



IOWA STATE UNIVERSITY
Faculty Senate

Executive Board Agenda

Tuesday, January 19, 2021 – WEBEX 3:00 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); Faber, C. (President); Freeman, S. (Governance); Oberhauser, A. (RPA); Perkins, J. (Business); Rippke, S. (Parliamentarian); Sturm, J. (Past President); VanDerZanden, A.M. (Associate Provost); Wallace, R. (LAS); Wheeler, A. (President-Elect); Wickert, J. (Senior Vice President and Provost)

1. Call to Order

President Faber called the meeting to order at 3:05 p.m. when a quorum was reached.

2. Consent Agenda

- a. EB Agenda January 19, 2021
- b. EB Minutes December 3, 2020

Some corrections were made to the agenda, including the date of the minutes, the numbering of the items, and the name of 20-15. Secretary Butler moved to accept the agenda, so modified. Senator Freeman seconded. The motion was adopted.

3. Announcements

3.1. President

Campus Leaders Luncheon

President Faber said that the luncheons will now be one hour long, from 12 noon to 1 p.m. The dates for this semester will be: February 10, March 17, and April 21. Instead of submitting specific questions, the participants will be asked to submit topics. Nine seats are available for faculty senators, on a first-come first-serve basis.

COVID Update and Town Hall

There have been questions from faculty about whether the vaccine will be required and concerns about variants of the virus. President Faber recommended that faculty view the recording of the Town Hall meeting, posted to the ISU COVID website.

Upcoming Surveys for Faculty

Currently, there is a survey about Workday. Soon the COACHE faculty satisfaction survey will be distributed as will the BOR Faculty Activities survey.

Evaluation of Teaching

FS leaders have met with representatives from the Provost's Office to identify actionable items from the Evaluation of Teaching Task Force's report. President Faber opened the floor for discussion about the proposed items and timetable.

Past President asked Associate Provost Bratsch-Prince whether she received his email. She said that she had and she discussed the matter with Dave Peterson. They thought they could implement some recommendations from the task force report without waiting for data from the proposed faculty survey.

Past President Sturm also asked whether the timetable was rigid. He was especially concerned about whether the second item (a working group to develop a new student ratings instrument) could be completed by August, especially because its completion is scheduled ahead of the survey of the general faculty (October). Associate Provost Bratsch-Prince replied that currently, faculty are using a short university-wide instrument, which departments can add questions to, as appropriate to their accreditation needs. She thought that progress could be made on schedule, but admitted that the target dates are aspirational and flexible. She added that she has discussed with CELT Director Marcketti the possibility of developing training for department chairs on how to use student ratings in personnel decisions and reviews.

Senator Oberhauser pointed out that it is critical to have faculty involvement and buy-in. She thought it would be a good idea to have senators work with their colleagues at the department level to get feedback to send up the chain. Associate Provost Bratsch-Prince agreed that there have not been enough local conversations.

Secretary Butler expressed "survey fatigue," and was uncertain about feedback from a survey about evaluation of teaching. President Faber asked how else to get input, if not a survey. Secretary Butler said she thought the Representative Committee's report on faculty morale provided a model for using the caucuses to collect feedback. President Faber countered that that provided human viewpoint feedback, not data. But she thought that perhaps FS could pursue both strategies.

Senator Dekkers asked whether item 3 (the survey) and item 2 (the instrument) should be reversed. The survey results could inform the questions on the survey.

Senator Oberhauser observed that there is larger scope of material that people might include in documenting teaching effectiveness. How much is that emphasized as we roll out this action plan? Associate Provost Bratsch-Prince replied that the Evaluation of Teaching Task Force report included a number of ideas and recommendations. This action plan distills those into a reasonable and achievable plan.

President-Elect Wheeler said that FS leaders and the Provost's Office had discussed the importance of encouraging departments to discuss how they understand the role of student ratings in evaluation of teaching. This plan creates such an opportunity.

3.2. President-Elect

President-Elect Wheeler said that she visited the Associate Deans Council to discuss the report about the required diversity course. She reported their comments and concerns to Academic Affairs Council chair Bennett-George. Two of their important recommendations were: (1) reach out to the MLOs; (2) ask current students about their perspective on the required diversity class offerings.

3.3. Past President

None

3.4. Senior Vice President and Provost

Wellness Days

Associate Provost VanDerZanden said that the Provost's Office discussed wellness days with the Academic Continuity Workgroup and Student Health. The current proposal is to create a Cyclones Care Committee, which would promote student well being both inside and outside the classroom. Faculty will be asked to share information about these mental health resources with their students. This will help to normalize the fact that people are feeling stressed. Later this week, associate deans will distribute this information.

