

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
FEBRUARY 9, 2016–3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION**

Present: Ackermann, M.; Amidon, K.; Arndt, G.; Bhattacharya, J.; Bigelow, T.; Bowler, N.; Boyles, J.; Burke, B.; Butler, A.; Cornick, N.; Dekkers, J.; Derrick, T.; Dilla, W.; Dollisso, A.; Essner, J.; Evans, J.; Faber, C.; Fei, S.; Fiore, A.M.; Freeman, S.; Gyll, M.; Haddad, M.; Harding, C.; Hill, J.; Jackson, R.; Jurenka, R.; Kim, S.; King, D.; Krier, D.; Leigh, P.; Looney, M.; Martin, P.; Monroe, J.; Munkvold, G.; Naegele, D.; Niemi, J.; O'Connor, A.; Ockey, G.; Padgett-Walsh, C.; Pellack, L.; Post, C.; Rajan, H.; Reddy, M.; Retallick, M.; Royston, N.; Russell, D.; Ryan, S.; Sanders, E.; Schalinske, K.; Seeger, C.; Selby, M.; Stone, L.; Sturges, L.; Sturm, J.; Suzuki, Y.; Tener, J.; Tian, J.; Waggoner, K.; Wallace, R.; Wang, Q.; Weber, E.; Zaffarano, B.; Zarecor, K.

Absent: Bain, C.; Brown, J.; Day, T.; Godbey, E.; Hartzler, B.; Herrnsstadt, S.; Luecke, G.; Manu, A.; Mennecke, B.; Nelson, S.; Owen, M.; Paschke, T.; Roe, K.; Schaefer, V.; Sponseller, B.; Stevenson, G.; van der Valk, A.; Williams, C.; Winter, A.

Substitutes: E. Taylor for Biggs, S.; C. Schwab for Koziel, J.

Guests: Wickert, J. (SVPP); Bratsch-Prince, D. (Assoc. Provost); Holger, D. (Assoc. Provost); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Lawson, T. (P&S Council); Charlson, T. (ISU Daily); Lawana, V. (GPSS); Breitbarth, D. (SG); Singbush, B. (SG); Gasta, C. (WLC); Viatori, M. (Anthropology).

I. Call to Order

A. Seating of Substitute Senators

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

II. Consent Agenda

A. Minutes of Faculty Senate Meeting – January 19, 2016- [S15/M/5]

B. Agenda for February 9, 2016 – [S15/A/6]

C. Docket Calendar – [S15/C/6]

Senator Bigelow moved. The motion passed without dissension.

III. Special Order: ISU President Steven Leath

Budget and Enrollment Growth

ISU President Leath reported that ISU has requested a general operating appropriation of \$8.2 million for FY 2017. This represents a 4.5% increase.

ISU President Leath noted that the current student to faculty ratio is 19:1, the highest among BOR institutions, and the second highest among our peer universities. ISU hired 365 new faculty, but this did not alter the ratio, because of increasing enrollment. The goal is 16:1 in the high-demand, high-impact, and fundamental programs. To achieve this, if enrollment were to be held constant, 300 new faculty would need to be hired. ISU will try to make progress towards this goal over time.

To attract and retain top faculty, ISU President Leath said, we need meaningful salary increases. Although he is pleased that there have been salary increases in the past few years, they have been very modest. ISU President Leath would like to turn more attention to getting a substantive salary increase, rather than using money to hire new faculty at the pace at which we have been hiring. This is at the top of the administrative agenda. This has been a tough year; ISU President Leath does not want to overpromise and then under-deliver. They are working hard on creating efficiencies and uncovering other sources of moneys.

One source of money has been new tuition dollars. If enrollment growth slows, that will create a challenge. 64% of undergraduate students at ISU are Iowans. Overall, nearly 60% of ISU students are Iowans. Clearly, ISU is the choice for higher education in the state. At the same time, we wish to create greater diversity in the student body, and that will benefit the entire campus.

ISU President Leath expressed concern that unmanaged enrollment growth would undercut the quality of the student experience at ISU. He said that he asked FS leadership to look at this issue seriously. If ISU does not receive significant new state appropriates but enrollment continues to grow, something will have to change. ISU President Leath described some options to FS President Wallace, and asked for feedback from the faculty perspective. Should we raise admissions standards for instate students? Should we raise tuition across the board? Should there be differential tuition for more expensive programs? Should we recruit fewer Iowa students and more out-of-state students for the sake of greater tuition revenue? Any of these paths would require a substantial change in our university philosophy. ISU President Leath said that he was anxious to receive faculty and student feedback.

ISU President Leath took it as a good sign that the governor supports budgeting new money for higher education. Governor Branstad has budgeted \$7 million in new funding to be given to BOR to divide among the three universities. ISU President Leath said that the tuition freeze is not serving ISU well any more. He noted that BOR supports a tuition increase if the state does not provide requested appropriations.

