



IOWA STATE UNIVERSITY
Faculty Senate

EXECUTIVE BOARD MINUTES

Tuesday, February 8, 2022 – 3:00-5:00 p.m.

107 Lab of Mechanics

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

Substitute: C. Andreasen (FDAR)

Guests: Dorhout, P. (VP Research); Zunkel, K. (Institutional Research)

1. Call to Order

President Wheeler called the meeting to order at 3:04 p.m. when quorum was reached.

She reminded EB members of COVID mitigation strategies and EB protocol.

2. Consent Agenda

EB Agenda February 8, 2022

EB Minutes January 11, 2022

With no objection, the consent agenda was adopted.

3. Special Order: ISU Strategic Plan, Peter Dorhout, VP for Research

President Wheeler said that she had raised the possibility of convening smaller discussion groups for EB members or senators who wanted to engaged with the Strategic Plan.

VPR Dorhout provided a presentation about the current state of ISU strategic planning. The website is : www.president.iastate.edu/projects/strategic-plan/plan22-31 . The plan is a nine-year, dynamic process, which develops a “to be” plan (with success factors tracking), that will be retooled and repositioned through continuous input in order to capture opportunities. According to the current draft, “Iowa State University is a university that strives to be...”:

- the most student-centric major research university
- the university that fosters lifelong learning
- the trusted partner for proactive and innovative solutions
- the university that creates opportunities and forges new frontiers

- the university that cultivates a diverse, equitable, and inclusive environment where students, faculty, and staff flourish.

For each of these “to be” statements, there are five to nine success metrics.

There will be a process for regular input. The set of priorities will be developed by the president with input from senior leadership. A request for proposals will be developed around these priorities. Submitted proposals will be evaluated by a set of peer reviewers from campus, who serve on teams for three year terms. The progress and successes of these projects will be communicated out to stakeholders. These progress reports will inform the next priorities. A dedicated website in the Office of Strategic Success will be built to help manage this communication.

A question was asked about recommended projects. Where does the funding for those projects come from? How big will the budget be on an annual basis. VP Dorhout acknowledged that every strategic plan has the problem that if there are no resources, it is difficult to do things and bring ideas forward. VP Dorhout said that he expects that colleges will be partners in funding ideas that come forward (especially projects that come from their own colleges). He added that BOR or legislators would be unlikely to provide additional resources for unproven ideas.

Another question whether and where the strategic plan supports development of infrastructure and faculty compensation so that we are more in line with peer universities. VP Dorhout said that that commitment appears at every state of the plan. VP Dorhout also agreed that RPA Council would be a good partner on this.

VP Dorhout said that he hopes to have the penultimate draft of the strategic plan to ISU President Wintersteen by the end of March.

4. Special Order: COACHE Survey, Karen Zunkel, Executive Director of Institutional Research

President Wheeler said that Assistant Provost Jordan will deliver the presentation of COACHE survey results to FS next week. Executive Director Zunkel provided EB members with a handout.

The Provost’s Office coordinates the administration and analysis of the COACHE survey. A workgroup in Fall 2020 included representatives from FS, ADVANCE, department chairs, associate deans, the VP for Research’s Office, and the Provost’s Office. This group selects who are peer universities are, whether to keep the same questions from the previous survey, whether to add questions, and strategies for communicating the results.

The survey is administered to all full-time faculty who are not administrators (at the level of assistant dean or above). Late hires in the semester are not included in the survey. And a number of part-time term faculty are excluded. A separate survey was administered by ISU’s CSSM to these term faculty, and Assistant Provost Jordan would be able to provide a summary.

The report is analyzed based on benchmarks, including: department and environment; tenure and promotion; nature of work: service, teaching, research; resources and support; teamwork and

mentoring; governance (and the perception of it); leadership; and appreciation and recognition. Our benchmarks are compared to our cohort (which includes 80 institutions) and our selected five-school peer group. We chose to have the same peer group as the last administration of the survey: North Carolina State University, Purdue University, Texas Tech University, University of California, Davis, and Virginia Tech. The analysis reports whether we are in the top-third, middle-third, or bottom-third of each group. The data are further broken out by demographic groups (including faculty rank, gender, race and ethnicity, disciplinary groups).

