

# Drake University Faculty Senate Minutes

May 4, 2022

President Matthew Zwier called the regular meeting of the Faculty Senate to order at 3:30 pm, Wednesday, May 4, 2022. The following senators were present for all or part of the meeting: Rachel Allen-McHugh, Eric Barnum, Hope Bibens, Michelle Bottenberg, Megan Brown, Debra DeLaet, Matt Doré, Catherine Gillespie, Anisa Hansen, Matthew Hayden, Sandy Henry, Paul Judd, Chris Kliethermes, Kevin Lam, Natalie Lynner, Erik Maki, Joan McAlister, Lynn McCool, Charlie Nelson, Thomas Rosburg, Jimmy Senteza, Priya Shenoy, Carol Spaulding-Kruse, Jill VanWyke, Neil Ward, Greg Wolf, and Shelley Fairbairn.

The amended minutes from January 26, 2022, and the April 13, 2022 minutes were approved on a voice vote, motion by Sandy Henry, seconded by Jill VanWyke.

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## President Martin’s report

- Thanked Senate President Matt Zwier for his leadership and expressed gratitude for learning from him the art of “the pause”.
- The Board of Trustees approved a 2.5% compensation pool, due to the stronger than expected financial performance in the current year
  - Funding for across the board 2.5% increase, with tied in retirement/FICA.
  - Managers have discretion to manage the increases – with the option of taking into account position changes, merit, etc.
  - Increases will be in effect July 1. Human Resources is working on deploying that.
  - Presently forecasting a \$676,000 deficit for FY22 instead of the approved budget deficit of \$2,400,000. This is after moving \$3,200,000 in federal COVID-19 funds into FY23 that were budgeted but unspent in the current fiscal year. Those funds provide the necessary support for the 2.5% compensation pool and enable us to roll it out on July 1 versus the original plan of budgeting a FY23 salary increase to start on January 1, 2023
  - Savings this year: Athletics revenues, and over \$4 million in personnel savings– hiring replacements is difficult. Additional savings in non-personnel expenses because COVID depressed such things as travel and conference attendance.
- Admission

- Admitted students have exhibited hesitancy on “pulling the trigger” to commit. While numbers are expected to improve, not into the 780 – 790 range hoped for.
- Good news: net tuition revenue per student is up. Discounts were focused on middle quintile, and this strategy has been effective.
- Continue to struggle with CBPA and CPHS. More work to do there. The CBPA graduate performance is outstanding, with 99-100% accomplishment rate. There is a disconnect between that success and what prospective families see when making their choice. The global market has impacted pharmacy.
- Thanked everyone for their work on recruitment. Feedback from admitted students is glowing about admission and faculty.
- COVID
  - Rising numbers of students testing positive – from 0 on Sunday to over 236 by Wednesday, with at least 450 outstanding tests.
  - Our ability to support residence hall students is at risk: Ross is full and Drake West is full. We’ve also contracted with two hotels to isolate students.
  - This week faculty was asked to make choices on how to manage the rise in cases – whether to go online or to require masks and distancing. Given the current circumstances, it is becoming imperative to move to fully online next week. We met with Faculty Senate Executive Committee and talked it through, and they were supportive.
  - Law School will not go online next week due to the nature of their testing.
  - Goal: Encourage more res life students to go home and finish the semester.

## Questions

- Commencement: Goal is to have in person graduation. We will continue to monitor Polk County COVID rates, and may mandate masks. Commencement is so critically moment to our graduates.
- Why was there no mask mandate prior to the Relays? Why was there no plan in place for post-Relays? Why is there no regard for the disabled or immunosuppressed?
  - We did not know the Relays would be a super-spreader – it is extraordinary, and unprecedented in our experience with COVID.
  - Numbers are simply overwhelming our ability to deal with them.
  - Immunocompromised have been and are still encouraged to work on a plan specific to their needs. D
  - We dropped the mask mandate in line with CDC guidance.
  - The Relays themselves are outdoors, so this surge is not from the Relays. The majority of cases are from social events off campus, which we cannot control.
    - Response: If students had an edict come from the administration, it might have helped some.
- Going online the last week, are we also going to work from home? Our message about the workplace will be the same as yesterday: Managers will work with their staff on a plan.
- Some faculty found it jarring – from having specific guidance from the COVID team, to faculty being asked to individually decide how to deal with this surge. Response: We wanted to allow faculty to be empowered to make their decision, based on their circumstances. The COVID team is still working, with updates every hour, and making decisions as quickly as we can. The faculty is closest to what is going on, and should make that call. We shared the COVID numbers, and asked faculty to make their decision based on their situations.

