

# Drake University Faculty Senate Minutes

May 5, 2021

President Shelley Fairbairn called the regular meeting of the Faculty Senate to order at 3:30 pm, Wednesday, May 5, 2021. 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, Kevin Lam, Peter Levi, Yasmina Madden, Joan McAlister, Lynn McCool, Erik Maki, Denise Hill, Jimmy Senteza, Priya Shenoy, Ashely Sidon, Ron Torry, Jill VanWyke, Matt Zwier, Shelley Fairbairn, and Carrie Dunham-LaGree.

The April 7, 2021, minutes were approved on a voice vote, motion by Matt Zwier, seconded by Megan Brown.

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## College/School Announcements

- **Levitt Community Service Award:** Provost Sue Mattison thanked CPHS for its response to the COVID pandemic, helping Drake to live its mission: transforming lives and strengthening communities. Sue then announced and congratulated the winner of the Madeline Levitt Community Service Award, Dr. Erik Maki, who led the CPHS response. Erik thanked other CPHS leaders, Michelle Bottenberg and Nora Stelter.
- **SJMC:** 2013 Drake Alum Erika Owen just published her 3<sup>rd</sup> book, [\*Law Breaking Ladies\*](#).
- **CBPA:** Congratulations to two graduates of the MPA Program: Zach Rilling, Des Moines Airport, is publishing research work. Teresa Rotschafer (MPA ‘20) presented her MPA capstone project at the April 2021 National Conference of the American Society for Public Administration-the top organization for public administration professionals. Entitled “Project Prioritization in a Midsized City’s Capital Improvement Plan: The Case of Johnston, Iowa,” the project was developed with Assistant Professor of Public Administration Anna Clark, who co-authored the conference presentation and attended the conference alongside Teresa. Viewers commented that Teresa’s approach (systematic literature review plus interviews with American and Canadian finance directors) provided unique insight into the creation of objective prioritization processes for municipal capital improvements. The capital project prioritization created during Teresa’s capstone experience has been presented to Johnston City Council for their approval and future use.
- **CBPA:** BS in Management & Organizational Leadership has now been aligned with HR Academic Standards.

## President Martin's Report

- **Senior wine and cheese** – Heartened by the conversations with graduates and where they are going next.
- **Admission**
  - Special recognition to SJMC and A&S, who surpassed their admission goals.
  - We are confident we have at least 800 entering first year students. Work in Admission will continue for the next month or two.
  - Drake will still have a tough financial year FY22, and recognizing this the BOT has approved a deficit year. We will take the final budget for FY22 to the BOT in June.
- **Vaccine** – Is it being required for fall? Iowa Legislature has passed a bill that will deny access to state funds if vaccines are required, and the Governor is expected to sign it. Instead of requiring, we will do a strong push to students to get vaccinated and report.
- **COVID** – Governor Reynolds sent a letter challenging our decision to limit seating capacity at the state track meet. Each student athlete would get 2 tickets. Athletic Director Brian Hardin has responded.
- **Shelley Fairbairn** – Thanked her for her service as President of Faculty Senate, noting the particular challenges of COVID this year. Also acknowledged her work to raise the voices of students of color through BLM@Drake events.

### Discussion

Concern was raised about proposed Federal legislation to provide free access to community colleges. President Martin was pleased by the part of the bill that increases access to Pell Grants, as this gives students more choice about their post high school plans. He does not feel threatened by the community college piece, because community colleges have a different mission than Drake – and the two are not competing for the same students. Drake is ready for the conversation.

## Provost Mattison's report

- Thanked Faculty Senate for all they've done this year.
- Thanked Shelley Fairbairn for outstanding work as Faculty Senate president this year, noting that she has been an extraordinary advocate on the faculty's behalf.
- Erin Lain, Associate Provost for Campus Equity and Inclusion: Presented two reports.
  - Campus Climate Qualitative Findings and Next Steps: Full report coming out in next few weeks.
  - Hidden Labor Committee Work: Jen Harvey will work with the task force to serve as a consulting group to units looking at their guidelines and practices.

