

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
MARCH 6, 2012 – 3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION**

Present: Anderson, C.; Anderson, D.; Arndt, G.; Baldwin, C.; Beattie, G.; Beell, T.; Bhattacharya, J.; Blevins, J.; Bowler, N.; Bruning, M.; Butler, A.; Chaudhuri, S.; Clough, M.; Cooper, E.; Cunnally, J.; Dark, V.; Dell, B.; Eisman, A.; Freeman, S.; Greenlee, H.; Harding, C.; Hendrich, S.; Herrmann, P.; Hill, J.; Hochstetler, A.; Hoff, S.; Hostetter, J.; Janvrin, D.; Jurenka, R.; Keren, N.; Kushkowsky, J.; Loy, D.; Loynachan, T.; Maitra, R.; Marquart, D.; Martin, M.; Martin, R.; Matzavinos, T.; Miller, A.; Minion, C.; Napolitano, R.; Nelson, S.; Owen, M.; Pleasants, J.; Prieto, L.; Schaefer, V.; Schalinske, K.; Sherman, P.; Smiley-Oyen, A.; Stalder, K.; Sturm, J.; Taylor, G.; Torrie, M.; Townsend, T.; Tuckness, A.; Williams, C.; Windus, T.; Zarecor, K.; Zhu, D.

Absent: Agarwal, S.; Dahlstrom, M.; Daniels, T.; Essner, J.; Geske, J.; Horwitz, J.; Jackman, J.; Koziel, J.; Kuo, M.; Luecke, G.; Manu, A.; McQueeney, R.; Sapp, T.; Stevenson, G.; Thompson, L.

Substitutes: G. Biasseti for Amidon, K.; M. Bailey for Byars, J.; K. Delate for Fei, S.; Y. Lee for Strohhahn, C.; B. Sponseller for Ware, W.

Guests: Leath, S. (ISU President); Trainor, D. (HRS) Hoffman, B. (Provost); Bratsch-Prince, D. (Associate Provost); Holger, D. (Associate Provost); Burden, D. (P&S Council); Rosacker, E. (University Relations); Porter, M. (Parliamentarian); Burch, A. (ISU Daily); Furfaro, H. (Ames Trib)

I. Call to Order

President Freeman called the meeting to order at 3:32 and seated the substitute senators.

II. Consent Agenda

- A. Minutes of Faculty Senate February 14, 2012 - [S11/M/6]**
- B. Agenda for March 6, 2012– [S11/A/7]**
- C. Calendar – [S11/C/7]**
- D. Revision of FH Chapter 6 Awards – [S11-26]**

President Freeman asked if there were changes to the Consent Agenda. There were none. Moved and seconded to accept the consent agenda as distributed. Motion passed.

III. Special Order: President Steven Leath

President Freeman introduced ISU President, Steven Leath, who is in his 7th week.

- President Leath noted that currently his schedule does not allow as much interaction with faculty and students as he would like. He has an open door policy and if someone has a problem/concern, they should contact him. He wants to be aware of

faculty priorities and concerns. His vision of ISU is still forming and he noted that anyone here could help shape the vision if he or she has good ideas and speaks up.

- President Leath gave a brief overview of his educational and professional history, which has been at land grant schools. He commented that he thought many land grant institutions had lost sight of their mission, but that ISU was not one of them.
- President Leath noted that President Geoffroy, with help from Provost Hoffman, had turned over to him a great university. Although they lost 25% of the state budget, they protected the academic core. He has been bragging to the state and the legislature on many things about ISU including record enrollment, record grants, and high graduation rates. It is his belief that faculty are the reason that Iowa students are choosing ISU.
- President Leath stated that he wanted to be approachable, a good listener, and a transparent decision maker. He gets shared governance. In a crisis situation, he may have to move fast, but for most issues he will ask what is the right thing to do for ISU and Iowa and do it. He wants input. His belief is that if there are enough smart people in a room, they will get it right.
- Undergraduate education is what the people in Iowa think of when they consider state support of the universities. Our faculty have it right in balancing education and training and embracing the students and their placements. We need to remain in touch with the people of Iowa. They need to know that we care about the state. President Leath believes that student debt is a big concern and he hopes to be able to do something to drive down costs.
- In a broad sense President Leath would like to see more focus on big problems from a multidisciplinary point of view. For example, how do we approach big problems like obesity? He encourages public-private partnerships in research. ISU has research strengths in biological disciplines and engineering with a lot of showcase institutes. We hear about the science and technology institutes. We need the same first class programs in design and the humanities.
- In commenting on his management style, President Leath noted that in the last 5 years, he trained under two businessmen, not academics. They approached the world very differently. While he does not believe that the university should be run like a business, it can be run in a more businesslike fashion. He hopes to remove obstacles to faculty productivity.
- President Leath ended his comments by noting that we are better than others think we are. He believes that we are too humble and he will do what he can to push us forward. He noted that Biden's visit showcasing ISU as an example of a university that got it right.