- For the rest of this week, response is under faculty discretion, but next week all are to move to remote delivery.

## Provost Mattison's report

- Market Adjustments
  - HR provided, and Kevin Saunders, and Ann Guddall are working to verify the CUPA salary information. The information is currently with the Deans for their review.
  - Next week, Sue will have the data to check on benchmark data and determine an allocation strategy.
  - There will be another round of Deans review to look for issues of compression and performance.
  - Letters will go out to all faculty via mail by June 30.
  - July payroll will reflect chance for 12-month faculty; regular fall payroll for others
  - Everyone who received a letter last year promising an increase this year will get that market adjustment. If the employee was promoted, we will look at that new range.
  - There is enough money to honor that commitment, mostly from summer and online savings.
  - Since arriving at Drake 6 years ago, and hearing from faculty that the workload is high, and pay low, I have been looking at the data and working to figure out a solution within our budget.
  - Goals: Meet our mission, reduce workload, pay faculty fairly
  - We have funds to honor that commitment to get everyone to 85% next year, but the curricular streamlining is necessary to make it sustainable. Streamlining has not yet reached the necessary level to make it sustainable.
    - Many programs did a great job of reviewing their curricula, not only to refine but to ensure relevance
    - Some programs are currently working on their plans
    - Some programs need to begin this work.
- Thanked Faculty Senate President Matt Zwier for his outstanding work, his kindness and grace.

## President Zwier's Report

- Board of Trustees report
  - In January, I shared about a strategic threat to our academic mission: Faculty and staff compensation. I expressed a deep concern about the necessity of succeeding in market adjustments. Faculty candidates are not wanting to come here, or they are leaving because of compensation issues. In January, the Board was quite concerned, and the level of engagement around the issue was different. The Board is dedicated to providing an education experience that is first class, and the Board understands the need to take care of faculty to do so.
  - I continued this message in April. The Board was again appreciative of the issue and concerned.
  - Craig Owens and Jen Harvey, presented on DEIJ issues, and Morgan Coleman provided an evaluation of where Drake is on these issues, and where it should be. The BOT engagement in discussion was high.
  - Faculty should look forward to increased Board attention to issues of compensation,

equity and justice.

- Report from Student Senate President Morgan Coleman – Summary of Year
  - Bylaw Changes
    - Addition of the John Dee Bright College Senator
    - Community Service Hour Requirement for Student Senators
    - Added the coordination of donations for the “Help Your Shelf” Initiative to the roles of the Community Outreach Senator
  - Resolutions:
    - SS220217-A: Resolution to provide equitable access to funding for the Drake Chapter of the National Pan-Hellenic Council (NPHC)
      - Adding NPHC to the annual funding process
      - Bylaw amendment to the SFAC Handbook
      - Financial support for members of the Divine 9 Black Greek-Lettered Organizations
    - SS220421-D: Affirming our support for the transgender community
      - In response to HF2416
      - Condemning the acts of the Iowa legislature
      - Urging the Drake community to take the same firm and just stand
    - SS220248- B: LSAT, MCAT & GRE Prep Courses
      - Advocating for the establishment of university sanctioned pre-professional exam prep courses
      - Urging action from faculty and administration
    - SS220248- C: Decolonization of the classroom
      - Emphasizing the need to diversify all curriculum and include the work of Black scholars and scholars of color
      - Urging faculty to examine their own subject discipline to gain insight on alternative canons of knowledge which have been marginalized, discounted, or dismissed as a result of larger efforts of cultural erasure, racism, and colonialism
      - Urging action from faculty and administration
  - Other Initiatives
    - Student Senate Office Hours available on Starfish
    - Hosted the 1<sup>st</sup> ever “Student Senate Self-Care Fair”
      - Student wellness fair with free-giveaway items
      - Collaboration with VIP, Prevention Ambassadors, Counseling Center, Rec Services
      - 400 students served
    - Sprout Garden Funding
      - \$16,777.50 allocated for the Sprout Garden pathways
    - Student Senate Endowment Scholarship
      - \$52,000 allocated
    - Created scholarships for employees of our Drake food vendors and/their dependents
  - President Zwier: It has been humbling and an honor to work beside you, and to witness your strength, purpose and leadership. You poured your heart and soul into this office

