



IOWA STATE UNIVERSITY  
Faculty Senate

IOWA STATE UNIVERSITY FACULTY SENATE  
FACULTY SENATE MEETING MINUTES  
APRIL 19, 2022 – 3:30–5:00 P.M.  
SUN ROOM, MEMORIAL UNION

**Present:** Al Shihabi, D.; Anderson, M.; Andreasen, C.; Beitz, D.; Bennett-George, S.; Beresnev, I.; Berger, D.; Burrough, E.; Butler, A.; Chen, H.; Cook, K.; Daniels, T.; Davis, R.; Day, T.; Dewell, G.; Dubisar, A.; Faber, C.; Frank, M.; Freeman, S.; Gillette, M.; Gomes, C.; Hanson, V.; Hornbuckle, B.; Janvrin, D.; Johnson, D.; Kang, S.; Kedrowski, K.; Kovnir, K.; Kreider, B.; Kushkowsky, J.; Lonergan, E.; Martin, M.; McGrail, M.; Mellata, M.; Micich, A.; Muecke, M.; Nair, A.; Oberhauser, A.; Padgett Walsh, C.; Parsa, R.; Perkins, J.; Peterson, D.; Quam, A.; Reddy-Best, K.; Robertson, A.; Roe, K.; Rosa, J.; Schaal, M.; Schieltz, J.; Shaw, A.; Smalley, S.; Smiley, A.; Stevens, J.; Tootle, D.; Vary, J.; Wallace, R.; Wang, Q.; Watanabe, O.; Wheeler, A.; Wilgenbusch, E.; Winer, E.; Wood, A.; Wu, H.; Zerbib, S.

**Absent:** Armstrong, P.; Bardhan, R.; Behnken, B.; Bolser, K.; Chang, C.; Cochran, E.; Gassmann, A.; Lutz, R.; Jackson, M. for Morgan, E.; Napolitano, R.; Pistolesi, S.; Rayburn, C.; Rosentrater, K.; Svec, C.; Townsend, T.; Wade, N.; Williams, C.

**Substitutes:** Luz, A. for Cardoso, C.; Bailey, M. for Hernandez, B.; Jackson, M. for Morgan, E.; Xiang, C. for Schrier, T.

**Guests:** Wickert, J. (SVPP); Bratsch-Prince, D. (Assoc. Provost); Jordan, T. (Asst. Provost); VanDerZanden, A. (Assoc. Provost); Knief, A. (Parliamentarian); Budlong, J. (Univ. Relations); Wintersteen, W. (ISU President); Landolt, M. (Pres. Office); Stacy-Bates, K. (Library); Franz, K. (GEAT); Ludwig, J. (SG)

**1. Call to Order**

Seating of Substitute Senators

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

**2. Consent Agenda**

FS Agenda April 19, 2022 – [21/A/9]

FS Docket Calendar – [21/C/9]

FS Minutes April 5, 2022 – [21/M/8]

The consent agenda was adopted without dissension.

### **3. Special Order: ISU President Wendy Wintersteen**

ISU President Wintersteen thanked FS President Wheeler and FS President-Elect Perkins for their leadership and representation of faculty. FS President Wheeler has served on BOR Advisory Committee and the ISU Strategic Planning committee. FS President-Elect Perkins has represented faculty on BOR Distance Education Task Force. She complimented FS President Wheeler and FS President-Elect Perkins's thoughtful comments at BOR meetings. She lauded the good working relationship between FS and the Provost's Office.

ISU President Wintersteen noted the important work FS does in curricular innovation, which is critical for ISU's mission to serve Iowa, the nation, and the world. She thought that the proposed changes to FH concerning innovation and entrepreneurship in P&T portfolios were important. And she thanked FS for changes to the policy concerning certificates, making it possible for students who have an AA but not a bachelors degree to earn certificates from ISU. She thought this would be important for the Cybersecurity certificate currently under development.

