

**IOWA STATE UNIVERSITY FACULTY SENATE  
FACULTY SENATE MEETING DRAFT MINUTES  
DECEMBER 7, 2010 – 3:30–5:00 P.M.  
GREAT HALL, MEMORIAL UNION**

**Present:** Agarwal, S.; Amidon, K.; Anderson, D.; Anderson, P.; Arndt, G.; Beattie, G.; Blevins, J.; Bracha, V.; Butler, A.; Byars, J.; Clough, M.; Dahlstrom, M.; Dark, V.; Day, T.; Dell, B.; Fei, S.; Freeman, S.; Geske, J.; Harding, C.; Hendrich, S.; Herrmann, P.; Hillier, A.; Hochstetler, A.; Hoff, S.; Huffman, W.; Jurenka, R.; Katz, A.; Koziel, J.; Kuo, M.; Kushkowsky, J.; Levis, J.; Loy, D.; Loynachan, T.; Maitra, R.; Martin, R.; Mayfield, J.; McQueeney, R.; Miller, A.; Napolitano, R.; Nelson, S.; Owen, M.; Palermo, G.; Pleasants, J.; Porter, M.; Sapp, T.; Schalinske, K.; Selby, M.; Sherman, P.; Smiley-Oyen, A.; Stalder, K.; Strohbeyn, C.; Sturm, J.; Taylor, G.; Thompson, L.; Torrie, M.; Townsend, T.; Tuckness, A.; van der Valk, A.; van Leeuwen, H.; Wallace, R.; Walter, S.

**Absent:** Beell, T.; Bruning, M.; Chaudhuri, S.; Cooper, E.; Daniels, T.; Jackman, J.; Janvrin, D.; Keren, N.; Luecke, G.; Manu, A.; Martin, M.; Minion, C.; Prieto, L.; Stevenson, G.; Windus, T.

**Substitutes:** A. Ramirez for Baker, R.; E. Whitley for Hostetter, J.; E. Johnston for Matzavinos, T.; P. Bruski for Muench, J.

**Guests:** Hoffman, E. (Executive Vice President and Provost); Holger, D. (Provost Office); Bratsch-Prince, D. (Provost Office); Rosacker, E. (University Relations); Clarridge, M. (P&S Council); Kane, K. (P&S Council); Kerns, K. (P&S Council); and Shelley, M. (Statistics).

**I. Call to Order – 3:30 p.m.**

President Owen called the meeting to order at 3:30 and seated the substitute senators.

**II. Consent Agenda**

The Draft Minutes of the November 9, 2010 meeting were amended to indicate, under New Business, V.B, presentation of [S10-4] by Smiley-Oyen, that College Departmental Responsibility Statements specifying NTE targets greater than 20% require justification/explanation by the dean and that they are submitted to the Provost.

Motion and second to accept the Consent Agenda with amended minutes. Motion passed.

**III. Special Order – Memorial Resolutions – [S10-6] – 3:35 p.m.**

President Own recognized ten faculty who had recently passed away:

Phyllis Brackelsberg, Dick Disney, Gary Eugene Downs, Lloyd C. Dumenil,  
Barbara Forker, Bonnie Glatz, Detroy Green, John Riley, Jack Shelley, and  
Regis Dale Voss

The Senate then observed a moment of silence.

**IV. Special Order – Fall 2010 Graduation List – [S10-5] – 3:45 p.m.**

Walter moved and Byars seconded approval of the Fall 2010 Graduation list contingent of each person's fulfilling of degree requirements. The motion passed unanimously.

**V. Special Order – Department of Kinesiology Minors [S10-9]**

Hendrich presented a set of minors in the Department of Kinesiology for initial consideration and vote. No concerns were noted at various levels of review. Moved and seconded to accept all minors as written. The motion passed unanimously.

**VI. Special Order – Catalog Copy – [S10-7]**

Hendrich presented the 2011-2012 catalog copy for initial consideration and vote. The catalog copy was accepted by voice vote.

**VII. Announcements and Remarks – 4:15 p.m.**

**A. Faculty Senate President (M. Owen)**

- a. The giving tree was a success.
- b. We are moving forward with a revision of the Post Tenure Review Policy. The plan is to present it as new business in Jan.
- c. Discussion about the BET major continues. There is a meeting with the Computer Engineering faculty next week.
- d. A new President-Elect will be selected in January. Please give serious consideration for running or for nominating someone.

**B. Faculty Senate President-Elect (S. Freeman)**

There were no remarks.

**C. Provost (B. Hoffman)**

The Provost had no prepared remarks given the recent elections and the uncertainty of the budget. She did ask for questions. Amidon noted that the state revenue estimating committee was speaking of a surplus but that house leader were speaking of budget cuts. Provost Hoffman indicated that this was the basis of the budget uncertainty.

**VIII. Old Business**

**A. FH Section 2.8 – Policy for Renaming Academic Units [S10-3]**

Stalder gave the background for the policy, which covers noncurricular changes. A motion was made and seconded to accept the policy. The motion passed unanimously.

