



IOWA STATE UNIVERSITY
Faculty Senate

EXECUTIVE BOARD MINUTES

Tuesday, April 12, 2022 – 3:00-5:00 p.m.

107 Lab of Mechanics

Present: Al Shihabi, D. (FDAR); Bennett-George, S. (Academic Affairs); Bratsch-Prince, D. (Associate Provost); Butler, A. (Secretary); Day, T. (CVM); Faber, C. (Past President); Freeman, S. (J&A); Gillette, M. (CHS); Hanson, V. (CALs); Knief, A. (Parliamentarian); Muecke, M. (COD); Oberhauser, A. (RPA); Parsa, R. (COB); Perkins, J. (President-Elect); VanDerZanden, A.M. (Associate Provost); Wallace, R. (LAS); Wheeler, A. (President); Wickert, J. (Senior VP and Provost)

Guests: Kovnir, K. (Chemistry); Luz, A. (Industrial Design); Norton, M. (University Counsel)

1. Call to Order

President Wheeler called the meeting to order at 3:03 p.m., when quorum was reached.

2. Consent Agenda

EB Agenda April 12, 2022

EB Minutes March 29, 2022

The consent agenda was adopted with no objections.

3. Special Order: Update to Risk Management - Mike Norton, University Counsel

Counselor Norton said that an announcement would be made that all operations related to risk management (including Environmental Health and Safety, Risk Management, and ISU Police) will be organized under University Counsel. Previously, roles and responsibilities were under both University Counsel and Senior VP for Operations and Finance's Office. Counselor Norton said this reorganization addresses the increased compliance requirements and risks facing the university, by making management more centralized and with a concentrated impact. The motivation is to use the Office of University Counsel's deep understanding about risk and compliance factors to work proactively and collaboratively to accomplish goals and to encourage and foster risk mitigation that is so important to the health and safety of campus, its reputation, and the assets of the university. This change will become effective on May 1.

A question was asked about the impact on student organizations. In particular, the Event Authorization process is slow, with approval coming merely days before an event or even afterwards. Counselor Norton replied that his office has not received a mandate to make any changes. He appreciated the suggestion, and said that his office will take a fresh look at risks across the university and consider things creatively and proactively.

Another question asked about a succession plan for Assistant VP Inyang's anticipated retirement. Counselor Norton acknowledged that the retirement will leave a "big hole," but did not know specific plans to address it.

Another question concerned risk mitigation for graduate students who perform research and other such functions. Counselor Norton repeated that no one thing motivated this reorganization, but the Provost's Office, VPR's Office, and Graduate College are working hard on issues related to the health and safety of graduate students in labs (including response to and prevention of accidents and incidents). Counselor Norton said that they are working to find ways to enhance safety in labs, encourage a greater culture of safety to protect graduate students, develop ways to better respond when accidents occur, and make graduate students (and faculty and PIs managing graduate students) feel better supported and ensure that they understand what support is available if or when accidents happen.

Another question concerned the timeline for the transition. Counselor Norton replied that no definite plans have been made yet. He anticipated taking time to review and making incremental improvements.

4. Unfinished Business

4.1. Name Change: Interdisciplinary Design [21-21] – Bennett-George

Senator Bennett-George summarized concerns from the previous EB discussion: (1) clarification about who could take this secondary major; (2) questions about the demand for this major and how the demand was calculated; (3) general concerns about secondary majors; (4) concerns about graduates claiming specialty in an area that a secondary major is not accredited to provide. With respect to the fourth concern, Senator Bennett-George said that AAC felt that students make claims on resumes about expertise that they may or may not have acquired; secondary majors do not create a new problem in this regard. With respect to the third concern, Senator Bennett-George said that Academic Standards and Admissions Committee and FS Curriculum Committee are actively looking into secondary majors to determine whether we need better guidelines about what a secondary major is and how many standalone credits they should have. Senator Bennett-George said that this proposal was written in the absence of any such guidelines. Currently, there is wide variation among secondary majors: ranging from 15 credits to 128 credits; some allow "double-dipping" credits while others forbid any double-dipping. Senator Bennett-George thought that neither of these were reasons to hold up the Interdisciplinary Design proposal.

