

**IOWA STATE UNIVERSITY FACULTY SENATE  
FACULTY SENATE MEETING MINUTES  
JANUARY 18, 2011 – 3:30–5:00 P.M.  
GREAT HALL, MEMORIAL UNION**

**Present:** Agarwal, S.; Anderson, D.; Anderson, P.; Arndt, G.; Beattie, G.; Blevins, J.; Bruning, M.; Byars, J.; Chaudhuri, S.; Clough, M.; Cooper, E.; Dahlstrom, M.; Daniels, T.; Dark, V.; Day, T.; Freeman, S.; Harding, C.; Hendrich, S.; Herrmann, P.; Hochstetler, A.; Hoff, S.; Hostetter, J.; Huffman, W.; Janvrin, D.; Jurenka, R.; Katz, A.; Keren, N.; Koziel, J.; Kuo, M.; Levis, J.; Loy, D.; Loynachan, T.; Luecke, G.; Maitra, R.; Manu, A.; Martin, M.; Martin, R.; Matzavinos, T.; McQueeney, R.; Minion, C.; Nelson, S.; Owen, M.; Palermo, G.; Pleasants, J.; Sapp, T.; Selby, M.; Sherman, P.; Smiley-Oyen, A.; Stevenson, G.; Sturm, J.; Taylor, G.; Thompson, L.; Torrie, M.; Townsend, T.; van der Valk, A.; van Leeuwen, H.; Wallace, R.; Williams, C.; Windus, T.

**Absent:** Amidon, K.; Baker, R.; Beell, T.; Bracha, V.; Dell, B.; Geske, J.; Jackman, J.; Mayfield, J.; Miller, A.; Napolitano, R.; Prieto, L.; Schalinske, K.; Stalder, K.; Tuckness, A.

**Substitutes:** C. Walsh for Butler, A.; A.M. VanderZanden for Fei, S.; J. Hill for Hillier, A.; R. Marinko for Kushkowski, J.; P. Bruski for Muench, J.; A.M. Fiore for Strohbehn, C.

**Guests:** Hoffman, E. (Executive Vice President and Provost); 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 Porter, M. (Parliamentarian).

**I. Call to Order.**

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

**II. Consent Agenda**

**A. Minutes of Faculty Senate, December 7, 2010 - [S10/M/4]**

**B. Agenda for January 11, 2011 – [S10/A/5]**

**C. Calendar – [S10/C/5]**

The date on the agenda was corrected to January 18.

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

**III. Special Order – Election of Faculty Senate President-Elect**

Jonathan Sturm (Music) and Rob Wallace (EEOB) were nominated prior to the meeting.

President Owen asked for nominations from the floor. Senator Loy nominated Ann Marie VanderZanden (Horticulture).

President Owen asked for nominations three more times. No other nominations were forthcoming, so nominations were closed.

Each candidate came forward, in alphabetical order, for a 5-minute speech.

Written ballots were distributed and collected.

As Senate business continued, the votes were counted. Written ballots were subsequently distributed for a run-off election between Ann Marie VanderZanden and Rob Wallace. The ballots were counted as Senate business continued. Ann Marie VanderZanden was declared the new President-Elect.

#### **IV. Announcements and Remarks**

##### **A. Faculty Senate President**

President Owen announced that Max Porter, who retired in December, has agreed to continue serving as parliamentarian. Chris Williams will complete Max's term on the senate and exec board.

BET update – President-Elect Freeman and President Owen met with the faculty in Electrical and Computer Engineering

- They have agreed to respond to the “white papers” developed by the Computer Science and MIS faculty in Supply Chains and Information Systems
- Once this document has been developed, we will facilitate meetings to discuss how to proceed

President Owen thanked the Caucuses and Senators who responded to the request for thoughts and suggestions regarding 7.2.2.5.1

President Owen thanked the candidates for President-Elect and encouraged them and all senators to become more involved especially through Council/committee opportunities

##### **B. Faculty Senate President-Elect**

There were no announcements as he was busy counting ballots!

##### **C. Provost**

Provost Hoffman commented on three items.

