

Drake University Faculty Senate Minutes

January 29, 2020

President Carrie Dunham-LaGree called the regular meeting of the FY20 Faculty Senate to order at 3:30 pm, Wednesday, Jan. 29, 2020. The following senators were present for all or part of the meeting: Godfried Asante, Michelle Bottenberg, Dan Chibnall, Matt Dore, Shelley Fairbairn, Bruce Gilbert, Michael Haedicke, Paul Judd, Jerrid Kruse, Peter Levi, Yasmina Madden, Erik Maki, Chip Miller, Jimmy Senteza, Ron Torry, Jill Van Wyke, Melissa Weresh, Cris Wildermuth, Craig Wrenn, Matt Zwier, Carrie Dunham-LaGree, and Renée Cramer.

The December 2019 minutes were approved on a voice vote.

Contents

College/School Announcements.....	1
Report from President Dunham-LaGree.....	1
Unfinished Business: None known.....	2
New Business.....	2
Provost Mattison’s report.....	2
President Martin’s report & presentation on offering associates degrees at Drake.....	2
Discussion.....	3

College/School Announcements

- **SOE** – Bengu Erguner-Tekinalp received certification as a workplace mindfulness facilitator from the Mindful Leader Institute
- **CPHS** – There was 100% attendance for pharmacy professional year two (P2) students at the Iowa Pharmacy Association’s Legislative Day. During this event, students learned about the legislative process and advocacy, and then utilized their new skills to engage with legislators at the state capitol.
- **Law School** – Appreciation was expressed for the Law School celebration of the 100th anniversary of the 19th Amendment.

Report from President Dunham-LaGree

Renée Cramer, Chair of the Ad Hoc Committee to Examine Strategic Curricular Concerns Raised within the Senate Budget Committee, provided a brief update on the committee work. Surveys regarding J-Term and Summer School were distributed via email link to faculty, staff, and students. Once the window for participation closes, the committee will deliver its report within 3 days.

Unfinished Business: None known

New Business

20-14 Approve Spring Break 2021 as March 15-19

Note: this coincides with the spring break for Des Moines Public Schools

Motion by Michelle Bottenberg and second by Jill VanWyke. Approved on a voice vote.

Provost Mattison's report

- Faculty was thanked for participation in the formative evaluation of deans and the Provost. Several themes emerged from the results.
 - The first theme is the need to address the issue of faculty who are under-performing. While the vast majority of Drake Faculty have outstanding performance, the small percentage who are under-performing are affecting morale and programs.
 - AAUP gives faculty two roles: curriculum and evaluating peers. The Provost asked Faculty Senate for input and next steps in developing processes to address this.
 - Under-performing includes such things as quality of instruction, keeping course content up to date, the quality and rigor of online instruction, participation in governance and service, and not doing research when it's part of the role.
 - This problem is not confined to a single unit.
 - Suggested: Assigning an ad hoc committee to look into what people are being rewarded for/punished for. The Provost said this will just extend the time it takes to address the problem. In some cases, the faculty might not know they are under performing, and in other cases, the faculty do know.
 - The Provost expressed gratitude for the 99 % of faculty who don't fall into this category.
 - Suggestion: This problem might be at the dean's level. It might be perceived as someone not pulling their weight, but the faculty member might have communicated a personal problem with the dean, so that the dean is aware. Response: This is not what is happening. It IS a problem and deans do not have power to act because it falls to faculty to evaluate their peers.
 - Recommended to think more about how to proceed.
 - Noted: Faculty Senate does have a procedure for lower levels of misconduct, but not for under performance.
 - The second theme was the need for increased review of programs and processes.
 - There were many constructive ideas in dean and provost evaluations.
 - Board of Trustees approved the transitional sabbatical plan, as well as applying the resulting savings to **faculty compensation market corrections**.

President Martin's report & presentation on offering associates degrees at Drake

- January Board of Trustees meeting report was sent out via email. There were no follow-up questions. President Martin took the opportunity to highlight the BOT Alumni event,

in which many alumni mentioned their Drake faculty fondly and with respect. President Martin also expressed his personal gratitude to the faculty.

- President Martin has been traveling a lot, and this will continue. The Big Ideas initiatives are being shared with Alumni, and there have been very productive conversations. They like the process and like being asked for input. This travel will eventually pivot into fund raising travel
- Faculty Senate members reported that some students have expressed concern for their safety around political events. President Martin explained the heightened security and safety measures taken.
- Presentation on proposed Associate Degrees at Drake. (Working name: Drake College)
 - PowerPoint – overview
 - At completion, students will be ready for the workplace or for transfer to a 4-year institution
 - Provides an avenue that is more accessible to students with lower economics means and/or less prepared for college
 - Program will be consistent with the goals of expanding access and success for marginalized populations
 - There is a large demand for two-year degrees, but lack of diversity of programs to meet this demand. Community colleges are very large – DMACC has over 12,000 students. Some potential students do not do well in large institution. There is a population that could benefit from a more interpersonal experience.
 - Feb. 6 will be the first meeting of working group of faculty to develop curriculum.
 - Target is the first cohort of students beginning in August of 2021.

Discussion

- Q: Is this a done deal or are we talking about it? A: It is not a done deal. If faculty governance ultimately decides not to move forward, we will have a conversation at that time. There will be faculty meetings and town halls.
- Q: How will you handle the reaction of students who are paying full tuition for those first two years? A: Financial difference is not a lot. There is a significant difference in the variance and choices in programs.
- Concern: The role of faculty and adjuncts. We have problems with allocation of resources as it is. Why take full time faculty and move them away from established programs. There is also a social justice issue, since the pay of adjunct faculty is lower than full time faculty. A: Although hard-pressed to say an adjunct is of the same quality as full time faculty, they are still capable and qualified to teach at Drake.
- Concern: The acceptance of “Drake College” students by the 4-year degree students. A: It will be up to us to support change and understanding.
- Q: Is there opportunity for additional faculty interested in committee work? A: This is a possibility. When the committee meets it will decide how to move forward, and there will be more guidance.
- Concern: Backlash from DMACC. A: Our numbers will be small in comparison, and we will be targeting a difference group of students. We are targeting local students who might not thrive at a large institution.
- Concern: This alternate program will be providing remediation in math and science. We have students right here who are under-prepared. Hate to see them

left behind. A: We need to have student success supports in place for all Drake students. Admission requirements are not yet defined.

- Q: Will it have its own dean? A: Yes, it will have its own leadership
- Q: What if it is wildly successful? A: It has been at Oxford College/Emery. We are taking a conservative approach in our projections.

Carrie Dunham-LaGree noted that it was 5 pm. She called for a motion to extend or adjourn.

Motion by Bruce Gilbert to extend by 15 minutes, and it second by Cris Wildermuth. Approved on a voice vote.

- Q: Might we lose the revenue from students who may go this way instead of traditional? A: We control who goes into which program. There is a clear focus on our local population for “Drake College”. If it does grow quickly, we can revisit the financial model.
- Q: Will the two-year degree substitute for our Drake Curriculum? A. We already have blanket articulation with community colleges. This is same, but we control the associate degree. The curriculum will be designed with outcomes of our Drake curriculum program. We will not skirt the governance process. There will be nothing that is a deviation from the normal governance processes.
- Q: Will new faculty for “Drake College” be tenure track? A: Yes.
- Q: How will courses be approved? A: Via UCC and then Faculty Senate.
- Concern: The faculty are stretched thin now and will be absorbing all of this amongst ourselves. At what point can we hire? A: We will hire in the 3rd year with new faculty starting in the 4th. We can accelerate this if the program is more successful.