

President David Courard-Hauri called a regular meeting of the 2017-2018 Faculty Senate to order at 3:30 p.m. The following senators were present for all or part of the meeting: Robyn Cooper, David Courard-Hauri, Renee Cramer, Debra De Laet, Carrie Dunham-LaGree, Bengu Erguner-Tekinalp, Royce Fichtner, Lourdes Gutierrez Najera, Teri Koch, Sarah McCoy, Jennifer McCrickerd, Chip Miller, Craig Owens, Chuck Phillips, Dorothy Pisarski, Nancy Reincke, Elizabeth Robertson, Heidi Sleister, Mark Vitha, Melissa Weresh and David Wright

Absent: Dan Alexander, Jerry Honts, Jerrid Kruse

The March 2018 minutes were approved.

President Martin Report:

The Fall 2018 undergraduate deposits are 532 to date. There are many families “sitting on the fence”. There is an Admitted Student Visit Day this Saturday with 32 or more students and families expected. The Boys & Girls Club construction is on target to begin the week after Spring 2018 commencements. It is slated to open for Fall 2019 use.

The south of University Avenue projects are expected to announce their hotel partner by June and begin work by October 2018.

Provost Mattison Report:

Provost Mattison began her report with asking President Martin to relay the basics of his talk concerning unicorns at the recent DUCURS (Drake University Conference on Undergraduate Research in the Sciences) conference. President Martin briefly shared his “Drake produces unicorns” talk. He articulated that technology and the deployment of its use and understanding are constantly being deployed to an enterprise wide audience. He suggested that Drake needs to think about what is needed not only to produce the technology but to graduate the unicorns who bridge the gaps. A compelling message for the next capital campaign needs to be built around the spaces, programs, skills and expertise needed to fill the needs of the unicorns which are essential to the future. Provost Mattison continued the metaphor by wondering what is needed within the faculty to be within the unicorn conversation.

The topic of faculty misconduct comes later in the agenda, Provost Mattison noted, and she is asking Senate to look at these policies and also the sabbatical policies. She would propose a one semester 100% sabbatical option. She could see this specific item’s review being completed before the next sabbatical cycle. She was asked if she is committed to seeing this option funded, if it is created. She replied yes.

The topic of faculty workload was mentioned especially concerning how emails and promptly replying to student emails affects a faculty person’s work/life balance. There are so many persons attached to emails and there, too often, does not seem to be any “email respect”. President Martin stated, since his arrival at Drake, President’s Council has a Monday through Thursday no email rule after 6:00 p.m. unless there is a specific need.

President Courard-Hauri Report:

President Courard-Hauri asked that Senate attempt to keep to the topic time limits stated on the agenda, yet noted that each issue needs to have well informed discussion before voting is considered.

Old Business: None Presented

New Business:

Senators Gutierrez Najera and McCrickerd moved and seconded **motion 18:10**:

Endorse the Core Values

Joyful Accountability

I am curious and creative, bold and brave

I strive each day to be my best

Generosity of Spirit

We trust, empower, and presume the best of each other

We practice civility, caring, and respect

We commit to equity and inclusion

All In This Together

We embrace robust communication and transparency

We thrive through collaboration and teamwork

Commitment to Mission

We are united in service to students and our communities

We act with integrity and purpose

We are optimistic about our future

President Martin recapped the process which developed these four Core Values which included the multiple campus meetings he and the Provost held last semester. He asked for the Senate's endorsement then he'll present to the Board of Trustees (BOT) and with their approval, Drake will start living them. President Martin is looking forward to the Core Values to become elements built into performance reviews, goal setting conversations and general department culture on campus.

The motion passed with a voice vote.

Senators Cramer and McCrickerd moved and seconded **motion 18:11**

The Drake Faculty Senate requests that Provost Sue Mattison convene an ad hoc committee to develop a proposal for a unified Drake policy on faculty misconduct. The Senate requests that the committee consider Georgetown University's Faculty Responsibilities Code as a model for a similar code at Drake, but that in doing so they consider whether or not a faculty committee is the best way to adjudicate disputes, and how best to adjust the process to be effective at Drake. The committee will complete their work and submit a proposal to the Faculty Senate Executive Committee by Friday, October 5th, 2018.

President Courard-Hauri and Senator Cramer gave some background information. The intent is for this committee to put a policy together for Faculty Senate consideration and vote. The policy will guide considerations and decisions which fall short of faculty dismissal. Some preliminary research of other institutions yielded the Georgetown University's Faculty Responsibility Code as a possible model. Based on the Senate Executive Committee's discussion there was not enough agreement to bring Georgetown's structure forward as a motion for Senate this semester. Provost Mattison indicated she wanted a faculty committee to err on the side of having a faculty voice whenever faculty centric policies and processes are reviewed.

Senators McCrickerd and Owens moved and seconded an amendment: changing ~~model~~ to *starting point*. The amendment passed.