ISU President Wintersteen congratulated current and former senators for receiving faculty awards, including Senator Lonergan who was named University Professor and former FS President Schalinske and former FS President Sturm who were named Morrill Professors.

ISU President Wintersteen said that two years of COVID has created a lot of stress, anxiety, and difficulty going forward. She thanked faculty for getting ISU through the past two years, and called for their help to go forward into the future. ISU President Wintersteen said that now is the time to reconnect, to be together, and to find ways to have a community at ISU. She called senators' attention to the various activities from Faculty and Staff Appreciation Week.

As of the 100th day of the legislative session, there is no indication that business will be concluded soon. ISU President Wintersteen said that ISU's appropriations budget is among the matters not yet settled. The Iowa House suggested a budget that only provides scholarships for students in high-demand jobs. ISU President Wintersteen said that that proposal does not work well if there isn't an increase to the university's general fund as well. The Iowa Senate has not released their budget officially. They have indicated to ISU President Wintersteen that they would like to support BOR universities. ISU President Wintersteen said that there are no new infrastructure projects that will come from the legislative session. She hopes that new funding for Phase 2 of the Veterinary Diagnostic Lab will come through another mechanism.

ISU President Wintersteen reminded senators of recent successes, including Professor Schulte Moore being named a MacArthur Fellow and Emerita Professor Rajala being named to the National Academy of Engineering. Six ISU faculty members have been named to the American Association for the Advancement of Science. Three junior faculty members have been selected for National Science Foundation CAREER awards.

ISU President Wintersteen that ISU has generated \$230 million in external research grants and contracts. ISU ranks 16th in the nation for research expenditures among the 500 universities that conduct research but do not have a human medical school. Among all research schools, ISU ranks 71st. ISU President Wintersteen was very proud of this ranking.

ISU President Wintersteen encouraged senators to visit the Strategic Relations and Communications new website, especially the “Innovation at Work” news segment, which highlights how ISU is strengthening Iowa communities. For example, there is a story about next-generation agricultural markets and new revenue sources. A forthcoming story looks at how ISU is helping get mental health support in rural areas.

ISU President Wintersteen said that one ISU student has been recognized as a Truman Scholar, another as a Goldwater scholar, and a third student has been named a Fulbright scholar. This week is IGNITE week at the Student Innovation Center.

ISU President Wintersteen said that the new university strategic plan will go live on July 1. This is a different type of strategic plan, composed of “to-be statements,” which are goals we are working towards. The most unusual feature of the strategic plan is that the university will fund activities around those goals. In the fall, individuals will provide ideas of where to invest money to meet the strategic goals. In the next week or so, ISU President Wintersteen said that there will be an announcement of funding for ideas that have already come forward and merit investment now.

ISU President Wintersteen said that she decided to align units in the university that work on institutional risk management under the Office of University Counsel. ISU President Wintersteen also announced that Carl Wells from University of South Carolina has been named the new Director of the Office of Equal Opportunity. He will report directly to ISU President Wintersteen.

Secretary Butler asked whether policies enacted by ISU President Wintersteen are strictly enforced, or are administrators (including deans, chairs, and directors) authorized and empowered to make judgments about how to flexibly implement policies for their particular context and employees’ situation? Chairs and deans say their hands are tied, but are they? She offered examples of a variety of policies (including interpretation of the “specifically defined concepts” law, scrubbing academic websites of any political content), but chose to focus on COVID policies. Secretary Butler said that ISU President Wintersteen announced the sunseting of policies related to faculty who are immunocompromised and faculty flexible work arrangements. Secretary Butler said that while she appreciates ISU President Wintersteen’s optimistic goal of a “new normal,” she thought it was too soon. Early in the pandemic, we were called upon to extend grace and compassion to our colleagues, show kindness, and give comfort to those who are dealing with grief and loss and other struggles. People who were able, were asked to pitch in to help colleagues. But with this call to return 100% to campus, we are not extending that grace and compassion to the people who are exhausted by performing double-duty or by childcare responsibilities (especially for children who are not yet vaccinated). Some of our colleagues have long COVID. Many of us are grieving: loss of friends and family and the way of life and community that we had come to expect. Secretary Butler said that faculty are told that it’s only if we can supply documentation of hardship that meets federally-defined disability that accommodations will be made. This reveals a distrust of faculty who are asking for a little more time, grace, and compassion in making this transition – where transitions are not immediate changes, but processes. She said that inflexibility contributes to faculty exhaustion, burnout, disengagement, distrust, resentment, and anger. Secretary Butler repeated her question of

