

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
DECEMBER 9, 2008 -- 3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION**

Present: Anderson, D.; Anderson, P.; Baker, R.; Baldwin, C.; Beetham, J.; Beresnev, I.; Bracha, V.; Butler, A.; Clough, M.; Crase, S.; Cross, S.; Daniels, T.; Dell, B.; Doran, M.; Ford, C.; Freeman, S.; Geske, J.; Grudens-Schuck, N.; Hargrove, M.; Haynes, J.; Hendrich, S.; Herrmann, P.; Hillier, A.; Hochstetler, A.; Jackman, J.; Katz, A.; Keren, N.; Korsching, P.; Kushkowski, J.; Larkin, B.; Larsen, M.; Larson, S.; Long, L.; Loy, D.; Luecke, G.; Martin, M.; McQueeney, R.; Moschini, G.C.; Muench, J.; Napolitano, R.; Niday, D.; Osweiler, G.; Owusu, F.; Palermo, G.; Pleasants, J.; Porter, M.; Ruben, R.; Rule, L.; Sadosky, L.; Sapp, T.; Schmerr, L.; Selby, M.; Smiley-Oyen, A.; Strohbehn, C.; Torrie, M.; Tuckness, A.; Vander Lugt, K.; van der Valk, A.; VanderZanden, A. M.; Wallace, R.; Walter, S.; Windus, T.

Absent: Beell, T.; Cooper, E.; Day, T.; Love, M.; Manu, A.; Maze, T.; Nutter, F.; Porter, S.; Pruetz, J.; Rosenbusch, R.; Wong, J.

Substitutes: Y. Cai for Chaudhuri, S.; D. Enger for Mayfield, J.; P. Pederson for Owen, M.

Guests: Carlson, S. (Provost's Office); Holger, D. (Provost Office); Kennedy, R. (GSB); Mumm, L. (P&S Council); Rosacker, E. (University Relations); Zanish-Belcher, T. (Library); Bowen, B. (EEOB); Debinski, D. (EEOB); Bird, S. (Sociology); Harris, M. (NREM); Post, C. (English); and Abalu, U. (Economics).

I Call to Order – 3:30 p.m.

A Seating of Substitute Senators

See items under “Substitutes” above

II Consent Agenda

A Minutes of Faculty Senate, November 4, 2008 - [S08/M/3]

B Agenda for December 9, 2008 – [S08/A/4]

C Calendar – [S08/C/4]

Motion to accept consent agenda by Grudens-Schuck; second by Anderson; motion passed.

III Special Order – Fall 2008 Graduation List [S08-6]

<http://www.public.iastate.edu/~registrar/graduation/lists/f2008graduation.xls>

Motion before Senate to accept graduation list as established in link (recorded above); motion passed.

IV Special Order – Memorial Resolution [S08-7]

Resolution memorializing Gordon Bultena, Darrel E. Goll, Jean C. Hempstead, and Teddy Joseph Legg

V Special Order – Thomas Hill, Vice President for Student Affairs

Hill not yet present at this point; item delayed pending arrival.

VI Announcements and Remarks

A Faculty Senate President

Ford noted that the Teaching Academy task force has been staffed. He also noted that the Senate 20th anniversary party is scheduled for 1/27/08 at 7pm, in the MU Great Hall. The event will feature cake, punch, live music, and a cash bar. Ford noted that the "Giving Tree" is still up at the Senate office, and that donations can be made until 12/12/08. Ford asked for nominations for Senate president-elect; voting for the president-elect office will occur at the Senate meeting on 1/20/09.

B Faculty Senate President-Elect

Van der Valk noted that the spring conference is set for 4/2-4/3/09, and that "sustainability" is the theme. He also noted that the faculty compensation committee has crafted a report on their findings, and that this will be available soon.

C Provost

No comments.

