



IOWA STATE UNIVERSITY
Faculty Senate

IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
APRIL 5, 2022 – 3:30–5:00 P.M.
SUN ROOM, MEMORIAL UNION

Present: Al Shihabi, D.; Anderson, M.; Andreasen, C.; Bardhan, R.; Beitz, D.; Bennett-George, S.; Beresnev, I.; Butler, A.; Cardoso, C.; Chen, H.; Cook, K.; Daniels, T.; Davis, R.; Dewell, G.; Faber, C.; Frank, M.; Freeman, S.; Gillette, M.; Gomes, C.; Hanson, V.; Hornbuckle, B.; Janvrin, D.; Johnson, D.; Kang, S.; Kedrowski, K.; Kovnir, K.; Kreider, B.; Lonergan, E.; McGrail, M.; Mellata, M.; Micich, A.; Morgan, E.; Muecke, M.; Nair, A.; Oberhauser, A.; Padgett-Walsh, C.; Perkins, J.; Peterson, D.; Pistolessi, S.; Quam, A.; Rayburn, C.; Reddy-Best, K.; Robertson, A.; Rosa, J.; Rosentrater, K.; Schaal, M.; Schieltz, J.; Shaw, A.; Smiley, A.; Svec, C.; Tootle, D.; Townsend, T.; Vary, J.; Wallace, R.; Wang, Q.; Wheeler, A.; Wilgenbusch, E.; Winer, E.; Wu, H.; Zerbib, S.

Absent: Armstrong, P.; Behnken, B.; Berger, D.; Bolser, K.; Burrough, E.; Chang, C.; Cochran, E.; Day, T.; Dubisar, A.; Gassmann, A.; Lutz, R.; Martin, M.; Napolitano, R.; Parsa, R.; Roe, K.; Smalley, S.; Stevens, J.; Wade, N.; Watanabe, O.; Williams, C.; Wood, A.

Substitutes: Bailey, M. for Hernandez, B.; Parsons, K. for Kushkowski, J.; Eike, R. for Schrier, T.

Guests: Wickert, J. (SVPP); Bratsch-Prince, D. (Assoc. Provost); Jordan, T. (Asst. Provost); Knief, A. (Parliamentarian); Budlong, J. (Univ. Relations); McCullen, J. (ISU Daily); Ridnour, E. (Parks Library); Scates Kettles, H. (Parks Library); Seo, H. (Parks Library); Mickelson, S. (IT); Constant, K. (IT).

1. Call to Order

Seating of Substitute Senators

President Wheeler called the meeting to order at 3:32 p.m. and seated the substitute senators.

2. Consent Agenda

FS Agenda April 5, 2022 – [21/A/8]

FS Docket Calendar – [21/C/8]

FS Minutes March 8, 2022 – [21/M/7]

With no objections, the consent agenda was adopted.

3. Special Order: Student Workday - Kristen Constant, VP and CIO and Steve Mickelson, Senior Policy Advisor

VP Constant and Professor Mickelson provided a presentation on Phase 2 (Student Information and Receivables) of Workday implementation. Phase 1 was Human Capital Management and Finance systems.

VP Constant said that the desired outcomes for Phase 2 are (1) helping Cyclones succeed; (2) innovation and agility; and (3) standardization and simplification. The new system will improve on functionality of the legacy system, with a smart mobile-friendly interface. If a student drops a class, the instructor and advisor will be notified, the student will be shown the impact on financial aid and academic progress. The changes will be phased in over 18 months, in the order of the life cycle of a student (from Recruitment and Admissions to Post-Graduation). Support will be provided by on-campus staff familiar with ISU processes, language, and culture, rather than consultants. VP Constant described the multi-tiered organizational structure of the planning and decision-making, involving people from all corners of campus, including a lot of faculty representation. Decisions are made at the lowest level possible, with input from multiple people. The Project Management Team executes the decisions. The Steering Committee receives regular reports about the different possible choices and their pros and cons.

