

**IOWA STATE UNIVERSITY FACULTY SENATE  
FACULTY SENATE MEETING MINUTES  
MARCH 8, 2016 – 3:30–5:00 P.M.  
GREAT HALL, MEMORIAL UNION**

**Present:** Ackermann, M.; Arndt, G.; Bhattacharya, J.; Bigelow, T.; Bowler, N.; Boyles, J.; Brown, J.; Butler, A.; Cornick, N.; Day, T.; Dekkers, J.; Derrick, T.; Dilla, W.; Dollisso, A.; Essner, J.; Faber, C.; Fei, S.; Fiore, A.M.; Freeman, S.; Gyll, M.; Haddad, M.; Harding, C.; Hill, J.; Jackson, R.; Jurenka, R.; Krier, D.; Leigh, P.; Looney, M.; Luecke, G.; Martin, P.; Naegele, D.; Nelson, S.; Niemi, J.; Ockey, G.; Padgett-Walsh, C.; Paschke, T.; Post, C.; Rajan, H.; Reddy, M.; Retallick, M.; Roe, K.; Royston, N.; Russell, D.; 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.; Winter, A.; Zaffarano, B.; Zarecor, K.

**Absent:** Amidon, K.; Bain, C.; Biggs, S.; Burke, B.; Evans, J.; Godbey, E.; Hartzler, B.; Herrstadt, S.; Kim, S.; King, D.; Manu, A.; Mennecke, B.; Monroe, J.; O'Connor, A.; Owen, M.; Pellack, L.; Ryan, S.; Schaefer, V.; Sponseller, B.; Stevenson, G.; van der Valk, A.; Williams, C.

**Substitutes:** C. Schwab for Koziel, J.; L. Leandro for Munkvold, G.

**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); Cervato, C. (SVPP); Leptien, J (CELT); Murdoch, A. (Kinesiology); Berger, D. (VCS).

**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 – February 9, 2016 - [S15/M/6]**

**B. Agenda for March 8, 2016 – [S15/A/7]**

**C. Docket Calendar – [S15/C/7]**

Senator Freeman moved, and Senator Roe seconded. The motion passed without dissension.

**III. Special Order: Matt Campbell, ISU Football Coach**

Senator Day introduced the coach, who relocated to ISU from the University of Toledo.

Coach Campbell said that he sees his job as coaching the student-athlete, and takes the academic side very seriously. He said that the promise of an excellent education is an important component of recruitment. While at the University of Toledo, the football program had a team GPA over 3.0, which was third in the country for Division I football.

He requires his students to take seats in the first two rows of class and arrive 10 minutes early to class. He will continue the practice of checking on student attendance. He will meet weekly with students and with Patrice Feulner (the athlete academic coordinator). He added that on the last Thursday of Spring Practice, he will open practice to faculty and staff.

Senator Tener asked what protocols are in place for students who are underperforming academically. Will they lose their spots on the team? Coach Campbell replied that playing time and money are strong incentives for student-athletes. They will be evaluated by their athletic and academic accomplishments. Right now, everyone is equal: there is no depth chart, just a rep chart. The student-athletes need to earn trust.

**IV. Special Order: Election of Faculty Senate Rep to Athletic Council**

Candidates Darren Berger and Alan Murdoch spoke about their qualifications. Professor Berger was elected Representative to the Athletic Council.

**V. Announcements and Remarks**

**A. Faculty Senate President**

**Meeting with BOR Leadership**

FS Executive Board (EB) met with BOR leadership on February 24 (Executive Director Bob Donley and BOR President Pro Tem Katie Mulholland). They discussed concerns about budget, morale, initiatives, etc. President Wallace said that this was a great opportunity to have direct Faculty-Regents communication. President Wallace asked Executive Director Donley to continue the practice when BOR meetings are hosted on Regents universities campuses.

Regent Bates has accepted President Wallace's invitation to shadow one or two faculty in their workday. The goal is to help regents understand and experience the faculty workday, which extends beyond teaching classes. President Wallace asked senators to send him nominations of good candidates to be shadowed.

**FS Task Forces and Reviews of Offices**

The Review of the Office of the VP for Business and Finance has commenced. The self-study report has been received. The goal is to have the report submitted to ISU President Leath by the end of the fiscal year.

