



IOWA STATE UNIVERSITY
Faculty Senate

FACULTY SENATE MINUTES
TUESDAY, DECEMBER 14, 2021 – 3:30 P.M.
SUN ROOM, MEMORIAL UNION

Present: Anderson, M.; Andreasen, C.; Beitz, D.; Bennett-George, S.; Beresnev, I.; Berger, D.; Bolser, K.; Butler, A.; Chen, H.; Cook, K.; Daniels, T.; Day, T.; Dewell, G.; Dubisar, A.; Faber, C.; Frank, M.; Freeman, S.; Gassmann, A.; Gillette, M.; Gomes, C.; Hornbuckle, B.; Janvrin, D.; Johnson, D.; Kang, S.; Kedrowski, K.; Kreider, B.; Kushkowsky, J.; McGrail, M.; Mellata, M.; Micich, A.; Nair, A.; Oberhauser, A.; Padgett Walsh, C.; Parsa, R.; Perkins, J.; Peterson, D.; Pistolesi, S.; Quam, A.; Rayburn, C.; Reddy-Best, K.; Roe, K.; Rosa, J.; Schieltz, J.; Shaw, A.; Smalley, S.; Stevens, J.; Svec, C.; Tootle, D.; Townsend, T.; Wallace, R.; Wang, Q.; Watanabe, O.; Wheeler, A.; Wilgenbusch, E.; Wood, A.; Wu, H.

Absent: Al Shihabi, D.; Armstrong, P.; Bratlie, K.; Cardoso, C.; Chang, C.; Cochran, E.; Davis, R.; Hanson, V.; Kovnir, K.; Lutz, R.; Martin, M.; Morgan, E.; Muecke, M.; Napolitano, R.; Robertson, A.; Rosentrater, K.; Smiley, A.; Vary, J.; Wade, N.; Williams, C.; Winer, E.; Zerbib, S.

Substitutes: Best, J. for Behnken, B.; Derscheid, R. for Burrough, E.; Bailey, M. for Hernandez, B.; Stalder, K. for Lonergan, E.; Hall, A. for Schaal, M.; Tsai, C. for Schrier, T.

Guests: Wickert, J. (SVPP); VanDerZanden, A.M. (Assoc. Provost); Jordan, T. (Asst. Provost); Knief, A. (Parliamentarian); Roberts, E. (SG); Kealey, K. (ISU Daily); Budlong, J. (Univ. Relations); Dorhout, P. (VPR); Chen, C. (Physics); Reber, J. (GEAT)

1. Call to Order

Seating of Substitute Senators

President Wheeler said that she would speak without a mask so that she would be audible, but was not doing so to set an example for others. She encouraged senators and visitors to spread out in the Sun Room. She asked senators to show respect for others, including guests. She reminded everyone that FS is a collaborative, collegiate, and cooperative body engaged in shared governance for the university.

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

2. Consent Agenda

FS Agenda December 14, 2021 – [21/A/4]

FS Docket Calendar – [21/C/4]

FS Minutes November 9, 2021 – [21/M/3]

Without any objection, the consent agenda was adopted.

3. Announcements

3.1. Faculty Senate President

President Wheeler said that after senators voted against the motion to Rescind Executive Board's (EB's) amendment to the U.S. Diversity requirement last month, it is now possible to move forward to the long-awaited improvements to the U.S. Diversity courses. Both the provost and president have approved the change. The ad hoc committee is concluding its work, and a permanent U.S. Diversity committee, tasked with reviewing courses according to the new objectives, is being formed. The chair of this committee must have demonstrated expertise in fields associated with diversity in education. President Wheeler said that she welcomes recommendations for chairs. Senator Gillette, who chaired the ad hoc committee, will serve as a non-voting member of the permanent committee to ensure continuity. There will also be a non-voting representative from CELT.

