



# IOWA STATE UNIVERSITY

## Faculty Senate

### Executive Board Minutes

Tuesday, September 8, 2020 – WEBEX, 3:00 p.m. – 5:00 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); Perkins, J. (Business); Rippke, S. (Parliamentarian); Sturm, J. (Past President); VanDerZanden, A.M. (Associate Provost); Wallace, R. (LAS); Wheeler, A. (President-Elect); Williams, C. (RPA)

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#### 1. Call to Order

President Faber called the meeting to order at 3:00 when a quorum was reached.

#### 2. Consent Agenda

EB Agenda September 8, 2020  
EB Minutes April 28, 2020

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

#### 3. Announcements

##### 3.1. President

President Faber called attention to the new format for the agenda for EB and FS meetings.

President Faber said that the new senator orientation materials were moved to CyBox. There was a problem with Echo 360. She said that the orientation materials were very good and the process went well.

President Faber noted that federal changes to Title IX that took place on August 14 require revisions to ISU's nondiscrimination and harassment policy, including changes to FH 7.

President Faber thanked EB members for their participation in the busy meeting schedule over the summer.

President Faber said that EB's subcommittee on term faculty policies identified some issues and inconsistencies between what FS passed and what was printed in FH. Such changes are currently under discussion in Governance Council.

President Faber thanked EB members for participation in the August EB retreat with ISU President Wintersteen and Provost Wickert. She reminded EB members of the upcoming Campus Leaders Luncheon and the need to question questions to her by September 14.

President Faber announced that she co-chairs with VP Reg Stewart the committee to consider ISU policy about renaming of buildings and other ISU property.

President Faber said that she will change FS procedures so that motions, amendments, and resolutions have to be submitted to EB before consideration at FS. With the change in meeting format, she thought that this would make the process easier.

### **3.2. President-Elect**

President-Elect Wheeler observed that some faculty are comfortable teaching in-person and hybrid classes, whereas others are anxious. She said that it is important for faculty to be able to deliver their courses in modes that they're comfortable with. She acknowledged that family situations are having an impact on how comfortable faculty feel.

President-Elect Wheeler said that the Representative Committee has been tasked to collect feedback from colleges about the dates for the spring academic calendar. They are developing questions about how well faculty feel they are supported (in terms of technical support, support from colleagues, support for family life, etc.).

President-Elect reported that the task force on the U.S. Diversity requirement met over the summer and compiled a report with recommendations. This was a colossal effort. She invited EB's advice and direction about what to do next. She said that the social and political unrest from the summer may be reason to revisit the recommendations.

Senator Wallace said that he was happy about the uniformity of standards proposed in the task force and praised the updates. He suggested sending the report to college curriculum committees to review and provide feedback about the content and process. Senator Wallace said that he thought it would be best to have a central diversity general education committee (composed of experts on U.S. diversity) evaluate proposed courses to be added to the list. This would ensure that all colleges are held to the same standards.

Senator Bennett-George pointed out that there is no guarantee that a subgroup of the members of FS Curriculum Committee would be experts on U.S. diversity. Senator Freeman recommended creating a subcommittee of experts (not necessary from FS Curriculum Committee) that would report to FS Curriculum Committee.

Senator Freeman asked why the general education requirement is limited to diversity. Inclusion seems to be as great of a concern for students. Did the task force consider incorporating inclusion? Past President Sturm asked how one formulates a curriculum

about inclusion. He thought that inclusion was more cultural, focusing on how a community interacts with each other. Senator Freeman replied that diversity without inclusion provides information without solving the problem. He suggested that the learning outcomes include aspects of both diversity and inclusion.

President Faber said that she would bring the task force report to Administrative Committee. Academic Affairs Council will also have a chance to discuss the report.

### **3.3. Past President**

Past President Sturm noted that there is a task force report about evaluation of teaching complete with recommendations. Does FS wish to continue to work on that, or should it be kept on a burner for the time being?

President Faber said that it should be kept on a burner for this fall. There is a COVID-adjusted evaluation of teaching proposal forthcoming.

### **3.4. Senior Vice President and Provost**

Associate Provost VanDerZanden said that there have been changes to the process of notifying faculty when their students test positive for COVID-19. Seating charts for courses have been updated and contact tracers do their work. Kipp van Dyke in the Dean of Students Office sends a notice to faculty members.

Some faculty have expressed concerns relating to FERPA about providing seating charts. When such information is used for university business or related to health and safety, it is not a violation of FERPA.

