

Drake University Faculty Senate Minutes

December 1, 2021

President Matthew Zwier called the regular meeting of the Faculty Senate to order at 3:30 pm, Wednesday, December 1, 2021. The following senators were present for all or part of the meeting: Rachel Allen-McHugh, Eric Barnum, Klaus Bartschat, Hope Bibens, Michelle Bottenberg, Megan Brown, Debra DeLaet, Catherine Gillespie, Anisa Hansen, Matthew Hayden, Sandy Henry, Denise Hill, Paul Judd, Chris Kliethermes, Kevin Lam, Natalie Lynner, Erik Maki, Joan McAlister, Lynn McCool, Thomas Rosburg, Jimmy Senteza, Priya Shenoy, Carol Spaulding-Kruse, Jill Van Wyke, Neil Ward, Greg Wolf, and Shelley Fairbairn.

The November 17, 2021, minutes were approved on a voice vote, motion by Debra DeLaet, seconded by Jill Van Wyke.

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Report from President Zwier

- Please submit textbook requests for spring semester as soon as possible to get the best price and help overcome supply chain disruptions.
- Faculty Senate Executive Committee has decided that Faculty Senate meetings will continue to be on Zoom for spring semester.
- The University Curriculum Committee has the web form for submitting courses for the new Diversity, Equity, and Inclusion courses is live at <https://www.drake.edu/dc/facultystaffresources/aoiuccresources/>
- Good news report from Hope Bibens: Cowles Library welcomes new electronic records archivist Doreen Dixon, from Long Island, NY.
- Student Senate report from President Morgan Coleman
 - Decolonization and Belonging: BLM@Drake, is Friday, Dec. 3. [Register on Eventbrite.](#)
 - Student Senate has two more meetings this semester, and will be working on getting projects underway for spring semester.

President Martin's report

- COVID-19
 - New variant is being monitored for potential impacts on J-term travel
 - The Drake mask mandate remains in place

- All employees are encouraged to report their vaccination in the portal: <https://www.drake.edu/coronavirus/vaccination/#submit>
- Planning for December commencement with masking
- Campaign update: currently at over \$111 million, so making good progress.

Provost Mattison's report

- Applied Behavior Analysis program
 - The masters program was proposed in 2016. The Board of Trustees approved the program with the caveat that it be self-sustaining, and secure external start-up costs.
 - Programs generally take two or three years to become self-sustaining.
 - Iowa Board of Education provided a \$575,000 matching grant for the first five years to cover expenses not covered by tuition and fees. The latest communication from the State Department of Education praised the program and our partnership, but stated we should have no expectation of additional funding.
 - Reviewed record of enrollment projections and actual enrollments, which fell short of BOT expectations.
 - Looked at adding an online version, designed by outside consultant and to be taught by adjuncts, as current ABA faculty were hesitant about adding an online component. Both the AS Council and AS Dean were opposed to this model.
 - Market projections do not indicate there will be a growth in enrollment except for a small increase in online. Capella has a large share of that market.
 - Program will be brought before the BOT in January with the recommendation that it be discontinued, with current students able to complete their coursework.

Discussion

- Under the Charter, the process to discontinue a program starts with the faculty and Faculty Senate. Why was Faculty Senate not consulted? Faculty Senate Executive Committee looked at this. That rule only applies if tenured faculty will be dismissed. No tenured faculty will be dismissed. In the Bylaws, the Drake Board of Trustees has the power to begin or end a program.
- Enrollment fell short, but it was during the pandemic – which made recruitment and practicum placements difficult.
- The agreement with Blank Hospital was not renewed, but the program was negotiating with Stride.
- The letter from the DOE was not promising, but it too is facing uncertainty. This might have changed by spring.
- This is not about the quality or commitment of the faculty to an outstanding program.
- Expression of sorrow that this has happened and that the work of the ABA faculty is very appreciated and valued.
- Seems to be misunderstanding of how effective online learning can be. When it is done well, it is very powerful. There is support from peers to develop online.

- There was resistance to the online program from within the ABA faculty. They reached out to an outside consultant because they were already stretched too thin.
- Several reasons for ending the program have been mentioned – market analysis that gives a perceived monopoly to Capella, dearth of overall ABA students, or vision of program to be taught by adjuncts? It was not the market analysis, but the model put forth, which was fundamentally different from how teaching is done at Drake. The governance bodies within A&S do not support this model.
- Salary market adjustments: Why are the 2019 benchmarks being used rather than more current benchmarks? We stayed with 2019 because a lot of institutions cut salaries in 2020 due to the pandemic. The 2021 data will come out in the spring, and AAUP suggests salaries will again go down. We will stay with the higher benchmarks – either the 2019, or the 2020, if those go up.

Unfinished business: None known

New business

- Motion 22-05: Amends the Senate Rules and Regulations to consider John Dee Bright College a unit for the purposes of Senate representation. Approved on a voice vote, with a motion by Megan Brown and seconded by Denise Hill. (Needed a 2/3 vote.)

Discussion

- Bright College was created through a presidential initiative. It would be inappropriate to create representation in the deliberative body that was circumvented.
 - Don't accept the notion that this was top down or that any governance body was circumvented.
 - Faculty members were involved, working together on the new college. It was faculty driven, and the faculty members were glad to have support of leadership.
- The faculty located in Bright College are from other units. It operates more like the FYS program. Are there faculty at Bright College who do not have any other kind of representation in Faculty Senate?
 - It is stipulated that Senators cannot represent two different colleges. So when Senators are chosen for Bright College, they will be only representing that unit.
 - Founding faculty is currently working on unit governance – including election guidelines. This will be no different from other units.
- Is there a parallel move to give Bright College students representation in Student Senate? Student Senate President Morgan Coleman reported on this in previous meetings, They have a representative from Bright College on Student Senate.
- The Charter limits Faculty Senate to 30 members. There are currently 28 members, so there is room to add representation from Bright College.
- Currently, there is no distinct faculty at Bright College – they all come from other units. Is it too soon? We don't know what the faculty will look like in the future, but

faculty makeup is not the question. John Dee Bright is a college and it has faculty. The question of who the faculty are and how they elect their representation is within the unit. Currently planning on spring elections with the first Bright College senators serving 2022-23.

- What about term length? The current faculty are from other units, and will presumably return to their units once distinct faculty is hired. What if a faculty member is only there for a year, and then goes back to their previous unit? This will be the same as with any other unit representation when a faculty member leaves or changes roles. How the unit elections and rules work will be within Bright College's own governance. It's not within the Faculty Senate purview to decide how the units govern their own units.
- Right now, Faculty Senate Rules and Regulations are out of date because Bright College is not listed.
- Why do we need a motion? It's clear the unit exists. The motion is to amend the Rules and Regulations, which has to be voted on the Faculty Senate.
- The question was called.

The meeting was adjourned at 4:53 pm.