President Wheeler announced that there will be online training workshops for senators who wish to serve in leadership roles. These workshops will develop skills broadly focused on leading inclusive meetings, and themes will include asking good questions, listening, and recognizing good ideas. The workshops will last 1.5 hours, and the first one is tentatively scheduled for February 1.

3.2. Faculty Senate President-Elect

President-Elect Perkins said that he is the faculty representative on the Online Learning Strategy Task Force. This task force was charged by Provost Wickert to develop options and recommendations for Iowa State's online learning brand, strategy, support structure, and financial model. The task force will finish its work next week and send a report to Provost Wickert for review. President-Elect Perkins hopes that their report can be shared with the BOR task force as well. President-Elect Perkins serves on the BOR task force as the faculty representative for all three universities.

President-Elect Perkins said that he is continuing to work on the program for the spring faculty conference. The topic is "Maintaining a Resilient and Responsive Professoriate: Moving Ahead in a COVID-Altered World," focusing on how we as faculty and as individuals can adapt. The conference will take place on Tuesday, March 22.

President-Elect Perkins encouraged senators to consider running for president-elect, which will be voted on in January. There will be other FS leadership openings.

3.3. Senior Vice President and Provost

Provost Wickert reminded senators that there will be free speech training in January, as required by BOR. The topics will include free expression and academic freedom.

The BOR Online and Distance Education Task Force has met once and will continue to meet throughout the semester. Their work is informed by analysis of online learning at the three universities conducted by Huron Consulting Group.

Provost Wickert acknowledged that the past two years have presented a number of challenges, both personal and professional. There have been a lot of concerns about approaches taken by BOR and the state. Provost Wickert said that he is very proud and appreciative of the work over the past two years, especially making it through this fall semester. It was not clear that that would happen in September. He said that it was a testament to everyone's hard work, including the hard work of academic advisors, lab staff, residence and dining staff, student health and counseling staff, and DPS. It is great to be on a vibrant campus, meeting in person. Alumni and donors are back on campus, and we were able to dedicate the Student Innovation Center. There will be in-person commencement ceremonies (on Friday for graduate students and on Saturday for undergraduate students). The number of participants is similar to the numbers from 2019.

Provost Wickert wished everyone a fulfilling and relaxing winter break. Some faculty are teaching during the winter session. Currently, 1878 students are enrolled for winter session in just more than 50 classes. About 70% of the enrollments are juniors and seniors. These courses are helping them to graduate a little sooner.

Senator Cook thanked Provost Wickert for addressing ISU's efforts on COVID. He asked whether the Provost's Office or others will be sending out more missives about how ISU will handle the spring semester. He agreed that people are excited to participate in in-person activities. But he observed that there are a significant minority of teachers who are very nervous about the winter, when there will not be good weather, and people will be forced indoors. There will be a rise of flu and cold season, variants, infection rates, and hospital rates. Senator Cook reported that it is still very difficult to switch teaching modality, citing multiple layers of approval required. Senator Cook asked whether the provost and ISU administration are still engaged in heavily advocating for the health and safety of faculty and students, especially as we enter arguably the most dangerous period, when people are letting their guards down and a lot of undergraduates are not wearing their masks.

Provost Wickert replied that we continue to work on this, continue to advocate, and continue to do all things we're doing. There have not been as many memos issued or town halls held, because we have reached a kind of "steady state" now. A lot of issues have been surfaced and have been decided on, and those decisions have been communicated; instruction plans and policies with respect to instruction, vaccination, face masks, occupancy, course modality changes, COVID leave, FMLA, and sick leave will all be the same as in the fall. Those plans and policies have been communicated. There continue to be criteria for changing teaching modality, and there is a policy for temporarily moving a class online for unusual, problematic, COVID-related student absenteeism. This will all be the same in spring as it was in the fall. We remain flexible: if circumstances change, we will act accordingly. The senior team holds regular briefings, multiple times each week. ISU continues to host a vaccination clinic, including flu shots, booster shots, and first and second shots, in partnership with Hy-Vee; there is also the testing site at State Center. We were working on compliance with the federal Executive Order,

which was just halted by an injunction issued by a Georgia court. We are waiting to see what will happen next.

