

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
FEBRUARY 8, 2011 – 3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION**

Present: Amidon, K.; Anderson, D.; Anderson, P.; Arndt, G.; Beattie, G.; Beell, T.; Blevins, J.; Butler, A.; Byars, J.; Chaudhuri, S.; Clough, M.; Cooper, E.; Dahlstrom, M.; Daniels, T.; Dark, V.; Day, T.; Dell, B.; Freeman, S.; Harding, C.; Hendrich, S.; Herrmann, P.; Hochstetler, A.; Hoff, S.; Hostetter, J.; Huffman, W.; Jackman, J.; Janvrin, D.; Jurenka, R.; Katz, A.; Keren, N.; Koziel, J.; Kushkowsky, J.; Levis, J.; Loynachan, T.; Luecke, G.; Maitra, R.; Martin, M.; Martin, R.; Matzavinos, T.; Mayfield, J.; Miller, A.; Minion, C.; Napolitano, R.; Nelson, S.; Owen, M.; Palermo, G.; Pleasants, J.; Prieto, L.; Sapp, T.; Selby, M.; Sherman, P.; Smiley-Oyen, A.; Stalder, K.; Strohbahn, C.; Sturm, J.; Taylor, G.; Thompson, L.; Torrie, M.; Townsend, T.; Tuckness, A.; van der Valk, A.; van Leeuwen, H.; Wallace, R.; Williams, C.; Windus, T.

Absent: Agarwal, S.; Baker, R.; Bracha, V.; Bruning, M.; Geske, J.; Kuo, M.; Manu, A.; McQueeney, R.; Schalinske, K.; Stevenson, G.;

Substitutes: A.M. VanderZanden for Fei, S.; J. Hill for Hillier, A.; J. Russell for Loy, D; P. Bruski for Muench, J.

Guests: Hoffman, E. (Executive Vice President and Provost); Holger, D. (Associate Provost); Rosacker, E. (University Relations); Clarridge, M. (P&S Council); Stewart, J. (ISU Daily); and Porter, M. (Parliamentarian).

I. Call to Order. President Owen called the meeting to order at 3:30 p.m. and seated substitute senators.

II. Consent Agenda

A. Minutes of Faculty Senate, January 18, 2011 - [S10/M/5]

B. Agenda for February 8, 2011 – [S10/A/6]

C. Calendar – [S10/C/6]

Senator Amidon asked that the January 18 minutes be corrected to show that he was present.

A motion to accept the consent agenda with the amended minutes was made and seconded. Motion passed without dissent.

III. Announcements and Remarks

A. Faculty Senate President

President Owen thanked everyone for the excellent comments and suggestions for 7.2.2.5.1; he noted that he planned to develop a blog for future policies to better facilitate the discussions.

President Owen note that:

- he and President-Elect Freeman are working with P & S leadership to address the concerns expressed about the Rec fees.
- several council positions are open and need nominations.
- the updated Faculty Handbook is now available on line <http://www.provost.iastate.edu/faculty/handbook/>

B. Faculty Senate President-Elect

There were no announcements.

C. Provost

VP for Extension Candidates' schedules are available. The quality of the set of candidates was so high that five will be interviewed. The public forums will be streamed live and then all will be posted after the last candidate has completed the interview.

The governor has presented a budget with a 6% cut, but the State House and Senate have their own budgets, so this is just the beginning of the process. The presidents are addressing the legislators and a set of legislators will be on campus to look at the ABE facilities on Friday.

Provost Hoffman described the Effort Reporting Policy. The policy is the result of an audit of EASE forms and compliance with NSF effort reporting. It is part of a national process that is the result of cases brought by NSF against Yale in which faculty at Yale were paid during summer when their calendar showed they were on vacation. Administrators at Yale were arrested and Yale paid back 7 million dollars. Because the current records policy would not satisfy an NSF audit, the changes have been implemented.

There was an exchange between Senators and the Provost on the inappropriateness of the NSF policy. Among the points were:

- Senator Huffman noted that the proscription against working on a new grant while getting paid on a grant does not take into account the fact that faculty work long hours throughout the year on their grants and even think about research while on vacation.
- Senator Mayfield noted that faculty on B-base do not accrue vacation, which makes spreading out the grant dollars difficult.
- Senator Amidon noted that NSF only buys out teaching, not service, during the academic year.
- Senator Selby noted that buyouts are up to dept/dean. In past, you didn't get any. It is not clear how this is going to affect. Betsy said yes, we HAD to have it in place. We know that this policy needs to be changed.

