

**IOWA STATE UNIVERSITY FACULTY SENATE  
FACULTY SENATE MEETING MINUTES  
JANUARY 17, 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.; Braun, S.; Brown, J.; Burke, B.; Burras, L.; Butler, A.; Cornick, N.; Delate, K.; Derrick, T.; Dilla, W.; Dollisso, A.; Essner, J.; Evans, J.; Faber, C.; Freeman, S.; Gassmann, A.; Hanson, V.; Kim, S.; Kimber, M.; Krier, D.; Looney, M.; Luecke, G.; Martin, P.; Martin, R.; Monroe, J.; Montabon, F.; Munkvold, G.; Naegele, D.; Niemi, J.; Ockey, G.; Padgett-Walsh, C.; Pellack, L.; Post, C.; Royston, N.; Russell, D.; Ryan, S.; Sanders, E.; Schaefer, V.; Schwab, C.; Seeger, C.; Sponseller, B.; Stone, L.; Sturm, J.; Taylor, E.; Tener, J.; Tian, J.; van der Valk, A.; Wallace, R.; Wang, Q.; Weber, E.; Zaffarano, B.; Zarecor, K.; Zimmerman, J.

**Absent:** Cochran, E.; Day, T.; Fiore, A.M.; Godbey, E.; Hartzler, B.; Herrnstadt, S.; Hill, J.; Jackson, R.; King, D.; Muench, J.; O'Connor, A.; Owen, M.; Phye, G.; Rajan, H.; Roe, K.; Sturges, L.; Waggoner, K.; Williams, C.; Winter, A.

**Substitutes:** S. Nilakanta for Cantor, D.; K. Stalder for Dekkers, J.; J. V. Dark for Guyll, M.

**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); Staudt, C. (Student Gov.); Smiley-Oyen, A. (Chair – Student Affairs Committee).

**I. Call to Order**

**A. Seating of Substitute Senators**

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

**II. Consent Agenda**

**A. Minutes of Faculty Senate Meeting – December 13, 2016 - [S16/M/4]**

**B. Agenda for January 17, 2017– [S16/A/5]**

**C. Docket Calendar – [S16/C/5]**

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

**III. Special Order: Jim Kurtenbach, Vice President and CIO Information Technology**

**1. Start With Yes**

CIO Kurtenbach said that ITS is continuing to collaborate and improve communication with its Start With Yes program.

## **2. Workday ERP SIS**

When Workday Enterprise Resource Planning and Student Information Systems (ERP SIS) roll out, input will be needed.

The “phase zero” for human capital management, finance, and payroll began on November 28, 2016 (and is scheduled to end on March 31, 2017). The current 1973 designed mainframe system is outdated. The objective is to plan for the deployment of Workday by: (a) identifying and training core project team members (in HCM, Finance, Payroll, and ITS); and (b) developing the initial project roadmap and implementation plan through a complete understanding of ISU’s complexities and particularities.

High-level discovery sessions have begun for ISU team members on: (1) systems integration; (2) data conversation; and (3) functional overviews of Workday. Goals include enabling students to add or drop classes in real time and to issuing reimbursements immediately.

CIO Kurtenbach said that the statement of work (SOW) 1 that sets the stage of Phase 1 (deployment of the ERP) is scheduled to begin on April 1, 2017. A proposal on a new approach to improved service delivery at ISU will be submitted to senior leadership on March 3, 2017 for review.

## **3. Identity and Access Management**

CIO Kurtenbach said that changes will need to take place with respect to identity and access management, in the name of greater security. Currently, there are 9-digit ID numbers and 9-digit social security numbers. Which is which? ITS has not locked in a vendor yet, but changes will be coming.

## **4. Research Computing Storage**

The college technology teams initiated the purchase of 1.2 petabytes for research data. The goal was to decrease the incentive for faculty to go elsewhere (e.g. Best Buy) to purchase storage, which introduces a security risk. ITS tried to be competitive with respect to price and convenience.

## **5. Learning Management System**

In partnership with CELT, ITS is working through the process of selecting the next Learning Management System (LMS). Blackboard’s on-premise system is set to sunset, and Blackboard will offer Cloud services instead. Blackboard Cloud is one of the vendors being considered for LMS. Even if Blackboard is retained, the connections and interfaces will change with the cloud service.

## **6. Telephone Standardization**

ITS is moving telephone services from three systems to one.

