



IOWA STATE UNIVERSITY
Faculty Senate

Executive Board Minutes

Tuesday, March 29, 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); Faber, C. (Past President); Frank, M. (Governance); Freeman, S. (J&A); Gillette, M. (CHS); Hanson, V. (CALs); 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: Anderson, D.; Jahren, C.; Rover, D.

1. Call to Order

President Wheeler called the meeting to order at 3:02 p.m., when a quorum was reached.

2. Consent Agenda

EB Agenda March 29, 2022

EB Minutes March 1, 2022

With no objections, the consent agenda was adopted.

3. Unfinished Business

None

4. New Business

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

Senator Bennett-George said that this was another in the string of area-specific animal science certificates, with a similar structure. The reason to have a certificate in addition to the Dairy Sciences major is that students who intend to work in dairy science tend to pick Animal Science as their major. This allows those students to major in Animal Science but show specialization with the certificate. Senator Bennett-George added that this proposal was not controversial in AAC and was heavily supported.

EB members clarified that 24 credits is appropriate for a certificate, which is usually 21-24 credits. Minors are 15-18 credits.

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

Senator Bennett-George said that the intention of this minor is to help students in CHS gain international experience without the expense associated with studying abroad. Almost all of the courses in the proposal exist already.

EB members discussed the relationship between this minor and Global Resources in CALS. Senator Hansen said that that involves travel. Senator Bennett-George added that students in this minor could travel, but travel would not be required. Senator Bennett-George said that helping students save money associated with travel was a reason to create this minor. An EB member expressed concern that the experience of traveling abroad cannot be duplicated with stateside coursework.

Another concern was raised about the number of 500-level elective courses associated with the minor. Seniors are eligible to take 500-level classes, but such classes are not normally part of the curriculum. A counterexample was Architecture, but that is a five-year degree. Senator Muecke pointed out that COD has a minor with 500-level classes that anyone can take, and many undergraduate students do.

Several EB members agreed that it would be good for scholarship money to be made available to help ISU students study abroad.

4.3. Program Change: Interdisciplinary Design [21-19] – Bennett-George

Senator Bennett-George said that this proposal is more controversial. Interdisciplinary Design already exists on the books, but is not currently offered and students cannot enroll in it. This proposal recasts the major as a secondary major, to be completed alongside a major in design. (Senator Bennett-George observed that Form G is being used here to make a significant curricular change, not just a name change.)

Senator Bennett-George pointed out that a point of concern in AAC was that if a student were especially strategic about their general education credits, they could complete this secondary major without taking extra classes on to of their primary major. Several EB members thought that this was a problem.

Senator Bennett-George said that the projection of need in the proposal was developed from the wait lists for current students. EB members wanted clarification about who those students were and what kinds of classes they were (lecture, seminar, etc.).

Not all EB members from COD remembered having seen this proposal. Senator Bennett-George pointed out that there is a record of a college-level vote on the proposal.

EB members raised concerns about confusions between double majors and secondary majors and their different expectations – not just among students, but among prospective employers. Would harm be done to ISU's reputation (especially in Architecture or Interior Design) if students graduate with this secondary major and do not have the level of expertise expected from a double major?

EB members wanted clarification about who the intended enrollees in this major were and eligibility criteria. One EB member reported that it was presented as being for students outside of COD who take classes concentrated in Interior Design or Architecture, earning a specialty in Interdisciplinary Design. But could Design students earn this major too? How should “and/or similar programs” be understood? Is Journalism similar?

EB members decided not to forward this proposal to FS, in order for the proposal to be cleaned up. EB members noted that there is discussion underway in FS Curriculum Committee about secondary majors, including how many standalone credits are required for secondary majors. Senator Bennett-George did not think that Curriculum Committee would have a policy about secondary majors within two weeks. EB members agreed that the proposal should not be delayed for that reason – the proposal meets the current guidelines for secondary majors – but the proposal does need to address questions about eligibility and criteria. It was added that the Regents would expect such clarification too.

4.4. FH 5.4.1.3.4 Department Review [21-20] – Frank

Senator Frank said that this proposal provides guidance about how to put together review committees for advancement. Whatever guidelines a department has for P&T committees, the same guidelines should be followed for reviewing term faculty.

