

**IOWA STATE UNIVERSITY FACULTY SENATE
EXECUTIVE BOARD MEETING MINUTES
SEPTEMBER 6, 2016
3:00-5:00 P.M.
107 LAB OF MECHANICS**

Present: Bigelow, T. (Academic Affairs); Bratsch-Prince, D. (Associate Provost); Brown, J. (Business); Butler, A. (Secretary); Freeman, S. (CALs); Holger, D. (Associate Provost); Kimber, M. (Veterinary Medicine); Martin, P. (RPA); Padgett Walsh, C. (LAS); Rippke, S. (Parliamentarian); Russell, D. (Human Sciences); Schaefer, V. (Engineering); Sturm, J. (President); Wallace, R. (Past President); Wickert, J. (Senior VP and Provost); Zarecor, K. (Design)

I. Call to Order

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

II. Consent Agenda

A. Agenda, Executive Board Meeting September 6, 2016

B. Minutes, Executive Board Meeting April 26, 2016

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

III. Announcements and Remarks

A. President

1. Awards Process

President Sturm reported that the nominations for University Professor and other such awards will be routed through FS instead of the Provost's Office.

2. Clarification of Factual Information in P&T

President Sturm said that FDAR continues to discuss what counts as "factual information" in Tabs 1, 2, and 3 of Promotion and Tenure (P&T) dossiers. He expects a proposal to come up for a vote this year.

3. Agora

President Sturm noted that certain spaces on campus are designated as places for large groups to assemble. The entire campus promotes free speech, but these designated spaces are not near classrooms.

4. Review of Office of Senior Vice President for Business and Finance

The report has been released. There has been some discussion of whether the Business and Finance committee will meet with CFO Miles Lackey or Senior VP Kate Gregory. Senator Martin said that the committee will discuss how best to organize its meetings. They met with CFO Lackey last week, and the meeting was productive and he thought it was important to keep the lines of communication open. Senator Martin asked for clarification on how to make official changes to a

subcommittee's organization. Senator Freeman said that it requires changes to FS bylaws.

5. Statement of Faculty Core Values

President Sturm said that he expects Past President Wallace to continue to champion the creation of a statement of faculty core values. Many universities have such statements.

6. Transition to Clinical Professor Titles

FS passed the motion concerning Clinical Professor titles. Associate Provost Bratsch-Prince will oversee the process, as faculty who are clinicians transition to clinical professor titles. President Sturm thought that FS did not need to be involved, but should be kept in the loop. He added that concern may arise about how many years are required until the next promotion. For example, someone recently promoted to Senior Clinician would adopt the title of Associate Professor of Clinical Practice. How many additional years are there until the next promotion? President Sturm added that department chairs would need to be involved in the discussion.

7. Remembering Faculty

President Sturm noted that Business Caucus Chair Brian Mennecke passed away this summer. He called attention to a scheduled moment of silence during the FS meeting. Provost Wickert noted that Sociology Chair Chet Britt passed away this summer too, and thought that a moment of silence would be appropriate.

B. President-Elect

None

C. Senior Vice President and Provost

1. Continuous Course Improvement

Almost 600 classes on campus annually enroll 100 or more students, Karen Zunkel collects information collected and the brief report is sent to the Board of Regents (BOR) and the legislature. It is posted to the Provost's website. Provost Wickert noted that the report is limited to a couple of pages and thus is very broad. He noted that there was no significant change in the types of outcomes this year from last year.

2. Classroom Renovation

Marston Hall is back online, with more rooms and a renovated auditorium. Pearson Hall is in its first stage in classroom improvement. Hamilton Hall is also being renovated. Four classrooms in Ross Hall are being renovated. There will be a new 74 seat testing center in Durham. The work on the Student Innovation Center will begin in February, with the demolition of the Nuclear Engineering building. There are also two current bioscience capital projects underway.

3. State Appropriations

BOR will approve on Thursday a two year plan to send to the legislature which requests a 2% increase in state appropriations tied to the increase on resident tuition. The rates for other student populations are still to be determined.

Additionally, administrators are seriously considering the possibility of differential tuition between upper- and lower-division students. For the first two years, students would pay the base tuition rate. Once students reach junior or senior status, they would pay an increase. Such tuition structures already exist in some programs, such as Architecture, Business, and Engineering. Deans have been asked to discuss the proposal with student advisory groups in all of the colleges as well as with student clubs. The justification for this proposal is that upper-division instruction is more expensive. STEM classes require more materials and smaller class sections are regularly taught by tenure-eligible faculty.

Provost Wickert stressed that this possibility is in the earliest stages of discussion with many different groups. ISU President Leath will make a decision about whether this concept will be included in the formal proposal to BOR (whose first reading is scheduled in October and is up for vote in December).