**B. Report and Recommendations from the Task Force to Examine Limits on Percentage of Non-Tenure Eligible Faculty [S10-4]**

Smiley-Oyen thanked senators for comments provided vial email and described the background for the recommendations. The task force found a great variety across colleges in the use of Non-Tenure Eligible faculty (NTE). The task force suggested that rather than use a one-size-fits-all approach, that the focus shift to the health of department. Based on the report, FDAR has four recommendations. The goals are to initiate department-college dialog, to note any gaps between healthy and actual, and to

be more explicit in terms of department NTE/TTE needs. The motion from FDAR was to approve these four recommendations:

1. A Departmental Responsibility Statement be submitted by each department chair to their respective dean once every 3 yrs
2. A College Responsibility Statement (CRS) be submitted to the Provost once every 3 yrs
3. The Provost provide copies of each CRS (and explanation) to FDAR
4. At the annual report by Provost, the target NTE for college and department be reported as well as actual NTE %

Smiley-Oyen noted that the CRSs also required the signature of the chair of FDAR indicating acceptance.

There was much discussion from the floor:

Porter noted that currently the percentage of NTE are presented in terms of section and credit hour breakdowns. He asked whether there also should be a head count.

van Leeuwen supported the use of a head count, suggesting that use of NTE is in some cases an assault on TTF; he also noted that some departments need clinical and professional NTE to meet the educational needs of their students.

During discussion it was proposed as a friendly amendment that a head count be added and that an explicit acknowledgment be made that some programs need to have NTE faculty who are practitioners.

The amendment was determined not to be "friendly". People spoke for and against the inclusion of a headcount. There was little discussion of the second part of the amendment.

Holger noted that neither AAUP nor ISU has ever tracked numbers of NTE, only proportion of teaching.

Selby and Freeman also noted that a head count did not fit because the focus was on teaching.

Pleasants suggested that AAUP was originally concerned about the quality of instruction by NTE, but that is no longer the case. Selby disputed that it was no longer the case.

Tuckness noted that an underlying concern about having NTE goals is that they can be met by firing people as well as by hiring. Departments may not be able to meet goals without increased budgets.

Smiley-Oyen noted that this is why the process includes the deans.

The amendment failed by a vote of 38-21.

The original motion was passed by voice vote.

## **IX. New Business**

### **A. Unacceptable performance of duty – changes in FH – [S10-8]**

Stalder presented the rationale. The policy originated in discussion of the EB when it was noted that there was a gap in the conduct policy concerning unacceptable performance that was not abandonment of post.

There was much discussion from the floor.

Sherman noted that PRSs vary widely across the campus and that the result could be that misconduct would be defined differently across campus. Making a case for dismissal based on differing standards is problematic.

Several senators followed up with comments objecting to the nonspecific language. There was concern that the concept of "unacceptable" was too vague. Various clarifications were suggested.

Mayfield noted that if people want to change the document, which comes as a motion, they will need to have the proposed changes in writing in January.

Stern supported the motion noting that tenure in its best sense protects academic freedom and that in its worse sense it protects a job. Employees of the state should be accountable.

Huffman noted that there must be a method to remove deadwood, but that he was not sure that "misconduct" was the way. The proposed policy does not apply to those who have lost motivation. That is a post-tenure review process.

Freeman noted that the description is not vague in the context of the conduct policy. He also noted that misconduct is not determined by administrative action; it is from the peers.

Butler asked whether the problem with "deadwood" is so pervasive that a policy is needed that might damage tenure.

Owen noted that while the percentage might be small, it increases the burden on everyone else.

Amidon expressed concern that this is the third action to be considered that allows removal of tenured faculty (closure of programs, PTR, and this).

Maitra approved of the fact that the process rested with peers.

Hendrich asked for a moratorium on the term "deadwood", which she noted is prejudicial.

Hoffman stated that she sees all the misconduct cases and that no faculty committee has taken the process lightly. She also noted there is a tremendous amount of faculty protection in the conduct policy as a whole.

Sherman noted that several negative PTRs could lead to a determination of "unacceptable conduct" so that Senators need to see the PTR revisions prior to voting on this policy.

Owen pointed out that the PTR is formative, not punitive, and that there is a grievance process in place for most of the concerns raised.

After several more comments by senators reiterating points for and against the motion and a clarification by Anderson of the faculty review process, President Owen ended discussion by asking that senators send suggested amendments to him or to Stalder and that a revised document would be distributed for the next meeting.

## **X. Good of the Order**

Freeman noted that if senators have not yet started conversations with their constituents about steps that might lead to improving morale, they need to do so. That way, research can be done and plans can be made for the spring 2012 conference.

President Owen asked Clyde Skip Walter and Max Porter to come forward. He noted that they are both retiring in December. He thanked them for excellent service to the Senate over many, many years. The Senate stood and recognized them with a heartfelt and long round of applause.

Owen accepted a motion, with second, to adjourn. The meeting adjourned at 4:46.

**NEXT MEETING is TUESDAY, January 18, 2011 -- 3:30-5:00 P.M.**

Respectfully submitted,  
Veronica Dark  
Senate Secretary  
January 13, 2011