Professor Mickelson said that ISU is now in the “Architecture and Configure” stage. At this point, the software is being customized to meet our needs (with the help of Huron Consulting), when our needs cannot be met with the default settings and modules. The group has conducted a number of listening sessions, learning how different colleges operate in our decentralized system. We will be “smoke testing” the system soon, asking colleges to test the system and assess whether the software does what they need or whether it needs to be tweaked further. The new software will be able to check whether students have satisfied course prerequisites. Faculty will be asked whether those prerequisites need to be enforced, or whether they are merely recommended preparation. The Catalog can be adjusted to reflect those needs. The software will also be able to better handle multiple sections (with majors, non-majors, learning communities, etc.) of the same course and ensure that students are in the right section. By March 2024, the range of course numbers will be expanded by adding a zero (e.g., MATH 165 will become MATH 1650) to make room for new courses.

Faculty can stay informed about these changes by making sure that their departmental change liaison provides regular updates and by reading WorkCyte Digest. There will be lots of opportunities for people to test the new system and provide feedback.

Senator Winer said that he volunteered to serve on the Change Liaison Network, because he had been very vocal about problems with Phase 1. He said he has experienced “Death by PowerPoint.” Serious concerns that were raised in those meetings were not addressed, and liaisons have repeatedly raised the same questions. He thought it would be better to have more give and take, rather than one-way information sessions. Senator Winer pointed out that the faculty representatives are administrators, not faculty. He thought that it would be better to have faculty who are on the ground.

VP Constant replied that those were valid concerns. All the questions raised are written down, even if they cannot be answered at that meeting. The process is slow and enormously complex, and it is unlikely that the presenter could answer every question. VP Constant stressed that no questions are ignored. VP Constant said that special effort has been made to provide faculty with information that is useful to them. She hopes to convene a faculty advisory group in the fall. She welcomes advice on how to ensure a wide variety of participants.

4. Special Order: Tracing Race– Hilary Seo, Dean Parks Library

Head of Digital Scholarship and Initiatives (DSI) Hannah Scates Kettler and Digital Scholarship Librarian Erin Ridnour provided a presentation about Digital Scholarship and Initiatives in general, and the Tracing Race initiative in particular.

DSI Head Scates Kettler explained that digital scholarship exists at the intersection of computer technology and research practice that might not be feasible as a solo activity. Digital scholarship creates opportunities for increased impact and engagement with audiences beyond the monograph. DSI collaborates with staff, students, and faculty on digital scholarly research “from inception to preservation,” including: curricular collaboration, workshops on methodologies and technologies, co-teaching, and support and participation in other initiatives.

Librarian Ridnour said that Tracing Race is a library-led initiative to encourage and support digital scholarship that “centers the history, experiences, and achievements of BIPOC (Black, Indigenous, and People of Color) at Iowa State University” and “engages with the history of race, racism, and student, faculty, and staff activism.” DSI staff support projects from pre-proposal (including discussion of ideas) to completion. DSI staff can train people how to use a particular platform and help students use it, coordinate support from other library units, and hire and manage student employees. Librarian Ridnour described two current projects (<https://tracingrace.lib.iastate.edu/>): “Mapping Race: A Group Reporting Project” and “Mapping the Black ISC Student Housing Experience.”

Senator Rosa encouraged senators to look into digital scholarship, observing that it is the future for scholarship. He pointed out that younger people have greater facility with digital works and distribution of data.

5. Special Order: Resolution to Support Student Voting on Election Day [21-20] – Kedrowski

Senator Kedrowski said that the purpose of issuing this statement from FS is to encourage our students to participate in the upcoming midterm election, and to ask our colleagues to think of Election Day like Prep Week, where no exams or major assignments are due so that students can participate in the rights of citizenship. In her position as Director of the Catt Center, Senator Kedrowski said that she has been struck by the enormous interest and energy in elections, especially among ISU students, but disappointed by lack of coordination and duplication of effort.

Senator Smiley said that she supports students voting, but she has a problem encouraging faculty not to give exams or encouraging them to allow students to be tardy or absent. She observed that

there are plenty of times and ways to vote. Senator Smiley noted that it can be difficult to move due dates for assignments and examinations in a set course schedule.

