

President Renee Cramer called the regular meeting of the 2018-2019 Faculty Senate to order at 3:30 p.m. The following senators were present for all or part of the meeting: Dan Alexander, Robyn Cooper, Carrie Dunham-LaGree, Bruce Gilbert, Jerry Honts, Terri Koch, Maura Lyons, Erik Maki, Jennifer McCrickerd, Chip Miller, Elizabeth Robertson, Nicholas Roth, Lou Ann Simpson, Heidi Sleister, Ron Torry, Jill Van Wyke, Mark Vitha, Cris Wildermuth, Craige Wrenn; and David Courard-Hauri.

Absent: Godfried Asante, Bengu Erguner-Tekinalp, Chip Miller, Melissa Weresh

The March 2019 meeting minutes were approved.

College/School Announcements:

The College of Pharmacy & Health Sciences ranked in the top 3 percent in the nation in graduating doctoral pharmacy students post-graduation match process which is well above our direct competitors.

Five School of Journalism & Mass Communication students are finalists for national awards and seven made the semifinals.

Within the School of Education, Headstart has received a new grant, Drake will host a Fulbright Scholar from Kosovo, one of the doctoral students, a Drake employee Karen Williams, will be a Fulbright Scholar to Belgium and Bengu Erguner-Tekinalp has received a prestigious international certification.

Arts & Sciences hosted a successful DUCURS (Drake University Conference on Undergraduate Research in the Sciences) poster and presentation day hosting students from high schools, DMACC & Grand View University.

Provost Mattison indicated that the Fall 2019 undergraduate tuition deposits are ahead of last year at this point in time by more than three dozen.

President Martin was not in attendance due to University related travel.

Provost Mattison Report:

Starting with describing a recent Arts & Sciences faculty meeting, Provost Mattison stated there were issues raised which some may be challenging to hear. The issues raised included whether she and President Martin are being transparent or not to which she gave a brief recap of the various forum and regular meeting which she believes they have delivered a messages concerning the budget and faculty compensation. She stated she believes Drake “knows more than many other places” concerning multiple years of the institution’s fiscal situation. With transparency comes the need to hear the bad news and there is need to not be reactive. Provost Mattison stated she has met with individuals and with the existing faculty committees which deal with these matters. These groups have given significant time and commitment to their charges. She indicated that if there is not trust in these groups, then others can “step up” as these individuals have put in a lot of hours.

Concerning the enrollment situation and the climate of our industry, she said competition is challenging. At this point, she mentioned several higher education schools which have recently announced the closure of programs or faculty buyout initiatives. Provost Mattison reiterated a statement she has made in the past that “cutting is easy, but at what future cost”. Her belief is strong in the liberal arts and the professions which is Drake’s mission.

The recently received regional admission data indicates several of Drake’s direct competitors are down in their Fall 2019 recruitment numbers. As the next few weeks progress, there will be some institutions who will “throw money” to save their yield, she said. This is not a sustainable action.

Within other topics of discussion, was what are the priorities and values being used to determine the budget priorities. She stated that there may need to be an agreement to disagree on the values being used or not used. She stated she read every comment in the Great Colleges to Work For and has been listening to each individual who wishes to meet with her. Two points were called out: 1) President Martin and the President’s Council prioritized no layoffs over compensation. Some individuals have stated to her that

this is not correct. She disagrees. Also, she heard problems with the Core Values. She reminded the body that these were collected from all corners of the university. There needs to be difficult conversations and values must be there for the easy and hard times.

Regarding the faculty market adjustment methodology, Provost Mattison indicated she did not know all about all the components, prior to the Arts & Sciences meeting. The wording of the plan indicates it will be in play when there are resources available and when resources are not available, individuals will be “moved to the top of the next year’s list”. If the plan needs to be changed, it can be changed, but she asked that the hours spent on the developing the plan not be discounted. She also stated that there is a staff plan which has been followed stating “they are close to the median”.

Kevin Saunders, Director of Institutional Research & Assessment, and the Provost have been looking at the compensation data by gender/sex and race/ethnicity. They will report to the Senate Executive Committee with their review.

Concerning the budget, the March 15th FY19 usage estimates were on time and indicated a few deficits do exist. A portion of the deficits exist in the area of unit awarded of financial aid. This is a problem and it is a challenge for units that use these dollars for recruiting students. Provost Mattison reminded the body that estimates are not the final numbers and persons are being sensitive to not spending. Salaries savings from open lines are not yet moved to the general fund. This and other actions are waiting for the April Board of Trustees (BOT) meeting. Regarding any of the most recent legal settlements, these have not made a meaningful contribution to the current budget situation as there is insurance coverage.

Senator McCrickerd thanked Provost Mattison for her comments and appreciated the commitment to no layoffs or furloughs. She asked if there is a third way, such as, allowing those who are above a certain pay grade to take a temporary cut so as to give others a raise. The reply was there are many options. Jennifer Harvey was recognized to speak and indicated she was in attendance at the recent Arts & Sciences faculty meeting. She stated her appreciation for the Provost’s presence at that meeting. Ms. Harvey offered that she heard a lot of pain in the room and did find it helpful to receive information about the compensation plan and to learn that persons who do not receive a market adjustment in one year are moved to the top of the list for the next year.

