

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
APRIL 5, 2016 – 3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION**

Present: Ackermann, M.; Arndt, G.; Bain, C.; Bhattacharya, J.; Bigelow, T.; Bowler, N.; Boyles, J.; Burke, B.; Butler, A.; Dekkers, J.; Derrick, T.; Dilla, W.; Dollisso, A.; Evans, J.; Faber, C.; Fei, S.; Fiore, A.M.; Freeman, S.; Gyll, M.; Haddad, M.; Harding, C.; Herrnstadt, S.; Hill, J.; Jackson, R.; Jurenka, R.; Kim, S.; King, D.; Krier, D.; Leigh, P.; Looney, M.; Luecke, G.; Mennecke, B.; Munkvold, G.; Naegele, D.; Niemi, J.; Ockey, G.; Owen, M.; Padgett-Walsh, C.; Paschke, T.; Pellack, L.; Post, C.; Retallick, M.; Roe, K.; Royston, N.; Ryan, S.; Schaefer, V.; Seeger, C.; Selby, M.; Sponseller, B.; Stone, L.; Sturges, L.; Sturm, J.; Suzuki, Y.; Tener, J.; Tian, J.; Wallace, R.; Wang, Q.; Weber, E.; Williams, C.; Winter, A.; Zaffarano, B.

Absent: Amidon, K.; Brown, J.; Cornick, N; Day, T.; Essner, J.; Godbey, E.; Hartzler, B.; Koziel, J.; Manu, A.; Martin, P.; Monroe, J.; Nelson, S.; O'Connor, A.; Rajan, H.; Russell, D.; Sanders, E.; Schalinske, K.; Stevenson, G.; Zarecor, K.

Substitutes: E. Taylor for Biggs, S.; R. Martin for Reddy, M.; T. Jurik for van der Valk, A.; M Shelley for Waggoner, K.

Guests: Wickert, J. (SVPP); Bratsch-Prince, D. (Assoc. Provost); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Lawson, T. (P&S Council); Charlson, T. (ISU Daily); Stewart, R. (VP DI); Kurtenbach, J. (VP IT); VanderZanden, A. (CELT); Cervato, C. (SVPP); Singbush, B. (SG)

I. Call to Order

A. Seating of Substitute Senators

President Wallace called the meeting to order at 3:32 p.m. and seated the substitute senators.

II. Consent Agenda

A. Minutes of Faculty Senate Meeting – March 8, 2016 - [S15/M/7]

B. Agenda for April 5, 2016 – [S15/A/8]

C. Docket Calendar – [S15/C/8]

Senator Butler moved, and President-Elect Sturm seconded. The motion passed without dissension.

III. Special Order: Reginald Stewart, Vice President for Diversity and Inclusion

VP Stewart said that as the first VP for Diversity and Inclusion, he is beginning with a blank slate in terms of office organization and position responsibilities. He is also the Chief Diversity Officer for the university. VPDI and CDO entail different responsibilities. VPDI's responsibilities are forward-looking, conceptualizing new ideas and new strategies. CDO is primarily tasked with compliance with federal regulations and laws. VP Stewart expressed appreciation that ISU expressly created these positions

for their own sake and not in reaction to a campus crisis. This allows ISU to be thoughtful about what we expect from his office.

VP Stewart identified certain reports from which he can draw data about ISU's profile: ISU Diversity Audit & Asset Inventory (2013-14), Status of Women at ISU (2014), and HLC accreditation report (2015). VP Stewart is also mindful of ISU's and BOR's strategic planning.

Senator Paschke asked what the gender wage gap is at ISU and what steps are being taken to close the gap. VP Stewart replied that he did not know, but it is on his radar. A similar conversation is taking place at University of Iowa. He encouraged Senator Paschke to keep raising the subject.

Senator Bigelow asked whether requiring students to use certain common technology (e.g. smartphones) for classwork has implications for students from disadvantaged backgrounds. VP Stewart replied that there are income-based programs available to help students obtain class-related equipment (e.g. laptops, loaner smartphones). But students have to have completed the required paperwork in the financial aid system in order to be identified for these programs.

