

**Iowa State University
FACULTY SENATE
Session XIV, Meeting 1
MINUTES
September 18, 2001**

1. Attendance:

- a) Members Present: D. Anderson; C. Baldwin; D. Bazylinski; D. Bullen; J. Chen; D. Coffey; G. Colver; B. Coree; H. Cravens; J. Cunnally; J. Dana; F. Dark; R. Dearin; M. Doran; M. Duffy; T. Emmerson; C. Fehr; A.M. Fiore; C. Ford; D. Fowles; W. Franke; J. Girton; R. Hall; B. Hand; C. Heising; A. Hendrickson; J. Herwig; P. Hoffman; P. Holden; D. Hopper; J. Hutter; H. Ilahiane; D. Jones; G. Jura; G. Leavens; P. Martin; M. Mattson; J. Maves; J. Moses; J. Opsomer; M. Owen; G. Palermo; G. Phye; C. Pope; M. Porter; C. Post; P. Premkumar; G. Rajagopalan; B. Robinson; J. Robyt; K. Schilling; D. Simonson; L. Stephens; B. Summers; B. Thacker; A. Thieman; C. Thoen; S. TimW. Trahanovsky; C. Trexler; D. Vrchota; W. Ware; T. Weber; W. Woodman; M. Wortman.
- b) Substitute Members: D. Russell for D. Epperson; K. Jolls for J. Hill; K. Kruempel for J. Lamont; D. Berleant for S. Russell.
- c) Absent Members: S. Agarwal; M. Chen; E. Cooper; G. Hightshoe; P. Korsching; C. Mize; F. Nutter; J. Tollefson; M. Yaeger; B. Yang.
- d) Guests and Visitors: L. Charles, University Relations; R. Richmond, Provost Office; S. Carlson, Provost Office; Rex Heer, P&S Council; A. Adkins, ISU Daily; L. Allen, Ames Tribune; J. Christensen, GSS; T.J. Schneider, GSB; T. Wheelock.

- 2. **Call to Order.** The Iowa State University Faculty Senate met in Room 260 Scheman Building on September 18, 2001. Senate President, Christie Pope, called the meeting to order at 7:31 p.m. and introduced substitute senators.
- 3. **Moment of Silence.** President Pope asked Senators to stand for a moment of silence in honor of the victims of the World Trade Center terrorist attack..
- 4. **Consent Agenda.** Senator Hopper moved approval of the consent agenda and the motion was approved by voice vote.
- 5. **Guest Speaker.** President Gregory Geoffroy addressed the Faculty Senate. President Geoffroy began his address by stating that he will seek to keep the lines of communication open. He mentioned the summer retreat with the Senate Executive Board, his monthly breakfasts with the Faculty Senate and Professional and Scientific Council. He emphasized the point that the university can best advance if we work together and share a common agenda. President Geoffroy went on to summarize a number of challenges facing the university including: the declining state budget and record enrollment. He expressed concern about the uncertainty regarding the budget for next year. President Geoffroy gave a detailed description of the efficiency review being conducted by the Governor and the Board of Regents. The review will be conducted in three phases. The first phase was recently conducted by MGT America,

a consulting firm hired by the Board of Regents. The purpose of this review is to identify ways of increasing the efficiency of the university. Recommendations from the first phase of the review are due at the end of October, 2001. These recommendations will be used in Phase 2 and Phase 3 reviews respectively, to identify short-term (2-4 months) and long-term (1-1.5 year) ways to improve efficiency. President Geoffroy indicated that he did not hear anything that was of major concern during his exit interview with the consultants.

President Geoffroy discussed the Task Force on University Strategic Effectiveness and Budget Priorities. This task force will coordinate implementing any mandates that arise from the efficiency review, and advise the President on budget issues. President Geoffroy shared slides he presented to the Board of Regents concerning enrollment, resident undergraduate tuition and fees, nonresident undergraduate tuition and fees, tuition and fees per FTE Student for fiscal year 2000, state appropriations per FTE Student for fiscal year 2000, combined funding per FTE Student (tuition and fees plus state appropriations) for fiscal year 2000, and indexes of FTE students, FTE tenured/tenure track faculty, and student-to-faculty ration for fiscal years 1991-2001. Each of these slides demonstrate important facets of the budget crisis, namely: record enrollment, declining state funding, and declining numbers of tenure line faculty. President Geoffroy stated that his highest priority is to increase the number of tenure and tenure track faculty. In closing President Geoffroy recognized that we are in tough times, however, he is confident that things will turn around and that it is important to remain optimistic and if we do so we will emerge as a stronger institution.

