

**IOWA STATE UNIVERSITY FACULTY SENATE  
EXECUTIVE BOARD MEETING MINUTES  
NOVEMBER 3, 2015 – 3:30–5:00 P.M.  
107 LAB OF MECHANICS**

**Present:** Bigelow, T. (Academic Affairs); Bratsch-Prince, D. (Associate Provost); Brunner, L. (Design); Butler, A. (Secretary); Day, T. (Veterinary Medicine); Derrick, T. (FDAR); Freeman, S. (CALs); Holger, D. (Associate Provost); Looney, M. (LAS); Martin, P. (RPA); Mennecke, B. (Business); Owen, M. (J&A); Rippke, S. (Parliamentarian); Russell, D. (Human Sciences); Schaefer, V. (Engineering); Schalinske, K. (Past President); Selby, M. (Governance); Sturm, J. (President-Elect); Wallace, R. (President); Wickert, J. (Senior Vice President and Provost)

**Guests:** Cervato, C.; Dark, V.

**I. Call to Order**

President Wallace called the meeting to order at 3:01 p.m.

**II. Consent Agenda**

**A. Agenda, Executive Board Meeting November 3, 2015**

**B. Minutes, Executive Board Meeting October 13, 2015**

Senator Butler moved to accept the consent agenda. Senator Owen seconded. The motion passed without dissension.

**III. Announcements and Remarks**

**A. Faculty Senate President**

President Wallace said that he received a request from Senator Freeman (who chairs the steering committee for the strategic plan) for names of faculty representatives for subcommittees.

President Wallace also announced that ISU President Leath would like to proceed with the review of the Office of the Senior VP for Business and Finance. Gregory Palermo (Design) will chair the committee. Senior VP Madden has been asked to prepare a report.

**B. Faculty Senate President-Elect**

President-Elect Sturm expressed a desire not to continue to talk about open access (OA) in his announcements. He solicited recommendations on how best to proceed with the matter.

President Wallace thought that a motion should come from a council or subcommittee with a recommendation for FS to approve. Senator Martin asked what form the motion would take. President-Elect Sturm said that many other universities had issued nonbinding resolutions (e.g., “we support OA in theory,” “we encourage faculty to deposit articles in the university-supported digital repository,” “we encourage departments to work with the library to identify high-quality peer-reviewed journals that maintain OA policy,” etc.). In talking with Provost Wickert, President-Elect Sturm said that they had agreed that whatever position ISU adopts, it should not compromise the

potential for faculty to be tenured. Publishing on the ISU Digital Repository does not count as a publication; ISU still cares about peer review.

President-Elect Sturm offered to compose a sample statement compiled from examples from peer universities. Senator Owen asked whether such a statement would be better coming from the administration. President-Elect Sturm replied that peer universities' faculty senates issued resolutions. He added that it's the faculty who are the ground level in the tenure process. Senator Owen clarified that he thought it might be good to have a similar statement coming from the provost or president in agreement with the FS statement.

President-Elect Sturm was asked about possible obstacles. He replied that some OA journals charge author fees. Also some OA journals do not have stringent peer review. The administration could say that they support OA on a philosophical level. In the past, there was a pool of money to help pay author fees, and the university "burned through" that money quickly. President-Elect Sturm said he is also looking into what UI is doing.

Senator Bigelow asked how people find his research after his CV is submitted to ISU Digital Repository. President-Elect Sturm replied that he will find out. He did say that keywords are associated with the article, and that is supposed to increase the number of downloads. Provost Wickert added that the value of having articles stored in the Digital Repository is that it makes your article appear in Google searches.

Senator Owen suggested that a statement supporting OA could be written by President-Elect Sturm and sent to EB for review. He thought that would be better than forming another committee.

## **C. Senior Vice President and Provost**

### **1. Accreditation Team Visit**

Associate Provost Holger said that the review team had its exit meeting with ISU President Leath at 12 noon. The questions that the team asked in meetings indicate that there were likely no serious issues. Most of the questions aimed at gaining a better understanding of how we do something that looks interesting. Within two weeks we will get a draft report from the team. This will provide a better indication of whether there are any serious issues. Not until next August will there be any formal action.

Associate Provost Holger added that the team was very complimentary of all of the groups they met with. They felt that they received candid and useful answers.

Senator Butler asked about the post-graduation study. She raised the concern that in effect the study treats majors as job-training. Provost Wickert said that the post-graduation study is the specific quality initiative that ISU took on for the accreditation review. He emphasized that this does not view majors as training to get jobs, but rather training to get successful careers and have successful lives. ISU has a 90% placement

rate. The study will help to provides a coherent way to collect data to respond to the accreditation team, to help recruit students, and to help with state funding.

Associate Provost Holger said that the goal is to get better ways to quantify successful careers and lives. The coordinators realized that that's too large of a task, and so they broke it into smaller pieces. The first piece to find out what graduates do first after graduation. That might not be a job. If a major's graduates go onto graduate school more than enter the workforce, they will need to prepare their students differently than if the reverse were true. Of course, the first landing spot after graduation is not always a perfect indicator of what the person's career will be. The long term plan is to continue to collect longitudinal data.

Associate Provost Holger added that he liked decoupling success and speed of graduation, and instead measuring success in terms of how successful graduates are after graduation.

