

Substitutes: Wensheng, Z. for Chang, C.; Li, Q. for Lutz, R.; Mao, H. for Rosa, J.

Guests: Wickert, J. (SVPP); Bratsch-Prince, D. (Assoc. Prov.); VanDerZanden, A.M. (Assoc. Provost); Rippke, S. (Parliamentarian); Jordan, T. (Asst. Prov.); Budlong, J. (University Relations); Iennarella-Servantez, C. (GPSS); Constant, K. (VP IT); Mickelson, S. (Senior Policy Advisor); Schleicher, D. (Chair – Mgmt. Dept.); Foegen, A. (School of Ed); Sarkar, S. (Mech Engr); Salotti, V. (Assoc Dean Business); Tank, K. (School of Ed)

1. **Call to Order**
   Seating of Substitute Senators
   President Faber called the meeting to order at 3:31 p.m. and seated substitute senators through the Chat function.

2. **Consent Agenda**
   FS Agenda April 6, 2021 – [20/A/8]
   FS Minutes March 9, 2021 – [20/M/7]
   FS Docket Calendar – [20/C/8]
Senator Perkins moved to accept the consent agenda. Senator Wallace seconded. The motion was adopted.

3. **Special Order: Moment of Silence for Yaakov Ben-David and Derek Nanni**
   *Two members of Iowa State Crew Club who lost their lives March 28, 2021*

4. **Special Order: Kristin Constant and Steve Mickelson**

**Current Student Information System (SIS)**

Currently, faculty, students, and staff use ADIN and AccessPlus. Professor Mickelson said that the current SIS employs aging technology, with a lot of different systems that don’t always communicate well with each other (and have to be supplemented by Excel and Access). It is difficult to hire developers to keep this technology going. So while it will cost money to adopt a new system, the current system is very expensive to maintain. ISU did its due diligence in 2015 to compare Workday Student and other systems. It was determined that Workday Student was the best system to move ahead with: it is cloud-based, powerful, robust, and adaptable. The adoption will be a four-year project.

**Desired outcomes**

1. **Help Cyclones (students) Succeed**
   
   There is a diverse student population to serve. SIS will provide curricular clarity and data analytics. Students use a variety of electronic devices to access their information (including schedule, registration, financial aid packages, bills), and they can do so easily from one site. The new system will provide ease in navigating systems, identifying resources and options.

2. **Innovation and Agility**
   
   Faculty, advisors, and staff can access data to make good decisions: how many sections to offer, where students are struggling with success. Student data are safe with this new platform.

3. **Standardization and Simplification**
   
   The new SIS will eliminate unnecessary complexity and reduce redundancy. Because of the inadequacies of the current system, colleges have developed different homemade systems to get information to make decisions.

**Timeline**

VP Constant said that lessons were learned from Workday implementation in July 2019. A lot of changes happened all at once. Workday recommends adopting a phased approach to Workday Student implementation. ISU will have five go-lives, spread over a year and a half, from June 2023 to December 2024. The downside to this approach is that both the new and old system will be running simultaneously. She offered the analogy of renovating a house while you’re living in it.

The go-lives are:

**June 2023:** Recruiting and Admissions; application fees and tuition deposits; academic calendar; academic units; programs of study; student core

**September 2023:** new student financial aid; course catalog; class schedule
March 2024: registration and advising; tuition and fee assessment; continuing student financial aid; student record conversion
September 2024: financial aid distribution; billing; payment processing
December 2024: grading; graduation; transcripts; end-of-term processing

Project Structure
There are four major teams:
Student Functional Team: Recruiting and Admissions; Academic Foundation; Student Records; Academic Advising and Curriculum; Student Financials; Financial Aid; Analytics and Reporting
Change Management Team: Communication; Training Development and Delivery; Change Liaisons. VP Constant said that a lesson from Workday implementation was the importance of change liaisons and enhanced communication.
Receivables Team: Tuition and Fees Assessment; Student Billing; Non-Student Receivables (e.g., hospital and goods and services to any external stakeholder)
Technical Team: Integrations; Data Conversion; Security; Reporting

These teams report to Program sponsors (including the senior VPs); steering committee; and quality assurance team. The project is ultimately led by the co-leaders, VP Constant and Professor Mickelson.

Faculty Involvement
Some faculty will sit on the steering committee. But faculty involvement will be important in advisory groups too. Among planned advisory groups are: faculty; students (undergraduate, graduate, and professional); Graduate College; research; receivables; advising; and student support. These groups have yet to be composed. VP Constant said that they would appreciate advice on how to ensure broad participation and representation.