Secretary Butler followed on Senator Cook's concerns. The tents on the quads are gone, and the weather is getting worse. There have been university receptions with eating and drinking. She reported an uptick in COVID positivity from students returning from Thanksgiving break, where either they or their housemates were positive and needed to isolate. The current policy for temporary change of classroom modality sets a really high hurdle to meet. Secretary Butler thought that there is a great opportunity, given the changes from fall to spring, for FS and administration to work together to develop more compassionate policies. She said that she has tried to communicate again and again that this is really a burden for some faculty – not all faculty – who are scared witless. Secretary Butler asked Provost Wickert to adopt a more compassionate policy and consider the suggestions offered by Senator Cook and others.

Provost Wickert replied that ISU administration does not have full autonomy over these decisions. We are obligated to follow BOR policy and state law, which set parameters for how we operate. The tents are down now, but will be back up in the spring, once it is likely they will be utilized again and will be paid for by the Provost's Office. The policy on teaching modalities will remain in force. For good curricular reasons, there are requirements for changes to teaching modality, including approval by the department chair. ISU is accountable to students and parents for providing an in-person experience for students. If circumstances change, we retain the ability to respond appropriately. But Provost Wickert expects the spring to be similar in operations to the fall.

3.4. P&S Council

None

3.5. Student Government

SG Direct of Academic Affairs Roberts reported that SG hosted two multicultural town halls, to learn about unmet needs by international students. There will be shuttles to Des Moines Airport to help students return home for winter break. SG is working on sustainability issues with city groups, hosted a forum for candidates for School Board, and all members of SG went through inclusive language training.

3.6. Graduate and Professional Student Senate

None

4. Special Order: Fall 2021 Graduation List Approval [21-13]

President Wheeler moved to recommend these candidates to the Board of Regents, subject to the usual stipulations.

The motion was adopted, without dissent.

5. Special Order: Memorial Resolutions [21-14]

A moment of silence was observed to honor our colleagues who have passed away.

6. Special Order: ISU Strategic Plan – Peter Dorhout, Vice President of Research

Before beginning his presentation, VPR Dorhout said that he wanted to respond to the expressed faculty concerns about the safety of faculty workplaces. VPR Dorhout said that his office will work to create a safe work environment, with respect to safe social distancing and other safe operating practices, particularly with human subjects in close quarters. He encouraged faculty to reach out to his office and to encourage those junior faculty who are starting their research to seek help.

VPR Dorhout said that he is the planning chair for the ISU Strategic Plan. He said that most strategic plans are five-year plans, with a long to-do list of items; and after a year, the strategic plan is no longer relevant. He said that ISU is pursuing a different kind of strategic plan: a flexible and developing process, continually engaging our community including external stakeholders, and continually reflecting on our progress towards the kinds of things we would like to become. He called this a “to-be list” for the university. The plan is informed by a consultant’s SWOT (strengths, weaknesses, opportunities, threats) analysis of the university, which identified areas we can build upon and work on.

The Mission and Values components have appeared in earlier strategic plans. The group decided to include not just the traditional list of values, but others, including respect, purpose, cooperation, richness of diversity, freedom from discrimination, honest and respectful expression of ideas, integrity, access, and excellence.

Traditionally, strategic plans have activities around research, teaching, extension, and service. These are important to landgrant universities. But looking at the SWOT analysis, four thematic pillars emerged: Innovative Solutions, Education Experience, Knowledge and Discovery, and Community Engagement. Each of these themes includes activities in scholarly work and research, as well as teaching, service, engagement, outreach, and extension of the university. With these themes, strategic plan working groups are conducting “deep dives” into the SWOT analysis to identify opportunities for the university community as a whole, resulting in a unique “to-be” plan for ISU.

