

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
APRIL 23, 2019 – 3:30–5:00 P.M.
SUN ROOM, MEMORIAL UNION**

Present: Al Shihabi, D.; Anderson, M.; Andreasen, C.; Armstrong, P.; Behnken, B.; Beitz, D.; Beresnev, I.; Bigelow, T.; Boyles, J.; Braun, S.; Butler, A.; Campbell, C.; Cantor, D.; Chilcott, T.; Cook, K.L.; Cowan, A.; Davis, R.; Day, T.; Dekkers, J.; Delate, K.; Dollisso, A.; Ekkekakis, P.; Evans, J.; Faber, C.; Freeman, S.; Gassmann, A.; Gomes, C.; Gudmunson, C.; Hanson, V.; Karpova, E.; Kreider, B.; Lonergan, E.; Mackiewicz, J.; Martin, P.; Martin, R.; Meissner, C.; Munkvold, G.; Padgett-Walsh, C.; Pellack, L.; Perkins, J.; Peterson, D.; Rayburn, C.; Roe, K.; Rosa, J.; Royston, N.; Ryan, S.; Schneider, I.; Schwab, C.; Seeger, C.; Sponseller, B.; Sturm, J.; Tener, J.; Wallace, R.; Winer, E.; Wu, H.; Zaffarano, B.; Zarecor, K.

Absent: Bain, C.; Borich, T.; Bugeja, M.; Cliber, J.; Cochran, E.; Friedel, J.; Herrnsstadt, S.; Holland, B.; Johnson, D.; Kimber, M.; Kusow, A.; Monroe, J.; Muench, J.; O'Connor, A.; Rajan, H.; Schrier, T.; Williams, C.; Winter, A.; Zimmerman, J.

Substitutes: S. Rodermel for Howell, S.; J. Lathrop for Lutz, R.; D. Johnson for Montabon, F.; J. Beard for Parsa, Rahul; E. McNeill for Schalinske, K.; B. Hartzler for Westgate, M.; M. Muecke for Wheeler, A.;

Guests: Wickert, J. (SVPP); VanDerZanden, A.M. (Assoc. Prov.); Budlong, J. (University Relations); Rippke, S. (Parliamentarian); Clingan-Fischer, D. (Ombudsperson); Bries, A. (GPSS)

I. Call to Order

A. Seating of Substitute Senators

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

II. Consent Agenda

A. Minutes of Faculty Senate Meeting – April 9, 2019 - [S18/M/8]

B. Agenda for April 23, 2019 - [S18/A/9]

C. Docket Calendar – [S18/C/9]

Senator Perkins moved to accept the consent agenda. Senator Freeman seconded. The motion was adopted.

III. Special Order: FS Council Chair Elections

Senator Freeman moved to accept by unanimous acclamation. Senator Claire Andreasen was elected chair of FDAR, and Past President Tim Day was elected chair of J&A Council.

IV. Special Order: Workcyte/Workday Update – David Cantor and Jo Ann Powell-Coffman

Five faculty forums have taken place, including a research-focused faculty forum about how WorkCyte and Improved Service Delivery (ISD) interface with sponsored research. Overall, approximately 500 faculty members attended the forums. There are 181 faculty members involved in User Acceptance Training (UAT).

A number of programs are in place or in development to help faculty and staff transition to ISD and Workday. There are service team representatives. Classes will begin on April 29, and people can register through Learn@ISU. There is instructor-led training, designed for specialists, chairs, and deans who will need to use the system a lot. There is computer-based training (e.g. Introduction to Workday and Employee Self-Service), which is recommended for ordinary faculty users. There are “Job Aids,” which are short how-tos. User Labs will be available. And there is a plan to later offer “Service Now,” which will provide a way to track requests for help.

There is a website for WorkCyte (www.workcyte.iastate.edu/faculty). It includes electronic handouts from the faculty forums. Questions or comments may be sent to Workcyte_change@iastate.edu, which connects straight to the change management team.

Senator Bigelow said that he has received different answers to the following question. Will faculty load increase as more administrative tasks (e.g., for health benefits, travel reimbursement) are offloaded on faculty? For example: currently, faculty members in his department do not need to fill out expense reports; they just need to turn in receipts and support staff complete the expense report. Jo Ann Powell-Coffman replied that Interim VP Constant said that something has gone wrong with ISD if faculty end up doing more work, and the process will need to be revised. However, some faculty will appreciate the opportunity to complete their own expense reports, because that will expedite processing and reimbursement. However, faculty should still be able to take receipts to a specialist to complete an expense report.

