

Drake University Faculty Senate Minutes

September 16, 2020

President Shelley Fairbairn called the regular meeting of the FY21 Faculty Senate to order at 3:30 pm, Wednesday, September 16, 2020. The following senators were present for all or part of the meeting: Natalie Banta Lynner, Klaus Bartschat, Michelle Bottenberg, Megan Brown, Dan Chibnall, Renée Cramer, Debra DeLaet, Matt Dore, Catherine Gillespie, Anisa Hansen, Matthew Hayden, Sandy Henry, Paul Judd, Doug Stilwell for Kevin Lam, Peter Levi, Yasmina Madden, Lynn McCool, Erik Maki, Chip Miller, Jimmy Senteza, Priya Shenoy, Ashley Sidon, Ron Torrey, Jill VanWyke, Neil Ward, Matt Zwier, Shelley Fairbairn, and Carrie Dunham-LaGree. Also present were student representatives from the campus chapter of the NAACP: Alexis Haley, Amari Love, and Madyson Sklar.

The May 2020 minutes were approved on a voice vote. Motion by Matt Zwier, seconded by Renée Cramer.

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College/School Announcements

- Michelle Bottenberg: Called to recognition At Large Senator Erik Maki, CPHS, on leadership during the COVID testing process during student move-in.
- Michelle Bottenberg: Called to recognition Leah Bishop, one of five national winners of a CVS scholarship competition for minority students.
- Chip Miller: Welcomed new CBPA Dean Alejandro Hernandez.
- Natalie Lynner: Called to recognition the Law School, which had a 90 % pass rate on the Iowa bar.
- Matt Hayden: Called to recognition SOE Levitt Distinguished Professor Sally Beisser, invited by the Library of Congress and the National Council for the Social Studies (NAGC) to review 15 chapters for a new online textbook using primary source documents entitled, *Inquiry and teaching with primary sources to prepare students for college, career, and civic life (PreK-6)*. The reviews took place this summer for publication 2021

Report from President Fairbairn

- Brief report on the *BLM@Drake: Classroom Practices* Open Forum
 - 166 registered for the forum, and 138 attended
 - Reviewed and discussed a draft document on creating a welcoming classroom environment for Black students. The document was prepared by Debra DeLaet with student input
 - Next forum being planned
- Student Senate Report: Kody Craddick, Academic Affairs Senator
 - Has met with Provost Sue Mattison and others in Academic Affairs
 - Working on initiatives to make sure students have resources available for virtual delivery of classes, both in a blended model and a fully online model, for students on and off campus

Unfinished Business:

None known

New Business

Title IX Reporting Update – Jessica Morgan-Tate, Title IX Coordinator

- Significant changes in last 90 days
- Blackboard training for faculty and staff available
- If the harassment happens in the virtual space, does that count? Yes
- DOE has designates all harassment and/or misconduct is now to fall under umbrella term of Sexual Harassment
- Dating and domestic violence are also Title IX and should be reported via this system; ensures greater privacy than reporting through other routes
- Faculty Manual language – incorporate statement explaining relationship between manual and policy
- Reach out to Jessica if you have questions or concerns.

Request from the campus chapter of the NAACP regarding the use of racial epithets on campus – Student Leaders: Morgan Coleman, Alexis Haley, Amari Love, and Madyson Sklar

- Students shared experiences and brought before the Senate key reasons for Resolution 21-01
 - Has been long road.
 - This issue has been brought to Faculty Senate for past three years, and predecessors have also had these conversations.
 - This needs to be done on behalf of all of those students – those who have been through Drake, those who are currently students, those who did not complete their degree, or those who have been on campus in service.
 - Before I even came, to Drake I was informed as a high school senior that I would be the only POC in my classes, that I would have to speak up, that I would be overlooked, and now I'm a senior, and we're in the same place. Still fighting the same fight.
 - We should not have to fight for this. A student had a faculty member use the n-word today.

- Use of racial epithets create a hostile environment.
 - Use of the n-word specifically makes someone in your class uncomfortable.
 - You go into education to be in care of your students, not just academics.
 - It should not be “could” create a hostile environment; it DOES create a hostile environment.
 - Perpetuates hatefulness.
 - Training needs to happen for faculty
- It is not the role of the student to take the role of professor to correct how a classroom should be safe for all.
 - Faculty are not calling out students.
 - If you know your peers are creating this hostile environment, then call them out. If a student comes to you and says this, believe them.
 - It’s not fair that students have to be brave enough to call out a faculty member, a faculty member who is protected by tenure
- “Academic freedom” is not the freedom to create hostile environment for student of color and other students as well.
 - We cannot avoid history – just because it was on a piece of paper or in a film, does not mean it’s acceptable for anyone to actually use the word.
- Erin Lain, Associate Provost for Campus Equity and Inclusion, explained the mechanics of the rule.
 - If complaint comes in, Provost’s Office it will be investigated
 - Faculty Discipline policy will be applied
 - There is an adjudication process associated with the resolution

21-01 Senate Resolution: Introduced on a motion by Renée Cramer and seconded by Debra DeLaet. This resolution reminds us all of our ability to intervene.

