

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. Allen, Bartschat, Clapham, Courard-Hauri, Dore, Esposito, Frank, Gilbert, Gillespie, Lyons, Morrow, Pandit, Petersen, Reincke, Sanders, Simpson, Tice, Wade.
Absent: Alexander, Freeman-Miller, Rozycki

The May 2004 minutes were accepted.

New Business:

Senator Simpson moved and Sanders seconded motion **05-01**
approval of wording for the :Nondiscrimination Statement

The principles of equal access and equal opportunity require that all interactions within the University be free from invidious discrimination.

Drake University therefore prohibits discrimination based upon race, color, national origin, creed, religion, age, disability, sex, gender identity, sexual orientation or veteran status.

Senator Simpson introduced the motion to the Senate stating the language clarification was sent from the Board of Trustees. There was concern at the Board of Trustees that the policy language should be of a traditional legal nature.

Senator Esposito asked where the ethnic portion would be included in this language. Senator Simpson replied within national origin. Senator Allen noted that many ethnicities may fall under one national origin, but this could provoke an entire social science discussion.

Upon proper motion, the motion passed on a voice vote.

Report from President Maxwell:

-President Maxwell indicated he would that this policy statement back to the Board of Trustees for their approval.

-The search process for a Vice President of Admission and Financial Aid was not successful the first time through. President Maxwell has heard some concerns of the management of the operations in the interim and he believes there are good persons in place at this time. Noel-Levittz will be working with Drake to do an audit of the current undergraduate admission and financial aid strategies making sure to that we are not simply doing the same old things.

-At a recent College of Pharmacy faculty meeting, there was a follow up question that President Maxwell wanted all faculty knew. The Center for Professional Studies was assessed after its three years and the administrative portion was disbanded. The certificate course offerings are now within the School of Management and Communication. His opinion is that it is a good idea to offer professional development opportunities, but this changes the ways they are offered.

-He commented that his remarks made at the Fall Convocation are available. A portion of that report noted the hard work of Program Review is still being realized. The University started this year with a balanced budget with an approved amount of payout from the endowment. He did note that last year as a whole, the University overspent its budget. If this had not been the case, Drake would have been in the black.

- President Maxell indicated that he was willing for faculty to send questions to him prior to a Faculty Senate meeting. If the faculty person desires to not be directly identified with the

question, the question can be sent to President Bartschat instead and he will forward to President Maxwell.

Senator Allen asked if Drake would continue drawing 5.5% from the endowment. President Maxwell replied yes. This goal percentage is within the national average of 4-6%.

Report from Provost Troyer

- Provost Troyer highlighted one of his recent emails concerning the explication of the Mission Statement. He announced there would be forums concerning the Mission Statement and hoped that this topic would also be a Senate discussion.
- Based on recommendation concerning the Senior Year Experience, there will be a survey sent by the Deans. This will be an inventory of the senior capstone experiences.
- The Dean's and Provost are ready to start 30 faculty searches. This will be a stretch of resources. It is an important process that must take the time and energy of those involved. This is an opportunity to enhance the University.

Senator Morrow noted that student retention figures are kept, so are there also faculty retention numbers. He indicated that he had felt that we had 'lost' faculty. Provost Troyer indicated that no formal numbers are maintained. He believed the largest source of persons leaving the institution had been through the Transitional Leave program. Senator Clapham asked if there was an exit interview requirement for faculty. The answer is this is a Human Resources requirement.

Senator Petersen asked how many of the searches are for new faculty lines. Provost Troyer replied that approximately one full position.

There was a discussion that highlighted some ways that these faculty searches would be conducted such that Drake reached a diverse set of candidates. There was concern that effort and money should be spent to have good searches and when candidates were found, would monies be available to stretch the rules and bring additional persons onto campus for interviews.

There was a discussion of a new hire's salary limit being a limiting factor when candidates who fit the diversity profile are being considered. Senators raised a concern that if diversity is a commitment of the University, then there needs to be a willingness to offer a higher salary. President Maxwell and Provost Troyer were quite clear that they would be willing to deal with any one case on an individual basis. They were committed to bringing to Drake the people we want to come to Drake, but would not make any statement, which insured favoritism.

Report from President Bartschat:

- Faculty representation on committees is almost complete. President Bartschat desires that the Admission and Financial Aid Committee become very active this year, especially noting the present open Vice President position.
- Seven faculty serve on Board of Trustee committees, generally for three year terms. The October 20th Senate meeting is after the regular Board of Trustees session and he hopes to have all of the faculty representatives make reports to the Senate.
- The Sabbatical Task Force with did get a report from Provost Troyer and Sue Wright as requested. President Barschat thanked Troyer and Wright for the information and he would convene the Task Force again to review and prepare something for Senate.
- Presently there is nothing to report from the Tenure & Promotion Task Force.

Senator Courard-Hauri introduced Renae Steichen, President of DEAL and Environmental Policy student. She presented to the Senate the University Leaders for a Sustainable Future (ULSF) document. She indicated she sees the declaration as a broad plan to promote sustainable living on campus. She had presented to President Maxwell this declaration for his signature.

President Maxwell noted that he is not philosophically opposed to the ULSF document, but for practical reasons did not want to formally sign anything which states curricular measures without faculty input. President Maxwell indicated that he has made a commitment to ask other presidents how they are dealing with this issue of signing a statement and then not fulfilling all the actions stated.

Senators were encouraged to view the ULSF web site (ULSF.org). Some Senators were skeptical of signing a document which is beyond Drake's financial resources. Some specific phrases were cited as being troublesome, such as the "establish programs" and "stabilization of population". Various examples of very local environmental concerns were raised, such as the fact that food service uses many plastic utensils and containers and there is limited bike usage on campus. There was some interest in Drake formulating their own unique document which addresses environmental awareness, teaching and learning.

President Maxwell indicated that he would take on some homework on this issue. He'll contact other institutions concerning their implementation of the declaration and he will also get a sense from DEAL of the student priorities.

Senator Reincke, Chair of the Budget Committee, indicated that the Budget Committee can review the declaration for budget implications.

President Bartschat noted that there was support to look at the Drake perspective first on these matters and thanked Renae for her presentation.

At 4:55 p.m. the Senate went into Executive Session to consider Honorary Degree nominees. Senator Wade moved and Sanders seconded the nomination. After some discussion, the motion passed.

Secretary, Nancy Geiger