

IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
JANUARY 15, 2008 – 3:36–5:12 P.M.
SUN ROOM, MEMORIAL UNION*

Present: Anderson, D.; Anderson, P.; Babcock, B.; Bado-Fralick, N.; Baldwin, C.; Beetham, J.; Beresnev, I.; Bracha, V.; Braun, E.; Cai, Y.; Carter-Lewis, D.; Chacko, T.; Clough, M.; Crase, S.; Cross, S.; Daniels, T.; Ford, C.; Freeman, S.; Geske, J.; Ghandour, M.; Grudens-Schuck, N.; Haynes, J.; Hendrich, S.; Hochstetler, A.; Hutter, J.; Jackman, J.; Jeffrey, C.; Jolls, K.; Korsching, P.; Langholz, K.; Larkin, B.; Larson, S.; Long, L.; Loy, D.; Luecke, G.; Madon, S.; Martin, C.; Martin, M.; Mayfield, J.; Mennecke, B.; Murdoch, A.; Nutter, F.; Olsen, M.; Owen, M.; Owusu, F.; Palermo, G.; Paschke, T.; Porter, M.; Porter, S.; Ruben, R.; Rule, L.; Sadosky, L.; Sapp, T.; Selby, M.; Thompson, J.; Torrie, M.; Vander Lugt, K.; VanDerValk, A.; VanDerZanden, A. M.; van Leeuwen, H.; Wallace, R.; Winkiel, L.; Zanish-Belcher, T.

Absent: Beell, T.; Butler, A.; Hargrove, M.; Larsen, M.; Love, M.; Manu, A.; Oh, H.; Pruetz, J.; Rosenbusch, R.; Schmerr, L.; Windus, T.; Wong, J.

Substitutes: Hsu, W. for Day, T. Hutter, J. for Maney, A.

Guests: Carlson, S. (Provost Office); Dillon, W. (Ames Tribune); Hoffman, E. (Provost); Holger, D. (Provost Office); Guffy, I. (GSB); Girton, J. (BBMB); Kane, K. (P&S Council); Kostelnick, C. (English); Rosacker, E. (University Relations); Vrchota, D. (Chair, Gov. & Doc. Committee); Woodin, D. (P&S Council).

I. Called to Order – 3:36 p.m.

President Crase opened the meeting.

A. Seating of Substitute Senators

President Crase seated the substitute senators and apprised them of their rights and obligations.

II. Consent Agenda – 3:38 p.m.

A. Minutes of Faculty Senate, December 11, 2007 - [S07/M/4]

B. Agenda for January 15, 2008 – [S07/A/5]

C. Calendar – [S07/C/5]

Senator Zanish-Belcher moved to accept the consent agenda, minus agenda item 5C on Class Attendance, at the request of GSB; seconded by Senator Martin.

Motion passed.

III. Special Order – Election of President-Elect –3:40

President Crase announced the names of Senators Max Porter and Arnold VanDerValk as candidates for President-Elect who had submitted formal applications. Crase called three times for additional nominations from the floor; there were none. She called to close to nominations. So moved by Senator Zanish-Belcher and seconded by Senator Wallace.

Max Porter provided a brief history of his prior substantial involvement in the Faculty Senate and the University and delineated some of the issues that he would focus on during his tenure as FS president. He stated concerns about the quality of the working and teaching environments at ISU for faculty as well as for students; the lack of collegiality among the faculty, and how that might be increased or monitored; and provided a brief report on several crucial policy issues that were forthcoming and with which he would like to be involved, including the P&T process and department governance documents

Arnold VanDerValk described his long involvement in ISU including as an administrator and a member of the teaching and research faculty. He stated concerns with a decline in the number of tenure-track faculty. He said that as an initial founder of the Faculty Senate he was respectful of the FS but now wanted the FS to be more proactive than reactive. As a member of RPA, he stated concerns about what may occur as the new budget model is implemented, especially its impact on curricula. He wants to elevate the status of the Faculty Senate in the eyes of the general faculty.

Hendrich, Thompson, and Ford supervised the collection and tally of secret written ballots. President Crase announced later in the meeting that Senator VanDerValk had been elected the new President-Elect. She congratulated both candidates for showing interest in the President-Elect.

IV. Announcements and Remarks – 3:50 p.m.

A. Faculty Senate President – Crase

President Crase announced that departments were in the process of electing their departmental senators. During the month of February, at-large senator elections would take place. In March the rest of the senate officers would be elected. This year the Senate will need to elect Chairs for the Academic Affairs Council, Governance Council, and Judiciary and Appeals and also the office of secretary.

B. Faculty Senate President-Elect – Ford

The slate of presenters for the spring faculty conference was announced, with a tentative schedule, for the March 27-28 spring faculty conference. President-Elect Clark hoped for a large turnout and good discussion.