Provost Wickert added that if a program discovers that a significant number of their graduates do one sort of thing, that's useful information to have. It can be used in advising and advertising to incoming students.

The data is being collected by Career Services. Departments are directed to use this data to respond better to the needs of their students. Senator Brunner pointed out that in her research, she tracked the satisfaction and success of graduates as far as 20 years out.

## **2. TIER Efficiency Report**

Provost Wickert said that Pappas Consulting group has sent their study to BOR. Provost Wickert sent copies to President Wallace and Senator Martin. The study focused on two topics: enrollment management and e-learning.

Enrollment management is defined broadly, to include the student experience and student learning. It ranges from marketing to admissions and financial aid, to student advising and counseling, to course availability. Pappas made comments about the demographics of Iowa and the upper Midwest. They challenged BOR's thinking about targeting Iowa residents rather than the broader population. They recommended increasing the number of nonresident students. The priority of BOR should be to increase statewide need-based financial aid. Pappas also recommended that BOR review the relevancy of the current Regents Admissions Index. They recommended that all three universities improve their retention and graduation rates. They also commented about institutional research at the three campuses and BOR office. They recommended developing data in a format to aid decision making rather than merely completing compliance reports.

With respect to e-learning, Pappas identified a statewide "Iowa model." This puts quality as the key principle. Pappas approved of this, as well as the principle of having the same faculty teach online classes as those who teach on campus. Pappas thought that the growth targets set by BOR for the three universities are not aggressive enough. (The

targets are 3-4%, but we've grown at 10% each year.) Pappas recommended offering more online degrees. They advised against developing MOOCs as a money-making venture. They did offer recommendations about developing greater marketing campaign for online classes. One recommendation was offering a central portal for someone to take online classes at the Regents universities.

The report and slide deck are available on BOR website. BOR will vote to accept the report. They may have a meeting by telephone in November; otherwise the vote will take place in December. Then the report will be sent to the three universities, who will be charged with developing an implementation plan. This plan will likely be a few pages outlining and providing a timeline for tasks.

We are already doing some of the things they recommended, such as flipped classrooms, an online learning, etc.

Pappas did not make any recommendations about ranking or eliminating programs. So that fear was not realized.

President-Elect Sturm asked what the cost was of this study. Provost Wickert reminded EB that several consultants had been hired (Deloitte, Chazzy, KH). Pappas was probably paid \$100,000.

Senator Butler asked whether the RAI had been reviewed recently. Provost Wickert replied that there had been a conversation about one year ago. As a consequence of the Deloitte study, the three universities were charged with devising a common algorithm for cases where high schools do not provide class rank. Pappas is calling attention to the open enrollment practice. They are asking us to consider different forms of RAI for different programs at different institutions.

#### **D. Council Chair Reports**

Senator Owen said that J&A is working on an appeal.

Senator Martin said that RPA will have a meeting this week. IP assignments will be discussed at the RPP meeting.

#### **E. Caucus Chair Reports**

Senator Mennecke said that the business caucus approved their strategic plan.

CALS, Design, and LAS had caucus meetings scheduled.

### **IV. Unfinished Business**

#### **A. PRS Changes to the Handbook – [S14-19] – Dark**

Senator Butler provided a brief summary of the motion she submitted.

Associate Provost Bratsch-Prince recommended discontinuing use of “unit” and substituting “department” or “program” instead.

Professor Dark briefly described her motions. She said that there were substantive differences between her third motion and Senator Butler’s motion. Professor Dark wanted to keep ore of the language from the task force report and original S14-19.

Senator Selby objected to excluding non-tenure-eligible faculty from serving as representatives on a mediation panel. Senator Butler responded that she was concerned about “political pressure” being exerted on vulnerable faculty. EB members approved a compromise phrasing of “at equal rank or higher.”

EB members discussed how to bring these separate motions to FS in accordance with parliamentary procedure. They decided that EB could split S14-19 into parts. It could be presented to FS as a division in response to concerns received from faculty.

The group decided on four motions. The first motion moves the FH section on PRSs from FH chapter 5 to FH chapter 3. The second motion extends mediation to all faculty regardless of rank. The third motion institutes procedures for review and update of PRSs, including a formal review date. The fourth motion concerns the content of the position description.

With respect to the fourth motion, in a split decision, more EB members preferred to list possible areas of position responsibility without descriptions to an itemized list of position responsibilities with descriptions.

Senator Butler and Professor Dark said that they would work together to finalize the language for the four motions and circulate them via e-mail. If enough EB members approve, those motions can be sent to senators with the agenda items for the next meeting.

**V. New Business**

**A. Discontinuation of Botany Graduate Major – [S15-4] – Bigelow**

Senator Bigelow said that this discontinuation was not contentious. There had not been a student in the program since 2003.

**B. Geographic Information Science Minor – [S15-5] - Bigelow**

Senator Bigelow did not anticipate problems.

**VI. Approval of the November 10, 2015 Faculty Senate Agenda**

Senator Butler moved and Senator Schaefer seconded. The motion passed without dissension.

**VII. Good of the Order**

Senator Freeman and EB members thanked Professor Dark for all of her work on the revisions to FH about PRSs. He asked whether the comments that she collected would be posted to the FS website. After consideration, EB members decided that the comments should not be posted.

**VII. Adjournment**

Senator Owen moved, and Past President Schalinske seconded. The meeting adjourned at 5:02 p.m.