Senator Wallace recommended using the advising network instead, because he thought this was an extra burden on faculty. Advisors tend to be in contact with students about issues closer to well being. Associate Provost VanDerZanden replied that this is an all-hands-on-deck campaign. Advisors and faculty – as well as Student Government, the Dean of Students Office, and social media – are being asked to convey this information.

Senator Oberhauser asked whether there are promotional materials available to post. Associate Provost VanDerZanden said that associate deans would provide website links. She was unsure whether new promotional materials had been developed.

Past President Sturm supported communicating faculty concern for student well being. He wondered whether it would be more expedient to have a central Canvas announcement of these resources. Or would that be too impersonal? Associate Provost VanDerZanden said that students can turn off global announcements. Furthermore, having the faculty member post the links better signals that faculty support these resources.

Campus Safety

Provost Wickert said that ISU Police Chief Newton and DPS are in daily contact with state and federal partners about the potential for protests or other events. There is nothing expected for this week. They will continue to monitor the situation as students return to campus.

Student Academic Continuity Data

In the Chat, Provost Wickert posted the following data:

- The academic standing of Iowa State undergraduates in Fall 2020 was consistent with previous semesters.
- 89.6% of Iowa State undergraduates were in good standing at the end of the Fall 2020 semester, compared to 88.5% after Fall 2019, and 87.6% after Fall 2018.

- 9% of undergraduates were on academic warning or probation after the fall semester, compared to 9.6% after Fall 2019, and 10.5% after Fall 2018.
- The letter grade distribution achieved by undergraduates in Fall 2020 was consistent with previous semesters.
- In 78.3% of cases, undergraduates earned a grade of C or better in all of their courses in Fall 2020, compared to 77.5% in Fall 2019, and 76.8% in Fall 2018.
- An F grade was assigned in 3.8% of cases in Fall 2020, compared to 3.6% in both Fall 2019 and Fall 2018.

Provost Wickert commented that this year and last year are similar with regard to two metrics: students who are in good standing vs. on warning or academic probation; and letter grades. These data counter the narrative that students are flunking out due to increased online instruction. Provost Wickert credited the strong quality of faculty instruction.

Free Expression Syllabus Statement: Winter session

The required syllabus statement about free expression was included on all winter session syllabi. Faculty were surveyed about their experiences with it. On the whole, the statement made no difference, positive or negative, to classes; it was just there. On the basis of this feedback, among other faculty concerns, the Provost's Office developed a FAQ about the syllabus statement. It will be distributed to faculty on Friday, along with a reminder to separate personal and professional political advocacy. Additionally, faculty will be directed to new resources for faculty who are subjected to internet trolling or doxing because of their scholarly activity.

University Counselor Norton will attend the January FS meeting to discuss free expression and academic freedom. He will give a briefing to the Provost's Council (deans and academic vice presidents) in early February. All department chairs will be briefed tomorrow. Associate Provost Bratsch-Prince is organizing workshops for faculty on these issues.

Legislative Activity

There are some bills proposed in the Iowa legislature that would affect Iowa's public universities. First is the tenure bill. Second is a bill that would tie state appropriation to university's support for free expression. This led to a fair amount of discussion among EB members.

Secretary Butler asked whether there were data about the number of withdrawals or drops from the fall semester. Neither Provost Wickert nor Associate Provost VanDerZanden had those data readily available.

Senator Wallace said that LAS faculty senators had reported experiences with increased academic dishonesty, especially on exams and other activities. Was there actually an uptick in academic dishonesty, or was this just a perception? Provost Wickert confirmed that, anecdotally, there was an uptick in academic dishonesty cases. Associate Provost VanDerZanden agreed, anecdotally. Associate deans have had a number of conversations about this. One strategy is to see whether capacity can be increased for the testing centers. CELT also has recommendations for different kinds of assessments that are more difficult to cheat on.

3.5. Council Chairs Reports

GOV: None

FDAR: None

AAC: Senator Bennett-George said that AAC began work on the required diversity course proposal. In December, they developed a strategy to create an actionable plan for instituting the proposed changes. Members were assigned the task of writing different parts of the plan, and will bring those drafts to the January AAC meeting. Their goal is to have something for FS to vote on in the spring semester.

J&A: Senator Day reported that one faculty appeal is wrapping up. The ad hoc investigative committee submitted a draft of their report.

RPA: Senator Oberhauser said that RPA met last week and had a productive first meeting with Provost Wickert and Ellen Reints about FY 22 budget, tuition, allocations, and state appropriations. They also discussed the university's use of COVID-19 stimulus package.

3.6. Caucus Chair Reports

LAS: None

COD: Senator Al Shihabi said that the caucus met with Dean Rico-Gutierrez and Senior Associate Dean Campbell at the end of last semester. They discussed the faculty morale survey results, and folding those into the strategic plan, which is currently under development. The administrators were receptive to changing the facilitators in order to add greater diversity. They listened to suggestions about how to approach strategic planning and make it faculty-driven.