VII Old Business

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

VanderZanden moved to move the Senate into committee of the whole; Wallace seconded, motion passed. VanderZanden reviewed the history of the policy, and noted that it addresses an ISU strategic priority in that it supports recruitment and retention of tenure-line faculty. Gruden-Schuck commented that wording on p.2 of the document could lead the reader to misconstrue that a child "placed in foster care" referred to a child out-placed from a faculty home, rather than a child coming into a faculty family from a foster home. VanderZanden will revise the document to address this. Van der Valk wondered whether the wording on p.1 should be revised to read "age of five" rather than "under the age of six". Kuskowski spoke in support of the policy as proposed, as it puts ISU on par with other institutions that offer similar benefits, and because he believed it would have a positive effect on recruitment and retention. Torrie also spoke in support, lauding the proposed policy for its gender-equity provisions. She countered van der Valk's suggestion (see above) by noting that the "under the age of six" language was important because children are not legally obliged to be in school before that age. Selby bolstered Torrie's point, and went on to speak in support of the policy herself. She emphasized that the policy specifies "modified duties" and that this was very different from a policy specifying leave from duties. She also pointed out that the policy would result in new money coming to departments from the provost (because half of the cost to cover temporary teaching would be borne by the provost, with the other half from departments). VanderZanden re-emphasized the recruitment/retention benefits.

Van der Valk noted that while he is not opposed to families, and not opposed to paid leave, he is opposed to this policy for a number of reasons: because it discriminates against NTE faculty, because it does not cover other care-taking responsibilities (such as care for spouse or for elderly parents), and finally because since some other institutions have established more generous policies, so this would not be much use in recruitment/retention efforts. He went on to note that the 1993 (federal) Family and Medical Leave Act provided for three types of circumstance: birth/arrival of child, family member illness, and an employee's own health problems. Van der Valk believed that the proposed ISU policy should not depart from the conceptual framework of that federal act. He believed that the ISU policy as crafted was agenda-driven, and that no effort had been made to establish the need for the policy, or to prove that such coverage was more essential than coverage for other eventualities (elder care, etc.). He noted that other recent efforts to bolster recruitment/retention such as the provision for tenure-clock extension or full-time-to-part-time status (for parents of young children) were too recently established (in 2005, he said) to assess whether their intended outcomes had been realized; he characterized the proposal as "a solution looking for a problem". Finally, he asserted that the policy would not be available to those who needed it most, in that it did not cover NTE faculty at the low end of the pay scale.

VanderZanden noted that this new policy was based on an earlier policy that had been tabled by the Regents (the Arrival of Children Policy). Smiley-Oyen noted that the policy was geared towards those who need it most, because tenure-track faculty must continue scholarly endeavors during the probationary period. Smiley-Oyen continued that ISU has a “leaky faucet” in that we are losing women of child-bearing years (or not attracting them to apply in the first place). VanderZanden noted that polling information gathered from departing faculty did seem to suggest that the policy would make a difference in retention.

Carlson noted that the Regents had suggested that all Regents institutions address this issue, while at the same time considering the history of the U of I’s recent proposal (and in light of present economic circumstances). Cost will be an issue, she stressed. She also noted that the number of births to ISU faculty over the last three years (presumably 2005, 2006 and 2007) totaled 51, 45 and 45.

Baker noted that the policy was obviously well-intended and worthwhile, but that VetMed employs many NTE faculty who do have research/scholarship responsibilities; why not cover them too? Cross noted that the policy as proposed would be a tremendous boon to a mother with a newborn, but wondered why the policy only provided for one childbirth...was this an unintended message? (Apparently, the original proposal provided for two births/adoptions, but was later amended to limit it to one). Van der Valk asserted that a new mother taking advantage of the policy had better “learn to type while nursing”, because the policy specified relief from teaching, not from research and scholarly efforts. He also claimed that survey information cited by VanderZanden (from departing faculty) was no longer relevant, because of other retention/recruitment policies established since the surveys were conducted. Gruden-Schuck noted that she herself took advantage of the half-time provision in 2005, so there must be records of the effectiveness of such policies. She went on to question van der Valk’s proposal that ISU track with the Family and Medical Leave Act, in terms of its coverage for illnesses, since definitions of illness are ambiguous (and documentation burdensome for all involved). Smiley-Oyen then took issue with van der Valk’s typing-while-nursing comment, pointing out the fungible nature of work (that release from teaching could open up time for writing while baby is sleeping, e.g.) Freeman then commented that now is the window of opportunity for creating the policy, and that it should be narrowly-tailored in order to pass muster with the Regents. Crase then noted that her child-development background gave her special insights on this issue. She noted that the privileging of care for babies was significant, because the crucial importance of the quality of bonding between mother and child outweighed other kinds of caregiving.

