
Absent: Bratlie, K.; Cochran, E.; Dollisso, A.; Morgan, E.; Munkvold, G.; Roe, K.; Royston, N.; Sturm, J.; Williams, C.; Winter, A.

Substitutes: Wensheng, Z. for Chang, C.; Mao, H. for Rosa, J.

Guests: Wickert, J. (SVPP); Bratsch-Prince, D. (Assoc. Prov.); VanDerZanden, A.M. (Assoc. Provost); Jordan, T. (Asst. Prov.); Budlong, J. (University Relations); Fields, E. (GPSS); Olsen, M. (ME); Jenks, W. (Chem); Beyer, J. (AESHM); Hoff, C. (FIN); Lyles, A. (EO)

1. Call to Order
   Seating of Substitute Senators
   President Faber called the meeting to order at 3:32 p.m. and seated the substitute senators.

2. Consent Agenda
   FS Agenda March 9, 2021 – [20/A/7]
   FS Minutes February 16, 2021 – [20/M/6]
   FS Docket Calendar – [20/C/7]
   Senator Wallace moved to accept the consent agenda. Senator Perkins seconded. The motion was adopted.
3. **Special Order: Athletics Council Election**
President Faber invited people to self-nominate. There were no further nominations. Five candidates spoke on behalf of their candidacy: Jamie Beyer (AESHM); Curtis Hoff (Finance); William Jenks (Chemistry); Michael Olsen (Mechanical Engineering); and David Peterson (Political Science). A run-off election was conducted between Jamie Beyer and William Jenks. Jamie Beyer was elected Athletics Council representative.

4. **Unfinished Business**
None

5. **New Business**
5.1. **Bachelor of Business Administration [20-18] – Bennett-George**
Senator Bennett-George said that this degree targets working professionals, with lower credit hours requirements than residential students typically earn for bachelors degrees. All courses are offered in online format to accommodate the schedules of working professionals.

No comments.

5.2. **BS in Human Resource Management [20-19] – Bennett-George**
Senator Bennett-George said that this degree is more in keeping with the traditional track that a traditional undergraduate would take: specializing in subject area. This degree program is in line with the other specialized degrees offered in the College of Business, with specialization in Human Resource Management.

No comments.

5.3. **MAT in Mathematics Education [20-20] – Bennett-George**
5.4. **MAT in Secondary Education [20-21] – Bennett-George**
Senator Bennett-George said that these proposals come from the School of Education. Students can work to get licensure in specialized teaching. Currently, there is no way to get the credentials from the university. Students need to get a letter of support stating that they took coursework for licensure in these areas. Both of these programs would give students a degree path to take that would certify them as having masters for teaching in that particular subject area.

No comments.

5.5. **BS in Secondary Major in Education [20-22] – Bennett-George**
Senator Bennett-George said that this proposal is also from the School of Education, but is aimed at undergraduate students. Currently, students can major in a certain set of majors on campus and then take additional coursework for licensure for teaching. This proposal creates a second major to take to obtain licensure to teach when they leave school.
Senator Bennett-George added that all three proposals from the School of Education have a lot of support from advisors within the university. She added that these programs will make it easier for students to enter the workforce when they leave school, because they will have the relevant documentation ready to go.

No comments.

5.6. **Minor in Cyber-Physical Systems [20-23] – Bennett-George**
Senator Bennett-George said that this proposal comes from the Departments of Mechanical Engineering, Electrical and Computer Engineering, and Aerospace Engineering. This proposal has strong support from representatives in industry. It does require the creation of three new classes, but the proposal indicates that the college is well-positioned to support the creation of these new classes.

No comments.

Senator Bennett-George added that for second readings at the next FS meeting, there will be representatives available for each of these curricular proposals.

5.7. **Drop Limit Policy [20-24] – Bennett-George**
Senator Bennett-George said that this proposal comes from the Academic Standards Committee. It has two main parts. The first is that currently students coming to ISU have are allowed different number of drops, depending on whether the student comes straight from high school (five drops) or whether the student transfers to ISU from another school (four drops). This proposal uniformly gives all students five drops.

The second part affects courses with a lab section (e.g. CHEM 163 and 163L). Currently, when a student drops a course and its lab section, that counts as two drops against their record. On this proposal, it would count as just one drop against the student’s total of five drops.

In the chat, Senator Jenks said, “Chemistry would strongly support this drop policy change.”

Senator Andreasen said that the second bullet can be deleted (“Students in the College of Veterinary Medicine are allowed to drop a maximum of four courses”). It is not an enforced policy and not a function due to required curriculum. President Faber said that that correction would be made before the second reading.

