

The meeting of the 2015-2016 Faculty Senate was called to order at 3:30 p.m. by President Bob Soltis. The following senators were present for all or part of the meeting: Dan Alexander, Klaus Bartschat, Maria Clapham, Robyn Cooper, David Courard-Hauri, Debra DeLaet, Carrie Dunham-LaGree, Todd Evans, Bruce Gilbert, Pat Heaston, Adina Klipatrick, Craig Owens, Chuck Phillips, Nancy Reincke, Elizabeth, Eric Saylor, Joseph Schneider, LouAnn Simpson, Bob Soltis, Maria Valdovinos, Darcie Vandegrift, Craige Wrenn

Absent: Miguel Schor

The May 2015 meeting minutes were accepted.

President Martin Report:

The report began with President Martin sharing the basics of the Fall 2015 official enrollment compared to last year. The undergraduate entering first year number was 803 students.

He commented on the various (25 of more than 40) community conversations which he is having around campus. These visits will be finished by November 6th. The comments collected will be reviewed and reflections from the President's notes will be brought back to the campus in early 2016.

The Higher Learning Commission (HLC) efforts continue this year. Last year's criterion group reports have been submitted. Kevin Saunders and Craig Owens, Co-Coordinator of University Accreditation will continue their leadership and bring the four main criterion messages forward which have been prioritized from last year's work.

The Provost Search Committee is well underway without the use of a consultant. This decision, stated President Martin, enables all involved to be more invested in the entire process. The website will be launched soon as well as general advertising for the position. Then the recruiting phase will begin and an invitation will be sent to the entire campus to become engaged in the Provost search.

During his time in meeting persons around Greater Des Moines, President Martin has found many people excited to be connected with Drake University. That finding has been rewarding and interesting. He has joined a variety of groups, such as breakfast clubs and the Rotary. He emphasized that Senate should know that the community does value Drake and they want to know and be connected to both the faculty and students.

For his final point, President Martin commented on the recent violence in the neighborhood. These are great tragedies. He continued by stating that first and foremost it is about people who are our neighbors and what is happening to families. Over the weekend, President David Maxwell sent an email to several persons and there will be a meeting to learn about this incident. We will be good neighbors. Additionally, in response to the incidents, off duty police will provide an additional presence on Wednesday through Sunday nights plus an additional bus for Thursday through Sunday nights. This will provide a safe alternative to walking for the students. He noted these are mitigating efforts not solutions and Drake will work on solutions, too.

Senator Reincke expressed her appreciation that a consulting firm was not hired for the Provost search. Her question for President Martin was for him to share his thoughts about diversity on the Board of Trustees (BOT). President Martin replied that the BOT should reflect the communities we are and are serving. As work is advanced to diversify our student body, then with shared perspectives and values, these will be deciding factors of how persons move forward to the BOT. We need those values in staff/faculty and on our Board of Trustees, stated President Martin. His experience so far is that the Board of Trustees membership does value the same goals and acknowledge some of the same issues which affect the student and faculty numbers affect the BOT selections.

Interim Provost Lenz Report

Interim Provost Lenz acknowledged that 29 new faculty along with several global practitioners joined Drake this fall. 22 faculty searches are underway for next academic year.

He encouraged everyone, faculty and staff to attend and participate in one of the two Climate Assessment Survey presentations. Also encourage all your colleagues to attend as this is vital to our campus agenda-setting for this year and many more years.

In addition to the Provost Search, the Dean of the College of Pharmacy and Health Sciences Search has begun. Craig Wrenn is serving as the search committee chair.

Provost Lenz indicated the Deans have been charged with gathering assessment information which will be used in HLC accreditation preparation. A task is to detail and create an inventory of assessment data. This effort will be coordinated by Mr. Saunders.

The first Drake Social will be held on September 24th from 4:00 p.m. to 6:00 p.m. in Shivers Hospitality Suite hosted by the Provost Office and Finance Office. Please come and bring your colleagues, stated Provost Lenz.

President Soltis Report:

Student Senate Vice President Zach Blevins, spoke. He indicated Student Senate was working on their vision statements for the year and getting committee memberships filled.

President Soltis's report covered two topics: University Budget and Drake Curriculum.