Along with the “to-be” statements, the working groups will identify success factors, which we will measure along the way. The strategic plan will run for nine years, because some of the significant systemic change will take quite a while. There may be interruptions along the way, which will cause us to have to reset and re-engage in a new way. There will be three sets of three-year milestones, defined by the to-be statements and success factors.

A review process will involve campus community members to review and select the kinds of projects and proposals going forward. A project might start in year 1 and track through years 1 and 2 and then end. We will evaluate it, look at how it achieved its milestones, and assess its impact on the to-be statement. These will provide us with the kinds of stories and communications to share with stakeholders, especially external stakeholders.

Senator Schieltz asked whether the SWOT analysis is publicly available. She said a lot of people would be interested in seeing it. VPR Dorhout expressed reservations about making it publicly available, and said he would look into finding a secure way to share it.

Senator Beresnev said that he has seen several strategic plans in his time at ISU. There is a lot of publicity when the plan is developed, but he has never seen an analysis of a previous strategic plan. As we're nearing the end of the current plan, have we implemented all of its goals? What were our successes, and what were our failures? Senator Beresnev requested transparency.

VPR Dorhout said that he is aware that some aspects of the current strategic plan are being assessed and evaluated, but he does not have that analysis on hand.

7. Unfinished Business

7.1. Undergraduate Certificate Policy [21-8] – Bennett-George

No comments.

The motion was adopted, with one dissent.

7.2. Certificate in Science Communication [21-6] – Bennett-George

Senator Bennett-George said that after being referred back to Academic Affairs Council (AAC), the proposal was modified to include letters of support from all included departments. Courses from agriculture have been removed, except for one cross-listed course. AAC voted 10-0 to return the proposal to FS.

No comments.

The motion was adopted, with no dissent.

7.3. Non-substantive FH Changes [21-10] – Freeman

Senator Freeman said that this version had fixed some formatting problems from Microsoft Word. Senator Freeman thanked Ms. Angstrom for her help.

No comments.

The motion was adopted, with no dissent.

7.4. FS Minutes October 12, 2021, 21/M/2 [21-11] – Butler

President Wheeler explained that this item was moved at the October meeting, but discussion was cut short when quorum was lost.

No comments.

The motion was adopted, with one dissent.

8. New Business

8.1. FS Bylaw Change [21-12] - Freeman

Senator Freeman said that there have been discussions of minutes in FS, EB, and Governance Council all semester. Governance Council tried to come up with best practice for our

organization. This is not as limited as what Robert's Rules suggests. But it does eliminate the details the debates and discussions and does not attribute comments or debates to individuals.

Senator Peterson said that he was surprised by the amount of attention paid to minutes this year. He was especially surprised by EB's effort, given that many councils and EB do not seem to follow the rules in FS bylaws or Procedures Manual for minutes. Each council is required to post minutes to the FS webpage immediately, and it is the chair's responsibility to ensure this happens. AAC has September's minutes posted; there are none from this academic year from EB; FDAR, Governance Council, and RPA have no minutes posted. Senator Peterson recommended that EB clean up its own house first.

Senator Freeman pointed out that EB approved three months of minutes at the last meeting. They should be posted soon.

Senator Cook said that he did not understand the hubbub. He thought that the minutes provide a public record that is more accurate and reflective of discussion than coverage in the *Iowa State Daily*. He said that the minutes are helpful for senators who cannot attend the meeting as well as for other constituencies. He thought there was no harm in having detailed minutes if the secretary is willing to provide them.

Senator Freeman replied that the concerns are spelled out in the rationale.

Senator Kedrowski thought that the motion was a solution in search of a problem. She reminded senators that ISU is a public university and FS is an official governing body of the university. It is our responsibility to keep detailed minutes, holding ourselves accountable for what we say in public. It is important to maintain these records for posterity, including people who will research this institution in the future, and for the public as part of our obligation as public officials.

