

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

**Present:** Anderson, C.; Anderson, D.; Arndt, G.; Baldwin, C.; Beattie, G.; Beell, T.; Blevins, J.; Bowler, N.; Bruning, M.; Butler, A.; Byars, J.; Clough, M.; Cooper, E.; Cunnally, J.; Dahlstrom, M.; Dell, B.; Eisman, A.; Essner, J.; Fei, S.; Freeman, S.; Geske, J.; Greenlee, H.; Harding, C.; Hendrich, S.; Herrmann, P.; Hochstetler, A.; Hostetter, J.; Janvrin, D.; Jurenka, R.; Keren, N.; Koziel, J.; Kushkowsky, J.; Loy, D.; Loynachan, T.; Maitra, R.; Manu, A.; Marquart, D.; Martin, R.; Matzavinos, T.; McQueeney, R.; Miller, A.; Minion, C.; Napolitano, R.; Nelson, S.; Pleasants, J.; Prieto, L.; Sapp, T.; Schaefer, V.; Schalinske, K.; Sherman, P.; Smiley-Oyen, A.; Stalder, K.; Strohbahn, C.; Sturm, J.; Taylor, G.; Thompson, L.; Torrie, M.; Townsend, T.; Tuckness, A.; VanDerZanden, A.M.; Ware, W.; Windus, T.; Zhu, D.

**Absent:** Agarwal, S.; Anderson, P.; Bhattacharya, J.; Chaudhuri, S.; Daniels, T.; Dark, V.; Hill, J.; Hoff, S.; Jackman, J.; Kuo, M.; Luecke, G.; Martin, M.; Owen, M.; Stevenson, G.; Williams, C.; Zarecor, K.

**Substitutes:** M. Deininger for Amidon, K.

**Guests:** Hoffman, E. (Executive Vice President and Provost); Bratsch-Prince, D. (Associate Provost); Taylor, J. (Equity & Diversity Coordinator); Rosacker, E. (University Relations); Porter, M. (Parliamentarian); Burch, A. (ISU Daily); Otis, M. (University Benefits); Furfaro, H. (Ames Trib)

**I. Call to Order**

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

**II. Consent Agenda**

**A. Minutes of Faculty Senate October 11, 2011 - [S11/M/2]**

**B. Agenda for November 8, 2011 – [S11/A/3]**

**C. Calendar – [S11/C/3]**

**D. Changes to FH Section 2.3 – [S11-06]**

**E. Removal of FH Chapter 11 - [S11-08]**

Motion and second to accept the consent agenda passed without dissent.

**III. Announcements and Remarks**

**A. Faculty Senate President Freeman**

-President Freeman announced that the time to review the *Research Misconduct Policy* has been extended to 11/18. Please read and comment as appropriate.

-*Review of IVPP* office is still in progress.

-This is the first year of implementation of the *new post-tenure review* policy. Freeman heard concerns that many faculty members will receive the superior rating and noted that

this was not the intent. Superior is not a general outcome and should be fairly rare (although as noted in response to a question, there is no limit in the number of superior ratings that can be given). President Freeman asked the Senators to have conversations with department faculty and chairs about expectations to reduce surprise or disappointment. We should be leading that conversation.

-*Nominations for President-Elect* are now being sought, with the official process taking place in January and nominations between the December and January meetings, as well as from the floor in the January meeting. President Freeman encouraged Faculty Senators to talk with him or others about nominating people for this position.

-The *Giving Tree* process is taking place with opportunity available in multiple locations including Faculty Senate office, Agronomy Hall, Veterinary Medicine, and Hamilton Hall. In addition the Business College will be doing a food drive.

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

President-Elect VanDerZanden announced that the spring conference will be Friday, April 6<sup>th</sup> at Scheman Bld., 8 AM to 5 PM. The topic is Faculty Workplace Wellness. There will be outside speakers and speakers from campus who are currently addressing wellness programs here on campus. She requested suggestions for speakers and for topics.

### **C. Provost Hoffman**

-Provost Hoffman introduced John Taylor, our *new Equity and Diversity Coordinator*. Part of his duties will be working on the Emerging Leaders Program and faculty issues.

-The 3.75 percent increase for in-state *tuition* (twice that for out-of-state students) went before the board.

-The last *LAS Dean candidates* are currently engaged in the on-campus interview. The Provost asked for faculty to return evaluation forms soon. A decision is expected before or soon after Thanksgiving.

-The search for a new *Business Dean* is just getting started, with the expectation to begin evaluating candidates in February.

-The Provost also reminded us that a *partial campus closing* will occur between Christmas and New Year Days, but there is no requirement for closure, so check with your college and department offices.

## **IV. Special Order: Mike Otis, Associate Director Human Resource Services**

Mike Otis talked about benefits for the upcoming year, with the open change time being from the first working day in November through the Friday before Thanksgiving break (this year, November 18<sup>th</sup>). A live web cast, which will be recorded, is being offered to provide information about benefit changes. On Dec 2, confirmation statements will be available on Access Plus. Feb 1 is when changes are effective.