Senator Beresnev asked whether AccessPlus will continue to be available after July 1, for example for undergraduate advising functions. Jo Ann Powell-Coffman said that only HR and Finance processes will move to Workday on July 1. AccessPlus will continue to be the student management system. She has not heard whether any decision has been made about the timeline for moving the student management system.

President Martin asked whether early adopters have discovered any problems. Jo Ann Powell-Coffman said that there were two hitches discovered and quickly fixed. Overall, users have reported that computer-based training has gone well.

V. Special Order: Annual Promotion and Tenure Report – Jonathan Wickert, SVPP

This year, a total of 76 cases for promotion were forwarded to the Provost’s Office:

- Promotion to Professor (already tenured): 36-0
- Promotion to Associate Professor with Tenure: 33-6
- Tenure to Associate Professor: 1-0
- Total: 70-6 (92% approval rate)

These numbers do not include cases that were withdrawn or denied prior to being forwarded to the Provost’s Office.

Broken down by demographics (males listed first, females listed second):

Ethnic group	Reviewed (male, female)		Granted (male, female)	
White, non-Hispanic	33	24	31	22
Black, African-American	0	0	0	0
Asian	10	6	10	5
American Indian	0	0	0	0
Latinx	3	0	2	0
Native Hawaiian or other Pacific Islander	0	0	0	0
Total	46	30	43	27

There were 78 post-tenure reviews conducted. 75 of those (96%) were evaluated as meeting expectations; 3 (4%) were evaluated as below expectations, and action plans have been implemented. This accords with past years:

Fiscal Year	FY15	FY16	FY17	FY18	FY19
Total number of PTRs	87	65	67	80	78
Below Expectations	2 (2%)	5 (7%)	5 (7%)	5 (6%)	3 (4%)

Provost Wickert complimented FS efforts to create fair FH policies, designed to foster improvement. He said that our process positions ISU administrators well to respond to criticisms about tenure in the state.

In general, Provost Wickert said that department and college P&T committees take their work seriously, as do department chairs and deans. The cases present an argument for promotion and do not simply list accomplishments. Faculty members who have encountered problems have been directed to resources on campus that enabled them to overcome those problems. Training and development efforts have paid off. There is evidence of clear communication about expectations. For example, some departments in LAS are creating “exemplar cases” of P&T dossiers (the Provost’s Office also have examples of successful dossiers); other departments are establishing “gold standards.” Provost Wickert encourages other departments to develop these. He complimented the shared process and the decisions we have made about the P&T process.

Second, Provost Wickert recommended that FS, departments, and colleges should think about the “scholar of the future” and how the P&T process contributes to developing such scholars. For example, what kind of environment will the scholar team in? The scholar will likely publish in open access journals. How will scholarly contributions, such as intellectual property or technology transfer, count?

Senator Rosa was pleased to see the retention rates for women and faculty of color. However, he noted that several ethnic groups have zero faculty recommended for promotion. He recommended expanding the report to include the demographics and number of people from the initial cohort hired. This will help us to discover whether there is a problem retaining faculty four or more years out for promotion. Sometimes, faculty are recruited elsewhere, and sometimes they do not receive the mentoring or other support they need. Provost Wickert thanked Senator Rosa for his comment.

Senator Padgett Walsh asked whether there were data about advancement of term faculty. Provost Wickert replied that there are data, but they were not prepared for this presentation. (Senator Freeman noted that the advancement presentation usually happens in the fall.) President Martin suggested that the two presentations could be combined. Provost Wickert seemed receptive to the suggestion.

President Martin asked whether any candidates in the demographic categories with zeroes were denied promotion. Provost Wickert replied that for many years there are none or a small number of people in those categories. In order to increase the numbers, we have to hire faculty in those categories. This depends on graduate student populations, post-doc populations, and hiring pools. The colleges do not report to the Provost’s Office how many candidates were considered but not forwarded; the colleges simply forward the recommended cases.

VI. Unfinished Business

A. Master of Athletic Training [S18-20] - Wheeler

Senator Beitz presented the proposal in Senator Wheeler’s absence. No comments. The motion was adopted.