whether administrators authorized and empowered to extend grace to faculty. If they are, could it be better communicated so that they do not say that their hands are tied?

ISU President Wintersteen said that we were able to enact certain policies that we had BOR approval for, but now, we are moving into a different time where we have certain rules that have to be followed. ISU President Wintersteen said that it is hard to talk in general terms. She said that ISU excels when particular issues come forward. Department chairs and deans have tremendous accessibility to the Provost (and HR and University Counsel) to discuss options. ISU President Wintersteen said that this is how we will continue to move forward. We will hear what the issues are and see what is possible under current policies and procedures that we are obligated to follow because they are laws and policies set by the federal government and BOR.

Senator Oberhauser said that last year and this year RPA Council has had a lot of discussions about faculty salaries. She acknowledged that uncertainty about the legislature's budget leaves budget questions up in the air. Senator Oberhauser asked ISU President Wintersteen to prioritize faculty salary increases. Last year's increase was appreciated, but insufficient, given inflation rates and ISU's growing gap below peer institutions. Senator Oberhauser said that we are losing faculty members. How can we continue to prioritize faculty salary increases?

ISU President Wintersteen said that this is a regular topic of conversation with Provost Wickert and other members of the senior leadership team. ISU President Wintersteen stressed that it is a priority. ISU President Wintersteen credited Provost Wickert with a proposal to establish a line in the annual budget for allocating funds for faculty salaries. This will prompt us to think about the budget in a different way.

Senator Oberhauser said that she looks forward to hearing more about that. Secondly, Senator Oberhauser asked about renewable energy initiatives at ISU. Are we continuing to move towards renewable energy?

ISU President said that quite a bit of ISU's energy comes from solar or wind energy. But we also have to produce steam, because that is how we heat buildings. ISU President Wintersteen recommended that FS invite Associate VP Fuligni to a FS meeting to discuss ISU's plans.

#### **4. Special Order: Council Chair and Secretary Election**

Senator Frank and Senator Peterson spoke briefly on behalf of their candidacy for Governance Council Chair.

Senators elected Senator Parsa to Academic Affairs Council Chair; Senator Frank to Governance Council Chair; Senator Freeman to J&A Council Chair; Senator Muecke to RPA Council Chair; and Senator Wallace to FS Secretary.

#### **5. Special Order: Solidarity with Ukraine Resolution [21-25] – Kovnir**

Senator Kovnir said that the situation in Ukraine needs no introduction to anyone who follows the news. He said that the actions of the Russian army in Ukraine – killing and murdering and torturing citizens – can be classified as terrorism. Senator Kovnir said that the resolution would not have a major impact on the outcome of the situation. But it would be one of the very first

official documents that would be on FS webpage and searchable as the official position of ISU FS. It may be helpful to members of our community who have relations to Ukraine (approximately 100 faculty, students, and staff) and others who are concerned but do not have direct relations.

Senator Schaal said that World Languages and Cultures fully supports the passage of such a resolution. But she said that some colleagues expressed concern with the first bullet point “to stop any cooperation with any Russian businesses and organizations which in direct or indirect form (by paying taxes in Russia) finance the war.” These colleagues were concerned that teaching of Russian literature and culture could be seen as a means to assist Russian businesses. Senator Schaal said that Faculty in Russian have experienced negativity and harassment and have asked that that line be reconsidered.

Senator Kovnir replied that the call is about paying taxes in Russia, not a prohibition on Russian language or studies.

