

IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
DECEMBER 11, 2007 -- 3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION

Present: Anderson, D.; Anderson, P.; Babcock, B.; Baldwin, C.; Bracha, V.; Braun, E.; Butler, A.; Carter-Lewis, D.; Chacko, T.; Clough, M.; Crase, S.; Cross, S.; Ford, C.; Freeman, S.; Geske, J.; Grudens-Schuck, N.; Hargrove, M.; Haynes, J.; Hochstetler, A.; Jackman, J.; Jolls, K.; Larkin, B.; Larsen, M.; Long, L.; Love, M.; Loy, D.; Luecke, G.; Madon, S.; Manu, A.; Martin, C.; Martin, M.; Murdoch, A.; Nutter, F.; Oh, H.; Olsen, M.; Owusu, F.; Palermo, G.; Paschke, T.; Porter, M.; Pruetz, J.; Rosenbusch, R.; Ruben, R.; Rule, L.; Thacker, E.; Thompson, J.; Torrie, M.; Vander Lugt, K.; VanDerValk, A.; VanDerZanden, A. M.; van Leeuwen, H.; Wallace, R.; Windus, T.; Winkiel, L.; Zanish-Belcher, T.

Absent: Bado-Fralick, N.; Beell, T.; Beetham, J.; Beresnev, I.; Cai, Y.; Daniels, T.; Day, T.; Ghandour, M.; Hendrich, S.; Jeffrey, C.; Korsching, P.; Larson, S.; Maney, A.; Mayfield, J.; Porter, S.; Sadosky, L.; Schmerr, L.; Wong, J.

Substitutes: J. Duffy for Mennecke, B.; P. Pedersen for Owen, M.; R. Dark for Sapp, T.; R. Napolitano for Selby, M.

Guests: Carlson, S. (Provost's Office); Hoffman, E. (Provost); Holger, D. (Provost's Office); Ferguson, K. (ISU Daily); Girton, J. (BBMB); Guffy, I. (GSB); Kane, K. (P&S Council); Goldman, A. (Ames Lab); Rosacker, E. (University Relations); Vrchota, D. (Chair, Gov. & Doc. Committee); Woodin, D. (P&S Council);

I. Call to Order – 3:30 p.m.

A. Seating of Substitute Senators

President Crase welcomed substitute Senators, apprised them of their responsibilities and privileges, and asked them to be seated.

II. Consent Agenda – 3:32 p.m.

A. Minutes of Faculty Senate, November 13, 2007 - [S07/M/3]

B. Agenda for December 11, 2007 – [S07/A/4]

C. Calendar – [S07/C/4]

Motion to approve the consent agenda provided by Senator Zanish-Belcher and seconded by Senator M. Martin.

Motion passed.

Special Order – Fall 2007 Graduation List [S07-10] - 3:35 p.m.

<http://www.iastate.edu/~registrar/graduation/lists/gradlist.html>

So moved and seconded. Motion passed.

IV. Special Order – Memorial Resolutions [S07-11] – 3:40 p.m.

President Crase: “In a moment I will ask you to rise for a moment of silence to recognize the lives of these faculty who dwelt among us and contributed to the university in ways that we cannot begin to count. Whose teaching, research and service influenced thousands of undergraduate and graduate students and who remain a part of who we have become as ISU. Please rise in honor of these colleagues who have died.” Names and photos of the following deceased members of the faculty were shown, their loss mourned, and their work honored.

John M. Bremner; Carl Ekberg, Jr.; J. Ronald George; Daniel L. Griffen, Jr.; Harry A. Kahn; Mary R. Kihl; Jaime Lacasa; Don Carlos Norton; Robert William “Bob” Shearer; and Timothy Scott Stahly.

V. Special Order – University Life Survey Results– Betsy Hoffman, Susan Carlson, and Melanie Smith – 3:50 p.m.

Melanie Smith provided a presentation accompanied by Powerpoint slides. Response rates for the survey overall were low but this was explained as mainly due to low responses provided by both male and female students. Faculty and staff responded at a much higher rate.

“Recruit and retain individuals dedicated to excellence” was described as by far (80 percent+) the highest priority. Faculty however were less likely (around 50 percent) to agree that ISU currently recruits students dedicated to excellence. Complete results are on line on the university website at URL: <http://www.provost.iastate.edu/reports/universitylife2007/> . Provost Carlson noted that the survey aimed to be simple. Martin noted that there was a summary of the qualitative comments, and this is available. Senator Geske noted that at least one-third of faculty was “not satisfied” in the area of “overall job satisfaction.”