Senate Budget Committee (SBC) met early in September with Teresa Krejci, Chief Financial Officer (CFO). The next meeting is scheduled for later in September. Ms. Krejci has created and presented a budget-planning calendar to SBC, Deans Council and budget and office managers. It provides a detailed schedule of milestones for gathering data, generating scenarios and gathering input from the campus.

- It is expected that the budget scenarios process will be completed earlier than in the past so that it can inform decisions on salaries, tuition and capital expenditures.
- The SBC will have a chance to review the budget and make comments in October before discussion at President's Council and then again in November.
- There is a presentation to all of campus scheduled in December prior to the January Board of Trustees (BOT) meeting.

President Soltis encouraged faculty input as departments/units look at their budgets.

The 2014-2015 SBC Year End Report (known as the Rozycki Report) which was sent to all of senate in August summarizes trends over 11 years in enrollment, revenue and expenses. The report noted the need to develop a 5-year budget plan. Ms. Krejci office will work on that as can this year. The Fiscal Year 17 budget process represents a step in that planning direction. President Soltis noted the following financial activity:

- Gathering data on the variances seen in last year's budget to inform creation of next year's budget.
- A benchmarking project and a budget alignment project are underway to guide budget development for next year's budget.
- Units are being asked to develop multi-year requests, which will be prioritized. Once a better understanding of the current situation is available, a 3-5 year budget plan is more achievable.
- The report also noted underperformance of Drake investments. Ms. Krejci is going to follow up with Slocum, the firm that provides investment advice for the endowment.

Senator Owens asked at what point the SBC will work directly with the BOT Budget Committee. He wondered if these plans were underway as it was a recommendation within the Rozycki Report. President Soltis noted there was nothing official happening regarding that relationship at this point. The effort now is an on campus faculty to administration working relationship.

Senator Bartschat shared his knowledge that over the years there has been multiple points of frustration from Senate leadership regarding budget matters. He stated it was a good time to have change or abolish that Senate committee. He emphasized the committee has to have a real chance for input not just receiving a review of a final budget. Provost Lenz referred individuals to review the budget timeline. There is a critical point within that timeline for

input before the budget goes to President's Council. Senator Evans applauded the individuals who are putting this new scheme together and are getting the data out.

Concerning the Drake Curriculum, President Soltis started with a quick reminder that last year, the task force was charged with determining if potential models for a revised Drake Curriculum were viable. Those models were Majors/Minors, Integrated Core and Revitalized AOIs. They found that, with some modifications, all three models were viable. While the task force was not charged to recommend one, it appeared that there was no obvious top choice or even one to eliminate. President Soltis reminded the body that no consensus was reached. The full report and the executive summary can be found on the homepage of the Faculty Senate website landing page under Major Topics.

President Soltis posed the question: Where do we go from here? The curriculum evaluation and possible revision is a topic which will not progress quickly, that has been consistently stated. It is a three to five year process, yet the faculty must continue along this path. It must be deliberate, intentional and informed by evidence as much as possible. He concluded with stating it is clear that the whole picture of what is working and what is not working in the current Drake Curriculum is not available yet. Headway is being made. He welcomed senators' thoughts in the open session.

Senator Owens and Kevin Saunders, Director of Institutional Research and Assessment gave an update concerning the HLC accreditation work. The site visits are three years away and last year was the first official year of preparation. There are five HLC criteria and investigative work last year was focused on finding areas where Drake was not where we wanted to be. Senator Owens stated that from that work which was almost out of date when it was presented to President Martin, four high level areas were identified as action items. Current President Council leadership, including the CFO, CITO and Provost are pursuing the issues. All persons are invited to use the email blue@drake.edu to contact Mr. Saunders or Mr. Owens with HLC concerns.

Senator Gilbert offered an observation regarding the membership. While all are good people, his stated concern was for a need to raise the visibility of the HLC process and contents. He asked if persons will be added who have been on HLC accrediting visits and/or will a 'stress test' type visit be arranged, although that would be paying outsider observers. Senator Owens replied these considerations are included the timeline.

Unfinished Business: None Presented

New Business:

Senator Darcie Vandegrift opened the discussion topic of Inclusivity and Diversity at Drake with some background comments and acknowledged some colleagues present who are involved including Professors Jennifer Harvey and Joan McAlister. She indicated that several persons had some together late in the Spring 2015 semester with an end goal to communicate the need for action and change. A letter was composed and sent to President Martin expressing their concerns about the hiring processes at Drake, the retention of faculty/students of underrepresented groups and the lack of serious attention given to real on-campus experiences and past reports/task forces efforts. She thanked President Martin for his time as he made time to meet with many of the individuals involved in the discussion.