Senator Oberhauser thanked Senator Kovnir for the resolution. She wondered if there might be more that people in Ames could do to stand in solidarity with Ukrainians to defend democracy, freedom, and very basic human rights. She proposed three actions. First, broaden the campuswide conversation with workshops. Second, bring up relevant issues in our classrooms to engage students more (e.g., economic impacts, international relations, gender studies, agriculture, etc.). Third, fundraise and provide support to organizations that provide humanitarian aid to people in that region.

Senator Kovnir thought those were good suggestions.

President Wheeler said that the resolution would be brought forward as Unfinished Business at the FS meeting in May.

## **6. Announcements**

### **6.1 Faculty Senate President**

President Wheeler said that BOR was on campus for a meeting. EB members met with them over lunch. Regents listened and responded to faculty who shared their perspectives on the difficulty of working through the pandemic. They also discussed relations with legislators. President Wheeler and her counterparts at UI and UNI delivered remarks about salaries, salary compression, market value, and the importance of salary increases to retain faculty who the university has invested in and values highly. President Wheeler said that Senator Wallace will organize visits by Regents to shadow faculty. There are openings on Tuesday, April 26 and Monday, May 2. Interested faculty should reach out to Senator Wallace.

President Wheeler said that the last leadership workshop for inclusive meetings will take place on May 10. The theme will be influence.

President Wheeler said that she appreciates seeing more people “in 3D” at social events on campus. She called on senators to encourage colleagues to meet up at social events.

President Wheeler acknowledged that the end of the semester is very busy, and she expressed appreciation for the work senators do on committees, councils, and caucuses. She values senators' commitment to service and acknowledges the importance of the work senators do.

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

President-Elect Perkins relayed a request from Library Dean Seo to complete a 10-minute survey about the Library's website design.

President-Elect Perkins confirmed that EB members had a very nice meeting with BOR President Richards and BOR President Pro-Tem Bates and BOR Executive Director Braun. He said that he looks forward to continuing that practice during his presidency next year, to keep open those avenues for dialogue.

President-Elect Perkins encouraged people to volunteer to serve as faculty marshals for commencement.

## **6.3. Senior Vice President and Provost Enrollment and Admissions**

Provost Wickert called senators' attention to the first inaugural Admitted Student Day. Approximately 460 students and their families came to campus (some for the first time, and some for the fourth time). ISU alumna Christine Romans of CNN delivered a keynote speech, and Professor Steve Butler showed what a calculus class at ISU would be like. Some students signed letters of intent and had their photographs with Cy and photographs with ISU President Wintersteen. The deadline for acceptance is May 1.

### **College Visits**

Last week, ISU President Wintersteen and Provost Wickert met with faculty in COB. They will visit with faculty in COD, COE, and CHS. Provost Wickert said that these have been great visits and great sets of conversations.

### **Online Education**

Associate Provost VanDerZanden said that last fall, the Provost's Office convened a task force to study the online learning strategy at ISU with respect to governance, operations, financial matters, and educational quality. A set of recommendations were delivered to Provost Wickert at the end of the fall semester. The task force made three recommendations: (1) establish a university-wide customer-service-focused online learning hub to provide support for all distance education programs and online courses; (2) develop a sustainable funding model for online learning and providing appropriate incentives for developing appropriate online courses; and (3) ensure that the quality of online programs and courses are equivalent to on-campus face-to-face programs and courses.

At the same time, Associate Provost VanDerZanden said, BOR had put together a Distance Education Task Force. President-Elect Perkins serves on it. Their recommendations are in draft form right now. BOR is interested in greater centralizations and efficiency at the three universities. They are exploring some system-level activities between the three institutions. Associate Provost VanDerZanden said that ISU's task force shared their report with the BOR

task force, and the BOR members thought that ISU's report and key recommendations were in line with their recommendations. Associate Provost VanDerZanden said that the final draft of BOR's Task Force's report will be due in a month or so.

Associate Provost VanDerZanden said that BOR is engaged in strategic planning. One section concerns online education and growing offerings at each of the three institutions.

