



IOWA STATE UNIVERSITY
Faculty Senate

Executive Board Minutes

Tuesday, April 27, 2021 – WEBEX 3:00 p.m.

Present: Al Shihabi, D. (COD); Andreasen, C. (FDAR and CVM); Bennett-George, S. (Academic Affairs); Butler, A. (Secretary); Campbell, C. (CHS); Daniels, T. (COE); Dekkers, J. (CALs); Faber, C. (President); Freeman, S. (Governance); Knief, A. (Rising Parliamentarian); Oberhauser, A. (RPA); Perkins, J. (COB); Rippke, S. (Parliamentarian); Sturm, J. (Past President); 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 3:02 p.m. when quorum was reached.

2. Consent Agenda

EB Agenda April 27, 2021

EB Minutes April 13, 2021

Senator Perkins moved to adopt the consent agenda. Senator Freeman seconded. The motion was adopted.

3. Unfinished Business

3.1. US Diversity Requirement [20-35] – Bennett-George

Senator Bennett-George said that the version from AAC made changes based on discussion from FS and tried to incorporate some of the recommendations from EB workgroup.

Senator Wallace said that LAS caucus expressed concern that EB version removed many of the important components from both the task force and AAC proposals. The task forces and committees engage in extensive debate and discussion and choose their words carefully; LAS senators expressed frustration with the ease with which those developments can be erased without engagement with the original arguments.

Senator Perkins said that FS Bylaws assign EB the responsibility to determine what goes on FS agenda. But it is unclear that EB should be editing motions before they are sent to FS. If EB proposes edits, perhaps they should be returned to the committee or council they came from.

Senator Oberhauser said that it was important to move forward on the U.S. Diversity requirements. She was a member of EB workgroup, which tried to fix some of the cumbersome language and correct the characterization of diversity, to make the proposal more accurate and reliable. EB workgroup discussed the number of requirements and whether all learning

outcomes would be required for approved diversity courses. They also discussed how these changes would be implemented.

President Faber said that the AAC version includes the language of “diverse and rich education” and adds gender and religion to the diversity categories, as adopted in FS. She asked EB members which document they preferred to focus discussion on.

Senator Freeman recommended beginning with the AAC version. On the power of EB to make changes, Senator Freeman said that EB has the power and in some cases ought to exercise that power. EB is more broadly representative than any particular FS council. Committees forward their work to councils, and councils forward it to EB. EB has representatives from every council. Of course, the changes EB makes should be considered, not random. And that’s what happened here. And of course, not every change EB makes will be liked.

Secretary Butler challenged the claim that FS Bylaws grant EB the power to make changes. She thought that either the changes needed to be vetted by the council, the changes needed to be forwarded to FS as amendments, or EB needed to refrain from making changes.

Senator Bennett-George said that AAC was able to meet a few days ago to discuss the changes.

Senator Freeman said that the changes EB makes need to be highlighted in the materials forwarded to FS, to make the process transparent.

Past President Sturm agreed. He asked whether the changes made by AAC and EB would address concerns raised at the last FS meeting, or whether more changes needed to be made.

Senator Bennett-George said that all groups – AAC, FS, EB’s workgroup – agreed that “diversity in education” was troublesome. The new language is an improvement. Discussion also yielded agreement that not all of the diversity categories in the second learning outcome need to be covered, so “and/or” is appropriate. AAC also accepted the workgroup’s recommendations about the fourth learning objective.

Senator Oberhauser recommended two further changes. First, how “intersectional” is defined. “Intersectionality” and “intersectional” refer to how categories overlap and form multiple forms of oppression or discrimination. She thought AAC’s proposal misrepresented this. Second, she proposed that the second bullet point begin with a verb, to preserve parallel structure.

Senator Bennett-George thought that AAC would not object to the second change.

In the Chat, Past President Sturm raised a concern about the need for a structured learning environment. He wrote, “I feel we need to protect our diversity curriculum from students who might elect to replace a semester's engagement with a topic with a day's visit to Dachau, as impactful as that is.” To that end, he proposed: “A diverse and robust education involves/includes exploring these social complexities in a formal/structured learning environment...”

