No comments. The motion was adopted, 59-1.

##### **4.5. Graduation with Distinction [20-10] – Bennett-George**

No comments. The motion was adopted, 53-4.

#### **5. New Business**

##### **5.1. Department Name Change: Sociology and Criminal Justice [20-13] – Faber**

No comments.

##### **5.2. Add EDI activities to FH 5.1.1; 5.2.1; 5.4.1.3 [20-15] – Andreasen**

Senator Andreasen said that the goal of this proposal is to find a method to support ISU's strategic goals. The proposal creates the opportunity for faculty to document engagement in equity, diversity, and inclusion (EDI) activities. Such reporting is required by BOR. The aim is to document and give credit for what we value. Currently, there is no reference to EDI as a value in FH. The only occurrences of "equity," "diversity," or "inclusion" are in titles of administrative officers, offices, or committees. Such documentation would be optional. It is to be placed in the FH section concerning advancement, because the activities impact the university.

Senator Andreasen added that the proposal may be modified before the second reading. She has received a suggestion that because FH 5.1.1 concerns values, the first paragraph should end after "ISU." The proposal also adds other reviews conducted at ISU to the list in 5.1.1.1. She has also received a suggestion that the change to FH 5.2.1 should be moved to FH 5.3.1, the documentation section. The same statement would be added to FH 5.4.1.3.

Secretary Butler raised the concern that this proposal fails to distinguish valuable and not valuable contributions to EDI. In this connection, she noted that optional policies have a way of becoming mandatory. She acknowledged that a number of faculty of underrepresented groups conduct a lot of important work in EDI that goes unrecognized. She expressed concern that this proposal, if adopted, would continue to diminish the visibility and recognition of the importance of their contributions. She added that this draft of the proposal removed the claim that administrators would recognize this work appropriately. She expressed concern that underrepresented faculty who do document such activity expose themselves to risk of being criticized for expending effort in these areas, when research, teaching, service, and extension and outreach – and really, just research – are the only areas that count towards advancement.

Senator Andreasen acknowledged that this proposal will not solve issues around EDI. Many universities have a stronger statement than this. She said that EDI Committee did not want to impose metrics or value judgments, and that's why the proposed language is general and makes documentation optional. She added that this is a starting place. It can be refined over time. But this will show that faculty support faculty activities in EDI. Senator Andreasen also acknowledged the need for administrators to recognize and support faculty work in EDI. But administrators are often faculty too, so she expects that they will also be held to these same goals.

Senator Behnken said that part of his concern with “encourage” is that it doesn't have any teeth. It leaves it up to the imagination what it means. There is nothing specific that would imply any kind of recognition or reward for engagement in EDI work. Could the proposal be changed to say something like “for those faculty who do engage in EDI work, such work can be documented in this particular way.” This would make the FH addition pertain to those who already (attempt) to do EDI work. Not everyone does, and some disciplines lend themselves better to such work than others.

Senator Andreasen said that such considerations were why the proposal makes documentation optional. The proposal did include “recognition” and “reward” in earlier drafts. But that's a difficult matter, because recognition and reward are to be discussed by the faculty member and supervisor.

Senator Rosa wrote in the chat, “Senator Butler raises some good concerns, many of which can be addressed by departments as they operationalize these principles.” In spoken comments, he said that there already exist departments on campus that value EDI activities. He thought this proposal may encourage other departments to do so. If a department choose and votes to have something expected of all faculty members, that's how shared governance works. If a department chooses not to, at least this FH language would be available for individual faculty members. Operationalization will vary from department to department, but this is a good first step.

## **6. Special Order – Memorial Resolutions [20-14]**

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

## **7. Announcements**

### **7.1. Faculty Senate President**

President Faber thanked President-Elect Wheeler for leading the meeting, because President Faber is suffering from a pinched sciatic nerve.

President Faber said that she is working with FS leadership and the Provost's Office on advancing the recommendations from the teaching evaluation task force report. This is long overdue, and she hoped that such changes would address faculty morale. She told senators to expect proposals in the spring.

President Faber announced that Senator Oberhauser has agreed to serve as interim chair of RPA Council. She thanked Senator Williams who had stepped aside as chair.

President Faber said that all currently scheduled FS and EB meetings will continue as scheduled. There will also be a special EB meeting on December 15 to discuss spring, summer, and fall semesters.

President Faber thanked senators for their work both as senators and as faculty. She expressed amazement that the end of the semester was upon us.

In the chat, Senator Cook announced: “President Carol Faber was featured on Iowa Outdoors. A wonderful segment about her artwork. Here's a YouTube link: <https://www.youtube.com/watch?v=05iRV1hEQGw> .”

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

President-Elect Wheeler called senators’ attention to the FS working group report on the U.S. Diversity requirement, included with agenda materials. The report was completed at the end of spring 2020. She assured senators that work is being done on this matter. The report recommends update of the learning objectives for the required class. Next semester, Academic Affairs Council will develop an implementation plan for reviewing existing classes with reference to these proposed learning objectives.

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

Provost Wickert thanked President-Elect Wheeler for her leadership on the U.S. Diversity requirement task force.

Provost Wickert also thanked faculty for their hard work this semester. At the start of the semester, we had doubts about whether or how we could get to the end of the semester. Faculty offered a mix of class modalities, and some students lived on campus. Provost Wickert was proud that we did not have to shut down campus, close dorms, or move all classes online. He acknowledged that these were difficult circumstances, professionally and personally, with added stresses. He praised faculty for continuing ISU’s mission under incredibly unusual and stressful conditions. He added that he likes to think that students learned lessons from this about resiliency and how to overcome adversity.