VI. Announcements and Remarks – 4:05 p.m.

A. Faculty Senate President – Crase

I appreciate all of you making it here today and giving us way over a quorum. I know that for some of you, you are well into your holidays; others of you will be starting holidays. And all of you will be on holiday in some way after finals and grades are turned in. So all and all we are all looking forward to the end of this week and having a little bit of down time but today we do have a lot of business to conduct. On January 15, 2008, during the FS regular meeting, elections will be held for the next FS president-elect. Nominations are due by that date; names may be taken from the floor as well during that meeting.

The only other announcement that I have has to do with the fact that Sherri Angstrom and a lot of other people have been busy making the holidays a lot happier for several families in the Ames area through the FS Giving Tree. These slides give you some idea about the gifts they have collected from many of you for these families. Take a look and enjoy the beauty of what was given and sense the feel that comes from giving to other people who are struggling at this time of year. We also want to thank all of those people, especially Sherri and others who spent so much time to make this happen. I want to thank all of you who brought gifts and things that were needed very much by these families.

B. Faculty Senate President-Elect – Ford

No remarks.

C. Provost – Hoffman

Provost Hoffman reminded senators that the Faculty Senate would be presented with the opportunity to vote today on two different types of designations for faculty. The proposed designations affect very different departments and are important considerations for some departments. She urged those who felt strongly about the resolutions to speak, but for those who have not found the resolutions to be appreciated either positively or negatively, including those in departments that to not anticipate being affected by the proposed designations, to listen carefully to the forthcoming arguments by faculty who are more strongly affected.

VII. Old Business – 4:10 p.m.

- A. Non-Tenure-Eligible Research Faculty [S06-22] – Gregory Palermo for Executive Board; see NTERF Task Force Report and Appendices, on-line at: <http://www.facsen.iastate.edu/> > and resolution attachments sent for today's meeting.

Past President Palermo walked the Senate through modifications and clarifications made to the proposal over time based on input from many players. The relatively high number of changes, and longer period for consideration, permitted Senators to deliberate and vote with full information. Other changes were made in order to conform to federal or other binding policies external to the university.

President Crase noted that the item was on the floor and did not require another motion or a second.

Senator Baldwin asked about changes to the original document, specifically regarding eligibility of faculty members who were denied tenure and who may, after a period of time, be able to apply for NTEF-R position, per language in front of the Senate. Past President Palermo explained that FDAR more recently determined that a "life-time ban" would be extreme. Baldwin asked if such language could be looked at by the task force or another entity for lecturers and clinicians because currently, tenure-track faculty who are denied tenure are not eligible for positions as lecturer and clinician and this seems inequitable.

Senator Baldwin expressed a second concern, specifically regarding proposed P&S eligibility (concomitant, simultaneous) for a Research Professorship. She asked if a friendly amendment could be added to the proposed text. Baldwin noted: “I still have concern with the situation of professional and scientific staff being able to hold faculty titles. As some of you know and others may not this task force was appointed and formed under my presidency in the faculty senate and actually carried through into Gregory’s presidency after that. This was created because there is a need and I strongly believe that there is a need for us to have non tenure-eligible faculty positions. But this was not created so our P&S staff could hold those titles. I realize that there are certain areas on campus for which this proposal may cause problems; we may have individuals who are very highly qualified but because of federal regulations we would not be able to give these individuals non-tenure eligible faculty appointments. I don’t want to hold us back from that. I do very much want this policy to go forward so I’m offering a friendly amendment such that individuals who are at a level of P17 or higher and meet the conditions of both appointments, may be appointed as a non-tenure eligible research faculty, but this can occur only when various federal stipulations require an appointment as a P&S staff member be maintained.”

Motion: Persons may not hold simultaneous appointments as P&S and NTER faculty except that persons holding P&S positions at P17 and higher may do so provided that they meet the conditions of both appointments and only when various federal stipulations require an appointment as a P&S staff member. Exceptions to the simultaneous appointments must be reviewed and approved by the provost and the FS president and must be reported to the faculty senate annually.

Seconded by Senator Zanish-Belcher.

Senator Freeman spoke against the motion. Palermo shared that about 85 individuals in the university would need a proviso but not all were P&S. Senator van Leeuwen also spoke to the issue. Baldwin was asked by Provost Hoffman to accept a modification of the proposed amendment that delimited the addition to “government” rather than specifying a branch or level of government. Hoffman said, “Hoffman: Could I request additional wording to the friendly amendment to take out the various federal and just say when stipulations require because we don’t know for sure that there couldn’t be state requirements as well as federal requirements and I haven’t seen this before so I’m kind of looking at on the fly. Claudia would you accept that as a friendly amendment?”

