

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
November 8, 2005**

Attendance: Agarwal, S.; Anderson, P.; Bailey, T.; Baldwin, C.; Beetham, J.; Bradbury, S.; Braun, E.; Butler, L.; Cai, Y.; Chacko, T.; Chen, M.; Cooper, E.; Courteau, J.; Crase, S.; Dark, F.; Fiore, A.M.; Ghandour, Marwan; Girton, J.; Gregorac, R.; Grudens-Schuck, N.; Hargrove, M.; Heising, C.; Hoffman, P.; Jolls, K.; Kline, K.; Kurtenbach, J.; Laanan, F.S; Mansbach, R.; Martin, C.; Mayfield, J.; Mennecke, B.; Murdoch, A.; Nutter, F.; Olsen, M.; Owen, M.; Palermo, G.; Paschke, C. Post, T.; Robinson, B.; Rosenbusch, R.; Roskey, C.; Rule, L.; Russell, D.; Sadosky, L.; Selby, M.; Tim, S.; Townsend, A.; van Leeuwen, H.; Vrchota, D.; Wallace, R.; Wong, J.; Woodman, B.; Zanish-Belcher, T.

Absent: Bado-Fralick, N.; V. Bracha; M. Chang; Courteau, J.; T. Day; M. Engler; J. Haynes; S. Larson; B. Mack; S. Madon; A. Manu; A. Mitra; G. Phye, M. Porter; J. Pruetz; S. Russell; J. Sawyer; E. Thacker; J. Thompson; A. Van Der Valk; B. Yang

Substitutes: C. Ford for Alekel, D. L.; R. McQueeney for D. Carter-Lewis; K. deLaPlante for C. Fehr; M. Jeffries-El for W. Trahanovsky; L. Stephens for A.M. VanDerZanden

Guests: B. Allen (Provost); H. Babka (GPSS); S. Carlson (Provost's Office); D. holger (Provost's Office); K. Kruempel (Curriculum Committee); F. Maistrovich (ISU Daily)

I. Call to Order – 3:30 p.m.
A. Seating of Substitute Senators

The meeting was called to order at 3:34 p.m., and the substitute Senators were seated.

II. Consent Agenda – 3:32 p.m.
A. Minutes of Faculty Senate, October 18, 2005 - [S05/M/2]
B. Agenda for November 8, 2005 – [S05/A/3]
C. Calendar – [S05/C/3]

Palermo moved, Crase seconded, and the consent agenda was approved.

Baldwin noted that Vrchota was serving as Parliamentarian in the absence of M. Porter.

III. Announcements and Remarks – 3:35 p.m.
A. Faculty Senate President

President Baldwin made the following announcements:

The Ombudsperson proposal has been submitted to the President, and she hopes the position will be established and staffed by spring.

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Baldwin also reported that a number of Regents Excellence awards were presented last week to ISU faculty.

Angela Groh, President of the GSB made an address to the Board of Regents in regards to tuition and the impact on undergraduate students. She supported the tuition increase and differential tuition proposals.

Baldwin reminded the Senate that nominations for President-Elect are due January 11, and the election will be Jan. 17.

The Giving Tree is currently located in the Faculty Senate office, and President Baldwin encourages all Senators to select tags.

She then distributed a basket as part of child care fundraising for students.

B. Faculty Senate President-elect

President-elect Palermo announced the following in regards to the spring conference.

The title is: "The Shifting Plan – What's YOUR Plan for 2010?: Faculty Responsibilities, Opportunities and Realities.

Among the topics for discussion are terms for the academic future of new faculty members; the changing terrain for the recently tenured; and changing mentoring roles for senior faculty.

B. Provost

Provost Allen praised President Baldwin for her leadership during the fall, especially in light of a personal loss.

He reported on the search for the VP for Extension: candidates are currently visiting campus.

The Dean of Agriculture candidates will be here at the end of November and he hopes for feedback from the campus.

Finally, the Provost Allen noted the importance of the spring conference.

IV. Old Business – 3:45 p.m.

C. Roskey as Chair of the Academic Affairs Council, again presented the degree proposals (which were introduced at the previous meeting):

- A. M.S. in Seed Technology and Business – [S05-4]**
<http://www.iastate.edu/~catalog/fscs/reports/seedtech.pdf>

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The courses have been updated.