and the effect, the legacy you leave behind, cannot be over-stated.

## Unfinished business: None known

### New Business

- Motion 22-13: Amend the Statement of Principles to recognize and support diverse gender identities. Motion by Matt Zwier and seconded by Jimmy Senteza, approved on a voice vote.
- Motion 22-14: Reduce the minimum number of credits for an undergraduate degree from 124 to 120. Motion by Debra DeLaet and seconded by Jill VanWyke. Passed on a roll-call vote.

### Discussion on Motion 22-14

- Jenny Tran-Johnson, Registrar, and staff did some research on questions from President Zwier
  - How many students are graduating a semester or a year early? Students would have to bring in 12 credits, and take 18 per semester to graduate early. That is a relatively low number of students, 50 or fewer over the last five years.
  - How many students are taking 4 ½ years to graduate, instead of 4 years? Under 15 students per year.
  - What are the trends in summer enrollment? Steadily declining since 2013. There were 750 summer students in 2013, and that is down to down to 308 students. It does not appear students are taking summer to graduate on time.
- How often are students paying to do an overloads or dropping a second major or minor? Response: We would have to go line by line to determine this. Some majors require an overload. We would have to determine if the overload was for a prerequisite or retake. The “why” is the hard question.
- This change won’t affect everyone, but the ones it does effect, it will be a great thing for them.
- Reasons expressed are not that compelling.
  - Is there actually data that suggests students are not retained because of the 124 requirement?
  - If a student takes 18 over the four years, there is a lot of opportunity to make up credits.
  - Reducing credits won’t help students who need to retake because they have to wait for it to be offered again.
  - If student chooses to do the minimum number of credits, they are taking a risk. That’s a consequence of their choice.
  - Reducing in 120 will result in more students graduating in 3.5 years. Financial aspects have to be looked at. Graduating early will also affect spring capstones.
- Most students are bringing in more than enough that they don’t have to take 18/semester, and few graduating early.
- What is rationale is for keeping 124, given its historical roots: 4 credits for PE requirements. If we’re not going to have PE, then why have those 4 hours.
- Notion that they’re making bad choices: Students taking 18 credits are those with full financial support and no jobs. It’s not a strategy for students who are working. Would like to

have more grace for student experiences.

- This is an issue of access and equity if we are requiring excess hours that don't have an educational rationale.
- This is like academic hazing: If you can't pull off this academic load, it's your fault. This is a potential barrier we don't need to have here.
- If they aren't taking PE, how are they using those 4 credits?
  - Requesting unpaid independent studies – which is hard on faculty.
  - Taking more electives is all well and good
  - Summer classes are not an option some can easily afford.
- We want students to have a liberal arts education, but this is an extra check-off burden.
- We want students to dig deeper and develop more expertise. Those 4 credits are an extra incentive to take one or two courses.
- Is there something else we might require for those 4 credits: mental health or wellness hours? Response: One thing we can do to support mental health and wellness is to lighten their load.
- We are talking about removing barriers by creating a minimum. If students want to take more credits, they can. Removing the credits is honoring the lived experiences of students who are working.
- Jimmy Senteza: Call the questions.

Voice vote was not clear. Divide the house: 20 yes, 2 no, 2 abstain.

Final remarks from President Zwier: It has been an honor and privilege to serve. I am a better person for having been here. Thanked Senators.

Adjourned at 5:01 pm

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