Baldwin replied, “I would feel better about inserting ‘state, various state and federal stipulations’, and this is because we have been told that there are individuals on campus in key and important areas that need these titles but that there are regulations, governmental regulations, perhaps that is better term and I would certainly agree with that.”

Final wording of motion:

"Persons may not hold simultaneous appointments as P&S and NTER faculty except that persons holding P&S positions at P17 and higher may do so provided that they meet the conditions of both appointments and only when governmental stipulations require an appointment as a P&S staff member. Exceptions to the simultaneous appointments must be reviewed and approved by the Provost and the Faculty Senate president and must be reported to the Faculty Senate annually."

Alan Goldman thanked Baldwin for the specific wording, which to him had taken into account the sensitivities regarding Ames Lab's employment agreements. The wording, however would serve the Lab's purposes, agreed Goldman, but might not serve multiple situations across campus, where government may not specifically command this sort of change or specification (per the amendment under discussion). It was quite clear for Ames Lab but less clear for others. "Some stipulation" would seem appropriate but the amendment as currently proposed might be too specific.

Baldwin noted that she intended to be inclusive, in line with Goldman's stated intention, but felt that it was important to keep regulatory bodies specific, such as federal, state, etc. She was not aware, moreover, that any other facilities would have similar issues or needs regarding P&S crossover with the proposed NTEF-R designation. Goldman noted that IPERT personnel would also have a similar challenge; together they comprise about one-third of the receipt of federal funds at the university.

Senator van Leeuwen noted that the Non Destructive Evaluation Center, and Center for Transportation Research, might provide examples of such "others"--and there likely would be others who might be served by a less restrictive policy. Senator Babcock, speaking of CARD stated that they would also be served better without the proposed amendment. Babcock said that the Center has 6 or 7 P&S positions that might fit the requirements of NREF-R.

It was noted that 2.4 is the original; 2.5 was the amendment. There was a call to vote now on the amendment by Baldwin, which permitted Hoffman's change of "federal" to "governmental."

The vote on the amendment was taken by written ballot.

Motion on amendment passed.

Substitute Senator Duffy expressed overall concern that the overall proposal devalued teaching. If this issue was slated to be addressed in the future, and took up the issue of potential inequalities between the policies, she would be agreeable; otherwise, she remained concerned about supporting the proposal.

Senator Madon shared concerns and thoughts in favor of the proposal raised by people in her department. For example, if a person was not here full time at ISU, but perhaps also under employment or contract at another university, could they be a Research Professor? Palermo

noted that there was no stipulation on the appointment percentage that a department would be required to adopt. He also reminded the group that there were other approval processes beyond the department that would provide checks against abuses and untenable contracts. Madon also shared thoughts in favor of the proposal; for example, it could create a career ladder for young scientists, and provide a more favorable environment for research-oriented individuals who were not interested in tenure track positions. But it might be duplicitous if the person was not here very much per appointment percentage. The last concern underscored that some in her department felt that this [proposal] was [just] "another mechanism" that enabled the university to reduce tenured and tenure-track numbers. Also, despite requirements for external funding for a Research Professor, there would still be a draw down on university resources that would likely not be recouped through external funding. Also, those who would have these appointments would likely do work supported by the government, which may not always be the best.

Senator VanDerValk asked for clarification about two different non tenure track lines--instructors but also [now proposed]: research. He asked: How do you meld them? Would there be a measure for determining how many in total would be non tenure track per department when these were combined? People are also concerned about the term "professor" in the designation. They dislike appropriating the term professor, although the ideas in the proposal were considered good.

Senator Paschke noted that individuals in her department commented that the title "research professor" sounded more prestigious than assistant professor, associate professor, or "plain old" professor, perhaps even on par with university professor or distinguished professor.

"Scientist" [as a term] substituting for "professor" [as a term] comprised a motion made by Senator VanDerValk, with Senator Geske seconding. Provost Hoffman noted that the designation "research scientist" (already P&S) was already in use. This amendment would be tantamount to removing the proposal. Also, she reminded the Senate that almost all AAUP universities have a title such as Research Professor. Senator VanDerValk would desire a guarantee that tenure track would be kept at a particular percentage. Hoffman in addition noted that departments that tend to have high numbers of lecturers and clinicians tend to be in the humanities and social scientists; for research, the position would have to be in sciences, vet med, and engineering. She guessed that there would be less overlap [because of the nature of departments].