Otis noted that Iowa State University is self-insured, even though we pay Wellmark to administrate the claims (so Wellmark is not our insurance company). The cost of benefits for ISU is 53 million for health care/pharmacy, 37 million for retirement (TIAA CREF and IPERS), 2.2 million for life insurance, 1.8 million for dental, and 1.7 million for long term disability. University Benefits Committee advises the VP for Business and Finance and is chaired by University Professor Mark Power. ISU closely manages and tracks costs and

claims, and as such, showed that our increases each year are much lower than the national average (ours is ~5%). More people are in the HMO than PPO, with the PPO option more expensive because one pays for choice.

The ISU group plans meet the requirements of the Patient Protection and Affordable Care Act (PPACA) and therefore the university will continue with our current plans and will continue being self-insured. One change as a result of the health care reform is that adult dependents up to age 26 (even if married) can be covered on parent's insurance. The other change was the elimination of over-the-counter medications under flexible spending accounts. The following are anticipated changes, although this is dependent on upcoming national elections: 2012 – we will report the value of health care benefits on employee W2 forms (box 12 - not what you are paying, but the value of the healthcare being provided); 2013 – health care spending accounts that can currently be \$5,000 will be reduced to \$2,500.

There are minimal changes to the plans this year. But the one change is that the flexible medical spending accounts will be administered by a new company – ASI FLEX. This change was made because it was less expensive. Otis noted that they encourage developing a comprehensive wellness program. A second change is that new applications for long-term care provided by John Hancock will not be accepted after December 31, 2011. Rather long-term care will be individually underwritten. Also, IRS salary deferral limits to a 403(b) retirement plan is changing for 2012. The limit will be \$17,000 for elective deferrals and \$22,500 if you are age 50 or older.

## **V. Old Business**

### **A. Discontinuation of Undergrad Major in Insect Science - [S11-3] Hendrich**

S. Hendrich stated that action has been approved across the process.

No questions or comments. VOTE: unanimous, motion carries

### **B. BS in Athletic Training – [S11-4] Hendrich**

Department of Kinesiology proposed this new degree to fulfill accreditation requirements for the continuation of this program. It has been approved at all levels.

VOTE: unanimous, motion carries

### **C. Morrill Professorship Proposal – [S11-5] Freeman**

President Freeman reminded us that this proposal is to establish a career achievement award similar to the Distinguished Professor (primary focus on research) and University Professor (primary focus on university service) Awards. The proposed award has a primary focus on learning/teaching. R. Maitra (Statistics) voiced a concern about the number of professorship awards and whether the University Professor Award could be expanded to include teaching. President Freeman responded that the Faculty Senate voted ~5 years ago to shift the focus of University Professor from inclusion of teaching to service. Provost Hoffman responded to the concern of too many awards by noting that less than 4% of faculty receive these other awards. J. Sturm (Music) spoke in support of this proposal and asked if this award was only for on-campus teaching.

President Freeman stated that this award is for on-campus, off-campus, extension, etc. – teaching defined in its broadest form. VOTE: motion overwhelmingly passed

## **VI. New Business**

### **A. US Latino/a Studies Minor [S11-9] - Hendrich**

S. Hendrich explained the minor to be a stand-alone minor (no major) so this needs to come before this body. It has been approved across levels. There were no comments or questions. Loreto Prieto (LAS at large) spoke in support of this minor, noting that it will complement many majors. Vote will be held next meeting.

### **B. Changes to FH Section 2.6 – [S11-07]**

Changes to 2.6 in the Faculty Handbook were made for the purpose of clarification or to update the information based on current practice and policy, thus was originally on the consent agenda. Changes to 2.6.2 were based on RMM and language was based on resolutions out of the Faculty Senate. The current language is: *“Each dean shall have a budget advisory council/committee with significant faculty membership, including at least one faculty senator. The governance document should describe the membership of the college's budget advisory committee.”* A. Butler (Philosophy) moved that the following amendment be considered based on a concern that the current language did not require at least half of the faculty on the committee to be elected. The motion received a second. The amendment was:

*Each dean shall have a budget advisory council/committee with significant faculty membership, at least half of which shall be elected directly by the college's faculty. The governance document should describe the membership of the college's budget advisory committee.*

A major discussion point was whether this stipulation should be made at the university level, or whether each college should be allowed to define this process as is appropriate within their college. K. Stalder (chair of the Governance Council) spoke against the amendment so each college could define their advisory committee, while others thought this amendment was important in order to emphasize shared governance. Another observation was that this amendment referred to “college’s faculty” voting, whereas in some colleges the representation is by department, not college. There were suggestions for changes in the amendment, but no official motion for another amendment was made. J. Sturm (Music) made a motion that the vote be postponed until the next meeting; there was a second and the vote passed.

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

President Freeman reminded us to participate in the Giving Tree.

## **VIII. Adjournment**

Meeting was adjourned at 4:47. NEXT MEETING, TUESDAY, DECEMBER 6, 2011, 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted,  
Ann Smiley-Oyen, Acting Senate Secretary  
November 15, 2011