

President Renee Cramer called the regular meeting of the 2018-2019 Faculty Senate to order at 3:30 p.m. The following senators were present for all or part of the meeting: Dan Alexander, Godfried Asante, Carrie Dunham-LaGree, Bengu Erguner-Tekinalp, Bruce Gilbert, Jerry Honts, Terri Koch, Maura Lyons, Erik Maki, Jennifer McCrickerd, Elizabeth Robertson, Nicholas Roth, Lou Ann Simpson, Ron Torry, Jill Van Wyke, Mark Vitha, Melissa Weresh, Cris Wildermuth, Craige Wrenn; and David Courard-Hauri.

Absent: Robyn Cooper, Chip Miller, Heidi Sleister

Deputy Provost Keith Summerville shared an undergraduate admission update. As of today, there are 794 tuition deposits for Fall 2019 which is up from last year. He expressed his appreciation for the support which faculty have given to Admission during this cycle and requests all to take a moment to express thanks to Anne Kremer, Director of Admission, and the staff for their hard work. The last 72 hours have been practically non-stop and it helped. There were about two dozen deposit extensions granted from which Mr. Summerville expects to yield 75% of those students. These are typically high achieving students who have been waitlisted at Ivy League or other nationally prominent institutions. The Admission office will be making a summer buy of student names, also. These may be individuals who were late taking the ACT or filing a FAFSA.

Mr. Summerville indicated that within the 794 is the most diverse entering first year class to date. The CREW cohort will be almost double. He stressed that admission standards have not changed and the academic quality is still good for the full cohort of entering students.

He also shared a few comparison schools' situations as reported in the Midwest Data Share. Multiple institutions have lower Fall tuition deposits at this point in time than their last year numbers. Between 8% and 17% lower and Drake is just over 8% higher than this point in time last year. After Mr. Summerville shared a few specific numbers and situations at other regional institutions', he remarked that these conditions will make next year's recruiting situation even more competitive.

Concerning the discount rate, it is "almost on goal". The legacy student tuition deposit numbers are 9% of the total which about doubles the number of legacy students for the class. The yield rate was also very close to goal with a slightly better yield on non-FAFSA filing students. There will be more precise data on this in the next few months and once the Fall enrollment data is known. When requested, no questions were presented to Mr. Summerville.

The April 2019 meeting minutes were approved.

#### College/School Announcements:

Senator Gilbert reminded the body that all three Iowa Regent institutions books inventory can be searched and a title requested. There is only a day or two-day delivery cycle. He offered this as one enjoyable way to get one's summer pleasure reading started.

Associate Provost Art Sanders urged everyone to check the most recent OnCampus for the newly appointed endowed faculty positions. There were outstanding applicant pools to choose from for each of the positions.

#### President Martin Report:

President Martin began his remarks mentioning how influential Robert D. Ray was through many important and lasting legacies. One example was his decision to include the Faculty Senate President as a member of the President's leadership group. President Martin expressed thanks to Renee Cramer for her leadership of Senate, insightful presence at Council and tireless work this past year. Applause was given for President Cramer.

President Martin continued by indicating he wanted to share some more context of what is being celebrated and some of what he shared with the Board of Trustees (BOT). Since 2009, there have not been improvements in the entering bachelor's class

until this year. He offered specific numbers of the decline of the student populations. Also, an overview was presented of the higher education marketplace. The overview included citing specific institutions, in Missouri, Illinois and Wisconsin, that are announcing employee layoffs and/or faculty buyouts. He stated this reality will intensify the already competitive and chaotic student recruitment situation. President Martin indicated that getting the word out about Drake and getting the student on campus continues to be the engagement point which is important. He recapped several of the scheduled admission events which became weather affected this past spring and wanted everyone to think about and appreciate the effort which went into all the multiple rescheduling efforts. He concluded with agreeing with Mr. Summerville's comment about next year being equally competitive and reiterated the statement that "merely increasing the discount money is not a sustainable strategy".