## **7. Classroom Support**

ITS took measures (including having Facilities check every classroom) before classes began to ensure a smooth start to the semester. CIO Kurtenbach said that there were not many tickets, and did not about “kerfuffles.”

## **8. Classroom Testing Pilot Study**

The classroom testing pilot study is underway.

Senator P. Martin said that faculty are nervous about the timeline for the next LMS. Will it be rolled out in the summer or fall? How much time will faculty have to adjust? Also, Senator P. Martin said he had heard that Blackboard Cloud may not be identical to what we currently use. CIO Kurtenbach said that Blackboard on-site and Blackboard Cloud have completely different interfaces. The RFP for the next LMS is being designed now and will go out in the next month or so. Then the committee will review proposals and select a vendor. Only volunteers will be asked to move to the new LMS in the summer for fall semesters. The contract with Blackboard ends on December 17. We own the on-site hardware and could extend the license for existing software for a little longer; but that would not be optimal.

Senator Freeman said that he was pleased to hear that converting to the new LMS is optional for the fall. At the Blackboard user’s group (CELT), faculty were told that they would have to use the new system in the fall. CIO Kurtenbach said that he would double-check with CELT Director Ann Marie VanDerZanden.

Senator Bigelow asked about the cost of research storage. Typically faculty overestimate how much it costs. One can get a terabyte of storage for about \$20. CIO Kurtenbach said that ITS tried to stay competitive; current reports are between \$35 and 42 for a terabyte. ITS provides much more security (one system on main campus and one system replicating off campus).

## **IV. Special Order: President-Elect Election**

Senator P. Martin spoke briefly in favor of his candidacy. By secret ballot, Senator P. Martin was elected President-Elect.

## **V. Announcements and Remarks**

### **A. Faculty Senate President**

#### **1. University Award for Inclusive Excellence**

President Sturm reminded senators of the upcoming deadline (February 10) for the new award. Questions may be directed to [awards-ie@iastate.edu](mailto:awards-ie@iastate.edu) or Megan Peterson, [meganmp@iastate.edu](mailto:meganmp@iastate.edu) .

#### **2. Task Force on Student Evaluations of Teaching**

A task force has been named. The group will begin meeting soon. President Sturm expects a report by the end of the semester.

### **3. Review of the Office of the President**

President Sturm reminded senators to complete the survey on Access Plus for the review of the Office of the President.

### **4. Open Access**

President Sturm announced that the proposal is being reviewed by the Provost's Office and department chairs, after which it will be sent to FS Executive Board (EB) and then FS. He thinks that the proposal is practicable and applicable to ISU.

### **5. Gender and Minority Equity in Salaries**

Aeon-Hewitt has been appointed as the consultant (selected by UHR Office). This whole equity study in pay will focus on the dimensions of gender and race. The task force will include representatives from the Provost's Office, FS, and UHR. Aeon-Hewitt will be asked to determine the priorities for ISU: what are the greatest needs now and in the future? Then the task force will focus on implementing best practices going forward. It will help administration make data-driven decisions. This topic is especially important in the current climate of "challenging" state appropriations. The timeline has not been determined, but President Sturm is optimistic that a report may be available in the spring.

### **6. Diversity and Inclusion Statements at UNI and Iowa**

ISU's FS passed a statement affirming our commitment to diversity and inclusion in November. UNI's statement is currently in committee, and Iowa hopes to move something forward soon. President Sturm expressed his pleasure that FS was able to quickly and unanimously issue the statement.

### **7. EB Meeting with BOR Representatives**

Regent Katie Mulholland and BOR Executive Director Bob Donley joined the FS Executive Board (EB) last week for a constructive conversation about shared governance and communication between BOR and faculty at ISU. EB members reinforced the recommendations and perspectives from the Enrollment Management Task Force (EMTF) report, including tuition and admissions standards. Instate students cost more to teach than is covered by instate tuition. There was discussion of differently dividing the budget cuts among the three Regents universities (on the condition that it is not called "performance-based funding"). Regent Mulholland expressed that she was impressed how our concerns emphasize the well-being of students.

### **8. Mid-Year Budget Cuts**

Governor Branstad proposed mid-year budget cuts to make up the shortfall in the state budget. The Regents universities were assigned a cut of 4.5%. President Sturm discussed the matter with CFO Miles Lackey. They agreed that salaries for the next six months need to be protected. Cutting into salaries would not send a meaningful message to the state. However, we should expect future austerities. We need to use the next months to make the case for ISU faculty and what we do here to the constituents of Iowa.