Senator Bowler asked VP Stewart what he plans for the greatest impact during his first period at ISU. VP Stewart said that he does not have a canned set of programs and initiatives. He is meeting with departments and colleges to develop human-to-human interaction. Creating and facilitating clear lines of communication makes addressing problems and stressors easier. He offered Design's diversity and inclusion program that ensures that different entities in the college talk to each other.

Senator Bhattacharya asked how his success as VPDI will be measured. VP Stewart replied that he will have a performance evaluation with ISU President Leath. But less formally, he noted that the student group with which he regularly interacts has taken to calling him "Dr. Reg," an indicator of the rapport that he has developed.

IV. Special Order: Jim Kurtenbach, Interim Vice President, Information Technology Services

Over the next 14-15 months, ITS will work on collaboration (with CELT and VPR); improvements to ISU's security profile; and improve communication across campus. They will also work on proof of concepts prior to roll out of the student information system (which tracks students from their first interactions with ISU as youngsters, to application, to matriculation and graduation, to alumni); clickers (new vendor likely to be Tophat, whose software will work with smart devices) and expanded electronic testing (and the possible phase out of bubble sheets); and new technologies for classrooms.

ITS is working on improvements to the network by 2020, which will enable compliance with several Data Classification Policy requirements. Network segmentation will provide

greater security. ISU participates in the international consortium, Eduroam, which provides wifi access at participating universities worldwide.

Senator Mennecke asked whether ITS will send phony phishing emails to faculty, staff, and students to see whether recommendations are being followed and assess security. VP Kurtenbach said no. ITS does rely on software for penetration testing of ISU's network. We also have an identity management solution involving multifactor authentication. ITS would like to move away from using historical data (such as email addresses as netids) towards digital IDs.

Senator Mennecke also asked whether faculty has a role in educating students about network security. VP Kurtenbach thought so. ITS continues to discuss ways to use faculty as knowledge-expects to educate students and for students to train and educate other students.

Senator Bigelow asked about the electronic replacement of bubble sheets. He opined that bubble sheets are very cost effective and easy to use. With tablets, there's the cost of the tablet, ensuring that the battery is sufficiently charged, and the student does not damage it. VP Kurtenbach said that the cost comparison had not been conducted. There are long hours processing bubble sheets during finals week, including timely feedback to faculty in the format required to input into gradebooks. The equipment requires special parts that are becoming obsolete. He thought electronic testing would remove ITS from being the delivery service in the middle, so that faculty could control the process better. Students grow up using technology and come to expect electronic delivery of tests. He agreed that training faculty to use the new software would be needed.

Senator Krier reported that he had discovered a significant degree of cheating in a Blackboard administered exam. Students found a variety of ways to share exams, quizzes, and papers. Are there technological solutions, such as a way for faculty or ITS to scrub the net? VP Kurtenbach said that ITS has been discussing this matter with publishers and other universities. He was optimistic that the technology is improving. For instance, programs can randomize the order or questions, or change the wording of a true sentence from one student's exam so that it is false on another student's exam.

V. Announcements and Remarks

A. Faculty Senate President

FS Special Orders

President Wallace advised senators that there will be special orders at the next FS meetings. On April 19, there will be election of council chairs and secretary, the athletics report, and a study abroad update. On May 3, FS will vote to approve the spring graduation list, observe memorial resolutions, and receive the P&T report from the Provost's Office.

FS University Committee Activities

In light of ISU President Leath's announcement of the reorganization of Business and Finance, the committee tasked to review the Office of the Vice President of Business and Finance will no longer have to consider possible ways to reorganize. They will however continue to produce a report reviewing the effectiveness of the office.

The search for University Counsel is underway. Primary interviews have been conducted. A list of finalists will be available soon.

Discussions have been underway concerning clarifications to ISU policy about designated public spaces for groups to assemble. (President Wallace has proposed calling such a space "agora.")

