IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
SEPTEMBER 13, 2022 – 3:30–5:00 P.M.
SUNROOM, MEMORIAL UNION


1. Call to Order
   The meeting was called to order by President Jon Perkins at 3:31 p.m.
   a. Seating of Substitute Senators – As listed above, five substitute senators were seated.

2. Consent Agenda
   The Consent Agenda as presented was adopted.

3. Special Order: Student Ratings of Teaching - Sara Marcketti, CELT Director
   SYNOPSIS OF POWERPOINT PRESENTATION
   Dr. Marcketti reviewed the current status and progress of new developments regarding the use of ‘Student Ratings of Teaching’, noting the conceptual differences with using the term
“evaluation”. She emphasized the use of Student Ratings of Teaching (SRT) needed to be done correctly, and that they should:

1. Be used as formative tools to assist faculty
2. Education in administering, reviewing, and interpreting the results is needed
3. Additional evaluation tools may be necessary

The Faculty Senate Task Force made several recommendations which are being implemented at multiple levels:

**At the University level:** The Provost’s Office and CELT have implemented changes by replacing ‘Teaching Evaluations’ with ‘Student Ratings of Teaching’ in faculty review documents for P&T and Post Tenure Review, have developed instructor resources, have developed resources for students to better understand their role in the process, and have delivered SRT workshops for faculty. Also, CELT has presented workshops for department chairs to advance the ideas that SRT are tools that are best used in aggregate over time.

**At the local level:** Departments should update their governance documents to reflect the change in terminology (e.g. replace “evaluations’ with ‘ratings’) and encourage discussion at department meetings and retreats about what criteria are desired within their discipline/department to define teaching effectiveness, and stress the importance of the use of SRT to provide formative feedback. Departments may also want to consider the development of mechanisms to incentivize their participation in the ratings process.

Dr. Marcketti suggested the following actions be taken by faculty across the university:

- Advocate for changes in college and department governance documents to be updated with recommended terminology, and that use of SRT be included in sections related to review of faculty.
- Education within colleges and departments should be completed and policies developed regarding the proper use of SRT data, how it should be used comparatively, having SRT data collected to establish trends over time, etc.

President Perkins then called for questions from the floor which were answered by Dr. Marcketti:

Sen. Bigelow – Can we include feedback from alumni?

Sen. Watanabe – How do we handle components that can be accusatory and nonfactual to faculty (bad ratings) depending on context? Should college or department rating score averages be used for P&T?

Sen. Schwartz – How are false or derogatory student comments handled in SRT?

Sen. Cook – Asked for clarification on the shift from the use of the term ‘evaluations’ to ‘ratings’. Some departments use both quantitative and qualitative ratings; how are “outlier” responses handled?
Sen. Peterson – Need to be aware of a “power and information imbalance” with regard to implementing SRT procedures; this calls for every department to develop a rubric for how ratings are used.

4. Unfinished Business

a. Transfer Deficiencies Policy [21-27]
Senator Parsa presented the Transfer Deficiencies Policy proposal for its second reading. The proposal was adopted by a voice vote.

5. New Business

a. FH 7.2.7.6 Progressive Corrective Action [22-1]
Senator Freeman explained the context for the development of the proposed changes to the existing “Non-disciplinary Corrective Action’ process; the proposal seeks to put best practices into the Faculty Handbook and adopt the updated policy. Questions raised included [Sen. Smiley] whether the timing of the required steps of the process be better clarified, and [Sen. Padgett-Walsh] 1. How widely has this been vetted (e.g. with dept. chairs), and 2. Would this allow sanctions to chairs who abuse the policy. Freeman replied to the last question by saying that any sanctions are done through the faculty conduct process, not through this process. No further questions on this topic.

b. FH 9.1 Who May File Appeals [22-2]
It was explained by Senator Freeman that this proposal seeks modification of the existing description of an appeal to remove “or constitutional rights” from Section 9.1 since assessment of constitutional rights violations are beyond the scope of the faculty governance and appeals processes. No questions were received on this topic.

6. Announcements

a. Faculty Senate President
- President Perkins highlighted a few results from the most recent COACHE Survey. ISU faculty survey results indicated that 89% of faculty were satisfied with actions taken by the university; 81% were satisfied with the priorities established by the University; and 78% were satisfied with the pace of decision-making at the University.
- He will be attending the Board of Regents meeting at the University of Northern Iowa on Sept. 14th and 15th.

b. Faculty Senate President-Elect - No Announcements

c. Senior Vice President and Provost
- Provost Wickert stated that it was good to see everyone back for the Fall semester.
- He provided a brief overview of student enrollment; there has been growth of new students coming to ISU, up 6% over last year, and 16% over two years ago. He attributes this to enhanced efforts in recruitment. Despite the increases, the overall student enrollment is down approx. 700 students. ISU continues to graduate large classes; the 4-year graduation rate is up ~2.3% over last year, with
an average graduation time of 4.18 years. ISU saw a decrease in graduate student enrollment (perhaps an effect of the job market). With respect to retention, the first-year retention rate was down slightly to 85.8%; it is difficult to determine if this might also be affected by the pandemic. He also stated that there are ongoing efforts to increase capacity in tutoring and supplemental instruction, as well as other efforts to enhance academic success. Past President Andrea Wheeler is working in this area as Faculty Fellow for Student Success.

- The provost asked senators and their colleagues to encourage students to be aware of additional sources of academic support that are available to them outside of class.

- Development continues on the Iowa State On-line initiative and how we will support delivery of these courses. Changes in staff organization for the on-line delivery support services is taking place.

- Vice President for Extension and Outreach John Lawrence has announced his retirement; a search committee has been seated to review applicants for his replacement. The applicant review and interviews will be scheduled for the Fall 2022 semester.

- Regarding capital projects, work continues on Phase 1 of the Veterinary Diagnostic Lab which is scheduled for completion in Fall of 2023. The Kent Feed Mill is scheduled to be operational in the Summer of 2023. Progress is being made on developing the privately-funded Therkildsen Building (Industrial and Manufacturing Systems Engineering), and the renovation of LeBaron/MacKay Halls continues.

- Senator Daniels asked the Provost about the consequences for in-person classes with the development of and new emphasis on on-line classes, anticipating having reduced in-person class enrollments. Provost Wickert replied that ISU On-line is a support structure for in-person, hybrid, and on-line delivery. Faculty and departments make the decisions about the delivery mode for their courses. The initiative is to further develop a “brand”, particularly for on-line degrees, certificates, etc.

d. P&S Council – No announcements [No representative present]
e. Student Government – No announcements [No representative present]
f. Graduate and Professional Student Senate
   GPSS representative Efrain Rodriguez-Ocasio spoke briefly to introduce himself and to say that he welcomes the opportunity to build a better relationship with Faculty Senate.

7. Good of the Order – No comments.

8. Adjournment

The Faculty Senate Meeting was adjourned at 4:29 pm.

Respectfully submitted,
Robert S. Wallace, Secretary - ISU Faculty Senate