In response to previous results, ISU has made policy changes and clarification about the promotion and tenure process. ISU continues to be committed to improving programming, mentoring, and leadership, and targeting honors.

The response rate was 56%. At the aggregate level, faculty are mostly satisfied, and we perform at or above the level of our peers. The one benchmark where we are at the bottom is departmental collegiality. Executive Director Zunkel emphasized that this is a comparative result. On the Likert scale (out of 5), we are in the upper 3s and 4s.

Looking more closely at the data, Executive Director Zunkel said that across the board, we are at the bottom of the peer group for amount of personal interaction with tenured faculty and with pre-tenure faculty. She thought that personal connections are not being made within departments. She thought that this comparative result was not likely distorted by the pandemic, because three of our peer schools administered the survey at the same time.

In comparison to previous years, ISU has improved with respect to nature of work (research); and nature of work (teaching); family resources; policies; leadership; governance trust and purpose.

Associate Provost Bratsch-Prince pointed out that former VPDI Stewart had conducted a campus climate survey, which yielded similar results with respect to collegiality. The executive summary pointed to problems in relationships with department colleges and in faculty meetings. This might be an area where we need to focus.

5. Unfinished Business

5.1. Catalog In Effect Policy [21-15] – Bennett-George

No discussion

5.2. Name Change: B.S. in Agricultural and Rural Policy Studies [21-9] – Bennett-George

Senator Bennett-George said that curricular components had been removed from the proposal, making it much shorter and focused on the name change. She added that this does not mean that the curricular concerns are no longer a concern. Associate deans in CALS and LAS continue to discuss those concerns. Professor Peters will be on hand at FS meeting to answer questions.

A concern was raised that the reported votes were on a different proposal. EB members disagreed about whether the votes would have been different had the name change alone been proposed. Nevertheless, EB members agreed that it would be inappropriate to ask the department

to begin the proposal process anew. EB members agreed that it would be advisable not to vote on the proposal at the next FS meeting, to give senators a chance to discuss the revisions with their constituencies.

Another concern was raised about whether it was premature to vote on the name change while the curricular change is still being negotiated.

6. New Business

None

7. Announcements

7.1. President

President Wheeler highlighted the success of the first of three faculty workshops, which provided lots of tools for running an inclusive meeting.

Senator Freeman will relinquish his position as chair of Governance Council, to take up interim chair of J&A Council as Senator Day steps down. An interim chair of Governance Council will need to be appointed. President Wheeler encouraged EB members to reach out to senators who would be good candidates for the open chair positions starting next year: Academic Affairs, RPA, J&A, and Governance.

President Wheeler said that Associate Professor Bahng is unable to serve as chair of the U.S. Diversity Committee, so a new chair will need to be named. Efforts are underway to populate the rest of the committee.

A question was asked about SG's request to write a joint statement about making optional submission of ACT or SAT test scores for applicants to ISU. EB members agreed that they were not interested in doing so. On the whole, EB members thought "test optional" was a good change.

7.2. President-Elect

President-Elect Perkins said that he has promised to work on a new strategic plan for FS. (The last one was in 1999.) In this connection, he has asked council chairs to report whether there are committees that are unnecessary, understaffed, overstaffed, or overworked. FS strategic planning will be informed by the finalized university strategic plan.

7.3. Past President

Past President Faber said that the committee of past FS presidents has finished reviewing and editing FH 1. The committee hopes to be finished reviewing the entire FH by March.

7.4. Senior Vice President and Provost Admissions

Provost Wickert responded to the question about the test-optional policy under consideration. He said that the Board of Regents (BOR) has had an Admissions Study Team with representatives from each of the three public universities. Among other things, they periodically review the Regents Admissions Index (RAI), which is a numerical score used for admissions decisions.

