

The meeting of the 2012-2013 Faculty Senate was called to order at 3:30 p.m. by President Summerville. The following senators were present for all or part of the meeting: Alexander, Bartschat, Clapham, Dao, Chesnut, DeLaet, Fejes, Frazier, Gilbert, McCrickerd, Pisarski, Reed, Reincke, Sanders, Soltis, Summerville, Vandegrift and Wright.

Absent: Mallea, Schmidt, Sidon, Vitha

November 2012 regular meeting minutes were accepted.

President Maxwell report:

President Maxwell began with an update on the Distinctly Drake Campaign which he described as currently a combination of some individual wonderful events. The overall campaign is at about \$123 million. The overall goal has been reviewed and the institution will continue to strive for impact at the end of the campaign. He stated that while some big gifts have been received, the challenge is to bring to reality the promises of lead gifts. President Maxwell then offered his perspective of the conversations he has had, this past year, with individuals who desire to invest in Drake. His description included the possible donors concerns with the current atmosphere of extreme financial insecurity and ended with the note that a successful campaign will simply take longer than the original timeline.

Vice President for Admission and Student Financial Planning Tom Delahunt spoke to the Senate. He indicated Fall 2013 undergraduate application pool is down about 10% from last year at this point. He looks for Drake to have a decent pool of students yet Admission will not be able to be quite as selective. Mr. Delahunt emphasized that this is a time period in the admission cycle where faculty can make a difference in the student and family's choice. Senate Alexander asked about the demographic of the current pool. The reply was that applicants from Iowa are down from last year as are all the states which touch Iowa. Mr. Delahunt gave examples of recruitment tactics which he has chosen not to do due to cost and unreliable results. The set of students who apply as an undeclared major is also decreased which he attributes to the economy. He concluded with stating that the goal is a class of 850 direct from high school students for Fall 2013.

Senior Counsel to the President for Strategic Partnerships Shannon Cofield was introduced to Senate by President Maxwell. He indicated that her position and hiring was the culmination of several discussions which included some at the Summer Futures meeting concerning Goal 4 and suggestions from the Board. While the exact job description is still evolving, an end point will be for Drake to take ownership of Greater Des Moines's health and vitality and vice versa. Ms. Cofield addressed the group noting a two to three point current plan to engage faculty and the institution in leadership roles in the community.

Provost Jones report:

Provost Jones indicated that two candidates for the College of Pharmacy and Health Sciences Dean position will be on campus next week. She thanked Bob Soltis and his search committee for their work.

President Summerville report:

Stephen Slade, Student Senate Liaison introduced a set of students from a Leadership capstone course. Their presentation was to support an effort to eliminate the sale of bottled water at Drake. The students distributed a fact sheet on the effect of reducing plastic bottle containers. They stated that currently in favor of such an initiative are over two dozen student organizations, a petition signed by 750 students, the Sustainability Committee and a Student Senate resolution. The presentation indicated that over 90 higher education institutions have implemented such a ban. While today's presentation was meant to be an informational for Faculty Senate, the group will be meeting with the President's Cabinet before the end of the semester to

further promote their cause. President Maxwell noted that there is a revenue source within Athletics which must be accommodated and he noted the Student Senate resolution cites this reality.

Mr. Slade also announced that the Student Senate Academic Affairs Committee is working on an advising plan. They intend to incorporate CAAD in their discussions. He welcomed the Faculty Senators to send him their ideas concerning student advising.

Associate Provost Art Sanders gave an update from the JTerm Oversight Committee. The group continues to work on implementing an electronic registration for the 2014 JTerm and a communication strategy so that students/faculty have an understanding of how this will work. February 20th will be the JTerm Fair. It is not expected to be exactly the same in 2013 as it was in 2012. Mr. Sanders indicated that two assessment tools (one for faculty and one for students) are being created. He made it clear that the assessment will be of the JTerm process and will not be designed to assess what someone's class was like. Survey results will be made available to the Faculty Senate and Deans Council. Senator DeLaet asked to understand the range of the word process. Mr. Sanders replied that within the jurisdiction of the JTerm experience the assessment will go towards learning about the kind of experience for faculty and for the students. Senator Pisarski asked if there has been any thinking about what kind of development will be available to foster ideas or brainstorm solid leads for future JTerm courses. Mr. Sanders indicated that seven new travel seminars are in the development stages.

Chuck Phillips, Chair of the Drake Curriculum Assessment Committee (DCAC) gave an overview presentation which included a brief history of the committee and their present endeavors. He indicated the committee does not want to simply gather data rather be in a position to evaluate the data. He also indicated their intention is to be in sync with the Area of Inquiry (AOI) reviews being done by the University Curriculum Committee (UCC) each year. Mr. Phillips reminded the group that DCAC is not assessing individual courses or individual students meeting an AOI but rather the whole program. He concluded with recognizing the work done by previous assessment groups. Their work is being reviewed. Kevin Saunders, Director of Institutional Research and Academic Assessment, also addressed Senate. He re enforced the concept that DCAC is not merely collecting data but has intentions of using the data. He shared some examples of what the committee had found and their effort to "close the loop" about knowing about AOI 'learning'.

