



IOWA STATE UNIVERSITY
Faculty Senate

Executive Board Agenda

Thursday, December 3, 2020 – WEBEX 3:30 p.m.

Present: Al Shihabi, D. (Design); Andreasen, C. (FDAR and CVM); Bennett-George, S. (Academic Affairs); Bratsch-Prince, D. (Associate Provost); Butler, A. (Secretary); Campbell, C. (CHS); Daniels, T. (COE); Day, T. (J&A); Dekkers, J. (CALs); Freeman, S. (Governance); Oberhauser, A. (RPA); Perkins, J. (Business); Rippke, S. (Parliamentarian); VanDerZanden, A.M. (Associate Provost); Wallace, R. (LAS); Wheeler, A. (President-Elect); Wickert, J. (Senior Vice President and Provost)

Guest: B. Behnken

1. Call to Order

President-Elect Wheeler called the meeting to order at 3:30 p.m. when a quorum was reached. President-Elect Wheeler explained that President Faber was unable to attend because she hurt her back. President-Elect Wheeler welcomed Senator Oberhauser, who is serving as interim chair for RPA; and welcomed Senator Behnken who would provide input on the special order.

2. Consent Agenda

EB Agenda December 1, 2020

EB Minutes November 3, 2020

Senator Perkins moved to accept the consent agenda. Senator Wallace seconded. The motion was adopted.

3. Special Order: U.S. Diversity Requirements and Approved Courses

President-Elect Wheeler said that the purpose of this discussion was to decide how to move forward on the working group's report. The report recommends that diversity classes meet all four learning objectives and that only "experts" (who have scholarly knowledge of the field) teach diversity courses. She thought that the report needed to be discussed in councils, because some of the proposal may have financial implications. President-Elect Wheeler also wanted the report to be made available to FS for discussion.

Senator Bennett-George said she thought the report was already given to FS. She thought AAC had been asked to decide how to implement its recommendations.

Senator Perkins asked President-Elect Wheeler what outcome she wanted. President-Elect Wheeler replied that she wants senators to know that this is happening. Senator Perkins recommended that she alert senators to this in her announcements at FS meeting.

Senator Wallace added that there is no actionable item right now. He suggested that in her announcements, President-Elect Wheeler could ask for feedback from senators, and that in the future there will be some format that FS will vote on.

Senator Bennett-George asked what the senators would be providing feedback on. The report simply gives recommendations about what the requirement should be. It does not propose a process for implementing it. Wouldn't senators need to see such a proposal?

Provost Wickert said that he thought it was important to make faculty aware that these discussions are taking place and that they are not at a point where senators can debate or vote on a proposal. In the letter from concerned faculty, one demand was that the Provost's Office review the U.S. Diversity requirement. The Provost's Office replied that FS is doing excellent work in this area and following the normal FS process of review and FS approval. Faculty and students are unaware that this is happening. He supported having President-Elect Wheeler make an announcement.

Someone asked whether students were involved in the working group. Senator Behnken said that Elena Hoffman was the SG representative. He added that this report has not yet been presented to FS. He thought that it needed more revisions before it is released, because it has many typographical errors and incomplete spots.

Senator Wallace said that such a final version might make specific recommendations about implementation about how courses will be determined and what the criteria are. Senator Behnken replied that item 3.6 proposes a review process, but it's not complete. The review group would be a subcommittee of the Curriculum Committee, but there is no language about how that group will be formed, how to populate it, etc.

In the chat, Senator Oberhauser asked how many courses currently meet the U.S. Diversity requirement. Senator Wallace replied that "there are dozens of courses on the USD list; the current list of courses needs to be evaluated; it has proliferated considerably over the past 10-15 years."

Senator Bennett-George said that she was under the impression that AAC had been asked to do this work, following the Administrative Council meeting. In fact, AAC scheduled extra meetings, and is meeting tomorrow to work on it. If that's mistaken, she thought it would be good to know now.

Senator Freeman said that he agreed with Senator Bennett-George: the report should be accepted in its current state and AAC should work on developing an implementation plan. President-Elect Wheeler can alert senators to this and tell them to expect a proposal from AAC in the spring. The report does not need to be an item on the agenda.

4. Special Order: Dawn Bratsch-Prince, Faculty Senate Demographics

Associate Provost Bratsch-Prince prepared slides that were shared with the meeting materials. She said that last summer, there were discussions on campus and nationwide about diversity, equity, and inclusion (DEI). She said that as FS debates issues of DEI, it is important to ask which voices are represented and included. She asked Institutional Research to pull data from the last three years on race, gender, tenure status, and rank of faculty in general and on FS. The point of this is informational.

She pointed out that the impression of associate professors that they do more service work is supported by data. Term faculty involvement has increased over the last three years. Associate Provost Bratsch-Prince said that that's been encouraged, and thought that that was a positive trend.