### **9. Bill 41 in the Iowa Legislature**

Representative Brad Zaun (R-Urbandale) put forward a bill in the Iowa Legislature to abolish tenure at the Regents universities. President Sturm encouraged faculty to take the opportunity to explain what tenure is and why it really matters (and not just to faculty). President Sturm offered that it provides the freedom to conduct research without encumbrances. It is not job security. He encouraged faculty to talk to students, write op-eds and editorials. He reminded senators that ISU resources (servers, e-mail) cannot be used for political purposes.

### **B. Faculty Senate President-Elect**

None

### **C. Senior Vice President and Provost**

#### **1. FS Election**

Provost Wickert congratulated President-Elect-Elect Martin. He looked forward to continuing the good working relationship with FS. He will continue to seek counsel from the FS President when issues arise.

#### **2. Iowa Legislative Session**

Iowa faces a \$100 million shortfall in revenues. To accommodate this during the current fiscal year, Governor Branstad proposed cuts to all state agencies (except for certain protected segments of the budget, including K-12 education, Medicaid, and tax incentives for economic development). BOR was assigned a budget reduction target of \$25 million. Provost Wickert said that mid-year reversions are particularly challenging because half of the budgeted money has already been spent.

For the next fiscal year (FY18), Governor Branstad proposed a slight 2 1/8% reduction in the operating budget. Then there may be an increase again in FY19. These reflect conservatism on the state outlook in the current year. We expect the economy to bump up a little again in FY19.

Last year, BOR proposed pairing the tuition plan with the state appropriations request. If the state grants our 2% request, tuition will remain as proposed. But if the state does not approve the appropriations request, BOR will look to tuition to make up the balance.

Provost Wickert stressed that these are the early stages of budget talks. The legislature has to approve reductions or de-appropriations. But we have to plan for all scenarios. He added that even if Governor Branstad's proposal is approved, this is not the fiscal crisis we faced in 2008, 2009, or 2010. Those cuts were much more severe and stacked on each other. We did not have our current robust enrollment. If the cuts come to pass, we can handle them in a responsible way, preserving the core mission of the university.

#### **3. Bill 41 in the Iowa Legislature**

The bill proposes to eliminate tenure at public universities in Iowa. This is not the first time such a proposal has been made in the Iowa Legislature. We have seen other such

proposals, e.g. “Suck it up, Buttercup,” and course evaluations. Legislators typically propose these at the start of the legislative session to make a statement to their constituents.

This proposal was made without asking ISU for any data, facts, or consultation. When asked to offer an opinion, ISU explained why such a law would be damaging. BOR President Bruce Rastetter said that he does not support it either. Provost Wickert said that he has heard that it does not have broad support in the legislature.

With respect to FS President Sturm’s call to be vocal about this bill, Provost Wickert asked that faculty not do so on university time or using university resources (e-mail, servers). ISU President Leath speaks on behalf of the institution on legislative and university affairs. Faculty lectures in class should be germane to the class subject.

#### **4. Major Gift to LAS**

A gift of \$93 million (the largest cash gift in ISU history) was given to create an endowment for use by the LAS dean to further programs. The alumni donor couple wished to remain anonymous. They had particular affinity with journalism, theatre, and statistics. Usage will not be restricted to those areas, but they will be areas of particular emphasis initially. Provost Wickert said that this gift sends the message to potential donors that we can attract 8-figure gifts and can handle gifts with a different kind of structure (not just cash, end-of-year, or estate bequeaths). This also chips away at the \$1.1 billion fundraising goal for ISU.

#### **5. Faculty Activities Survey**

Provost Wickert reminded faculty to complete the survey when asked. This survey is conducted every other year at all three universities. The data help provosts and presidents dispel myths about faculty workloads. Last time, ISU averaged 57 hours per week: 24 instruction, 21 research, 3 community engagement, and 8 administrative and shared governance.

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

**P&S Council:** P&S Council President Johnson said that he had had productive discussions with CFO Lackey about the budget reversion. P&S Council discussed rollout and implementation of Workday (ERP SIS) with Francis Quinn from the Office of CIO. The Council voted to approve a statement on diversity and inclusion to be incorporated in the FY17 strategic initiatives document. He reminded faculty to encourage staff to register for the P&S Council professional development conference, “Cultivate Your Adventure – From Initiation to Innovation.”

