

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
FEBRUARY 14, 2006**

Attendance: Anderson, P.; Babcock, B.; Bailey, T.; Baldwin, C.; Beetham, J.; Bradbury, S.; Braun, E.; Butler, L.; Cai, Y.; Carter-Lewis, D.; Chacko, T.; Chen, M.; Cooper, E.; Courteau, J.; Crase, S.; Dark, R.; Engler, M.; Fiore, A.M.; Girton, J.; Gregorac, R.; Grudens-Schuck, N.; Hargrove, M.; Heising, C.; Hoffman, P.; Jolls, K.; Kline, K.; Laanan, F.S.; Larson, S.; Madon, S.; Mansbach, R.; Manu, A.; Martin, C.; Mayfield, J.; Mennecke, B.; Mitra, A.; Murdoch, A.; Nutter, F.; Olsen, M.; Owen, M.; Palermo, G.; Post, C.; Robinson, B.; Rosenbusch, R.; Roskey, C.; Rule, L.; Sadosky, L.; Sundararajan, S.; Thompson, J.; Tim, S.; Townsend, A.; Trahanovsky, W.; Vrchota, D.; Wallace, R.; Woodman, B.; Zanish-Belcher, T.

Absent: Agarwal, S.; Alekel, L.; Bado-Fralick, N.; Bracha, V.; Haynes, J.; Kurtenbach, J.; Mack, B.; Paschke, T.; Phye, G.; Russell, D.; Stone, R.; VanDerZanden, A.M.; Yang, B.

Substitutes: S. Russell for M. Chang; P. Vranas for C. Fehr; C. Cardinal-Pett for M. Ghandour; M. Hill for J. Pruetz; N. Cornick for E. Thacker; B. Wilsey for A. Van Der Valk; R. Laczwiak for J. Wong

Guests: B. Allen (Provost); S. Carlson (Provost's Office); D. Holger (Provost's Office); S. Freeman, S. (Chair, P & T Task Force); T. Polito (Chair, Academic Standards Task Force); M. Porter (Parliamentarian); E. Arentson (GSB); K. Kruempel (Curriculum Committee Chair); T. Polito (Task Force Chair)

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

Baldwin called the meeting to order at 3:31, and the substitute Senators were seated.

II. Consent Agenda – 3:32 p.m.
A. Minutes of Faculty Senate, January 10, 2006 - [S05/M/5]
B. Agenda for February 14, 2006 – [S05/A/6]
C. Calendar – [S05/C/6]

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

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

President's Announcements:

- 1) The 2nd Budget Model Report is out and on the web. An open forum was held on Monday, Feb 13 at 11 am in the Campanile Room of the MU. Please take the

opportunity to review the report.

<http://www.iastate.edu/~budgetmodel/reports/013106.pdf>

- 2) BOR meeting was held on Feb 1 & 2 at the Scheman Center in Ames. The Office of the President arranged a luncheon of EB members and Regents. The luncheon also had P&S Council members in attendance. There was opportunity to speak with regents about various items.
- 3) At the BOR meeting, SUI FS Pres Richard LeBlond addressed the BOR regarding composition of the search committee for the next university president. The BOR is to meet with the SUI FS leadership and hold an open forum at SUI. The Regents will announce the committee at the March BOR meeting.
- 4) The following items moved through the Council of Provosts on Jan 31. Proposed programs: MFA Creative Writing and the Environment; MS/PhD (Interdepartmental Graduate Program) in Nutritional Sciences; MS in Seed Technology and Business. Name Change: Foreign Languages and Literature to World Languages and Cultures. Program termination: MS and PhD in Nutritional Physiology; MS and PhD in Human Nutrition. They will be on the BOR docket for a decision in March.
- 5) The North Central Re-Accreditation report is on the web. FS leadership will have the opportunity to meet with the Accreditation team. Info was presented at the President's Council on Feb 3. You can find more information about the visit at http://www.iastate.edu/~inst_res_info/pages/PCR.html , click on February 2006. Input is being solicited.
- 6) At the President's Council on Feb 3, the Faculty Senate continued the discussion from last years Faculty Spring Conference on Climate, Work-life balance and Betterment. Sharon Bird and Lawrence Genalo presented information to the attendees. An announcement of the next Faculty Spring Conference was also made. Info can be found at http://www.iastate.edu/~inst_res_info/pages/PCR.html ; click on Feb 2006.
- 7) GSB has a Principles Commission which has developed the first "Principles of Community" document. It is patterned after those at other higher education institutions and is in response to activities that occurred on campus recently. It is chaired by Phil Hernandez, a graduate student in Higher Ed and Leadership, and Penny Rice, Director of the Women's Center. This item has been directed to FDAR. More information can be found at www.gsb.iastate.edu/aboutgsb/committees/principles ;
- 8) Assessment and Development of Distance Ed Policy and Process was discussed with the Provost's Office Feb 3. The new Vice Provost for Extension, Jack Payne, Sedahlia Crase of FDAR, Dave Holger, Bill Tysseling, and Claudia Baldwin will meet to discuss this.
- 9) Special Guest at upcoming Meetings include Jamie Pollard, March 28; President Geoffroy, April 11.

