

President Renee Cramer called the first 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, Bengu Erguner-Tekinalp, Bruce Gilbert, Jerry Honts, Terri Koch, Maura Lyons, Erik Maki, Jennifer McCrickerd, Chip Miller, Elizabeth Robertson, Heidi Sleister, Ron Torry, Mark Vitha, Melissa Weresh, Cris Wildermuth, Craige Wrenn; and David Courard-Hauri.

Absent: Godfried Asante, Nicholas Roth, LouAnn Simpson, Jill Van Wyke

The September (corrected), October & November 2018 meeting minutes were approved.

College/School Announcements:

College of Business & Public Administration:

Marketing students teamed to win a marketing competition called the Murphy Cup and the School of Accounting faculty have received a very high national ranking.

President Martin was not present due to travel on University business.

Provost Mattison Report:

Provost Mattison began her report with offering Senators the opportunity to ask questions of a set of key persons who have worked tirelessly as a team to support students these past weeks. She indicated that this set of four persons did a great job in keeping Drake moving forward: Dean of Students Jerry Parker, Director of Public Safety & Operational Services Scott Law, Associate Provost for Campus Equity & Inclusion Erin Lain and Assistant Dean of Students Tony Tyler.

Senator Lyons requested to learn student comments from recent meetings with student groups. Provost Mattison indicated these have been challenging sessions which included comments of being betrayed and dismayed. Also, the realization of caution being appropriate of what an individual “finds on the internet”. She indicated some students stated they felt there had been administration involvement. To this comment, Provost Mattison stated that everything that was done and continues to be done was handled with utmost compassion for all students involved. She expressed her support for the handling of this episode. She concluded with the observation that she has seen various stages of grief including sadness and anger. Ms. Lain summarized the recent meetings with two outcomes; a) Drake must continue to investigate the incidents and b) Drake must move forward with the good work that needs to be done. She stated that a large part of the recent meeting was talking about moving forward.

Senator McCrickerd offered a reflection concerning the administration emails. Stating that while the act was egregious, she felt the first emails ascribed to certain intentions and she hoped that there might be gentler language in the future which would allow a pathway to forgiveness and healing. Provost Mattison replied that while she cannot address specifics, she knows that the uniqueness of any situation drives the message. Also stating that each email was read by several persons before publication. Ms. Lain’s reply centered on how Drake staff spent time with individual students, addressing their trauma with intentionality. She continued by referencing a recent email she sent which she described as long. Ms. Lain stated she does not believe there is not enough transparency and knowledge in the community of the work which has happened in the last six years. There is hope, she stated, and the work is not done. From the students, she has heard, loud and clear, they want to be involved and the faculty and administration need to make space for them to be involved. Senator Wildermuth asked whether there are lingering tensions among students now. Provost Mattison said yes. Tensions were evident at the meeting with students last week and having students being fractured is not progress. She suspected part of the tension may be a result of the stress and traumatizing effects of the episode and investigation.

The concluding questions concerned the effect on retention of the Fall 2018 entering first year cohort and next year’s cohort. The replies were: a) yes, there is an expected loss (students not returning) between Fall 2018 and Spring 2019 yet there is not any impact signals on the Fall 2019 entering cohort at this point.

President Cramer Report:

President Cramer invited Senators to gather early in the Spring 2019 semester to have open conversations about a few upcoming challenges for Drake. The currently expected topics are: the budget, on-line learning, graduate education, diversity-equity-and-inclusion and workload. The session will begin with brief remarks to help frame the topics from President Martin and Provost Mattison then be an open conversation which hopefully will lead to some actionable items for Faculty Senate.

Student Senate Report: Ranul Patel, Academic Affairs Senator

The Student Senate is continuing to allocate funding for student attendance at conferences and approving student organizations.

Associate Provost Melissa Sturm-Smith, Director of New Student and Parent Programs Marina Verlengia, Mr. Tyler were introduced to offer Senate feedback from the initial semester of Bulldog Foundations (INTD 25). The group first offered a refresher of what Bulldog Foundations course's outline (hardcopies were distributed) and challenged Senate to think how the course could be expanded. The course wrapped up the last full week before Thanksgiving after ten meetings covering ten sections or modules. The classes concluded with reviewing the course goals. Also shared with Senate was the survey (titled: Who's Here) outline. Within the curriculum, students were asked to write a letter to future students. An analysis of this task is not finalized, yet a couple of positive quotes from within the letters were read out loud. As this is a new course with a wide variety of instructors, the instructors met as a group before the semester, mid-semester and for a final time after Thanksgiving.

Overall, the course challenges included: a) large class sizes, b) increasing equity and inclusion content, c) increasing academic content and d) possibly reordering the modules sequencing. Recommendations include a) adding Student Peer Mentor involvement for the whole semester, b) offering more often the wellness or self-care assignments and c) including bystander awareness and training.

