



IOWA STATE UNIVERSITY
Faculty Senate

23/M/2

IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
OCTOBER 10, 2023 – 3:30–5:00 P.M.
SUNROOM, MEMORIAL UNION

Present: Bagley, R.; Bardhan, R.; Behnken, B.; Bennett-George, S.; Bhattacharyya, R.; Bigelow, T.; Blankenship, K.; Bolser, K.; Butler, A.; Cho, M.; Cho, Y.; Cook, K.; Cordoba, J.; Cowan, A.; Cunnally, J.; Deam, D.; Denizel, M.; Dewell, G.; Faber, C.; Fleming, C.; Frank, M.; Freeman, S.; Gillette, M.; Janvrin, D.; Jia, Y.; Kedrowski, K.; Kovnir, K.; Lavrov, D.; LeSar, R.; Li, Q.; Lonergan, E.; Mao, H.; Martin, M.; McGrail, M.; Mellata, M.; Munkvold, G.; Nair, A.; Oberhauser, A.; Olsen, M.; Parsa, R.; Perkins, J.; Peters, D.; Pistolesi, S.; Pittoni, P.; Robertson, A.; Schieltz, J.; Schmitz-Esser, S.; Schrier, T.; Smalley, S.; Smiley, A.; Smith, D.; Stacy-Bates, K.; Wallace, R.; Wang, Q.; Wheeler, A.; Wilgenbusch, E.; Wood, A.; Wu, H.; Xiang, C.; Zarechnyy, O.; Zerbib, S.

Absent: Armstrong, P.; Cutrona, C.; Daniels, T.; Day, C.; Day, T.; Hanson, V.; Holtkamp, D.; Hornbuckle, B.; Obbink, M.; Poplin, A.; Prabhu, G.; Rosentrater, K.; Schaal, M.; Segner, A.; Shin, Y.; Svec, C.; Townsend, T.; Vary, J.; Zenti, S.

Substitutes: Bellaire, B. for Davis, R.; Behnken, B. for Griffiths, P.; Tsai, K. for Reddy-Best, K.

Guests: Wickert, J. (Provost); Bratsch-Prince, D. (Assoc. Provost); VanDerZanden, A. (Assoc. Provost); Jordan, T. (Asst. Provost); Knief, A. (Parliamentarian); Budlong, J. (Univ. Relations); Cecil, A. (SG); Franz, K. (GEAT Chair); Paschke, T. (AVC); Wyckoff, S. (ISU Daily).

1. Call to Order

The meeting was called to order by President-Elect Sarah Bennett-George at 3:32 p.m.

- a. Seating of Substitute Senators - As listed above, three substitute senators were seated.

2. Consent Agenda

- a. FS Agenda October 10, 2023 – [23/A/2]
- b. FS Minutes September 12, 2023 – [23/M/1]
- c. FS Docket Calendar – [23/C/2]

The Consent Agenda was adopted by voice vote, without opposition.

- 3. Special Order: ISU Benefits** – Ed Holland, Director of Benefits and WorkLife
- Mr. Holland reviewed the information that was presented at the recent Town Hall meetings regarding changes in the ISU benefits package; there were approximately 1,200 individuals registered for the on-line town hall sessions, and approximately 340 comments were received, giving valuable feedback to UHR.
 - He noted that ISU operates as a self-funded and self-insured benefits plan regarding employee insurance benefits.
 - Several models of high versus lower deductibles were investigated, and he explained the differences in these and other health savings accounts that have been proposed.
 - He noted that a *tiered* method of paying for health insurance is difficult to administer.
 - Mr. Holland also wanted to clarify that ISU will pay for mental health and substance abuse treatments, as well as counseling sessions.
 - Under the new benefits package the office copay is inclusive; all participants will have out-of-pocket co-pay expenses required to a maximum amount of out-of-pocket cost; after that is reached no further co-pay is necessary.
 - There is a difference between office visit co-pay (\$15/\$20 for HMO) versus an emergency room visit (typically \$125) plus any other eligible co-pay requirements.
 - He then provided answers to several commonly asked questions based upon feedback from the Town Hall meetings. These included topics such as HMO & cost of service plans, meeting the deductible limit before co-insurance begins until the co-pay maximum is met, and specifics involving Flex Account plans (up to \$3,050/year maximum; \$610 can be rolled over if not used within the year).
 - He stressed the importance of all employees taking action during the forthcoming Open Enrollment period between November 1 and November 17.
 - Mr. Holland also reminded senators about the on-line ALEX guidance tool which can assist employees in understanding the available plans and making decisions based on each unique family/spouse situation.
 - He also noted that assistance from the UHR Benefits Office is available to answer specific questions, and appointments can be made with the Benefits office using the on-line “Bookings” web site. He also asked for employees to be patient in that there are several thousand ISU employees and only a small number of UHR Benefits staff.
 - Mr. Holland then answered a few questions asked by senators.

4. Unfinished Business.

President-Elect Parsa presided over the meeting for presentation of the next item:

- a. Name Change: Department of the Earth, Atmosphere, and Climate [23-1] – Bennett-George
- The proposal is to change the name of the Department of Geological and Atmospheric Sciences to the ‘Department of Earth, Atmosphere and Climate’
 - No additional comments were received at this time.
 - The proposal was adopted by voice vote with no opposition.

President Bennett-George resumed presiding over the remaining parts of the meeting.

