

01/M/6

**Iowa State University
FACULTY SENATE
Session XIV, Meeting 6
February 12, 2002**

[Unapproved minutes]

I. Call to Order

The meeting of the Faculty Senate was called to order at 7:30 p.m. in 260 Scheman by President Christie Pope.

Attendance:

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

II. Consent Items

Motion to approve the following consent items carried with the exception of the minutes of 12/11/01, which were tabled until the March meeting:

- A. Minutes of December 11, 2001 [01/M/4] and January 15, 2002 [01/M/5]**
- B. Agenda [01/A/6]**
- C. Calendar [01/C/6]**
- D. Discontinuation of Undergraduate Minor in Athletic Training [SO1-13]**
- E. Post-Audit Report in Performing Arts [S01-14]**

III. Announcements

A. Faculty Senate President Christie Pope

1. **Update on Proposal for Faculty Representation on the Board of Regents.** A subcommittee of the Education Committee includes Barbara Finch, Danny Carroll, and Jane Greiman, and the larger committee will vote on Friday. At this time Greiman opposes the proposal. Finch has changed the legislation so there will be two-year terms rotating between UI, UNI, and ISU. Pope called Gary Steinke, the ISU lobbyist, on Friday, who said ISU is taking a stand on monitoring the situation; however, he then said the Board of Regents opposes this legislation and thus ISU's lobbyist is opposing it. Pope reported that Dan Power, President of the Faculty Senate at UNI, says the Senate there supports it. At UI the proposal is stuck in deliberations of the Executive Board, which wants more details. The UI Executive Board meets next on February 26. The ISU Faculty Senate was wise to put forward a general idea, said Pope, because it is not a piece of legislation that can be controlled by ISU.
2. **Non-voting Versus Full Member.** Finch, said Pope, put "voting member" into the legislation. Opponents of that idea say P&S and Merit would also want to be included. Pope said ISU would be happy to go with either voting or non-voting.
3. **Upcoming Faculty Senate Election.** Max Porter, Chair of the Election Committee on the Governance Council, announced openings on the Faculty Senate.

B. Provost Rollin Richmond

1. **Budget Cuts.** Provost Richmond summarized his response to a question about whether the budget cuts will be prioritized or across-the-board cuts for the colleges. Thus far, 3% has been cut from academic areas and 4% from administrative. Prioritized cuts, said Richmond, were then assigned, ranging from 1.8 to 10.4%. Both the President and the Provost asked deans to make differential cuts across units in their college.
2. **Nontenure-track Policy.** Noting that the Senate votes tonight on the nontenure-track policy and the family leave policy, Richmond reminded senators that they have already voted on the nontenure-track policy and that tonight's vote will be on minor changes in that policy that have been approved.
3. **Family Leave Policy.** Richmond emphasized the importance of the family leave policy for the university's effort to attract and retain faculty and said he hopes we will support it, given the assurance that it will be broad-

ened in the future.

IV. Reports

A. Review of the Office of Student Affairs (John Schuh)

Pope, who noted that the Faculty Senate reviews five major administrative offices on a rotating basis and later checks to see if the recommendations have been implemented, turned the meeting over to John Schuh. The committee's charge was to review the office and the officer, said Schuh, who called the attention of the senators to pages 54-58 of the Faculty Handbook and then listed the names of faculty and students who served as members of the review team. He noted that Mike Direnfurth would have been on the list but left ISU for Purdue. The methodology of the committee, noted Schuh, was to review documents, interview people, and provide an opportunity for them to comment to the campus community. The committee sent 160 letters to faculty identified as having something to do with student affairs, delivered two reports, and made the following four conclusions: (1) the office is well-regarded; (2) the office is very effective in representing the interests of students; (3) the office has developed and provides excellent services, programs, and learning opportunities for students; and (4) the office and the university faculty are encouraged to develop additional experiences that advance student learning on campus. Following Schuh's report, David Hopper lauded Schuh's committee for its very professional report.