Initially, the RAI included GPA, ACT score, number of college prep classes, and class rank. If a student had >245, they were admitted to all three public universities. About five or six years ago, a number of Iowa high schools moved away from class ranking. As a result, two versions of RAI were created: one with class rank, and one without. The indices were calibrated to make outcomes equitable. More recently, class rank has been dropped, and there is just one RAI.

When COVID struck, no one was able to take the ACT or SAT. So many schools adopted a “test optional” policy, where students may submit their ACT or SAT test scores, but they are not required to. Universities adopted a more holistic approach to admissions. Provost Wickert said that the current proposal considered by BOR is to make that policy permanent. The proposal had its first reading at the January BOR meeting. If it is passed, it will require change to the Iowa Code, and that’s why the matter is before the Iowa legislature.

Provost Wickert added that there are a number of motivations for making this policy permanent. One is that ACT scores are not very good predictors of college success (as exhibited in the 4 year graduation rate). Between high school GPA and ACT scores, GPA is the best indicator of success in college. As an example: compare a student with a 3.5 GPA and a 15 on the ACT vs. a student with 3.5 GPA and a 33 on the ACT. Those with 15s on the ACT have a higher 4-year graduation rate. Second, there are concerns about equity: that standardized tests have built-in biases. Third, our peers have adopted permanent test-optional policies. (Three schools in the Big 10 and three schools in the Big 12 have done so.) Others have the temporary policy. The trend is clearly towards making the test-optional policy permanent.

Immunocompromised Policy Renewed

Provost Wickert said that the immunocompromised policy will be extended through the summer term. A communication will be sent out soon. No decision has been made about the fall term yet.

China Initiative

In response to an offhand comment earlier in the meeting, Provost Wickert said that FS is welcome to sign onto a “Dear Colleague” letter. The university will not sign any such letter, because it is more effective to work through organizations that have a federal lobbying presence (e.g., APLU, AACU).

Class Start Times

Provost Wickert said that MWF class start times were changed with the pandemic. These start times will continue through the fall semester, because classes and rooms have been scheduled already. But should we keep the start times in Spring 2023? If we don’t change in Spring 2023, should we change in Fall 2023? The Provost’s Office would appreciate feedback, and will collect input from the Academic Continuity Workgroup and Student Government.

Free Speech Training

Provost Wickert said that he learned something new from the 15 minute training module. On the first day, there were 3000 participants; roughly half were students and half were employees.

Ames Lab Anniversary

This year marks the 75th anniversary of the founding of the Ames Lab. Just three universities run national labs for the Department of Energy. ISU is the only one with a national lab physically located on our campus. The lab began with the Manhattan Project. There will be a variety of events to mark this celebration. Teresa Wilhelm Waldof, granddaughter of Ames Lab co-founder Professor Harley Wilhelm, will deliver a lecture entitled, “Wilhelm’s Way: The Inspiring Story of the ISU Chemist who saved the Manhattan Project” on March 7. Senator Wallace volunteered to find someone in Chemistry who would be willing to host Ms. Waldof and give her a tour of Ames Lab.

Support Staff Appreciation

Associate Provost VanDerZanden said that notices were sent to advisors who had exceptional innovative activities in advising during the COVID timeframe. These awards were modeled on the Faculty Innovation and Excellence in Teaching awards. Both of these awards were made possible by the generous donation from alumni.

Workday Student

A question was asked about the status of Workday Student, in light of Ohio State University’s decision to drop Workday Student. Provost Wickert said that OSU was trying to implement too many pieces of Workday – including HCM, Finance, and Student – all at once. ISU chose a different tack, focusing on HCM and Finance first, before Student.

Associate Provost VanDerZanden added that OSU’s dropping out has increased the amount of attention that Workday is able to provide us, building out particular components that we want. She said that it would replace the current systems responsible for degree audit reports. She was asked whether it would replace Navigate. Associate Provost VanDerZanden said that Navigate and Salesforce are built out extensively. Workday can do the Catalog piece, but there are a number of functions that Workday does not currently do, but they think they might be able to do. They have until July to build that out. Some other items will require integrations.

Provost Wickert suggested inviting Professor Mickelson and VP Constant for a special order update on Workday Student.