Senator Geske noted that this proposal focused on "research" but faculty were usually responsible for more than research, yet it is proposed to use the same "professor" designation and that was problematic. The question was called by Past President Palermo. Written ballot was also called for. During preparations for the vote, Associate Provost Holger called to the attention of the Senate that the proposal was "enabling." No department would be required to do this. Moreover, the stipulation of existing external funding distinguished this designation from others. If funding dried up, contract may not be renewed, although university must support a person through the fiscal year according to federal regulations. Senator Vander Lugt asked about external funding to support start-up and direct and indirect—all would be external? Palermo said yes.

Hoffman noted that the Provost Office would not provide bridge funding, but rather PI incentives could be used and these would be handled at the level of the departments. First call on these funds might well be for providing bridge funding in the future.

Results of the vote: 28 to 28 tie, with one abstention; FS President Crase provided a "no" vote, which broke the tie.

28 Yeah

29 Nay

Amendment did not carry.

Senator Olson, with Senator VanDerValk seconding, moved to postpone voting on the main motion to the next meeting because of low attendance [which he later retracted because attendance was sufficient for quorum if not higher] but he was not comfortable with use of the tie-breaker for a contentious issue that produced a tie vote. Olson asked about use of motion to reconsider. That would have to be someone here today and who voted on the prevailing side noted Parliamentarian Max Porter. Motion to postpone to time definite January 15, 2008.

Yeah: 31

Nay: 20

Motion carried.

Motion to change the order of the items on the agenda in order to consider a new business item (S07-12) without considering three old business items (S07-7, S07-8, S07-9) was made by Senator Madon with Senator Wallace seconding. Needed 2/3 vote to pass.

Motion passed.

The Senate subsequently considered New Business item without considering the following three old business items.

- B. Proposed Governance and Document Editing Procedure – [S07-7] –Max Porter, Governance Council

Bypassed.

- C. By-law proposal for College and Department Document Review Committee – [S07-8] –Porter, Governance Council

Bypassed.

- D. 8.4.8 Policy Regarding Open Meetings at Iowa State – [S07-9] - Porter, Governance Council

Bypassed.

VIII. New Business – 4:50 p.m.

- A. Faculty Handbook: NTE Policy on Hiring and Reappointment (3.3.2.1, 5.4.1, and 5.4.1.1) – [S07-12] – Ann Marie VanDerZanden, FDAR Council

Senator VanDerZanden, Chair of FDAR Council, provided information about the policy and feedback recently solicited about its implementation, including description of methods (i.e., listening sessions). The goal was to identify ideas for improvements. The proposal will be put to a vote at the next meeting. The changes are in sections listed above. When and how subsequent reviews would be conducted regularly is part of the proposal for changes. The Council also attended to advancement outcomes, and specified that assessment be based on the PRS.¹

Senator Wallace, with a second by Senator Manu, moved to continue the meeting for ten minutes past 5:00 p.m.

Motion passed.

Senator Butler asked about the “years” *versus* “semester FTEs” change. Could a person under the new proposed policy then “live out their days” as a lecturer at ISU?

Senator Winkle stated that English was pleased with the changes, as a department heavily affected by the policy; consequently, they anticipated that they would benefit from proposed changes. She asked why a minimum of 6 years (now 12 semesters) was added, and it was clarified that this change intended to bring greater uniformity. Baldwin, however, said that Vet Med teaches year- round, so for Vet Med, the review would occur in four years rather than six years. Palermo clarified that a full load can be no more than 2/9th during a summer, so it would take more than this. Baldwin begged to differ, saying that Vet Med was “different” in this regard; this claim was not successfully disputed.

Senator VanDerValk, said that his spouse was in a position as lecturer. He learned that there was a concern that lecturers would never need to be advanced. President-Elect Ford noted that such decisions may be appealed if there appeared to be decisions based on “arbitrary and capricious reasons.”

President Crase called attention to Ian Guffy, VP GSB, who is a regular, and welcomed, at our meetings, to bring the FS up to date about the issue of fences on campus. GSB worked with officials and also held a fence walk and an open forum on these issues. Guffy relayed data and information gained about fences, access, and also sidewalk issues, although the fence walk needed to be cancelled. In general fences were seen as sometimes important albeit not well liked. Guffy was thanked by Crase for his devoted attendance and involvement in this and other campus-wide issues.

IX. Good of the Order – 5:06 p.m.

¹ Position Responsibility Statement

Senator Love asked for the faculty to stand to recognize and mourn the deaths this past year at Virginia Polytechnic University. The faculty stood in silence as a sign of respect.

IX. Adjourned – 5:11 p.m.

Meeting minutes by Nancy Grudens-Schuck, Faculty Senate Secretary

<p style="text-align: center;">NEXT MEETING TUESDAY, JANUARY 15, 2008 3:30-5:00 P.M. – SUN ROOM, MEMORIAL UNION</p>