B. FH 10.5 Disruption in the Learning Environment [S18-21] – Sponseller

Senator Sponseller summarized some changes in the proposal.

Senator Butler moved to amend the first sentence in FH 10.5.1.3: “At the discretion of the instructor, disruptive conduct includes a single serious incident or persistent conduct that unreasonably interrupts, impedes, obstructs, and/or interferes with the educational process.” Senator Wallace seconded. The motion was adopted.

Senator Braun raised a concern from his department about the accompanying document. They were concerned that the rigidi language (“faculty will...”) turns faculty from mentors into disciplinarians, making the classroom environment acrimonious. Furthermore, it is possible for students to appeal any disciplinary action, which would

take more time away from teaching. He recommended that the accompanying document undergo serious reconsideration and revision. Senator Sponseller replied that the current vote concerns the policy only, not the accompanying document. Furthermore, he added that the faculty member has the discretion of whether to take action or not. Senator Braun replied that once a faculty member has decided to act, the procedure does not allow flexibility – the instructor “will do” X, Y, and Z. Senator Freeman replied that if the steps were required, they would need to be incorporated into FH. Instead, the accompanying document simply describes options available to faculty, thereby providing guidance, not requirements.

Senator Beresnev asked about the third bullet point: “The use of technology, such as cell phones, computers, or other devices, without instructor permission, particularly in uses unrelated to course content.” Although it is technically correct that the instructor has the authority to prohibit unauthorized use, realistically, it is unenforceable, especially in large enrollment classes. He can state the prohibition at the start of class and on the syllabus, but students quickly realize that they can do whatever they want. Senator Sponseller agreed that there may be some cases where it is unenforceable. However, for example, in clinical settings, where sterility is important, the rule can be enforced. President-Elect Sturm said that once use of technology disrupts the instructor’s train of thought or model of teaching, it merits response.

Referring to another bullet point, Senator Tener asked whether sleeping counts as disruptive behavior only if the student snores. Senator Sponseller replied that the bullet points provide examples of disruptive behavior, because faculty asked for greater guidance. This proposal provides clearer FH language that faculty can incorporate in their syllabi or announce in class.

The motion was adopted with two dissenting votes.

VII. New Business

None

VIII. Announcements and Remarks

A. Faculty Senate President

President Martin expressed hope that ISU can become a “fully functioning university.” Citing an article by Tom Bourner (“The Fully Functioning University,” *Higher Education Review* [2008] 40.2: 3-23), a fully functioning university has three equally important goals: the higher education of students; the advancement of knowledge; and service to those outside the walls of the university. The university cannot fully function if it must subordinate two of the goals to the third.

President Martin said that students’ years at ISU are among the most formative; they are years that will determine their futures in various roles: as employers and employees; as parents; and as well-educated, well-round citizens. ISU should provide students with meaningful experiences, enabling them to be great in their areas of concentration, but

also to lead lives with high principles, values, and compassion. The Morrill Act specifically mentions the importance of scientific and classical studies, merging both practical and liberal education.

Too many faculty are engaged in duties that distract from their being fully immersed in their fields of work. The university should allow faculty to follow their own lead and afford them time to pursue new science. The university should connect us with the broader community outside of campus; as a land grant university, we must seek opportunities to engage directly with others outside of the walls of the university.

The campus climate of a fully functioning university supports everybody in the community, and everyone plays an important part. The climate creates and promotes civility without restricting free speech. The university develops and follows guidelines and practices against bullying. The university increases access to high quality childcare. The climate enhances departmental interaction among colleagues, and strives to be inclusive. We would recognize faculty for their hard work. Our work towards fostering this climate is not yet done.

In his remarks to BOR about FY20 salary policy, President Martin expressed concern that ISU's faculty salaries continue to rank second worst among our peers. ISU trails by more than \$40K from the top universities in our peer group. Last year there was a 1% salary increase, and the year before that, there was no increase. The accumulated effect is having a toll on faculty morale. But it's not just about the money. The dearth of salary increases communicates that faculty are not appreciated and not a priority at the university or with BOR. Some excellent faculty are leaving: we have witnessed high numbers of resignations in the past two years. Of those who left, 44% said that their new positions offered higher pay. Because we are near the bottom of the pay scale, we cannot attract the best candidates to join us. This places our status as a fully functioning university at risk.