6. **Announcements**
6.1. **Faculty Senate President**
President Faber reminded senators to complete the COACHE survey and encourage their colleagues to do so too. It is important to know the climate of the university. She also reminded senators to complete the Faculty Activity Work Report.
At the April 20 FS meeting, elections will be conducted for council chairs for RPA, J&A, and FDAR. Interested parties may contact Sherri Angstrom for nomination forms, and the forms will be included with the agenda materials for the next meeting.

President Faber congratulated President-Elect Wheeler on being appointed by ISU President Wintersteen to represent FS and faculty on the Moving Forward Coordinating Committee.

6.2. Faculty Senate President-Elect
President-Elect Wheeler said that she has been reflecting on this year and the changes that will take place with increased vaccine availability and a certain degree of immunity. She looks forward to events moving back on campus in a more typical campus environment. She anticipates that faculty will have insights about how to deliver their classes in order to achieve their pedagogical objectives. President-Elect Wheeler added that she hopes that Senator Perkins, the rising president-elect, will be able to run the FS Faculty Conference next year.

President-Elect Wheeler thanked FS EDI Committee, who wrote a letter to President Faber, expressing their support for the US Diversity Classroom Requirement review. Moving forward, it’s ever more important that we address US Diversity. She appreciated their offer of support and help as we move forward with this. President-Elect Wheeler said that senators should expect to see some proposals from Academic Affairs Council soon.

6.3. Senior Vice President and Provost
Fall 2021 Planning
Provost Wickert said that, in the current place in the admissions cycle, current students, prospective students, and their families are eager to know what the fall semester will be like. ISU is working on planning to figure out how to return to the academic and campus experience that we’re known for. One key assumption is that vaccination will become widely available and widely accessible to anyone who wants one this summer. The best information currently available suggests that we can expect a lot of uptake in vaccine by mid-summer. So fall planning is working on the assumption that a significant portion of the campus community will be vaccinated by the beginning of the fall semester. The “default scenario” for fall will be to return to in-person classes, in-person labs and studios, at pre-pandemic levels. This is not to say that we won’t have online or hybrid classes; going forward, we can expect that more classes will be taught online and more faculty will be teaching in a hybrid mode. But those decisions will be made by faculty, departments, and curriculum committees by thinking about pedagogy and the needs of different students (especially students who work and appreciate flexibility of taking class online to meet their schedules). So we should expect new sections of online classes. But in general, classes will be delivered in person.

In the fall, there will be more events on campus with visitors. Students will be living in residence halls. Faculty, staff, and students will be back on campus for their work. There will be some exceptions for individuals who have ADA or other federally recognized accommodation needs (e.g., individuals who are caring for a family member who has COVID). ISU will recognize those kind of accommodations. There will still be some version of the Cyclones Care Campaign. There may still be a requirement to wear face coverings in the classrooms and other safety protocols. But there will be reduced signage in classrooms and hallways. Some temporarily
adopted policies will end. For example, the flexible student class attendance was adopted to encourage people to err on the side of caution. But this ended up creating a lot of double teaching for faculty. In fall semester, it will likely make sense to return to the normal attendance policy.

The Moving Forward Coordinating Committee will be chaired by VP John Lawrence. President-Elect Wheeler will represent FS. They will discuss how to implement this vision. The current ideas are consistent with the fall plans from Big Ten and Big XII schools as well as the reports coming out of UNI and UI. ISU President Wintersteen will distribute communication to campus by the end of this week.

**Legislative Relations**

Last Friday was the first “funnel date” in the Iowa legislature. To make it through the funnel, bills must pass out of their respective House and Senate committees. The tenure bill did make it through the funnel and is up for debate in the House. The next funnel date is April 2. At that point, the policy bills really get narrowed down. ISU will continue to use our processes to advocate and deliver our message on tenure bill, which we all know is an extremely critical issue. Provost Wickert said that he wanted senators and faculty to know that a significant level of effort has been exerted by ISU President Wintersteen, ISU’s State Relations Officer Carolann Jensen, BOR, and an entire team at ISU, UI, and UNI. Much of their work is not visible to the public eye.

Additionally, two free speech bills are also alive. One has requirements similar to the ten recommendations adopted by BOR last week with respect to free speech (https://www.iowaregents.edu/media/cms/0221_ITEM_5__Free_Speech_Committee__C046345A84364.pdf ). There is also a House bill that would ban training that includes certain divisive concepts, but, generally speaking, protects faculty ability to discuss and teach those concepts as part of an academic course.