President Martin continued his report by addressing questions presented to him before the meeting. The first topic was the Burt donation to the women's basketball team and the subsequent Des Moines Register articles. He reminded the body what had been said about the money to be given directly to the coach. He stated that this is not how it will work. Some of the dollars will support team travel and some of the dollars will be used to fund a new position for a strength & conditioning coach which will serve the women's basketball team and some other athletes. The gift and announcement came about quite quickly (a matter of days) and its use continues to be defined. He also addressed some of the public statements concerning athletic personnel and faculty salaries. He emphasized the statements as written in any news outlet may not have contained the full conversation. Ms. Burt was enthusiastic in wanting to help Drake's program and ensure the coach would not leave Drake due to compensation or program financial issues. This sincerity should be valued. President Martin continued by stating "how could a Trustee know differently" about individual faculty salaries. There are about three dozen Trustees with varying levels of contribution. This trustee is an individual who engages with athletes especially the women's teams, engages in the advancement portion of the BOT work and the new Boys & Girls Club initiative. He stated, Ms. Burt apologies for the misunderstanding.

Senator McCrickerd asked if some of this gift will "go towards clearing" the Athletics department deficit. The reply was no. The donation was not made towards the whole department. Yet, there may be some ancillary help as the program has this new funding source. Senator Vitha asked if any of the women's' coaching positions will be endowed or will any of the new positions have that status. The reply was no. Senator Robertson expressed a concern about the incorrect or at least misleading compensation remarks that were published being "out in the public". She asked if there will be any follow up public statement regarding the incorrect impression of the original statements. President Martin expressed that he understood the importance of accurate public information but held a deep caution to the delicate balance of trying to fix sensitive information such as salaries. There are no plans to send out a statement. Senator Vitha asked about the donor's intent and what are generally the options offered when a donor comes forward. The reply was that this donor had a target in mind and there was not much discussion of changing that target. Additionally, an example was given of a current donor discussion which may be concluded this summer, which has been ongoing for a couple of months. This discussion is exactly the kind of work towards a donor/institution understanding which is usual. Also asked of President Martin was whether or not he has had a conversation with the BOT about how many low salaries there are within faculty. The reply was yes. President Martin stated he has talked to the BOT about market adjustments and their place in making Drake a competitive institution. The data has been given to them.

President Martin continued his report with an update on the Big Ideas initiative. An email will be sent soon outlining the current status and next steps. In response to an inquiry regarding the current Big Ideas timeline, he stated that the original timeline has been modified very little. The more than 50 submitted proposals were grouped into six or seven categories. There will be a two-page presentation created for each and given to the BOT at their June 2019 meeting. Then the originally plan test with donors will proceed to gain input toward individual proposal participation. Provost Mattison indicated the Big Ideas proposal groupings will include faculty submitters participation.

President Martin concluded his remarks with indicating he will hold a town hall to talk about the Fiscal Year (FY) 2019 budget and some about FY20 & FY21. The date has not yet been determined.

#### Provost Mattison Report:

Provost Mattison started her remarks with saying she and President Martin are committed to resuming the faculty market adjustment plan. These are expected to be included in the FY21 budget. Chief Administration Officer Venessa Macro shared the general methodology for the faculty salary market adjustments. The first consideration is to find the target in rank and

then apply the methodology and address actual compensation. The market adjustment goal in FY16 was set at 75% of median and we are not at the 75-80% of median at this point. In FY18, the decision was made to develop a larger peer group with has shown a greater disparity. The outside consultant then took every faculty salary and compared it to rank, years in service and actual dollars then mapped this to the median salary. On average Drake had 88% of faculty at the median. The consultant indicated that it is considered competitive to be in the range of 15% above or below median. Thus, Drake was within range. Another current question and consideration concerns newly hired faculty whose pay is higher than current peers. The Compensation Committee has looked at the consultant's data for gender/sex and race/ethnicity. It was determined that there was not disparity in race or sex. The committee then began to review what is often called hidden labor. Provost Mattison thanked the Compensation Committee for their hard work at looking at the materials provided.

