



IOWA STATE UNIVERSITY
Faculty Senate

Executive Board Minutes
Tuesday, January 11, 2022 – 3:00-5:00 p.m.
WEBEX

Present: Al Shihabi, D. (FDAR); Bennett-George, S. (Academic Affairs); Bratsch-Prince, D. (Associate Provost); Butler, A. (Secretary); Daniels, T. (COE); Day, T. (J&A); Faber, C. (Past President); Freeman, S. (Governance); Gillette, M. (CHS); Hanson, V. (CHS); 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)

1. Call to Order

President Wheeler called the meeting to order at 3:01 p.m. when quorum was reached.

She wished people a Happy New Year. She said that because she was not yet in the U.S., EB was meeting via Webex. She called EB members' attention to the principles of mutual respect and collaboration, which form the foundation of FS and its constitution. FS works best together in an environment of mutual trust and respect.

2. Consent Agenda

EB Agenda January 11, 2022

EB Minutes December 7, 2021

No objections. The consent agenda was adopted.

3. Special Order: Meghan Gillette, Chair US Diversity Ad Hoc Committee – Faculty Senate Ad Hoc Committee US Diversity Courses Final Report

President Wheeler thanked Senator Gillette for her work as committee chair.

Senator Gillette said that she sent the committee's report to the Provost's Office, University Counsel, and college deans. For each dean, she supplied data for their college and units through CyBox. At the request of deans, she added access for associate deans.

Senator Gillette said that it would be good for there to be balance on the permanent U.S. Diversity committee. There are different views about how much a course needs to do to satisfy the learning outcomes for the U.S. Diversity requirement. She cautioned against having too many committee members on one side, and she thought it was important to have a chair committed to balancing those views.

Senator Gillette reported that the committee debated most about the fourth recommendation:

The number of seats in US Diversity courses should be expanded in order to meet capacity demands. This may occur by increasing enrollment caps, developing new courses, and/or broadening the distribution of US Diversity courses across units. This will most likely call for increasing DEI knowledge across instructors at ISU and hiring additional faculty with expertise in DEI.

The committee recognized that they have no control over hiring. But they had heard repeated concerns about structural inequities and different diversities within the university. For example, there are very few black professors. This recommendation would encourage the university to look at who is here and who is not.

EB members also thanked Senator Gillette for her work and praised the quality of the report.

One question was asked about the second recommendation:

establish a set of requirements, perhaps in the form of a rubric, to delineate how course content shall meet at least three of the objectives, and how much course content is needed in order to meet an objective.

Would the committee be “policing” instructors? How does the committee enforce that the course does what it claims? Would this require another committee?

Senator Gillette said that the committee thought that the permanent committee would have to decide.

EB members observed that the majority of U.S. Diversity courses are offered in only some of the colleges. They acknowledged that LAS and CHS have the highest numbers of enrollments, and it would have financial implications if there were major decreases in those enrollments. EB members agreed that it would be good for other colleges to develop diversity courses, and doing so might involve hiring new faculty. Diversity may be incorporated in the curriculum of courses without the courses meeting the requirements to be designated as U.S. Diversity general education courses. Other EB members pointed out that it is good for students to take classes outside of their college and major.

Another concern was raised about the rank of instructors offering these courses. It was reported that committee members thought that the survey results under-counted how many term faculty and graduate students deliver U.S. Diversity courses.

4. Unfinished Business

4.1. FS Bylaw Change [21-12] – Freeman

No discussion

5. New Business

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

Senator Bennett-George summarized the proposal. She said that one advantage of the change is that a student at a community college can use the current ISU catalog to help them to select courses to take at the community college. When they transfer to ISU, they can declare that past catalog as the relevant catalog, so that their coursework at the community college will count towards their degree at ISU (within six years of the catalog’s issuance).

There was some disagreement among EB members about whether “at an accredited college or university” added anything to the policy.

A question was asked about students who take longer than six years to graduate, either continuously or with gaps. What choices do they have about governing catalogs? Senator Bennett-George said that there is a grey area there. Associate Provost VanDerZanden said that the number of affected students is small, and they are handled on a case-by-case basis.

Some EB members expressed that this policy would benefit students in five-year programs and go some way to address the impact of COVID on the number of years students take to graduate.

5.2. Discontinuation of Wind Energy Minor [21]-16] – Bennett-George

Senator Bennett-George pointed out that this proposal was initiated in 2020 (with the department initiating the elimination in 2017), but did not reach AAC until December 2021. There has been no enrollment since the minor was created.

EB members discussed contributing factors to the lack of student interest in this minor. EB members observed that there are other related minors and majors on campus that are less focused and more popular. EB members wondered whether interest in wind energy might increase, as it seems to have in Europe. Senator Bennett-George pointed out that the elimination discussion began in 2017, and no students have enrolled in the minor program in the meantime.