An external review of Institutional Research is underway. Feedback is invited about their operation. It should be sent to President Wallace or the Institutional Research office.

FS and the Provost's Office have combined forces on a joint task force on NTE Faculty. President Wallace met with Associate Provost Bratsch-Prince. The committee shall be composed of a diverse group, including department chairs and deans, representatives from departments which rely heavily on NTE faculty, as well as NTE faculty members. President Wallace said that it is important to do this very quickly and to do it well, so that it can serve the university well into the future. This semester, the group will discuss the

scope of the review and assess what information they need. Over the summer, they will issue surveys and have discussions with NTE faculty and administrators. In the fall, there will be open forums, focus groups, and a draft proposal of changes to FH language.

### **IP Assignment**

President Wallace reminded senators that the IP Assignment site is now active on Access Plus.

### **Upcoming FS Special Orders**

April 5: VP for Diversity and Inclusion Reginald Stewart; CIO Jim Kurtenbach; at large elections

April 19: election for council chairs and secretary; athletics report

May 3: spring graduation list; memorial resolutions; P&T report

### **Faculty Awards and Recognition**

President Wallace asked senators to reflect on whether we have enough opportunities at ISU to recognize excellence by faculty. How can we do a better job of recognizing our colleagues for their work?

In this connection, President Wallace called senators' attention to public relations. John McCarroll runs a regular update about new curricula and activities at ISU. Sophia McGill coordinates the National Reputation Campaign, providing stories of ISU activities to members of Congress and funding agencies. President Wallace encouraged senators to contribute to these public relations activities.

### **Civility and Core Values**

President Wallace is working to craft a statement on how faculty relate to the University, each other, students, and the public. He thinks it is important to do so in light of recent activities at UI, in which there was distance between what Regents took to be the faculty's unite voice and what the faculty really meant. President Wallace would like to have a simple statement enunciating ISU's core values (concerning civility, shared governance and running of the university, and positive interactions). He welcomed feedback and assistance.

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

### **Faculty Spring Conference**

“Research from Start to Finish: The Responsible Conduct and Open Access of Research.”

Invited speakers: Nicholas Steneck, Dan Ariely, Meredith Niles. April 26, 2016, 8-3, Great Hall. Breakfast and lunch served.

### **Open Access**

Currently, faculty voluntarily deposit their research into ISU's Digital Repository post-publication. President-Elect Sturm would like to create an environment at ISU where the university and faculty agree that sharing research as widely as possible is best for our research. The federal government will increasingly issue mandates that our research be

made open access especially if that research is funded by the government. (President-Elect Sturm noted that some funding agencies, including the NIH, already do this.)

President-Elect Sturm has met with Library Dean Beth McNeil and University Counsel Paul Tanaka to discuss different policies concerning open access (OA). President-Elect Sturm opened the discussion for senators: What's the best way to go forward on OA so that faculty rights are preserved completely and the university works on behalf of faculty and faculty on behalf of the university? Can we create a policy to protect faculty as authors, protect careers for P&T, and yet promote faculty research? President-Elect Sturm thought that more OA would be good for research, good for impact (in terms of dissemination and citations), and would promote our land grant mission.

The FS role in this is to work with the administration to craft a policy that preserves the rights of faculty. President-Elect Sturm said that he would work with the VPR Office to find money to pay for author page fees imposed by OA journals. He will work with the Library and departments to identify the OA journals that hold standards that we hold so that publishing in them are not risky for faculty.

President-Elect Sturm conducted a survey by show of hands of senators. With what you currently know about OA, which policy would you prefer: (1) an advance voluntary agreement to put faculty research into current Digital Repository, so that faculty determine whether pre-print or post-print articles are placed; or (2) a broader policy granting rights to the university, including future articles? On the second proposal, ISU would be responsible in granting rights to license research, preserve author rights, and ISU would grant these rights back as needed. Faculty would still be able to publish where they want, in the venues they need to. President-Sturm noted the similarity between the second proposal and the current IP Assignment policy.

Senators asked for clarification about the options.

