

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: Klaus Bartschat, David Courard-Hauri, Debra DeLaet, Carrie Dunham-LaGree, Bruce Gilbert, Pat Heaston, Adina Klipatrck, Craig Owens, Chuck Phillips, Nancy Reincke, Elizabeth Robertson, Joseph Schneider, LouAnn Simpson, Bob Soltis, Maria Valdovinos, Darcie Vandegrift

Absent: Maria Clapham, Miguel Schor

The November 2015 meeting minutes were accepted as presented.

President Martin was not in attendance due to travel on behalf of the University.

Interim Provost Lenz Report:

Provost Lenz began his remarks with a set of reminders:

He encouraged Senators to attend the Campus Community Budget meeting in Shivers 4:00 p.m. on Wednesday, December 16. This presentation will be much of what will be presented to the Board of Trustees in January concerning the proposed Fiscal Year 2017 budget.

December 19th will be Commencement at 10:00 a.m. in the Knapp Center. He noted that students notice and appreciate faculty attendance.

December 23rd is the final grade submission deadline (non-Law). The timely submission of grades is helpful to students, other faculty and staff.

Provost Lenz introduced Joseph Schneider as a Co-Chair of the Inauguration Committee. This event will be held on April 28, 2016 (Thursday). As this is a special moment in Drake's life, Provost Lenz hoped that many faculty would join in the afternoon ceremony and to facilitate that, classes will be cancelled from 12:30 p.m. to 3:30 p.m.

Joseph Schneider, whose co-chair is Cathy Lacy, shared the inaugural theme is Commitment. While the plans for April 28th are still being developed, Senator Schneider indicated that staff will be included in the ceremony. Also, a reception following the ceremony is being planned.

President Soltis Report:

President Soltis mentioned two items before the reports:

a) President Soltis remains interested in making Senate more active versus passive. Receiving reports at Senate is where Senators can learn and then talk about ideas and topics which are important to the campus.

b) The General Education Curriculum has been a main topic for the Fall semester. Senate Executive Committee has talked about what next steps should be taken. A motion can come forward from anywhere. He asked for a motion to be brought forward soon so that Senate can have the spring semester to discuss.

Tom Delahunt, Vice President of Admission and Financial Planning was introduced to give an update concerning Fall 2016 admissions. Mr. Delahunt stated he wanted the conversation to be about working with faculty. They (Admission staff) need the engagement faculty which can be talking with random campus visitors and taking the time for faculty appointments with prospective students. He stated that students who have had a faculty appointment have higher yield percentage. According to Mr. Delahunt, as much as three times the yield rate compared to students who did not have experience a faculty appointment during their visit. He continued that for Fall 2016, the Admission staff's emphasis is yield. That is, getting the student from application past tuition deposit to really coming to Drake. He noted there has been faculty support and he is asking for that and more as the faculty are the "force who are who are closing the deal". Mr. Delahunt closed with reminding the group that the Spring semester is an important time for all bachelor programs and there is the National Alumni Scholar Days in

February. Senator Alexander stated that he meets with prospective students yet is he being effective. And how who knows if he is being effective. And could he know if he is being effective. Mr. Delahunt indicated that supporting numbers are available. Senator Schneider posed the question of when there is an appointment and the individual does not come, can he be given contact information. The reply was that is an interaction (or failed interaction) which Admission wants to know about and make a follow up. Depending on the case, Mr. Delahunt would appreciate the faculty involvement with a no-show student.

Senator Owens offered that an element of recruiting is the appearance of facilities and all aspects of the campus. A classroom ceiling with a stain is noticed and perhaps making these improvements would also be important. Mr. Delahunt agreed. He charged the Senate and all in the audience to view campus with a critical eye as “if you were a parent”. He’ll gladly be the voice to pass on the damaged tiles and such to Facilities, which he believes is responsive partner.

Senate DeLaet noted the numbers presented as powerful. She wondered if there was a way to be flexible and adapting in the outreach. The reply was affirmative yet; Mr. Delahunt noted it was faculty time, so he could not come up with all the suggestions. The goal is making the connection and making that connection special. Senator Saylor noted there are existing events which could be cross-referenced with visiting students. Mr. Delahunt appreciated the suggestion noting that as had been mentioned the student and family drives much of the experience planning.