The Provost acknowledged the validity of these points but noted that other schools have fought the battle and lost. The key is to spread out the grant payments so that they are not all paid during the summer. This WILL mean that deans and chairs will need to be creative and that some current college policies will need to be changed.

IV. Old Business

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

President Owen presented the name change. There were no questions. A motion and second to approve the name change passed without dissent.

B. Unacceptable performance of duty – changes in FH 7.2.2.5.1 – [S10-8]

Senator Anderson introduced the current version of the document indicating that it had undergone several changes since first coming to the senate floor in December. The major change since January was to expand what may be included in the written record. The process is that there is an initial review by 3 faculty and if they judge it is warranted, there is an 8 person peer review, with the members selected by faculty senate.

Senator Huffman moved to have the CV as required rather than optional. Motion seconded. There was discussion about the need to have more information from the "accused".

Senator Prieto asked whether Senator Van Der Valk's replacement motion needs to be considered prior to amendments to the current document. Because the replacement motion had not yet been introduced, discussion of the amendment to the current motion continued.

The motion to amend FH 7.2.2.5.1 to include the CV as a required part of the written document passed.

Senator Amidon expressed the desire to accept the current document as a way to determine whether there are grounds for consideration of dismissal, but that Senator Van Der Valk's motion should come into play afterwards in order to put a scholarly review back into the process.

There was discussion of whether a scholarly review of a faculty member's work should be part of this process. The discussion revealed a difference in interpretation among senators on whether performance of duties, which are defined by the PRS, must include the quality of scholarship. Senator Maitra asked how anyone other than faculty could do a review of the PRS. President-Elect Freeman noted that faculty review determines the quality of performance but this policy is concerned with the question of whether the duties are being done. There was discussion of the distinction between poor performance and neglect of duties.

During the discussion, Senator Van Der Valk asked that his replacement motion be considered.

President Owen ruled the motion out of order because it included a component voted down in January. That component was that a faculty review was required as the first step

in the process to determine whether there were grounds for a charge of unacceptable performance of duties.

There was discussion of whether the situation this policy is designed to address can already be handled by policies already in place. Senators expressed strong opinions on both sides of this issue.

Senator Sherman noted that while different committees have been discussing and refining this for a long time, the general faculty have not. He noted concern about the lack of faculty review in his discussion with his faculty.

Senator Dahlstrom moved to amend the wording in the second paragraph to widen the definition of the written record to include correspondence from the faculty member. Motion seconded. The last sentence would be changed to read:

The written record may also include any written correspondence over the past five years between the department chair and the individual dealing with performance of duties and any written correspondence between the individual and the relevant dean or the provost dealing with performance of duties.

A motion was moved and seconded to amend the amendment by changing "may" to "will".

There was further discussion. Among other points made/questions raised during discussion were:

Senator Prieto raised the question of how the policy would apply to jointly appointed people.

Senator Anderson noted that both sides can bring information from witnesses who are called to testify in the major sanctions process.

There was a call of the question on the motion to amend the amendment; call for division of the house. The motion to amend the amendment failed.

There was a call of the question on the motion to amend. The motion carried.

Senator Townsend moved to change the term "reasonable documented effort" in the first sentence of the first paragraph to "other disciplinary action"; second by Senator Sherman.

Senator Selby moved to postpone further discussion until March. The motion was seconded. Motion carried.

C. Revision of FH section 5.3.5 Post-Tenure Review Policy [S10-10]

President-Elect Freeman noted that the policy was introduced the last time, but there was no time for discussion. Because of the time (4:50pm), there was little time for discussion at this meeting.

Senator Mayfield noted that the new policy refers to salary and is not just a within-department PTR.

President-Elect Freeman noted that the potential salary boost is so that the faculty take the process more seriously. Because salary might be part of the process, the dean and provost are involved. The review, however, STILL stops at the department level.

Senator Sherman asked about why an unsatisfactory outcome requires unacceptable performance in just one area, but superior requires superior in all areas.

Senator Williams asked what would prevent a quid pro quo situation in small programs.

V. New Business

A. FH Revision of 5.2.1.3 Early Tenure [S10-12]

President Elect Freeman introduced the motion to amend the Promotion and Tenure portion of the Handbook involving Early Tenure. It will be up for discussion and vote in March.

VI. Good of the Order

Senator Katz asked that a copy of the unacceptable performance as it currently reads be sent immediately to all faculty senators to share with their faculty.

President Owen accepted a motion, with second, to adjourn. The meeting adjourned at 4:59 pm.

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

Respectfully submitted,
Veronica Dark
Senate Secretary
March 3, 2011