

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
SEPTEMBER 13, 2016 – 3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION**

Present: Bain, C.; Beitz, D.; Beresnev, I.; Bigelow, T.; Borich, T.; Bowler, N.; Boyles, J.; Braun, S.; Brown, J.; Burke, B.; Burras, L.; Butler, A.; Cantor, D.; Cochran, E.; Cornick, N.; Day, T.; Dekkers, J.; Delate, K.; Derrick, T.; Dilla, W.; Faber, C.; Fiore, A.M.; Freeman, S.; Gassmann, A.; Guyll, M.; Hartzler, B.; Hill, J.; Jackson, R.; Kimber, M.; King, D.; Krier, D.; Looney, M.; Luecke, G.; Martin, P.; Martin, R.; Monroe, J.; Montabon, F.; Naegele, D.; Niemi, J.; Ockey, G.; Padgett-Walsh, C.; Pellack, L.; Post, C.; Rajan, H.; Roe, K.; Royston, N.; Russell, D.; Ryan, S.; Sanders, E.; Schaefer, V.; Schwab, C.; Seeger, C.; Sponseller, B.; Stone, L.; Sturges, L.; Sturm, J.; Taylor, E.; Tener, J.; Tian, J.; Wallace, R.; Wang, Q.; Weber, E.; Zarecor, K.

Absent: Ackermann, M.; Dollisso, A.; Essner, J.; Evans, J.; Godbey, E.; Herrnstadt, S.; Kim, S.; Muench, J.; Munkvold, G.; O'Connor, A.; Owen, M.; Phye, G.; van der Valk, A.; Waggoner, K.; Williams, C.; Winter, A.; Zaffarano, B.;

Substitutes: E. Luvaga for Bhattacharya, J.; Stevenson, G. for Zimmerman, J.

Guests: Bratsch-Prince, D. (Assoc. Provost); Holger, D. (Assoc. Provost); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Johnson, C. (P&S Council); Staudt, C. (SG); Stewart, R. (VP for Diversity and Inclusion)

I. Call to Order

A. Seating of Substitute Senators

President Sturm called the meeting to order at 3:31 with the first measures of the Russian Dance from Tchaikovsky's *Nutcracker*. (h/t Past-President Wallace)

II. Consent Agenda

A. Minutes of Faculty Senate Meeting – May 3, 2016 - [S15/M/10]

B. Agenda for September 13, 2016 – [S16/A/1]

C. Docket Calendar – [S16/C/1]

Senator Butler moved to accept the consent agenda. Senator Bigelow seconded. The motion passed without dissension.

III. Special Order: Recognizing the passing of Senator Brian Mennecke

A moment of silence was observed to honor the memory of Senator Brian Mennecke.

IV. Special Order: Reginald Stewart, VP for Diversity and Inclusion

Pay Equity. At a previous FS meeting, VP Stewart was asked whether studies had been conducted about faculty salaries and gender. VP Stewart said that HR, VPDI, and the Provost's Office will meet on Monday to begin discussions.

Equal Opportunity. The Office of Equal Opportunity was moved to report to the VPDI Office. A new EO director has been hired.

Policies. The Free Expression policy is completed, and Agora have been establish. The VPDI office is reviewing peer institutions' policies concerning religious accommodation. They are working to identify work-restricted holidays, assessing access to special diets (kosher, hallal, etc.), and policies concerning religious clothing. The third matter is a Bias Reporting System and Response Team. It is in the earliest stages of discussion. This system would allow anyone to report something observed on campus (e.g., "White Power" written on the back of a pickup truck). This report would be made available to a response team, which would include Dean of Students, Campus Police, counseling, academic affairs, and others. The team would determine whether and how to respond. The University of Iowa and University of Northern Colorado have had problems with BARTs, and so ISU is proceeding cautiously.

Planning. The Strategic Plan has a subgoal (4.1) concerning campus climate assessment. VP Stewart has arranged for a vendor to conduct a large scale campus climate assessment, which will probably take place in Fall 2017.

Personnel. Two project directors (Hispanic-Latino affairs and LGBTQA+ Affairs) have been recruited. The VPDI Council has been realigned to provide better support. Half of the meetings are dedicated to discussion of a national issue, and the remainder focuses on a department with a systematic approach to diversity and inclusion. The Faculty-Staff Affinity councils meet monthly. And the VPDI office continues to work with existing personnel on diversity and inclusion matters.

