

Drake University Faculty Senate Minutes

Sept. 18, 2019

President Carrie Dunham-LaGree called the regular meeting of the FY20 Faculty Senate to order at 3:30 p.m., Wednesday, Sept. 18, 2019. The following senators were present for all or part of the meeting: Godfried Asante, Michelle Bottenberg, Dan Chibnall, Matt Dore, Shelley Fairbairn, Bruce Gilbert, Michael Haedicke, Paul Judd, Teri Koch, Jerrid Kruse, Yasmina Madden, Erik Maki, Chip Miller, Dorothy Pisarski, Jimmy Senteza, Ashely Sidon, Ron Torry, Jill Van Wyke, Melissa Weresh, Cris Wildermuth, Craige Wrenn, Matt Zwier, Carrie Dunham-LaGree, and Renée Cramer.

Absent: Nicholas Roth

The May 2019 meeting minutes were approved.

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College/School Announcements

- Chip Miller: CBPA – Exceeded quota for entering students.
- Teri Koch: Cowles – Resources available to all Drake faculty, staff and students: Wall Street Journal and New York Times. Go to the [Cowles web page](#) to find subscription directions.
- Godfried Asante: A&S – Drake Philosophy Professor Timothy Knepper, along with colleagues Lucy Bregman and Mary Gottschalk, have released the second volume in the series on Comparative Philosophy of Religion, *Death and Dying an Exercise in Comparative Philosophy of Religion*, published in hard copy or eBook by [Springer Nature, Switzerland](#).
- Cris Wildermuth: Three pharmacy students in the MS in Leadership Development program will present at the International Leadership Association Conference in Ottawa, Canada, Oct. 26. This was made possible via collaboration between the CPHS and SoE.

President Martin Report

- Construction
 - The Gregory & Suzie Glazer Burt Boys & Girls Burt Club was dedicated last week. Early enrollment was projected to be at 90 students, but was quickly at 120. Capacity is 250, and it is anticipated that will be achieved soon. Anyone who has not seen the club is encouraged to visit.
 - Ongoing University Avenue work includes sewer replacement, new sidewalks, new street surface, and new bus stops with raised platform. Projecting a March 2020 completion.
 - Nelson Construction and Development hotel on University, across from Old Main, will be 5 levels on the street side, and lower towards the residential side. Projecting a May 202 completion.
 - Construction on the new Harkin Institute building will start in the next couple of weeks. Three homes are being moved to accommodate the new structure. Projecting completion about a year from now.
 - Plan to start renovations next summer in the two blocks east of campus, between 25th and 26th Streets, between University and Forest Avenues. The project will be undertaken in two phases, with projected completion in 2023. The Kinne block will be redeveloped into apartments, providing living space for 250-260 residents. The Varsity Theatre building will be left standing and will restart as a theater with a second screen. The block north of the Kinne block will include a parking garage for 750-900 vehicles, with outward facing town homes. This will provide parking for all new residents in the two blocks, plus parking for Drake employees. The Dial Center will remain where it is. Drake will own the parking garage and will sell or lease the rest. The University does have a say in what goes into the retail space, there are restrictions. This is a \$63,000,000 investment into the neighborhood.
- Admissions
 - Slightly short of targets, but well within the contingency set up to cover the shortfall.
 - Best numbers within the past four years.
 - Same push needed for next year.
 - There has been a “rule” that sets a May 1 deadline for deposits. This has been dropped under threat of adjudication. This restriction is now gone. What does that mean for our strategy? We are talking about this now. More and more schools will be ignoring that May 1 date.
 - Largest graduate student enrollment since 2010.
- Budget
 - Numbers are better than predicted in June, and better than the approved budget.
 - Drake received an unrestricted gift, and did not have to use all of it for FY19, which eases things for FY20.
 - Ended FY19 with an \$800,000 deficit; but the board had approved a \$1.9 million deficit, so the University is beating the budget the board had established.
- Benefits
 - Drake budgeted for a \$350,000 savings in benefits, but did much better with \$750,000 savings in benefits. This was due to better-than-anticipated results of medical experiences.
 - Medical benefits are split between Drake Resources and individual employee. For individual premiums, 75% of the premium comes from Drake Resources, and 25% from employee contributions. The family split is 60/40. This has been standard since 2004.
 - Drake’s Medical Benefits Plan is determined via the Benefits Committee. This committee includes faculty, staff, Drake HR representatives, Drake’s CFO and CAO, and an expert

- consultant. This is the group that makes recommendations to the Administration. All adjustments recommended by this Committee have been made as long as Marty has been here.
- It is a big puzzle, based on the relationship of co-pay, deductible, and services covered. If there is an increase in medical costs, the institution can adjust for that by an increase co-pay, or an increase in the deductible, or by excluding services. Adjustments in premium costs and/or co-pays over the years are from increased medical costs.
 - For budgeting, Drake forecasts a 9% increase in medical benefits cost. If it is above 9%, it is absorbed by the institution.