Senator Oberhauser asked about the possibility of targeted recruitment. Sometimes service assignments fall into people's laps. Associate Provost Bratsch-Prince thought that was a good idea.

Senator Andreasen said that caucus chairs and deans should be included in those discussions of FS assignments.

Senator Dekkers suggested that each caucus chair should get the demographic data for their college. Associate Provost Bratsch-Prince hesitated, because she did not want data to be shared that could identify individuals. She said that she would check with IR about the possibility of sharing these data.

President-Elect Wheeler observed that representation is not getting better, but in fact is getting a little worse.

5. Announcements

5.1. President

President-Elect Wheeler said that she had not received announcements to share from President Faber.

5.2. President-Elect

None

5.3. Past-President

None

5.4. Senior Vice President and Provost

RPA Meeting Highlights

Provost Wickert said that he had discussed enrollment with RPA Council. He also discussed a change to financial aid structure that will be beneficial for us, in terms of net tuition revenue, by reallocating state dollars from the state budget to academic colleges' budgets. RPA also

discussed budget development, spring enrollment, and faculty morale as documented in the Representative Committee’s survey report.

Approximately 2500 students have registered for winter session. This will generate approximately \$4 million additional tuition revenue for the university. There is no additional financial aid associated with winter session. LAS has the most enrollments, and COB was second.

BOR Advisory Committee

At the last BOR meeting, there was a first reading of the BOR Advisory Committee’s recommendations. Over the summer and early fall, this committee focused on efficiencies, effectiveness, and improvement. The committee was composed by regents; provosts and FS/union presidents advised them, but did not sit on the committee. Their recommendations are open to a public comment period in January, and up for approval in February. BOR asked for progress to be made by the end of the 2021 calendar year, and even more by the end of FY22.

Provost Wickert provided a web link in the chat:

https://www.iowaregents.edu/media/cms/1120_ITEM_4__Advisory_Group_Recomme_607EFA B0D7D68.pdf

The first recommendation concerns online course delivery. BOR will hire a consultant to look at market analysis for the three universities, in order to identify underserved populations (e.g., adult learners, skills-based training, employers, strengths of universities). This may identify markets for universities to go after. The recommendation also includes sharing online courses between the three universities. BOR has expressed significant interest in having universities offer courses online that are available for students at other BOR universities to take. Provost Wickert noted that this experiment was tried a couple of years ago, and it didn’t work out. BOR would like to try again, because circumstances have changed. This is a clear priority for BOR. The legislative request includes new funding for universities and specifically targeted for online education.

The second recommendation concerns how the universities interact with BOR Office.

The third recommendation concerns having services (e.g., motor pool, pharmacy, laundry, mail services) under a single contract for all three universities, to increase buying power.

The fourth recommendation concerns sharing expertise (e.g., on payroll, enterprise software, international programs) among the three universities.

The fifth recommendation concerns research and technology transfer. BOR would like to see more research collaboration, and more collaboration between respective research parks. Provost Wickert said that the provosts have made clear that research collaboration comes from interactions between faculty with overlapping expertise.

BOR asked why each university has its own IRB office and research integrity officers. The provosts replied that it’s a federal requirement. BOR did not show interest in any research office level matters.

BOR Statement on Freedom of Expression

BOR President Richards has formed a new committee to review policies on free expression at the three universities. This committee will evaluate compliance at the three universities. They will recommend improvements to those policies. BOR President Richards also asked the three university presidents to give briefings at the February meeting about how their institution protects and strengthens free speech on campus and in classes

Special EB Meeting

Provost Wickert asked to schedule another meeting with EB to discuss Spring 2021, Summer 2021, and Fall 2021 planning. At that time, it will be appropriate to reflect on how things have gone in the fall semester. Provost Wickert anticipates that the spring semester will look a lot like the fall semester. Should there be summer study abroad? How should courses be delivered in the summer? ISU has applied to be a distribution site for the vaccine. Governor Reynolds announced that 20,000 doses are coming, with 170,000 doses by the end of December. These vaccines will be administered to 1a category individuals: health care workers and people in long-term care facilities.

Senator Wallace asked about the first recommendation. Would the three universities be competing with community colleges for non-traditional students? Or is the plan to find new markets for people who are not part of the community college market? Provost Wickert replied that the emphasis is on the latter. The adult learner market is a big market. We should also look at students who take courses at community colleges during winter break or over the summer. How can we improve our online course offerings so that the students enroll here instead? How can we develop an ISU brand for the online experience, rather than scattered offerings in each of the colleges?

Secretary Butler asked whether this recommendation sought to share online courses just among BOR universities, or among Big 12 universities, etc. Provost Wickert said that the provosts did brief the regents on those programs, and shared what worked and what didn't work. The regents are focused on sharing among the three universities. They believe that there will be a big cost savings and convenience for students. The provosts shared that that experiment was tried five or six years ago, for two years, with a curated set of courses that offered expertise unavailable at the other universities. The cross-institutional enrollments were very small. BOR thinks that it might be time to try the experiment again, because circumstances have changed.

