

The regular meeting of the 2011-2012 Faculty Senate was called to order at 3:30 p.m. by President Simpson. The following senators were present for all or part of the meeting: Alexander, Bartschat, Beisser, Chesnut, Clapham, Cramer, Dore, Frazier, Gilbert, Leroux, McCarthy, Nelson, Reed, Sanders, Schaefer, Simpson, Summerville, Vitha, Wrenn

Absent: Evans, Freeman-Miller, Urness

The November 2011 minutes were accepted.

President Maxwell Report

President Maxwell remarks addressed a recent report of increased crime in the neighborhood. He had a conversation that morning with the Des Moines police chief and he received a current set of crime statistics. From that conversation he was assured that the police are aware of who the criminal elements are and where they are. Additionally what President Maxwell found the knowledge of a special enforcement team working on these matters encouraging. He stated there is not a proliferation of the gun incidents in this neighborhood.

Interim Provost Wright Report

Provost Wright reflected that as the semester finishes the campus is still busy including bringing to closure two cabinet level searches. She also indicated that Information Technology policies have been sent to Senate Executive after some faculty have looked at them.

President Simpson Report:

The Student Senate report noted their end of term activities and participation in the preparation for the upcoming Presidential debate on campus. There will be a Pancakes and Politics event to which candidates or one of their staff members will be attending.

LMS Review Committee report given by Eric Manly stated that training sessions for individuals involved in the pilot will begin next week. Two individuals from each academic unit are participating. Senators asked if students involved in the Moddlerooms pilot will also be trained since it is different than the current software. Mr. Manly replied he would ask, yet the first issue is to get the instructors trained. It was noted that for both systems in the pilot the student will use their existing Drake logins.

The JTerm Implementation Task Force report from Associate Provost Art Sanders began with the distribution breakdown of the 41 expected courses for the January 2013. He indicated that a current idea for communicating the offerings to the students is to have a January Experience Fair where detailed information can be directly offered to students.

Senator Vitha asked if it was known how many of the courses would be faculty overloads and how many would be course realignments. Mr. Sanders indicated it was his understanding that only two or three faculty have asked for reassignment although that information was not specifically given to him. Also asked was whether 41 courses were enough. The reply was that it is believed to be

enough for a fair beginning. Also noted was that one main opportunity of the JTerm was to provide study away courses, yet the mix of 2013 offerings will not provide enough space for those experiences.

Senator Clapham expressed a concern and sought rationale for the difference in the compensation between JTerm and summer courses. Provost Wright stated that this may be reviewed as not all individuals will have a difference. She did not believe that the compensation would be higher than in the summer. Senator Schaefer added that the faculty who worked on the JTerm compensation proposal did talk about this disparity. Additional comments noted that for travel to be promoted throughout the year, then the compensation package should not target one time period over another.

Senator McCarthy asked for a confirmation of the calendar that Martin Luther King, Jr. Day is not a class day for on campus courses. This was confirmed.

President Simpson indicated that at President's Cabinet level, financial aid and facilities issues have been raised based on the approved calendar. That group is generating a list of impacts and as more information is collected, a calendar proposal may come back to Faculty Senate, hopefully as soon as January. When asked if the 2012-2013 calendar dates might be changed, Ms. Simpson stated there is always a chance for a change and certainly the Calendar Construction Guidelines need to come to Senate.

Unfinished Business: None presented

New Business:

Venessa Macro, Assistant Vice President for Business and Finance and Director, Human Resources presented to the body the new Parental Modified Duties for Faculty policy. From the most recent work/life survey, one noted issue of concern was the faculty's ability to have parental and adoption leave plus the time a faculty person has after the birth of a child. During the 2011 summer, various best practices were reviewed and with the help of various faculty including Dore, Soltis, Miller, a proposal was drafted. This was then reviewed by Deans Council and President's Cabinet. The action will rename the Faculty Sick Leave Policy and include a new the Parental Modified duties for Faculty.

Ms. Macro indicated that the main idea is to have additional time available to the birth mother and allow parents (adoptive or biological) to have a teaching reduction. Currently the teaching reduction is subject to department and dean review and is individually reviewed. The current effort is to have a policy from which a consistent conversation can be built for those determinations. She indicated that one change is that there is an application process which goes through the Human Resources department to help standardize the process.

Senator Clapham asked if both parents are employed could the time be taken at the same time. Ms. Macro replied that such a case would be dependent on the departmental situation, yet the intent is for the time to be spread out and not taken at the same time. Senator Clapham indicated this was a good policy and it is always good to examine individual needs.

Senator Chesnut asked if this is only a teaching release or could it be an advising/service release. Ms. Macro replied that it was devised as a teaching reduction yet those distinctions could be part of the departmental/dean discussions. It was also clarified that department chairs may not always be involved in these discussions.

Senator Leroux asked about the co-equal provision. Ms. Macro replied this is to acknowledge that there may be a care giving responsibility which may need addressing. It was not the intent to define all relationships.

Jennifer Harvey spoke to the body in favor of the policy. She noted that an earlier draft included altering the tenure clock. Ms. Macro replied that since there was already a policy for that, it was taken out of this document. She offered that Human Resources is planning to post a set of lists in the portal which might be called: What do I Need to Know. Such a list will contain the appropriate policies and procedures for individuals to consult.

Senator Chesnut asked about staff policies. Ms Macro indicated they may already use sick time for parental leave and some policy updates are being made also.

Ms. Macro indicated the intent is to have these policies finalized by the end of this year.

Senator Vitha asked for Senators to promote from their colleagues feedback concerning the Provost candidates.

The meeting ended at 4:17 p.m. Secretary Nancy Geiger