

The regular meeting of the 2004-2005 Faculty Senate was called to order at 3:30 p.m. by President Klaus Bartschat. The following senators were present for all or part of the meeting. Alexander, Bartschat, Clapham, Courard-Hauri, Dore, Esposito, Frank, Gilbert, Gillespie, Morrow, Pandit, Petersen, Reincke, Rozycki, Sanders, Simpson, Tice, Wade.
Absent: Allen, Lyons, Petersen

The September 2004 minutes were accepted.

President Maxwell was not in attendance due to a University related trip.

Report from Provost Troyer

--The Provost reminded the group that statements which had been made in previous years concerning the changing high school demographics are now here. The undergraduate admission inquires from California are up and the numbers from Iowa are down. The inquiry pool total number is similar to previous years, but the attributes of those students are different. The University has engaged a consultant to assist with the development of strategies for this change. This is a challenge for us in the whole Drake community to address the situation.

--The recent trip made by five Drake faculty and administrators to China was successful. Provost Troyer shared three main observations. First, he expressed that we should be proud of the recent Drake graduates who are teaching there now. There is a request to double the number of students who go to Dubai province this next year. Secondly, there is a desire to send Chinese administrators and professors to Drake in the late summer 2005. This program is not yet realized and information will be shared when it more is known. Finally, the Chinese do want to work out faculty exchanges to China. Provost Troyer indicated that one of stumbling blocks will be the current American Embassy rules concerning granting visas.

Senator Esposito asked the Provost to briefly describe the teaching and living conditions of our students. Provost Troyer indicated the accommodations were quite nice by Chinese and Drake dorm standards. There is a community of foreign nationals. He continued by describing the upper level students as being very receptive to their English speaking instructors.

Senator Reincke asked if this venture in China was a revenue opportunity. Provost Troyer indicated that it does tie well with the global goal and that a second element is this revenue would be from a new market. Additionally it is a genuine way to enrich the student experience here at Drake University.

Senator Alexander asked if there was yet a policy for how Drake faculty who spent time in China would be compensated. The reply was that a policy did not yet exist. The Chinese will cover all in country expenses but it will be a while until we get to the full policy.

Senator Pandit asked about the admission's conversion rate and specifically how much may be due to a common application. Provost Troyer indicated that of the twelve institutions that Drake has done a comparison; only eight have had a similar experience with the common application and conversion rate.

Senator Freeman-Miller asked what the current four year graduation rate is. Provost Troyer replied that it is approximately 55% which places us in about the middle of the top ten. The

institutions which are higher consistently have a strong religious tie. When Drake reviews the data from aspirant schools, our rate is a little bit low.

Vice President Vicky Payseur was introduced to give an update concerning the Master Plan Project. The last complete plan was completed in the Fall of 1996. Some of the components of that plan have been completed and the Board of Trustees believed it was time for another full examination. There will be an effort to tie the Master Campus Plan to the University's Strategic Plan. Ron Pearson, Trustee, is the Chair of the Building & Grounds Committee. He has appointed a sub-committee to follow this plan through. The current timeframe calls for an initial report at the April 2005 board meeting. Town meetings for faculty and staff and students were held last week. There have been and will continue to be a variety of individual campus leader meetings.

The expected outcomes include: setting campus boundaries; proposing campus signage; parking recommendations, and an analysis of the neighborhood's status. This will be the document to set priorities and be a vision for future. The consultants are now in the stage of listening to what we are saying and they will compare us with our peers and present ways in which we can be set apart in the future.

In response to questions, Vice President Payseur indicated that a copy of the 1996 Master Plan can be acquired from the Business & Finance office. She indicated that during the time since 1996, Drake has made an attempt to sell properties which were outside the defined campus boundaries and purchase properties which lie within those stated lines.

Mr. Robert Craig asked a question concerning why the seemingly rushed timing of producing an April 2005 report. Ms. Payseur indicated she was not sure what the timeframe was based on, but that it had been set by the Board of Trustees.

New Business:

Senator Simpson moved and Reincke seconded motion **05-02**:

Approve an amended Bias-Motivated Offenses Statement to Section III of the Code of Student Conduct

Secretary's note: the words in Italics are to be added; the words with strike through are to be deleted.

Bias-Motivated Offenses: The statement on Bias-Motivated Offenses and Drake University's response to such offenses is intended to reflect an abiding concern for the well-being of faculty, students, staff, and guests of the University community in which we work, learn, and live. The statement seeks to create an environment that recognizes, values, and respects a variety of differences among people; to encourage appreciation and tolerance for such differences; and to discourage those who would act out violently against an individual or group of individuals or otherwise show disrespect, harass, or discriminate because of those differences.

A person commits a Bias-Motivated Offense if, *because of the* ~~by reason of the actual or perceived~~ race, color, national origin, *creed*, religion, age, disability, ~~sex, gender, gender identity~~, sexual orientation, or *veteran status* of another individual or group of individuals, that person commits a violation of the Code of Student Conduct as contained within the Drake University Student Handbook. A person also commits a Bias-Motivated Offense if that person commits a violation of the Code of Student Conduct because of another person's actual or perceived association with an individual or group of individuals falling within the categories of differences referenced in the preceding sentence. These categories of differences have been

drawn from local, state, and federal laws and regulations because they share a history of systematic, often government-sanctioned, prejudice and discrimination.

Those found to have committed a Bias-Motivated Offense by a University Hearing Panel (as delineated under Section III. Procedures for Punishment of Non-Academic Misconduct), will be disciplined up to and including expulsion. In addition, if the circumstances warrant, the University Hearing Panel may recommend that the victim file a criminal complaint.