Some controversial bills did not make it through the funnel and are no longer available for action. These include: a bill to require all syllabi to be published online and for videos of all campus speakers to be published online; a bill requiring common course numbering across BOR universities, private schools, and community colleges; a bill that would ban using the 1619 Project for instruction; a bill that would survey faculty for their political affiliation; among other bills.

Decisions about state appropriations are on a separate track, and has not yet started. Apart from early action taken on K-12 funding, those budget decisions are typically the last thing to happen during each session.

**Academic Calendar for 2021-2022**

No decisions have been made yet. Provost Wickert said that he received new information from UI and UNI about their planning. In a nutshell: ISU would like to have a winter session. UI and UNI will have winter sessions too. BOR would like all three universities to have winter sessions too. ISU thinks that the session needs to be four weeks long to be academically meaningful. So work is taking place to fit that in, with fall semester starting after the Iowa State Fair, having Thanksgiving Break and Spring Break, and not cutting into the summer session. We also want to
maintain time for research, summer teaching, internships, Odyssey of the Mind, Special Olympics, and more. Multiple options have been considered: 15 weeks instead of 16 weeks; instruction on weekends during winter session; etc. Provost Wickert said that feedback from colleges, including CALS, COD, COE, and CVM, have been incorporated in planning. But he stressed that it is still work in progress.

Commencement
Provost Wickert said that ISU President Wintersteen announced a plan to have in-person spring commencement for bachelors, Masters, DVM and Ph.D. graduates. The Commencement Advisory Committee has worked very hard with staff in the Registrar’s Office to make this a possibility. Ph.D. and DVM ceremonies will take place on Friday inside Hilton Coliseum with families in attendance, social distancing, and other safety protocols. The Masters ceremony will take place in Jack Trice Stadium. Undergraduate commencements will be divided by colleges over the course of Saturday. This will make for a pretty long Saturday, with a lot of undergraduate ceremonies. Studies will sit in the bleachers. A small stage will be set up on the home and visiting sidelines. Students will come down, walk across the stage, have their photo taken receiving the diploma cover, and have another picture taken in front of a green screen. The ceremony’s program will be abbreviated, with fewer speeches than usual. But it’s important to retain some of the core elements. As one college’s ceremony finishes (e.g., on the west side), another college will take their seats on the other side. Provost Wickert added that this depends on the weather.

In the chat, Senator Johnson asked, “will times for start and end of classes on M,W,F go back to "precovid"?” Provost Wickert replied that it was uncertain. In the feedback, some people have expressed appreciation for the 15-minute passing period. Senator Johnson said that colleagues are saying that they would prefer to return to standard times. Students in early morning sections are not participating or even failing to show up. The extra passing time stretches the day out longer too. Provost Wickert thanked him for the helpful feedback.

Senator Daniels added that parents are expressing concern about conflicts with dropping their children off to daycare or school. Provost Wickert said he would pass the concern on to the planning committee.

Senator Peterson said that a number of faculty assume that ISU will distribute vaccines. In the past, ISU has talked about having certain staff vaccinated. Will ISU do this? Provost Wickert said ISU is authorized to distribute the COVID vaccine and has been doing so per the amounts we receive and the priority list (e.g., staff in Thielen Center), police officers, first responders, faculty and staff in VDL who handle samples that are processed for the state). But ISU receives such a small amount of vaccine, that distribution cannot be scaled. ISU would like to distribute the vaccine more widely, and has made it clear to Story County health officials that we would like to be a primary vaccine site. But we don’t have that go ahead or ability to implement that plan. Provost Wickert expressed frustration about the scarcity of the vaccine in the state. Following on this comment, Senator Peterson suggested that administrators make some kind of formal announcement to encourage faculty and staff to seek the vaccine elsewhere. He had heard that some faculty have not sought the vaccine elsewhere, because they think that the university will be a provider. Provost Wickert replied that ISU has advised faculty and staff to get the
vaccine at the first availability. If that message isn’t out there, Provost Wickert said that administrators can work on that, and continue that message. But for the past month, two points have been stressed: beware of vaccine scams and people asking for money; and get the vaccine at first availability.