V. Old Business

A. Nontenure-Track Policy [S00-30] (Hopper)

Pope noted that the Faculty Senate passed the nontenure-track policy and sent it to the central administration, which had changes it wanted to make. A committee worked out the differences quickly and cordially, added Pope, who then turned the meeting over to Hopper, who said the document basically remains unchanged. He did mention, however, that the word "faculty" has been added in several places. The first of these appears at the bottom of the first page where the word "teaching" has been replaced with "faculty" to read as follows: "faculty appointments"; the word "faculty" has also been added on page 2 to #4, which now reads, "nontenure-track faculty appointments; and to #5, which now reads, "nontenure-track faculty positions". For #3 the original sentence stated that "ISU subscribes to and will adhere to AAUP guidelines and standards for part-time and nontenure-track faculty" (page 2). At the request of President Geoffroy, said Hopper, the phrase, "and will adhere to," has been deleted from that sentence. Hopper also noted that #8 now includes a reference to #3, as follows: "The Faculty Senate shall exercise oversight of compliance with these recommendations and will accept and review applications for exceptions to appointment limitations in #3 from the Provost, consistent with shared governance."

To Hamilton Craven's query about whether the Provost or an appointee of the

Provost would serve on the committee to review exceptions to the policy, Hopper said it was the intention of the committee that the Provost would serve. Carla Fehr was puzzled about why the word “faculty” was inserted only in the second bullet, and Hopper agreed that there are four or five other places where it should also appear. If so, then why not include it in the title? asked Robert Gregorac. Daniel Bullen said he knows the administration wants to delete a phrase in #3, so wondered how this will change the guidelines the Senate identified on 10/9/01 to which it wishes to adhere. Pointing out that the AAUP guidelines will remain whatever they are, Jim Hutter stated that he supports the deletion and said having a document that says ISU subscribes to AAUP guidelines and standards in this matter is splendid.

Motion to accept the nontenure-track policy as changed here today was passed unanimously.

Pope thanked Hopper and his committee for their work; Hopper thanked Pope.

B. Ombudsperson [S01-10] (Fowles)

Since the last meeting of the Faculty Senate, said Fowles, the Executive Board voted to add the following underlined phrase under III.1. Confidential (first bullet on page 2): “does not disclose the identity of any individuals who have or have not contacted the office, without permission of the party or parties.”

Michelle Mattson said the LAS Caucus wanted to address several matters, including the use of the term “ombudsman”. She also noted that the document does not convey a sense of what this office does but instead devotes considerable effort to pointing out what the ombudsperson cannot do -- so much so in fact that there does not seem to be anything left for the person to do. Fowles explained that the “do nots” are a protection of the office so that the comfort level of someone using the ombudsperson will not be diluted. Hutter stated that the LAS Caucus moved that the proposal be sent back to the committee for clarification and editorial changes.

Motion to send the proposal to establish a faculty ombuds office back to the committee for clarification and editorial changes was seconded. Pope pointed out that the committee will need to know what LAS Caucus wants changed, and Ganesh Rajagopalan responded by asking whether there is a senator from the LAS Caucus that could serve on the J&A Committee. When Pope asked Rajagopalan if he was amending Hutter motion, he said he was only offering a recommendation, not a motion. Mattson stated that it was not her desire to nitpick but that she would like the language to be gender-neutral and the emphasis to be on what the office does. Jon Tollefson urged that the Senate talk about the content and then worry about editing stuff.

Palermo wondered if the proposal was before the Senate for a vote, and Pope said, yes. If so, asked Palermo, is this a substitute motion or a motion to table? Max

Porter said he heard a motion to commit -- in other words, to refer to committee. Hutter noted the concerns of the LAS Caucus. Acknowledging that there was no time to wordsmith it now, he said it should go back to the committee and be brought again to the Senate. If you think this position is important, said Woodman, then vote on it.