Senator Erguner-Tekinalp expressed that she has learned that the conversation of "this is where you fall" is not done each year to all faculty. Additionally, while there was not a statistical difference in the gender results, there is a difference. Provost Mattison agreed. There is a gap for males and white males, on average. She offered that the School of Education is the most competitive and the College of Pharmacy & Health Sciences and School of Journalism & Mass Communications are at the lower end of the comparison scale and again reminding the body that these are on average aggregate comparisons. When asked how these finding can be made more available to faculty, the reply was that Senators and Compensation Committee members can be a conduit. Senator Torry shared that he was a member of the original committee which recommended that the communication be done yearly by the department chair in writing in a one-on-one with the faculty member. He noted that being transparent and sensitive to private information is important. Also, some of the market adjustment money may take into account the merit adjustments (or not) each year. President Cramer clarified that the gap for women is less than men and it is not that women make more money than men, it is a very discipline dependent variable.

Provost Mattison concluded her remarks with congratulating the faculty who received promotions and tenure, those individuals receiving endowed positions and also those who are retiring. Additionally, she thanked the Sabbatical and Faculty Misconduct Task Force's for their work this past year. The Faculty Misconduct procedures are meant to ensure fundamental fairness.

President Cramer Report:

Student Senator Runal Patel mentioned the Bulldog Foundations proposal on today's agenda. The Student Senate supports the proposal and encourages all Senators to vote in favor of that motion.

President Cramer reminded all Senators and guests that various committee reports are available on the Faculty Senate website on the Meeting Materials page. She also noted a preliminary report of saving realized from the Shorts Travel changes is posted to the web. A more complete report is expected in Fall 2019.

The recently approved Ad Hoc Committee looking at JTerm, Summer and Independent Studies has had a charge created and a set of individuals are in the process of being recruited.

Finally, President Cramer offered her thanks and appreciation to Lou Ann Simpson for her Senate service. She will retire soon from Drake and her employment has included both service on the University Senate as well as its successor the Faculty Senate. And within her time on Faculty Senate she has served as President four times. Applause followed, President Cramer wishing Ms. Simpson "a happy, happy retirement".

Unfinished Business:

Senators Weresh and McCrickerd moved and seconded **Motion 19-13**.

*Secretary's Note: the version of the proposed Faculty Senate revisions for consideration are labeled May 2019.*

*These revisions are updated from the original revision document labeled February 2019*

*Approve revisions to the Faculty Manual Section 4.83.1 Dismissal of Tenured Faculty  
and Adopt Faculty Manual Section 4.10: Faculty Conduct, Corrective Action, and Discipline*

A question was raised as to what is the definition of incompetence and moral turpitude. The reply was that these terms are defined in the Academic Charter. The Task Force recognized these terms are highly contested, yet the Task Force's charge was not to change policy but work on procedures and process for the existing policy.

The motion passed on a voice vote.

New Business:

Senators Gilbert and McCrickerd moved and seconded **Motion 19-14:**

*Approve the Directory Information updates*

The motion passed without discussion.

Senators Dunham-LaGree and Simpson moved and seconded **Motion 19-15:**

*Accept Committee Reports*

*Such as: Compensation Committee; University Curriculum Committee; IACUC*

*Secretary's Note: The list of reports to be accepted will be updated at the May meeting*

Senator Dunham-LaGree urged Senators and their colleagues review the DCAC reports as there are recommendations for specific AOI reviews.

The motion passed.

Senators Erguner-Tekinalp and Dunham-LaGree moved and seconded **Motion 19-16:**

*Approve Bulldog Foundations Proposal*

Senators McCrickerd and Vitha moved and seconded an amendment to exempt honors students who participate in their practicum in the first semester.

Senator McCrickerd presented the suggested change to allow for a waiver from Bulldog Foundations based on the content in the one credit first semester course. In reply to a question as to whether bystander training was included in the honors practicum, she indicated it is not and she expressed her caution that such training needs more than being a small portion of a credit/no credit course. Senator Maki wondered if this amendment would open the door for more exemptions such as the CPHS's Caps course. Senator Gilbert expressed concern that the purpose of the course is to deliver a common experience and if there is an exemption allowed for a set of students, then is the common goal realistically being delivered.

Senator Lyons asked how majors which are credit heavy in the first semester will be accommodated and asked whether the course would be offered in the Spring semester, also. Associate Provost Erin Lain replied that for students with 18 credits, the course could be taken in JTerm (via the web) or in the Spring term. Mr. Sanders reminded the group that within JTerm, an exemption for the engaged citizen core is offered online and this method of delivery is being considered for Bulldog Foundations. Senator Wrenn stated there is support for the proposal in his unit but with a delayed start until student success in the existing course is known and assessed well.