Senator Delate asked how the Iowa legislature compared to North Carolina. President Leath replied that both states have an education supportive senate and governor and a house that is less supportive. President Leath noted that he is trying to individually meet each legislator.

President-elect Hendrich asked about the role of strategic plans. President Leath noted that he is not big on strategic plans and is more interested in action plans. We need to determine what we are trying to accomplish and what resources are needed.

Senator Butler commented that she enjoyed the overview and noted that he repeated that he would work to remove obstacles for faculty. She asked for an example. President Leath

noted the hiring of Dave Traynor, the new head of HR. The previous hiring process was very slow and Traynor, with a fresh perspective, was able to implement changes to dramatically speed up the process.

Senator Zaracor asked President Leath to say something about programs that were closed in the UNC system. President Leath noted that 60 programs were closed or consolidated (e.g., romance languages), but more were created with an attempt to be more sensitive to cutting edge science. Administration/management took 30% of the cuts.

Senator Beehl asked about President Leath's view of tenure. President Leath assured him that he is 100% committed. His coming without tenure should not be viewed as his support of an attack on tenure.

IV. Special Order: Election of FS Athletic Council Rep

Ballots were distributed with the name of Charles Schwab, who had been nominated prior to the meeting. President Freeman asked if there were any other nominations from the floor. There were none. He asked again. There were none. It was moved and seconded to close nominations. Motion passed without dissent.

President Freeman noted that normally when there is just one senator on the ballot, they do not speak before an election, but because Schwab is not a senator, he was invited to give remarks. He noted that he is currently the Chair of the Academic Integrity Committee of the Athletics Council and that he is running for a second three-year term.

Ballots were collected for counting.

V. Announcements and Remarks

A. Faculty Senate President

President Freeman invited Vice President Hill to come forward to address an issue about intolerance on campus. VP Hill presented some comments that had been printed in the "Just Sayin'" portion of the ISU Daily website and some slides posted on the student run "Iowa State University Memes" Facebook page. He also passed out a timeline of related events, including a description of a set of meetings and outcomes. The comments/slides used the term "Squinteyes", which is a term used to refer to chipmunks but also a racial slur applied to persons of Asian descent. VP Hill noted that students in different meetings described classroom environments in which they were made to feel unwelcome. The example was that when a faculty member had students say where they are from and an Asian-American student mentioned an Iowa town as the hometown, the faculty member said "Tell me where you are really from". The student considered the comment hurtful. VP Hill noted that we need to provide more opportunities for communication. He noted that when hurtful things take place in the classroom, then it is very likely that the faculty are unaware. Faculty Senate can help by informing faculty.

- President Freeman asked senators to make their constituents aware of the problem. We need to repair the environment for all students to have a good learning environment.

- VP Hill noted that the Facebook website still exists, but there is no ISU logo and most of the most offensive "memes" been taken down.
- Senator Zaracor asked that the slides be distributed. Sherri will distribute.
- Senator Sherman asked if there were some place to which faculty could be directed to become informed. President Freeman noted that there is a summary on the website.

President Freeman announced that Charles Schwab had been elected to Athletics Council.

President Freeman asked senators to send nominations for Provost to him. He is on search committee. He noted that there will be time later to publically appreciate Provost Hoffman, but he thanked her anyway. He noted that she has set a high bar for good relations. His comments were greeted with a round of applause and a standing ovation.

President Freeman noted that the review of the Office of the EVPP is ongoing. President Freeman noted that all department and college elections done and that caucuses need to affirm or elect caucus chairs for the May meeting. He also noted that we will be electing Senate Officers in April for Secretary (2 year term), Academic Affairs Chair (2 year term), FDAR Chair (2 year term), and Governance Chair (2 year term). Nomination forms were sent out with this month's packet. Contact the current officers or him if there are questions about any of the jobs.

