

The meeting of the 2014-2015 Faculty Senate was called to order at 3:30 p.m. by President David Wright. The following senators were present for all or part of the meeting: Renae Chesnut, Maria Clapham, Robyn Cooper, Matt Esposito, Bruce Gilbert, Karen Leroux, Craig Owens, Chuck Phillips, Dorothy Pisarski, Eric Saylor, Bart Schmidt, Joseph Schneider, Bob Soltis, Keith Summerville, Jody Swilky, Timothy Urness, Maria Valdovinos, Craige Wrenn and David Wright.

Absent: Maria Bohorquez, Pat Heaston, Miguel Schor

The December 2014 meeting minutes were accepted.

President Maxwell Report:

President Maxwell indicated that as the current year's tuition revenue is reviewed this will be a really tight fiscal year. He indicated Drake is not in the red, there is a contingency budget line and Drake simply has the revenue and expense lines are getting closer to each other.

At the recent Board of Trustees (BOT) meeting, the fiscal year 2016 budget assumptions were accepted and an approximate 4.5% tuition increase was approved. He expects there will be a Town Hall meeting on these topics, as we've had in the past, during the spring semester. An overall 3% overall salary pool has been created with a portion set aside for market adjustments and promotion adjustments for faculty.

Senator Gilbert asked that study abroad impact on spring enrollment projections. Provost Jones replied that she has charged Vice Provost Christa Olson to set out a plan so that student participation numbers are available for budgeting purposes. She stated "we are a victim of our own success". President Maxwell offered that Drake's current policy allows the student to take part of their financial aid with them when studying abroad. This is something which will be reviewed as we ask how to help student study abroad and find different funding models. Senator Clapham asked if there are administrative fees for study abroad. Gretchen Beckley, Director of International Programs and Services, replied there is not.

President Maxwell continued to share items from the Board of Trustee's meetings. A consultant was present to talk about presidential transition and President-Elect Martin and his wife, Laura, were present at many of the meetings and events. The *distinctly Drake* campaign target was the receipt of gifts and pledges with 65% in committed in the short term and 35% in deferred gifts. At this point, the proportion is 70% to 30%. This is very good as *distinctly Drake* was about money and a vision. President Maxwell offered that all involved can be proud of this accomplishment.

Senator Clapham asked if the recently announced AIB (American Institute of Business) and University of Iowa (UI) merger will impact Drake or cause any specific concerns. President Maxwell indicated that since this is such a new, unexpected development, no one seems to know any more than what was in the local newspapers. Provost Jones replied that College of Business & Public Administration undergraduate and graduate programs may have an impact yet the UI presence is already in Des Moines at the Pappajohn center downtown. Senator Esposito asked what if percentages are known of cross over applications with UI and how many of those are business students. President Maxwell indicated he would check with Vice President Delahunt and share the information with Senators.

Senator Owens asked if within the FY15 budget outline, was the thinking that tuition and endowment remain the primary revenue source. How likely is Drake to look at a five years down the line model which moves away from such a model. President stated Drake will always be a tuition driven school. He noted his is an optimist that having an endowment which is a secure force is also possible.

Provost Jones Report:

Provost Jones has recently told the Deans to make space in their college/school meetings for Senators to make reports. Senators should be prepared to give reports to their colleagues.

At the Board of Trustee meeting of the Academic Affairs Committee both Bob Soltis and David Wright gave reports. Provost Jones remarked that she has asked the Board members to be more engaged and they are responding. The Academic Affairs Committee has become more of a discussion rather than simply a set of canned reports. One such topic is the Head Start program which is the largest funding source from sponsored programs. It was informative to them. Additional presentations concerned Crew Scholars and the STEM project. The STEM project update included how groups are beginning to address space usage. The School of Education has allocated space for a unisex bathroom and a lactation room. Provost Jones believes this is an example of forward thinking.

The School of Education has received full accreditation and has submitted a proposal for alternative teaching contracts. This initiative involved the Des Moines Public School programs. She is quite pleased with these accomplishments.

The Deans Council will be on a half day retreat this week with a focus on the processing of interdisciplinary programs. She looks for the Deans to create a set of definitions and put together some processes for their faculty.

February 12<sup>th</sup> will be the Career Fair. As of now, 136 employers will be on hand which is considered a sellout. The app Guidebook is being used, thus the event for the students and companies has gone paperless. Provost Jones encouraged faculty to share information about this great event.

President Wright Report:

Olivia O’Hea, Student Senate Liaison, was not present.

Professors Renee Cramer and Michael Couvillon provided information on the upcoming (next week) University Climate Assessment for Diversity survey. There will be door hanger reminders placed on all doors in all buildings and for individuals who complete the survey early; there will be prizes to win. The reason for the push for participation is the group has an unofficial goal of 93% participation. The consultant’s has gotten the best results of 80%. The survey will be open long enough to get many responses. It was stressed that the survey is confidential and anonymous. The data is hosted outside Drake and any respondent who gives personal information at the end of the survey (for the prizes) will actually be entering a separate survey.