Ms. Jennifer Harvey spoke to the group stated that although there are potential exemption questions and concern about the proposal's challenge to the First Year Seminars (FYS), she wanted to lift up with the work of the course especially in the area of domestic diversity concepts. She continued "if any of you have sat with students" as individuals the need is more due to where students are coming from and this effort strives to meet their needs. She requested Senate support of the motion which gives a space for the effort needed in white student development work and makes a space for building a supportive campus for all students.

Previous question was called and seconded. The procedural motion did not pass (4 yes, 12 no and 3 abstentions).

Senator McCrickerd expressed concern about a full AOI being developed around Equity & Inclusion (E&I) and offered that she does not see the evidence that this course is going to accomplish all aspects of what is needed. Senator Maki indicated his support for a broader view and recognizes these issues are important. Senator Dunham-LaGree stated that within the University Curriculum Committee the recent changes to the GLOB AOI moves the Drake Curriculum close to having an Equity & Inclusion AOI. Senator Robertson stated the FYS course is already overburdened with content for one 3 credit course. She supported moving forward with the proposal and stated that with any new course once more assessment is done, the course will be evaluated. Senator Lyons stated she did not see passing Bulldog Foundations and developing an E&I AOI as mutually exclusive. Senator Wrenn stated that he is not totally seeing this as a course which is ready and therefore is hesitant to vote yes.

The procedural motion was made and passed to extend meeting time for 15 minutes.

When Senator McCrickerd talked with Ms. Lain about the proposal, they talked about what might be added to the course content. Senator McCrickerd agrees there needs to be conversations about how to have conversation across differences. The proposal only has this concept in less than 20% of the course. She agreed with Senator Wrenn in that this idea is good but it could be more robust. Senator Gilbert shared that he has some of the same concerns and will vote yes as there is a need to move forward. He continued that more than this course is needed but with follow up. This proposal is a starting point.

Senators Torry and Maki moved and seconded an amendment that stated that if the motion passed, there would be an interim assessment of this course. Additionally, calling for the Senate to review that assessment and vote again on the proposal.

Ms. Lain stated that how the course fits into the individual academic unit's curriculum is a matter for each Dean's Office. She also stated the Bulldog Foundations leadership team will continue to work on aspects of the course such as it being graded or offered as credit/no credit. In reply to a Point of Information, it was stated that if the motion passes, the Admission Office will include the course in their recruiting materials.

The amendment was withdrawn. Previous Question was called, seconded and passed.

The motion passed with a show of hands vote (13 to 3 with 2 abstentions).

Senators Wildermuth and Alexander moved and seconded **Motion 19-17**:

*Drake University student groups have proposed a resolution to combat Anti-Semitism, and urge Faculty Senate to consider it. While various circumstances and timing concerns complicate and slow the process of adopting this resolution now, we urge Faculty Senate to declare a strong commitment to combating hate, in all forms.*

*Tragic events such as the Pittsburgh Tree of Life Synagogue and the Chabad-Lubavitch of Poway Synagogue shootings in California, as well as an increase in local instances of anti-Semitism should serious concern the entire Drake Community. Drake University, under the leadership of its administration, faculty and staff, has a responsibility to combat hate wherever and whenever it occurs. Thus, let it be known that Drake University Faculty Senate strongly supports a safe and inclusive environment for all, and will take action to protect our Jewish students.*

*We urge the Drake University Faculty Senate to consider the proposed resolution in the Fall semester and join the fight against Antisemitism.*

Senator Wildermuth stated this comes from a student organization. When asked about Student Senate or other student organizational support, such as the Unity Table, the reply was no, as these groups have not had a chance to meet and talk about it. Senator Asante stated this is an important issue and he would really want this student organization to coordinate with other groups. This would be a chance for others to learn. "We do want to create a safe space" he said. Having this topic fully developed within student groups informs faculty as well as students.

Senator Wildermuth and Alexander withdrew the motion asking that it be brought back in the 2019 fall semester indicating it was an important topic.

Thanks & applause were offered to Senate Secretary Nancy Geiger for steady Senate work and patience.

The meeting closed at 5:24 p.m. Submitted by Nancy Geiger, Secretary