Associate Provost Bratsch-Prince suggested clarifying that this part of FH concerns term faculty advancement, perhaps by including a heading from FH 5.4.1.

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

Senator Wallace said that this resolution came from Senator Kedrowski, director of the Catt Center and Political Science faculty member. The resolution aims to build a civic ethos on campus without interrupting academic programs or violating the germaneness clause. Recent state legislation may create barriers for students to vote. Senator Wallace was unsure that the resolution required a second reading, and proposed making it a special order.

A concern was raised that it would be difficult to guarantee excused absences or excused tardiness for voting. It was suggested that the resolution be rephrased to be more flexible.

5. Announcements

5.1. President

President Wheeler said that the second workshop (on March 22) focused on tools to create more inclusive meetings. The last workshop (May 10) will concern the role of the chair in sustaining inclusive meetings.

BOR will meet on campus next week. Presidents from each of the three faculty senates will give short presentations. President Wheeler asked for suggestions of ideas, concerns, or comments. FS EB members will have lunch with Regents on April 7.

5.2. President-Elect

President-Elect Perkins asked council chairs to include in their year-end reports suggestions for changes in committees: mergers, elimination, or any other suggestions to make committees more efficient (including committee assignments or ways to distribute workload more fairly).

5.3. Past President

Past President Faber said that the FH editing group has finished FH 1 through 4, and those chapters have been forwarded to the Documents Committee. She expects to finish FH 5 and 6, and soon start on FH 7, 9, and 10. FH 8 will be last.

5.4. Senior Vice President and Provost

BOR Meeting

Provost Wickert said that BOR will meet on campus. There will be presentation of the Regents Faculty and Staff Excellence Awards on the 6th.

BOR will review two new programs: Master of Entrepreneurship and Master of Community Development.

BOR will officially approve tenure and promotion cases. The affected faculty will receive email notification within minutes of BOR's decision.

Dean Seo and the Library Deans from the other universities will discuss collaboration among the three public university libraries.

VP DEI Perry Fantini and the other DEI VPs will provide an update about diversity on campus. There will also be a presentation about campus substance abuse support.

Provost Wickert noted that the public comment period is scheduled for 4:35 p.m. on Wednesday. Anyone can comment, but they need to register a week in advance. The scheduled time is tentative, and may change depending on how slowly or quickly the business is completed.

Provost Wickert said that FS and P&S Council presidents from all three universities will discuss salaries.

The hosting university is also given the opportunity to highlight research conducted on their campus. Professor Hongwei Zhang (Electrical and Computer Engineering) will discuss the new Center for Wireless, Communities and Innovation. Professor Baskar Ganapathysubramanian (Mechanical Engineering) will discuss the AI Institute for Resilient Agriculture in the Translational Artificial Intelligence Research and Education Center.

On Thursday's BOR consent agenda is a specialized early retirement incentive option for only tenured faculty in LAS programs or programs jointly administered by LAS (six such programs in CALS). Provost Wickert said that he discussed the proposal with President Wheeler, President-Elect Perkins, Senator Wallace, and Senator Hansen. Dean Schmittmann and Dean Robison emailed faculty to raise awareness. The option will provide TIAA contributions or medical care for a couple of years after retirement in June 2023.

Provost Wickert noted that University of Iowa's LAS college has some challenges too, but has no retirement incentive program. He also stressed that this retirement incentive program is not university-wide; it address budget needs in LAS and is targeted at tenured faculty who are in programs that have faculty in LAS.

A question was asked why the incentive is not being offered for term faculty too, in order to help departments meet the very large cuts to their budgets – especially when most of the budget is salary. Health care benefits would be attractive to term faculty too. Provost Wickert replied that term faculty are on contracts that have normal expiration dates associated with them. If a college no longer has need for teaching in those courses, the contract will run its course. Tenure-track faculty will not typically meet the “rule of 70”: being at least 60 years old and their age plus years of service to ISU totaling over 70. Provost Wickert added that the Dean's Office thinks that staff support has been cut as low as it can go, with the previous retirement incentive offer and budget cuts. So this offer is not being made available to staff. So the offer is just for tenured faculty, who want to make the personal decision to retire. Given that the university has no ability to eliminate or terminate a position (as in private businesses), he thought this program could be very attractive for people and respectful.