President Wright indicated President-Elect Martin will be on campus next week and meeting with staff and faculty. During the recent BOT meeting, the President-Elect was very busy and making a definite positive first impression, in President Wright’s opinion. President Wright indicated the Cabinet notes are being set to Mr. Martin also, thus he believes Mr. Martin is already on a listening tour.

Vice President Soltis and President Wright met with BOT members and the conversations included Shared Governance leading to Shared Leadership. The Senate meetings have been opened to Board members. While noting Shared Leadership is a delicate dance, President Wright believes it can be fostered with good and frank discussions. President Maxwell offered a compliment to David Wright for moving to what may seem like a small change, yet an important change in the tone and discussion opportunities.

Additional items which were also a good rich discussion were STEM, the General Education Curriculum Task Force work and the CIO (Chief Information Officer) search. President Wright believes the BOT to be interested in the work and challenges we are facing. Vice President Soltis emphasized that the shared leadership conversations included BOT members wanting to know faculty opinions and general thinking.

Old Business: None Presented

New Business:

Senators Simpson and Phillips moved and seconded motion **15:05**:

*Endorse Consensual Relationship Policy*

Associate Vice President Venessa Macro was introduced. She presented to the group that last spring the topic of conflict of interest was discussed and Drake did not have a consensual relationship policy. Titled IX does talk about the consensual relationship. She continued that some institutions do have a policy of not allowing consensual relationships and some have a must disclose policy. This Drake policy is a hybrid. Additionally, she noted that Alysa Mozak, Coordinator for Sexual Violence Response and Healthy Relationship Promotion, has reviewed this policy.

Senator Owens pointed out a possible conflict as the top of the second page says no relationship should happen and then a different sentence states what needs to happen when such a relationship exists. Is it a prohibition or a prohibition with sanctions, was his question. Ms. Macro agreed there is a prohibition and that like many policies there will be a case by case review. She indicated that a conflict of interest needs to be removed it is not a policy that removes relationships. Senator Clapham asked a follow up to know the incentive to disclose the relationship and what might happen if the relationship is not disclosed. Ms. Macro indicated the conflict of interest is the important portion and a non-disclosed relationship which produces a conflict of interest would be wrongs. Senator Clapham suggested having some language to suggest examples of the disciplinary actions. Ms. Macro stated she wanted to stay away from examples and lists as that makes the policy hard to examine on the case by case nature. Ms. Mozak pointed out the language of intimacy is policy and this is important. Senator Swilky noted the 'strongly discourage' language does exist on the second page. Ms. Macro closed with noting that within higher education the integrity of the operations are in question. The wording is not meant to be punitive but reflect the sentiment of avoidance. Senator Owens indicated he would like to see that language in the forefront. And then go into the policy of the undisclosed relationship.

The motion passed on a voice vote.

Senators Summerville and Clapham moved and seconded motion **15:06**:

*Approve changes to the General Catalog in preparation for implementation of Plus/Minus Grading (beginning Fall 2016)*

1) **Catalog** and found within the **Student Records** website: Academic Regulations: **Grade-Point Average**

1.1 The minimum requirement for the degree is a cumulative GPA of 2.00 ("C") for all work attempted at Drake University.

*take out the ("C")*

1.2 Grade points are earned on the following basis: four grade points for each credit hour completed with a grade of "A"; three grade points for each credit hour completed with a "B"; two grade points for each credit hour completed with a "C"; one grade point for each credit hour completed with a "D"; and no grade points for a grade of "F" (Failure).

*following the colon -- replace the point value sentence with a table displaying the point values*

1.3 The GPA is determined by dividing the number of grade points earned by the number of credit hours attempted. Grades of "F" are computed in the GPA, but no credit toward graduation is earned. Only passing grades ("A", "B", "C", "D", "CR") are used to award graduation credit.

*delete third sentence and place the grade values within Graduation language*

2) **Catalog** and found within the **Student Records** website: Academic Regulations: **Credit/No Credit Program**

A student receives credit for a course in which the student earns the equivalent of the grade of "C" or better.

*Change "C" to "C-"*

3) **Catalog** – General Information – **Undergraduate Admission**

1. "If you have attended another accredited institution, academic courses in which you earned a grade of "C" or better can be considered for transfer. "
2. "Consideration for admission is given to transfer applicants with a minimum cumulative grade point average (CGPA) of 2.0 ("C") on a 4.0 scale, or its equivalent, for all college work attempted at an accredited institution."

*in sentence 1: Change ("C") to ("C-") in sentence 2: delete the ("C")*

#### 4) **Catalog – General Information – Graduation Requirements**

A cumulative grade point average of 2.00 ("C") is required for all Drake University work attempted for a degree, including major department work, departmental courses and the combined departmental and related courses. A transfer student must have a cumulative GPA of 2.00 on all work attempted at Drake University.

*delete ("C")*

President Wright stated these changes have been vetted by CAAD (Council of Academic and Administrative Departments). Senator Pisarski asked to have the consistency of displaying the gpa with two places past the decimal point.

The regular meeting adjourned at 4:45 p.m.