

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
APRIL 4, 2017 – 3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION**

Present: Andreasen, C.; Bain, C.; Beitz, D.; Beresnev, I.; Bhattacharya, J.; Bigelow, T.; Borich, T.; Bowler, N.; Boyles, J.; Brown, J.; Burke, B.; Butler, A.; Cantor, D.; Cornick, N.; Delate, K.; Derrick, T.; Dilla, W.; Dollisso, A.; Evans, J.; Freeman, S.; Gassmann, A.; Hanson, V.; Jackson, R.; Kimber, M.; King, D.; Krier, D.; Looney, M.; Luecke, G.; Martin, P.; Martin, R.; Monroe, J.; Montabon, F.; Muench, J.; Niemi, J.; Ockey, G.; Padgett-Walsh, C.; Pellack, L.; Phye, G.; Rajan, H.; Roe, K.; Russell, D.; Sanders, E.; Schaefer, V.; Schwab, C.; Seeger, C.; Sponseller, B.; Stone, L.; Sturges, L.; Sturm, J.; Taylor, E.; Tener, J.; Waggoner, K.; Wallace, R.; Weber, E.; Winter, A.; Zarecor, K.

Absent: Braun, S.; Burras, L.; Cochran, E.; Day, T.; Essner, J.; Faber, C.; Godbey, E.; Hartzler, B.; Herrstadt, S.; Hill, J.; Kim, S.; Naegele, D.; Post, C.; O'Connor, A.; Owen, M.; Royston, N.; Ryan, S.; Tian, J.; van der Valk, A.; Wang, Q.; Williams, C.; Zaffarano, B.; D. Linhares for Zimmerman, J.

Substitutes: K. Stalder for Dekkers, J.; S. Hendrich for Fiore, A.M.; V. Dark for Guyll, M.; G. Beattie for Munkvold, G.

Guests: Wickert, J. (SVPP); Bratsch-Prince, D. (Assoc. Provost); Holger, D. (Assoc. Provost); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Johnson, C. (P&S Council); Roberson, R. (ISU Daily); Belding, M. (GPSS); Selby, M. (MSE).

I. Call to Order

A. Seating of Substitute Senators

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

II. Consent Agenda

A. Minutes of Faculty Senate Meeting – March 7, 2017 - [S16/M/7]

B. Agenda for – April 4, 2017 [S16/A/8]

C. Docket Calendar – [S16/C/8]

Past President Wallace moved to accept the consent agenda, and Senator Butler seconded. The motion passed without dissension.

III. Special Order: Election of Council Chairs

No new nominations came from the floor. Senator Claire Andreasen was elected chair of FDAR Council; Senator Carol Faber was elected chair of J&A Council; Senator Jamie Brown was elected chair of RPA Council.

IV. Special Order: Open Access Resolution [S16-24]

Senator Beresnev pointed out that certain presses (e.g. Elsevier and Springer) charge upwards of \$3,000 per paper for online access. Authors who do not want to contribute those fees are required to sign a copyright agreement. Archiving is permitted only after twelve months after publication. For other journals, an open access fee is mandatory. Senator Beresnev thought that any push for open access publishing needs financial support for authors. Senator Luppke raised similar concerns.

Senator Beresnev also pointed out that the resolution does not define “opt out” or “gold open access.” Although these terms are defined in the accompanying FAQ, only the resolution will be published on the FS website. So it would be appropriate to define these terms in the resolution. President Sturm agreed to put a footnote in the resolution defining “gold open access.”

President Sturm added that the administration is aware of the costs associated with open access publication. He is continuing to work with the administration, University Counsel, and the library to help determine how best to address this problem. He also emphasized that the resolution says that open access publications “offset” the costs of traditional journal publication. It does not “diminish” the cost. This policy does not address questions concerning assignment of copyright. Perhaps the right policy will have the author assign copyright to the university, and the university will then assign the copyright back to the author. President Sturm continues to discuss this matter with University Counsel and the administration.

President Sturm added that this resolution does not require faculty to publish in gold open access journals. It encourages them to do so. But faculty should consider which journals are best for their discipline. In some disciplines, there is no good open access journal. Faculty members should work with their subject librarians to determine whether there are any good open access journals. And then faculty should decide for themselves where they should publish. This resolution would require faculty to submit their works to the ISU Digital Repository. Not submitting would require faculty to “opt out.”

Senator Gassmann asked how to get a journal to agree to a non-exclusive license. President Sturm replied that some journals have an embargo period (typically 12 months) after which they hand over the copyright to the author. Harrison Inefuku (from the ISU Digital Repository) has said that 95% of journals permit digital archiving of articles that have been printed or are about to print. This resolution would ensure that a peer-reviewed version of the article (whether or not it is in the final print-ready format) is uploaded to the Digital Repository.