Senator Klipatrick indicated she liked the individual face-to-face meeting better than a group session. Senator Evans noted the campus is closed on Martin Luther King, Jr. Day and there will be persons wanting a full Drake experience, yet all of us will not be here. Senator Vandegrift asked about current outreach in the local area high schools. Mr. Delahunt indicated that besides the usual guidance counselor on campus meetings, Admission has enlisted Bryan Thomas, Student Success Programs Coordinator, for help when pursuing local school students. Provost Lenz cited a recent visit to Des Moines Public Schools personnel to discuss pathways for underrepresented students to gain knowledge about Drake as a viable option for them. Dean Jan McMahill is heading up these contacts. Senator Reincke wondered if there was a list of Drake alums who are employed in the local schools. While not infringing on their private information, these may be a set of persons to form a natural collaborative outreach. The group discussion included sensitivity to Iowa’s prison population racial inequality which has gained national attention and how that is handled when brought forward to an Admission representative. The reply was the matter is handled as caringly and honestly as possible. The question is a way to ask about cultural climate and Mr. Delahunt indicated that he believes his staff understands the source and appropriate response.

Finally, Mr. Delahunt indicated the new test flexible is being used by some applicants yet not as many as predicted. The students using it are diverse and that was part of the purpose for reviewing the test standards.

President Soltis thanked Mr. Delahunt and encouraged Senators to share the Admission message with their colleagues.

Chris Gill, Chief Information Technology Officer, began his Drake Information Technology Update presentation stating he was appreciative of the invitation to speak to Faculty Senate. He indicated an interest in building a relationship with faculty leadership and engaging the body. Mr. Gill continued with articulating three areas (resource prioritization and stewardship, infrastructure and strategic and change management) he is working on and asked for feedback. He stated his interest is to hear from faculty so that Drake Technology Services (DTS) can work for faculty and the teaching and learning environment. The DTS budget highlights included stating that 63% is personnel including benefits with a total of 2% designated for discretionary expenditures. He continued by outlining the current equipment and infrastructure replacement costs compared to what money is available. A gap analysis has been compiled concerning equipment including information security needs. There is a need to find the right balance to protect the data and systems without holding back advancements for teaching and learning. Mr. Gill’s presentation included a high level plan which includes more requesting funding for additional staffing and software. Within the presentation, Mr. Gill commented on Fall 2015 activities including (1) a budget re-allocation from licensing to staff who were placed in the colleges/schools, (2) hiring project management staff and help desk management staff, (3) planning for classroom improvements and along with the new building technology planning involvement and (4) efforts towards disaster recovery planning and preparation.

Mr. Gill concluded by stating his desire for DTS includes a culture of accountability and service. He stated all concerned need to re-imagine and reflect. He asked for consideration for the individuals who have been stressed and dealt with trauma in the past couple of years. He acknowledged DTS needs to work on their communication and collaboration as while DTS is not in charge they will be leaders and partners. When Mr. Gill asked for questions, Senator Bartschat stated that his experience with DTS has been good, thus he did not have any frustration. Mr. Gill thanked the senator for his comments and noted that some reactions he has received is that DTS is hiding behind a wall titled tickets. He has found that for many faculty, their first engagement with DTS is filling out a form. Senator Vandegrift noted a recent culture shift since Mr. Gill

joined Drake. She additionally asked about the process when a ticket is opened concerning classroom technology issues. The reply included acknowledging there is technology debt all around campus such as weak wireless access points. He indicated he did not like the ticket system or the classroom computing situation. A change which he has made is to consolidate the classroom team and have them develop a protocol to appropriately handle classroom technology needs. These steps and training will improve service. Senator Courard-Hauri indicated a curiosity about how or where there will be new money or further reallocations. Mr. Gill replied that some of his previously stated budget numbers are what is needed and nice to have rather than exactly what is currently in a DTS budget.

Professor Andrea Charlow, Senate Budget Committee Chair, gave an update to senate regarding Fall 2015 activities. After a very short recap of the past, Ms. Charlow indicated the committee is no longer banging their heads against the administrative wall. She continued with noting information is flowing to the committee, including having President Martin in attendance. There have been questions fielded, timely responses given and genuine faculty involvement. One yet unresolved issue from last year's report is investment performance. While details were not given at Senate, she offered the administration's response to the concern has been honest and helpful. Senator Owens asked if there was a sense that change is due to personnel or to policies. Ms. Charlow replied both are factors citing that the effort which is being put towards a real five year budget. While the plan most likely will change, at least Drake will have a plan.

Unfinished Business – None presented

New Business:

Senator Valdovinos moved and several voices seconded the nomination of Nancy Reincke for Vice President to fill out the remainder of the 2015-2016 year (beginning at the end of the December 2015 Senate meeting). With a voice vote, Senator Reincke was elected Faculty Senate Vice President.