## Report from President Fairbairn

- Faculty Senate President-elect chosen for next year: Jimmy Senteza
- Student Senate Report: Kody Craddick, Academic Affairs Senator
  - Application Based Aid Committee (ABAC) approved the addition of \$13,000 to the fund providing needs-based aid to students facing financial hardships due to COVID-19. The fund is administered jointly by ABAC and the Financial Aid Office.
  - Bright College students will be able to run for Student Senate seats as first-year senators, college academic senator, and as at-large senators.
  - Thanked Shelley Fairbairn and Faculty Senate, stating that it's been a pleasure to collaborate

# Unfinished Business

None known

## New Business

21-13: To revise the Drake Curriculum by requiring students to take an Equity and Inclusion course fulfilling the outcomes listed in this proposal through an existing AOI category or through a major, minor, or concentration requirement *and* to revise the Global and Cultural AOI to meet the learning outcomes outlined in this proposal. Approved on a voice vote, motion by Deb DeLaet, seconded by Jimmy Senteza. One nay vote, and one abstaining.

### Comments from Committee

- Through communication among units and faculty, this proposal meets the needs for learning outcomes, and considerations for student load.
- This compromise is not just about AOIs, it's about all academic programs at Drake.
- This will help us to become better teachers.
- Proposal is responsive to student needs and interests.
- Looking at the latest Climate Assessment report and data, it is clearly a need.
- Allows us to enact Drake's values.
- Does not increase the footprint of AOIs.
- Infuses equity and inclusion objectives throughout the curriculum.
- The proposal is responsive to the 2015 and the most recent Climate Assessments.
- It does something that the original proposal would not have done: infuses equity and inclusion objectives throughout the curriculum.
- Because it is discipline specific, it prepares students to engage in their professions.

### Discussion:

- This is a good compromise. AOIs are a testament to what a Drake degree is about, what is critical for our students to know. It's like a warranty. AOIs allow us to fulfill our mission. I liked it as a separate AOI, but this is a backdoor way to get to the goal. It is a good start, and I fully support it. We must ask ourselves are we preparing our students to enter the workforce of the future.
- Our students are watching. They are expecting us to act and consider their interests. They are hopeful we can contemplate things relevant to their times, rather than our times. If we are committed to the mission, we must take very seriously anything that enables them to have meaningful lives.
- Urge fellow senators to recall Drake's mission, to be servant leaders, and to search their souls.
- Disappointed we need a compromise, but appreciate the work. Hopeful that this is a step towards infusing our curriculum. Speaking as the incoming Deputy Provost, be assured there will be financial and professional development support for faculty as we transition to this way of infusing equity and inclusion objectives throughout the curriculum.
- Concerns:
  - Do we have adequate classes to satisfy the need?
  - If we have existing classes, do we have adequate enrollment capacity in these classes?
  - Do we have a list of existing classes that would qualify? Are there 5 or 25?
  - Maybe we need to start fall 2022
  - Response:
    - Been on UCC for 6 years, and be assured we have enough classes.
    - It does start fall 2022.

- “A lot of classes” may be in one area – will most of our majors need to take an extra class that they would not normally need to take?
- There could be a separate course for part of the objectives, and then infuse other objectives into other courses
- We have attempted to get these objectives into the curriculum over many years. This is our 3<sup>rd</sup> or 4<sup>th</sup> attempt. Our students, all students, need this. We must respond to the needs of the workforce and the urgency our students are articulating. If we don’t have enough classes, that highlights the problem.
- Faculty has an open invitation to sit down with students to hear their needs and concerns and what it will mean to their educational experience.
- Language describing equity and inclusion groups needs to be consistent. The groups listed in past work (sexual orientation) is not the same as this (LGBTQ).
  - Let’s not get stuck on this word/that word. It’s just a way to kick the can down the road.
  - This has updated language that is more familiar and comfortable to students.
- Concern about capacity within CBPA, without taking something else away from the curriculum.
- Equity and inclusion objectives are crucial throughout students’ experience at Drake. We want it embedded and infused. We are leaving it to each program to administer. There must be a specific course – either an AOI course or a major course – and also infused.
- Next year we can fine-tune the outcomes.
- We don’t need to worry about the past; we need to look towards the future.
- Call the question
- Voice Vote: One nay and one abstain. Motion is carried.