### **Winter Session**

Because of the fall and spring academic calendars, ISU was able to insert a five-week winter session between semesters. A carefully selected collection of 52 undergraduate courses will be offered. Over 2000 students have signed up. Many courses are at capacity. This will provide additional tuition revenue and help the university with its bottom line. It will also help students, perhaps in graduating sooner or getting back on track.

UNI is also conducting a winter session experiment. UI has always had a J Term, but this year they are handling it differently, teaching 19 classes in an accelerated format. After the term ends, there will be discussions about whether we should continue to offer a winter session.

### **BOR Advisory Committee and Free Speech Committee**

BOR Advisory Committee began its work over the summer, with four regents on the committee. The three provosts and faculty senate/union presidents are not members of the committee but provide information, data, and discussion. This committee is focused on efficiency and

effectiveness of operations at the three universities (similar to previous efficiency studies). The committee developed a set of recommendations that were publicly released at the November BOR meeting for first reading.

There is a moratorium on construction projects that add square footage to the university. (This excludes projects that are already underway or entirely donor-funded.) Any square footage added has to be removed from somewhere else.

Second, the committee is interested in universities' visions for online courses and digital delivery. BOR will hire a consultant to conduct market analysis of underserved populations and needs that Iowa employers have in this area, and to analyze infrastructure on campus for delivering courses online. This is aligned with BOR's legislative request to add funding for universities to retrofit classrooms, convert courses, create online programs, etc.

Third, the BOR Advisory Committee has recommendations about a range of interactions between universities and the BOR office (e.g., internal audit, BOR data warehouse, post secondary enrollment operation management). This will affect how the universities and BOR Office collaborate and centralize these operations.

The fourth recommendation concerns joint contracts. All three universities have contracts about leasing vehicles, architecture services, mail services, etc. BOR is investigating economy of scale and collaborating on HR, data backup, procurement, etc.

Fifth, BOR Advisory Committee would like to increase collaboration between the three universities' research parks, angel investors, etc.

Provost Wickert said that from the perspective of Academic Affairs, the first two recommendations are most significant. He promised to keep faculty informed of developments.

Another BOR committee concerns free expression. Three regents serve as members. At the February BOR meeting, each of the university presidents will deliver reports about how the universities protect free expression on campus and in the classroom.

### **Planning for Upcoming Academic Semesters**

On December 15, there will be a special EB meeting to plan for future semesters, including summer and fall. We will be especially concerned about identifying things that worked and didn't work in the fall to modify the spring semester. Over the summer and into the fall, we anticipate widespread distribution of vaccines in Iowa. By the start of the fall semester, the situation may look better than it does right now. How should we conduct new student orientation in the summer? What about student registration?

### **Parting Wishes**

Provost Wickert encouraged senators and their colleagues to take care over the break. He acknowledged that faculty often use breaks to catch up on work, but he encouraged faculty to take time to decompress from this semester's stresses and attend to self care.



Senator Davis asked whether a decision had been made about study abroad in the summer. Provost Wickert replied that no decision has been made, but it is a regular topic of discussion. He expected a decision to be reached in the next month.

Senator Frank said that in light of BOR's funding request about online universities, it is good to remind ourselves that ISU is a residential university. One of our core competencies should remain in-class, in-person, synchronous class teaching. This distinguishes ISU from University of Phoenix and YouTube clips. At last month's FS meeting, SG President Fritz said that students want more synchronous delivery. Provost Wickert said that he agrees completely. We are a residential campus, with a lot of STEM programs and labs. Students come here for the ISU experience. We know what our brand is, what our strength is, and who we are. He said that any online programs that we develop will align with this brand, our mission, and build on our strengths. The reality is that post-pandemic, things will not likely return to exactly as before. Students and faculty are more familiar with online learning and hybrid instruction. Some things work well, some things don't. The second recommendation will identify markets of adult learners in particular industries that we are not currently serving. Perhaps online classes will serve them.

Senator Watanabe asked whether adopting future winter sessions would require restructuring the academic calendar. Provost Wickert replied that yes, it would be necessary. The only reason we have a five-week winter term is because of the extra time created by this year's peculiar calendars. Such changes would need to be coordinated with the other universities by BOR. Another challenge is that our student information system does not allow the creation of a new term. We're improvising how to bill, etc. Those details would need to be worked out if this became more commonplace.

#### **7.4. P&S Council**

None

#### **7.5. Student Government**

None

#### **7.6. Graduate and Professional Student Senate**

GPSS Senate Engagement Officer Iennarella-Serventez said that she did not have any major announcements but wanted to offer her own comment about FS business. She wanted to encourage FS to adopt policies that are starts in the right direction, even if they are not perfect. In class, she learns about professional conduct and what ISU prioritizes. Adopting such policies communicates to other faculty about our priorities. Graduate and professional students are watching and learning, even though these priorities are not listed on the syllabus nor are they specific learning outcomes.

#### **8. Good of the Order**

None



**9. Adjournment**

The meeting adjourned at 5:00 p.m. President-Elect Wheeler wished senators and guests happy holidays.

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**NEXT MEETING: Tuesday, January 26, 2021 – 3:30 p.m. – Webex**

Respectfully submitted January 20, 2021,

Annemarie Butler  
Faculty Senate Secretary