Senator Leigh asked about granting open access to publications in traditional journals that are not themselves open access. How would these policies affect access? President-Elect Sturm replied that toll journals have found that current OA movement has not impeded their profit models much at all. The toll journals are not as hostile to OA as when they thought there was bigger threat. Next year, ISU's library will cut journal subscriptions. Faculty can still obtain materials through ILL. This policy does not mandate that you publish in OA journal. If a journal imposes an embargo period for 18 months, then you can say it's open. If policies are in place prior to your signing on with that journal, the journal will have to acknowledge those agreements. To do so may require some waivers. Most policy here concerns putting your research out, making available to globe through our repository.

Senator Bigelow thought there was a third option not enumerated: do nothing. He was uncertain about whether toll journals would "bend to our will." President-Elect Sturm acknowledged that they may not bend to our will, but negotiations can be done and may

be effective. President-Elect Sturm acknowledged this third option, but he thought it was an inferior option in light of future changes in federal regulations. He predicts that we will be moving towards OA in next 50 years. Senator Bigelow replied that negotiations take time, and time is important for publication. If publication is delayed by a week, or a month or more, that would have an impact on research. The current situation is fine: faculty upload their CVs and the publications are made available in ISU's Digital Repository. Senator Bigelow saw no need to introduce possible delays or negotiations.

Senator Jackson asked for clarification between the first proposal and the current status. President-Elect Sturm said that in the current situation, faculty voluntarily upload their research after it is published to ISU's Digital Repository. This does not create a university climate that is pro-OA. The university does not care whether you participate in the Digital Repository. The first proposal would promote a new culture that moves the university toward a different model, where our research is done for express purpose of educating the world. Option 1 would still make OA voluntary, but dissemination would be prior to publication. Option 2 takes an even more pioneering and radical tack.

Senator Zarecor asked about enforcement of the policies. She expressed uncertainty that enforced participation in OA would be an improvement. She said that she would not want to have to ask to take back rights from the university. President-Elect Sturm replied that faculty would not have to take back rights from the university. OA is not policed. The point would be for the university to be more holistically welcoming to research, not to create a punishment system. President-Elect Sturm again pointed to the similarity to IP Assignment. On the policy, faculty are not told that they cannot do IP on their own; instead, the point is to ensure that faculty and the university are protected. The proposed OA policy would show that faculty and administrators agree about the value of promoting and disseminating knowledge. If faculty assign research copyrights to the university but the faculty member needs those rights, the university will honor those rights.

Senator Roe said that the second proposal seems opposed to academic freedom. He thought that FS should not impose a concept or idea on faculty about how to disseminate their research. If the goal is to promote OA, then promote it. Don't formulate rules or guidelines that are oppressive. President-Elect Sturm replied that the proposal is not meant to be oppressive. Instead, it offers a way of increasing the impact and prestige of research. It does not punish faculty.

Senator Freeman asked for clarification about the emphasis on pre-publication. The current situation seems to be working, in which faculty make research available after publication. If access is granted prior to publication, does the faculty member have to contact the publisher? President-Elect Sturm replied that ISU Digital Repository has committed to doing the legwork. And the server space is unlimited for this. He added that he is still uncertain why pre-publication is emphasized over post-publication.

Senator Bowler expressed concern that Option 2 might get out of hand. There may be costs to having those agreements in place. President-Elect Sturm replied that he didn't know of any associated costs. Senator Bowler replied that some journals offer the option of OA so long as authors pay an additional fee. Are there resources to pay for that? President-Elect Sturm replied that the policy would not guarantee that there is such money available, but he would work with VPR and library to make funds available. He agreed that it does not make sense to have a policy or promote an environment where we encourage the free dissemination of knowledge if it's financially punitive to faculty.

Senator Martin suggested that President-Elect Sturm have caucuses discuss these options among their faculty and report back. He added that RPA would be happy to discuss the policy options. President-Elect Sturm said that he did not think the proposals were far enough along for that.

### **Enrollment Management Task Force**

President-Elect Sturm encouraged senators to provide input on strategies for enrollment management. One way to do so is a Qualtrix survey. Another is to contact President-Elect Sturm.

### **C. Senior Vice President and Provost Strategic Plan Update**

There are four areas of priority for the strategic plan (SP): student success, enhancing the university's research profile, economic development serving Iowans, and promoting a safe and welcoming campus culture and environment. The SP task forces for each of these areas have faculty, staff, and students. There are two other task forces: one concerning general infrastructure needs, and another that covers everything else. Reports have been prepared. The SP steering committee is working to pull those reports together into a draft to provide to ISU President Leath. After he reviews the report, it will be made publicly available. Open forums are scheduled for March 31 and April 5.