1. The budget news out of Des Moines is not good. The Board of Regents is working hard to get across to legislators the importance of work at the regent universities.
2. Candidates for VP of Extension and Outreach are currently being interviewed off site.
3. The administration should have done a better job keeping the faculty informed on the recreation services fee. Provost Hoffman described the steps that had been taken. The proposal to include a reduced fee as part of Wellness was taken to the Benefits Committee. Inclusion would have had an impact on other benefits; the decision was made against inclusion. Faculty should have been consulted in the process.  
There were some comments from the floor regarding the fee. Provost Hoffman noted that Recreation Services is an independent and self sufficient unit that does not report to Provost.

#### **V. Old Business**

##### **A. Unacceptable performance of duty – FH 7.2.2.5.1 [S10-8]**

Senator Anderson presented a revision, which has an expanded rationale and which indicates the position of the policy within the broader Conduct Policy. The revision highlights the nature of the peer review process. Minor changes in wording were

pointed out as was the reorganization of the information. Several changes based on last month's discussion and suggestions from senators were also noted.

Comments from the floor were taken. (Note: The presentation of discussion below is organized by themes and outcomes, not the order in which the discussion occurred.)

Senator van der Valk noted that the revision clarifies several problems with the original, but stated that more needed to be done. He moved two amendments.

The first motion was to eliminate the phrase "or unwillingness to perform those duties" from the second paragraph. Senator Townsend provided a second.

Discussion of the amendment centered on the fact that unwillingness is an attitude rather than a behavior.

The amendment passed by a voice vote.

van der Valk moved to amend the document to have a peer review in the department as the first step as is done for tenure decisions. Townsend provided a second.

**motion:**

*Delete the first sentence in the third paragraph and replace it with the following:*

The first step in an unacceptable performance dismissal procedure is to establish a peer review committee for the faculty member whose performance the department chair believes to be unacceptable. This committee is to be made up of faculty at or above the rank of the faculty member whose performance will be evaluated. No administrator of any kind at any level can serve on this committee. Only if the peer review committee in their written report finds that the faculty member's performance is unacceptable and gives the reasons for their finding, may a recommendation to initiate dismissal for unacceptable performance be forwarded to the dean by the department chair.

Several senators commented on the motion to amend. Freeman noted that the policy under discussion does not "initiate dismissal" but that it is a confidential process designed to assess whether sufficient evidence exists to even consider dismissal as an option. Several senators weighed in on the point of whether or not faculty in the department already is part of this process. There were exchanges about whether or not this is a dismissal policy, whether this should be tied to Post Tenure Review, and what the role is of the PRS in determining misconduct.

A vote on the motion to amend failed.

Senator Sherman noted that the policy was first on the Senate floor in December so that departments had not yet had time to discuss it. He asked for a delay of vote.

There was discussion of whether a delay was needed given that the policy has been in the works for months. The issue was whether faculty in departments had been given sufficient time for discussion. Several senators spoke for delay and several for no delay.

Sherman's request became a motion that was seconded. A vote to postpone further discussion and the vote to the February meeting passed.

## **VI. New Business**

### **A. Department Name Change: Department of Plant Pathology and Microbiology [S10-11]**

Owen presented the proposal and asked for discussion. There was none. The name change proposal is scheduled for a vote in February.

### **B. Revision of FH section 5.3.5 Post-Tenure Review Policy [S10-10]**

Freeman introduced the proposed revision of the PTR policy noting that the process described is only peer review. There is a role for the chair and dean, but only in terms of a recommendation for salary review if appropriate.

He noted that the PTR process as proposed can never result in dismissal of faculty. It is a formative improvement process. If, however, an individual refuses to work to develop an improvement plan when the PTR indicates that his or her performance is not meeting expectations, then the policy states that a charge of unacceptable performance of duties might be made.

There was no time for discussion.

## **VII. Good of the Order**

Freeman noted that after two years in a row of having only one person stand for President Elect, it was good to have a real election.

Owen accepted a motion, with second, to adjourn. The meeting adjourned at 5:00 pm.

**NEXT MEETING is TUESDAY, February 8, 2011 -- 3:30-5:00 P.M.**

Respectfully submitted,  
Veronica Dark  
Senate Secretary  
February 3, 2011