**SG:** SG President Staudt said that SG voted to renew its subscription to the *New York Times* online, providing access to all ISU members (including faculty and staff). SG is keeping a close eye on the state budget, and working to promote the 2% state appropriations request in the legislature. SG is also working with student governments from UNI and UI on drafting medical amnesty legislation. SG elections will take place

soon. SG President Staudt also called faculty attention to a series on sexual assault to run in *Iowa State Daily*. It will provide powerful stories about the challenges ISU faces and discuss how to move campus forward.

**GPSS:** None

**VI. Unfinished Business**

**A. FS Bylaw Change: Committee on University Services – [S16-8] – Martin**

The motion passed without dissension.

**B. Merchandising Undergraduate Certificate – [S16-9] – Bigelow**

The motion passed without dissension.

**VII. New Business**

**A. FH 10.6.4 Dead Week – [S16-10] – Bigelow**

Senator Butler said that faculty in her department expressed three concerns. First, the motion prohibits quizzes no matter the size. Second, faculty were concerned about limitations on faculty autonomy. Third, faculty suggested replacing the motion with a prohibition on *required* tests or examinations on Thursday or Friday of Dead Week. Some faculty like to offer optional unit-ending examinations during Dead Week. Senator Butler said that she would introduce an amendment at the next FS meeting to this effect.

Senator Bigelow said that he would welcome a clarification or amendment that more formative assessments should not be excluded.

Senator Freeman said that he would support an amendment that drops quizzes from the banned activities. He also expressed concern about the syntax of the motion. (The word “AMENDMENT” should not appear in the FH.) He also pointed to an ambiguity in “given”: the motion should be clarified so that presentations and projects can be due on Thursday or Friday of Dead Week, but not assigned. The due dates must be stated on the syllabus.

Senator Bigelow thought that the problematic line could be deleted.

Senator R. Martin said that her online classes use low stakes quizzes. It’s possible for students to complete the quizzes before Dead Week. But some students procrastinate until the end of the semester. She thought that specifying a percentage of the grade would better distinguish problematic assessments from unproblematic assessments.

Senator Bigelow replied that the prohibition was meant to apply to in-class quizzes only.

President Sturm said that students’ chief concern is having to prepare for a Friday examination and then having two or three final examinations on Monday in different

subjects. They complain that there is not enough time to study. President Sturm asked Senator Butler for clarification of the “optional exams.”

Senator Stalder said that students in senior level courses have a number of absences for interviews and sponsored activities. They want to make up examinations and quizzes during Dead Week.

Senator Bigelow thought that such a practice would be allowed on the proposed motion.

Professor Smiley-Oyen (Chair, Student Affairs Committee) spoke against allowing optional exams. She thought that this would create hardships for the very students who need to do well on their final exams. She thought that faculty could adjust their curriculum and content to give exams on Wednesday. She emphasized that the motion does not prohibit faculty from introducing new content during Dead Week. But that new content is assessed on the final exam. She said that this motion puts a break between studying for finals and for something that requires a fair amount of time that is more focused and not over the entire semester. Other schools have reading days. We can't do that here. This motion is the best option that students and faculty have come up with. If more exceptions are introduced, the policy becomes more diluted.

Senator Zarecor spoke against the possible amendment. She noted that syllabi are not tested against the policy. Instead, the policy is enforced only when a complaint is made by a student to the university that the policy was violated. She thought it was better to write a clear policy with as few exceptions as possible. She said that FS should think about the spirit of the rule.

Senator Wang spoke in favor of a statement to the effect that mandatory unit-ending exams may not be given on Thursday or Friday of Dead Week.

Senator Butler objected to Senator Zarecor's claim that faculty will be allowed to violate the policy so long as no one complains. She said that we should work to frame good policy.

Senator Faber pointed out that presentations and projects are already covered in the first bullet point of the current FH policy. She asked about oral quizzes and oral examinations.

Senator Gassmann pointed out that some students want to take the final examination early, on Thursday or Friday of Dead Week. President Sturm pointed out that that practice violates current FH policy.



**VIII. Good of the Order**

President Sturm pointed out that chairs will be need for three councils: J&A, FDAR, and RPA. He encouraged senators to seriously consider nominating themselves or others.

**IX. Adjournment**

The meeting adjourned at 4:57 p.m.

**NEXT MEETING TUESDAY, FEBRUARY 14, 2017 – 3:30-5:00 P.M., GREAT HALL,  
MU**

Respectfully submitted February 6, 2017,

Annemarie Butler  
Faculty Senate Secretary