One workstream, running from April through July is to evaluate the current faculty, student, and staff experience. Focus groups will be organized. What would you like to see in the new program?

In the chat, Senator Daniels asked: “How many ISU software engineers familiar with the intricacies of the current SIS were involved in the fit-gap analysis? What were the parts of the current system were considered the most difficult to transition?” VP Constant said that the most recent fit-gap analysis involved 100 different people. Senator Daniels clarified that his concern is that the glossy sheet and marketing material make lots of promises, but it’s a different story with actually integrating our needs with the system. Software representatives can say what they did for other users, but it doesn’t mean that it will work for us. VP Constant said that ISU representatives spent dozens of hours, going into as much depth as could be afforded. The current SIS’s mainframe is COBALT-based and very challenging to maintain. The SIS was slow to respond to COVID, whereas HR and Finance, which were on Workday, had an easier time. The SIS required manual programming to process grade changes and calendar changes. The modern system will be more sustainable.
In the chat, Senator Oberhauser asked: “How will Workday for students interface with Canvas and other teaching and instructional activities of faculty (and students)?” President Faber added whether there would be sufficient advanced notice to faculty before AccessPlus is phased out. VP Constant said absolutely. Before the systems sundown, there will be lots of time to adapt to the new system. The new system will interface with the Learning Management System (LMS). Other schools have successfully done so. There are a lot of built-in integrations that we won’t have to do ourselves.

In the chat, Senator Frank asked: “One of the desired outcomes is ‘ease of navigating the system.’ The faculty I talk to express serious concern about the current workday systems user experience. What is going to be different with the student workday that will alleviate the current issues?” VP Constant said that there will be a lot user acceptance testing. The student experience will be central to that, as well as the experiences of faculty and advisors. Professor Mickelson added that there will be a lot of testing and a lot of opportunities for users to provide feedback. He added that ISU is in contact with other schools so that we can learn from their mistakes.

Unanswered in the chat, Senator Winer wrote: “In 2019, Ohio State pulled back from implementing Workday student citing major concerns, but no detail. Any insights as to what happened? Should this be concerning to us?”

5. **Unfinished Business**

5.1. **Bachelor of Business Administration [20-18] – Bennett-George**
The motion was adopted, 64-1.

5.2. **BS in Human Resource Management [20-19] – Bennett-George**
The motion was adopted, 46-1.

5.3. **MAT in Mathematics Education [20-20] – Bennett-George**
The motion was adopted, 55-3.

5.4. **MAT in Secondary Education [20-21] – Bennett-George**
The motion was adopted, 58-0.

5.5. **BS in Secondary Major in Education [20-22] – Bennett-George**
The motion was adopted, 60-1.

5.6. **Minor in Cyber-Physical Systems [20-23] – Bennett-George**
The motion was adopted, 63-1.

5.7. **Drop Limit Policy [20-24] – Bennett-George**
Senator Bennett-George called attention to a change from the first reading. The bullet point concerning CVM was removed, because CVM does not typically enforce or use this policy in any way.

The motion was adopted, 63-1.
6. **New Business**


6.2. **Equine Science and Management Certificate [20-26] – Bennett-George**

6.3. **Swine Production Management Certificate [20-27] – Bennett-George**

Senator Bennett-George said that while these are separate proposals, requiring separate votes, they can be discussed together. These are certificates to allow students in Animal Science to specialize in a particular species. The major is fairly general. Senator Bennett-George added that the reason that certificates are proposed instead of minors is that a lot of the required courses are also required for the Animal Science major. Minors do not allow more than nine duplicate credits to count towards some other requirement. A certificate program is not so restricted.

In the chat, Senator Cook asked: “Can you provide a little more clarity about the difference between certificate and minor? What are the thresholds for each?” Senator Bennett-George replied that certificates have more credits, typically over 20 credits; minors have 15-18 credits. Also, a student can attend ISU and earn a certificate without earning a bachelor’s degree; a minor can be earned only in conjunction with a bachelor’s degree.

6.4. **Preservation and Cultural Heritage Minor [20-28] – Bennett-George**

Senator Bennett-George said that this proposal comes primarily from Architecture, but has coursework spanning the College of Design (COD). There is also support from History. In Academic Affairs Council, the question was raised about the number of 500-level courses included, given that it’s an undergraduate minor. Architecture is a five-year degree, and this seems to be a consequence of the structure of course numbering commonly used in COD undergraduate classes.