Discussion

- Many thanked the students for their efforts and for sharing their experiences
- Understand the disbelief and frustration of students.
- Many expressed that this is long overdue
- Grateful to have institutional backing and support – not just individuals
- This was attempted in past years, but did not move out of executive committee
- Previous efforts did not go forward because it was framed around academic freedom. Academic freedom does not require use the language that creates a hostile environment.
- This Senate can hear the discussion from a student-center, not faculty-center vantage
- Misconduct allows a range of steps chairs and deans can take as corrective measures
- All faculty should understand this issue and have class discussion around weaponized language.
- Deb/Renee – call the question

21-01 Senate Resolution was approved on a voice vote.

Provost Mattison’s report

Thanked Alexis Haley, Amari Love, and Madyson Sklar

- Climate survey: Erin Lain has received report from ISU. In October there will be campus Town

Halls to share the data. Then Round Tables in November to discuss next steps.

- Faculty salary market adjustments: As of this week, we have valid data that is the basis for this analysis. Data will be taken to compensation committee Sept. 17. Decisions will be made this month, and will be retroactive to Aug. 1.
- Renovation of multicultural space for student: Cowles Faculty Lounge has been renovated. Working on signage. Will be ready shortly.
- There is a faculty working group reviewing tenure and promotion processes in all areas to be sure we are recognizing those things we value – including hidden labor. Will have template available for faculty to note types of hidden labor – service obligations asked of them because of one or more of their identities. CTE will have opportunities this fall to attend workshops on crafting that narrative for committees.
- Josh Wallace left in May to start doctoral program. Jen Harvey has taken on the Crew Scholars full time. Melissa Sturm-Smith is working on opening up a search for his replacement, hopefully by January.
 - Have sent everyone information on tutoring, and the writing and speaking centers.
 - There are also study strategies webinars available.
 - Bulldog Foundations class – will get more intense interaction with students.
 - Within STARFISH faculty can send kudos to students as a way of reaching out in a quick and supportive way.
- Enrollment the 10th Day Census – as of yesterday we made projections for spring based on those. Won't know budgetary impact immediately, but soon. Reviewed enrollment and retention figures for FY students, undergraduate and graduate students.

Discussion

- Is this similar to other small private school? Don't know others' figures yet. We do expect, in general, across the country, everyone's enrollment and retention figures will be lower.
- Recognized Ron Torry as Levitt Teacher of the Year. This would have been announced at spring commencement. There will be a campus-wide announcement soon.

President Martin's report

Thanked Alexis Haley, Amari Love, and Madyson Sklar for their leadership.

Congratulated Ron Torry, Levitt Teacher of the Year.

- FY21 Budget: Expenses projections are due on Friday, and hope to have preliminary review for Monday. We need to put the proposed budget in front of the board Friday, Oct. 2. Then we can share it widely.
 - There is a contingency built into budget (25 students)
 - Have already done compensation reductions.
 - We will end FY20 with a small surplus. The BOT had approved a budget with a \$4 million deficit. Because of COVID, the last quarter had greatly reduced expenses from what we weren't doing, and from benefits not being used. When that all comes together, we'll have a small surplus.
 - Less anxiety as we move forward with this enrollment picture
- [John D. Bright College launch](#)
 - Expressed appreciation for Craig Owens and the working group who have been planning
 - Recruiting is underway – have already had inquiries from prospective students
 - Donors have stepped up to indicate they are interested in supporting this effort

- [The ceremony can be viewed on Face Book](#). Recommended that viewers go straight to John D. Bright's granddaughter, as she speaks to the multi-generational impact his education had on their family.
- COVID 19
 - Thanked everyone for making on-campus fall semester possible
 - Specifically thanked faculty: Acknowledge long and hard work this summer. True sacrifice of time, energy, and resources.
 - Acknowledged that serving students continues to remain challenging with isolations and quarantines. It is requiring diligence, professionalism, and execution to reach students no matter where they are and what their circumstances
 - Asked faculty to encourage student participation in random testing and to reach out if they have any symptoms
 - Close watch and timely responses are critical to understanding Covid-19 in our environment so we can make decisions
 - Acknowledged contact tracers: 8 people have been working since students first on campus, and have pulled in 4 more as numbers increase
 - We will continue to share data weekly; if there is a meaningful development, we will share more frequently
 - Sue Mattison, Jerry Parker, and Marty Martin will be at Student Senate September 17 to answer questions

Discussion

- Fraternity and sorority: Does Drake's protocol take precedence or does the National Greek Association? The general protocols are same: wear a mask, keep a safe distance, and wash hands frequently. If those students are coming to campus, they must abide by Drake's protocols. Having more conversations with leaders of Greek houses.

Motion to extend the meeting by 15 minutes, approved on a voice vote. Motion by Matt Zwier and seconded by Renée Cramer.

- Is there a delay between a positive test and notifying the Dean of Students? Yes, depending on when the positive test comes in.
- Concern that some students are getting tested off campus and not sharing with Drake. Faculty and staff can reaffirm with students: Ff they get positive test, they need to report to DOS.

The meeting adjourned at 5:10 pm, on a voice vote. Motion by Peter Levi, seconded by Ron Torry.