Associate Provost VanDerZanden said that ISU is working with the Huron Consulting working group (that is also working with BOR) to bring to light what we are doing at ISU and to learn what the other institutions are doing. They are working to develop best practices and organization structures. The group working on this includes Senator Bennett-George (as the FS President-Elect-Elect), Interim Director Retallick (CALs Brenton Center), LAS Associate Dean Hallam (who is also co-director of ELO), CELT Director Marcketti, and Online Learning Faculty Fellow Arendt. Associate Provost VanDerZanden said that it is clear that BOR expects more centralized operation and a consistent level of high-quality instruction, design, and delivery. BOR is also emphasizing outreach to Iowa employers to develop new and innovative programs that meet workforce needs.

Senator Freeman noted that a lot of Canvas-related activities take place that are not online classes or distance education. Will there be a support structure for hybrid classes and other uses of Canvas?

Associate Provost VanDerZanden said that the workgroup has proposed to look at teaching in a broad way, from face-to-face to hybrid to online.

Senator Freeman also pointed out that face-to-face instruction on campus varies significantly. If we are going to be assessing the quality of online courses, will we have to come up with a parallel structure to ensure high quality delivery for face-to-face courses?

Associate Provost VanDerZanden said that that cannot be answered at this time.

Senator Beresnev asked how many of the 460 student participants in Admitted Student Day signed statements of intent. What was the success rate for the event?

Provost Wickert replied that 55 students signed statements. But applications continue to roll in. He said that he hopes that this will address the phenomenon of "melt" over the summer. Prior to May 1, acceptances rise ("exponentially," Provost Wickert added). There is a "kink" in the curve on May 1, which is the national day for decisions. Over the summer, the curve slides down, as students who accepted offers at other institutions or students whose plans have changed de-commit. He hopes that Admitted Student Day will yield not just more admits, but stronger admits.

#### **6.4. P&S Council**

None

### **6.5. Student Government**

SG President Ludwig introduced himself. He said that SG’s priorities for next year will include low-cost textbooks (including immediate access and OER), mental health, food insecurity, and international student career services.

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

None

## **7. Unfinished Business**

### **7.1. Dairy Production Management Certificate [21-17] – Bennett-George**

No discussion.

The motion was adopted without dissension.

### **7.2. Global Human Sciences Minor [21-18] – Bennett-George**

Senator Bennett-George said that the 15-credit minor provides an avenue for international exploration for students in CHS who face barriers to travel. At the last FS meeting, the question was raised how this differs from Global Resources in CALS. Senator Bennett-George reported that there have been constructive discussions between CHS and CALS. She emphasized that the focus of the minor is for students in CHS, like similar college-specific minors in CALS and COB.

Senator Nair said that he fully supports the minor. He was happy that there are constructive and positive discussions between administrators and faculty. However, he recommended that for future major and minor proposals, proposers should reach out to other departments and colleges to pursue collaboration and engagement. He thought the discussions had revealed ways to leverage strengths from other colleges which made the proposal stronger.

Senator Schaal said that her department (World Languages and Cultures) had three questions. First, International Studies is mentioned as a similar minor. Why wasn’t International Studies consulted during the process of writing the proposal? Second, why is there no language requirement? Third, why is study abroad only optional?

Senator Bennett-George said the option of studying abroad mirrors the requirements of international perspectives minors in other colleges. Students want a broader, global focus in a structured, academic setting, but face barriers to international travel (often financial barriers). Senator Bennett-George said that these other minors also do not have a language requirement. The coursework is entirely within the college offering the minor. Senator Bennett-George said that she could not say why International Studies faculty were not consulted. Senator Bennett-George added that the proposers were unable to attend the FS meeting to answer that question.

The motion was adopted by voice vote, with some dissension.

### **7.3. FH 5.4.1.3.4 Department Review [21-19] – Frank**

Senator Frank said that this proposal concerns policies used to establish who can serve on evaluation and renewal committees for term faculty. The proposal is that the same policy for



choosing committee members should be used for P&T committees and for advancement committees.