Senator Krier attested to the increased visibility of his work after he uploaded articles to the Digital Repository.

Senator Evans expressed concern about low-caliber and predatory open access journals. Given the differences for different disciplines, individual faculty are in the best position to

judge for themselves whether it is appropriate to publish in an open access journal. How can FS vote on this resolution? President Sturm replied that FS represents the faculty.

The resolution passed, 32-15. President Sturm vowed to do his level best to work with the administration and faculty to make sure that nothing is done that would make faculty uncomfortable with open access.

V. Special Order: NTE Task Force – Dawn Bratsch-Prince and Rob Wallace

Associate Provost Bratsch-Prince said that ISU would like to better support NTE faculty and acknowledge the important role in ISU's teaching and research mission. The task force (NTE TF) examined ISU's policies, processes, and identified areas for improvement. The task force collected survey results from NTE faculty, chairs, and deans, with response rates greater than 60% for each group.

NTE TF discovered that position responsibilities for NTE faculty vary widely. Sometimes, activities beyond the PRS are documented in the PRS, but sometimes not. Policies and processes related to contract renewal and advancement are not consistently communicated or applied. Increased mentoring and professional development is needed. NTE TF said that there needs to be clarification about NTE faculty's role in faculty governance. They recommended establishing a more robust career ladder that recognizes expertise and professional experience. Deans and chairs identified a need for greater recognition of NTE faculty work and accomplishments.

Since 2013, there have been a variety of improvements: clarified process of advancement; standardized and increased salary increment for NTE advancement; templates for applications for advancement; new faculty orientation includes NTE faculty; the establishment of the clinical professor track. Also a by-hand review of all NTE contracts was conducted. This review revealed an overreliance on single year contracts. The Provost's Office has urged more multi-year contracts. Single year contracts are the exception.

The NTE TF recommends changing "non-tenure eligible" to something more positive. They propose "specialized" faculty. NTE TF recommended adding a third lecturer rank, "Principal Lecturer." NTE TF recommends creating "Teaching Professor" and "Professor of Practice" tracks, and revising the current "Research Professor" and "Adjunct Professor" tracks.

The NTE TF report is available on the FS website. Currently the group seeks faculty input. Then the group will work with Governance Council to develop specific proposals. There is no firm date by which the new appointment titles will become available.

Senator Tener asked whether the faculty input collected will be publicly shared. Past President Wallace said that he has received twelve comments so far. The comments will be synthesized into a file to use and evaluate midstream corrections of the proposal.

Senator Cantor asked whether someone who has multiple years of industry experience must be hired at the rank of assistant. Past President Wallace replied that under the current proposal, just as now, faculty can be brought in at any rank. A case would have to be made for a higher rank.

Senator Bigelow observe that someone with the title of adjunct can perform any range of tasks, including teaching, research, outreach and extension, or practice. Why not make all of the titles adjunct and let the PRS define the individual's responsibilities? Past President Wallace responded that he did not have a good reply. NTE TF was looking for a level of precision in titles, to describe the faculty member's particular emphasis.

VI. Announcements and Remarks

A. Faculty Senate President

Interim ISU President

President Sturm said that Interim ISU President Ben Allen contacted him. He will be arriving on campus after the end of the term. President Sturm read a statement he wrote:

“I look forward to the transition process that will continue the strengths the past administration brought to our campus, keep ISU strong in its mission and vision, and pave the way for new successes to arise once the next full time president is in place. Faculty at ISU expect to be deeply involved in the search for our next president.

“During the interim period, we need also to focus not on past issues but on the present and on ensuring our voice is integral to determining our future.

“I ask my colleagues to help make the forthcoming interim phase and beyond successful through their commitment to proactive faculty leadership, and to shared governance.”

Budget and Salary Update

President Sturm reported that the outlook for state funding is bleaker. BOR promised \$592.2 million in 2016 and \$601.5 million for 2017. The state cuts take the funding down to \$580.7 million. President Sturm provided slides comparing salaries at ISU to industry salaries. He observed that when the state legislature continuously takes funding away from universities, it hampers faculty from providing the best education to the students, and puts us in an untenable position going forward.

President Sturm said that it costs ISU \$3.85 million for every 1% raise in faculty salary. In the current budget environment, the entire budget surplus would be consumed with a 1% raise. In the coming months, faculty will work with administration to set budget priorities. Do we prefer across-the-board salary raises or do we want to continue to hire new faculty to help with our large enrollments? Should we pursue classroom renovations? It is not clear that we can afford more than one of these.

Employers/Employee health costs

Adding to the previous topic, President Sturm observed that ISU employee benefits continue to be very good. On average, ISU pays 91 cents of every premium dollar spent. There was no increase in premium costs from plan years 2014 to 2017. This ranks ISU

among the very highest of our peer groups (Big 12 universities and land grant universities) and speaks to the phenomenal work by the Benefits staff.