C. Provost - Hoffman

Happy New Year, stated Provost Hoffman, as she called the senate's attention to the close of her first full year at ISU. She thanked people who worked to help with implementation of the Resource Management Model and who worked hard on other committees. However, she stated that she was aware of improvements needed at ISU in this and other arenas through the experience of her first year. For example, ISU is ranked 95th by NSF in their competitive rankings, so "we have a lot of work to do," she stated. We also have a continued decline in the number of 18-year-old youth graduating from Iowa high schools. Next fall she would be pleased to provide a report on overall progress of the university.

V. Old Business – 4:10 p.m.

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

Council Chair Porter asked for any feedback; no comments and no hands were offered to indicate discussion. Vote proceeded. The motion was provided in full text on screen.

Motion carried.

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

Council Chair Porter indicated that the Chairs' Council has been responsive to the work of last year's Document Review task force. Departments have already begun to update and to provide greater access, where needed, to governance documents and many are proceeding at a steady rate. President Crase and Provost Hoffman both commented on the importance of the proposed standing committee to monitor progress and to structure regular review and updating into the future.

Motion carried.

C. 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

Council Chair Senator VanDerZanden provided a summary of proposed changes, based on recent feedback and study of the possible implementation of the current policy. Changes using tracking format were shown on screen. Section 5.4.1 contained the majority of substantive changes; most other changes were repetitive, editorial, or otherwise minor. Senators had received the documents both last month and again this month. Discussion was opened by President Crase; discussion up to this time has been confined mainly to those directly affected, such as lecturers and administrators, noted President Crase.

Senator Geske asked about "notice," and processes associated with notice with respect to the proposed changes. Senator VanDerZanden clarified. She also noted that the difference in "contact" meant after the 6th year in the currently document or by FTE in the metric in the proposed changes

to the document. Associate Provost Holger said reviews usually began the year before (e.g., the final year) but there was no established “buffer time” provided once a decision was made to not renew, except in the case of Senior Lecturer, for which there has been, and will be, a grace period. The Provost has a decision time-frame for decisions as well. Under the current document, those who are not Senior, and/or not advanced to Senior positions, are not renewed.

Senator Selby observed that senior status was not mandatory for continued employment under the new proposal. She called attention to the fact that “permanent adjunct”—an older designation—had been discontinued because there were legal and other issues associated with the position. Have those issues been resolved? Seniors currently must have a 2-year appointment but non seniors do not; so there would again be [under the new policy] “ongoing” one-year appointments, she commented. Individuals in these positions were at greater risk than people in tenure track positions, acknowledged Associate Provost Carlson. Selby projected that there would be decreased job security if the proposed changes were implemented. Quality, anticipated Shelby, could be over-ridden by economics and the desire for departments to maximize their own flexibility. Senator VanDerZanden noted that added evaluation criteria and performance features should provide some safeguards against such abuses. President Crase observed that some individuals do not desire advancement. On the other hand, Hoffman noted that under the current document, departments could also advance a person who does not truly meet the criteria for senior status.

Substitute Senator Hutter recalled discussions of the issue earlier in the senate’s history, including consideration of AAUP guidelines, and noted that such individuals were informally called “folding chairs.” Senior Lecturer designation was intended to be a more secure position. The new provision would violate the intent of the then-original policy, e.g., to decrease inequities, according to Substitute Senator Hutter. Senator Olsen spoke in line with Hutter, and expressed displeasure with the 6-year point for “stay or go” in the current document; there are other ways, noted Olsen, to address “stay or go” issues without restoring the original problem.

Senator Madon spoke to her understanding of the change as better accommodating individuals who might teach alternate semesters or otherwise less than continuously. She would like to see a cap, but retain the fairness guidelines built into the original policy. Senator Baldwin said that a main worry of a chair was that good people would need to be let go if they did not meet Senior criteria, even if the person was qualified for the current job. Senator Selby countered by saying that the remedy might lie in remediating criteria for Senior status, rather than compromising the other protections.

Senator Freeman spoke in favor of the policy, citing expectations that the new budget model would stabilize departmental budgets, moderating problems and abuses. Past President Palermo asked if there was a clause about employment, an umbrella clause that required notice provisions for anyone in any position that was employed for three years. If so, the proposed policy would be in contradiction. Later someone identified that section 3.4 of *Faculty Handbook* called for such a clause for persons employed, *except* when there was a year-to-year clause already in the contract, which then did not require notice; so Senator Selby’s point stood.