Strategic Plan

The process is underway to develop a strategic plan for FY 2017-2022. The mission is to “create, share, and apply knowledge to make Iowa and the world a better place.” The vision pledges ISU’s commitment to its land grant ideals. The overarching goals are to: ensure a successful experience for students; enhance the university’s research profile;

support state and regional economic development while serving all Iowans; and ensure a welcoming, safe and inclusive campus environment. Diversity and inclusion are not standalone goals, but integral to each part. A draft of the strategic plan will be delivered to ISU President Leath by early March. The HLC accreditation report should be available around that time too. There will be public forums on March 31 and April 5.

Searches

There have been a number of important searches conducted recently, and others are ongoing. These include the Senior Vice President for Student Affairs, Dean of Students, Senior Vice President for Business and Finance, Director of Equal Opportunity, General Counsel, Dean of the College of Human Sciences, Chief of Police, and Memorial Union Director.

The retirements of Senior VP Hill (after 20 years of service) and Senior VP Madden (after 50 years of service) will be particularly impactful – a “huge cultural change.” ISU President Leath speculated that there may be some organizational changes in the upper levels of administration. He has discussed this matter with FS President Wallace.

ISU President Leath also noted recent hires of Reginald Stewart (Diversity and Inclusion), Erin Baldwin (Student Health), Mohamed Ali (ISU Dining) and Matt Campbell (Football).

Capital Projects

Buchanan Hall 2 will offer more than 700 new beds. Coupled with new apartment buildings and a larger fraternity house, more than 1000 more students will be living on or near Lincoln Way. This underscores the importance of pedestrian safety in crossing Lincoln Way. ISU has partnered with the city and has hired a traffic consultant to determine short and long term plans to make Lincoln Way safer.

ISU President Leath also noted other projects, including the Advanced Teaching and Research Facility, the new plan for Reiman Gardens, the Student Innovation Center, Kingland Building (which will house University Relations, ISU Daily, provost’s units, and Institutional Research), renovations to Bessey Hall and Marston Hall. Also underway is the Economic Development Core facility (opening in June 2016), Boehringer Ingelheim, and Vermeer Applied Technology hub. Other projects authorized include a restaurant (a sister property of The Café), Ames Racquet and Fitness Center, and McFarland Clinic. ISU President Leath also said that a gift has been given to fund new signage. And there is a possibility of a new child care center.

Fundraising

FY 2015 was a record year for fundraising (\$167 million). A normal year nets about \$100 million in gifts. As of January 31, we have reached \$74 million. We are well on our way to reach and exceed the goal of \$100 million.

Sponsored Funding

ISU President Leath credited VP of Research Nusser and Senior VP and Provost Wickert for another year's increase in sponsored research. As of January 31, ISU has \$183 million in sponsored funding, a 3.4% increase from January 2015. The Grants Hub received 79 proposals for about \$94 million and was able to fund ten of those proposals with \$24 million. The Presidential Initiative for Interdisciplinary Research has generated \$30 million in external funding since 2013. VP Nusser recommended extending the program to promote data-driven science. Four teams have received support for this, and ISU President Leath is hopeful that their projects will have great impacts in the field and result in more grant money.

Faculty Recognition

There have been six AAAS Fellows (Kanthasamy, Peters, Reecy, Schmittmann, Wise, Levine) and two National Academy members (Birt and King) named. ISU President Leath said that university leadership enjoys when faculty receive these recognitions and honors. He said that leadership will do whatever they can to enable faculty to receive these.

Presidential Vision for Diversity and Inclusion

In advance of his meeting, ISU President Leath received a question about his vision for diversity and inclusion at ISU. He said that his vision extends beyond a mere plan, which aims at mitigating liability, reducing risk, and appeasing people. He expects more from himself and the university. He would like ISU's culture to change to be more diverse, more inclusive, more welcoming, and be a better university in the ways that we incorporate diverse views into our culture. ISU President Leath has asked VP Stewart to work with him and the faculty in determining our priorities and where we want to be in two, five, and ten years down the road. This includes looking at faculty-centered diversity initiatives. He has asked for some metrics (formal or holistic) to measure where we are now and the impact of programs.

Fewer FPDAs

Senator Amidon expressed appreciation for ISU President Leath's commitment to faculty recruitment and retention. He agreed that it is important to reduce the student to faculty ratio. Senator Amidon noted a reduction in the number of Faculty Professional Development Awards approved this year. 60% of the applications in LAS were rejected this year; historically only 25% are rejected. Other colleges had rates around 20%. Senator Amidon noted that this high rejection rate is especially alarming, because these internal sources of funding are crucial for areas that are difficult to fund externally.

ISU President Leath replied that he had not heard these numbers. He said that ISU had pursued aggressive hiring because he had received the report that faculty would be willing to give up substantial pay raises to hire more faculty to offset workload demands. ISU President Leath acknowledged that the administration may have followed that recommendation for too long. He said that we will continue to hire new faculty, but not at the pace of the last three years.

Communication with Legislature

President-Elect Sturm expressed concern about Wisconsin and Louisiana legislatures cutting spending on higher education. He did not want to see Iowa move in a similar direction. He asked how faculty can get involved in a meaningful way to communicate a unified message.