Senator Bennett-George said that Shawn Boyne in the Provost's Office receives requests from students who want to waive requirements, because they traveled to a place with a different culture.

Secretary Butler expressed concern about expanding the categories of diversity too far.

Senator Freeman said that he supported these changes, but observed that these were the types of changes that FS objected to EB's making.

Secretary Butler moved to package the changes as an amendment to accompany the motion to FS.

Senator Freeman opposed this. He said that we could make transparent the changes that EB makes. Or we could send the changes back to AAC as an amendment. But sending the amendment forward to FS after EB spent so much time discussing it is not productive. If these changes need someone else's approval, either AAC should fix it or the motion should not go forward. He proposed instead that EB take responsibility for the edits that EB thinks should happen. If FS disagrees, they can change them.

Senator Bennett-George thought that AAC would not object to the changes made, because the wordsmithing did not affect the substance of AAC's proposal. AAC wants to see the proposal passed and applied to the 2022-23 Catalog, rather than delayed again.

EB members asked for clarification about Secretary Butler's motion.

Senator Freeman said that the proposal would mean that the changes that EB has discussed would disappear from the motion and become a separate document in FS agenda materials. Senators would then have to read two separate documents (AAC's proposal and EB's amendment) and figure out for themselves how the two fit together.

Secretary Butler accused Senator Freeman of obscuring the proposal. The amendment could be written in a way that makes clear how the changes modify the motion, just as amendments and motions have included "clean" versions of the modifications.

Senator Freeman acknowledged that there could be "clean copy." But there would be two copies for senators to examine.

The motion was lost, with just two votes in favor.

The EB-modified version will be put on the agenda, with the changes by AAC and EB highlighted in different ways. Past President Sturm moved, and Senator Wallace seconded.

The motion was adopted.

President Faber said, "Thank you for getting through that. Sorry it didn't work out for some of you."

3.2. Masters of Healthcare Analytics and Operations [20-36] – Bennett-George

Senator Bennett-George said that no major changes had been made since the first reading.

Senator Andreasen said that she had an appointment with Valentina Salotti to see if CVM can pool resources or assist in any way.

3.3. FH 5.4.1.3 Review for Advancement [20-37] – Andreasen

Senator Andreasen said that a number of changes had been made from comments from FDAR, EB, and FS members. Most comments concerned 5.4.1.3.2.

Senator Al Shihabi asked whether credit for prior service is determined at the time of hire or before the first multiyear contract. Some term faculty came in 2018, and everyone was hired at the assistant professor rank. One person was given a multiyear contract after two years. But that person had extensive prior practice experience. But because the term faculty member has a multiyear contract now and wasn't offered credit for prior service at the time of hire, they're now ineligible for credit. But other term faculty who have yet to receive a multiyear contract are still eligible. This is a problem.

Senator Andreasen offered to check on the matter.

Senator Al Shihabi said that term faculty feel that there is a lot of information that is not being communicated to them. One had 25 years of professional practice and never heard anything about credit for prior service.

Senator Andreasen said that she did not think that FH could make credit for prior service retroactive. She suggested that the faculty member discuss the matter in the department and college. Senator Andreasen thought that the issue for FS was to get a clear statement of the policy in FH so that there is no mystery and not hidden.

Senator Andreasen and President Faber clarified that no more specific policy could be written for FH, because different departments and colleges give credit in different ways.

Senator Andreasen said that another change was the eligibility to serve on advancement committees. If all untenured (tenure-eligible) faculty are excluded, then associate professors without tenure will be excluded. The current document makes such faculty eligible to serve on advancement committees, so long as they are at or above the rank being sought.

Senator Al Shihabi pointed out that "template" is confusing, because it sometimes is just a cover letter. She proposed "guidance documents." Senator Andreasen pointed out that the Provost's Office uses "template."

Senator Freeman moved to send the modified motion forward to FS. Senator Perkins seconded. The motion was adopted.