Senator Beresnev endorsed the new policy to offer departments flexibility and to allow flexibility for individuals. Charles Kostelnick, from the Chairs’ Cabinet, noted that challenges were discussed among chairs. Moreover, the new [extant] policy appeared to be helpful in staffing English; over the years, 13 lecturers have been advanced to Senior Lecturer. The bar was fairly high. English employs 30-34 FTEs per year. This year English had nine who needed to be advanced or not renewed; some

that English would like to retain would not have been permitted to be put up for the Senior level under the present policy. Changes would improve the situation even more. He endorsed the proposed changes. Senator VanDerValk spoke about a spousal issue regarding strictures preventing removing a person after six years due to lack of promotion.

Motion to provide additional and/or changed language was proposed by VanDerValk, such as “right to be reviewed.” Changes were made to language on the screen and adaptations made as critiques were levied, and wording debated.

Can the chair deny the person the review? Crase and Hoffman noted that the language was there already to permit this to occur. If the Department chair says no and there is disagreement there is a grievance procedure that may be pursued. Senator Freeman noted that appeals were already permitted, so no motion or amendment was needed. An administrative appeal or an appeal to the Faculty Senate Judiciary and Appeals Council is possible under current policy. Senator VanDerValk disagreed and offered additional suggestions on ways to strengthen and clarify this point in the language of the proposed policy.

Motion to extend was offered by Senator Wallace and was seconded by a Senator, to extend by 15 minutes.

Motion carried.

The question was called by Senator Owen.

Motion carried, pursuant to amended language.

Senator Geske spoke to the overlooked issue of some departments not following AAUP guidelines on percentages. Crase observed that this was already passed in another policy and was not under discussion. Geske withdrew his comment. Crase urged him to bring it up another time. Hutter said that there was an extant policy that sufficed and the changes were not needed. Senior Lecturer, he asserted, should mean "You have been here for six years," and should not be considered “advancement.” Senator Olsen called up *Handbook* section 5.4.1.1 “Eligibility.” These criteria must also then be changed, stated Olsen. There cannot be other policies that say there are things "in addition" to the PRS for advancement when the eligibility paragraph says that the PRS quality would “do it.” There was an inconsistency.

Senator VanDerZanden noted that the committee added language that specifically referred to reliance on the PRS in order to conform and comply with this other language. It was taken care of in the new policy, she believed. Senator Chacko said that these changes will serve to provide flexibility and provide lecturers with more stability than is currently the case.

Senator Sandusky said that he would vote “no” because without “limits,” the specter that was lurking was that of a permanent group of lecturers who never need to be advanced. The policy changes appeared to be "for" departments and chairs but also may well undermine the institution of tenure. C. Kostelnick commented that the revised policy allowed departments to hire the very best instructors for students, who will ultimately be best served by the changes. Senator Beresnev stated that stability was key to departmental functioning.

Senator Madon moved to call the question, seconded by President-Elect Ford.

As amended today, the vote would be taken on the recent version.

Lecturer and Clinician¹: a limited term, full- or part-time renewable appointment of from one semester to three years and renewable. After a minimum of six years or the completion of 12 semesters FTEs of employment, the individual [may request a review] has the right to be reviewed for advancement from (by?) the appropriate departmental committee. Criteria for advancement shall be based on the quality of work relative to the individual's PRS. The three outcomes of this review include: recommendation for advancement to Senior Lecturer or Senior Clinician; continuation of appointment as Lecturer or Clinician; or termination non-renewal of contract. Individuals who are not recommended for advancement are eligible to reapply in subsequent calendar years. An outcome of the review process should be to provide constructive, developmental feedback to the individual regarding progress in meeting departmental criteria for advancement for no more than a total of six years.

A written ballot was called for by Senator Torrey. Senators Baldwin, Thompson, Hendrich, and President-Elect Ford supervised the distribution, collection, and tally of ballots.

Motion to extend by two minutes by Wallace, with Senator Bado-Fralick seconding.

Motion carried to extend time.

Motion, on proposal as amended, carried by a vote of 42 yes and 17 no.

- D. Non-Tenure-Eligible Research Faculty [S06-22] – Gregory Palermo for Executive Board; see NTER Task Force Report and Appendices, on-line at: < <http://www.facsen.iastate.edu/> > and resolution attachments containing changes made at the December 11 Faculty Senate meeting.

Not deliberated.

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

Not deliberated.

VI. New Business – 4:50 p.m.

VII.

- A. Keep Iowa State Beautiful Resolution – [S07-13]

Not deliberated.

Good of the Order – 4:57 p.m.

None.

VII. Adjournment – 5:12 p.m.

Minutes by Faculty Senate Secretary N. Grudens-Schuck

**NEXT MEETING
TUESDAY, FEBRUARY 12, 2008
*3:30-5:00 P.M. – 250-252 SCHEMAN**