Professor Luz acknowledged the difficulty that the absence of guidelines presented for developing this proposal. They wanted to propose a secondary major, precisely because it requires completion concurrently with a primary major. Each college and each major has its own set of rules, including their own general education electives. With this in mind, the proposal is for 25 to 27 credits, providing students with an academically solid program and a good common ground to do a "deep dive" on complementary or parallel skills that they need. The majority of students who showed interest in the topic (design, innovation, creativity, intense problem solving) didn't want this to add significantly to the time to degree completion. With respect to the first concern, Professor Luz said that the secondary major is open to all students from every major on campus. To the second concern, Professor Luz said that demand was calculated by

interest that design thinking and such themes have had in the past three years, in “Innovate at Iowa State” and “Start Something” initiatives, which have attracted over 100 students. This proposal would enable students to translate their extracurricular interests to an academic setting. Professor Luz said that at least 37 students (but maybe as many as 64) have expressed interest in this program, enrolling in the first experimental introductory course (DES 150X).

Professor Luz was asked whether students in Architecture, Engineering, or Human Sciences could double-dip credits on all courses that overlap between their primary major and the secondary major. Professor Luz replied that the credits do not count twice. She stressed the need for academic advisors to guide students through planning to make sure that the design courses count towards the secondary major. Each major has a selection of 15-20 credits in general education.

Some EB members from Design said that they were provided inaccurate information when this proposal was discussed in their departments. With clarification, these EB members now support the proposal.

A question was asked whether there could be a software process put in place to prevent overlap. Professor Luz said that she hoped that Workday would allow that. In the meantime, there needs to be strong academic advising support. Associate Provost VanDerZanden said that Workday can distinguish between courses that can be double-dipped and those that cannot.

This led to some discussion among EB members about the difference between secondary majors and minors.

EB members raised concerns about whether the secondary major would add to the time to completion, either by the number of credits required or prerequisites to take courses that would count towards the secondary major. Professor Luz said that it is possible to select 25 credits that would allow a student to graduate in four years. She added that the proposal focuses on the innovation mindset and creative thinking, which are soft skills for the 21st century: creative leadership, teaming, collaboration, and innovation. Primary majors focus on technical skills, for which prerequisites are appropriate.

4.2. Dairy Production Management Certificate [21-17] – Bennett-George

No discussion

4.3. Global Human Sciences Minor [21-18] – Bennett-George

Senator Bennett-George said the CHS Associate Dean Reason reached out to people in CALS to discuss their discomfort. Senator Bennett-George said that LAS’s minor includes classes from other colleges (COD and CALS), but minors in CALS and COB do not.

EB members from CALS reported that constructive discussions had taken place, and CALS faculty by and large support this minor proposal. CALS faculty would prefer inclusion of CALS courses, but would not prevent this minor from passing. In general, CALS faculty thought that they should have been contacted sooner in the stages of the proposal. Another EB member

pointed out that there were opportunities to for engagement at the different stages of approval in committees and councils.

4.4. FH 5.4.1.3.4 Department Review [21-19] – Frank

No discussion

4.5. Resolution to Support Student Voting on Election Day [21-20] - Kedrowski

Senator Freeman moved to create an alternative resolution that removed the “Be It Further Resolved” section, in response to concerns from the last FS meeting. He supported encouraging students to vote, but did not want to put limits on faculty. EB members disagreed about whether “encouraging” set an expectation for faculty behavior.

It was pointed out that “accommodate” was misspelled.

Instead of eliminating the final paragraph, many EB members agreed to an alternate wording of the “Be It Further Resolved” paragraph: “That the Iowa State University Faculty Senate supports flexibility with attendance policies, scheduling of exams, or major assignments on Election Day, November 8, 2022.”

EB members acknowledged that Senator Kedrowski could accept or decline the revisions, and in the latter case, could bring her original resolution to the floor for a second reading and vote. President Wheeler agreed to contact Senator Kedrowski with EB’s concerns and alternate wording.

5. New Business

5.1. Incomplete Policy [21-22] – Bennett-George

Senator Bennett-George said that the paragraph added at the beginning is not a change in policy, but is taken from the Incomplete Form that students and faculty sign. Second, the current procedure is that a student who receives an incomplete automatically receives an F for the course if the incomplete is not resolved. This revision would have faculty members submit the grade the student would receive if no further work were completed; that grade may still be an F, but in some cases it might not be. Senator Bennett-George offered a scenario in which a student gets in a car accident, preventing them from completing coursework in a course that they otherwise would have earned a B. Under the current policy, the student would receive an F. Third, Senator Bennett-George said that the form is a contract between the student and faculty member. The revision would be for the contract to be forwarded to another party (e.g., department chair). This would address a situation where the faculty member is separated from the university and no longer able to submit a new grade. Fourth, Senator Bennett-George said that the new grade is not factored into the GPA for the term during which the student received the Incomplete. This revision would retroactively adjust the GPA, just as grade corrections for clerical errors can be factored into an earlier semester’s GPA.