The meeting was adjourned at 5 pm, on a motion by Jimmy Senteza, seconded by Megan Brown.

## Chat

From Matthew Zwier to Everyone: 03:34 PM

Congratulations, Erik!

From Sandy Henry to Everyone: 03:34 PM

Well deserved!

From Megan Brown to Everyone: 03:34 PM

A million thanks to our pharmacy colleagues and congratulations to Erik on this much-deserved honor!

From Shelley Fairbairn to Everyone: 03:34 PM

Congratulations, Erik!

From Renee Cramer to Everyone: 03:35 PM

So absolutely appropriate! Congratulations, Erik.

From Ronald Torry to Everyone: 03:35 PM

Well done, Erik!

From Yasmina Madden to Everyone: 03:35 PM

Congrats, Erik

From Debra DeLaet to Everyone: 03:35 PM

Congratulations! Well-deserved!

From Megan Brown to Everyone: 03:35 PM

Yay, Michelle and Nora!

From Debra DeLaet to Everyone: 03:35 PM

Thanks to all of you who have done so much hard work on this.

From Jennifer Harvey (she/her) to Everyone: 03:36 PM

She was in my FYS!!!! <3

From Renee Cramer to Everyone: 03:36 PM

Erika is amazing and the book is so much fun!

From Carrie Dunham-LaGree to Everyone: 03:36 PM

She was a great student worker at Cowles too!

From Renee Cramer to Everyone: 03:36 PM

{also, a Wyatt watchher who used to bring her hedgehog over to help}

From Jill VanWyke to Everyone: 03:36 PM

[https://bookshop.org/books/lawbreaking-ladies-50-theses-of-daring-defiant-and-dangerous-women-from-history/9781982147082?fbclid=IwAR0d4IK6ynUu\\_kow9XdAwZ8CL7uKVnN5u8X3TDVsgH0qZW3Q6Xh8X17QSyU](https://bookshop.org/books/lawbreaking-ladies-50-theses-of-daring-defiant-and-dangerous-women-from-history/9781982147082?fbclid=IwAR0d4IK6ynUu_kow9XdAwZ8CL7uKVnN5u8X3TDVsgH0qZW3Q6Xh8X17QSyU)

From Robert Olinger to Everyone: 03:38 PM

SHRM aligned! Yeah!

From Debra DeLaet to Everyone: 03:51 PM

Thanks so much to Shelley for all of her hard work! Senate President is such a challenging role, and you've done it with grace.

From Jennifer Harvey (she/her) to Everyone: 03:55 PM

^^^Yes @Deb

From Megan Brown to Everyone: 03:56 PM

I said it before but I will say it again: thanks to Shelley!

From Yasmina Madden to Everyone: 03:56 PM

Thank you Shelley!

From Shelley Fairbairn to Everyone: 03:57 PM

Thanks, everyone!

From Kevin Lam to Everyone: 03:57 PM

Yay Shelley! Thank you.

From Ronald Torry to Everyone: 03:57 PM

Thank you Shelley!

From Yasmina Madden to Everyone: 04:17 PM

Thanks, Erin.

And thanks to this committee for their work on this.

From Megan Brown to Everyone: 04:18 PM

Thanks to Erin, the committees, and students for their work on these important initiatives.

From Anisa Hansen to Everyone: 04:18 PM

exceptional work. Thank you!

From Renee Cramer to Everyone: 04:18 PM

Both of these reports are monumental - well-researched and documented, with concrete and manageable action steps. Thank you so much, Erin, for leading both of these efforts.

From Jimmy Senteza to Everyone: 04:19 PM

Well done Erin, thanks!

From Debra DeLaet to Everyone: 04:19 PM

Yes, thank you for all of your work, Erin. Much appreciated!

From Shelley Fairbairn to Everyone: 04:19 PM

Thanks so much, Erin!!

From Joan McAlister to Everyone: 04:20 PM

Thanks so much for your outstanding leadership, Erin!

