

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

Present: Andreasen, C.; Bain, C.; Beitz, D.; Beresnev, I.; Bigelow, T.; Bowler, N.; Boyles, J.; Braun, S.; Brown, J.; Burke, B.; Butler, A.; Cantor, D.; Cochran, E.; Dekkers, J.; Derrick, T.; Dilla, W.; Dollisso, A.; Essner, J.; Evans, J.; Freeman, S.; Gassmann, A.; Guyll, M.; Hanson, V.; Hill, J.; Jackson, R.; Kim, S.; Kimber, M.; King, D.; Krier, D.; Looney, M.; Luecke, G.; Martin, P.; Monroe, J.; Montabon, F.; Muench, J.; Munkvold, G.; Naegele, D.; Niemi, J.; Ockey, G.; O'Connor, A.; Owen, M.; Padgett-Walsh, C.; Pellack, L.; Phye, G.; Post, C.; Rajan, H.; Roe, K.; Royston, N.; Russell, D.; Ryan, S.; Schaefer, V.; Schwab, C.; Seeger, C.; Sponseller, B.; Stone, L.; Sturm, J.; Taylor, E.; Tener, J.; Tian, J.; van der Valk, A.; Waggoner, K.; Wallace, R.; Wang, Q.; Weber, E.; Williams, C.; Zaffarano, B.; Zarecor, K.

Absent: Borich, T.; Burras, L.; Cornick, N.; Day, T.; Faber, C.; Godbey, E.; Hartzler, B.; Herrstadt, S.; Martin, R.; Sanders, E.; Sturges, L.; Winter, A.

Substitutes: W. Zhang for Bhattacharya, J.; D. Hannapel for Delate, K.; S. Hendrich for Fiore, A.M.; G. Stevenson for Zimmerman, J.

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); Staudt, C. (SG); Roberson, R. (ISU Daily); Gregory, K. (VP University Services); Lackey, M. (Chief Financial Officer); Oberhauser, A. (Sociology); Gilbert, S. (IMSE).

I. Call to Order

A. Seating of Substitute Senators

President Sturm called the meeting to order and seated substitute senators at 3:31 p.m.

II. Consent Agenda

A. Minutes of Faculty Senate Meeting – October 18, 2016 - [S16/M/2]

B. Agenda for November 8, 2016 – [S16/A/3]

C. Docket Calendar – [S16/C/3]

Senator Owen moved to adjust the agenda to allow the representative from the ISU Collegiate Panhellenic Council, VP of Scholarship Bahnsen, to be first to make a brief statement (and then go to class). Senator Wallace seconded. The motion passed without dissension.

V. Announcements

E. Special: ISU Collegiate Panhellenic Council

Mr. Bahnsen encouraged senators to enjoy the refreshments provided by the Panhellenic Council. He thanked faculty for what they do. More than sixteen percent of

undergraduate students are involved in fraternities and sororities. These organizations provide study sessions, tutors, and foster relationships among students, faculty, and staff.

III. Special Order: Kate Gregory, Senior VP for University Services

SVP Gregory provided an overview of the organizational chart for University Services. There are six main units: Facilities Planning and Management, Business Services, Public Safety, Environmental Health and Safety, Reiman Gardens, and University Museums. University Services includes about 650 employees, both P&S staff and merit employees.

SVP Gregory has identified four points of focus for University Services:

1. **Performance.** Next FY, University Services will post to its website performance metrics. These metrics will include whether projects are on time and on budget, the cycle time for getting contract orders, and how money is spent on fee-for-service work.
2. **Satisfaction.** SVP Gregory said that satisfaction is difficult to measure. The participation level in satisfaction surveys is low. SVP Gregory is discussing with others in industry, businesses, and peer institutions how to measure satisfaction.
3. **Transparency.** The goal is to have a system in place in which one can discover what the current work orders are, who is accountable for them, their status, and their cost. This system will include: when the initial hires took place, the time of the work order, the proposed timeline, the progress on that timeline, and how money is being spent. This will enable University Services to better handle questions and complaints.
4. **Safety.** Currently there are not common metrics across the organization, nor is there a common policy. SVP Gregory expressed safety concerns about gaps and seams.