5.5. Council Chairs Reports

AAC: Senator Bennett-George said that there is no new business. AAC will meet tomorrow on implementation of the working group's recommendations about the US Diversity requirement.

FDAR: Senator Andreasen said that FDAR has identified actions that they will take up in the spring.

5.6. Caucus Chair Reports

COD: Senator Al Shihabi said that the caucus met today, and will meet with the dean and associate dean next week. They are using the survey report to create talking points about strategic planning and collaboration.

CHS: Senator Campbell said that the last caucus meeting happened concurrently with the School of Education changes. The next meeting will be on Tuesday. She expects many more discussions about the School of Education’s “scenario” at future meetings.

6. Unfinished Business

6.1. AESHM Beverage Management Minor Proposal [20-6] – Bennett-George

6.2. Name Change: Child, Adult, and Family Services Major [20-7] – Bennett-George

6.3. Name Change: Child, Adult, and Family Services Minor [20-8-] – Bennett-George

6.4. Ethics Minor Proposal [20-9] – Bennett-George

6.5. Graduation with Distinction [20-10] – Bennett-George

All five items were taken as a group. No comments.

7. New Business

7.1. Department Name Change: Sociology and Criminal Justice [20-13] – Faber

AW: Reflects current composition of students.

Daniels. SF. Put on FS agenda.

SF: We provide input. Make recco, rather than approve.

7.2. Add EDI activities to FH 5.1.1; 5.2.1; 5.4.1.3 [20-15] - Andreasen

Senator Andreasen said that this item had been sent to EB before and was referred back to FDAR. This proposal passed in FDAR, but not unanimously. The aim is to place a statement about EDI in FH, providing faculty the opportunity to include a statement and documentation about EDI activities in their advancement documents. We give credit for what we value.

In her caucus, Senator Andreasen said that faculty did not want these statements in the PRS or annual performance review. Some departments and colleges have statements, and these will not be excluded by this proposal.

Currently, there is nothing in FH affirming EDI. Faculty felt that it’s really important to have a statement relevant to advancement, because in advancement we document our faculty contributions to the university. Documenting EDI efforts would support ISU’s Strategic Plan and provide important data. Senator Andreasen said that she would like a broader discussion among senators.

From a previous draft, “recognition” was deleted because FH cannot ensure how such documentation will be received. Hopefully, as documentation becomes more common, there will be recognition and university awards. But recognition requires support from deans and department chairs. They do support giving faculty the opportunity to provide an optional statement about EDI activities in advancement documents.

Senator Perkins said that he thought that the placement of the statement for tenured and tenure-track faculty doesn't make sense in 5.4.1.3. He suggested 5.2.1. Senator Andreasen said that it was an overarching statement that was repeated for tenure-track and term faculty. That's the only place that addresses term faculty.

Secretary Butler asked whether renewal should be included in the list. Senator Andreasen said that she would defer to the Provost's Office's judgment. Associate Provost Bratsch-Prince thought it would be appropriate to include renewal.

Secretary Butler also worried that this was something that looks like an easy win ("low hanging fruit") but might not be realized because of lingering climate problems in departments. She thought that maybe this should be saved for later. Senator Andreasen agreed that it's just a step, and will not solve all problems relating to EDI in departments. But including such a statement in FH will send an important signal about ISU faculty's values. It aligns with ISU's Strategic Plan. True, deans and department chairs need to support its implementation, and that will require work.

Associate Provost Bratsch-Prince pointed out that "diversity," "equity," and "inclusion" do not appear in FH apart from titles of offices or administrators. Failure to include any statement about it means that it sort of doesn't exist. People who work in these areas can't point to a place in FH or PRSs that indicates that ISU values that kind of work.

Senator Perkins suggested putting the infelicitous statement in 5.3, concerning faculty portfolio. Senator Andreasen replied that the goal was to place it under general policies and review. Senator Perkins replied that the content states that faculty are encouraged to document their activities. That's not a policy. So the statement belongs in the section concerning documentation.

Senator Perkins moved to put the item on FH agenda. Senator Bennett-George seconded. The motion was adopted.

7.3. Non-Substantive Change: FH 7.2.2.2 Discrimination and Harassment [20-16] - Day

Senator Freeman said that ordinarily this proposal would come from the council to Governance Council to EB. But because of the quick timing, this item was not discussed by Governance Council. Even so, both Senator Freeman and Senator Day agreed that this is a non-substantive change: FH is being updated to align with university policies.

8. Approval of the December 8, 2020 Faculty Senate Agenda

After removing the special order item, a motion to approve FS agenda was adopted.

9. Good of the Order

Senator Andreasen said that she would revise the FDAR document for FS's first reading.

10. Adjournment

The meeting adjourned at 5:01 p.m.

NEXT MEETING: Tuesday, January 19, 2021 – 3:00 p.m. – WEBEX