Secretary Butler said that she found the rationale offensive. If and when the bylaw change is voted down, she would like an apology from Governance Council. She reported that Senator Freeman has said (as documented in FS and EB minutes) that his concern is not with the accuracy of the minutes. Secretary Butler said that in EB discussion, it became apparent that the rationale was compiled from "spitballing" about the possible reasons that authors of Robert's Rules had for their policy. Thus, the rationale does not list problems that senators have encountered with FS minutes; but as the rationale is written, it appears to list charges against how FS minutes have proceeded: that the secretary has been biased, that attaching names to statements made in open and public meetings violates our commitment to diversity, equity, and inclusion. Secretary Butler said that when she started in FS as a senator, the minutes attributed her statements to other people and mangled the points she made. As secretary, Secretary Butler has worked hard to accurately report what senators have said so they can go back to their departments and say, "I have represented our interests. I have defended the interests of faculty." In coming years, there will be attacks on faculty freedom and faculty work. Secretary Butler thinks it is important to band together and defend ourselves and have a record of what we did and said and why we adopted the positions we adopted. Secretary Butler said that she is proud of the important work FS does, and FS minutes are an expression of that pride.

Senator Freeman replied that he thought that the comment could be construed as an attack on Governance Council. He said “spitballing” does not represent what Governance Council did, or the conversations over the semester about minutes. Senator Freeman thought that if we have a historical record, it should be as accurate as possible. But from this semester’s minutes, one would get the impression that 99% of FS felt that EB was doing something wrong, even though the vast majority of FS voted against the motion to Rescind. Debate and discussions are not always representative of the viewpoints of the body. Often, the people most upset and concerned are the loudest. Senator Freeman explained that this is one reason why Robert’s Rules says that debate should not be included. The middle ground reached in this proposal permits summary of discussions, but forbids the current level of detail. Doing so will provide a more accurate historical record.

President Wheeler pointed out that FS meetings are recorded, and there is the potential to provide transcripts.

Senator Kedrowski said that she does not find the minutes to be too detailed. They are an accurate representation of the sentiments expressed. The outcome of the vote is accurately reported and speaks for itself. It is clear to anyone who reads the minutes that although more people spoke on one side, their expressed sentiments did not prevail.

Senator Reddy-Best said that she likes that the detailed minutes hold people accountable. She takes her position really seriously to represent faculty in her college. She wants her colleagues to know the opinions she has expressed and the things she has voted on. They can use this to evaluate how well she has represented them, and may decide that they do not want her to continue to represent them. These detailed minutes allow them to make that decision.

Senator Gillette thought that Robert’s Rules requires balance of speakers, alternating between a speaker in favor and a speaker against. She said that multiple people on EB have had concerns about the minutes. For her, the issue is not the length. Instead, she has perceived subjectivity and personal stances taken by the secretary in the minutes. She thinks it would be good to clean up house and have councils post minutes. But she also thought it would be good to provide guidance about what those minutes should be like. Instead of thinking of this proposal as a personal attack on the current secretary, it should be viewed as guidance about how to go forward, so that EB and FS do not have to spend time on this in the future.

Senator Frank observed that minutes and transcripts are different. He thought the discussion concerns drawing that line. He said that the minutes have been so long that he has not read them, and others may be in a similar situation. Where do we want the difference to lie?

Senator Freeman offered a public apology to the secretary on behalf of the Governance Council if she has felt a personal attack on her integrity. That was not the intent. Instead, the intent to improve the process going forward and provide guidance for future secretaries.