Van der Lugt noted that we should make intention of the policy crystal-clear so that it does not become demagogued as a political issue. VanderZanden, having apparently done a bit of on-the-spot research, determined that the half-time policy was not as recent as van der Valk had asserted (has been operative since 2002, not 2005). Daniels then offered that he supports the policy because it formalizes what is already happening on an informal basis within departments—but provides additional resources (the provost kick-in) that will help departments make such temporary adjustments.

At this point the Crase moved to move the Senate out of committee of the whole; Daniels seconded; motion passed.

Van der Valk offered an amendment to the policy proposal (a written copy of the amendment had been made available to senators prior to this meeting) that would add provision for elder care or care for sick children, on the basis that this would make it more comprehensively “family-friendly”; such an amendment would “take nothing away from moms”. Katz seconded the motion to amend. Selby spoke in opposition to the amendment, noting that the amendment was not a minor addition (because of

greatly increased scope of cost and because of political implications of broader coverage). She noted that the policy was not “leave” (as described by van der Valk), and so had no connection with the federal FMLA; she objected that the provision for either parent (not just one) had been deleted. She also noted that there were timing issues that could be at odds with the amendment’s provisions, since foster-care opportunities and adoptions can be unpredictable as to their timing. Beresnev then noted that the amendment’s term “illness” was ambiguous, and would need to be defined. Torrie asked van der Valk whether he had worked with the provost to estimate costs associated with the amended policy; van der Valk said no. Debinski then noted that we are losing female tenure-track faculty within the first three years at a rate four times the rate for similar male faculty; she noted further that the amendment “weighted down” the original proposal and made it less likely to pass muster at the Regents level.

Because of time constraints, Palermo moved to postpone consideration of the amendment as well as the original proposal until the subsequent Senate meeting on 1/20/09. Wallace seconded, motion passed.

VIII New Business

(note that items re-ordered sequentially in the interest of time/priority)

D Catalog Copy [S08-11] – Suzanne Hendrich

<http://www.public.iastate.edu/~catalog/fsc/>

- a. **College of Agriculture and Life Sciences**
- b. **College of Business**
- c. **College of Design**
- d. **College of Engineering**
- e. **College of Human Sciences**
- f. **College of Liberal Arts and Sciences**
- g. **College of Veterinary Medicine**
- h. **Interdisciplinary Programs**

Hendrich presented catalog copy for review and approval.

E Catalog Copy - International Perspectives Waiver for Military Veterans [S08-12] – Suzanne Hendrich

Hendrich explained the rationale for the waiver: that veterans who had served overseas had received formal instruction on other cultures, and then had subsequently experienced those cultures first-hand over a period of months or years. Also, in practice the requirement is routinely waived at ISU for such veterans, but the case has to be made each time by each individual, which seems sort of like unnecessary hoop-jumper.

A Links Disclaimer [S08-8] – Porter

Porter briefly explained the rationale for adding a links disclaimer for passages incorporating web links within the Faculty Handbook (links not subject to our review before revision).

B Availability of Department and Governance Documents Resolution [S08-9] – Porter

Porter briefly explained the rationale and substance of the proposed policy (to create uniformity of access to departmental and college govdocs throughout the university)

C Adjunct Instructor Position in Animal Science [S08-10] – Ann Marie VanderZanden

VanderZanden briefly explained the rationale for creating adjunct instructor positions in Animal Science (the department wants to afford experienced and highly qualified PhD candidates the opportunity to teach while they are pursuing the doctorate)

IX Good of the Order

Nary a word (all had anticipated running overtime, but Porter and VanderZanden were so admirably succinct, we finished two minutes early, to the amazement of all assembled).

X Adjournment – 4:58 p.m.

Minutes submitted respectfully by Michael David Martin, duly elected recording secretary for the Faculty Senate.

NEXT MEETING TUESDAY, JANUARY 20, 2008 GREAT HALL, MU
