

**Adjunct Instructor Appointments in Construction Engineering
Iowa State University Faculty Senate, April 12, 2005.**

The Construction Engineering program desires PhD candidates who have relevant experience in construction so they can assist in teaching in a credible manner to a group of students who have construction experience from summer jobs, involvement in family business and construction employment before entering our program. We believe such candidates gain relevant experience by managing the construction process and supervising people in engineering and management positions. By holding a supervisory position, the PhD candidate will understand the expectations for people entering the profession and be better able to develop educational experiences that will benefit our students. Therefore, we would offer adjunct instructor positions to people who have a Masters Degree in engineering and supervisory experience in the construction industry.

It is proposed the Construction Engineering Program of the Civil, Construction and Environmental Engineering Department be allowed to use the title of adjunct instructor for PhD students with the following stipulations:

- Candidates will have a Master's Degree and at least 5 years of industrial experience, two years of which includes supervision of entry level engineering and management personnel.
- Maximum appointment length of 5 years
- Yearly contracts renewable given satisfactory performance as a teacher, researcher and student and sufficiency of funds
- Appointments may be partially supported by research and other funding

Iowa State University
of Science and Technology

S04-14

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April 7, 2005

To: Susan Carlson
Associate Provost
1550 Beardshear Hall

Sanjeev Agarwal
Professor and Dean's Faculty Fellow, Department of Marketing
President, ISU Faculty Senate
3137 Gerdin Business Building

From: Maynard Hogberg
Animal Science

Subject: Request to open Adjunct Instructor Positions in Animal Science

Proposal: The Animal Science Department is proposing to open two Adjunct Instructor positions dedicated to the department's teaching mission. The primary responsibility for the Instructors would be divided between teaching, advising, and recruiting. It would be expected that the Instructors would have completed MS degrees and, concurrent with their appointment, would pursue PhD degrees in Animal Science. The special experiences and background of the Instructors will bring current, cutting-edge industry examples to their classroom and research, while the PhD and teaching experience the Instructors complete will enhance their future employment opportunities with universities or industry.

Background: Over the past years, the net loss of teaching FTE's due to retirements and departures of Animal Science faculty have been significant. In FY04 alone, departures reduced teaching equivalents by approximately 2.25 FTE and caused reassignment of over 100 academic advisees, both resulting in overloads for existing faculty for FY05.

Paradigm shift: Because departing senior faculty tend to have higher funding proportions from the college (teaching) and new hires tend to have higher funding proportions from station (research), the downward trend in available teaching FTE's will continue. Additionally, enrollment of animal science majors and loads in animal science courses continue to be strong. Enrollment for the department is currently 60% higher than

it was 20 years ago. Clearly, to meet student needs, the department must approach achieving its teaching and advising mission with a new paradigm. An educationally and fiscally effective method of delivering services to our students would be to add Adjunct Instructors to our team.

- ✓ Previous experience with graduate student instructors in animal science has proven that they relate well to undergraduates, excite them about their education, and serve as excellent role models.
- ✓ Young staff members communicate well with high school and community college students in recruiting activities.
- ✓ Instructors spend 3-4 years learning valuable teaching skills and then depart for faculty or industry positions, allowing this program to be a pilot for a new teaching support paradigm in animal science rather than a long-term commitment.

Specifics: The proposal is for two Adjunct Instructors to be hired to complete critical teaching, advising, and recruiting assignments. Teaching would be expected in two areas: First, livestock evaluation (AnS305) and coaching intercollegiate evaluation teams (AnS 475A – livestock; AnS475C – meats). Second, involvement in newly developed freshman and sophomore animal production coursework. In fall 2005, the department will implement a significant course/content shift to better meet student learning outcomes. All production/management courses for individual species (from cattle to dogs) will be shifted to the sophomore level while existing senior species courses will become intense enterprise management courses based heavily upon case-studies approaches. This shift will open opportunities for teaching by the new instructors with special industry experience. The expansion of sophomore courses will also increase specific articulation opportunities for several prominent Iowa and Illinois community colleges. Renewed recruitment programming at these colleges will be critical. A portion of the formal assignment of the new instructors will be in this community college recruiting venue as well as high school students. The instructors will assist in developing workshops and other activities at ISU for recruitment purposes. Finally, a reasonable advising load will be assigned to the instructors. Academic advising will continue to be primarily a faculty assignment, but the instructors will assist in keeping individual faculty advising loads at manageable levels.