6. Announcements

6.1. President

Leadership Workshops for Council and Committee Chairs

President Wheeler said that the first online workshop will be on February 1, 3:30-5:00.

Registration is needed to obtain the Zoom link from Tero International. The workshops will be open to P&S Council members. Some non-senator faculty have inquired about participating.

U.S. Diversity Course Requirement Committee Chair

President Wheeler said that she has been discussing possible candidates with Senator Gillette (as chair of the ad hoc committee) and Senator Bennett-George (as AAC chair), among others. They selected Associate Professor E.J. Bahng from the School of Education. President Wheeler reported that Professor Bahng is eager to start working and has identified creating a rubric as the first and most important task. President Wheeler said that Professor Bahng also thought that the committee may need to hire a student research assistant. Senator Gillette will serve as a non-voting member. There will be a representative from CELT on the committee too. Caucus chairs should forward nominations of college representatives to President Wheeler.

Supporting Families who Plan to Adopt

President Wheeler said that P&S Council has asked FS to collaborate on an appeal for greater equity and benefits for families who want to adopt (including nontraditional families). President Wheeler thought that this was a matter for FDAR to consider.

Academic Freedom Resolution

President Wheeler said that there is a nationwide project to affirm the importance of academic freedom, especially for those who teach about race in universities. President Wheeler said that she forwarded the matter to FS EDI Committee.

Moving Forward and COVID Mitigation

President Wheeler thanked caucus chairs for providing feedback for the Moving Forward Committee. She noted that communications were sent from Provost Wickert and ISU President Wintersteen. President Wheeler thought that it was important to move into the spring semester with mutual compassion and empathy for students and colleagues. She noted that the situation in the United Kingdom is about three weeks ahead of the United States. If that pattern holds, the next month in the United States “might be tricky.” President Wheeler said that she received a number of requests to hold January’s FS meeting online, and she would like to discuss that possibility in connection with FS agenda.

EB members noted that the communications from Provost Wickert and ISU President Wintersteen arrived on Thursday, before Moving Forward Committee’s Friday meeting. They thought the optics of the timing was not good. There were other comments about the university’s COVID response vis-à-vis BOR rules and the governor’s prohibitions on mandates.

Provost Wickert was asked to clarify the policy concerning change of teaching modality. He said that attendance needs to drop – so that absenteeism is substantial and problematic – before the modality may be changed. (The question had asked whether one positive test, and therefore multiple possible exposures, would be sufficient to change the modality. Provost Wickert said no.) The policy has not changed from the fall. A faculty member has to discuss the change with their department chair and the associate dean of the college needs to approve the change.

6.2. President-Elect

President-Elect Perkins reported that he was starting to fill in the schedule for the spring conference. He hopes to have four sessions, with two or three in the morning and one in the afternoon.

President-Elect Perkins said that he had received questions about the process of approving programs and courses. There is a new form for approving courses. Suppose that I change a course from in-person to online or develop an online program. Which form(s) does that require? He had heard about the possibility of expedited review. How does that happen?

Associate Provost VanDerZanden said that she is working with Rachel Boon in BOR Office. New proposals have to go through the same approval process. But the hope is to develop a way for new online programs to be expedited in their review, especially as we expect there to be more proposals for online programs. But the process doesn’t exist yet.

President-Elect Perkins said that the BOR Task Force on Online Learning met for the third time. (This committee includes LAS Dean Schmittmann, Provost Wickert, and President-Elect Perkins.) He said that the group is continuing to clarify the problem that they’re trying to solve.

6.3. Past President

None

6.4. Senior Vice President and Provost

Free Speech Training

Provost Wickert said that there will be a notice from BOR about mandatory online training on free speech.

Legislative Update

Provost Wickert noted that Governor Reynolds will deliver the State of the State Address, in which she will lay out her proposed budget. In this report, we will learn what allocations she proposes for the BOR universities and any special initiatives. We will be especially interested to learn about allocations for the university's general fund, and special line items (including the Ag Experiment Station, Extension, and the Veterinary Diagnostic Lab). We are also interested in funding for facilities, including phase 2 of the Veterinary Diagnostic Lab, LeBaron Hall, and MacKay Hall. Provost Wickert said that we are also eager to learn what policy proposals and priorities the governor will have. EB members had several questions.

Winter Session

This past winter session, 1667 students were enrolled. This generated \$2.7 million of additional revenue, exceeding our expectation of \$2 million. LAS had the most courses, and COB was close behind. Associate Provost VanDerZanden will give a report to BOR about ISU's winter session, as will associate provosts from the other universities.

Provost Wickert was asked about the university's response to concerns from faculty about the federal China Initiative. (Concerns were raised by senators at the previous FS meeting during the Good of the Order, but representatives from the Provost's Office had to leave the meeting early.)

