Faculty Senate Agenda  
Tuesday, November 10, 2020 – Webex


Guests: Wickert, J. (SVPP); Bratsch-Prince, D. (Assoc. Prov.); Jordan, T. (Asst. Prov.); Budlong, J. (University Relations); Rippke, S. (Parliamentarian); Parris, S. (P&S); Pruisner, M. (ISU Daily); Fritz, M. (SG); Iennarella-Servantez, C. (GPSS)

1. Call to Order
1.1. Seating of Substitute Senators
President Faber called the meeting to order at 3:30 p.m. She asked substitute senators to put their name in the chat.

2. Consent Agenda
   FS Agenda November 10, 2020 – [20/A/3]
   FS Minutes October 13, 2020 – [20/M/2]
   FS Docket Calendar – [20/C/3]
   Non-substantive changes to Faculty Handbook [20-5]
Senator Wallace moved to accept the consent agenda, and Senator Perkins seconded. The motion was adopted.

Senator Freeman moved to approve the graduation list. Senator Bennett-George seconded. The motion was adopted.
4. **Unfinished Business**

4.1. **FH 3.3.2.3 Ranks and Lengths of Term Faculty Appointments [20-2] – Freeman**

Senator Freeman pointed out that some changes had been made since the first reading, and they were highlighted in yellow. The changes cleaned up the language in order to preserve the parallel structure of the bulleted items. The changes also addressed a problem with short-term appointments, which are often made for people coming from industry. All of these changes were incorporated into the current draft.

Senator Freeman pointed out that a further change needed to be made to preserve consistency with respect to the rest of FH. He moved to change all instances of “hired” to “appointed.” Past President Strum seconded the motion. The motion was adopted.

The modified motion was adopted with no dissent.

4.1.1. **Special Order – Resolution to 20-2 - Sturm**

Past President Sturm said that when the original motion (17-20) was adopted in 2018, the clocks for some lecturers and assistant teaching professors were restarted because administrators interpreted FH to say that could happen. In other words, some faculty were disadvantaged. This resolution clarifies and states firmly that the motion was not intended to disadvantage anyone. He summarized the items of the resolution.

Secretary Butler recommended clarifying who will inform faculty. After some discussion, it was decided that FS (through President Faber) will notify all faculty about the changes. Past President Sturm accepted the change.

Senator Tener asked Past President Strum to explain what the possible effects of disadvantaging were. Senator Freeman said that not all term faculty were affected, but for some term faculty, the clock for time of continuous employment started over, and this delayed their eligibility for a multiyear contract or advancement. What caused this was the appearance that lecturer and assistant teaching professor were different ranks.

Senator Bennett-George moved to suspend the rule to allow a vote at the first reading. Senator Day seconded. The motion was adopted with more than 2/3 in support.

Past President Sturm moved to adopt the resolution. Senator Freeman seconded. The motion was adopted with no dissenting votes.

4.2. **MS Artificial Intelligence [20-3] – Bennett-George**

No comments. Senator Daniels moved and Senator Wallace seconded. The motion was adopted.

4.3. **Discontinuation of M.S. and Ph.D. in Biorenewable Resources and Technology [20-4] – Bennett-George**

Senator Bennett-George said that enrollments declined, and resources are no longer available to support the program. One student is still enrolled, but all courses that that student needs will be available to them.
Senator Beresnev expressed surprise. Biorenewables is a fast-growing field, yet we’re discontinuing the graduate programs. Senator Bennett-George replied that when the program was founded in 2002, there was a lot of federal money available for biorenewables research. But there is no money to support research now, and there are not enough faculty on campus to continue to teach in the program. Furthermore, students are not choosing to enroll in it.

Past President Sturm asked whether the “dry up” of funding is temporary. Might it come back in a year or two? Senator Freeman replied that the standalone program is being discontinued. But research is being conducted in other programs, including his own, Agricultural and Biosystems Engineering, and Chemical Engineering and Software Engineering. The research isn’t going away, but is happening in other majors.

Senator Beitz pointed out that biorenewables research funding is not going away; the support is local.

Senator Winer said that being an interdisciplinary program was the problem for this graduate program. The Resource Management Model (RMM) is very difficult for interdisciplinary programs, because all money flows to departments. Senator Winer said that this concern has been raised to the Provost’s Office year after year, and nothing is done. In short, RMM kills interdisciplinary programs.