Legislative Update

The Iowa House proposed a 0% budget target for general university increase. The Iowa Senate has not released budget targets. After they do so, the two bodies will negotiate. Provost Wickert expressed his disappointment and frustration. However, the Iowa House did propose to fund the Biosciences Research Initiative at all three universities, and one-time funds for the Extension National Conference and phase 2 of the VDL capital project.

Admissions and Enrollment

Provost Wickert announced that Admitted Student Day will be April 7, and will include approximately 200 students who have been offered admission to ISU but have not yet accepted. There will be a signing ceremony in Hilton Coliseum on center court.

Lab of Mechanics Improvement

Provost Wickert offered to purchase new chairs for 107 Lab of Mechanics.

Policy for Immunocompromised Faculty and Staff

Provost Wickert said that the policy for immunocompromised faculty and staff will sunset in the fall. Any faculty or staff member who has concerns will be able to work with UHR to use FMLA, disability accommodation, or some other kind of accommodation appropriate to their circumstances. Iowa's State of Emergency declaration expired, and BOR removed all temporary emergency policies for leave, so the time has come to sunset this temporary policy.

5.5. Council Chairs Reports

FDAR: Senator Al Shihabi said that the council will meet tomorrow. They are working on IP rights, recognition of service (including developing guidelines for undocumented service responsibilities), and creating a more collaborative environment for faculty-administrator relationships.

GOV: Senator Frank said that proposals concerning innovation and entrepreneurship are being reviewed.

RPA: Senator Oberhauser said that RPA received updates from the Pay Equity Task Force. They met last week with Kaela Black (Faculty Personnel and Policy Director) and Karen Zunkel (Executive Director, Institutional Research). They continue to make progress on pay equity, although Senator Oberhauser was uncertain that anything would be ready for May 1. RPA Council also met with Senior VP Cain to discuss attempts to revisit RMM.

Additionally, Senator Oberhauser said that RPA is working with P&S Council to promote paid parental leave, different from the campaign to support adoption. Associate Provost Bratsch-Prince said that there is no current ISU policy on paid parental leave.

5.6. Caucus Chair Reports

CALS: Senator Hansen said that the caucus participation in a strategic planning exercise led by Dean Robison. A committee has been established to draft a new college strategic plan. The caucus is meeting to discuss the Reimagining LAS initiative: how can CALS faculty help and what is relevant to CALS faculty members?

COB: None

COD: Senator Muecke said that the caucus will meet next week to hold discussions with Dean Rico-Gutierrez.

COE: None

CHS: Senator Gillette said that the caucus met. They would like a clear process for requesting equity raises. Senator Gillette said that term faculty are nervous about budget cuts and want to know when they will receive renewal notices. Senator Gillette said that CHS caucus members would like MWF class starting times to return to the pre-pandemic starting times. Senator Bennett-George added that CHS faculty would like a clear explanation about why summer semester and winter session pay differ. Senator Gillette added that CHS faculty are nervous about the budget: at the university level, enrollment is good; but CHS department chairs are telling faculty that they may need to return money to the college.

LAS: Senator Wallace said that the Reimagining LAS initiative was announced on March 3. The LAS FS caucus and Representative Assembly met with Dean Schmittmann on March 4 and March 8. And March 24, Chairs Cabinet, FS caucus, and Representative Assembly met with Dean Schmittmann, ISU President Wintersteen, and Provost Wickert. Senator Wallace said that there will be another Q&A with the dean at the end of the semester. There may be other opportunities over the summer.

6. Approval of the March 8, 2022 Faculty Senate Agenda

Docket item 21-19 was removed from the agenda. Docket item 21-21 was changed to a special order.

With these changes, the FS agenda was adopted.

7. Executive Session

7.1. Regents Faculty Excellence Award – Dan Andersen

7.2. University Professor – Diane Rover

7.3. Morrill Professor – Charles Jahren

8. Good of the Order

EB members discussed plans for socializing after the meeting.

Senator Wallace reminded EB members that three Regents will be visiting campus. They will each shadow two faculty members in the morning and two in the afternoon. He asked for volunteers to have lunch with them.

A question was asked whether a group will review student work in the Student Innovation Center. Nobody had any answers.

9. Adjournment

The meeting adjourned at 4:50 p.m.