

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
NOVEMBER 4, 2008 -- 3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION**

Present: Anderson, D.; Anderson, P.; Baker, R.; Beell, T.; Beetham, J.; Beresnev, I.; Bracha, V.; Butler, A.; Chaudhuri, S.; Cooper, E.; Cross, S.; Daniels, T.; Day, T.; Dell, B.; Doran, M.; Ford, C.; Freeman, S.; Haynes, J.; Hendrich, S.; Herrmann, P.; Hillier, A.; Hochstetler, A.; Katz, A.; Keren, N.; Korsching, P.; Kushkowsky, J.; Larsen, M.; Loy, D.; Manu, A.; Martin, M.; Moschini, G.C.; Muench, J.; Niday, D.; Owen, M.; Owusu, F.; Palermo, G.; Pleasants, J.; Porter, M.; Pruetz, J.; Rule, L.; Sadosky, L.; Sapp, T.; Schmerr, L.; Selby, M.; Smiley-Oyen, A.; Torrie, M.; Tuckness, A.; Vander Lugt, K.; van der Valk, A.; VanderZanden, A. M.; Wallace, R.; Walter, S.; Windus, T.

Absent: Baldwin, C.; Clough, M.; Geske, J.; H Grudens-Schuck, N.; Jackman, J.; Larkin, B.; Larson, S.; Long, L.; Love, M.; Luecke, G.; Maze, T.; Napolitano, R.; Nutter, F.; Porter, S.; Rosenbusch, R.; Ruben, R.; Wong, J.

Substitutes: M Murphy for Crase, S.; O. Zobotina for Hargrove, M.; D. Enger for Mayfield, J.; B. Harmon for McQueeney, R.; J. Thompson for Osweiler, G.

Guests: Carlson, S. (Provost's Office); Hoffman, E. (Provost); Hanson, K. (Ames Tribune); Kane, K. (P&S Council); Kennedy, R. (GSB); Madden, W. (VP Business & Finance); Mumm, L. (P&S Council); Rosacker, E. (University Relations).

I Call to Order at 3:32pm

A Seating of Substitute Senators

(See above under "substitutes")

II Consent Agenda

A Minutes of Faculty Senate, October 7, 2008 - [S08/M/2]

B Agenda for November 4, 2008 – [S08/A/3]

C Calendar – [S08/C/3]

D Authority to Hire Employees Policy [S08-2] – Porter (Minor Changes were made)

Porter notes minor changes (recommended by PLAC) to the Authority to Hire Employees Policy language relating to joint appointments. Beell moves to approve consent agenda. Anderson seconds, motion passes.

III Announcements and Remarks

A Faculty Senate President

Ford notes that this is the 20th anniversary of the faculty senate, and that on 1/27/09 there will be a party in the Great Hall to commemorate this historic event. Senators encouraged to attend and to bring spouses or partners. Ford noted the 9th annual "Giving Tree" has been installed in the faculty senate office (103 LoM), and asked that senators remember to make donations. Ford noted that the teaching academy task force, as recommended by CELT, has been established, and that any nominations or recommendations for task force members are welcome. Ford noted that COIA (Coalition on Intercollegiate Athletics), a national alliance of faculty senates that concerns itself with issues of academic integrity and student-athlete welfare, has invited ISU to consider membership. Consideration of this possibility will be referred to the appropriate senate council for review.

B Faculty Senate President-Elect

Van der Valk noted that the spring conference has been set for April 2-3 2008, with the theme along the lines of something greenish like “the sustainable institution”. The keynote speaker and other details are being addressed, with finalization forthcoming forthwith. Van der Valk noted that the committee on committees is looking to streamline, cut back and otherwise reconcile senate committees and university-level committees with similar purviews; also, the C on C is establishing a list of university-level committees that include senate representatives. Van der Valk noted that the Faculty Compensation Committee is investigating the status of salaries at the university, with a focus on policies and procedures that determine salary increases.

C Provost

Hoffman noted that today is election day—huzzah!—and encouraged faculty members to take time to vote. Hoffman noted that the VP search is moving quickly, with two candidates having visited already and another due to visit soon. Hoffman noted that these are treacherously uncertain economic times, and that it’s hard to know what to expect in terms of future budgets.