The motion was adopted without dissension.

5. **New Business**

5.1. **AESHM Beverage Management Minor Proposal [20-6] – Bennett-George**

No comments

5.2. **Name Change: Child, Adult, and Family Services Major [20-7] – Bennett-George**

5.3. **Name Change: Child, Adult, and Family Services Minor [20-8] – Bennett-George**

No comments

5.4. **Ethics Minor Proposal [20-9] – Bennett-George**

No comments

5.5. **Graduation with Distinction [20-10] – Bennett-George**

Senator Bennett-George said that this change to the Catalog has two goals. First it changes the cumulative GPA used to determine graduation with distinction from the cumulative GPA in the semester prior to the last one to the very final cumulative GPA. Second, it expands the eligibility for graduation with distinction to students in programs that require smaller numbers of credits to be taken at ISU. Furthermore, the commencement program will designate students as graduating with distinction based on the cumulative GPA in the semester prior to graduation; but this will be unofficial, because the official distinction depends on the final cumulative GPA.

Senator Frank asked for clarification about how the designation is determined for the commencement program, given that grades are not available until Tuesday after graduation. Senator Bennett-George said that the designation can still appear in the commencement program,
based on the GPA at the end of the semester prior to graduation. There is the possibility that some students will have the designation in the program, but not earn the distinction when their final cumulative GPA is calculated.

Senator Rosa raised a concern about cross-signals. Parents may be surprised by the designation appearing in the program and then retracted after the official calculation. Senator Bennett-George pointed out that that problem already occurs. Students are allowed to participate in commencement early, for example, when their last semester is an internship. The commencement program has always been an unofficial document.

6. Announcements

6.1. Faculty Senate President
President Faber said that the nomination form for president-elect, who will be elected in January. Even though classes will end in November, there will be FS meeting in December and in January before the spring semester begins. There will be a special EB meeting in December to discuss summer and fall 2021 semesters.

President Faber said that she was a co-chair of the renaming policy committee. The policy is open for public comments.

6.2. Faculty Senate President-Elect
President-Elect Wheeler said that FS Representative Committee (composed of FS caucus chairs) collected concerns from faculty. Many faculty who are highly successful teachers and researchers are unable to be their best selves at this time. The committee is working to compile faculty comments, which will form the basis for future FS actions and recommendations.

6.3. Senior Vice President and Provost
Aon Pay Equity Study
Provost Wickert shared the executive summary of the Aon (formerly Hewitt) pay equity study, which was originally commissioned in 2018. The study examined salary equity (especially with respect to gender, race, and ethnicity) campus-wide, at the university and college level. It is based on FY18 data. The global consulting firm was selected for their expertise and because they were contracted to conduct a study for ISU’s P&S classification and compensation study. In consultation with FS RPA Council, deans and associate deans, UHR, OEO, and University Legal, Aon identified job groups. The data then had to be adjusted to allow for appropriate comparisons – some faculty are on 9 month contracts (full time or part time) and others are on 12 month A-base contracts; some faculty receive summer salary; some have FISIPs; some have salary increments for holding named faculty positions. Department chairs, deans, and school directors were pulled out. The data also were adjusted to take into account years with tenure, faculty rank, etc.

The major finding is that at the institutional level, there is no evidence of systematic bias on the basis of gender or ethnicity. Aon did identify a few pockets of concern in CVM and COD. Specifically, CVM has 58 female faculty and 97 male faculty; and COD has 20 nonwhite faculty and 119 white faculty. The analysis did not support a conclusion of bias, but Aon recommended
further study. The deans in each college conducted their own studies. CVM made 15 salary adjustments, and COD made 17 adjustments.

Senator Oberhauser asked about salary compression in rank. Senior faculty compensation is low compared to incoming faculty, due to market and salary differences. Provost Wickert said that compression was not the focus of the study; the study was focused on the narrow issues. Nevertheless, he acknowledged, there are many other issues with respect to salary, including compression, and pay compared to peer and aspirant universities. When we compare ourselves to other institutions, typically we find that we compare better at the assistant level (when hiring) than we do for people at more senior ranks. It is a very important issue, but separate from this particular study.

Senator Oberhauser recommended adding percentages to the tables.

President Faber asked whether there would be a place where senators could access this report, or whether the report would be shared with faculty more widely. Provost Wickert replies that the report is marked “privileged and confidential.”