The group stated they want to work with Senate to offer the Bulldog Foundations to more students. Note: less than 300 of the 750 Fall 2018 entering class were enrolled this semester. Senator Courard-Hauri stated this sounded like a great idea and asked when the full analysis would be ready. The reply was that its completion is targeted for early in the Spring 2019 semester. Senator McCrickerd indicated it would be helpful to have comparison data between students who did and did not participate in the course. The reply was positive that such a comparison is planned for the report. Also, comparative retention (Fall to Spring) analysis is a planned inclusion. Senator Gilbert asked if the challenges are only monetary or also includes getting instructors for the sections. The reply was that instructor interest was high but that funding kept the outreach to the ten sections as each instructor did receive a stipend.

The question was asked if this teaching commitment came from within the regular faculty workload or not. Senator Sleister stated it was a one credit overload. Senator Robertson stated the First Year Seminars (FYS) courses are a huge time commitment. She was not against the expansion yet concerned about faculty workload strain. Senator Honts asked about the time commitment for preparation. Senator Sleister replied that each module was already developed including power-points which made a big, positive difference in her preparation. She continued with a personal observation of her personal and professional growth because the module topics were not her professional expertise and preparation for the course made her think about how these issues could be and should be brought into her regular courses.

Registrar Jennifer Tran-Johnson spoke next to Senate. She stated she is looking to improve processing efficiencies and updating policies and procedures. She cautioned the body that going down this pathway is not a fast journey. She invited Senators to share with her a policy or process which frustrated them. She made no promise or commitment to immediate solutions, yet welcomed the conversation.

One topic which is planned to come to Senate this spring is a Student Leave Policy. Drake currently has a withdrawal policy and procedures but it does not cover all circumstances, thus the colleges and schools grapple with cases which fall outside that policy. With research from peer institutions and looking at why students leave Drake, the Student Leave

Policy was crafted. The policy acknowledges that some circumstances make leaving Drake a reality which is a positive step for the student. It is important for students to know it is ok to “take time off”. The goal is to have the policy approved and ready for inclusion in the next catalog.

At the beginning of the Fall 2018 semester, students were allowed to drop a course via the online functionality after the semester began and through the stated drop period. This will continue for Spring 2019. Also, beginning with Spring 2019, students will have the opportunity to add a course via the online functionality for the first five days of the semester. There will be specifically written emails which the student will receive which outlines their responsibility when adding a class after the beginning of the semester. This is a shift in what many students have done. Ms. Tran-Johnson stated that over 800 adds were done in first five days of the Fall 2018 semester. A majority of these transactions happened late in the five day time frame. This reality causes issues with the use of Blackboard. While she could not predict all outcomes of this change, the use of existing online functionality is most certainly going to lead to more accurate class rosters. Also, there is an expected outcome of reducing the stress of students, faculty and staff by having these 24/7 transaction availability of these transactions. This change does follow existing course modification policy and there will be various communications sent out to faculty concerning this change.

Ms. Tran-Johnson agreed with a Senator’s statement that this will be a culture change in how students and faculty have worked the add process during the first five days. Also, the paper form will be used for now, yet the expectation is that it may only be used for changes once the policy deadlines pass (5 days for adds and 10 days for drops). Concerning any waitlists which exists just as the semester begins, Ms. Tran-Johnson stated that for Spring 2019 semester, the waitlists will end the Friday before the semester begins. Waitlists will continue to be a feature of registrations prior to the semester but the timing of their elimination is a topic yet to be resolved.

Unfinished Business: None presented

New Business:

Senators Torry and Maki moved and seconded motion **19-05**:

Amend the Senate Rules & Regulations as follows:

*a) Amend (amendments in **Red and Italics**) Section II.A. Constitution of the Senate. The voting members of the Faculty Senate will be made up of a number of Unit Senators determined in (II)(B)(3), and four At-Large Senators **as determined in II.C.1**. No individual may serve as more than one type of Senator at a given time. The President of the University and the Provost will be non-voting ex-officio members of Faculty Senate, and shall report to the Senate at each regularly scheduled meeting.*

*b) Amend Section II.C. At-Large Senators. 1. Generally. Four Senators of the Faculty of Instruction will be elected by a University-wide At-Large election (At-Large Senators) from the list of eligible candidates prepared under (II)(C)(4). **No more than one At-Large Senator can be elected from any Unit.***

Senator McCrickard stated she finds this to be new information as she believed the issue of having at-large senators was not yet resolved. Senator Torry noted the intent of the Senate representation is to be proportional, this proposed language insure proportionality within the At-Large Senators, too. Senator Robertson wondered what is meant by at-large and stated this proposal seems to limit what at-large means. She continued that perhaps at-large should not exist if there are limits to who can serve. Senator Wrenn stated an at large senator is how the person is elected not who they represent. Senator Anderson stated that he pushed hard for at-large positions and it was not his intention to limit who served. Senator Dunham-LaGree stated she liked the motion as it would keep any one unit or division from ending up with four more senators.

A motion was made and seconded to table the motion which was soon withdrawn.

President Cramer stated that she has heard the definition of at-large is fundamentally a description of how the person is elected. Senator Koch stated that from what she has heard there remains a fundamental representation disconnect of whether an at-large senator represents their unit or the university.

Previous question was called, seconded and passed.

The motion passed (14-4) via a show of hands vote.

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