9. Good of the Order

Senator Gomes, chair of FS Equity, Diversity, and Inclusion Committee, said that the Chinese Faculty and Staff Association asked her to raise awareness about the U.S. Department of

Justice's China Initiative, which was launched during the Trump administration. This initiative is designed to combat economic espionage and IP theft. However, the initiative has deviated from its purpose, increasingly charging academics of Chinese descent with research integrity issues. There were no such charges in 2018. In 2020, 52% of cases concerned research integrity, and 92% of those cases involved defendants of Chinese descent. Racial profiling and selective prosecution have had a profound chilling effect on scientists of Chinese descent. There are 2000 scientists of Chinese descent at U.S. research institutions. According to a survey by Arizona State University, 51% of them report feeling fear and/or anxiety about being surveilled by the U.S. government. Only 12% of non-Chinese scientists report such fear and/or anxiety. This climate of fear has significant negative effects on research, funding, recruitment and retention, and is bad for science and bad for America. In July, 90 members of Congress sent an open letter to U.S. Attorney General Garland to investigate repeated wrongful targeting of individuals of Asian descent for alleged espionage. More than 2000 university professors signed an open letter in September. Senator Gomes called on faculty senators to stand with our faculty of Chinese descent by expressing opposition to racial profiling and signing the open letter to Attorney General Garland, or by sending their own letter to DOJ opposing the racial profiling and selective prosecution of the China Initiative.

Senator Chen said that the impact of the China Initiative on Chinese faculty is real and significant. He conducts research on supply chain management and teaches supply chain classes purely from a business management perspective. He worked in international trade for eight years before attending graduate school in the U.S. He has contacts in China, which supposedly positions him well for research collaboration and exchanges. But as he reads about unjustified cases, he is hesitant to engage in such collaboration or exchanges. He has turned down opportunities to be a visiting scholar at really good universities in China or to be involved in significant research grant applications, because of uncertainty about how the China Initiative is being implemented. Senator Chen offered specific things to do beyond the Chinese Faculty and Staff Association's request: (1) ISU should stand by Chinese faculty on campus and support normal research collaboration and exchanges with China; (2) faculty should reach out to Chinese faculty colleagues and graduate students, to listen to their concerns and show concern and appreciation. Small gestures can go a long way to make faculty and scholars feel at home at ISU.

Senator Wu thanked the Chinese Faculty and Staff Association for calling attention to how the U.S. government is treating Chinese scholars differently from scholars from other countries. There are eight faculty members in the Department of Statistics from China, and many students from China too. Senator Wu said that there is a lot of concern by Chinese scholars about the rules of allowed vs. unallowed activity and what seems to be targeted profiling. Even when scholars do not have direct connections to China, they may have indirect connections. Even if scholars do not use technology whose use is being monitored, when scholars in statistics give presentations, they use data, which can be taken as evidence of engagement in problematic activities. Chinese scholars are being so cautious that they are avoiding good opportunities, including international collaboration which is critical for research efforts. ISU has said many times that it treats everybody equally. Now is an opportunity for ISU to stand up.

Senator Wallace asked for nominations of faculty members to serve as hosts for visiting Regents. This program was suspended in 2020 due to COVID, and is resuming in spring 2022. BOR

members will visit campus to better understand ISU's academic programs and faculty activities. They really appreciate the opportunity. Currently, Regent Bates, Regent Boettger, Regent Dakovich, and Regent Rouse are slated to visit in April.

Senator Beresnev noted that the report from the joint task force on teaching assessment and evaluation was received by FS in April 2019. The report proposed reform of student evaluations of teaching. This is a pressing issue that everyone is talking about. FS has not taken any action, but FS should.

President Wheeler noted Senator Beresnev's concern, and replied that the report is currently with a FS committee.

Senator Kedrowski reported on ISU student voter turnout in the 2020 election. An “astonishingly high” 72.9% of ISU students cast votes in 2020. She thanked the assistance and encouragement of faculty and staff in reaching out to students. She noted that STEM students had a lower turnout than other students, by 10-25%. She will present more data at ISCORE.

10. Adjournment

The meeting adjourned at 4:59 p.m.

Respectfully submitted, January 10, 2022
Annemarie Butler
Faculty Senate Secretary

**NEXT MEETING: Tuesday, January 18, 2022 – 3:30 p.m.
Sun Room, Memorial Union**