IV Special Order – Faculty Satisfaction Survey (AAUDE) – Provost Betsy Hoffman

Hoffman then launched into a recap of highlights of the faculty satisfaction survey. Response was pretty good. A disturbingly large percentage (about 25%) are generally unsatisfied, but the good news is that 75% are satisfied. Results varied considerably by college, with Design having the greatest percentage of “dissatisfieds”. Hmmm. Hoffman presented quite a bit of statistical info via a powerpoint slideshow, and noted that the information she displayed was condensed from a broad study that included much more data.

V Special Order – Warren Madden, VP for Business and Finance

Madden provided an overview of the role and duties of the VPBF. Since university utilities are part of his domain, he noted that recent increases in the price of coal was creating a strain on budgets. Madden noted that the university buildings in aggregate cover 12.8 million square feet of floor space, and went on to review several other infrastructural issues (parking, bus transportation, etc.) with which his office is concerned.

VI Old Business

A Employment Verifications and Background Checks [S08-4] – Porter

Porter noted that the Executive Board removed post-docs from the list of those whose prospective hiring would automatically trigger criminal background checks, because they are not permanent employees. The same issue applies to credit history investigations. Senator Windus noted that we should be sure to be consistent throughout the university with respect to the categorization of post-docs. Senator Butler declared, in no uncertain terms, that employee background information was no business of the university, and that the proposed policy should be rejected wholesale by the senate. Senator Selby noted that a question had come up among Engineering caucus members about who pays for the background checks; Carlson noted that this was the responsibility of departments. Senator Sadosky cautioned that the policy could intrude on academic freedom, because “criminal” can mean many things...he wondered who would decide what constitutes sufficient “criminality” to preclude hiring? Could criminal charges relating to political activity be considered? He also noted that with search processes taking so long, any disqualifying conditions revealed by a background check had better be discovered early in the process, in order to not undermine the search at a later stage. Sadosky continued that he would like to have more discussion about the policy, because questions abound. Van der Valk agreed, adding that there were questions about record-keeping that are not addressed in the document—where would background information on employees be stored, who would have access, and for how long would they be stored?

Hoffman responded that the checks can be accomplished very quickly, usually in 24 hours, and that the cost was typically \$100—an insignificant sum within a search budget. Only two people in the HR office would have access to records. She noted that in the vast majority of cases, no bad stuff is found; in cases where something questionable arises, the HR office contacts Susan Carlson, who would make a preliminary judgment call based on particular circumstances. Hoffman said that political activity, however that activity might lead to something appearing in a criminal or credit background check, would never be considered for its political dimensions. The impetus for this policy, she said, was a concern that “serious” criminal activity such as murder or sexual assault might be overlooked otherwise. Hoffman also noted that the background check process was designed to uncover falsification of resume information. Hoffman advised Porter to have PLAC write an addendum that addresses the academic freedom issue. On the motion to accept the policy with a yet-to-be appended academic freedom addendum, the vote was 34 yea and 18 nay. Motion passes.

Now 5pm; motion to extend five minutes was made by some guy I couldn’t see in the back seats; Wallace seconds; motion passes.

VII New Business

A Modified Duties Policy [S08-5] – Ann Marie VanderZanden

Vanderzanden, speaking with admirable succinctness, noted that work on this policy by her task force has been ongoing for 1.5 years, and that it is developed from a policy the senate drafted in 2001 known as the “Arrival of Children Policy”. The task force considered policies implemented by universities across the country, and paid heed to what had recently been (controversially) proposed last year by the U of I. A great deal of feedback was gathered along the way from all across the campus, and other than a minor editorial change made by the Executive Board, here you go. Policy to (presumably) be voted upon next senate meeting.

VIII Good of the Order

Amid the restless shuffle and scramble of a meeting gone a bit overtime, Ford raised his voice a notch or two to request that anyone interested in helping to draft the “academic freedom” addendum to the Employment Verifications and Background Checks policy should contact him immediately. Immediately on the heels of this announcement, Senator Beell made a motion to adjourn, seconded by Senator Wallace. In all the commotion, the motion appeared to pass.

IX Adjournment

At 5:05 pm

<p>NEXT MEETING TUESDAY, DECEMBER 9, 2008 3:30-5:00 P.M. GREAT HALL, MU</p>