VP Younger has sent a message to students to celebrate smart when they watch football this Saturday. The message emphasizes accountability and responsibility. Associate Provost VanDerZanden asked faculty to reiterate this same message, because students really do look to faculty for guidance.

FP&M has identified unoccupied classrooms to make available for students to study in. There is additional cleaning protocol to make sure that the rooms are clean and students follow safety protocols.

Discussion about the spring academic calendar continues at the Council of Provosts and Board of Regents meetings.

Senator Wallace asked when the last date to send feedback about the spring calendar is. Associate Provost VanDerZanden said September 10, ahead of the COPS meeting. Depending on how things go at BOR, Associate Provost VanDerZanden expected an announcement to be made ahead of the meeting on the 23rd.

Senator Daniels observed that the advice about FERPA concerns providing information to central administration. Does this also apply to user-restricted services like Canvas? Isn't making students' names available to other students in Canvas similar to how they would

come to learn each other's names in a face-to-face course? Associate Provost VanDerZanden said that it is not a FERPA violation if a student's name appears on Webex, because that is similar to calling on a student by name in a classroom.

Senator Dekkers asked whether all three options were still under consideration for the spring calendar. Associate Provost VanDerZanden replied that the opinion is coalescing around starting classes on January 25, eliminating spring break, and having 14 weeks of instruction.

Senator Dekkers applauded the decision not to allow spectators and the football game. Has a decision been made about future games? Associate Provost VanDerZanden said that this decision applies only to Saturday's game. ISU President Wintersteen and Athletic Director Pollard will revisit that decision.

Senator Al Shihabi asked whether contact tracers will notify faculty at all. Associate Provost VanDerZanden said that contact tracers contact people who may have been in close contact with a person who tests positive. Communication to faculty will come through Van Dyke's office, to inform them that the student will not be in attendance in class and will identify when the student will be expected back.

### **3.5. Council Chairs Reports**

**AAC:** Senator Bennett-George said that the council will meet on the 25<sup>th</sup>.

**FDAR:** Senator Andreasen said that a workgroup, headed by Senator Hornbuckle, is working on criteria for evaluation of work in extension and outreach for P&T, review, and advancement.

Changes to gender-neutral pronouns need to be made in FH need to make it more inclusive. Senator Andreasen asked whether that should be regarded as substantive or non-substantive changes.

In the spring, FDAR tabled a proposal to modify FH to emphasize faculty responsibility for developing and sustaining a civil and equitable department climate. FDAR members are collecting input from the caucuses. These statements (which some departments already have) would be put in annual reviews. Departments would develop their own metrics.

CVM is developing a process for faculty who would like to move from a tenure-track line to a term faculty line.

The Faculty Success Team is working to finalize activities for mentor training.

**GOV:** Senator Freeman said that the Council will meet September 21.

Over the summer, the task force on term faculty policies found that FH 3.3.2.3 does not align with what FS passed. The problem is that lecturers and teaching assistant professors are at the same rank and not advancements. But FH language makes it sound as though

they are different ranks. So the Provost's Office has restarted length of service in rank after the change in title to teaching assistant professor. Associate Provost Bratsch-Prince has been asked to pause this practice while FS sorts it out. Other term faculty are being advanced faster because there is no position corresponding to lecturer.

Senator Daniels said that some departments have more stringent requirements for teaching assistant professors than lecturers, and that this has created concern.

**J&A:** Senator Day said that J&A is working on modifying FH 7 to match the federal changes to Title IX. One change is a new mandate that the party that investigates a valid Title IX case (or anyone who reports to that office) cannot be the ultimate decisionmaker on the outcome. So faculty cases that affect faculty employment status will involve an FRB as decisionmaker.

Senator Freeman pointed out that President-Elect Wheeler and he, among other faculty, sit on PLAC. So faculty were involved in this decision.

**RPA:** No report

### **3.6. Caucus Chair Reports**

**CALS:** Senator Dekkers said that they met on Thursday. Faculty were supportive of eliminating spring break.

**ICOB:** Senator Perkins said that they continue to work on changes to the college governance document. Faculty supported eliminating spring break, although this would affect courses that have travel over spring break. Faculty wondered why the start date was so late. Why not start earlier so we can end the semester earlier?

**COD:** Senator Al Shihabi said the caucus met on Friday. One department was concerned about eliminating spring break because of extensive travel plans during spring semester.

**COE:** Senator Daniels said that there was an impromptu meeting last week, about putting the budget committee in the bylaws and COVID. Faculty expressed encountering friction in trying to change teaching modalities. The college also reported a problem with a graduate student worker who was not entitled to Worker's Compensation.