The President then addressed questions from Senators. Senator Girton raised a question regarding the apparent disparity in value of teaching. He provided quotes demonstrating that teaching is of little value when promotion and tenure are considered and of the highest value when teaching is addressed in the public arena. President Geoffroy thanked Senator Girton for submitting his question in advance and stated that he expected that every faculty member should be good in the traditional areas of teaching, research and service. However, when making tenure decisions, it is most important to look at the balance in the individual's portfolio. The expectation is that there should be excellence in at least two of the three areas. It is excellence in academic work that gets the highest priority.

Following his remarks, Christie Pope thanked President Geoffroy for addressing the Senate. This was followed by a round of applause from the Senators.

President Pope informed Senators that she intended to institute a state of the faculty address, and she reminded Senators of the Presidential installation ceremony and encouraged Senators to participate.

- 6. Provost Comments.** Provost Richmond announced that he has appointed three distinguished faculty to the Provost's Administrative Group for promotion and tenure review, the new members are: Professor Cornelia Flora (Sociology), Professor Jane

Farrell-Beck (Textiles and Clothing) and Professor James Roth (Veterinary Microbiology). Provost Richmond also informed the Senate that the Task force on Strategic Effectiveness and Budget Priorities has met with the MGT America consultants and the task force has begun to develop the process and criteria for budget development.

At the request of President Pope, Provost Richmond has agreed to address questions that have been submitted in advance of the regular Senate meetings by Senators or members of the general faculty. Provost Richmond addressed the following questions submitted by the general faculty:

1) Why, with a sharp rise in gasoline prices in the past several months, hasn't the mileage rate (25 cents per mile) we can be reimbursed increased?

— Reimbursement rates are:

- \$0.31 per mile for <100 miles or for total trip if University auto used
Rates for other state agencies are: \$0.29 and \$0.21
- AAA estimates that operating costs for gas,oil, maintenance = \$0.126/mile

2) At a time when one can purchase an airline ticket online for considerably less than what the same ticket costs through Travel and Transport are we not "trusted" to purchase our own tickets and be reimbursed for the cost?

— Benefits of contracted agencies:

- lower service charges, on-campus delivery, after hours help services, data which we can use to negotiate discounts with the airlines; and a convenient payment mechanism.
- travel agencies also assure compliance with the need to use U.S. carriers when federal funds are used
- Call Bill Cahill in Accounting (4-5181) to get approval to use personal credit card and receive reimbursement
- Use of internet sites - agencies access them

3) I would like to know the AVERAGE salary increase for administrators and see that compared to the AVERAGE salary increase for teaching faculty.

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| - Average for all faculty | 3.78% (~1400) |
| - Average for DEOs | 3.90% (45) |
| - Average for VPs to Asst. Dean | 4.02% (40) |
| - Average for Senior, university-level administrators | 5.45% (15) |

4) Is there still a University committee on Promotion and Tenure? If yes, than why are rejection letters from Provost Richmond stating that he denies tenure.