No comments.

6.5. **Discontinuation – Masters of School Mathematics Program [20-29] – Bennett-George**

Senator Bennett-George said that the demand for the program has dropped significantly. There are no students currently in the program.

No comments.


Senator Bennett-George said that the primary coursework is in the Apparel, Merchandising, and Design program. The electives focus on social justice topics ranging across campus.

No comments.

6.7. **FH 10.7.2 Student Outcomes Assessment [20-31] – Bennett-George**

Senator Bennett-George said that this proposal comes from the Outcomes Assessment Committee. It addresses from the accreditation agency (Higher Learning Commission [HLC]) on their last site visit in 2020. At the time, we did not have university-wide learning outcomes. Last year, FS approved those. This proposal would put in place brand new FH language about how
that policy would be enforced. The previous language in FH referred to offices that do not exist and reports that were not generated.

Senator Hornbuckle recommended dropping the word “quality” in “quality program assessment.” President Faber appreciated the suggestion, and said that that change would be made by EB.

Senator Bennett-George said that this proposal adds that the minimum number includes not just graded credits, but satisfactory/fail credits, in the requirements for graduation with distinction.

No comments.

6.9. **Repeated Courses Policy [20-33] – Bennett-George**
Senator Bennett-George said that this proposal increases the limit from 15 credits to 18 credits that a student can repeat, having the lower grade dropped from the overall GPA. Academic Affairs Council discussed whether this should be like the Drop Policy, tied to the total number of classes rather than credit hours. Based on the Registrar’s system, this policy needs to stay based on credits. The motivation for the policy is to help students whose majors require lab-heavy coursework early in the academic career. Fifteen credits are used up more quickly when one’s courses include labs.

Senator Bennett-George called attention to another change. Currently, if a student fails a class, they can retake it as P/NP. The grade essentially disappears from the GPA. The course is dropped and not replaced, because the course is retaken as P/NP. This policy change would require that classes originally taken for a grade must be for a grade when retaken.

Senator Peterson observed that in Spring 2020, ISU allowed students to take courses for P/NP and they would still satisfy major and graduation requirements. Would this policy change be waived in such circumstances? Senator Bennett-George said she thought such an exception could be made.

Senator Bennett-George said that this is the first in a pair of proposals. The second will appear for a first reading at the next FS meeting.

Academic Affairs Council undertook the charge to implement recommendations from the U.S. Diversity requirement workgroup. This proposal creates a new committee under Academic Affairs Council, specifically charged with reviewing and approving courses for the U.S. Diversity tag. Currently, courses are reviewed and approved by college curriculum committees. This process is piecemeal and there is not uniform standard applied across all colleges. A university committee would ensure that standards are applied uniformly. This committee will include student representation from SG, Multicultural Student Leadership Council, and GPSS.
Senator Oberhauser said that this is an important committee with a big charge that will affect over 170 courses.

Senator Wallace said that he endorsed the creation of this committee. It will unburden college curriculum committees from the significant role they have been playing with not much background information or expertise. This will centralize decision making and maintain standards across the university by committee members with specialized interest and training in this area. The net effect will be to improve the quality of diversity education on campus.

7. **Announcements**

7.1. **Faculty Senate President**
President Faber said that nominations for council chairs (J&A, RPA, and FDAR) are due by April 19.

7.2. **Faculty Senate President-Elect**
None

7.3. **Senior Vice President and Provost**
Provost Wickert thanked FS for observing a moment of silence for the two students who died in the boating accident.

**Legislative Update**
April 2 was the second funnel date. The tenure bill did not pass, and is no longer active. Appropriations bills will be taken up in the coming weeks.

Board of Regents Meetings
The Academic Affairs committee will meet tomorrow. On the agenda will be a number of items, including department and program name changes. The full BOR meeting will be April 14.

**Vaccinations**
ISU President Wintersteen announced a mass vaccination clinic on campus, in accordance with Governor Reynold’s initiative to vaccinate all college and university students before the end of the semester, with the goal of supporting and promoting in person classes in the fall. ISU’s plan is to begin a two-week vaccination clinic beginning on April 19. In order to complete this large-scale endeavor, a number of volunteers will be needed to provide staffing support. He hoped that senators would volunteer. The clinic will be held in the basketball courts in State Gym. The initial focus will be vaccinating students with the one-shot Johnson & Johnson vaccine. This will include undergraduate, graduate, and professional students. Once that initial effort passes and vaccine becomes available, the clinic will be expanded to faculty, staff, and post-docs. In the meantime, if you are able to get the vaccine elsewhere and sooner, you are encouraged to do so. Additional communications will be forthcoming.