- b. 1) BFA in Integrated Studio Arts; 2) BA in Art and Design (Art and Culture option – studio art focused); and 3) BA in Art and Design (Visual Culture Studies option – art history focused) [23-2] – Schieltz
 - The is proposal to separate the current major in Integrated Studio Arts into individual degrees: BFA in Art, BA in Studio Art, and BA in Art History, recognizing current focus areas of the current degree.
 - No additional comments were received at this time.
 - The proposal was adopted by voice vote with no opposition.
- c. Out of Term Schedule Change Policy [23-3] – Schieltz
 - The proposed schedule change policy would enable changes of a student’s course schedule outside of the normal allowed change period, and more formally explains how this process would be handled at the Registrar’s office along with the current and future transcript and degree audit systems.
 - No additional comments were received at this time.
 - The proposal was adopted by voice vote with no opposition.
- d. Proposed Bylaw Change Article VI, Section 3 - Academic Affairs Council [23-4] – Frank
 - The proposed amends the Faculty Senate Bylaws, Article 6, Section 3 – Academic Standards and Admissions Committee, to add non-voting members to the committee for better representation from academic advisers.
 - No additional comments were received at this time.
 - The proposal was adopted by voice vote with no opposition.

5. New Business

No New Business included in the meeting agenda, and none received from the floor.

6. Announcements

- a. Faculty Senate President – Bennett-George
 - A Faculty Salary Equity Study Committee has been formed and will examine issues of salary equity for gender and under-represented groups.
 - Several senate leaders met with the Board of Regents DEI Committee on September 27th at the University of Iowa. These groups represented each institution’s faculty and gave a brief presentation to the DEI committee members but received no feedback following their presentations. Additional information from the regents on the committee about the DEI review process or information provided by the institutions was not provided.
 - Implementation plans for having Workday Student “go live” on March 24th are proceeding; a group of 400 trial users of Workday Student have been solicited and will be “stress testing” the system before it becomes active to evaluate its capacity and detect problems in advance of the March 24th operational date. There will be a presentation on Workday Student given to the Faculty Senate at a future meeting by University CIO K. Constant and Prof. S. Mickelson.

- President Bennet-George then took questions from senators that included:
 - Sen. Butler asking for a response to the “Call to Action” petition regarding salary policy that was signed by ca. 1,100 employees, and the under-representation in decision-making bodies related to salary.
 - Sen. Wood asking for clarification that some departments have been asked to remove DEI-related content from their web sites

- b. Faculty Senate President-Elect – Parsa
 - President-Elect Parsa made further comments about the meeting with the Board of Regents DEI committee, and noted that the public feedback survey was not properly done, and has limits to its usefulness as far as determining any statistical value.
 - The Faculty Senate Spring Symposium will have a theme of ‘Artificial Intelligence in Research and Teaching’ and will incorporate several different speakers and break-out sessions. It will likely be held in March 2024 in the Memorial Union. He seeks suggestions for AI topics, experts in the field, or other possible speakers that can be contacted. More information will be provided in the future as the symposium activities and participants develop.

- c. Senior Vice President and Provost – Wickert
 - The Provost was expected to arrive at the meeting late, and his announcements were deferred to a later time in the meeting.

- d. P&S Council – No report
- e. Student Government
 - Alex Cecil reported that ISU Student Government is attempting to establish better communications with the Student Government organizations at the University of Iowa and the University of Northern Iowa and discuss shared concerns and develop mutual support on student-related matters.
- f. Graduate and Professional Student Senate – No report

Provost Wickert arrived at the meeting and gave his announcements at this time.

- 6c. Senior Vice President and Provost – Wickert
 - The Provost wanted to announce the dedication of the new Frederick Douglas Patterson Hall on the campus of the College of Veterinary Medicine. It was named after a 1923 graduate of the CVM, and the new building will serve as the “academic core” of the Vet Med campus.
 - He announced that they are making progress on searches for the new LAS dean and for the new director of the Ames Laboratory.
 - The Board of Regents met on the campus of the University of Iowa on September 27th; the Board approved two line-items regarding budget: one being the new Veterinary Diagnostic Laboratory supplemental funding, and the other being funding for the Agricultural Experiment Station, in addition to approving the

General Fund request. Iowa State University also received formal permission to demolish LeBaron Hall and continue with its replacement construction.

- The next Board of Regents meeting will be held at the University of Northern Iowa on November 15th and 16th.
- The Provost highlighted a recent \$14M NSF grant to design the next generation laboratory simulator for forecasting and studying severe weather events and noted its highly impactful and collaborative nature of this proposal. He expressed appreciation to those involved with submitting and working and submitting the proposal which he described as having “great planning”.
- He then took questions from senators:

Sen. Butler asked several questions about salary, budget, and related questions having to do with the distribution of a ca. 3% salary increase *on average* within each department. She asked if a new budget committee could be created to have more involvement with institutional distribution of funds and be more transparent; it was stated that the President would not approve such a committee. The Provost provided some explanation about the forthcoming distribution of the discretionary 3% increase, and also noted that the changes in benefits program falls on the central administration to assure that the overall benefits program for all employees is financially stable and administered in a responsible fashion.

Sen. Bigelow noted that it is likely some department chairs are better than others at distributing the overall 3% increase in departmental budgets for merit/performance-based differential salary increases.

Sen. Lavrov asked how the lives of faculty can be improved in other ways beyond salary increases if funds were not available for that form of compensation. The Provost responded saying that COACHE Survey data can be used to identify areas of satisfaction and dissatisfaction for both Tenured/Tenure-Eligible and Term faculty to possibly add other life-improving aspects for faculty.

7. Good of the Order

None received.

8. Adjournment

- The meeting was adjourned at approximately 4:54 pm

Respectfully submitted,

Robert S. Wallace, Secretary - ISU Faculty Senate