The effort also includes the results from the Climate Assessment Survey and a general question of how does Drake transform itself in the various units and within the operating policies. Ms. Harvey expressed that Drake as a whole and as individuals need to actively bring forward individual concerns and consider group and individual positive actions in the classrooms and offices. She stated that many folks at Drake care deeply. Senator Vandegrift called this "a moment filled with promise".

Senator Saylor commented that faculty searches are often a challenge to be effective within historically marginalized groups and yield good candidates. Senator Vandegrift noted that Joan McAlister, with the help of University Communications, has completed some work to aid search committees in this regard. Provost Lenz announced that an on demand webinar for recruitment and retention has been purchased. This is available for search committee members in addition to an updated search manual.

The conversation continued with comments about how Drake's environment is presented at the time of the interview and when the person is a new employee. One goal is an institutional structure where the person is here to be a faculty member and not a representative of a group. President Soltis offered that these issues are worthy of more than a report and the topics need to be kept alive, evolving and moving in several directions.

At this point, Senate moved from a Business meeting to an informal discussion of Senate priorities.

President Soltis started by stating there are choices as to how Senate proceeds with issues. Senator Reincke stated that as the current AAUP President she has seen institutions whose faculty are not included and in the best interest of the institution their exclusion wastes the available expertise and passion. She also has seen what happens when the faculty do not care or when their efforts are blocked. Faculty need to stay in the game. Senator DeLaet agreed and stated Faculty Senate is what we make of it. She'd like to expect an invigorated agenda, shared governance and engaged robust discussions. Senator Evans commented Senate can be reactive firefighters or work to stop the fires from starting. Several Senators gave impressions of their senate service and responsibilities. The senate is both a group with specific tasks to accomplish and a venue for open faculty dialogue with each other and University leadership. One theme of the conversation was the chronic issue of any organization in that a set of invested and engaged persons, the familiar faces, are those who become the only persons seemingly involved in issues which concern the whole organization, such as the Drake Curriculum. Is having tenure a basic requirement before an individual can be bold and perhaps fail was offered as a perspective concerning faculty venturing (or not) into campus wide issue participation.

Another discussion topic was the "how to best to communicate" issue with faculty. No one answer was presented for the question of how much responsibility is it for the individual senators versus the responsibility of the individual faculty person to be interested in ongoing senate issues.

The Drake Curriculum issue was used as an example. Are the faculty at large engaged in the current ideas of revision. How dependent is Senate on having a Provost hired before presenting a change to the current system? Several persons spoke that they did not know if enough information or data was available to acknowledge that a revision is needed. Senator Gilbert spoke of applying the continuous improvement concepts to the Drake Curriculum issues by working on pieces of the existing model and thus "get persons on board as we go along".

Senator Heaston asked if the Executive Committee which is to act as a filter is filtering too much. Is some more transparency appropriate within the current Senate structure? He continued with agreeing that faculty buy-in is important to the success of any general education requirements. While personally supporting the integration of liberal arts into his students (and sons) professional preparation, he finds many incoming students and parents do not value the liberal arts side. It is as if high school now is to house the liberal arts exposure and Drake is to be the student's professional education only. He concluded with that for faculty, the Drake Curriculum cannot get in the way of what the student/family expectations are coming out of secondary schools. Drake needs to have "something sound and affordable". Senator Clapham did not believe students choose Drake because of the Drake Curriculum rather our programs of study.

Senator DeLaet encouraged senators to read the senate rules. She stated they may seem bland but it is a basic place to start and know Senate. "Senators need not be tepid" stated Senator DeLaet. Senator Courard-Hauri liked having timelines with proposals thus a sense of how to get from here to there irrespective of whether the timetable was in the end exactly followed.

Provost Lenz offered that having an Interim Provost should not be a barrier as curriculum belongs to the faculty. President Martin offered the axiom: "do not let the perfect be the enemy of the good". He continued with stating the Drake Curriculum is complex and it needs to have defined outcomes and room for innovation.

President Soltis reminded all in attendance to speak up and continue listening.

The body concluded the open session at 5:05 p.m. Secretary, Nancy Geiger