Motion to refer back to committee fails. Pope announced that the motion of the Judiciary and Appeals Committee to accept the proposal was now on the floor.

Mattson and Fehr reiterated their concerns about the policy in its current form. Fehr said there appear to be contradictions, for example, stating in one place that this person will keep all records and notes, in a secure manner, and then in another stating that there will be no records kept. Polishing up the policy a bit, said Fehr, would not hurt it. To Fehr's question about whether the ombudsperson's notes could be subpoenaed, Fowles said she did not know, that she is not a lawyer. Robyt expressed concerns similar to those of Mattson and Fehr, and then the question was called.

Motion to accept proposal to establish a faculty ombuds office was passed.

Discussion concluded with Max Wortman suggesting that the document be handled the way the nontenure-track policy was, and Pope noted that the proposal will have to go to the administration where there will be wordsmithing.

C. Arrival of Children Policy [S01-11] (Post, Palermo)

Palermo FDAR Chair, began the discussion of the policy by reading the motion on page 1 of the Faculty Senate Resolution regarding Family Leave (Early Arrival of Children) Policy:

The Faculty Senate endorses the "Position Paper on the ISU Family Leave Policy" and its related appendices, dated 02.02.02, prepared by the Faculty Senate Women and Minorities Committee; and adopts the recommendations outlined in sections "I. Broadening the Policy," "II. Funding the Policy and Related Matters," and "III. Stopping the Tenure Clock." The President shall forward the adopted policy recommendations to the appropriate university leadership involved in preparing Family Leave policies. IN the spirit of shared governance, representatives of the Senate, appointed by its President, should be included in the team that works through the final Family Leave plan.

The first proposal, noted Palermo, is to change the title of the policy from "Supporting the Arrival of Children for ISU Faculty and P&S Employees" to "Family Leave Policy". Palermo also reviewed the suggestions of the Faculty Senate under II. Funding the Policy and Related Matters; and III: Stopping the Tenure Clock, emphasizing that there should not be any penalty burden to the person who takes leave. Post, Chair of the Faculty Senate Women and Minorities Committee, re-

mindful senators that President Geoffroy wants input on the policy no later than February 15, which means that if the Senate wishes its voice to be heard in this matter, then discussion of the policy needs to be completed this evening.

Hutter reported that the LAS Caucus considered and supported an amendment by one of its members, Stephanie Madon. Concerned about implications of an extension for stopping the tenure clock, Madon offered the following amendment, to be placed under III. C. in the document:

Scholarship accomplished during an extension period shall be counted as part of a candidate's pre-tenure record. Standards regarding what constitutes a record deserving of tenure shall not be raised to adjust for any granted extension.

Pope noted that since this amendment comes from LAS, it does not require a second. Although Palermo said he is not empowered to speak for FDAR or W&M, he did say the council and the committee would accept this as a friendly amendment.

In discussing the Faculty Senate Resolution Regarding the Family Leave (Early Arrival of Children) Policy, the question of whether someone can come to ISU and immediately have an extension arose. Post said yes. Whether B-base faculty can be paid in the summer if they have outside grants also came up. Post responded that A- and B-base is an ISU designation, pointing out that B-base faculty might be paid during the summer with outside grants but that they would not qualify for Paid Family Leave provided by ISU.

Clarification was also sought on whether the extension period may or will be granted, and Palermo noted that the document says "will". Hutter recommended that "upon request" be added under II.A., Leave without Pay, to read as follows (addition is underlined):

An A- or B-base full-time faculty member may receive, upon request, up to six weeks of paid family leave in connection with the birth of a child, or for the start of care for a child under the age of five who is an adopted or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis.

Responding to an objection to paid family leave, Carla Fehr asked whether ISU wants the benefits of having a young faculty. If so, she said, then ISU needs such a policy.

Motion to accept the position paper, with the two friendly amendments noted above, passed unanimously.