Senator Johnson asked whether this policy makes term professors eligible to serve on P&T committees.

Senator Frank said no. Eligibility depends on departmental policies. If the department policy says that only full professors can vote and review P&T cases, then the department shall have the same policy for term faculty advancement.

The motion was adopted without dissension.

#### **7.4. Resolution to Support Student Voting on Election Day [21-20] – Kedrowski**

President Wheeler said that Senator Kedrowski was bringing forward the resolution as it was in the first reading. She called senators' attention to an amendment included in the package of agenda materials, created by members of EB in response to concerns raised at the last FS meeting.

Senator Smiley asked for clarification about which version of the resolution was under consideration. She said that she cannot support the original resolution's final clause. She thinks that there are lots of ways for people to vote. FS should not encourage students to miss class or be tardy in order to vote.

Citing clarification from Parliamentarian Knief, President Wheeler said that the EB version could be moved as an amendment to the resolution.

Senator Freeman moved to amend the resolution on behalf of EB. He said that the amendment addresses concerns raised at FS and EB meetings and tries to find a compromise position, by expressing support for flexible attendance policies. But the new language leaves it up to the individual faculty member to decide how flexible they want to be, without any expectation. The amendment was seconded.

Senator Kedrowski said that she declined to incorporate EB's revision into the resolution, because the resolution is also under consideration in SG and GPSS. She thought it was important to keep the wording as consistent as possible. SG has passed the resolution, and the resolution is on the floor of GPSS. Senator Kedrowski added that she did not think that there was a difference between EB's "support" and her "encourage." She added that the resolution is weak, lacking a mandate or requirement.

Senator Smiley agreed with Senator Kedrowski that there was not a difference between "support" and "encourage" and could not support either version. She said that if either version were to pass, students would expect to be excused. That's how students "roll," she added.

Senator Bennett-George said that she thought better of our students. Senator Bennett-George said that SG and GPSS's moving the resolution through their governments shows their commitment

to civic duty. She expressed support for the resolution as originally written to align with the other governing bodies' resolutions.

By a hand vote, the amendment was lost, although there were several votes in favor.

By a hand vote, the motion was adopted with several dissenting votes.

## **8. New Business**

### **8.1. Name Change: Interdisciplinary Design [21-21] – Bennett-George**

Senator Bennett-George explained that this proposal changes the offering from a primary major to a secondary major. It requires 25-27 credits in the program of study in addition to a primary program of study. This secondary major is available to all students in any major on campus.

No discussion

### **8.2. Incomplete Policy [21-22] – Bennett-George**

Senator Bennett-George explained that this proposal changes how Incomplete grades are administered. Senator Bennett-George said that the paragraph added at the beginning is not new policy, but is taken from the Incomplete Form that students and faculty sign. Second, Senator Bennett-George said that the form is to be retained by another party (e.g., department chair). This would address a situation where the faculty member is separated from the university and no longer able to submit a new grade. Third, the current procedure is that a student who receives an incomplete automatically receives an F for the course if the incomplete is not resolved. This revision would have faculty members submit the grade the student would receive if no further work were completed (likely as a drop-down menu on AccessPlus like the explanation for F grades). Senator Bennett-George said that the Registrar's Office confirmed that they have this capacity. Fourth, Senator Bennett-George said that currently the new grade is not factored into the GPA for the term during which the student received the Incomplete. This revision would retroactively adjust the GPA, just like is currently done for N grade reports.

Senator Padgett Walsh noted if that if the coursework is not completed, zeroes would be entered. Could it still be up to the discretion of the faculty member about what grade is appropriate to assign in that circumstance? Senator Bennett-George thought it would be. She could not imagine anyone digging through the instructor's records to make sure that everything matches up.