6.4. P&S Council
P&S Council President Parris reported that P&S Council adopted four strategic initiatives: support and advocate for solutions that directly address COVID-19 related concerns; advocate for meaningful supervisor training with a focus on the fundamentals of being a supervisor; make recommendations to ensure successful communication of the final phase of the classification and compensation review; and represent the interests of P&S Council, while supporting the university’s efforts to explore additional temporary cost-reducing measures.

P&S Council President Parris said that the executive committee met with VP Darr, Associate VP Heppler, and Associate Director Mallarino Houhghton about classification and compensation review. P&S Council executive members raised nine questions. The takeaway was that if P&S employees are uncertain about whether they are in the right classification, when the freeze ends, they should work with their supervisor and HR to discuss the possibility of promotion.

6.5. Student Government
SG President Fritz offered recommendations for spring course content. Students have said that they would like more synchronous components in their online classes. They would like more accountability for their assignments. She suggested creating a small stakes assignment following a video to incentivize students to watch the video.

Senator Wood asked whether students recommend that synchronous activities be mandatory or voluntary. SG President Fritz replied that if there are discussions in the synchronous meetings, make it mandatory. If students are expected to watch lectures on their own, then make a small stakes assignment or quiz afterwards.

6.6. Graduate and Professional Student Senate
GPSS Senate Engagement Officer Iennarella-Servantez said that graduate and professional students are most concerned about expectations and accommodations for responsibilities,
especially with respect to quarantine. The concern is greater for research than for teaching. For teaching, most students are getting the resources they need, on an individual case-by-case basis. The Graduate College, especially Dean Graves, has been helpful in facilitating advisor-student interactions.

7. Good of the Order
Senator Wallace announced on behalf of the ISD Advisory Committee that a new reporting workbook will be developed on the financial side for each individual PI or faculty member to get periodic accounting of all accounts in one place. This should be available to everyone by the end of the first week of December.

Senator Lutz asked whether it is still possible to request that it be pushed to faculty every month. Or is this more transferred work? Senator Wallace said that this does not create new work for faculty. The periodic, automatic update is part of the system, imposed at the cost-center level and tailored to each individual faculty member. This is not supposed to create any new work for faculty.

Senator Nair said that one problem with reports is that they don’t clearly state whether the money leftover in accounts includes or excludes IDCs. Has that been addressed? Senator Wallace said he was aware of the issue, as well as encumbered and unencumbered amounts. He thought it will probably be a component of the individual workbooks updated in real time, though he was not sure how it will deal with IDCs.

Senator Winer commented on the classification and compensation review process. The review was intended to bring titles in line with market conditions. As someone who manages multiple staff, he said that he applauded the justification and thought it was long overdue. However, the implementation of the process left a lot of questions. Many staff, including those who have been working at ISU for 10, 15, 20, or 30 years, feel significantly demeaned and unsupported by ISU. Faculty need to support the staff. To give a “flavor” of the process: initial assignments were first made by UHR. Many were done with little to no input from staff or their supervisors. Employees received notice about where they were assigned. Managers were classified in places well below the appropriate classification, with no clue how the classification was made. Staff were told that salary range was not used in the initial classification. Staff wanted to know what hidden criteria were used for assignments, and whether they would be able to be reclassified. Many staff requested such reclassifications. Often, local HR partners fully agreed with the requests, but their opinions were often ignored by UHR. Requests were uniformly denied because there were too many. Staff asked for meetings to explain why their requests were denied and how classifications were being made. They were told that these were college or unit decisions, not decisions by UHR. But colleges and units denied having any role in the decisions. Then the deadline came and staff were left with whatever classification they had. They are told that the promotion process is the way to rectify the situation. But after how this played out, why put staff through the promotion process? The damage to staff morale is truly significant. Hours upon hours have been spent trying to undo the damage done by this implementation process. Department chairs and center directors have discussed this. During this already stressful COVID-semester, this is not a welcome addition. Senator Winer added that its timing has to be questioned. He called
upon FS to stand with our colleagues. Let the university know that we need to rectify the damage done to our staff. (A number of senators expressed their support in the Chat.)

8. **Adjournment**
President Faber wished everyone a good experience with the end of the semester. The meeting adjourned at 4:41 p.m.

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**NEXT MEETING: Tuesday, December 8, 2020 – 3:30 p.m. – Webex**