D. Early Retirement Incentive Policy [S01-12] (Maney, Palermo)

FDAR Chair Palermo, who presented the policy, noted that faculty and P&S staff who by June 30, 2002 are 57 and will have worked full-time at ISU for fifteen years have two years from that date to elect the current ERIP. Seeking to explain why a new ERIP is necessary, Palermo explained that the federal law prohibiting age discrimination means that a person retiring after 65 would not have those benefits under the old plan. Therefore, a new plan must make any benefits available to all.

At this time Dan Power, President of the Faculty Senate at UNI, was introduced, and his brother, Mark Power, joined Palermo at the podium to answer questions about the policy. As Palermo noted, the basic principles sought by the Faculty Senate appear on S01-12. These include the assurance of consideration in small departments should there be administrative denial. Acknowledging the debate about whether ERIP is a benefit or an entitlement, Palermo stated that the Faculty Senate Executive Board wants these principles asserted on behalf of the faculty.

Roy Johnson asked when the policy was last changed, and Johnny Pickett, Assistant Vice President for Business and Finance, said 1987. She noted, however, that the policy then was more generous than the current one, which began in 1992 and has been in place now for ten years.

If it is no longer possible to have an ERIP, Robinson wondered why the Faculty Senate is bothering to present one. Palermo said these are principles that the Faculty Senate will affirm in the event that a new policy is framed. The 1998 law exempting faculty from the age limitation does not apply to P&S and Merit employees, which complicates the drafting of a new policy, said Palermo, because the administration is tepid in its feelings about having different policies for faculty than for P&S and Merit. Should the distinction be made, however, then faculty could have an ERIP. Faculty currently eligible under the rule could opt for that package even if they do not intend to retire at that time. The door for input is open until February 12, noted Palermo.

Johnny Pickett pointed out that because there are groups not happy with the law that prevents bridge programs, there is some movement nationally to put pressure on changing these rules. Although ERIP is viewed by many as a management tool, not an entitlement, said Palermo, the protections provided in Points B and C in the Faculty Senate Resolution need to be discussed, especially the matter of small departments.

Motion to amend the Faculty Senate Resolution regarding the ERIP was passed, and the first sentence under B.2. now reads as follows:

In addition, the Faculty Senate encourages the administration to design a program which assures access to early retirement resources by all faculty and staff and which includes a clearly spelled out appeals process available for all.

Institutionally it is important to go on record that ISU needs an ERIP, said Woodman, who noted that both UI and UNI have gone on record regarding such a policy. He urged that the Faculty Senate let the Regents know that should it become possible, the Senate wants this back on the table.

Move to accept the Faculty Senate Resolution Regarding the ERIP, as amended, was passed.

VI. New Business

Move to extend the meeting for five minutes was passed.

A. Fundamental Principles for Student Evaluation of Teaching [S01-15]

Tony Hendrickson, Academic Affairs Council Chair, said there are two Faculty Senate representatives on the Task Force and reported that the Academic Affairs Council voted to bring these ten principles to the Senate for its consideration. He especially noted changes in #9. Pope noted that the principles introduced this evening would be considered for a vote at the next meeting of the Faculty Senate.

B. Rescinding the Name of the Honors Building [S01-16] (Hall, Mize, Robyt)

Carl Mize explained that the motion has been modified to read as follows:

Whereas the Honors Building at Iowa State University, presently under construction, is to be named the Martin Jischke Honors Building, and Whereas, the policy of Iowa State University is that buildings not to be named after an ex-university official for at least five years after the official leaves the university, Therefore, be it resolved, that the Faculty Senate opposes the naming of the Honors Building after Martin Jischke at this time.

According to John Robyt, Murray Blackwelder made the proposal to name it after Jischke and that the proposal then went to a committee headed by Rob Muhkerjee. Both men, said Robyt, are now at Purdue. Mize, who said that the motion to rescind the name has been done with faculty and student input, reminded senators that they have constituencies and urged that senators poll them on this matter.

The meeting was adjourned at 9:07 p.m.

Constance Post,
Faculty Senate Secretary