Provost Mattison Report

- Sabbaticals: New policy will come to Faculty Senate next month
 - Faculty can take a one-semester sabbatical at 100% pay. This is in line with peer schools.
 - No sabbaticals will be split. Those who have already started a split sabbatical can either: (1) continue under the old policy and take the 2nd half at 85% pay, or (2) they can wait six years to apply for the subsequent semester at 100% pay.
 - Pre-tenure sabbatical will be eliminated.
 - Accountability will be added. By October of year following a sabbatical, the faculty member will provide a brief summary detailing what they completed or explaining changes in the work. This report will be submitted to Art's office. If it is not submitted, that omission will be considered in future sabbatical applications.
 - Units are working on plans on how to prioritize multiple sabbatical requests and will communicate the plans to faculty.
 - When budget times are challenging, it's important that we don't stop investing in what we say matters.
 - Q: Are professors of practice eligible? Depends on college governance
- Evaluation process for Provost and Deans
 - Rotating basis, beginning after 3rd year in the position. So Sue, Jerry Anderson, and Renae Chesnut will be evaluated this year.
 - In mid-October, faculty, staff, advisory board members, other deans, and others in leadership across campus will be asked to complete the evaluation instrument. Is short instrument, and open ended. Formative feedback is requested.
 - Responses will go to OIRA. Sue will see the raw data for deans, and Marty will see the raw data for Sue. OIRA, Sue and Marty will look for themes to share.
- Department meetings
 - Purpose is to talk about how each program contributes to Institutional priorities and ensuring programs are strong for the future. How to strengthen programs in light of changing demographics.
 - Spring 2019, Sue met with each department to talk about initiatives
 - Fall 2019, Sue will provide each department with a short survey with the stated initiatives pre-populated. There will also be some data from OIRA.
 - Each department will work on the survey throughout the year
 - Spring 2020, Sue will meet again with each department to look at results and continue planning
 - This will be an annual process
- Concerns have been expressed regarding the faculty salary market adjustments. Sue met with the Faculty Senate Compensation Committee, HR and CAO, and proposed a new formula. Faculty Senate Compensation Committee will come back to Faculty Senate with its recommendations.

President Dunham-LaGree Report

- Student Senate Report from Kasey Springsteen
 - Increased accessibility of Student Senators and Student Senate Meetings
 - Each senator will have two hours open office/week
 - Will live Tweet and livestream the meetings (Thursdays at 9 pm, end by 11:30 pm)
 - Move guests above reports in agenda
 - Have a hard end time (must have motion to move past 11:30 pm)
 - First year elections coming up
 - Removed Annual from BSC
 - To be mindful of “Drake Busy” Student Senate will look closely at recommendations for new Student Orgs. They must meet three criteria: unique, well-organized, sustainable
- All Faculty Senate committees have been filled. The Compensation Committee does need a chair. Please send ideas to Carrie.
- Carrie will have the next Coffee Chat on Oct. 10, 2-3 pm, Olmsted Coffee Shop

New Business

20-1 Elect Vice President/President-elect

Shelley Fairbairn is nominated and approved on voice vote.

20-2 Motion of appreciation for Nancy Geiger (Gilbert)

RESOLVED: That the Faculty Senate recognizes Nancy Geiger for her long and meritorious service in support of governance at Drake University.

IN SUPPORT, the Senate thanks former Secretary of the Senate Geiger for twenty-seven consecutive years of service in that position.

It is noted that Nancy Geiger missed only one Senate meeting during that long tenure; that she compiled agendas and minutes, without which the Senate's work would be undisciplined and undocumented; that she oversaw the transition from paper to electronic formats for Senate documentation; that she served as informal Parliamentarian and institutional memory for decades of Senate Presidents and Executive Committees; and that she did all of this with aplomb and professionalism.

Former Secretary Nancy Geiger may have vacated the Secretary position, but her example and the memory of her service to the Senate and to Drake will continue far into the future.

Bruce Gilbert – motion; Jimmy Senteza – second. Approved on voice vote.

Print and frame.

20-3 Motion to suspend secretary rules for 1-year (Weresh)

Suspend the struck through portions of Section I.E.1. Of the Faculty Senate Rules & Regulations until July 1, 2020:

The Provost and the Executive Committee shall designate a Secretary of the Senate (the Secretary) ~~for a five-year term with potential for re-appointment.~~ The Provost and the Executive Committee shall appoint (or re-appoint) an alternate to the Secretary of the Senate every year

(no later than September meeting). ~~The Secretary shall be a University Employee who holds an exempt position.~~

Melissa Weresh – motion; Jill Van Wyke – second. Approved on voice vote.