SVP Gregory said that University Services has piloted assigned a point-person for each college for University Services issues in order to provide quicker service and greater accountability. The College of Veterinary Medicine has accreditation review coming up, and University Services is collaborating on accreditation-related matters. University Services has received criticism about CyBuy; people find the p-card easier to use. SVP Gregory said that she is gathering input to better understand the concerns.

Public Safety is working with local, county, and federal officials (FBI's Hate Crimes working groups) to assess threats in the post-election climate, and they are working to ensure that the right people are in the right places at the right times to address threats. The search for a new ISU police chief is underway. A search committee has been hired, and SVP anticipates having a short list by the end of the semester and hold on-campus interviews in January.

SVP Gregory also provided an overview of the budget associated with each of the six main units of University Services.

Senator Butler said that the construction work in the former *Iowa State Daily* office space to create two classrooms has generated noise for her classroom in Hamilton Hall. It was especially unbearable during her recent examinations. She called Facilities, and the

matter was resolved in 20 minutes, which Senator Butler thought was very responsive. But she thought it raised the question of why there is not better coordination of construction and classroom usage schedules. SVP Gregory acknowledged the problem and said that they are working on it.

Senator Bigelow asked what is being done to ensure that quotes from FP&M will continue to be cost-competitive. He also pointed out that sometimes he is seeking a ballpark estimate of costs without wanting to commit to services, but there are no free estimates. SVP Gregory replied that we could move to a free estimate system, but the costs would have to be transferred elsewhere. If the university community would prefer to distribute the cost to the entire university, University Services could do that. She added that the administration hired an outside auditor of FP&M to see whether charges for various services are appropriate. Contributing to the cost are the costs of compliance with different regulations and laws.

Senator Beresnev asked why faculty offices are never cleaned, even though trash is regularly taken out. SVP Gregory replied that she did not know, but would get back to Senator Beresnev.

IV. Special Order: Miles Lackey, Chief Financial Officer/Chief of Staff

CFO Lackey gave an overview of the budget of the university (\$1.5 billion): general fund (\$708.7 million) and restricted funds (\$774.8 million). The general fund is divided into general university fund (\$636.7million) and special appropriated funds (\$71.98 million); The primary goal is to maximize the amount and percentage of financial resources that are being applied directly to the mission-related activities of ISU. There are a variety of quality and service constraints (e.g. regulatory, quality, and safety).

The strengths of our current organization are: (1) a dedicated and experienced workforce, with a smaller administration than other institutions; (2) a strong brand response (36% enrollment growth since 2008); (3) a resource-centered management model; (4) fundraising infrastructure; (5) programs of excellence; and (6) a strong balance sheet.

The weakness include: (1) legacy systems (e.g. the difficulty matching Kualu data with FP&M's system); over-decentralization (which creates silos or creates redundancies); overreliance on in-state tuition (which has a cost delta of approximately \$4,000); (4) an aging infrastructure; (5) dated audit systems.

CFO Lackey identified some opportunities: (1) Enterprise resource planning (ERP) systems, which will streamline functions, eliminate redundancies, and save time; (2) recruiting non-resident students; (3) price and cost alignment; (4) low interest rates which make it a good time to borrow money; (5) new programming.

Threats to our budget include: (1) the continued slow-down of the farm economy; (2) unfunded mandates; (3) "silo" priorities and initiatives; and (4) resistance to change.

CFO Lackey identified some priorities and actions: (1) recruit non-resident students (who currently make up about 47% of the undergraduate enrollment, compared to 38% in 2011); (2) modern ERP adoption; (3) price and cost realignment; (4) expedite capital expansion (including the Biosciences complex and the Student Innovation Center); (5) enhance policy compliance through best practices.

Senator Zarecor asked about the cost of pushing administrative work (“shadow work”) onto faculty. CFO Lackey replied that that is taken into considering in the parameters and constraints.