- Yes
 - “The provost makes his/her recommendations to the president of the university. The provost will inform in writing each candidate and the respective DEO and dean of the recommendation he/she is forwarding to the president. If the provost’s recommendation is contrary to the dean’s recommendation, the provost will summarize in writing the reasons as part of his/her recommendation. The DEO will forward the provost’s recommendation and summary to the departmental promotion and tenure committee.” (1999 Faculty Handbook)
- 5) I’d like to know that status of the 15% overhead rate to researchers proposal. Also, assuming it starts, do ongoing projects get 15% of overhead collected after it starts?**
- Tentatively approved by Senate
 - Under review by the central administration
 - Very likely to be approved perhaps with some modifications
 - Projects get indirect so long as they collect the maximum allowed by the funding agency
- 6) Does the Provost favor retaining an early retirement incentive program similar to the current program? Why or why not?**
- Yes, but not as entitlement and with unit review
 - Should be used to help faculty and staff on an individual basis
- 7) What actions are being taken to identify departments, programs, or colleges that could be discontinued in the event of further financial shortfalls in future State allocations? This sort of contingency is not a pleasant thing to contemplate, but in my opinion it would be better to start a thorough assessment of this now, so we aren’t forced into making hasty, sub-optimal decisions when and if “crunch time” befalls us.**
- This is the responsibility of the Taskforce on Strategic Effectiveness and Budget Priorities.

Copies of the slides used by the Provost are available on the Faculty Senate web page.

Provost Richmond announced that Susan Carlson (English) was recently appointed Associate Provost.

7. Election of the Faculty Senate Secretary.

President Pope thanked Past-President David Hopper for serving as Interim Secretary and announced that a nomination for Connie Post had been received from the LAS Caucus. President Pope asked for nominations from the floor and received none. The podium was then turned over to Senator Thacker, Chair of the Senate Elections Committee, for the purpose of conducting the election. Written ballots were distributed and collected for counting.

8. Committee of the Whole. Denise Vrchota, convened the senate as a committee of the whole and recognized Past-President Hopper, the new Chair of the Task Force on Continuing Non-Tenure Track Appointments. Senator Hopper reviewed the recommendations made by the task force and discussed the timeline of events leading to the recommendations being debated by the Faculty Senate. Printed copies of the recommendations and timeline were distributed in the meeting packets.

Denise Vrchota recognized Senator Hutter (LAS) from the opposition. Senator Hutter, noting that he is the only senator who responded to the request for amendments, addressed three issues.

The first is the matter of caps. Is there a conflict, asked Hutter, between the administration and the faculty over whether we should have more non-tenure-track faculty? After all, said Hutter, we all know we would fill positions with tenure-track if we could, but that it takes four times as much money to hire tenure-track instead of non-tenure-track faculty, according to the LAS Dean. At issue here is the treatment of non-tenure-track faculty. In support of the notion of the defeated proposal with 5% and 15%, the 15% would cause hardship for several departments: English, Foreign Languages, Computer Sciences; to that list, I would add music. All the deans said they oppose the caps.

The second matter is organization. Hutter wonders whether we will need a separate organization for non-tenure-track faculty. If we do, we will have to change the Faculty Handbook and the Constitution. This will also set us apart from the AAUP, which stipulates that non-tenure-track faculty should be included in departmental and institutional structures of faculty governance.

The last issue is a point of classification. For Senior Clinician, the classification comes five years after the sixth year, but it could be the fifteenth year. How does this safeguard the AAUP stipulation that all faculty be either probationary or tenure-track? A letter from the Associate General Counsel of the AAUP on terminating a senior lecturer states that in case of financial exigency, the standards should be the same as they are for persons with indefinite tenure. Basically the AAUP says that (1) the classification does not make any difference; (2) the person must be either probationary or tenure-track; and (3) the person can be terminated only for cause.

According to Hutter, the solution is to delete item #7. The AAUP does not say you cannot have 15 or 25%; it simply says you should not have more than that.

Following Senator Hutter's comments, Senator Woodman stated, "As a member of the committee who drew it up, I say let's stop the hypocrisy. This is a fraud. Let's be honest and say the work they do is important." [reference to nontenure-track instructors]

Discussion ceased because of the lateness of the hour and the need for the senate to go out of the committee of the whole to complete its business of the evening.

President Pope recognized Brad Thacker, who reported the results of the election for the Secretary of the Faculty Senate: 65, yes; 4, abstained; 0, no.

The motion to make Professor George McJimsey (Chair, Department of History) the Chair of the Committee to Review the Office of the Vice President for External Affairs was approved by a voice vote. There was one nay.

The meeting adjourned at 9:57 p.m.

Respectfully submitted,

David Hopper, Interim Secretary
Connie Post, Senate Secretary