20-4 Articulation Agreements (Van Wyke)

Capitalizing on the university's thoughtful work to develop the Iowa Blanket Articulation Agreements ([Associate of Science Articulation Agreement](#) & [Associate of Arts Articulation Agreement](#)), we ask Faculty Senate to authorize the Registrar's Office and Office of Admission to strategically pursue similar articulation agreements with select community colleges outside of Iowa. Our aim is to ensure consistency and rigor across academic units as the university pursues curricular innovation, including online programs. The Registrar's Office and Office of Admission would be empowered to develop agreements that align with the current Iowa Blanket Articulation requirements (approved by Faculty Senate April 18, 2018). Members of CAAD and Associate Deans will review agreements to ensure alignment with Drake Curriculum requirements and the Iowa Blanket Articulation standards, and the Provost's Office would have final review/sign-off on all agreements.

Jill Van Wyke – motion; Jimmy Senteza – second.

Discussion

- This is needed because the online program will be more successful if we can draw nationwide.
- Could the Provost and the Registrar make this decision without us? The Academic Charter charges Faculty Senate with academic oversight. Since the AOI are involved, we need to approve.
- Drake will limit this agreement to those community colleges that are determined to have the quality, curriculum and high transfer volume Drake requires. These will be determined by the Associate Deans through CAAD.
- Students still have to meet Drake standards for admission.

Approved on voice vote.

20-5 Re-endorse Advising Principles (Bottenberg)

Statement of Advising Principles (passed Oct. 2011 by Faculty Senate)

Drake University strives to provide students with the opportunity to effectively assimilate the many aspects of their education experiences. Quality advising is characterized by collaborative relationships among faculty, staff, and students that facilitate the development of meaningful personal lives and professional preparation. Advisors assist students in planning their academic careers through activities such as course selection, internship opportunities, and career exploration.

Drake University defines quality advising as interactions that include:

- Contextualizing the student's professional aspiration(s) within the broader knowledge base represented by the student's program of study. As appropriate, advisors are also

knowledgeable about the outcomes of the undergraduate Drake Curriculum as well as the graduate and undergraduate programs in the advisor's College/School.

- Promoting discussion and ongoing reflection regarding student academic interests and professional aspirations. Advisors enable students to appreciate how their Drake degree facilitates a range of professional opportunities.
- Assisting the student in identifying opportunities for mentorship.
- Connecting students to the appropriate campus support systems, as needed, including academic support services, career counseling, international programs, campus counseling services, student disability services, etc.
- Challenging students to examine how the many facets of their life intersect (e.g. classroom experience, student life, pre-professional activity, athletics, research, community service).
- Encouraging students to take individual responsibility for their educational plan and to be literate in policies that govern their membership within the Drake Community (e.g., academic integrity, student conduct, athletic eligibility, etc.).

Michelle Bottenberg – motion/Jill Van Wyke – second.

Discussion

- Craig Wrenn: Why does this need to be re-endorsed? Endorsed in 2011, this will bring it forward and will support our efforts to get faculty more aware and involved.
- Cris Wildermuth: Restating does not address any problems that are lurking. If there is a problem, let's investigate and support faculty and students.
- Matt Zwier: Along with re-endorsing, could we ask units to push this down to faculty.
- Cris: We could collect some simple data: Ask faculty if they are using these principles; survey students to see if they see evidence of this.
- Erik Maki: Where does it need to go to make it have teeth?
- Renée Cramer: This is an equity issue. We were seeing that women and faculty of color were getting called on more to serve in this role.
- Michelle: Re-endorsing brings awareness. When we talk about this with our units, it brings it back to our attention.
- Melissa Sturm-Smith: We'd like to see advising in all conversation. CAAD has developed a document that has roles of each (faculty and students). We are sharing with students now. CAAD's work is in the logistic and support role. Faculty Senate has a role to play, as well.
- Carrie Dunham-LaGree: – We do believe in this, and we want to support the work.
- Cris – I'm objecting because I'm passionate. Without data we cannot improve. We need to bring this up more strongly. It is an issue of serving students and retention.
- Carrie – Passing this does not preclude further action.
- Ron Torry – This is providing criteria, but how it's enforced up to units. Units could add more to this.
- Matt – What data do we already have? Unit data, Drake student Survey, NSSE.

Motion to amend the Motion: Insert "Office of Equity and Inclusion"

Godfried Asante – motion. Erik Maki – second. Approved on voice vote.

Bruce Gilbert – Call the Question. Hand Vote – 11 aye, 6 no. Not 2/3, so discussion continued.

Motion to amend the Motion: Insert “We expect that various academic units disseminate these principles to faculty.

Matt Zwier – motion. Craige Wrenn – second.

Discussion continued.

Motion to extend past 5 pm.

Cris Wildermuth – motion. Died for lack of second.

Motion as amended will be included in October’s Old Business.

The meeting closed at 5:00p.m.

Submitted by Drinda Williams, Interim Secretary