Senator Kedrowski replied that the resolution encourages faculty to do so, but does not mandate it. She pointed out that there is a national movement by a number of student voting advocacy groups to make Election Day a holiday on campuses. Senator Kedrowski said that she understands the difficulty in canceling classes without replacement, especially for courses with lab components. This resolution does not ask for that; it asks for faculty to be mindful of Election Day. Senator Kedrowski pointed out that data collected from the Registrar's Office shows that students of color have lower rates of voter turnout, as do Pell recipients and people with significant work expectations. If there is a long line because of high voter turnout, it would be regrettable for a student to have to get out of line to take a test.

Senator Krieder said that he agreed with Senator Smiley's points. He raised the further concern that this resolution might appear to people outside of the university as advancing a particular agenda, given that students tend to vote in a particular direction. He supported encouraging students to vote, but did not support making a holiday of sorts.

Senator Kedrowski replied that this resolution does not create a campus-wide holiday. She said that she has no data about how students vote, only whether they vote. Senator Kedrowski suggested that public communications can emphasize that this is a non-partisan voter engagement activity that speaks specifically to the mission of higher education in Iowa as articulated by the Board of Regents.

Senator Reddy-Best said that she supported this resolution. In response to earlier concerns, Senator Reddy-Best said that there are students who experience multiple marginalizations and vulnerabilities. She thought it was very important to center those students in the voting process.

Senator Bennett-George said that she supported the resolution. Today's students have financial obligations, demands on their time, and barriers that we do not see as faculty. She thought that it was a small step for faculty to be flexible with assignment dates to enable students to engage with their country.

6. Announcements

6.1. Faculty Senate President

President Wheeler said that there will be one more leadership workshop on May 10. Faculty should contact President Wheeler or Ms. Angstrom to get a link.

President Wheeler called senators' attention to the nomination form for Council Chair positions. The form is included with the agenda materials. Elections will be held next month.

President Wheeler announced that BOR will meet on campus tomorrow and Thursday. President Wheeler will give a short presentation about ISU faculty salaries.

President Wheeler provided a brief overview of work that has taken place and continues in FS councils and committees. RPA Council is collaborating with P&S Council to promote university

policies on supporting adoption and providing paid parental leave. Academic Affairs Council has been working on a variety of curricular proposals. FDAR Council is working on a number of issues relating to faculty and administrative relations. J&A Council holds confidential hearings of faculty grievances and appeals. Governance Council has new business on the agenda. President Wheeler thanked senators for their care and attention to these important proposals as they come before FS.

6.2. Faculty Senate President-Elect

President-Elect Perkins said that he had asked BOR for more opportunities for faculty to communicate directly with BOR. On Thursday, FS leadership will have lunch with BOR leaders and engage in a back-and-forth discussion.

6.3. Senior Vice President and Provost

BOR

Provost Wickert said that BOR's Academic Affairs Committee will vote on ISU's new Master of Entrepreneurship and Master of Community Development. Provost Wickert expects those to be approved.

Provost Wickert said that Associate Provost Bratsch-Prince and associate provosts from the other universities will give their annual presentations on tenure and on faculty responsibilities.

Final BOR approval on 76 P&T cases will take place, including 47 promotions to associate professor with tenure, 1 promotion without tenure, and 28 promotions to professor. Once that approval happens, Provost Wickert's office will send letters of congratulation to promoted faculty.

Library Dean Seo and her counterparts at the other universities will give a presentation on collaborations between the three universities.

On Wednesday's meeting of the Campus and Student Affairs Committee, VPDEI Perry Fantini and the VPDEIs from the other universities will give their annual reports. There will be a special discussion about campus substance abuse: trends, issues, and support.

On Thursday's consent agenda is a proposal from ISU to provide a retirement incentive option (RIO) related to the Reimagining LAS initiative. Provost Wickert explained that this RIO is for any tenured faculty member whose tenure home is in LAS or a department jointly administered by LAS (there are six departments jointly administered by LAS and CALS). If approved, the application window will be two months in Fall 2022 (October and November) with the retirement taking place by June 30, 2023. The incentive provides two years of retirement contribution, medical and dental insurance; or three years of retirement contribution only. Decisions will be made at the discretion of LAS Dean Schmittmann.