**Dean of Library Search**
There are five finalists for the position. Campus visits will finish up this week. The forums will be posted, and senators are encouraged to view those and provide feedback.
Commencement
The Commencement Planning Committee and Registrar’s Office continue to work on spring commencement. There has been strong interest from students. Half of graduates have already filled out the graduation ceremony form. 90% of undergraduates have expressed intention to attend; two thirds of MA and Ph.D. students have expressed such intention; all DVM students have expressed such intention. Contingency plans are being developed in case of inclement weather.

Fall Planning
VP John Lawrence is chairing the Moving Forward Coordinating Committee. The group is beginning to formulate answers to the question of how to get us from where we are today to in person classes in the fall at pre-pandemic instructional levels (announced by ISU President Wintersteen in the March 12 memo). Provost Wickert said that Provost’s Council will hold a hybrid meeting on April 14 with attendees in a large conference room, observing social distancing and wearing masks.

President Faber asked whether faculty volunteers to staff the mass vaccination clinic should themselves be vaccinated already. Provost Wickert said he thought that would be a good idea. People will be wearing masks and the clinic will be in a large room. There has been no transmission in classrooms that observe such safety protocols. But people should make a decision about whether to volunteer appropriate to their circumstances. Having a vaccine would give them an extra boost of confidence in volunteering.

In the chat, Senator Peterson asked: “Provost Wickert: Earlier this academic year, you gave us the executive summary of the study done on gender disparities in faculty pay. Is there any update on when we might see the full report?” Provost Wickert replied that the full report will not be released. He shared the executive summary with FS and briefed RPA Council. The full report was not written for and not intended for public distribution.

In the chat, Senator Oberhauser asked: “Will the ISU vaccine for faculty also likely be J & J? The memo stated that will be the case for students.” Provost Wickert said that it is hard to know exactly how these things will play out. This initiative has been developing rapidly. The governor first announced it last week. ISU has been working hard to plan for it. Provost Wickert’s current understanding was that ISU would receive a variety of different kinds of vaccines over the coming weeks. The one-shot Johnson & Johnson vaccine is preferred for students, because they are here now and will not be here in a month. These vaccines will be prioritized for students because it is just one shot. Vaccines from other manufacturers will be coming into the state. In the future, the available vaccines may be Pfizer or Moderna, which require two shots. That would make sense for people who are still on campus.

Senator Beresnev said that his dean has told faculty that 90% of the college’s salaries are paid by student tuition. The state pays very little in salaries. But the state wants to retain full control of university operations, as in the anti-tenure bill. This isn't how business works. If elected officials want to retain full control of university life and micromanage, their financial contributions to the university should be commensurate. The initial idea behind land-grant institutions was to support and control the university educational system. Right now, the legislature is trying to control
without support. Provost Wickert replied that there has been a nationwide decline in state support for state universities. The state contributes approximately one quarter of the general fund (salaries, etc.) in the Academic Affairs division. Between the general fund and directed appropriations, the total is about $200 million. That’s a substantial fraction of our operating costs. Within each college, the numbers will vary, because of how the Resource Management Model (the budget model) is structure. Some colleges have more tuition revenue than others. State allocations are divided up to make colleges whole. Across the entire enterprise, it’s about 25%.

Provost Wickert added that he was happy to see that the tenure bill was defeated. He credited the hard work of ISU President Wintersteen and legislate relations officer Carolann Jensen, along with the ISU community and external stakeholders. It was unfortunate that the bill advanced as far as it did. Provost Wickert acknowledge the negative impact on faculty morale, and the black eye the university received nationally. With its defeat, we can continue to tell our story about the excellence of academic programs at ISU.

7.4. P&S Council
None

7.5. Student Government
SG President Fritz was not in attendance. President Faber announced that Julia Campbell and Megan Decker were elected the new SG president and vice president.

7.6. Graduate and Professional Student Senate
None

8. Good of the Order
None

9. Adjournment
The meeting adjourned at 4:42 p.m.

NEXT MEETING: Tuesday, April 20, 2021 – 3:30 p.m. – Webex

Respectfully submitted April 14, 2021,

Annemarie Butler
Faculty Senate Secretary