Senators Delaet and Owens moved and seconded motion **16:04**:

Support of Admission, Financial Aid, and Fundraising Strategies that Prioritize Accessibility, Diversity, and Inclusivity

Drake University Faculty Senate endorses the following strategies in support of admission, financial aid, and fundraising strategies that prioritize accessibility, diversity, and inclusivity:

- *Ongoing conversations at every level of governance and administration facilitating the alignment of admission, fundraising, and financial aid strategies that emphasize equity and accessibility*
- *Scholarship criteria incorporating an expansive concept of merit designed to improve access for low-income and first generation college students*
- *Strategies for fundraising that prioritize accessibility and increasing diversity*

Senator DeLaet stated the motion is in many ways symbolic as there is some work being done already. She felt the motion is good and important to have Senate's support out in public. Senator Courard-Hauri asked to know how this is being handled now. Senator Simpson indicated there is information available as to the number of students admitted and what their needs are and likewise admitted students who do not fall into these categories. Senator Klipatrick asked if the decision is made on an individual basis or via a fill in the grid system. The reply was individually for the student with the Admission and Student Financial Planning Offices working together. Senator DeLaet noted the motivation for this motion is less down in the weeds but to bring it out the larger issues.

Senator Schneider offered that to him the second bullet point is the most specific and wondered about the clarity of bullet points #1 & #3. Senator Vandegrift stated there was a conversation about those concerns when it was written and the decision was to leave the resolution as setting up a philosophy when policy decisions are being made rather than being that policy.

The motion passed via a voice vote.

President Soltis introduced Associate Provost Melissa Sturm-Smith and Associate Professor Renee Cramer who are members of the Strategic Diversity Action Team (Action Team). They gave an update on the “Next Step Forum” sessions which followed the Climate Assessment for Diversity report presented to campus early in Fall 2015. President Soltis indicated Faculty Senate had interest in the Climate Assessment being “kept in front” of the Senators and wanted to “learn how Senate can be engaged” in this project.

Over 20 forums or focus groups were held on campus. Ten of the forums were open and ten were held at the request of student and campus groups. Each session had a note taker and a facilitator. The forums were quite scripted utilizing the same questions in each session. The ladies indicated over 300 pages of notes have been gathered. Ms. Cramer stated a student intern is working on the qualitative notes. Once these notes are evaluated, then the Action Team will reconvene with Faculty Senate to share the findings. While it is still quite early in the material review, Ms. Cramer indicated a theme or two have emerged. These themes include having institutional commitment to diversity training for all within the campus community and a needing a focus on student to student interactions.

Senator Owens stated that based on a First Year Seminar experience of his this fall, he knows there are students who want to learn and there is a need to integrate this learning in existing time spaces. Senator Vandegrift suggested another model would be to carve out time when classes are cancelled (not on Friday afternoons) to take up these topics. Ms. Cramer agreed that curricular inclusion has been discussed. Senator Phillips suggested the August teaching and learning symposium may be a great time for faculty and staff sessions.

President Soltis noted that training is a word which seems to say that one session would cure campus. He desired for all to find a better descriptor. Senator Reincke suggested remediation.

Senate DeLaet stated she liked what she was hearing as the tone is staying away from trite action statements. She continued with “we are an intellectual community and need to have meaningful hard discussions and integrating these topics in the classroom” and described the topics as “not add-ons”. Senator Reincke agreed the topics are not specific to departments or disciplines.

Ms. Cramer was asked whether a position of Diversity Officer has come out of the notes of the forums. She said “Yes”. She continued with the potential the position could serve to consolidate available information and serve as a path to offer remediation methods. Senator Vandegrift hoped this position would be given the task to train search committees and keep these topics at every level. Senator DeLaet stated she is committed to the goals of a Diversity Officer yet skeptical of having a person take on that title. She would not want Drake to be an institution which has a person and position but not a place where the practice is imbedded in everything we do. She wanted positive outcomes. Ms. Cramer noted the conversation about who does the work is one the Action Team has daily.

Senator Owens noted Faculty Senate is the committee to rethink the Drake Curriculum and there are common themes from the Climate Survey and forums and if diversity and inclusion are important, then he could imagine that Faculty Senate has a real chance to act in a positive fashion on the Action Team’s report. This will not be the last opportunity to build these topics into Senate’s work. Senator Alexander stated he looked forward to the ongoing joint venture of including the themes.

Senator Gilbert liked the idea of utilizing the symposium and suggested the new faculty orientation process be examined as an opportunity to continuously roll out Drake’s seriousness in the themes. Faculty involvement and input with the new faculty would be a positive step.

Ms. Cramer and Ms. Sturm-Smith thanked the group for their time and input. They stated they would be happy to return to Senate when the report is ready. They thanked the group for the suggested action items such as a) imbedding topics into the curriculum, b) inclusion in the August Symposium and New Faculty Orientation.

Senate adjourned at 5:15 p.m. Secretary, Nancy Geiger