Senator Delate asked VP Stewart what he has heard from students. VP Stewart replied that he has not conducted any focus groups or surveys. He is meeting tonight with the student athlete advisory council. He said that some students experience horrible things when they are off campus, and as educators, we can teach them how to deal with uncomfortable circumstances. He had the pleasure to work with some very frustrated and vocal students this summer, who were concerned with the procedures for getting a building named for significant people of color.

Senator Bigelow asked whether the building naming policies are available. VP Stewart said that there is a policy under Facilities and Grounds Use. Discussions are underway concerning other policies.

V. Announcements and Remarks

A. Faculty Senate President

1. Open Access

President Sturm hopes to create an opt-out policy according to which all faculty work is placed in the ISU Digital Repository at the time of publication and encourages faculty to publish in OA journals. The current system is opt-in. President Sturm is working to find funding, especially for article processing fees associated with publishing in OA journals. He assured senators that any policy would not be damaging to career trajectory or any other aspect of what a faculty member hopes to accomplish through publication. The goal is to enhance the reputation, searchability, and access to faculty work.

President Sturm added that some major publishing companies are becoming prohibitively expensive. Elsevier is proposing a 4.5% increase to 2016-17 subscription rates, which would be prohibitively expensive for the acquisitions budget. Some journals cost as much as \$40,000 for a subscription. He thought this was outrageous, decreasing and restricting access.

2. Diversity and Inclusion

President Sturm hopes to increase faculty awareness of and involvement in diversity and inclusion initiatives across campus. He cited ISU President Leath's welcome letter to faculty and staff as highlighting respect, purpose, cooperation, richness of diversity, freedom from discrimination, honest and respectful expression of ideas.

One activity is underway by the FS Curriculum Committee and Equity, Diversity, and Inclusion Committee. They are conducting a systematic review and assessment of courses that satisfy the U.S. Diversity general education requirement. The Provost's Office is issuing a request for the creation and modification of courses appropriate to 21st century diversity and inclusion.

3. Pay Equity

In collaboration with the Provost's Office, FS is studying equitable pay for all faculty, especially women and people from ethnically diverse backgrounds. An outside consultant will take a real look at data from ISU and advise FS Compensation Committee about possible problem areas.

4. Ethical Conduct of Research

President Sturm cited some alarming statistics about plagiarism, retractions, wasted funds, improper research records, and serious misconduct. He said that universities must develop meaningful plans for promotion and rewarding integrity in research, and departments must make integrity part of routine business and daily conversations. Faculty must make conscious efforts to be proper role models, and should be appropriately rewarded for their integrity. He asked senators to reflect on how often they carry out research exactly as proposed and approved by funding body and regulatory committees; keep accurate records of research that others can follow; report all conflicts of interest; and accurately report research findings in publications.

5. Campus Climate

FS will work with Student Government on campus climate.

6. Student Evaluation of Teaching

FDAR Council has been asked to review the student evaluation of teaching process. There is a potential problem for using unreliable and skewed data for promotion and tenure.

7. Review of Office of the President

President Sturm asked for volunteers to serve on the formal review of the Office of the President.

B. Faculty Senate President-Elect

None

C. Senior Vice President and Provost

1. Enrollment

Associate Provost Bratsch-Prince said that ISU has had the eighth consecutive year of record enrollment. She said that we continue to see a steady rate of growth, but it has slowed down to a more manageable rate. She said that this shows that ISU continues to be a good value.

The Provost's Office continues to monitor the academic preparedness and success of incoming students. The first-year retention rate has increased to 87.6%, above the national average and just below ISU's record of 87.7%. The average ACT score was 25.17, which has also increased over the last three years.

2. New Faculty Orientation

Approximately 70 new tenure-track and non-tenure eligible faculty participated in new faculty orientation. With retirements and resignations, there has been a net gain of 21 new tenure-track faculty.

3. Academic Facilities

The focus of classroom renovations is classrooms with 75-100 student occupancy. Marston Hall's renovation is complete, with four additional classrooms, a 177-seat auditorium, two general education classrooms with 60-80 student seating, and online learning enabled classroom for 60-80 students, and space for students to gather and interact. The second floor of Pearson Hall is being renovated. The space which the *Iowa State Daily* used to occupy in Hamilton Hall is being renovated to make two general education classrooms. Ross Hall will receive new furniture and upgrades in four classrooms.