EB members discussed the second change. This led to a discussion of the reasons for assigning an Incomplete grade. It should be given in circumstances when a student has not completed major assignments for the course, not simply to avoid assigning an undesired grade.

With respect to the third change, Senator Bennett-George said that the Incomplete form would not change; the only change would be that a third party would retain a copy of it.

5.2. B.S. Climate Science [21-23] – Bennett-George

Senator Bennett-George said that AAC asked how this degree differs from the Environmental Science program. She said that this major takes a broader, “whole earth” approach to the interdependence of systems. She said that students who choose this major would likely also choose the Environment Science minor.

It was noted that a lot of discussions took place between colleges prior to the proposal’s appearing before FS.

5.3. FH 5.2.2 Inclusion of Innovation and Entrepreneurship in Faculty Review Section [21-24] – Frank

EB members noted that faculty are already engaged in innovation and entrepreneurship. The benefit of these changes is to create official FH language that recognizes this work as contributing to position responsibilities. It does not create an expectation for all faculty to engage in innovation or entrepreneurship.

EB members who serve on Governance Council noted difficulty in defining “entrepreneurship” and “innovation,” and acknowledged that in some cases they intersect.

Associate Provost Bratsch-Prince pointed out that the Provost’s Office provides guidance on how to write P&T statements about innovation and entrepreneurship, modeled on guidance for documenting teaching effectiveness.

Senator Al Shihabi said that FDAR has a workgroup on extension and outreach that has discussed making changes to FH. They would like to clarify that scholarly work can be conducted in all areas of position responsibility, and distinguish impact from scholarly impact. Senator Al Shihabi said that someone can design a website that has impact, but it doesn’t count as scholarship until it is analyzed. Senator Al Shihabi said that the workgroup wanted to emphasize the requirement of scholarship, understood as systematic, creative, rational inquiry. In later discussion, it was suggested that this emphasis could prevent successful business activity alone as counting as evidence of research accomplishments.

An EB member pointed out that it is good to provide guidance to faculty who are documenting their innovation and entrepreneurship activities. But it is also important to provide guidance for evaluators of this work.

5.4. Solidarity with Ukraine Resolution [21-25] - Kovnir

Professor Kovnir noted that there are a lot of students (as well as faculty and staff) who have relatives in Ukraine. He observed that it is very difficult to find any official ISU statement about Ukraine. There was a newspaper article about an event on campus. And there was an *Inside Iowa State* article reporting ISU President Wintersteen’s opinion. Professor Kovnir thought it would be good for FS to provide an official statement that could be prominently displayed on the website.

EB members discussed whether the target audience of the resolution should be expanded beyond faculty, to the entire ISU community.

Some EB members expressed concern about the first bulleted item that recommended discontinuing business with parties that pay taxes in Russia. If it is improper for a FS resolution to encourage faculty to modify their assignments for Election Day, isn't it improper for a FS resolution to encourage faculty to discontinue business with Russian businesses? Other EB members pointed out a moral difference between the cases.

EB members also discussed whether such encouragement would imply that faculty should not engage in academic collaborations with faculty in Russia. Provost Wickert reported that VPR's Office said that ISU does not have research subcontracts or grant activity in Russia.

EB members agreed to leave the resolution unchanged and forward it to FS as a special order.

6. Announcements

6.1. President

President Wheeler said that BOR met on campus. EB members enjoyed a really good meeting with BOR President Richards, BOR President Pro-Tem Bates, and BOR Executive Director Braun. They shared perspectives on two years of the pandemic and the current legislative session. President Wheeler said that she and her counterparts at UI and UNI delivered remarks about salaries.

President Wheeler reminded EB members of the President's Conversation tomorrow.

President Wheeler thanked EB members for their work during the busy month of April.

6.2. President-Elect

President-Elect Perkins reminded Council Chairs that their end-of-the-year reports are due soon, and they should include suggestions of changes to the council structure or responsibilities.

6.3. Past President

Past President Faber said that the FH revisions working group is still at work.

6.4. Senior Vice President and Provost

Enrollment

Provost Wickert described Admitted Student Day, which involved approximately 450 students who had not yet accepted admissions offers to ISU.