President Summerville remarked that University Benefits Committee minutes are on the Senate website. This includes references to TIAA CREF package information. He encouraged interested parties to read the material. Additionally, he announced several future Senate items such as: an update of the Senate Rules and Regulations, updating the charge of the Admission and Financial Aid Committee and a visit from Board of Trustees Chair, Larry Zimpleman.

New Business:

Senators Reed and Wright moved and seconded motion **13-10**

Move that Faculty Senate brings the following policy change to an all faculty of instruction vote in March 2013.

That Drake University establish plus/minus grades in undergraduate, graduate and professional programs beginning with the Fall 2016 semester

Once that faculty of instruction vote is complete, the 2012-2013 Faculty Senate will vote on changing or not to plus/minus grading.

Senator Clapham asked if there would be anything planned for faculty before the vote. President Summerville was willing to have Senate Executive Committee host a faculty forum. It was decided to have

this event on February 6th beginning at 3:30 p.m. He expressed his hope that faculty think through the implications of this policy change rather than just thinking with their gut. Senator Wright indicated he had started to look at the implementation impacts for his unit. Senator Alexander noted that as faculty representatives individual Senators need to engage your constituents concerning the possible policy change. President Maxwell stated that with all academic policy changes, faculty should focus on the academic integrity of the institution. He reminded the body of the importance of reflecting on student learning.

Senator Gilbert indicated he was in favor of the motion and presented an amendment which Senator DeLaet seconded. Senator Gilbert indicated the amendment is intended to clarify who will be voting, noting that Law School faculty are not affected by this grading policy.

Amendment language in **bold**:

Move that Faculty Senate brings the following policy change to an all faculty of instruction vote (**excluding Law Faculty**) in March 2013.

That Drake University establish plus/minus grades in undergraduate, graduate and professional programs beginning with the Fall 2016 semester. (Note that this proposal will not affect the Law School, whose faculty already have the ability to assign plus/minus modifiers).

Once that faculty of instruction vote is complete, the 2012-2013 Faculty Senate will vote on changing or not to plus/minus grading.

The amendment passed without dissent.

A brief discussion was held on the motion concerning various administrative and implementation timing concerns. Several Senators stated that until the motion passes, these issues were premature. It was clarified that the intent is for the policy, if passed, to be in effect for all students and courses beginning with the Fall 2016 semester.

Senator Gilbert moved and Alexander seconded an amendment:

Amendment: Change the language of the first sentence of the proposed vote. New language is in **bold**, old language that is excised is struck through:

*That Drake University ~~establish~~ **extends to all instructors the ability to assign plus/minus grades modifiers** in undergraduate, graduate and professional programs beginning with the Fall 2016 semester.*

The amendment passed on a vote of 10 to 6 with one abstention.

President Summerville indicated that Senate Executive Committee will create a numerical representation of the plus/minus grading. Senate Chesnut suggested that A plus have a greater than 4.00 value.

The body requested to know how the motion was stated as amended. Once that was projected on the screen, previous question was called and passed.

Move that Faculty Senate brings the following policy change to an all faculty of instruction vote (excluding Law Faculty) in March 2013.

That Drake University extends to all instructors the ability to assign plus/minus grade modifiers in undergraduate, graduate and professional programs beginning with the Fall 2016 semester. (Note that this proposal will not affect the Law School, whose faculty already have the ability to assign plus/minus modifiers).

Once that faculty of instruction vote is complete, the 2012-2013 Faculty Senate will vote on changing or not to plus/minus grading.

The motion as amended passed on a voice vote

With proper motion and vote; Senate agreed to extend the meeting time.

Deputy Provost Sue Wright presented the 2011-2012 Faculty Salary report. The report is available on the Senate website. Ms. Wright highlighted that progress has been made from the original goal of reaching the middle for levels one and two. When asked about individual unit level data, she replied that gains have been made in all units. Further indicating that good college data is not available. Ms. Wright indicated an ongoing goal is to attract and retain good quality faculty. President Summerville indicated that as the Strategic Plan moves forward it will be appropriate to address compression within a group. Ms. Wright reminded the group that the Board of Trustees has expressed their interest in compensation including merit considerations.

Senator Clapham asked is Drake leadership is happy with these past targets. Ms. Wright replied that she did not know. She did indicate that we are trying to maintain at the 70 to 80% level. President Maxwell stated that he believed that the targets are where we want to be especially noting how far below Drake's position had been. Ms. Wright invited further questions be directed to her after the meeting.

Sue Wright along with Kevin Saunders gave a brief presentation on the Higher Learning Commission (HLC) Pathways accreditation model. There is an assurance piece of the process which has three components. The next self-study will be different than previous formats.

Additionally for the HLC, Drake needs to develop a Quality Initiative Project (QIP). Drake has decided to develop its own QIP. This topic will come back to Senate at a future meeting and documents will be made available on the Senate website.

The meeting closed at 5:20 p.m.

Secretary, Nancy Geiger