4. New Business

4.1. FH 3.1.1 Summer and Winter Session Effort and 4.5.1 Vacations and Holidays [20-38] – Freeman

Senator Freeman said that this policy is needed to govern teaching assignments for winter sessions. Governance Council and Provost's Office suggested some changes. The biggest change is that for B-base faculty, summer teaching is additional payment. Winter teaching may be additional payment or may offset teaching that is assigned in the spring. The faculty member would still teach the same number of courses in the academic year; this offset would just switch *when* they teach their courses. If a faculty member does teach in the winter as overload, the salary earned in the winter session does not count against the total salary that faculty can receive from state funds. This is truly supplemental salary. Another important point is that although 9 month faculty are required to be on campus during fall and spring semesters, unless the faculty member is teaching during winter session, they do not have any responsibilities during the winter session. The Provost's Office would like this policy to appear in the July edition of FH, so Senator Freeman said that he will ask for a suspension of the rules so that this policy can be voted on at the first reading.

Secretary Butler asked whether a faculty member could offset fall teaching with a winter course, and if not, why not?

Senator Freeman said that Governance Council discussed that possibility. They reasoned that no one knows which courses are likely to fill during winter session, so it would be risky to release a faculty member in the fall and then have the winter course offering dropped for insufficient enrollment. After a couple of winter sessions, we'll have a better idea of what courses will have sufficient interest, and we can revisit the policy. Provost Wickert concurred with the reasoning.

Senator Oberhauser said that RPA had discussed compensation. Senator Freeman said that colleges should decide how much additional salary is paid, whether it is a flat fee or a percentage of the faculty member's annual salary. This policy leaves it open for colleges to do what makes the most sense for them.

Senator Freeman added that the policy states that both parties – the department chair and the faculty member assigned to teach the course – have to agree. A chair cannot force an unwilling faculty member to teach. And a chair may reject a faculty member's proposal to teach in the winter session.

Senator Campbell said that compensation is based on whether the assignment is overload. How is overload defined? Senator Freeman said that the payment for teaching is either in a course reduction in the spring teaching load or supplemental pay. And the college decides whether that supplemental pay is a flat rate or a percent of salary. And supplemental pay does not count towards the 11 months of state funds available to the faculty member.

4.2. Poultry Production Management [20-39] – Bennett-George

Senator Bennett-George said that she would like someone to move to suspend the rules at FS so that this item may be voted upon at its first reading.

5. Announcements

5.1. President

President Faber recognized the EB members who will no longer serve on EB after this meeting. Each spoke about their future plans.

President Faber said that she was advised by Carol Custer that the Faculty Senate logo cannot be used on ordinary FS materials. Provost Wickert said he would look into the matter.

5.2. President-Elect

President-Elect Wheeler said that there will be an EB meeting on May 11. There will be guests, including Rob Schweers from University Counsel, to talk about inclusion and communication in FS and Council meetings.

President-Elect Wheeler said that a small working group from the Academic Continuity Workgroup produced the attendance policy. They want to provide some flexibility, and ask that faculty be compassionate and empathetic. Whatever the policy, it should be communicated clearly to students. One tricky question is what to do when a student comes to class sick or visibly ill. We don't want to discourage students from coming to class, but we also don't want to incentivize spreading lingering COVID.

Past President Sturm clarified that this was not revision to FH. President-Elect Wheeler said that it wasn't; it is an announcement that we are returning to FH policy on attendance.

Senator Oberhauser said that it is important to send a common message. Faculty will still struggle with how to accommodate students who have to quarantine or socially isolate in the fall. Is there any expectation about accommodations?

President-Elect Wheeler said that there is no expectation that faculty must or should provide special accommodations. Doing so would be an act of compassion or empathy.

Senator Campbell added that faculty in CHS are concerned about accommodations. Prior to the pandemic, it was acceptable for people to come to work or school sick or with a fever or a host of symptoms. Perhaps that is no longer culturally acceptable. Is that just with respect to COVID? Or can I ask someone with a fever to stay home? How can we change the culture so that people stay home when they are sick?

