

The meeting of the 2016-2017 Faculty Senate was called to order at 3:30 p.m. by President Nancy Reincke. The following senators were present for all or part of the meeting: Dan Alexander, Klaus Bartschat, David Courard-Hauri, Renee Cramer, Debra De Laet, Carrie Dunham-LaGree, Bengu Erguner-Tekinalp, Royce Fichtner, Lourdes Gutierrez-Najera, Jennifer Harvey, Adina Klipatrick, Jerrid Kruse, Karen Leroux, Craig Owens, Chuck Phillips, Dorothy Pisarski, Nancy Reincke, LouAnn Simpson, Darcie Vandegrift, Melissa Weresh, and David Wright

Absent: Maria Clapham, Grady McGrannahan, Craige Wrenn

The March 2017 minutes were accepted.

#### President Martin Report

In the next few days, there will be two groundbreaking events. The new Boys & Girls Club will be built at Forest Avenue & 25<sup>th</sup> Street. Construction itself is not expected until 2018. And recently an agreement was signed with Nelson Construction so they can begin a housing and hotel project south of University Avenue. While signage will be posted soon, President Martin did not expect construction activity until 2018.

Concerning Fall 2017 first year enrollment, there is some cautious signs of meeting the enrollment goal. He shared some comparable numbers of tuition deposits at this point and the corresponding final entering class size from the past 3 years. There is no past pattern. Yet, President Martin did describe a current momentum of positive activity in the past five days of tuition deposits. He expressed how hard the Cole Hall team is working.

The final topic presented concerns an effort by University of Northern Iowa (UNI) which started last Friday. UNI attempted to influence the Iowa legislature to open the Iowa Tuition Grants (ITG) for use at the three Regents institutions, or at least, open the ITG to UNI students. President Martin gave a brief explanation of how these state awards must be matched by the institution in which the student enrolled. He labeled this a critical feature of what helps make Iowa private higher education institutions assessable to Iowa residents. He shared how he reached out to all Iowa based Board of Trustees who were recruited to write emails and made phone contacts with legislators and state leadership. The change did not happen this time, yet he emphasized Drake will need to remain motivated and mobilized to continue to defeat ITG funds used for public institution financial aid. He labeled it a threat to our goals. Based on several Senator questions, President Martin offered the following replies: a) currently between 370 and 400 enrolled students have these grants and there are currently approximately 60 entering first year students who have ITG in their financial aid package, b) indicated he is aware of at least two other states that have this type of tuition grant. He believes it is an investment in students which is effective and efficient.

#### Provost Mattison Report

Provost Mattison offered her portion of the agenda to students who had approached her about speaking directly to Faculty Senate. Tirfiya Musa and Anthony Pawnell were the two students making a presentation. The stated topic was the practice of instructors using the N Word in classes. He stated today's discussion would be about what students are experiencing in the classroom, and have been experiencing for years. The issue is not about academic freedom or free speech. He stated too many students have "filed reports and yet do not see the issue being addressed".

Mr. Pawnell stated his experience was during his sophomore year and when he addressed the faculty personally about its usage, the reply was "did not know it would offend you". In his opinion, there was no connection to the course material or context given for the usage. Ms. Musa shared her individual experience, also.

The request made by the students was in two parts: 1) develop a workshop which would describe best practices and thus educate professors concerning the use of culturally offensive language. The desire is to spread the word and educate. And 2) add cultural competency to the course evaluations. This would offer another avenue for the students' voice to be heard within the context of an important vehicle (their course evaluations) to the faculty of instruction.

Senator Harvey thanked the students for speaking up so well in this non-student focused environment. She described the efforts as a “call for faculty to work towards proactively addressing” the classroom language issue. The faculty need to take ownership of this situation. Senators Cramer and DeLaet thanked the students for speaking and presenting a concrete idea. Each indicated support for workshops. Associate Provost Art Sanders spoke up and stated that he and newly appointed Associate Provost Erin Lain were just sitting there reviewing how they could coordinate this into the workshops. Ms. Lain indicated she will add this topic to her upcoming visits to the individual colleges & schools.

Senator Harvey hoped the faculty learning would include how this education would tie into all faculty mentoring and evaluation. It would become an institutional cultural practice. Senator Gutierrez-Najera knows, from personal experience, there are trigger words. She asked for more than workshops. She urged faculty to show support and make this campus a more inviting environment. As the conversation finalized, another student Deshauna Carter, articulated something which faculty should not be do. That is: ask students “what offends them” as this makes them uncomfortable.

#### President Reincke Report

President Reincke stated Senate today would address individual motions until 4:30 p.m. and then move to the Ad Hoc Committee motion.

Old Business: none presented

New Business:

Senator Simpson moved and Cramer seconded motion **17:12**

*Amend the Catalog 2016-2017; General Information – Commencement: Academic Costume and Drake Attire sections*

Past President David Wright gave a couple of background comments. He stated there are two components to the motion: the first portion allows academic honor cords and pins. The second portion allows for stoles to be worn which are first vetted through the Student Life division. Student Body President Thalia Anguiano offered she has been asked by students why we work on identity development but then it is not allowed at Commencement. She said “celebrating ourselves and the university” is what the students are asking for today in the motion. Senator Owens spoke in favor of the motion citing how this action will actualize words within the recently revised Mission Explication. Senator Harvey also supported the motion. She is worried about the slippy slope possibility and yet believes this has been addressed in the requirement for vetting before approval.

