

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
MARCH 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.; Bruning, M.; Butler, A.; Byars, J.; Chaudhuri, S.; Clough, M.; Cooper, E.; Daniels, T.; Dark, V.; Dell, B.; Freeman, S.; Harding, C.; Hendrich, S.; Herrmann, P.; Hochstetler, A.; Hoff, S.; Hostetter, J.; Huffman, W.; Jurenka, R.; Katz, A.; Keren, N.; Koziel, J.; Kuo, M.; Kushkowsky, J.; Loy, D.; Luecke, G.; Maitra, R.; Manu, A.; Martin, M.; Martin, R.; Matzavinos, T.; Mayfield, J.; McQueeney, R.; 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.; Strohhahn, C.; Sturm, J.; Thompson, L.; Torrie, M.; Townsend, T.; van der Valk, A.; Wallace, R.; Williams, C.;

Absent: Agarwal, S.; Baker, R.; Bracha, V.; Dahlstrom, M.; Day, T.; Jackman, J.; Levis, J.; Loynachan, T.; Schalinske, K.; Stevenson, G.; Tuckness, A.; van Leeuwen, H.; Windus, T.

Substitutes: A.M. VanderZanden for Fei, S.; E. Abbott for Geske, J.; J. Hill for Hillier, A.; J. Duffy for Janvrin, D.; P. Bruski for Muench, J.; C. Basmajian for Taylor, G.;

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

I. Call to Order. President Owen called the meeting to order at 3:30 p.m. by announcing that the women's basketball team had just won its game at the Big 12 Tournament. The substitute senators were seated.

II. Consent Agenda

A. Minutes of Faculty Senate February 8, 2011 - [S10/M/6]

B. Agenda for March 8, 2011 – [S10/A/7]

C. Calendar – [S10/C/7]

D. FH Section 3.3.2.1 – Non-Tenure Eligible Faculty [S10-14]

President Owen pointed out that item D had previously been accepted by the Senate and this was the handbook language.

Moved and seconded to accept the consent agenda. Motion passed.

III. Announcements and Remarks

A. Faculty Senate President

President Owen noted that he had remained silent during the discussion of the unacceptable performance of duty (UPD) policy and the post-tenure review policy

(PTR) and that he has been pleased by all the discussion engendered. These are important issues and it is time for him to present his perspective. He commented that a document written by Senator Sturm had clarified the nature of some concerns. One concern was the order in which the two documents were being discussed. The order has now been changed. Another concern was that the UPD lacked specificity. President Owen went to AAUP policies for guidance; he found no reference to UPD, but a theme in AAUP policies is that need for flexibility rather than specificity. There was a concern that peer review was not part of the UPD. It is now there. AAUP documents describe a dismissal process in which an administrator works with the faculty member and in which there is an advisory committee made up of peers. The UPD policy fits within that description. AAUP guidelines were incorporated into the Conduct Policy by Jack Girton when the policy was first developed years ago. There are many checks and balances in the conduct policy and they are in the current UPD. President Owen then presented a flow chart describing the relationship between PRT and UPD. PTR is formative with three possible outcomes. UPD is determination of whether performance is acceptable. If not, then there are up to two other peer reviews. Dismissal is only one possible outcome even if a major sanction is reached.

B. Faculty Senate President-Elect

There were no comments.

C. Provost

There is no additional information on the budget.

IV. Old Business

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

President-Elect Freeman described the rationale for dropping the need for a "truly exceptional" record for early tenure.

It was moved and seconded to accept the revisions. The motion passed without dissent.

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

President Owen reminded senators that discussion will begin with a statement in favor of the policy and then against and that comments should be kept short.

President-Elect Freeman began with a brief supportive comment describing how the policy under discussion was developed by the Promotion and Tenure Task Force. The intent is to have a process that is formative and that helps faculty to improve. Freeman addressed the question of why the faculty member must be superior in all aspects of the PRS to get a superior outcome but that a below expectations outcome can result if a faculty member is below expectations in just one area of the PRS. The policy is written so that an improvement plan is mandated when there is a below expectation outcome. Because the goal is improvement, then any below

expectations area should be addressed, and that is what the policy does. The bar for superior is very high.

