

Drake University Faculty Senate Minutes

May 6, 2020

President Carrie Dunham-LaGree called the regular meeting of the FY20 Faculty Senate to order at 3:30 pm, Wednesday, May 6, 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, Teri Koch, Jerrid Kruse, Peter Levi, Yasmina Madden, Erik Maki, Chip Miller, Dorothy Pisarski, Jimmy Senteza, Ashley Sidon, Ron Torry, Jill VanWyke, Melissa Weresh, Cris Wildermuth, Craige Wrenn, Matt Zwier, Carrie Dunham-LaGree, and Renée Cramer.

The April 2020 Minutes were approved – motion by Bruce Gilbert, seconded by Renée Cramer, and approved on a voice vote.

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College/School Announcements

- SJMC: Nine faculty in SJMC created free online journalism workshops for students across the country. These will be available next week for high school teachers trying to complete the school year.
- SOE: The SOE has met enrollment goal for fall.

President Martin’s report

Admissions

- Admissions has received 670 deposits with minimal melts thus far.
- June 1, Admissions will ask students to confirm their plans, but this cannot be considered a firm commitment under the new rules.

- Under new rules, Drake can still go out to the students who have declined. Admissions will specifically reach out to those potential students who are geographically closer. Those students might be willing to reconsider Drake and staying closer to home with the uncertainty of the Covid-19 situation.
- Transfers, Drake has received 41 deposits so far– which is ahead of last year.
- The budget is built on 800 entering EFR, and it is unlikely that number will be reached.
- Faculty are the best ambassadors – so President Martin asks faculty to take the opportunities to be involved if asked. Closing out the semester in good fashion will build confidence in current and future students – it’s still a great Drake education.
- President Martin has been holding focus groups with parents to guarantee that students will continue to receive an exceptional Drake experience.

Covid-19 Response

- We have been asked: What are you going to do in the fall? We don’t know yet! Other institutions are saying “it’s our intent to be open,” but with the caveat that they have to be able to do so safely. Drake is planning across three scenarios (1) open in the fall back on campus; (2) open in the fall on campus, but with intense protocols. These would have to address such things as density in residence halls and dining facilities (3) full remote delivery of the curriculum – or having to return to that if necessary. This work is critically important for being successful next year and beyond. Drake needs to be ready to move past FY21 with strength.
 - Discussion: Is HR considering exceptional situations for those who are more at risk? Yes, some will not be here because they are at risk or they are not comfortable being here. We are planning for this.
- Financial scenario planning: Three scenarios have been built off the base budget, reflecting ever decreasing numbers of students and ever increasing dollars that have to be spent. These provide the clearest revenue gap scenarios. This work continues to be refined. How do we plug those gaps? (1) Savings in operating costs – we are currently verifying and adjusting by office/department; (2) human resources, specifically compensation, which is the largest expense. Contributions to retirement funds may be adjusted as a temporary measure. Furloughs and layoffs have to be considered in part of the overall plans. Drake has to be solid financially next year and for the years thereafter.
 - Discussion:
 - Has the Board of Trustees provided leeway for operating at a deficit? Yes, but we can’t operate in a skyrocket deficit – way too much risk. We need to manage through the immediate crisis, without having to push the institution into a big deficit
 - Will you update faculty after next Wednesday’s President’s Council? We won’t be ready to make decisions by then. It will be our first look at the levers available. Once we get close to a concrete plan, we will get with Faculty Senate Exec to discuss, and then get back to community ASAP.
 - Comment: Blackboard collaborate has been bumping off people, and then they have to reenter. This is what our students are experiencing.
 - Could there be a method for making suggestions anonymously? President Martin will check with Nate Reagen and invite people to share comments and suggestions.

- How can faculty get involved along with our faculty leadership? Connect with them and get information. Do a great job with end of school year.
- How are we addressing the issue of DACA/International student not being eligible for federal assistance? The CARES act requires that 50% of allotted funds go to students and 50% to the institution. Drake has \$1.1 million for our students. These funds may cover such things as computers, Internet access, food, child care, and housing, but it has to be related to the move from on-campus to online. The CARE funds are not available for DACA or International. Drake has a student emergency fund that has helped to fill this gap. There is another organization providing support specifically to international students.
- How are Athletics being considered? We will figure out how to do this safely.

Final Comments

- Thanked Carrie Dunham-LaGree for her service as Faculty Senate President: Outstanding job. Thanked Shelley Fairbairn for stepping in as President Elect.
- Look forward to next year with Faculty Senate. We don't know what it will bring. All we can do is our best and continue to be adaptable.