Some broad themes of the report include closing achievement gap on retention and grad rates for underrepresented students; continuing to make progress on various metrics important to AAU evaluation (e.g. being competitive in obtaining research funding from the federal government; number of Ph.D.s conferred; national academy memberships); recruitment, professional development, and retention of faculty and staff; interaction with off-campus stakeholders and serving Iowans. There is a section of the report which develops a system of different kinds of assessments to understand the climate on campus from different cultural perspectives.

In this connection, Provost Wickert has asked RPA to take a fresh look at the set of peer institutions. Our peers are ten universities, many of which are land grant universities, and many of which are members of the AAU. We use these universities to draw comparisons concerning faculty salaries, graduation rates, research funding, etc. Are these still appropriate universities to compare ourselves to? Provost Wickert said he does not look to make wholesale changes, but he thought it was appropriate to re-examine the group.

### **Solicitations for Pay Cash for Unwanted Textbooks or Taking Notes**

Provost Wickert noted that external parties sometimes contact faculty about purchasing unwanted textbooks (instructor copies, desk copies, etc.) and pay in cash. ISU policy forbids these solicitations, and participation in it is not ethical. When such solicitations are discovered, the senders are issued a cease and desist notice. This usually stops the requests, but sometimes a new sender will issue the requests. He likened this process to a game of Whack-a-Mole. This also applies to requests to take notes in your class. Provost Wickert said that those requests are regularly detected, but faculty should feel welcome to forward them.

### **BOR Meeting**

ISU's new Bachelors degree in Criminal Justice was approved. The Culinary Food Science name change was also approved.

BOR received an update from the consultant hired to study the market for a Regents campus in Des Moines. Is there demand for Regents academic programs in Des Moines? How many students are unserved by the current university setup? Which degree programs would be most successful? The consultant will collect data that will guide BOR's decision making. The consultant is also comparing sites, with an eye to location, safety, and amenities. More information should be available in four to six weeks.

### **Annual Faculty Resignation Report**

This past year, there were 90 resignations from UI, 33 from ISU, and 7 from UNI. These numbers do not include retirements. Provost Wickert was pleased with a downward trend in ISU's numbers.

### **Research Funding Update**

Year-to-date research funding from faculty grants and contracts is up 10% from where we were at this point last year.

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

**P&S Council:** Ms. Lawson said that P&S Council approved a motion to send guidelines for best practices for P&S employees who teach for-credit classes to the Provost's Office and Human Resources. These guidelines can be used by P&S staff, supervisors, and department chairs.

Surveys following the 2016 professional development (76% response rate) indicated that attendees were satisfied or very satisfied with the conference.

Seminar series events will be offered through Learn @ ISU. Credit will appear on participants' training profiles.

P&S Council also elected its officers.

On March 10, the CYTation Award ceremony will take place.

**SG:** None

**GPSS:** None

**VI. Unfinished Business**

None

**VII. New Business**

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

Senator Bigelow said that the justification for this course is that international students need help getting acclimated to the US. It is a best practice to have an orientation course for them. The current proposal would make U ST 110 a required course for all international undergraduate students at ISU.

Senator Zarecor asked about money. As she understood it, this course would create 160-200 new graduate assistantships per year. There would be 40-50 groups each staffed by two students, one international and one American. How does this proposal handle the costs that would come back to the colleges for each student? The assistants would still be billed tuition, even though they are paid by a stipend. For example, if a graduate student in the College of Design receives an assistantship, the college is responsible for paying the tuition portion of their assistantship. Senator Bigelow replied that, as far as he knew, the students who serve as mentors are undergraduates. Dean Arne Hallam said that this is correct: most of the students are undergraduates, not graduate assistants. The tuition from this course will cover about half of the costs of it. The remainder of the costs will be covered by the new international student fees. The course alone does not generate enough revenue to pay entirely for it.

**VIII. Good of the Order**

Senator Niemi called senators' attention to the American Statistical Association's statement about the use and misuse of  $p$  values.

**IX. Adjournment**

The meeting adjourned at 4:55 p.m.

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

Respectfully submitted March 25, 2016,

Annemarie Butler  
Faculty Senate Secretary