Senator Butler asked whether the net effect of this proposal would be that students in the same upper-division class would pay different amounts, depending on the number of years of school. Provost Wickert said that the increase would begin for students who have 60 credits. There are questions about how to handle students who transfer into ISU or who have AP credits. But Engineering has a procedure to handle such cases.

Provost Wickert thought that the main appeal of this proposal is its simplicity: the increase applies to all upper-division students. Rather than creating a number of different tuition rates for different programs, this proposal is across-the-board. Provost Wickert credited the Enrollment Management Task Force's (EMTF) report for raising this issue.

President Sturm asked why the tuition isn't linked to specific courses instead of status. Provost Wickert replied that tuition is not assessed by specific courses currently. We do not have the data systems to track and assess tuition at course-level. He also expressed concern about the unintended effects of such a proposal on course enrollments. President Sturm replied that students might be encouraged to take the lower-level courses at the appropriate time during the degree instead of out of order.

Associate Provost Holger added that there are good data about the cost of instruction. Provost Wickert said that every year an analysis of the cost of instruction is conducted. It costs approximately \$12,000 for upper-division courses and \$9,000 for lower-division courses. Some programs, like Biology and Food Science have higher costs of instruction, from laboratory and infrastructure. The basic message behind the proposed differential tuition is that enrollment growth has caught up with us. The

current level of state appropriations is not really keeping up with rising costs. We need a revenue stream not tied to inflation. The current faculty to student ratio is 19:1. Engineering has twice that.

Senator Butler asked whether there would be more faculty involvement in discussion about this proposal. Provost Wickert replied that EB members were involved in the discussion at the retreat in August, and the EMTF report supplied faculty perspective.

Senator Brown asked how programs with existing differential tuition would be affected. Provost Wickert replied that the differential tuition would be extended to all programs in the College of Design, and would be created for the Colleges of LAS, Human Sciences, and CALS.

Senator Zarecor asked whether it is possible to institute differential tuition at the sophomore level, like in Architecture. Provost Wickert replied that the way the core program works accounts for that difference in Architecture. Instead, the goal is to keep a link between the cost of instruction of upper-division courses and the differential tuition.

Senator Zarecor said that she works with a lot of transfer students and students who do not get into the major on their first try. She said that it's important to think carefully about how to handle exceptions. Transfer students come in as juniors and end up taking introductory and sophomore level classes. They have four more years of school in front of them. She thought it would be wrong to charge them extra money. Provost Wickert said that we will have to feel this out.

President Sturm asked about students who have to retake classes for a new grade. Provost Wickert noted that this affects time to graduation.

Senator Zarecor said that she was not concerned about price per class. She just did not want to chase students away from ISU's programs.

Provost Wickert said that this would be a \$1200 rate increase for juniors and seniors, phased in over three years. It would generate a lot of revenue three to four years from now.

4. Diversity and Inclusion

Provost Wickert said that this summer he asked colleges and units to report on what new things they have done in the past year with respect to diversity and inclusion. The report is posted on the blog on the Provost's website. The goal of the report is to document what we're doing and stimulating discussion.

FS Curriculum Committee is taking a fresh look at the US Diversity requirement. An RFP will be issued to all faculty to submit proposals to create new courses or make major modifications to existing courses to really focus on contemporary types of issues relating to US Diversity. CELT is helping to draft the language for the RFP.

A committee of faculty and students will review proposals. Provost Wickert hopes that in the spring, some faculty can be funded (course buyout, summer salary, instructional materials, hiring graduate students, etc.) to modify, upgrade, or create new classes.

5. Library 160

President Sturm, Dean of Library Beth McNeil, and Associate Provost Holger discussed LIB 160. They have proposed a joint task force through the Provost's Office and FS to gather data and review the efficacy of LIB 160. Is it meeting its objectives? That information will inform decisions about what changes we want to make.

President Sturm offered to help populate the task force. He thought it would be best to have thoughtful people on the committee, but not people with particular agendas. Past President Wallace recommended having a representative from ISU Comm.

Senator Zarecor added that Kirkwood's English class comes with library credit. Those transfer students are unaware that they have done that coursework.

D. Council Chair Reports

Academic Affairs: Senator Bigelow said that Academic Affairs is discussion diversity requirements. He hopes that a survey will be available and sent out soon. At the next meeting, the council will discuss changes to dead week policy.

Senator Bigelow also said that the topic of department chairs changing student grades without consent from the instructor has arisen. Is that normal or allowed practice? Provost Wickert said that it is not allowed. Senator Freeman said that instructors who have left ISU may leave students with incompletes. Senator Bigelow added that there may be grievances. Associate Provost Holger noted that it is really unusual, but not impossible, for an appeal to find that the instructor's grade is incorrect.