Many points were made during discussion. The statements below do not occur in the order in which they were made because they are grouped by topic:

There was discussion of what it means to be superior and that the requirement for superior does not take into account that some aspects of the PRS are more important than others.

A question was raised about the need for the salary bump since people getting a superior classification would already have received annual merit increases. Freeman responded that this was based on peer review and was a reward for long-term good performance. In answer to a question of where the money for the salary bumps would come from, Provost Hoffman noted that it would come from a set aside just like promotion raises.

There was discussion of the different wording between sections. Senator Prieto asked whether satisfactory and not satisfactory in the Faculty Handbook section 4.1.1 was the same as below expectations and meets expectations in PTR. President-Elect Freeman responded that the different words were chosen on purpose. The terms in 4.1.1 are for annual merit evaluations and refer to decisions made by the chair. PTR is over longer period and is done by peers. There also are different terms in the UPD.

It was noted that current PTR remains within the department and President Owen confirmed that a PTR done under the current system will remain confidential. The new policy changes this because PTR goes to the dean and provost.

In response to questions, Senator Freeman noted that those committed to retirement are exempted from PTR, that PTR applies to associate professors also, and that the policy would not go into effect until next academic year.

Senator Amidon moved to mandate an improvement plan any time there is below expectations in any area of the PRS. The motion was seconded and discussion followed.

Steward, from the ISU daily, asked for a clarification, but was ruled out of order.

There was further discussion of "may" versus "shall". Senators noted that the overall decision is not simply an aggregation of the outcomes of each aspect of the PRS.

A motion to call the question passed.

The amendment passed 37-23.

There was discussion of the just passed amendment with senators suggesting that it had no teeth because the faculty member could choose not to do a plan. There are no consequences.

Senator Townsend moved, and there was a second, to add the rest of the wording from the below expectations paragraph to the meets expectation paragraph to provide "teeth".

Motion carried.

The second bullet under in the "meets expectations" section now reads:

A "meeting expectations" post-tenure review recommendation will include recommendations for achieving a superior performance evaluation. If a "meeting expectations" post tenure review recommendation that includes a determination of "below expectations" performance in any PRS area, then the faculty member will work with department chair and the chair of the review committee to develop a detailed action plan for performance improvement. The action plan will be signed by all three parties. If agreement on the proposed action plan cannot be reached, the action plan will be negotiated following the procedures outlined for PRS mediation (Section 5.1.1.5.1 of the Faculty Handbook).

Senator Selby moved to postpone further discussion on PTR and UPD to the next meeting. There was a second. Motion passed.

C. Unacceptable performance of duty – changes in FH 7.2.2.5.1

Discussion postponed.

V. New Business

A. Name Change: Women and Gender Studies – [S10-13]

President Owen introduced the name change, which was later corrected to Women's and Gender Studies

B. FH Section 10.8.1 Academic Program Approval [S10-15]

Senator Hendrich noted that the revision requires documentation of consultation of related programs and that there must be a faculty vote before the proposal goes forward. This makes it more in line with the discontinuation wording. The revision also adds the college dean's approval.

C. Proposed University Outcomes Assessment Committee – [S10-16] - Hendrich

Senator Hendrich presented the rationale for the motion from the Academic Affairs Council. A faculty driven university level outcomes assessment committee is consistent with the faculty's responsibility for curriculum and there is need for university level coordination for what is going on in most colleges and departments. This would be a new standing committee.

VI. Good of the Order

Senator Hendrich encouraged faculty to attend the Student Success Summit on March 24-25. A strong faculty presence is necessary for a meaningful event.

Senators Sturm asked that the revised documents be put on the senate website.

Senator Townsend suggested that it would be beneficial to post items two weeks in advance for public comment. Getting prior input might shorten floor discussion.

President-Elect Freeman noted that there already is a blog on the website for this. He will send out the link again.

VII. The meeting adjourned at 5:01.

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

Respectfully submitted,
Veronica Dark
Senate Secretary
March 31, 2011