Financial Literacy Course Update

BOR wanted to mandate that faculty teach a financial literacy course. Faculty pushed back against the unfunded mandate. In the meantime, Tahira Hira oversaw a pilot program using materials in a modular CashCourse administered online. This involved no extra faculty work and was not awarded academic credit. Participating students ranks the modules highly. Each of the four modules takes about 30 minutes to complete. Students reported that their confidence in financial literacy increased after taking the course. The cost for 2017-2018 is \$41,000, most of which pays for a Master's Graduate Assistant to coordinate the course.

B. Faculty Senate President-Elect

None

C. Senior Vice President and Provost

Provost Wickert announced that Dean John Lawrence was appointed Interim VP for Extension and Outreach and Dr. Pat Halbur was appointed Interim Dean of the College of Veterinary Medicine.

Media Scrutiny of WLC Class Assignment

A lecturer in WLC, who teaches a course in international studies, asks students to consider an historical event from the standpoint of another culture different from their own. This year, the assignment concerned 9/11, from a non-Western perspective, such as someone sympathetic to Al Qaeda. A student forwarded this assignment to CollegeFix. This site reproduced a picture of the assignment, and objected to academia's liberal bias and failure to respect America. Conservative and alt-right media outlets picked up the story, including Fox News, Washington Times, among others. Criticisms have included that the university is promoting sympathy for terrorists; and the subject is too raw and it is insensitive to give this kind of assignment to students whose friends or relatives may have been killed in the attacks.

Provost Wickert told the lecturer that ISU supports him. This is the type of critical thinking ISU students should be engaged in, particularly in an international studies class.

Provost Wickert talked with Professor Scott Curtis (Commanding Officer of the Navy ROTC program). He said he gives the same assignment in his ROTC class. He pointed to sections of the U.S. Army's Counterinsurgency Field Manual which promote these sorts of analytic skills for defense intelligence and foreign service.

Provost Wickert said that some comments have been extreme. His office replies to all measured statements. Provost Wickert also expressed concern about a possible chilling effect this incident would have on other faculty. Kristin Failor has been talking to Iowa legislators about this matter.

Provost Wickert said that this is an issue FS should think about. The ISU chapter of AAUP is also discussing the matter. Classroom activities are far more public than they have ever been. Something we say or a classroom assignment can very quickly be posted to social media, misinterpreted, and spin out of control. He observed that this phenomenon did not happen one to five years ago.

Associate Provost Holger announced his retirement at the end of June. He has been connected with FS since its very beginning and with Faculty Council prior to that. He was the first FS Academic Affairs Chair and the second FS President.

D. Other (P&S Council; SG; GPSS)

GPSS: Mr. Belding reminded senators that the GPSS Research Conference will take place on April 12. He asked senators to encourage their graduate students to come.

VII. Unfinished Business

A. Masters of Professional Practice in Dietetics [S16-17] – Bigelow

Senator Dark observed that the petition indicates that letters from UI would be attached, but none is. Senator Hendrich replied that UI does not support this masters program. Senator Freeman asked Senator Hendrich to elaborate. Senator Hendrich replied that UI's reasons are not good. She observed that ISU has the largest dietetics internship in the country. The profession is moving towards requiring a masters degree. So the program needs to move in that direction.

Senator Dark asked Provost Wickert whether he would be comfortable presenting the proposal to BOR. Provost Wickert acknowledged that he would. ("It goes with the territory.")

The motion passed without dissension.

B. Communication Proficiency Grade Requirement [S16-18] - Bigelow

In response to a request for data, Senator Bigelow reported that in the time frame of Fall 2014 to Fall 2016, 19,307 students took ENGL 250. Of those 95.9% earned a C or better; 1.3% earned a C-; and 2.8% earned below a C-. There were no further comments. The motion passed with one dissenting vote.

VIII. New Business

A. Minor in Data Science [S16-21] – Bigelow

No questions or comments.

B. Certificate in Data Science [S16-22] – Bigelow

No questions or comments.

C. FH 6.4 Emeritus/a Professor [S16-23] - Sponseller

Senator Tener asked whether this designation is available to full or part time NTE faculty. Senator Sponseller replied that he thought both were eligible.

Senator Bigelow observed that ten or more years of continuous service is required for tenured faculty, but not for others. Why not? Senator Sponseller replied that after ten years, faculty at the rank of professor are automatically given emeritus or emerita status when they retire; for all other ranks, there is a nomination process that requires approval of the chair and dean.

IX. Good of the Order

None

X. Adjournment

The meeting adjourned at 5:00 p.m.

NEXT MEETING TUESDAY, APRIL 18, 2017 -- 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted April 11, 2017,

Annemarie Butler
Faculty Senate Secretary