ISU President Leath said that he thinks the governor and state legislature have been supportive of higher education. He noted that ISU's budget was cut for seven years in a row before he arrived at ISU. Since he has been here, ISU has received funding for four years in a row, including funding for buildings. He said that the funding has not been as great as we would like, but he did not see us trending in the direction of Louisiana or Wisconsin.

He said that there will be a time when faculty will need to speak up, to engage extension and business in 99 counties. This will involve a simple advocacy message.

Control over Admissions Standards

Senator Bigelow asked whether ISU can change admissions standards. He thought that this was set by the state legislature.

ISU President Leath replied that only BOR approval is required. He met with BOR leadership and informally met with UI and UNI Presidents. They are fully aware that this is an option we are considering. He acknowledged that we need to be thoughtful about whether and how it should be implemented.

IV. Announcements and Remarks

A. Faculty Senate President

President Wallace said that BOR meeting will be at ISU on February 24 and 25. The agenda is available on BOR website. FS executive board members will meet with BOR leadership.

President Wallace said that a proposal has been received from the College of Veterinary Medicine concerning clinical faculty appointments. The proposal is under discussion in Governance Council.

Next month there will be elections for chairs of Academic Affairs Council, FDAR, and Governance Council, as well as secretary. He encouraged senators to nominate someone or run for these positions.

Academic Affairs Council, including curriculum committees, is discussing low response rates in course and instructor evaluations. The goal is to improve response rates. Evaluations are used in faculty review, including annual reviews and advancement.

Following a recommendation from Senator Herrnstadt, President Wallace also encouraged senators to watch closely the threat of tenure situation at the University of

Wisconsin system. President Wallace asked senators to consider whether they wanted to issue a statement in support of preserving tenure.

B. Faculty Senate President-Elect

President-Elect Sturm announced the committee members of the Enrollment Management task force. He encouraged faculty to contact any of the members with thoughts. Comments may be anonymized if needed.

The Faculty Spring Conference, “Research from Start to Finish: The Responsible Conduct and Open Access of Research,” will take place on April 26, 2016.

President-Elect Sturm has met with University Counsel Paul Tanaka on devising a statement on Open Access. He said that this statement will be forthcoming for FS discussion and vote soon.

The FS Equity, Diversity, and Inclusion Committee met with VP Stewart on February 5. He asked senators to write down and turn in descriptions of things that they feel need to be acted upon or need to be understood with respect to equity, diversity, and inclusion.

C. Senior Vice President and Provost

Provost Wickert said that the upcoming BOR meeting will include program approvals, including the Criminal Justice degree program and the name change to Culinary Food Science. There will be a presentation at Academic and Student Affairs on student debt. There has been some progress at ISU on student debt, particularly in reducing the percentage of students graduating with debt and the average debt of students when they graduate.

Provost Wickert encouraged senators to nominate faculty and staff for the upcoming Emerging Leaders Academy.

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

P&S Council: Ms. Lawson reported that P&S Council approved the motion to send the proposed tuition reimbursement program to University Benefits. They also held the first reading of a motion concerning best practices for P&S employees who have for-credit teaching responsibilities. A committee is discussing location of lactation stations across campus. The 2016 P&S Professional Development conference will take place on February 11 in the Scheman Building.

SG: Mr. Singbush said that SG is working with a consultant on pedestrian safety. Cherry pies will be on sale in McKay Hall on Monday. They are working with the athletic department to plan events around the spring football game. They are working with the Memorial Union on a timetable for implementation of renovations around the end of the semester. Mr. Breitbarth said that SG would like to work with faculty on the Enrollment Management task force. He also asked for a volunteer to serve as an adviser to SG.

GPSS: Mr. Tripathy announced the Third Annual Graduate and Professional Students Research Conference on April 12. He highlighted some changes for this year, including workshops for career development, more oral presentations, and an innovative inventions competition.

V. Unfinished Business

A. Reorganization/Merger of the WLC and Anthropology Departments – [S15-9] - Wallace

No comments. The motion passed without dissension.

VI. New Business

A. Name Change: Bachelor of Arts in Interdisciplinary Design – [S15-10] – Bigelow

Senator Bigelow said that the accreditation board does not like the name “Bachelor of Design,” and the name change is required for accreditation.

Senator Brunner moved to suspend the rules, so that the motion may be voted on at this first reading. Senator Martin asked for a rationale. Senator Brunner noted the accreditors’ timeline. President Wallace said that passing the motion now would get it on the BOR agenda sooner. Senator Bigelow noted the supporting letter that states a March 1 deadline.

Senator Brunner’s motion passed without dissension. There was no further discussion of the name change motion. It passed without dissension.

VII. Good of the Order

President-Elect reminded senators to turn in their written items of discussion.

VIII. Adjournment

The meeting adjourned at 4:49 p.m.

NEXT MEETING TUESDAY, MARCH 8, 2016 -- 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted February 29, 2016,

Annemarie Butler
Faculty Senate Secretary