CALS: Senator Dekkers said that the caucus discussed the U.S. Diversity course task force report. Several senators disagreed with some of the recommendations. For instance, many felt that it was unnecessary to review the fitness of the instructor as well as the course for the diversity requirement. The focus of review should be on the learning outcomes. Some faculty expressed the need for greater flexibility. For example, a U.S. travel or travel abroad course might be able to meet the outcomes.

President Faber confirmed that the CALS representative on AAC is communicating these concerns.

COB: Senator Perkins said that the caucus revised a draft of the college governance document in their December meeting. They hope to be able to vote on the governance document at the end of the spring semester.

COE: Senator Daniels said that the caucus is working on their governance document too. Engineering senators would like there to be an automated way in Canvas to generate required syllabus statements. This would ensure that the most recent version is made available to students.

CHS: Senator Campbell said that the caucus will meet twice each month, with one meeting including the dean. At today's meeting, senators were especially concerned about fatigue and teaching evaluations.

CVM: None

4. Unfinished Business

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

No comments.

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

Change to 5.1.1, 5.1.1.1, 5.4.1.3

On the agenda, there are two EDI docket items, but Senator Andreasen sought EB advice on whether one or two proposals would be better. 20-15 makes additions to existing parts of FH, whereas 20-18 creates a new section addressing term faculty. The reason it was separated was because the proposal was different from that of the first reading.

Senator Freeman recommended combining the two proposals. Senators can be alerted to the modifications that have been made. There have been many instances where a proposal has changed between first and second readings. So long as we communicate clearly to senators what has changed, there will be no problem. Any senator who wants to separate the issues may make a motion.

Senator Perkins thanked Senator Andreasen for the changes that were made and said that they addressed his concerns. He agreed with Senator Freeman that it makes more sense and will reduce confusion to keep the proposals together.

Senator Andreasen also asked whether there should be two votes: one on 5.1.1 (the general statement about faculty review) and one on the advancement portion. President Faber thought that FS should discuss the items together. If a senator wishes to divide the question, they may do so.

Secretary Butler said that she thought the problem with the proposal is that it aims for equality instead of equity. Inviting everyone to document their EDI activities will obscure the difference between the ones that matter (and that are currently unrecognized and invisible) and ones that do not. Senator Andreasen replied that evaluation committees make judgments about impact of efforts all the time, in terms of the breadth of the audience reached and the impact. She added that she had consulted VPDI Stewart about the proposal. She emphasized that this is a start, and it will take time for such documentation to catch on. As it does, we will refine our judgments about the significance of different kinds of activities.

President Faber said that she thought it was important to get some language in FH about the value of EDI activities.

Senator Freeman reminded President Faber and Senator Andreasen that a rationale needs to accompany the merged document, clearly explaining the changes. Senator Wallace pointed out that docket item 20-18 needs to be removed from FS agenda.

5. New Business

5.1. Non-Substantive Change: Faculty Senate Constitution [20-17] – Freeman

Senator Freeman said that these changes were made in December, but too late for the EB meeting. Governance Council recommends against having a vote on these changes, and instead including them on the consent agenda. EB members concurred.

5.2. FH 5.3.1.4.5 Equity, Diversity, and Inclusion Activities [20-18] – Andreasen

(See item 4.2 above.)

6. Approval of the January 26, 2021 Faculty Senate Agenda

Senator Wallace moved to accept the modified FS agenda. Senators Freeman and Bennett-George seconded. The motion was adopted.

7. Good of the Order

Senator Wallace said that LAS Caucus members lamented the loss of the opportunity to socialize with senators at FS meetings, with the move to virtual meetings. He suggested that the Zoom meeting might be left open for some time after the meeting so that senators might raise issues, ask additional questions, etc.

President Faber thought that there would not be extra time, because University Counselor Norton's presentation would likely generate a lot of discussion. She thought that if there were time available, such discussion could take place during the Good of the Order.

President Faber added that some faculty had requested making FS meetings in person. She expressed doubts about the technological feasibility of meetings with some people online and others in person. EB members discussed whether it could be done. When asked about their preferences, more than half preferred for EB to continue to meet online.

Senator Wallace repeated the request to have some kind of platform for interested faculty to interact after the meeting. Everyone has blocked out the time until 5 for the meeting, so it would make sense to make that time available. He thought we should run the experiment: either it will prove valuable or not.

President Faber added that the EB photograph will take place over Zoom this year, during February's EB meeting. President Faber said that she would fix any image problems due to bad connections, etc. EB members suggested other ways of supplying images instead of Zoom. President Faber replied that she wanted the photograph to reflect how EB met. Provost Wickert agreed with President Faber.

8. Adjournment

The meeting adjourned at 4:48 p.m.

NEXT MEETING: Tuesday, February 9, 2021 – 3:00 p.m. – WEBEX