Bailey raised concerns related to the number of credits in regards to statistical methods as he feels there are too little. This is a data driven area and so these courses would be of particular importance. He also noted that masters in other areas required at least 6-9 credits. Will they be prepared to work in this area.

Paul Christensen (Seed Science Center) responded by noting that statistics has been integrated into existing courses. The goal for this degree is to provide training in management and to be able to communicate with and understand scientists.

The motion carried.

B. MFA in Creative Writing and Environment – [S05-5]
<http://www.iastate.edu/~catalog/fsc/reports/mfacreative.pdf>

S. Bradbury reported that there will be collaboration with the Design college. The Design Caucus met and has turned it over to the curriculum committee.

The motion carried.

C. Undergraduate Digital Media Minor in Design – [S05-6]
<http://www.iastate.edu/~catalog/fsc/reports/digitalminor.pdf>

The only question related to the limitation to Design minors.

M. Ghandour responded that this is due to budget reasons. These restrictions also exists in other colleges and this issue will be examined in the future.

Holger commented that the Senate should consider the content and quality of the program, as opposed to the resources available.

The motion carried.

V. New Business – 4:00 p.m.

A. Part Time Appointments for Tenure Eligible and Tenured Faculty – [S05-7]
<http://www.provost.iastate.edu/faculty/advancement/part-time-appointments-9-05.doc>

S. Carlson of the Provost's Office presented the following, on behalf of a Task Force consisting of C. Baldwin (Faculty Senate President), C. Post, C. Ford, D. Debinski, and S. Carlson.

- The Task Force reviewed research and national practice on this topic

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- The Task Force sponsored a University-wide discussion based on the policy which was distributed last spring (2005)

There have been significant changes based on the previous discussions.

Carlson continued with her presentations and made the following points:

This proposal relates directly to several goals in the university's strategic plan in the areas of recruiting and retain outstanding faculty as well as fostering a welcoming environment.

She then reviewed the current related activities at ISU:

1. The P & T policy recognizes a range of profiles
2. The position responsibility statement required of all faculty
3. Scholarship in extension and teaching and learning
4. Detailed policy on extensions to the probationary period
5. On going efforts to accommodate partners

ISU is seen as a leader in articulating faculty work.

We do lack:

PTT appointments as they are currently handled on an ad hoc basis at the department level
No comprehensive policy to guide process

Carlson then went on to describe current national research and practices:

- The Demographics of faculty are changing—males, females, dual-earners, single parents, elder care
- Faculty demographics do not match student body demographics
- Workplace structures have not adjusted
- Men and women have different demographic profiles
- Productive and unproductive bias avoidance—
- Issues of managing work and life
- Reflect a workplace that needs to be modified.

Robert Drago, a researcher at Penn State, surveyed 4,000 US faculty. His results show that family situations and gender are major factors in faculty success. There is evidence of productive change and those universities who used work/family policies were more productive. The National Science Foundation is sponsoring institutional efforts to change the environment in STEM fields at MIT, Michigan, Washington, Penn State, UC, Berkeley, OSU, Princeton, NC.

The Proposed policy offers the following:

- Option of PTT available to all faculty
- Proposes changes in hiring, terms of appointment, evaluation and review
- Extends the current flexible definitions of faculty work and appt.

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- Appointments are from 50% to 100%

Untenured would have the following options:

PTT due to family issues; 2 year increments—review of PTT faculty: 3 year, 6 year, no longer than 10 years—by the tenth year, they would need to be evaluated for tenure. Currently the latest is year 8. P & T criteria would remain the same.

Faculty member and department chair negotiation is crucial.

Tenured:

Family issues, P & T remain the same, tenure remains FT unless PTT is agreed to, service expectations are proportional, faculty member and department chair negotiate terms of appt.

In conclusion, this proposal would regularize the flexibility of faculty appointments, preventing abuses, allow ISU to better recruit and retain, assist us in reaching our strategic goals and allows ISU to remain a leader.

Baldwin asked for any comments or questions.

Courteau asked if this would be an option would be available to all faculty? She feels that having to negotiate with the department chair would negate the benefits.