Reminder of elections at the March 7 elections. The nomination form has been distributed.

Vrchota reported on the At-large Elections: 1 at-large (each College) for each 100 faculty members. 4 College, Design, Vet Med, HS, LAS. Deadline is Friday, Feb. 17.

There will be electronic voting through Access Plus for both at-large and constitutional changes.

B. Faculty Senate President-Elect

Palermo reminded the Faculty Senate that the election for the Athletic Council will be held in April.

A second invitation has gone out for the Spring Faculty Conference.

B. Provost

Provost Allen thanked Palermo for arranging the spring conference, as they can often lead to programmatic changes.

Holger reported on the Higher Learning Commission visit on March 27-29

- Meeting schedule description, inc. an open forum
- Likely questions—different from 10 years ago
- Changes in constituency and engagement
- External environment
- Interested in wide public comment

IV. Old Business – 4:00 p.m.

A. J&A Council – Amendments to Faculty Handbook regarding appeals – [S05-11]

Robinson reminded the Senate that the gist of these amendments is there should be one appeal to the BOR per case.

Heising moved to accept all the changes, Bradbury seconded, and the Senate passed the motion.

B. Governance Council – Proposed Changes to Senate Constitution – [S05-12]

Vrchota gave an overview of the proposed changes. Bradbury moved, Mayfield seconded, and the Senate passed the motion. There will be electronic voting on Access Plus at the end of February.

C. FDAR Council – PRS Mediation Guidelines – [S05-13]

Cruse gave the background for these proposed guidelines. These changes will result in an equitable way for faculty and administration to work together to come together on developing the Position Responsibility Statement.

C. Roberts of Statistics and Sociology made a presentation. He acknowledged the work of the FDAR Council and its chair, but feels that the PRS Mediation Panels are a waste of the faculty's time, and also weakens the position of the faculty. This policy would sanction unilateral changes to PRS, and DEOs would be able to add extra teaching and/or other responsibilities as punishment.

Woodman responded and described his experience of revising his PRS. He does not feel extra teaching is punishment.

Townsend (FDAR) also does not agree that extra teaching is punishment. He also does not agree that fundamental rights of the faculty are being pushed out. All PRSs come from the DEO/Dean, who are the ultimate authorities.

This policy creates a progressive appeals system for the faculty member who feels they are being wronged. The PRS is not a contract. It is a statement of what you do for the organization, an explanation of your job responsibilities. Faculty are not protected under the PRS system.

Roskey commented that not all faculty members are productive, and not all DEOs are fair. This policy will put some fairness and balance into the system.

Wagner stated that historical inequities do exist. We should do whatever we can to support faculty.

Crase responded to the discussion. The DEOs currently do have the power to make the changes and the FDAR is making it fairer for the faculty. This is a plan for working out any issues or problems.

Roberts still feels that it is a punishment, if the change is made despite the faculty member. He also feels the current wording should be strengthened as they provide no guidelines for the Mediation Committee.

Townsend pointed out that in the current situation, any DEO can change a prs. This policy will add an opportunity for review by an unbiased committee.

Robinson moved, Heising seconded to accept the proposal. The Senate passed the motion.

D. AA Council – Certificate Criteria – [S05-14]

Roskey introduced the item. There currently is no university policy.

Beetham questioned why the BOR does not have to approve this, but does for majors and minors.

Holger noted that the BOR left it off their official policy.

K. Kruempel noted this was removed from BOR policy at an earlier time.

As introduced by a Council, there was no need for anything from the floor. The Senate approved.

E. AA Council – New Policy for Academic Standards – [S05-15]

Polito introduced the new policy. The goal is in response to increased requirements to assist faculty to better assist the students.

Townsend asked about financial support from the Provost's Office.

Roskey stated that the Provost's office is considering this.