Senator Vitha asked about the previously stated deficit amount of \$3.5 million. He wanted to know what amount would be given to the BOT later this month. Provost Mattison replied that based on the March 15th projections, there are some units which will have deficits. She indicated no specific dollar amount for the BOT, yet did supply indications that there are efforts to “find” \$500,000. Concerning the athletic division’s budget, she stated that area had been allowed to run a deficit budget for several years prior to President Martin’s arrival. He is working with the current Athletic Director to not run a deficit and some progress is being made.

Senator Maki stated that in a conversation about benefits, he would suggest strong consideration be given to utilizing his college’s expertise. He believed there are ways the College of Pharmacy & Health Sciences could help employees and provide for savings. Senator Courard-Hauri asked about the decision to prioritize going forward with new hires rather than raises and wondered how this will work in future years stating “Is there a point in time when lack of raises becomes unacceptable?” The Provost replied “I would think so” reminding the body of the Law School self-imposed salary restrictions for five years which helped their situation.

President Cramer Report:

Student Senator Runal Patel announced the Student Senate will have their 2019-2020 inauguration on May 8th. The Student Senate has endorsed the Bulldog Foundations course becoming mandatory for undergraduates as of Fall 2020. He provided a copy of their minutes and the resolution to Senate. He added that the course has important modules which are necessary to foster a good campus climate.

President Cramer stated the faculty misconduct proposal will come forward in May. A revised proposal document is not yet available and when it is, it will be posted to the Senate website. She encouraged Senators to speak with any and all faculty about this issue. Additionally, the Senate Executive Committee is in process in creating the Ad Hoc Committee, regarding Summer, JTerm and Independent Studies, charge and preparing a list of potential committee members.

Finally, President Cramer asked for Senators help. She has recently had a Short’s Travel service representative ask to speak to her. That individual acknowledged there have been issues yet there are now three Iowans (Short’s employees) who have had such bad experiences with Drake faculty that they do not want to answer phone calls from Drake. President Cramer asked for faculty to be kind and realize that as a matter of the brand and decency to not take frustrations out on these three individuals. Further, she stated that she was able to share with the Short’s Travel representative how few dollars any one department or faculty may have to use towards travel.

Unfinished Business: None presented

New Business:

Senators Maki and Wrenn moved and seconded **Motion 19-14**:

*Approve an update to the General Catalog Academic Information regarding Honors at Graduation
If approved, the new language will become effectively immediately*

Senator Torry moved an amendment, seconded by Senator Wrenn, which would reply the proposed sentence in the Departmental Honors section:

Departmental honors are awarded to ~~a Cum Laude (or higher) graduate who has~~ graduates with at least a 3.50 cumulative GPA and have 18 or more credit hours in his/her major department(s) with a minimum GPA of 3.80.

The amended language is intended to clarify the criteria for departmental honors.

The amendment passed then the motion passed.

Senators Alexander and McCrickerd moved and seconded **Motion 19-15**:

Approve Student Leave Policy

If approved, the new language will become effective beginning Summer 2019

Senator Alexander asked if this policy would allow a student to leave for one year and then get an extension. The reply was yes. Senator Alexander indicated his support for the policy.

The motion passed via a unanimous voice vote.

President Cramer began the discussion regarding the Bulldog Foundations proposal. She stated the Senate Executive Committee has had good conversation regarding the proposal and thus the opportunity today is to allow Senator to learn more from Erin Lain and Melissa Sturm-Smith, both Associate Provosts. Ms. Lain distributed a set of qualitative finding from the students involved in the Fall 2018 pilot offering of Bulldog Foundations.

Several Senators voiced support for the goal of the course and concerns. The concerns included: a) whether a one credit mandatory course which is credit/no credit is enough effort to confront the various critical issues in the course, b) whether implementation of this course now will stop future initiatives to put the issues into other courses, c) whether the data presented is enough evidence of what was learned, d) adding a required course without subtracting any other course or credit, e) what committee or mechanism will there be assess and provide continuous improvement to this mandatory interdisciplinary course, f) whether a full Equity and Inclusion (E&I) AOI should be considered at this point, and g) making this decision from one semester's worth of data which had a low representation in male student participation.

One suggestion offered was to delay the mandatory requirement implementation until more data is collected and reviewed. Positive comments included: a) the believed impact this initiative is having on recruitment and b) the value which individual students received should not be discounted. There is a need which needs to be addressed.

President Cramer indicated she would compile a set of questions about the proposal. She requested Senators and any others with questions, comments or concerns to send them to her which she will share with the Bulldog Foundations proposers.

Senator Dunham-LaGree reminded the body that last year the Global & Cultural (GLOB) AOI changes will go into effect with the Fall 2019 courses.

The body moved into executive session where Sally Beisser, Chair of the Honorary Degree & Drake Medal Committee, presented background on their actions and addressed questions regarding the nominees. There was a vote.

The meeting closed at 5:02 p.m. Submitted by Nancy Geiger, Secretary