Past President Sturm said that the university changed attendance regulations with the H1N1 virus. Prior to that, students were required to supply doctor's notes. To help prevent the spread of the virus, the university said that anyone feeling ill should stay home and were not required to provide documentation for medical absences. That worked pretty well. Students were responsible. Past President Sturm said that students who planned to stay home would send an email or text message. He said that he would tell absent students to get notes from a classmate. Or, if he felt like it, he would record class for them. Now with COVID, students expect faculty to record class.

President Faber said that additional feedback can be sent to President-Elect Wheeler.

5.3. Past President

None

5.4. Senior Vice President and Provost

Provost Wickert said that ISU will communicate that fall semester will be a return to some semblance of normalcy. This may serve to incentivize students to get the vaccine over the summer.

BOR Free Speech Committee

The BOR Free Speech Committee will meet in Iowa City at the June meeting for the first time. The committee has ten action items to improve free speech on college campuses, including a syllabus statement. The provosts will be asked to speak about their current syllabus statements. The presidents of the faculty senates or union will be asked to attend the meeting too. Another action item is to survey the campuses about the status of free speech on campus. Has your free speech been infringed? It is unclear whether this survey will be delivered just to students, or faculty and staff too. The specific questions have not been written.

Meeting with Department Chairs

Provost Wickert and Associate Provost Bratsch-Prince held their regular monthly meeting with department chairs. They discussed return to in-person instruction. A memo will be released in about a week.

Town Hall on Vaccinations and Health Care Issues

There will be a virtual town hall on Thursday at 1 to discuss vaccinations and health care issues. Dan Fulton will discuss the vaccines, transmissibility of the virus by vaccinated individuals, and CDC guidance on masks. Erin Baldwin will discuss the on-campus vaccine clinic. More than 1000 vaccines are administered per day.

Past President Strum said that a former ISU student posted to Facebook that he will never get a vaccine, because Bill Gates is using it to push microchips into our bodies. It would be good for ISU to get out in front of that.

Provost Wickert replied that there will be a “distribution curve” of people. Some people will never get the vaccine. Our university functions better when people interact with each other. And we’re a university of science. So we’re working to get our students on board, so that in the fall there will be robust vaccination. When students check into the dorms and get their keys, they can also get vaccinated.

5.5. Council Chairs Reports

5.6. Caucus Chair Reports

In the interest of time, President Faber combined these agenda items.

LAS: Senator Wallace said that LAS would like for there to be a term faculty salary study, perhaps by RPA or the Compensation Committee. They also expressed frustration about the lack of progress on teaching evaluations. In Spring 2020, there were no teaching evaluations, and in

Fall 2020, the teaching evaluations were not useful. This will make it hard to evaluate faculty teaching performance in the future, especially for probationary reviews. This issue needs to be on FS's front burner.

RPA: Senator Oberhauser said that RPA has discussed working on a salary equity study, building on the Aon study. A study would help to address disparities along a lot of different lines. RPA has also discussed what pay increases would look like this year. It is especially important to have some kind of salary increase, in light of the turmoil and struggle from the past year.

CHS: Senator Campbell said that there has not been clear communication to faculty about how the School of Education is moving forward, or who leadership will be. Is there a search for a new and permanent direction?

Provost Wickert recommended that the faculty meet with Dean Jolly.

COD: Senator Al Shihabi said that several faculty members have expressed concern about fall instruction. They are fine with going back to in-person teaching, as long as people wear mask and socially distance. Without that, they are concerned about vaccines and variants.

6. Approval of the May 4, 2021 Faculty Senate Agenda

Senator Freeman moved to approve the agenda. Senator Day seconded. The motion was adopted.

7. Good of the Order

President Faber said thanked EB members for their work. We got a lot done. People pushed hard to get things done. She agreed that teaching evaluations is an important item, but there is a plan for working on it.

Senator Wallace thanked President Faber for her leadership and perseverance.

8. Adjournment

The meeting adjourned at 5:04 p.m.