The motion passed with an unanimous voice vote.

Senator Courard-Hauri moved and Cramer seconded motion **17:13**

*Renew within the Faculty Manual for one year (2017-2018) the 3.2.4.13 Missed Class-Time Policies*

President Reincke reminded the group this policy was limited to one year based on Faculty Senate action in May 2016. The topic has not been reviewed in a comprehensive fashion this year. Senator Alexander stated he was cautious of agreeing to a whole year extension and that time being under used.

Senators Owens moved and Fichtner seconded an amendment, which adds a time limit to the motion. The additional phrase will be “with the expectation that the policy review be brought back in late Fall 2017.

Senator Fichtner asked that language be considered for what should happen when a reasonable accommodation is not found. There is a difference in interpretations of what is reasonable.

The amendment passed with a voice vote.

The motion as amended passed with one no vote.

Senator Dunhan-LaGree asked for the group to remember that one policy may not be a one-size-fits-all policy for athletes and non-athletes.

Senator Pisarski moved and Cramer seconded motion **17:14**

*Amend the Faculty Senate Rules and Regulations Section IV.A.2.*

*Composition of the Senate Executive Committee to increase the membership to include the Chair of All Staff Council.*

Senator Owens asked if the Senate Executive Committee votes on a regular basis. The reply was no, consensus is reached concerning agenda items. Senator DeLaet asked for more rationale. President Reincke stated this would bring more institutionalize staff representation at the University wide level. Senator DeLaet indicated reservations about the motion yet stated she was in favor of having good staff representation and governance. Senator Pisarski offered she has appreciated the staff perspective which current All Staff Council (ASC) Chair Jennifer Tran-Johnson has brought to the Executive Committee meetings. When questioned, President Reincke shared she had piloted the model of having the ASC Chair with Senate Executive meetings this year.

The motion passed with a voice vote.

Senator Kruse moved and Courard-Hauri seconded motion **17:15**

*Receive Ad Hoc General Education Working Group Report*

*Secretary's Note: Before discussion began, it was stated that Senate can "Receive" a report irrespective of whether or not they approve of the content.*

Senator Kruse thanked the committee members and stated this document moves the general education towards being interdisciplinary and is a smaller footprint. It is a smaller credit hour footprint and moves the needle forward to a liberal arts education. Senator DeLaet also thanked the current group. She shared they were all engaged in the discussion, which was challenging and we did our best to balance many issues. Senator DeLaet stated the group drew back to the approved Outcomes and did not go back and adjust those Outcomes. While not perfect, consensus was reached and she stressed that the diverse viewpoints reached agreement. Senator Pisarski offered the perspective that as we want to have the students to grow and this allows the faculty to grow. Senator Phillips echoed his appreciation for the work of the committee and yet he hoped there are some points of concern such as (1) the potential threat to Advanced Placement credits transfer credit application, (2) students with dual degrees and concurrent curricula, and (3) how integrating this into our current students. He continued there may be a need to delete courses within their curriculum. He supports integration yet the CPHS cannot change their accreditation requirements. Senator Owens believed there is still latitude in the RDC requirements and admitted he did not know the multiple places where the double dipping happens. Senator Phillips indicated some of that has been done. Senator DeLaet stated she believes the CPHS offers courses which are courses that you offer that meet the fundamental points. She would not want professional accreditation to be affected and does see the synergy of the RDC with Drake's colleges and schools.

Senator Courard-Hauri wanted to talk about how this would move forward. He has heard of putting some tasks off until October 2017. Also he wants to separate an up/down survey from a feedback survey. He also would like to see a student survey to ask them and get some sense of how they feel about the proposed plan.

Senator Gutierrez Najera noted the emphasis on United States in all three Keystone areas and the reply was this was within the Outcomes. Senator Harvey agreed there was an effort last November to avoid only focusing on globalizations

and international perspectives. There is work to be done to bring the United States to the forefront, as we all heard at the beginning of this meeting. Senator Bartschat noted that his department had talked about this proposal. He stated that while some programs can move into this quite quickly, their majors might have a harder transition. Department Chair Athanasios Petridis opened with stating he appreciated the interdisciplinary nature of the proposal although believes it problematic. The amounts of credit hours allotted to the various components are inadequate. In his opinion, these are not enough credit hours to prepare students for the world.

Several Senators shared how there could be interdisciplinary topics taught cross departments such as the relationship of global/domestic and racial/gender inequalities or global and domestic human rights. Also noted was the reality of implementing the proposal will be “the devil is in the details”.

With no objection, the Senate agreed to continue the meeting.

Senator Leroux shared she would like to know how this is to move forward noting the Ad Hoc Committee no longer exists. She has already received colleague feedback on the proposed revision. Senator Owens supports Senate Executive Committee bringing a procedural motion forward laying out this topic can move forward in May 2017. Professor Melisa Klimaszewski warned that interdisciplinary teaching is easy to do badly. She also stressed it would be important to have Senate ask for departmental discussions to be held in the same month and yield real feedback based on good deliberations. The process will need to get the issues out and bring faculty buy-in.

When asked, it was clarified that the April motions which were not addressed will be listed within the Unfinished Business for May 2017.

The meeting ended at 5:07p.m.