Carlson noted the model of the PRS statement. With no agreement, there could be appeal.

Courteau asked about power not being invested in the department chair? Different models?

Carlson noted they could discuss this issue, trying to build on current policies and procedures, but noted here is potential for departmental chaos, and the dept. chair needs to make these decisions.

Gregorac asked if this policy would apply to Lecturers?

Carlson responded that this would not apply to NTT faculty.

Gregorac asked how the AAUP feels about this? Do they have an existing policy?

Carlson noted that the AAUP does support extension of the tenure clock.

Post commented that AAUP lawyers acknowledge this is uncharted territory and there is not yet a critical mass yet.

Carlson also noted that they support renewable NTT appointments.

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Agarwal commented that many departments need faculty lines are currently exceeding the quota (25% limit) for NTT faculty. Wouldn't this policy result in more NTT faculty? Will departments receive more faculty lines?

Provost Allen responded that with a new policy while there would be an effort to provide incentives and rewards, reallocations would be limited.

Carlson noted that would be teaching duties that would need to be covered., salary savings would go to hire NTT to help cover courses.

Pashke asked for clarification—could this be used for hiring PTT up front?

Baldwin noted that this provides flexibility and allows us to recruit.

Olsen (M.)—asked about summer salaries through research grants.

Carlson responded citing a specific case from Engineering. Compared it to phased retirement (incentive) Some restrictions during the summer, but there are options. The answer would depend on the status of the faculty member.

Carlson noted that some universities require certification of how you are spending your time. This would be considered a time to truly work part-time, not to catch up.

Grudens-Shuck is glad to see the concept of family matters being broadened. How do other ISU policies impinge on some of this? Particularly disability?

Carlson noted that the made focus will be the arrival of children, care of child with special needs, partner, elder, or special circumstances concerning health.

Courteau asked if benefits would be prorated?

Carlson—full health benefits would remain but payments to retirement would be affected

Woodman questioned if wouldn't people be able to take advantage of the situation if they are in trouble in regards to P & T. He feels there are definite issues with documentation.

Carlson responded that abuse is possible, but probably rare. PT means partial salary. This is why this must be negotiated with the department chair. This possibility shouldn't stop this from going forward.

Girton asked, based on his experience in the appeals committee, what kind of mechanism will exist for oversight to ensure abuses are corrected? What is the recourse? Can there be faculty oversight?

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Carlson noted there would be review of the policy after 6 years. Existence will solve a lot of problems. Could consider a mechanism, but oversight of personnel issues could be difficult.

Pashke asked about single folks or married without children, does this cover family reasons for them as well?

Carlson responded that yes, this does include family and health reasons and is more inclusive. It is restricted for untenured, while more expansive for tenured. It has more to do with the stage of your career.

Cruse responded to the issue of abuse. There is no reason that a FT person can't already abuse the professorial commitment. If you work hard enough you can abuse anything. It is important that ISU be more open to changes. This definitely impacts on how we view how the administration and faculty work together and she compared this process to the prs policy which was passed 5 years ago. We need to give it a start and this is positive way to begin.

Baldwin asked that folks take back to their departments and request comments.

C. Formation of the new Information Technology (IT) Committee – [S05-8]

Vrchota reported on a proposal from the Governance Council:

There is a new Faculty Senate standing committee, currently operating on an ad hoc basis. A charge has been added and in addition to the membership, has been agreed to by Jim Davis, CIO. Townsend currently chairing.

Baldwin called for comments and questions.

There were none.

VI. Good of the Order – 4:40 p.m.

Girton reported on an issue: the development of a new budget model.

Report of the Budget Model Committee

<http://www.iastate.edu/~budgetmodel/>

A brief synopsis:

- Major academic and administrative units would have control over income and resp. for expenses
- A focus on RCM (responsibility centered management)

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- Independent business entity—without referencing other units (corporate profit center)

What changes will this make to ISU?

Has this approach worked at other institutions? It has raised serious problems at USC.

What would implementing this mean in terms of how faculty work, how the Faculty Senate works?

We really need to analyze whether this is good for ISU or not.

VI. Adjournment – 5:00 p.m.

The meeting adjourned at 5:00 p.m.