From Neil Ward to Everyone: 04:20 PM

Thank you, Erin and to the committee members.

From Renee Cramer to Everyone: 04:20 PM

WOO HOO!!!

Congrats, Jimmy.

From Debra DeLaet to Everyone: 04:20 PM

Congratulations jimmy!

From Yasmina Madden to Everyone: 04:20 PM

nice. Congrats!

From Carrie Dunham-LaGree to Everyone: 04:20 PM

Congratulations, Jimmy!

From Alejandro Hernandez to Everyone: 04:20 PM

Felicitaciones Jimmy

From Shelley Fairbairn to Everyone: 04:21 PM

Congratulations, President-Elect Senteza!!

From Neil Ward to Everyone: 04:21 PM

Congratulations Jimmy!

From Renee Cramer to Everyone: 04:21 PM

Wonderful news that Bright College will have student senate representation.

From Joan McAlister to Everyone: 04:21 PM

Congrats!

From Jimmy Senteza to Everyone: 04:21 PM

Thanks everyone, I look forward to serving ALL.

From Debra DeLaet to Everyone: 04:21 PM

Such great work, Kody. These decisions are so welcome. Thank you and the other Senators!

From Megan Brown to Everyone: 04:21 PM

Thank you, Kody!

From Yasmina Madden to Everyone: 04:21 PM

Thanks, Kody.

From Neil Ward to Everyone: 04:21 PM

Thank you, Kody!

From Debra DeLaet to Everyone: 04:22 PM

Here is the motion language: To revise the Drake Curriculum by requiring students to take an Equity and Inclusion course fulfilling the outcomes listed in this proposal through an existing AOI category or through a major, minor, or concentration requirement and to revise the Global and Cultural AOI to meet the learning outcomes outlined in this proposal.

From Joan McAlister to Everyone: 04:22 PM

Thanks to all who worked on this AOI proposal!

From Debra DeLaet to Everyone: 04:24 PM

Yes— thanks to Joan for her work!

From Megan Brown to Everyone: 04:24 PM

Thank you, Joan!

From Matthew Zwier to Everyone: 04:28 PM

Thank you Megan, Deb, and all.

From Yasmina Madden to Everyone: 04:28 PM

Thanks for this work

From Kevin Lam to Everyone: 04:28 PM

Thank you for your work!

From Debra DeLaet to Everyone: 04:40 PM

Thank you so much Jimmy for doing all of that research and sharing it with us. It's so important. And thank you for reminding us that the students are watching us. They most certainly are.

From Matthew Zwier to Everyone: 04:40 PM

Thank you, Jimmy, for this important perspective (with supporting data, no less!)

From Joan McAlister to Everyone: 04:40 PM

Thanks for this research. Passing this proposal sends a strong positive message to our students. Refusing to support it also sends a strong message—one that calls our mission commitment into question.

From Erin Lain to Everyone: 04:40 PM

Thank you for all of this research Jimmy! Thanks for the reminder about our duty!

Thank you for sharing that data, Jimmy!

From Yasmina Madden to Everyone: 04:40 PM

Thanks, Jimmy.

From Joan McAlister to Everyone: 04:45 PM

Having worked on proposals resulting from the revision to GCU last time, I am confident in the capacity of our curriculum to meet these needs in the near future.

From Shelley Fairbairn to Everyone: 04:46 PM

From Deb: Here is the motion language: To revise the Drake Curriculum by requiring students to take an Equity and Inclusion course fulfilling the outcomes listed in this proposal through an existing AOI category or through a major, minor, or concentration requirement and to revise the Global and Cultural AOI to meet the learning outcomes outlined in this proposal.

From Erin Lain to Everyone: 04:46 PM

Paul, I reviewed the business curriculum and it appears that the following courses might qualify (would need to see the syllabus to confirm): MGMT 182 - Human Resource Management and MGMT 185 - Leading Teams & Organizations.

From Megan Brown to Everyone: 04:51 PM

To Paul's point, I don't think it will be an extra class for any students. CBPA students will still need history, written communication, engaged citizen AOIs, and so forth. A lot of these classes will qualify for the designation.