Senator Parsa said that he finds it demoralizing to see news from legislature that is constantly critical of universities. The tenure bill in particular has been upsetting. Do legislators and government officials understand that these bills are not helpful to faculty at universities? Why is that? How do we help? What do we have to do? He said that he and his colleagues have been filling out forms showing that we’re working more than 40 hours per week, as well as working in summers and winters. What do we have to do to make them understand we’re not engaged in left wing radical activities? Is it common in other states? Or just Iowa? Provost Wickert acknowledge how demoralizing it is, and for everyone across campus and at the other two universities. Unfortunately, we live in “fractured political time,” compounded by the pandemic and a contentious election cycle. The political currents run very strong. Many elected leaders continue to be very upset by their understanding of incidents around restrictions on speech, especially conservative speech on the three public university campuses. There have been issues on all three campuses over the past year. They think that tenure is the cause of that. Tenure enables or emboldens such actions. Provost Wickert said that in his view, this is one of the rationales behind the tenure bill: attempt to prevent infringement of free expression in the future, especially conservative free expression. Every day, multiple times a day, ISU, UI, UNI, and BOR representatives are working hard to get our message to key legislative leaders through our legislative relations process using our network of friends, business leaders, and alumni who represent our interests. They are working to explain and dispel myths about the situation of tenured faculty and the rights and responsibilities that come with tenure. They emphasize that the tenure process, and that it is a cornerstone of excellence of universities not just in Iowa, but in the US. There is a myth that tenure means lifetime employment with no responsibility, but that’s not the case. On average, faculty work much more than 40 hours per week. Provost Wickert added that he wished he could make these bills go away and acknowledged that it is demoralizing for everybody and added stress during an already stressful time. He thanked faculty for their hard work and emphasized that we are not sitting idly by.

Senator Frank said that he appreciated the support and the comment about faculty working more than 40 hours week. But he said that he’s afraid that the perception in public and Des Moines is we don’t work 40 hours week. In discussion about the academic calendar, some people expressed concern about shortening the semester by one week to make room for a winter session. People who already think we don’t work long hour may perceive the change quite poorly. Provost Wickert said that that was helpful feedback.

In the chat, Senator Daniels added, “Many faculty in our department were quite against the 15 week semester plan. In fact, some faculty were suggesting we should be adding classes to make up for the loss.”
In the chat Senator Johnson wrote, “Provost Wickert, It does not help the perception at the State House level is led by representatives like Rep. Hite, a graduate of Central College and JD from Iowa, that actually is poorly informed and repeats silliness without any idea of reality, like "faculty are their to Teach not do research." Just than idea missed the whole point of a land-grant institutions. And when pushed, he says he does know much.”

In the chat, Senator Perkins wrote, “From what I understand, given ISU’s logistical constraints, a 15-week semester is virtually the only way that we can have a 4-week winter term without weekend classes.”

In the chat, Senator Frank added, “The other concern is that, as an example in my small department, we have 35 classes that would lose one week so that one winter class could be taught.”

6.4. P&S Council
P&S Council President Parris said that Council passed the compensation and benefits recommendation onto university leadership. They stressed that this has been an unprecedented time for ISU. They asked for BOR: (1) to demonstrate commitment to staff; (2) to focus on policy consistency and training to continue to invest in staff; (3) to provide current benefit rate; and (4) to commit to flexible work arrangements, which promote physical and mental health. Council President Parris said that the feedback from administrators has been positive.

Nominations are being sought for new councilors. Nominations are open through Friday.

Officer elections were held last week. The new P&S Council president-elect will be Jamie Sass, and Chris Johnsen will become president on July 1.

President Faber asked how to nominate someone, and whether nominations were sought from only certain colleges. P&S Council President Parris replied that there are vacancies in all four divisions. Nominations should be submitted through a Qualtrics link supplied in the chat.

6.5. Student Government
SG President Fritz said that SG finished allocating money to student organizations. SG funded six new recycling bins on campus. SG President Fritze thanked the Commencement Advisory Committee for making in-person graduation possible.

SG President Fritz encouraged senators to participate in Women’s Week events during the week.

SG elections will be underway soon.

Senator Swalwell asked whether SG provided funding for ISU College Republicans, in light of the national chapter’s censure and condemnation of the ISU chapter. SG President Fritz said that the National College Republicans disaffiliated ISU College Republicans as a chapter. She said
that she thought that SG does not provide them funding, because SG cannot fund student organizations that receive funding from political parties.

6.6. **Graduate and Professional Student Senate**
GPSS President Eleanor Field said that elections will take place at the end of the month and the new team will begin their work at the end of the summer.

GPSS is finishing up allocations for graduate clubs and organizations.

GPSS President Field asked senators for support for the 8th annual Professional and Graduate Student Conference on April 9. Faculty can volunteer to serve as judges or just encouraged students to participate. Interested parties should consult the website ([gpss.iastate.edu](http://gpss.iastate.edu)).

7. **Good of the Order**
President Faber invited senators to stay on the Zoom meeting to socialize.

8. **Adjournment**
The meeting adjourned at 4:52 p.m.

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**NEXT MEETING: Tuesday, April 6, 2021 – 3:30 p.m. – Webex**

Respectfully submitted March 30, 2021,

Annemarie Butler
Faculty Senate Secretary