

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, Godfried Asante, Robyn Cooper, Carrie Dunham-LaGree, Bruce Gilbert, Jerry Honts, Terri Koch, Maura Lyons, Jennifer McCrickerd, Chip Miller, Elizabeth Robertson, Nicholas Roth, Lou Ann Simpson, Ron Torry, Jill Van Wyke, Mark Vitha, Melissa Weresh, Cris Wildermuth, Craige Wrenn; and David Courard-Hauri.

Absent: Bengu Erguner-Tekinalp, Erik Maki, Heidi Sleister

Approval of the September 2018 meeting minutes will be delayed until November.

College/School Announcements:

The Law School has recently received a national high ranking for their Family Law program.

The School of Journalism & Mass Communication (SJMC) is close to completing a big project of reworking the studio space in the basement of Meredith Hall.

The School of Education (SOE) has recently started a Talent Development concentration which is available to all undergraduate majors.

Recently, a College of Pharmacy & Health Sciences (CPHS) student won a top national award.

President Martin's Report was not given. Due to University obligations, President Martin was not in attendance.

Provost Mattison Report:

Recently a CPHS student in the doctoral pharmacy/masters of business administration program died. The student had an outstanding record of service. Provost Mattison has asked for a task force to be created to address the stress the students are feeling and what resources are needed to address issues and recommendations. Four students have withdrawn so far this fall due to mental health concerns.

Concerning the Task Force looking at sabbaticals, some recommendations did come to the Provost and the group also submitted a set of operational issues. These and related concerns need to be resolved and this is not expected to be completed by November 1, 2018. The other faculty task force which convened after the Spring 2018 semester has reviewed the Georgetown University model for handling faculty misconduct cases. This model raised questions and while the process was the main issue raised by the Provost, the review group has recommended not totally utilizing the Georgetown University model.

Provost Mattison brought to Senate an issue regarding a Faculty Manual summer pay policy which is not fully complete to what is current practice among the colleges and schools. She suggested it might be a topic for a Senate motion in the future. A previously approved policy stated faculty making less than a certain dollar amount did not have the summer pay formula applied. Provost Mattison indicated the colleges and schools follow the practice of paying the faculty per the policy, yet the current Faculty Manual does not reflect the practice.

Senators McCrickerd and Vitha made and seconded **motion 19-03:**

Amend the Faculty Manual Section 4.22 to reflect current Summer compensation practice

The motion passed unanimously.

Provost Mattison continued her report. Recognizing the last Senate meeting, there was a question about newly implemented Starfish software. The cost was \$48,000 which was paid from the Provost technology budget line. Based on research concerning what tools and practices can aid retention; Starfish was chosen. The first phase of a multi-semester implementation began with Fall 2018. The implementation team included a small set of faculty. Senator Honts asked if the program will be reevaluated in a year or two. The reply was yes. It is actually being continually assessed, even though it has only been live for less than two months. Senator Robertson asked if students had been asked about the system. Associate Provost Melissa Sturm-Smith indicated the Student Senate First Year Interest Committee, students in Bulldog Foundations courses and Business 001 students are using internal surveys to comment. Senator McCrickard asked which faculty are involved. The reply was the 78 of the initial 110 invited faculty have participated and 98 have used Starfish to raise awareness flags. Ms. Sturm-Smith indicated there are 165 courses taken by first year students which are included in this first phase.

President Cramer Report:

Student Senate Report: Ranul Patel, Academic Affairs Senator offered that next week a film will be shown as a part of the Indigenous Peoples Day series and the Comparison Project. Also, he has met with President Cramer to discuss increasing the engagement between the two Senate. There are topics which includes tenure and misconceptions about tenure.

Mr. Ryan Arnold, Neighborhood & Community Engagement Manager, was introduced to share information about the upcoming United Way Campaign. Drake's campaign will be between November 5th and 16th. One goal is to have greater participation and the campaign is asking for a 3% increase for those who gave last year. He emphasized there are several United Way recipients which are well connected to Drake University such as the Burt Boys & Girls Club building under construction. Also, like last year, if one or more of the goals are met, President's Council has agreed to close campus for an extra one half day on the Wednesday before Thanksgiving. Each unit has identified captains to help individual learn about the campaign and answer questions.

President Cramer attended many sessions during the recent Board of Trustees meeting many of which were interesting and engaging. She indicated the Board is going through a pilot restructuring of their committee structure. The restructure is built around the four sections of the Continuous Improvement Plan.