V. Announcements and Remarks

A. Faculty Senate President

1. Veterans Day Community Supper

Tomorrow, from 5 to 7:30 p.m. in the Great Hall, there will be the ISU Community Supper, which is a free meal to honor veterans for their service and sacrifices for the United States.

2. LMS Review

A review of learning management systems will be underway soon, coordinated by FS and CELT. President Sturm asked for one volunteer.

3. US Diversity Courses

The FS Curriculum Committee and FS Equity, Diversity, and Inclusion Committee are conducting a review of the diversity curriculum.

4. NTE TF

The task force on non-tenure eligible (NTE) faculty is gathering information from other universities about term contracts, and definitions for different NTE titles. Proposals for new titles may be forthcoming. All NTE faculty are invited to focus group discussions about their perspectives on their current positions, annual reviews, the contract renewal process, and advancement.

5. SET TF

A new TF is being created to explore whether there are better ways to ensure high quality student evaluations of teaching (SET). President Sturm asked for volunteers or nominations.

6. University Flight Services

President Sturm delivered prepared remarks about ISU President Leath’s use of university flight services. BOR has conducted an audit of President Leath’s use of the university plane and found no policy violations and no misuse of university property. President Leath met with FS EB, and EB thought that he has been forthcoming and transparent with faculty leadership. The Office of the President is being reviewed currently by FS, in accordance with the five-year cycle of reviews required by FH. That report will be made public when it is finished.

7. Campus Climate

President Sturm displayed upsetting headlines concerning racism and bigotry on campus. He said that a principal part of our work and mission is new knowledge and discoveries and to call out racism and bigotry for what it is. He expressed regret that not all students feel safe and secure while pursuing their educations at ISU. To that end, he offered the following resolution:

Resolved: That the Faculty of the Iowa State University Senate stand united for the ideals of diversity and inclusion at our university. We welcome all students to learn to the best of their abilities on our campus in an environment free from racism, sexism, bigotry, harassment, and oppression. We uphold these ideals ourselves, and strongly encourage our colleagues across the university both to uphold these ideals, and to teach them when appropriate to our students as a way to move human society forward.

Senator Freeman moved to adopt the resolution. Senator Owen seconded. The motion passed unanimously.

B. Faculty Senate President-Elect

None

C. Senior Vice President and Provost

Provost Wickert announced that progress is being made on the BOR strategic plan metrics. These cover financial aid, four- and six-year graduation rates, online education, external research funding, efficiency initiatives, etc. In most cases, ISU exceeded BOR's expectations.

Provost Wickert also thanked President Sturm for his powerful remarks, and congratulated FS for unanimously passing the resolution.

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

P&S Council: Clayton Johnson reported that the Council continues to work on raising awareness about the new FLSA guidelines. Mr. Johnson also encouraged faculty to nominate staff for CYtation awards.

SG: Cole Staudt commended FS for adopting the diversity and inclusion resolution. SG will request BOR to reconsider the comprehensive tuition model. Students think the targeted differential tuition poses the danger of discouraging students from particular majors because of cost. SG has created a new task force about mental health. Leaders of SG will be traveling to Morgantown for the Big 12 Student Government conference.

GPSS: None

VI. Unfinished Business

A. Name Change: Women’s and Gender Studies [S16-1] – Bigelow

No comments. The motion passed without dissension.

B. Master of Human Computer Interaction [S16-2] – Bigelow

No comments. The motion passed without dissension.

VII. New Business

A. FH 5.2.4.4.5 Appeals [S16-3] – Owen

Senator Owen said that the motion brings FH 5 into alignment with changes recently made to FH 9. No comments or questions.

VIII. Good of the Order

President Sturm repeated his announcement about the supper in honor of Veterans Day in the Memorial Union. He also encouraged senators to volunteer or nominate others for FS committees and task forces.

IX. Adjournment

The meeting adjourned at 4:46 p.m.

NEXT MEETING TUESDAY, DECEMBER 13, 2016 -- 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted December 7, 2016,

Annemarie Butler
Faculty Senate Secretary