Provost Wickert replied that Associate Provost Bratsch-Prince has worked with the AAPI faculty and staff alliance. VPDEI Perry Fantini will join ISU next week, and Provost Wickert expects there to be good conversations. He acknowledged that there are real law enforcement concerns about IP theft, pointing to the conviction of the former chair of Harvard University. And he acknowledged that China is known to engage in espionage. Provost Wickert said that ISU will work with law enforcement at all levels of the university. He added that it would be appropriate for FS or senators to sign on to the Stanford letter or other letters. The university does not sign on to such letters; when it does express opinions, it typically does so as part of an association, e.g., Association of Public and Landgrant Universities (APLU). Doing so provides the largest voice and most effective advocacy, because those associations have lobbyists in Washington, D.C.

Another question was about the status of a (pre-COVID) proposal to demolish Coover Hall and Atanasoff Hall and build a new computational sciences facility.

Provost Wickert replied that a new computational sciences facility would cost \$150 million. Such projects come about because of successful fundraising, both from public and private sources. Private donors are encouraged when the state commits, and the state is more likely to fund projects with private support. The computational sciences proposal does not yet have a lead

private donor. In contrast, fundraising for the Veterinary Diagnostic Lab is entering phase 2, with good support, and the state is making it a priority. The LeBaron and MacKay improvement fundraising hit important private fundraising targets.

6.5-6.6. Council Chairs and Caucus Chairs Reports

AAC: Senator Bennett-George said that AAC will vote to approve the chair of the new U.S. Diversity Course Requirement committee, as required by FS bylaws.

COB: None

COD: Senator Muecke said that the college is working on strategic planning. Inclusive Design training is taking place this week. Faculty continue to have concerns about ownership of intellectual property, especially with increased use of Canvas.

FDAR: Senator Al Shihabi said that next semester, the council will continue to look at how service is evaluated. Senator Al Shihabi said that Associate Provost Bratsch-Prince had mentioned the possibility of moving all personnel files to one place (possibly Workday). Faculty expressed support for this, so that they could know what is in their official file. Senator Al Shihabi said that the council will also look into the concern about IP that Senator Muecke described.

GOV: The group that is editing FH is nearing completion. Their report will be sent first to the Documents Committee, then Governance Council, EB, and FS. Another group is working on problems related to P&S staff who have rank-only faculty titles. Another topic is the process for electronic meetings and electronic voting, which FS bylaws do not address.

J&A: Senator Day said that there is one case with a full FS Committee on Appeals. After that case is finished, Senator Day will step down, and the J&A Chair vacancy will need to be filled.

RPA: Senator Oberhauser said that the council has met with Provost Wickert and Strategic Budget and Finance Advisor Reints about the RMM (budget model). Council had good discussions about how it is established and affects ISU's budget. Senator Oberhauser said that council continues to look at pay equity and salary compression issues. An ad hoc committee was formed to look at data related to those issues, and that committee will work with Executive Director Zunkel in Institutional Research. Senator Oberhauser asked President Wheeler to share with EB members an article from the *Cedar Rapids Gazette* about BOR's request for state appropriations. Senator Oberhauser also thought that RPA Council might be able to help with P&S Council's request about support for employees who want to adopt.

CALS: Senator Hanson said that the college is working on strategic planning.

COE: None

CHS: Senator Gillette said that the caucus will meet with the dean next week. Senators are especially interested in term faculty salary equity. There continue to be concerns in the School of

Education about insufficient numbers of faculty, which is making it difficult to offer one of their doctoral programs.

Senator Gillette suggested that President Wheeler put together a quick note to tell faculty what is being done with their feedback on COVID mitigation. Employees need psychological security, especially because no mask mandate or vaccine mandate will happen. CHS Senators would prefer not to meet in person for the January FS meeting.

LAS: Senator Wallace said that he is working on BOR shadowing program for April.

CVM: None

7. Approval of the January 18, 2022 Faculty Senate Agenda

President Wheeler asked whether the meeting could be moved online, with nearly 100 people. EB members discussed the pros and cons of meeting online.

Senator Day moved to hold the January FS meeting online. Senator Muecke seconded. The motion was adopted without dissent.

Senator Freeman moved to make the election of the president-elect the first special order. President-Elect Perkins seconded. The motion was adopted without dissent.

A question was asked about whether Library Dean Seo's presentation would be materially different from President-Elect Perkins's presentation on the Tracing Race Project. A concern was raised that some special-order presentations repeat material that is readily available on websites. President-Elect Perkins was unsure. President Wheeler said that it would be nice to hear from Dean Seo.

Provost Wickert pointed out that some titles needed correction.

The amended agenda was adopted without dissent.

8. Good of the Order

None

9. Adjournment

The meeting adjourned at 4:59 p.m.