To keep the best faculty at ISU, we must do everything we can to keep a diverse group of faculty. This includes striving for equitable salaries across all groups: gender, race, ethnicity, disability, and age. FS is in the process of conducting a salary equity study. In the meantime, other groups have issued reports. The latest salary report from AAUP showed that women were paid 82% of men's salaries in 2018-19. At IUS, women at the rank of associate professor were paid 88.8% of the men's salaries at the same rank (a difference of \$11,189 each year). AAUP acknowledges that this difference is due to an unequal distribution of employment of men and women in terms of disciplines and faculty rank. But, President Martin stressed, deeper inequities create gender and ethnicity gaps. When fewer women are hired in STEM fields, when fewer black and Latinx faculty are promoted, and when fewer white men are hired in the humanities and social sciences, this creates inequities. And the issue doesn't simply concern money. As FS President, President Martin heard reports from women faculty who said that they are not recognized or valued for their contributions. Often, women faculty are more productive than their peers and deserve more compensation, not merely equal pay. Ethnically underrepresented

groups report that they do not feel welcomed. Older productive faculty are often pushed to the sidelines. President Martin called upon ISU to strive to be fair and equitable to all faculty who contribute to the mission. A fully functioning university admits, recognizes, and adjust inequities.

A fully functioning university emphasizes the importance not just of STEM fields, but also embraces the social and behavioral sciences, as well as the arts and humanities. A fully functioning university is not merely a school or science and technology. A fully functioning university strikes a balance.

President Martin posted a list of the seventeen challenges of the 21st century, from James Martin's *The Meaning of the 21st Century: A Vital Blueprint for Ensuring Our Future* (http://www.elon.edu/docs/e-web/predictions/17_Great_Challenges.pdf). We need more interdisciplinary work to become leaders and educate leaders to address these challenges. ISU's faculty are ready for these challenges. President Martin hopes that FS will innovate to help promote and secure ISU's land grant future: providing higher education, advancing knowledge, and provide service outside the walls of the university.

B. Faculty Senate President-Elect

None

C. Senior Vice President and Provost

BOR Meeting

Tuition discussions have been tabled until more is known about state appropriations. When the Iowa legislature decides, BOR will have a first reading via telephonic meeting in May. The second reading and vote will take place at the June 4-6 meeting. BOR has said that the tuition band will be between 3 and 5% for undergraduate resident students. Universities will be able to set other rates.

The MS program in Events Management was formally approved. P&T recommendations were on the docket for approval, but did not happen at the April meeting. They will be voted upon at the next BOR meeting. When the approval happens, Provost Wickert will issue electronic letters of notification to candidates. He regretted the delay.

Workday Transition Issues

All faculty will receive an e-mail memorandum issued jointly from Provost Wickert and FS President Martin. This will provide important information for B-base faculty. First, faculty who expect summer salary will need to notify their department administration by May 16 in order to get on June payroll. Second, there is information about how summer benefits deductions will happen with Workday for faculty who are paid over 9 months, and provide information for opting to be paid over 12 months instead of 9 months.

D. P&S Council

None

E. SG

None

F. GPSS

Amanda Bries highlighted achievements over the past year, including improving resources for graduate and professional students. She thanked faculty, the Provost's Office, and the Graduate College for support.

Bries and GPSS President Chaudhry attended BOR breakfast meetings. When BOR meetings are hosted on campus, student representatives provide tours of research sites, projects, and renovations, in order to provide background and context for BOR decision-making about funding and allocations.

In April, GPSS hosted both the second annual Graduate Student Wellness Week and sixth annual Graduate and Professional Student Research Conference with over 120 student presenters. Bries thanked faculty judges and attendees.

The next GPSS executive team will be headed by Eleanor Field (Entomology) and Marcus Jansen (Horticulture).

IX. Good of the Order

Senator Wallace announced the May 4th performance by the Central Iowa Symphony in the Ames Auditorium. President-Elect Strum will perform Beethoven's Violin Concerto in D Major, Op. 61. President Martin added that President-Elect Sturm will be supported by Beth Martin as second violinist.

X. Adjournment

The meeting adjourned at 4:46 p.m.

NEXT MEETING TUESDAY, MAY 7, 2019 – 3:30-5:00 P.M., SUN ROOM, MU

Respectfully submitted April 30, 2019,

Annemarie Butler
Faculty Senate Secretary