Joint FS/Provost's Office Task Force on NTE Faculty

President Wallace will chair this task force. The task force is being populated. This semester the task force will discuss the scope of the review, identify what information they need, and assign tasks. Over the summer, they will conduct surveys and discussions with NTE faculty and administrators. In the Fall, there will be further discussion, including focus groups, with the hope of drafting proposed FH language. In Spring 2017, the proposal will be reviewed by FS.

The guiding principles will be that all faculty have clear career advancement opportunities available to them, appropriate mentoring, and regular performance evaluations and feedback. All faculty should be invested in the mission of the university and share in its governance. There should be consistency across colleges and departments on matters of faculty status, governance, and opportunities.

Statement of Faculty Core Values, Shared Governance, and Civility

President Wallace is continuing to develop a statement on how faculty relate to the university, each other, students, and the public. He noted that there are a number of universities that have mission statements and value statements.

Commencement Marshals Needed

With the growth in student numbers, more faculty marshals are needed for commencement activities (May 5 and 7). "On the job" training is available and it provides a way to interact with graduates on one of the most memorable days of their lives.

B. Faculty Senate President-Elect

FS Conference on "Ethical Research in the Age of Open Access"

President-Elect Sturm reminded senators of the April 26 conference and encouraged them to register for the event. P&S employees and graduate students are also eligible to register. President-Elect Sturm cautioned senators not to interpret the theme too narrowly. He said it concerns building a culture that is responsible, ethical, and brings pride to ourselves and our institution.

Equity, Diversity, and Inclusion

President-Elect Sturm thanked senators for their ideas, comments, and questions about equity, diversity, and inclusion. He collated the comments and sent them to VPDI Stewart in February.

Enrollment Management Task Force

President-Elect Sturm asked senators for comments about possible enrollment management strategies:

1. Request ability to adjust RAI (currently at 245) for instate admissions
2. Raise entering GPA requirements for community college transfer students
3. Raise out of state admission standards
4. Raise out of state tuition
5. Raise instate tuition
6. Create differential tuition by college
7. Create differential admission standards by college
8. Selectively adjust and/or eliminate the current RMM, allowing some colleges to work under a central budgeting model and possibly some colleges to contribute to the central budget via their own responsibility-centered budgeting
9. Tie enrollment to state funding: a state funding decrease ties to university ability or decision to accept fewer students

President-Elect Sturm acknowledge that changing admission standards may have ramifications for the diversity of enrolled students. But this may be offset by other practices.

Open Access

President-Elect Sturm thanked senators for their comments and questions about Open Access. In May, when he becomes FS President, President-Elect Sturm will distribute a FAQ developed with experts on OA.

C. Senior Vice President and Provost

Intellectual Property Assignment

There has been 86% compliance among faculty, P&S staff, graduate assistant and post-docs (over 7000 individuals), and 76% compliance among faculty alone.

Multiyear Contracts Increasing for Lecturers and Senior Lecturers

In the past year, the number of 3 year contracts for lecturers increased from 27% to 34%

Contract length	S2015	S2016	Percent change
Less than 1 year:	71	60	-15.5%
1 year:	138	104	-24.6%
2 years	52	66	26.9%
3 years:	132	156	18.2%
4 years:	10	13	30%

5 years:	70	78	11.4%
Total	473	477	0.8%

Provost Wickert credits the increase to workshops on advancement and conversations with department chairs and deans. The Provost’s Office also created a new university award for lecturers and senior lecturers to recognize excellence in teaching. Deans and department chairs are encouraged to give excellent lecturers and senior lecturers longer-term contracts and provide greater stability in their appointments. With the growing enrollment, we know we have a lot of students to teach and courses to offer.

Sexual Assault Awareness Month

Provost Wickert said the prevalence of sexual assault at ISU is very troubling. ISU participated in a campus climate survey organized by AAU, in which 27 member schools participated. Over 5000 ISU students participated, and over 150,000 students total participated.