### **8.3. B.S. Climate Science [21-23] – Bennett-George**

Senator Bennett-George said that the core of this major is in LAS, but it provides interdisciplinary paths to undergraduate offerings in many other colleges. The proposal package includes letters of support from across campus and colleagues at UI and UNI. Senator Bennett-George said that in Academic Affairs Committee, the question was raised how this major differs from Environmental Studies. The answer is that this is a broader, "whole earth" approach. Senator Bennett-George said that the proposers anticipate that a significant number of students who declare this major will pair it with an Environmental Studies secondary major.

No discussion

**8.4. FH 5.2.2 Inclusion of Innovation and Entrepreneurship in Faculty Review Section [21-24] – Frank**

Senator Frank said that this proposal broadens the list of reviewable areas of position responsibility, adding innovation and entrepreneurship.

Senator Hornbuckle said that he and Professor Hodgson co-chair an FDAR Workgroup to Advance Faculty Scholarship in Extension and Outreach. The group has been considering changes to FH that would better define “scholarship” to better recognize all forms of scholarship so that ISU can best fulfill its mission and retain and recruit excellent faculty. Senator Hornbuckle met with the Governance Council’s Innovative and Entrepreneurship (I&E) workgroup. Both groups have the same goal (viz., recognizing new forms of scholarship), but Senator Hornbuckle said that the I&E Workgroup was farther along and declined his offers to combine efforts. Senator Hornbuckle said that the FDAR workgroup hopes to change FH 5.2.2 in the future, to define scholarship as “scholarly work towards a scholarly product that (1) others can build on, (2) is widely shared, and (3) subject to peer review, regardless of whether this work originates in traditional research, extension, or innovation and entrepreneurship.” With that being said, Senator Hornbuckle said that his workgroup supports the spirit of these proposed changes to FH and he will vote in support of these changes.

Senator Kedrowski thought the proposal was a really good idea. She asked why sometimes “innovation” was omitted (e.g., in professional practice). It seems that it’s possible to have work in innovation and entrepreneurship in professional practice. And why were neither included under institutional service?

Senator Frank welcomed the suggestion to include innovation. Professor Reecy said that it was an oversight to omit innovation and extension under institutional service.

Other senators, including Senator Gomes and Senator Luz, asked about teaching. Senator Luz said that there was enormous innovation in teaching and academic activities when the pandemic struck. She thought that it would be appropriate to put “innovation” and “entrepreneurship” in all the areas of position responsibility.

Senator Freeman said that this proposal concerns the FH section on scholarship. Scholarship of teaching is not part of teaching responsibility. If there is innovation in teaching and that innovation is shared and made public, that would fall under research. Senator Freeman thought the same point holds for extension scholarship. And so, Senator Freeman thought the revisions were fine. Senator Freeman pointed out that a lot of the red changes appeared in the section concerning scholarship, not position responsibility in general.

Senator Kedrowski said that she had misspoken. Her concern was not with FH 5.2.2.2, but with the part concerning annual reviews (FH 5.1.1.2), where the same language appears. She thought that there it would be best to express that we want to recognize and reward innovation and entrepreneurship in all areas of faculty review.

Professor Reecy replied that that section was written the way it was to be consistent through FH.

Senator Kedrowski replied that she thought that it needs to be corrected throughout FH.

Senator Winer said that he was concerned about the last red sentence in proposed FH 5.2.2.2.1. Having chaired difficult PRS mediation committees, Senator Winer thought that the generality of the sentence – defining innovation as “renewing, changing or creating more effective processes, products or ways of doing things” – would invite disputes. He thought the language needed to be more specific.

Senator Smiley thought that the variety of concerns raised indicated that this proposal was not ready and needed clarification.

President Wheeler observed that this is a first reading and that there is opportunity to improve it.

**9. Good of the Order**

None

**10. Adjournment**

The meeting adjourned at 5:12 p.m.

Respectfully submitted, April 21, 2022,  
Annemarie Butler  
Faculty Senate Secretary

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**NEXT MEETING: Tuesday, May 3, 2022 – 3:30 p.m. - Sun Room, Memorial Union**