Townsend asked if the motion should be contingent on funding?

Holger responded that intervention on the student's behalf is actually in the Division of Student Affairs, and the funding is not under Provost. Recommended funding is included in the recommendation.

The Senate approved the motion.

V. New Business – 4:00 p.m.

A. Resolution on University Presidential Searches – [S05-16]

Palermo chaired the meeting while Baldwin presented background on this resolution. The ISU resolution was presented to the UI Faculty Senate President at the BOR meeting on February 1st. This was done prior to bringing to the full Senate because of the need to move quickly. President Baldwin did this following advisement of the Administrative Committee. After hearing from the UI Faculty Senate President, the BOR delayed the announcement of the search committee and will meet in open session with UI faculty. This has also been shared with our administration.

Faculty need to have a strong voice in the search process.

Palermo noted that we would vote on this at the next meeting.

Robinson moved, Woodman seconded, and the Senate moved into a Committee of the Whole for discussion.

Palermo described this as a fundamental shift to a centralizing of authority, and a significant diminution of the faculty voice.

The Faculty Senate, in the Committee of the Whole, unanimously approved supporting the resolution.

Owen moved, Girton seconded, and Senate moved out of the Committee of the Whole.

P & S Council will also be considering this as well.

B. Change in Bylaws regarding RPA Council – [S05-17]

Girton, as chair, presented the changes. These are serious revisions as to the organization and activities of the RPA. The changes lay out the series of committees that should be under RPA: Research Planning and Policy; Faculty Welfare and Benefits; Business and Finance; Information Technology

There were no questions from the floor.

C. Double Voting – [S05-18]

Freeman, as Chair of the Promotion and Tenure Task Force, presented the recommended policy changes from the Task Force. There are two major components, and the first is a proposed policy to prohibit double voting.

S. Madon commented in regards to small departments that this new policy could result in possibly negative votes.

Freeman noted this is a valid concern, but the policy will not tell Departments how to develop their P & T procedures. There is simply only one vote. Departments need to determine their governance, and there will be no dictation of process.

Madon feels that this is dictating the process.

Freeman responded that this policy will provide a fair review. Faculty should not influence the P & T decision more than once.

Courteau asked how would this impact the appeals process?

Freeman responded that this policy has nothing to do with the appeals process.

Robinson commented on behalf of the Appeals Committee. Double voting has been raised as an issue in various cases, and a clear understanding across the university would be helpful. This would result in simplifying things for the Appeals Committee.

Palermo asked if shouldn't these be considered best practices? He is nervous about creating policy on a piece meal basis.

Freeman responded that the recommendations are in both recommendations. The Double voting does need to be articulated policy. The external letters will include best practices.

Porter really supports prohibiting double voting and gave specific examples as to why.

Grudens-Shuck agrees with the intention, but feels there are additional issues. This will cause problems in smaller departments.

Robinson asked Steve Freeman whether the smaller committee's vote could be summed together with the remaining department members' votes and reported just once, as a total. Freeman's response was that he did not think that was the best arrangement, but if a department wanted to do that, it would be compatible with the policy he was proposing.

Rosenbusch agreed that this is a significant change.

Palmero moved, Girton seconded and the meeting was extended for 15 minutes.

A hand count was conducted, and the motion passed.

Heising has discussed with the new Dean of Engineering and he is very supportive of this recommendation.

Sadosky supports those who raised questions. By not allowing P & T departmental committees to vote again, he feels this reaches inside the structure of departments. This imposes an undue burden.

Mennecke asked about the position of the Provost? How are the College votes considered?

Freeman noted that Carlson is a member of the Task Force. The issue is very complex, and it is important that the peers closest to the faculty are best qualified to judge.

D External Review Letters – [S05-19]

Freeman then presented the proposed best practices in regards to the selection of outside reviewers. The hope is to provide clarification about how reviewers are selected. It is hoped this will provide more uniformity. All letters are confidential, and input should be provided to all voting.

Townsend asked if candidates can request people not be contacted, as Business allows candidate to reject named reviewers.

E. Discontinue UG major in Studies in family and Consumer Sciences – [S05-20]

F. Name change for a MS and PhD in Industrial Education and Technology to Industrial and Agricultural Technology – [S05-21]

Roskey, as Chair of the Academic Affairs Council presented these two changes to the Senate. There was no discussion

VI. Good of the Order – 4:40 p.m.

VII. Adjournment – 5:00 p.m.

The meeting adjourned at 5:10 p.m.