Durham Hall has a 70 seat testing center, and Carver Hall's testing center has been expanded by 25 seats. Hopefully, this will keep up with demand during midterm and final examinations.

Plans for the Student Innovation Center are moving forward. The goal is for it to open in Spring 2020. Demolition will begin in Spring 2017.

4. Budget

The Board of Regents (BOR) requested a 2% increase in state appropriations for FY18. They recommended a 2% increase to base tuition for undergraduate resident tuition, and pushing for a two year budgeting window to enable better planning.

BOR approved a new Veterinary Diagnostic Lab as a priority. Nothing has been committed to the project, but it is recognized as a priority. It can be moved to the State House for consideration.

The Enrollment Management Task Force (EMTF) report recommended consideration of differential tuition. More discussion is taking place.

5. Diversity and Inclusion

Associate Provost Bratsch-Prince encouraged senators to look at the Provost's Office website for blog postings on topics of interest. Currently, there is the first comprehensive report from the academic division on ways that departments and colleges support diversity on campus.

CELT piloted an inclusive classroom training program. It offers suggestions concerning atmosphere, environment, and language. The program will be available this semester and next, with eight workshops throughout the year.

FS Curriculum Committee is reviewing U.S. Diversity courses. The Provost's Office is issuing a call for proposals from faculty to revise or retool existing diversity courses, or to develop new ones. The courses should be focused on contemporary issues.

Senator Delate asked whether there is a goal for enrollment, possibly 40,000 students. She noted that the increase has caused accidents at poorly-marked crosswalks and long lines. Associate Provost Bratsch-Prince firmly denied that there is any target. ISU senior leadership is supportive of growth, but wants the growth to be manageable. The Provost and the President are aware of issues that have arisen from increased enrollment. They do not want to lose students, and ISU's land grant mission requires us to ensure accessibility. Steps are being taken to ensure that we have the infrastructure to support the number of students and faculty we have on campus. This has required changes to traffic flow, parking, buses, and food service.

President Sturm said that at the BOR meeting last week, both ISU President Leath and UI President Harreld expressed interest in "dialing back." We need BOR to rethink how

many students we can accommodate well. President Sturm encouraged senators to read the EMTF report, which expresses clearly the faculty perspective.

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

P&S Council: Clayton Johnson said that in July, P&S Council planned priorities for FY17. These are published on their website. In August, the Executive Committee held a retreat. They received a budget update from CFO Miles Lackey. In September VP Martino Harmon will discuss changes in Student Affairs. In October, VP Stewart will discuss diversity and inclusion.

The Council is working with HR on changes, including changes to FLSA standards, which affect more than 700 employees. They are also discussion a larger classification and compensation review, which would affect all employees.

Student Government: SG President Cole Staudt said that SG is discussing tuition increases, ensuring that students attend and participate in FS and university committees, and vision building. SG has three task forces: mental health; sexual assault prevention; and civic engagement. President Staudt has asked his senators to engage in strategic planning for the next five years.

SG conducted a survey of students about Dead Week. Of 3866 respondents, 73% said that the current dead week policy does not provide ample time for studying for finals; 94% said that they have had a project, paper, or quiz on Thursday or Friday of Dead Week; and 74% want assignments to be due earlier in the week, allowing for more study time for finals. One in five students reported an assignment due during Dead Week that was not originally posted on the syllabus.

President Staudt also pitched an idea for a university orientation course called “Cyclone 101.” The fifteen-week course would be divided into five modules: (1) Diversity; (2) Sexual Assault Prevention; (3) Financial Literacy; (4) Information Literacy (replacing LIB 160); and (5) University Resources (mental health, academic success, student success). He thought this course would increase retention and improve graduation rates.

GPSS: none

VI. Unfinished Business

None

VII. New Business

None

VIII. Good of the Order

Senator Tener noted the good acoustics of the Sun Room, and recommended that future meetings be held there.

IX. Adjournment

The meeting adjourned at 4:45 p.m.

NEXT MEETING TUESDAY, OCTOBER 18, 2016 -- 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted October 12, 2016,

Annemarie Butler
Faculty Senate Secretary