Senator Freeman said that if the action was education-related, then the student is not covered; but if the action was work-related, then the student is covered, regardless of pay status.

**CHS:** Senator Campbell said that caucus will meet on Tuesday. Faculty supported the spring academic calendar. They asked for more transparency about decisions about requests to change teaching modality. They also asked for more timely updates about decisions affecting policies and plans.

**LAS:** Senator Wallace said that LAS Convocation was underway. Most faculty supported the spring academic calendar proposal. A senator from WLC expressed concern about the long delay between fall and spring semesters contributing to less retention from beginning language courses. Faculty expressed concerns about fatigue affecting faculty and students and concerns about safety and health compliance, buy in, and “survivability” to the end of the semester.

**CVM:** Senator Andreasen said the caucus met today with the dean. There was concern about adequate time in the spring academic calendar to cover content. Current first-year students are overwhelmed by the increased pace of content. It’s not clear what the best thing to do is. Stretching out the scheduling of labs to accommodate physical distancing has increased the length of school days for students too.

Faculty expressed concerns about family care, childcare, and eldercare. They expressed concerns about annual performance reviews, as well as reviews for promotion and advancement, and post-tenure review. She emphasized the need for flexibility and understanding.

The equity, diversity and inclusion committee continues to work on developing opportunities and initiatives.

Faculty reported satisfaction with the changes to reports in Workday. Sometimes it is difficult to go back into the pre-Workday systems to retrieve old accounting and paperwork. Senator Wallace asked Senator Andresen to provide a specific example to him to bring up to the ISD advisory committee meeting.

Associate Provost VanDerZanden said that the schedule of classes will include the mode of course delivery so that students can make informed decisions. This involves a lot of processing of COCFs.

#### **4. Unfinished Business**

##### **4.1. Breeding for Organic Crops Graduate Certificate [19-30] – Bennett-George**

No comments

#### **5. New Business**

##### **5.1. FS Bylaw Change [20-1] – Freeman**

Senator Freeman described the changes as “nothing radical,” but an attempt to bring the bylaws into alignment with the Constitution. First, the caucus is composed of senators elected from departments and at-large senators. Officers are not representatives of departments or colleges, but the senate as a whole. Therefore, they are not part of the caucus. Second, a lot of senators have moved from serving as department senator to at-large senator, enabling them to serve more than two consecutive terms. The constitution is clearer about term limits. Governance Council did not see this as making changes to policy.

Secretary Butler said that she had been by a member of Governance Council that allowing officers to run for election to seats as officers is “undemocratic.” She contested this, because candidates always stand for election. In fact, she had run unopposed in previous elections, and thought that it was important to find people willing and excited to do the work. She added that she thought that it would be a shame to exclude officers from participating in caucuses, because they have valuable knowledge to share.

Senator Freeman replied that officers are not voting members of the caucus. Caucus meetings abide by ISU’s open meeting policy.

Senator Freeman countered the first point by saying that even though it is hard to recruit people to run for officer positions, that’s not reason to abandon term limits. He added that no one at Governance Council expressed concern that it was not democratic. Instead they supported the implied rationale of the constitution, which is that the more people who are involved and engaged in the senate, the better.

Past-President Sturm suggested some wording changes. Senator Freeman noted that newly elected senators are eligible to run for office, even though they are not serving in March or April.

Past-President Sturm moved to insert “officially” and “ex officio” into the motion. Senator Perkins seconded. The motion was adopted, 10-1.

Senator Dekkers pointed out difficult in finding people to serve as senators. In his own case, he moved from department senator to at-large. He thought that this was appropriate, because the two positions are elected by different bodies. If it requires a change to the constitution, then perhaps we need a change to the constitution. Senator Freeman replied that changing the constitution requires a university-wide faculty voted, whereas changing the bylaws is FS’s responsibility. He agreed that it is often easiest to just move people from one position to the other to fill seats. But he thinks it’s unhealthy when people do this more than once. President Faber said that the break in service creates an opportunity for someone else to serve.

## **6. Approval of the September 15, 2020 Faculty Senate Agenda**

Senator Perkins moved to approve the FS agenda. Senator Perkins seconded. The motion was adopted.

## **7. Good of the Order**

None

## **8. Adjournment**

The meeting adjourned at 5:06 p.m.

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**NEXT MEETING: Tuesday, October 6, 2020 – 3:00 p.m. - WEBEX**