President Cramer indicated that soon a group of current and former senators will be assembled to review the Senate Rules & Regulations. There is a mandatory senate rules review scheduled for this year. She expects this to be finished before March 2019. Soon there will be several meetings concerning employee benefits titled: Know Your Benefits. There are some changes to the plan and she encouraged everyone to attend. Open enrollment starts later this week.

Regarding the Shorts Travel changes, President Cramer stated she had heard some positive and negative feedback. For Senate today, Chief Financial Officer Teresa Krejci has been invited to Senate to hear any comments. Klaus Bartschat described why he was not in favor of the change. He presented two distinct test cases, for international and domestic flights. In both test cases, Shorts Travel was more expensive. Another point he made was that if he does the research and then calls Shorts Travel, there is a charge which is paid to them even to book the flights which he researched. He indicated interest in the basic (lowest fare) to be allowed as an option. Provost Mattison wondered if a survey would be helpful to gain feedback about the new system. Ms. Krejci indicated she appreciated the input and would use this to get more clarification. She stated the system was put in place to save money and perhaps a survey would be a good idea after some of the implementations have been completed for individual travel. Basic Economy is not an option in the travel portal at this time and that can be explored. Mr. Bartschat stated individual travelers need to have choices so that the best fare and travel package can be arranged and perhaps this portal does have value for group travel.

When Ms. Krejci was asked how much is spent on airfare in the past couple of years, the reply as between \$600,000 and one million dollars. At this time further more data is not readily available and is expected from using the portal. A clarification was made that travel expenses are currently not portioned out by mode of travel, housing, conference fees or miscellaneous traveling expenses. This current lack of differentiation may make data had to compare for a period of

time. Also, stated was that the Travel Center, the previous vendor, also charged Drake for the service. President Cramer indicated that Senate will continue to be involved in gaining feedback and communicating concerns.

Unfinished Business: None presented

New Business:

Senators Miller and McCrickerd made and seconded **motion 19-04**:

Amend the Academic Charter and Senate Rules and Regulations as distributed,

with the following provisions:

- a) *It is understood that the 2018-19 Ad Hoc Rules and Regulations Review Committee may need to make process changes to accommodate the new representation provisions.
The representation apportionment will not be affected by any Ad Hoc updates, however.*
- b) *Implementation will begin with the election of the 2019-2021 Senators*

Senator McCrickerd indicated a concern about the lack of At-Large Senators. She stated the Senate needs broad based representation (gender, race, discipline, etc.) and the At-Large Senators have a chance to speak for the whole set of faculty. Senator Wrenn indicated he was not in favor of the at-large as he sees this as not setting up such behavior. He stated he could support zero At-Large or the 4 members. David Courard-Hauri hoped this had all been discussed and the Senate has reviewed the background material and a thoughtful vote can be taken. He continued, from what he learned last year, there is a large portion of the faculty who did not feel that currently the representation is fair. He is concerned about the decisions Senate makes and the people Senate represents needs to believe they are being represented.

When asked why the number of four (4) was determined for At-Large Senators in the proposal, the reply was that this number was chosen based on last year's survey and individual conversations. The number 4 would not make Senate too big. The 40% of faculty surveyed did respond. Several Senators spoke in favor of the reduced number of At-Large positions and Senator Torry commented on the need to perhaps limit the number of individuals from a Unit who serve as At-Large. Senator Dunham-LaGree indicated she agreed with Senator Torry's concern about Unit individuals possibly unbalancing the reapportionment if all At-Large were from one Unit.

Senator Simpson shared that Senate should operate in the best interest of the University as each topic and agenda item comes forward. She indicated she has less concern about the source of each Senator elected but with the Senate being concerned about the objectives and goals to service the University.

Senators Gilbert and Wrenn moved and seconded an amendment to:

Strike Section C. 1. At-Large Senators

Senator Gilbert offered a concern that merely reducing the number of At-Large Senators would result in an undue service burden and workload commitment for all units based on the new representation apportionment.

Previous Question was called and passed. The amendment vote failed (8 in favor, 10 against and 1 abstention)

Senator Alexander questioned how the faculty reapportionment would be handled, such as if there are 44 faculty, will the number be three or two. He urged that these types of procedural questions get clarified soon so as not to cause problems in the future. Senator Gilbert agreed these are important points which, if the motion passes, can be addressed by the Senate Rules & Regulations Review Committee.

Senator McCrickerd indicated she disagrees with the notion that Arts & Sciences always agrees with each other. Senator Alexander indicated he would vote in favor of the motion. Senator Weresh offered that the sense of the broken trust in the Senate can begin to be repaired with this motion.

Previous Question was called and passed. The motion passed with a roll call vote (15-4).

The meeting closed at 4:40 p.m. Submitted by Nancy Geiger, Secretary