There was interest in clarifying (a) if the existing Academic Freedom & Tenure (AF&T) Committee's charge would be included in the review and (b) would the result be a rethinking of what is misconduct or how to address misconduct. The Provost's reply offered that AF&T's charge might be included in an overall review although she did not state if she expected revisions and she indicated the currently available procedures and process outline is not specific enough when outside AF&T's current language.

Senator Owens expressed concern that academic department chairs and leadership needs to have exposure and training concerning the relevant policies and processes.

The motion as amended passed via a voice vote.

Senators Koch and Fichtner moved and seconded motion **18:12**:

Amend the Academic Charter and Faculty Senate Rules and Regulations in Order to Create a More Representative Body

President Courard-Hauri gave background for the motion. He indicated that from the two town hall meetings and the March 2018 survey it was clear there were concerns. The proposal moves the number of Unit Senators from 10 to be a number representative of the number of faculty and if this system were applied to the current number of faculty, there would be 19 Unit Senators. The proposal keeps a set of At-Large Senators adding a contingent senator to represent adjunct faculty. Additionally, the Academic Charter is simplified to decrease the need to change that document each time the faculty representation is redistributed.

Senator McCrickerd wanted the purpose of the Senate to be known and understood for the University and finds a mistake in increasing the divisional representations definitions. Senator Wright stated he sees this proposal as seemingly complex and sees value in broad at-large perspectives. He mentioned an alternate representation change authored by Bruce Gilbert.

Senator Fichtner offered that this motion brings Drake closer to what other institutions have for their faculty governance. He stated the current Drake system is not liked and the survey results show that sentiment. Senator Phillips offered he likes the movement to more equity among units within the proposal. He stated the Unit Senators should be representing the University as a whole as well as the At-Large Senators.

Senator Owens stated the question of representation may need to be separated from the origin of a Senator. He thought it is important that Senators come to the elected body bearing interests from one group and bring perspectives which are important to overall discussions. Senator DeLaet noted Senate had just adopted the Core Values and Generosity of Spirit is the one of the four stated values. She would not want Senate to define the Senator role too narrowly. She was in favor of a more modest approach to changing the existing representation. She noted the survey participation was not completely even within the Arts & Sciences divisions.

Senator Dunham-LaGree stated an interest in inserting candidate statement into all elections. Senator Robertson expressed concern about contingent faculty in general. While liking the idea they could have a voice, she offered a concern it may be quite problematic to determine representation for the un-tenured faculty who have quite diverse reasons for being in that status. Senator McCrickerd noted the contingent faculty have requested representation and they would have a chance to run and the elected person for that position might not need to be contingent to represent them. Provost Mattison offered the goal should be to have the contingent faculty treated fairly however that is achieved for their voice to be heard.

There was a short discussion of what is representation vs perhaps advocating. Could a person advocate for a particular position or guide a topical discussion irrespective of how the person was elected to Senate or their home unit. This discussion did not include a conclusion.

Senators Fichtner and Owens moved and seconded the procedural motion for a roll call vote. The motion passed.

Senator Vitha asked a question about Section 2, letter B, number 4.A. found at the top of page 2. He asked if this could be broader and not separate out Arts & Sciences divisions. President Courard-Hauri offered it was written to clearly state how faculty redistribution should be completed. Senator Cramer reminded the body that from the town hall meetings and the surveys, there are faculty who believe they are not being heard. She favored a proposal which leads to a Senate which hears and listens. Senator DeLaet noted that without the divisional separations within Arts & Sciences, it could lead to all senators from one discipline.

Senator Weresh noted the Law School is not seeking more representation. She continued, there is the perception of factions and this is responsive to those issues. Because of perceptions and if we were unresponsive, that is a dangerous point of view. Senator Vitha stated the proposal does add numbers to the Senate but does allow for shifting as the University shifts which gets to the spirit of the survey. Senator Dunham-LaGree stated she likes having Senators At-Large. She is uncertain if four is a right number and almost surprised to see At-Large included at all. Senator Erguner-Tekinalp noted the School of Education (SOE) has a high number of adjunct faculty thus SOE is punished by having this proportional to fewer fulltime faculty. She stated she did not feel comfortable voting on this now.

Senator Erguner-Tekinalp and Cooper moved and seconded to postpone this motion to the next meeting. The motion passed (12 in favor and 6 opposed).

Senator Pisarski and Dunham-LaGree moved seconded motion **18:13**:

Approve the Iowa community colleges transfer credit articulation agreement for transfer undergraduate students who have completed an Associate of Science (AS) or an Associate of Arts (AA) degree.

Without discussion, the motion passed via a voice vote.

Senate moved to closed session as of 4:53 p.m. to consider recommendation(s) of the Honorary Degree & Drake Medal Committee. These were approved in **motion 18:14**.

The meeting ended at 4:56 p.m. Submitted by Nancy Geiger, Secretary