Student Body President Drew Gulley indicated that the Student Senate would not be officially voting on this revised statement. They had reviewed the change and were pleased with the intent and adoption of the statement. Senator Frank indicated she was concerned about the deletion of the phrase “actual or perceived”. Senator Dore stated that he saw the point, but did not believe it would need to be interrupted that narrowly. Senator Simpson stated that she understood the position but noted that in terms of language, if there is a demonstration of discriminatory practice then we are getting the job done. The Board of Trustees wanted consistency of words and this statement will address discriminatory behavior. The Board is not trying to change the substance of the document, but rather supply consistent wording.

Senator Sanders indicated he was confused with how the inclusion or exclusion of the phrase “actual or perceived” has to do with the list of words. Senator Bartschat noted that if the Senate did not approve this statement as is, than the University will not have a statement at all until the Board meets again in the Spring semester.

Senator Courard-Hardi indicated his feeling was to go with this document and revisit the phrase at another time.

Senator Frank requested that the Board of Trustees be made aware that:

- a) the Senate assumes that “actual and perceived” is intended in all of our policies, even if it is not stated. The Senate may approve the statement without the wording, but desires the intent of “actual and perceived”,
- b) and encourages the Board of Trustees to add to all of the appropriate Human Resource policies the “actual and perceived” language.

President Bartschat indicated he was willing to report this to the Board of Trustees.

Motion passed via a unanimous voice vote.

Report from faculty representatives to the Board of Trustees

Chuck Phillips, Student Life

Mr. Phillips stated that he is beginning his third year on the committee. A current issue is reviewing the Mission Statement and the Master Plan. Mr. Dee Wright of the Counseling Center gave a status report. There has been a steady increase in the cases of anxiety and psychological disorders among students. Mr. Phillips indicated a long term issue is an evaluation of the Greek system at Drake. There is a strong Greek influence on the board and indeed, there is a high leadership draw to Drake from the Greek system. He considered this topic an ongoing discussion for the committee.

There was a question concerning the academic/theme village housing concept. Mr. Phillips indicated that there has not been any discussion of this recently.

Lon Larson; Business, Finance and Investments

Mr. Larson announced that Senators Simpson and Bartschat and Provost Troyer who had attended the meeting were invited to offer comments, also. The Board committee reviewed the Fiscal Year 04 budget and Mr. Larson encouraged all interested persons to attend the upcoming budget town meetings. The Fiscal Year 05 budget will be very tight. There was a discussion of the outside management firm of the endowment, including one under performing group.

Matt Esposito – Institutional Advancement

Mr. Esposito indicated it is his first year serving on a Board committee and that Senators Simpson and Bartschat were also in attendance at the meeting. He summarized the report from Vice President John Willey. The report included staffing process especially at the Senior Advancement Officer level, planned traveling increase for the Gift Planning personnel, an almost complete Marketing & Communications Plan, the new publication Drake Blue, and the status of the Annual Fund. Mr. Esposito noted the impressive double digit increase in contributions made by the Board of Trustees last year.

He concluded his report with a concern that the upcoming Drake 125th Anniversary in 2006 planning has begun for a series of events but not a campaign. He believed that this is a missed opportunity.

Senator Bartschat noted that there is a shift to doing fundraising focus on monies which can be used now. Also, a reminder that foundations are interested in knowing what the participation rate is for employees towards the Annual Fund. It is important for Drake employees to be involved in the Annual Fund.

Laurie Dore – Enrollment

Kathleen Richardson, current Chair of the Admission & Financial Aid Committee will be representative and Ms. Dore served for the final time. Ms. Dore distributed an Admission Dashboard Report which was supplied at the Board Committee meeting. There was an update presented concerning the Vice President search. There was desire to have the position filled early in the Spring 2005 semester. The current leadership of the Admission Office has five persons covering seven positions. These five persons represent 74 years of experience. She commented that efforts are being made to get the message through to admitted students concerning Drake's excellent placement rate and various organizations. The Des Moines location is a negative to some applicants.

Upon proper motion and approval, the Senate suspended the rules and continue the meeting past 5:00 p.m.

Senator Sanders gave the Athletics Committee report.

He noted that as this is a new committee, not much is happening yet. The Strategic Plan for Athletics was distributed and a three year history of the athlete grades was reviewed. The first meeting of the committee this summer included an update on the Gender Equity Program.

Senator Barschat gave the Academic Affairs report.

The committee is run by the Provost. He noted that the Board had received many positive comments from students concerning their overall opinion of Drake and their experience with

faculty. There was a discussion of classroom renovations and a presentation of dashboard figures. As previously mentioned by the Provost in his weekly announcements, the Senior experience needs to be improved. Dean Charles Edwards gave a report on the School of Management and Communications (SMC). So far there have not been curriculum changes and even though faculty are meeting to work on the details of this umbrella organization. The enrollment report and Mission Explication, which will come to Faculty Senate, were also discussed. There was a short tour of School of Education. The Board will make an effort to meet in different locations on campus. Senator Bartschat noted that it was his first time in that building.

Report from President Bartschat was limited to two items. He will continue to follow up on Senate Committees and Task Forces. He also indicated that he believed that the recent Board of Trustees meeting had gone well. The non-discrimination statement, bias statement and Honorary degree were discussed and approved.

The Senate adjourned at 5:07 p.m. Submitted by Secretary, Nancy Geiger