ISU is adopting a three layered-approach:

1. **Prevention:** The Dean of Students Office is coordinating training for students on sexual assault, harassment, and bystander intervention. SG committed to “It’s On Us” and “Start By Believing” campaigns.
2. **Coordination:** The Title IX team (Campus Police, Provost’s Office, Student Affairs, HR, Dean of Students Office, and EO) meets every week to foster communication and coordination of activities.
3. **Response:** ISU coordinates the Story County SART, a multiagency organization (police units in Story County, Access Shelter for victims, Mary Greeley, Thielen, Story County Attorney’s Office, and other allied organizations).

Provost Wickert reminded faculty that they are mandatory reporters. University policy requires faculty to report any incident of sexual misconduct, harassment, or assault to the Dean of Students Office or the Office of Equal Opportunity. There is no choice and no confidential conversations. Faculty are not state certified victim advocates, counselors, or investigators. There are resources on campus for confidential conversations, including the Women’s Center, student counseling, and Access (the county-wide organization).

Margo Foreman has been named the new Director of Equal Opportunity.

Human Sciences Dean Search

The search will conclude soon. Videos will be posted online tomorrow. Feedback on candidates may be submitted through the search committee’s website.

Senator Bhattacharya said that the PRSs of lecturers are focused heavily on teaching. But some lecturers are successful at research. There is no mechanism in the current environment to recognize and reward lecturers for their teaching. Provost Wickert replied that some NTE faculty have research appointments (NTER faculty). But lecturers are

generally hired to lecture and teach. Some PRSs include some service. On a case-by-case basis, other responsibilities may be included. Generally speaking, these will activities will constitute a smaller proportion of the position responsibilities of a lecturer than a tenure-track professor. Provost Wickert offered to discuss the matter later.

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

P&S Council: Ms. Lawson said that the Council had its first reading of a policy concerning lactation spaces and policies. The proposal would create an approval process for designated spaces, would designate a central administrative unit as responsible for spaces, and would increase the number and geographical distribution of the spaces. Council also made significant progress in their discussions about interpretation of the flexible hours policy and leave during partial closings.

SG: Mr. Singbush said that SG is participating in the hiring process of the successor to VP Madden. They are developing a plan of action concerning the MU addition. They are planning a parade to take place during Homecoming. SG has composed a draft letter to City Council concerning modifying parking policies in Campustown so avoiding parking tickets does not provide an incentive to drive after drinking.

VI. Unfinished Business

A. Mandatory Course: U ST 110X International First-Year Experience Seminar – [S15-11] – Bigelow

No comments. The motion passed without dissension.

VII. New Business

A. College of Business Entrepreneurship Major – [S15-12] – Bigelow

No comments.

B. FH 3.3.5 – Visiting Appointments – [S15-13] – Selby

Senator Selby said that the proposal eliminates the position of collaborator. It specifies that visiting appointments may be unpaid or paid positions. Affiliate is defined as an unpaid position.

Senator Tener asked whether it was premature to bring this change before the NTE task force convenes. Senator Selby replied that Governance Council has been discussing many NTE issues, and not all matters affecting NTE faculty need to be suspended until the task force meets. Affiliate and Visiting Appointments are special appointments.

Senator Dekkers expressed concern about overlap between Affiliate and Adjunct appointments. Senator Selby replied that an Affiliate cannot be paid from ISU. Most Adjuncts are paid positions. Senator Dekkers offered an example in which an employee of Hy-Line donated a portion of her time to ISU. She was given an adjunct professorship, but was not on ISU's payroll. Senator Selby did not see a conflict between that and the proposed policy.

Senator Munkvold asked whether the language of “expected that” visiting appointments are to be employed elsewhere introduced a restriction. Senator Selby agreed that “typically” was the intended claim.

VIII. Good of the Order

None

IX. Adjournment

The meeting adjourned at 5:07 p.m.

NEXT MEETING TUESDAY, APRIL 19, 2016 -- 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted April 12, 2016,

Annemarie Butler
Faculty Senate Secretary