On Thursday, BOR will hear from shared governance leaders, including from FS President Wheeler and P&S Council President Johnsen, about salary policy. They will provide an important reminder to BOR members about the great work that faculty and P&S staff do.

The hosting campus is invited to highlight work by faculty on their campus. Professor Hongwei Zhang will give a presentation about the Center for Wireless, Communities and Innovation. Professor Baskar Ganapathysubramanian will give a presentation about the USDA National Institute of Food and Agriculture AI Institute for Resilient Agriculture.

Faculty and Staff Appreciation Week

Provost Wickert reminded senators of the activities from Faculty and Staff Appreciation Week, which helped people reengage, connect, and see people in person and see parts of campus they'd never seen before. Assistant Provost Jordan and UHR worked with units on campus to put it together.

Learner Success Lab

Director of Academic Quality and Undergraduate Education Shawn Boyne and CHS Associate Dean Robert Reason co-led the Learner Success Lab, an initiative supported by the American Council on Education (ACE). ISU was among ten universities selected in the first round of this program. Provost Wickert said that our focus was to develop a comprehensive strategy for student success (among a variety of metrics, including degree completion, retention, and workforce preparation) and addressing achievement gaps. ACE conducted a site visit last week, and Provost Wickert reported that it went really well. He said that we are moving from the study phase to develop implementation to help us address anticipated challenges with enrollment and gaps in student preparation for college.

Senator Cook asked Provost Wickert to be mindful that the Reimagining LAS initiative is raising existential questions for colleagues in LAS about their careers, departments, and direction. These decisions are having to be made on a very short timeline. Senator Cook called upon the Provost's Office and senior administration to make sure that this campaign is conducted by the LAS Dean's Office more sensitively than it has been so far. Senator Cook asked whether there is the possibility of the RIO being renewed and offered in future years, not just next year.

Provost Wickert thanked Senator Cook for his comments. He said that he appreciates the complexity, sensitivity, and difficulty of the Reimagining LAS initiative. Provost Wickert said that the RIO is a single plan. There is no additional plan for future years, waiting to be implemented. ISU's request to BOR is just this one year for this group of faculty. The function of this RIO is to affect the coming fiscal year. It is impossible to say at this time whether it will be renewed, extended, or if a different RIO will be put in place. But currently, there is no plan to do so.

Senator Peterson noted that there was a faculty development program on the public classroom last week, held on WebEx. Senator Peterson was unable to attend the program, and was surprised and disappointed that it was not recorded. He thanked the Provost's Office for making such programming available to faculty and suggested that future programs, especially if conducted over WebEx, be recorded and made available to faculty who are unable to attend.

6.4. P&S Council

None

6.5. Student Government

None

6.6. Graduate and Professional Student Senate

None

7. Unfinished Business

None

8. New Business

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

Senator Bennett-George noted that this proposal is similar to other recently approved certificates. This proposal focuses on expertise expansion in energy management and the dairy production process.

No comments.

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

Senator Bennett-George described the proposal as creating an avenue for international exploration for students who face barriers (either financial or academic) to international travel. She pointed out that other colleges provide opportunities for students to complete minors without travel.

Senator Nair pointed out that Global Resources System in Horticulture might be a good partner for this minor. Senator Bennett-George replied that the proposal mirrors minors in other colleges that have coursework within the college.

8.3. FH 5.4.1.3.4 Department Review [21-19] – Frank

Senator Frank said that these changes affect composition of departmental committees for evaluation and renewal of term faculty, proposing consistency in rank requirements for all faculty review committees.

9. Good of the Order

Senator Wallace asked for volunteers to serve as faculty marshals at commencement ceremonies.

Senator Wallace asked for volunteers to showcase their work to Regent visitors to campus in late April and early May.

10. Adjournment

The meeting adjourned at 4:53 p.m.

Respectfully submitted, April 14, 2022,
Annemarie Butler
Faculty Senate Secretary

NEXT MEETING: Tuesday, April 19, 2022 – 3:30 p.m. - Sun Room, Memorial Union