4. The current proposal is for opening two Adjunct Instructor positions in the 2005-2006 academic year. The long-range goal for the department is to fund up to four Adjunct Instructor positions. Four positions will be less than 10 percent of the Animal Science faculty.

Two proposed position descriptions are attached to this memo:

IOWA STATE UNIVERSITY

An Equal Opportunity/Affirmative Action Employer

Vacancy Announcement

Adjunct Instructor

Vacancy Number:

Department: ANIMAL SCIENCE

Proposed Start Date: August 1, 2005

Appointment Conditions: Non-tenure Track, 9 Months, Full Time, Renewable one year appointment

Special Conditions:

Description:

The Department of Animal is seeking candidates for the position of Adjunct Instructor in Animal Science with responsibilities in undergraduate teaching and academic advising. The successful candidate is expected to have completed a Master of Science degree in an animal science discipline and to pursue a PhD degree in the one of the department's programs while serving as Adjunct Instructor. Teaching activities will include coaching the ISU Intercollegiate Livestock Judging Team, a course in livestock evaluation, and involvement with introductory animal science laboratories. Student management responsibilities will include recruitment and academic advising of undergraduates in Animal Science and Preveterinary Medicine.

Required Qualifications:

Livestock evaluation and coaching experience, demonstrated evidence of effective teaching and communication skills, and willingness to work collaboratively.

Preferred Qualifications:

M.S. in animal science or related field, a background with livestock production systems, and exposure to the broad industries of beef, sheep, and swine production.

Salary/Wage:

Commensurate with qualifications and experience.

Application Deadline:

To guarantee consideration, application must be received by June 1, 2005.

Application Instructions:

Applicants should submit a complete resume, graduate transcripts, and names and contact information of three references to Dr. Maynard Hogberg, Chair, Department of Animal Science, 1221 Kildee Hall, Iowa State University, Ames, IA 50011-3150 (telephone: 515-294-2160; fax: 515-294-6994; email: hogberg@iastate.edu).

IOWA STATE UNIVERSITY

An Equal Opportunity/Affirmative Action Employer

Vacancy Announcement

Adjunct Instructor

Vacancy Number:

Department: ANIMAL SCIENCE

Proposed Start Date: January 3, 2006

Appointment Conditions: Non-tenure Track, 9 Months, Full Time

Special Conditions:

Description:

The Department of Animal is seeking candidates for the position of Adjunct Instructor in Animal Science with responsibilities in undergraduate teaching and academic advising. The successful candidate is expected to have completed a Master of Science degree in an animal science discipline and to pursue a PhD degree in the one of the department's programs while serving as Adjunct Instructor. Teaching activities will include coaching the ISU Intercollegiate Meat Judging Team, involvement with selected meat science courses and introductory animal science laboratories. Student management responsibilities will include recruitment and academic advising of undergraduates in Animal Science and Preveterinary Medicine.

Required Qualifications:

M.S. in animal science or related field, demonstrated evidence of effective teaching and communication skills, meat evaluation and coaching experience, and willingness to work collaboratively.

Preferred Qualifications:

A background with the meat or food industry and exposure to the broad industries of beef, sheep, and swine production.

Salary/Wage:

Commensurate with qualifications and experience.

Application Deadline:

To guarantee consideration, application must be received by September 15, 2005.

Application Instructions:

Applicants should submit a complete resume, graduate transcripts, and names and contact information of three references to Dr. Maynard Hogberg, Chair, Department of Animal Science, 1221 Kildee Hall, Iowa State University, Ames, IA 50011-3150 (telephone: 515-294-2160; fax: 515-294-6994; email: hogberg@iastate.edu).