FDAR: None

Governance: None

J&A: None

RPA: Senator Martin said that the council met with CFO Lackey. He provided an update on the budget, and shared some first thoughts about FY18. The council also discussed how the changes to the organization of Business and Finance affect RPA.

1. What role/how best can the Governance Council support the NTE Task Force?

Past President Wallace said that the NTE task force (TF) has ten members. Former Senator Martha Selby gave updates over the last couple of years on NTE issues. The

TF will send surveys to department chairs and administrators. A different survey will be sent to all NTE faculty on a variety of topics, including aspects of hiring, rehiring, retention, evaluation, and career path situations.

The TF will gather and summarize data through early October. Once the major topics are identified, they will be discussed and vetted publicly. The goal is to have proposals available to Governance Council by the end of the semester.

President Sturm added that he and Associate Provost Bratsch-Prince had discussed an issue arising from the Higher Learning Commissions accreditation report: what are the minimum qualifications to be considered faculty at ISU? Should there be language in the Faculty Handbook (FH)? Associate Provost Bratsch-Prince said that most disciplines require a Ph.D., but some require an MFA. Is it acceptable to hire a lecturer with a BS and years of experience? There is no policy or articulation about whether that's acceptable.

E. Caucus Chair Reports

Business: None

Design: Senator Zarecor said that Design faculty met with the Dean. They continue to discuss resource issues. They also discussed the EMTF report.

CALS: Senator Freeman said that the first meeting will be next week. The caucus discussed the possibility of differential tuition with student leadership, who were supportive.

Engineering: Senator Schaefer said that the first meeting will be next week. They will focus on the strategic plan this semester.

Human Sciences: None

LAS: Senator Padgett Walsh said that the first meeting with the dean will take place in two weeks. He hopes that FS Caucus will be more involved in discussions about shared governance, rather than deferring to Representative Assembly.

Veterinary Medicine: Senator Kimber said that the caucus met with the Dean last week. They look forward to implementing the new clinical professor titles and handling the issues that arise.

IV. Unfinished Business

None

V. New Business

None

VI. Approval of the September 13, 2016 Faculty Senate Agenda

Senator Butler raised concern about honoring some faculty who have passed away but not others. She was concerned that honoring Sociology Chair Britt would raise questions about why other faculty are not remembered. She thought that the practice of honoring all faculty at the end of the semester is a better practice. Senator Freeman pointed out that there is a practice of honoring senators who have passed away. Senator Martin thought it would be strange not to say anything about Professor Britt. Associate Provost Bratsch-Prince suggested asking a representative from Sociology to raise it during the Good of the Order. EB members agreed that special recognition of Senator Mennecke's passing should take place.

Senator Freeman suggested allotting more time for VP Stewart. President Sturm said that VP Stewart reported to P&S Council some substantive and quantitative progress in making ISU more diverse and more inclusive. Senator Zarecor asked whether the report could be included in the report to FS. Provost Wickert said it is available on his blog.

Senator Butler moved to accept the FS agenda. Senator Zarecor seconded. The motion passed without dissension.

VII. Points for Discussion

1. Open Access resolution or policy: please review the following 7-minute video <https://www.youtube.com/watch?v=L5rVH1KGBCY>

Senator Zarecor said that since President Sturm brought up the issue, she has enjoyed follow up conversations with him. She thought that the language of a proposed open access (OA) policy should be different. Currently, we have an opt-in policy for the digital repository. The proposed change would be to have an opt-out policy.

Senator Bigelow asked how the digital repository handles copyrights. Senator Freeman said that the librarians work that out. Senator Zarecor added that sometimes publishers do not want to allow the final version to be published, but will allow a manuscript version. Journals have control over the layout.

President Sturm said that the policies he likes have faculty agree to publish their works in the university's digital repository or some open access space. This is not a requirement to publish in OA journals; faculty are encouraged to publish in as prestigious outlets as possible. He would like for senior faculty to publish more in OA journals to pave the way for those journals to become more prestigious, but he does not wish to require this.

President Sturm added that in talking to Dean McNeil, he learned that there will be a 4.5% inflation in 2017 titles from Elsevier. This will be a \$2.4 million increase. He added that Elsevier is developing a new system: if an article submitted to one of their journals is not accepted, they will forward it to another Elsevier journal. EB members expressed shock at the violation of academic freedom. Senator Schaefer said that his professional society is talking about copyrights that Elsevier imposes are overly restrictive on authors who do all the work.

Senator Martin said that charges often involve author fees. He worried that junior faculty might not realize the cost of publishing with such journals until they are far into the process. President Sturm recommended looking at Texas A&M's use of a fund to help defray page fees for authors. He said that Dean McNeil and VP Nusser have pledged some money to help, which will be a good first start.