Provost Mattison's report

- Thanked Carrie Dunham-LaGree for her work as Faculty Senate President this year. Thanked Drinda Williams for stepping in as interim Secretary. Thanked and looking forward to working with President Elect Shelley Fairbairn.
- So impressed with the way faculty has stepped up during the Covid-19 response. Offered a sincere thank you to faculty.
- The Provost's and Kevin Saunders have started annual meetings with the units. Thanked chairs for the work on program plans. Kevin has been providing updates on the themes that are emerging. There will be feedback for each department, but the Provost's Office will also provide some over-arching themes to think about. The Provost and deans will respond to each plan over summer.
- Market adjustments: The Provost's Office has received the updated market targets from HR. We will need to dive deeper into this information before communicating. Within the next two weeks, we will dig deep and understand data before moving forward. Five faculty have taken the retirement incentive, so there is a pool of money. Not enough, but will address those further away from targets. We reopened the period of enrollment, so those eligible have received another letter and may still apply.
- Those teaching FYS who would like to be involved in meeting with prospective students, please contact Anne Kramer.

Covid-19 Response

- Scott Law and Chris Nickell have developed triggers for campus to move to virtual campus or back to face to face, using best practices and national guidance.
- Continuing work on Pandemic proofing both the curriculum and the co-curricular experience.
- Online and hybrid requirements: Going forward in planning for online delivery, there must be a weekly synchronous session for courses traditionally delivered on campus: undergraduate,

PharmD, AT, OT, Law School. Research consistently shows that 18-22-year olds have time management issue for online, so the synchronous meeting is really important to help students with feeling connected and improving their time management skills.

- Discussion:
 - SOE and others have a lot of nontraditional students, many with children at home. Can we make attendance at the synchronous session optional for students? We have graduate students who take classes right alongside undergrads, so it's the same class setting. Would we be within the directive to allow grad students not to attend the synchronous part? Yes.
 - We are required to offer the sessions, are they required to attend? If they were on campus, they would have to be in class. This can be evaluated on a case by case basis. If Internet access is an issue, we can consider part of our emergency funds to provide a Wi-Fi hotspot or laptops. Funds from CARES can reimburse students. This includes computers and access.
 - Will childcare be compensated for professors to teach synchronously? No. I appreciate if we're going to continue remote learning, this is an issue.
 - Some professors don't require attendance in person. All I can say is, we know the overall impact this has on the retention of students. It is in students' best interest to attend these synchronous sessions.
 - What about financial help to upgrade faculty internet at home? Yes, this is available.
 - If we're on campus with some form of face to face, how will field trips that use van transportation operate? If we are social distancing, we cannot put people into a van. Students will need to drive individually, and would need to take defensive driving training. Professors might consider creating an alternative ways to get the experience without the actual field trip.
 - Tenure and Promotion Committees: We have the option to take a "pass" on this year, but can the committees consider those putting forth additional efforts and work to provide online instruction and advising support? Evaluation needs to recognize and reward what we say we value. This is within the purview of faculty PT committees in schools and colleges.
 - Do we know our fall start date? When will be a decision be made? The start date will either be Aug. 24 or the week after. The current best estimate is we will start in a modified face to face mode. This will be determined within the next two weeks. If we start a week late, then we would need to end a week later, or find a way to deliver curriculum within a shorter time (perhaps using online supplements), or use Fall Break. As soon as we have an answer, I will share.

Report from President Dunham-LaGree

- Student Senate Academic Affairs Senator transition: Kody Craddick introduced himself.
- AA Programs Working Group Update: Craig Owens
 - April 27 submitted our curriculum map to the UCC for AOI approval, and we expect UCC will report to Faculty Senate in the fall.
 - Discussion

- How do we know students will be prepared for a transfer to Drake's 4-year programs? We would need to explore this with 4-year programs to determine what specific skills and knowledge are needed and what pathways or supports might be need to be included.
- In light of possible cuts in retirement contributions, how can we justify the expense of this new project? President Martin reviewed information on the financial impact and on benefits of serving the local population with this program. This is a population not being served, and it will create a new revenue stream.
- Ad Hoc Committee Update: Renee Cramer: An extension has been allowed on getting this report to Faculty Senate. A full report and recommendations will be available in the fall.
- Senate Committee Final reports: All have been given an extension. Reports will be distributed once all are received.

Old Business

- Faculty Senate election is completed, and Drinda will post results. Shelley will form new committees.

New Business: none known

The meeting was adjourned at 5:00 pm.