7.5. Council Chairs Reports

AAC: Senator Bennett-George said that the Interdisciplinary Degree Proposal is not close to coming to council for discussion. There is a proposal underway to eliminate the limit on the number of drops that students may use. The Provost’s Office has data that show that, on average, students use between 1.8 and 2.4 drops over their academic careers. The students who use the policy most have extenuating circumstances, for which the limit is usually waived.

FDAR: Senator Andreasen said that council has been discussing equity in service and teaching loads. They agreed that it is important that PRSs reflect accurately current service and teaching loads. Council has also discussed the possibility of putting faculty personnel files on Workday, so that faculty have access to the content and there is one common location of those files. Council is also discussion intellectual property rights with educational materials and their use. Council also has agreed that faculty-administrator relationships and workshops are very useful.

There are some very experienced department chairs who are steady, and other less-experienced chairs who are struggling. The latter should be encouraged to attend workshops. There is a proposal under development about extension and outreach in P&T and annual reports; a parallel proposal about tech transfer is ready for consideration. Council is uncertain whether it would make sense for both proposals to be presented together, given their similarities.

A concern was raised by an EB member about the quality (in terms of clarity and degree of information) of term faculty portfolios in advancement. Other EB members reported that their colleges have templates. EB members thought it was important to offer more training to prospective candidates for advancement. Another EB member pointed to the absence of formal mentors for many term faculty.

GOV: Senator Freeman said that the Documents Committee will send its changes to Governance Council and then EB will receive them. There is a task force working on policies affecting P&S adjunct faculty. Another task force is working on bylaw changes related to virtual meetings; Senator Freeman thought that would be ready later in the spring.

J&A: Senator Freeman said that there have been some informal conversations about intellectual property, but no formal appeals.

7.6. Caucus Chair Reports

CALS: Senator Hansen said that the college is working on strategic planning and budgeting. The caucus is meeting with the associate dean.

COB: None

CHS: Senator Gillette said that faculty are concerned about budget cuts. Term faculty who are on the cusp of renewal are especially nervous. Faculty are receiving mixed messages: the university's enrollment is not down so much, but CHS's enrollment has decreased significantly. Senator Gillette said that faculty are also concerned about the winter term salary policy. FH says that there should be a college policy about how instructors are compensated, but there is no such policy in the college handbook. Currently, faculty are being paid more for summer term teaching than winter term teaching, even if the enrollments in winter are greater. Senator Gillette also said that the caucus is discussing equity in service assignments.

LAS: Senator Wallace said that he sent an update to the caucus, inviting nominations for council chair positions. The caucus is also voting on an at-large position. The Dean review is moving along.

Senator Freeman (speaking as Governance Council chair) pointed out that college elections have been delayed because seven departments are still working to elect departmental senators. That should be complete in the next 10 days, so college elections will still take place in February, but slightly later than usual.

CVM: None

8. Approval of the February 15, 2022 Faculty Senate Agenda

A question was raised whether the FS meeting should be in person or virtual. Some EB members expressed concern that there is less engagement when the meetings are virtual. It was also pointed out that it would be good to have speeches and elections for chair positions at an in-person meeting. On the other hand, EB members observed that there was still a high rate of COVID positivity at Thielen and in the state. And some senators are caring for children and other at-risk family members.

Secretary Butler moved to hold the February FS meeting online. Senator Bennett-George seconded. The motion was adopted.

A question was raised about the consequences of Governor Reynold's allowing the Public Health Disaster Emergency Proclamation to expire. Provost Wickert said that IDPH will move to report COVID cases with the same frequency as other diseases, such as the flu, hepatitis, etc. Provost Wickert said that currently the number of students in isolation in the dorms is in the single digits; many students go home. The university used to receive reimbursement through federal funds, and that will change. Provost Wickert was optimistic that Iowa had reached its peak and numbers would be decreasing in the coming weeks.

President-Elect Perkins moved to adopt FS agenda. Senator Wallace seconded. The motion was adopted.

9. Good of the Order

None

10. Adjournment

The meeting adjourned at 4:58 p.m.