Senator Bigelow said that at another institution, student registrations were paid by the department, so that interested students could receive the professional society's journal rather than paying exorbitant rates for library subscription. Senator Martin observed that a lot of professional journals are not linked to professional societies.

2. Responsible Conduct of Research efforts from senate

No discussion

3. Diversity and Inclusion efforts from senate for faculty, staff and students

Past President Wallace recommended postponing this discussion until after VP Stewart talks to FS.

Senator Zarecor raised concern about the lack of diversity on EB. She thought that EB could do better. Associate Provost Bratsch-Prince cautioned that faculty from diverse backgrounds are swamped with service assignments.

Past President Wallace said that FS is a representative body. To get change requires grassroots change. Senator Freeman noted that there has never been an equal number of men and women on EB. He thought that change had to start at the department level.

Senator Zarecor asked whether FS is a valued service assignment. Senator Russell said that there are a number of women in his department, but they are junior faculty. He would not encourage them to take on FS until after promotion. Associate Provost Bratsch-Prince said that the reasons vary, but she would encourage departments to think more broadly and to communicate the value of FS.

4. Gender and Ethnic/Racial equity in salaries at ISU

Senator Schaefer said that the Faculty Compensation Committee could take up this issue.

Provost Wickert offered that his office would hire a consultant, such as accountants or others skilled in compensation or HR to help with this study. The consultant would work closely with the committee. The committee would produce some kind of report to help the administration on what to think about and prioritize. The committee would define the scope, prioritization, and implementation. EB members were enthusiastic about this offer.

Senator Zarecor raised a worry about how one can analyze the data without performance evaluations. Associate Provost Bratsch-Prince said that ADVANCE had conducted a study in 2010 that had an impact. Senator Zarecor said that she was concerned that it is not correct to assume that raises reflect performance. Senator Freeman said that the analysts would look for cases of salary compression or that don't make sense. Are people

in the same rank for the same amount of time paid significantly different amounts?
Senator Zarecor repeated her concern that the data will be incomplete.

Provost Wickert said that he wants the consultant to flag programs where there may be a concern. The committee can then investigate further.

5. Dead Week revisited

President Sturm said that Academic Affairs Council will address this. The current proposal is not to have any kind of examinations on Thursday or Friday of Dead Week. Senator Bigelow said that Student Affairs Committee is discussing this matter with students. They are working to define carefully what an examination is. He said that term papers, labs, and examinations are forbidden. Quizzes or in-class assignments would be okay. Does the length or percentage of grade of an examination make a difference?

6. Sexual Assault prevention progress in 2017

President Sturm said that he met with SG President Cole Staudt, who wants to see the numbers of assaults decline nationally and at ISU. Senator Freeman said that we want to cultivate an environment where victims feel comfortable reporting assault. President Sturm said that SG is lobbying for an amnesty law so that a 911 caller who is underage or intoxicated will receive amnesty for his or her report. Provost Wickert said that Iowa does not currently have the amnesty law; it requires legislative action.

7. Student Evaluations of faculty and their role in P&T

Senator Bigelow expressed concern that women faculty receive lower scores than men when all of the other scores are comparable. He expressed concern that the larger and larger enrollments will exacerbate this problem.

Senator Butler volunteered to serve on a committee or task force designated with addressing this topic.

President Sturm said that now that student evaluations of teaching (SET) are online, the student who never shows up has the same right to evaluate as the regularly attending student. He thought it would be good to tie evaluations to some rough division of performance, so as to provide context for feedback. Senator Kimber objected to the suggestion. It may be that the instructor is hampering the student's performance. Senator Martin suggested tying evaluations to class attendance rather than performance.

Senator Freeman said that faculty should not rely on SETs alone in their evidence of teaching performance.

Senator Bigelow noted that some awards committees use that number alone to determine who receives nominations. Senator Freeman replied that there should be discussion about that practice.

Senator Bigelow asked whether there might be a better evaluation instrument. We could ask a variety of questions about the student experience (e.g., responsiveness, knowledge

of material), but not ask about overall instructor quality. Instead, the computer would develop a profile based on the student feedback. Senator Russell added that we could scale the attributes and evaluate how important those attributes are.

Senator Freeman said that best practices are already online through CELT. He noted that very few departments follow them.

Senator Zarecor recommended referring the topic to FDAR.

Senator Kimber expressed skepticism about whether there was a problem. Faculty take the narrative feedback into consideration, but the numerical information does not affect their courses. Senator Butler said that it is not just P&T evaluations, but also PTR and awards decisions that are based on the numbers. Past President Wallace added that students would like access to the data to make judgments about which classes to enroll in.

VIII. Good of the Order

None

IX. Adjourn

The meeting adjourned at 5:01 p.m.