Overall enrollment for next year is down, but the size of the freshman class is up, and is up by double-digits for nonresident students and for students from Illinois and Minnesota in particular.

College Leadership Visits

ISU President Wintersteen and Provost Wickert are meeting with leaders (Chairs Cabinet and faculty representative groups) in each of the academic colleges. Meetings have already taken place with CVM and LAS. Tomorrow, CALS will hold a meeting and Thursday, COB.

Faculty Awards

Associate Provost Bratsch-Prince said that the Provost's Office notified recipients of the Morrill Professorships, Distinguished Professorships, and University Professorships. Other awards decisions will be made no later than May 1.

Term Faculty Advancement

There were 40 portfolios for term faculty advancement. Associate Provost Bratsch-Prince said that the quality of portfolios is improving, as colleges provide better guidance through templates and mentoring.

Kudos to EB Members

Associate Provost Bratsch-Prince congratulated Senator Bennett-George on a successful Fashion Show.

Associate Provost Bratsch-Prince congratulated Senator Gillette for receiving a CHS online teaching award.

Learner Success Lab Exit Meeting

Associate Provost VanDerZanden said that ISU joined the American Council on Education's Learner Success Lab in Fall 2020. The initiative was co-led by Director of Academic Quality and Undergraduate Education Boyne and Associate Dean Reason. Associate Provost VanDerZanden said that the Learner Success Lab's work led to important recommendations concerning DEI, student success initiatives, among other items. The external review team's report was positive. Associate Provost VanDerZanden said that the timing of this project's end lines up nicely with the start of the Strategic Plan.

An EB member asked whether faculty are able to propose new online classes, or whether all classes that have been face-to-face need to continue in that modality. Provost Wickert replied that the locus of control is with faculty. But he encouraged faculty to bear in mind that we are a residential university. Moving the curriculum online will ensure that enrollment "tanks." He thought it was appropriate to hold online class meetings when there is severe weather or other circumstances when it adds value.

Provost Wickert added that there has been discussion among senior leadership about a policy concerning faculty remote work for tenured faculty. Provost Wickert said that he holds a negative view of this, because tenured faculty are the backbone of the university and need to be on campus to deliver the residential campus experience.

6.5. Council Chairs Reports

J&A: Senator Freeman called attention to the passing of former FS President Palermo. There will be a campus celebration of life ceremony later in April.

RPA: Senator Oberhauser said that the pay equity workgroup will not be able to meet the May 1 deadline to make recommendations to the Provost's Office. They will continue to work over the summer to develop a draft for the fall semester.

Senator Oberhauser said that RPA Council has been working with HR on some matters related to benefits, including adoption benefits and paid parental leave. Making these changes would require change to Iowa Code, because it affects benefits for public employees.

6.6. Caucus Chair Reports

CALS: The caucus is working to fill committees.

COD: Senator Muecke said that the caucus met with Dean Rico-Gutierrez, who presented the COACHE results. The caucus encouraged him to share the results with the full faculty at the faculty-staff meeting.

Senator Muecke said that the caucus discussed with the dean the use of non-disciplinary correction letters. They recommended requiring a conversation take place before such letters are written. If talking fails to address the concern, then a letter may be appropriate.

Senator Al Shihabi said that FDAR has been discussing this issue, and it is a problem in other colleges too.

Senator Freeman said that J&A Council has been working on clarification in FH. AAUP submitted proposed policy changes. Senator Freeman thinks that a draft of FH changes will be available for discussion in the fall.

CHS: Senator Gillette said that new finance specialists met with the caucus. The caucus discussed questions about equity raises and salary compression. Trust has been broken between faculty and administrators, because administrators have not been transparent about salary policy and related matters.

LAS: Senator Wallace announced that three Regents will be on campus: Regent Rouse (April 22), Regent Boettger (April 26), and Regent Bates (May 2). Senator Wallace asked EB members to volunteer to attend box lunches with the Regents.

One EB member requested an update on how cuts from the Reimagining LAS initiative are being handled. Senator Wallace replied that each department is expected to formulate its own plan. This led to some discussion of the Reimagining LAS initiative, with no clear agreement or resolution.

7. Approval of the April 19, 2022 Faculty Senate Agenda

The modified agenda was adopted.

8. Good of the Order

None

9. Adjournment

The meeting adjourned at 5:19 p.m.

NEXT MEETING: Tuesday, April 26, 2022 – 3:00 p.m.