B. Faculty Senate President-Elect

President-elect Hendrich reminded senators about the faculty conference on the topic of Wellness on April 6. There is still a lot of room for participation. She noted that she was part of blue zone project prior to becoming president-elect and she encouraged more faculty to join the blue zone. A recent blue zone site visit showcased the Ames/ISU connection.

President-elect Hendrich referred to a half sheet that had been distributed to senators. She asked each senator to "Think about what, in the role as faculty senator, you can do or plan to do that will enhance your value to senate. Think about the University's commitment to diversity to promote welcoming environment at ISU." She asked senators to share their plans on the half sheets and to turn in the half sheets at the end of the meeting. She will share the results at the next meeting.

C. Provost

Provost Hoffman thanked senators for the standing ovation. She noted that she had received over 200 emails from faculty about the announcement that she would be stepping down as Provost. She noted that it had been a great five years and that she has enjoyed the time. She noted that taking on the RMM was a challenge, but it was a success. She takes great pride in the fact that the senior leadership is half women and minorities. She also takes great pride in the observation of President Leath that nothing is broken although there was a 25% budget cut.

Provost Hoffman noted that her stepping down will affect the business search. Mike Crum will be interim dean for up to two years, until a new provost is in place.

Provost Hoffman noted that there had not been any change in budget discussions since the last senate meeting. The governor, the senate, and the house each have a different budget for the Regent's Universities.

Provost Hoffman commented on the racial issues discussed earlier by noting that a similar issue arose at Smith College, where she is on the Board of Trustees. An alumna complained that too many students were other than wealthy Americans. The response of the President and the majority of alumnae was overwhelming in defense of diversity. She noted that this is a national issue.

VI. Old Business

A. FH 7.2.2.1.3 Conflict of Interest – [S11-20]

President Freeman introduced the recommendation for edits to the Faculty Handbook (FH) to reflect changes in University policies. The recommendation is to insert a chunk of language from the policy that defines conflict of interest and that provides links to the policy.

Senator Townsend noted that after last month's discussion, he had looked at the Policy Library and he concluded that the proposed language for the handbook is wrongheaded. It does reflect the policy, but it should say that it applies only to activities that one must be doing during normal work hours. It needs to say something about interference with work.

Senator Eisman noted that she had the same concern. She referred to the 3rd line, which refers to the execution of university duties. How can the university determine how much time something should take? What takes someone 10 hours might take someone else an hour. Does the wording mean that we cannot have children, which clearly affect available time? It opens up a can of worms.

Senator Harding asked whether sleep is an organized activity. He noted that there were three different web links to follow to determine how something is defined. He asked whether our handbook could summarize in a more clear way just what our university commitments are.

President Freeman noted that we cannot change the conflict of commitment policy. We had the chance last fall when Senators were urged to give feedback. He noted that these are university policies, not faculty policies. What we are putting into our handbook is a reference to the University statement on conflict of commitment. If the senate feels strongly about it, then we could set up a task force to examine the issue.

Provost Hoffman noted that the policy came out of an audit two or three years ago. The audit said that we had a good conflict of interest policy, but that we needed a conflict of commitment policy. The policy was the result of an entire year's worth of work and it allows faculty to appeal chair decisions to the faculty senate. Past-President Owen was on the committee drafting the policy.

Senator Townsend stated that he has a concern about putting the wording into the handbook and is speaking against the motion.

Senator Maitra agreed with Senator Townsend. He noted that the issue was abstract in the fall and is now concrete. We need to consider what this means for faculty.

There was an earlier informal call for the question. Senator Townsend moved, Senator Clough second, a motion to table. A voice vote appeared to defeat the motion. Senator Prieto called for a division of the house. The motion to table was defeated by show of hands.

Senator Prieto moved, Senator Smiley-Oyen second, to close debate. The motion passed with the needed 2/3 vote by a show of hands.

A voice vote on the original motion was too close to determine, so there was show of hands. The motion carried by one vote.

Senator Sherman requested a revote. Senator Prieto noted that if there is no evidence of irregularity, the request is out of order. Senator Sherman was ruled out of order.

Past-President Owen moved to extend the meeting for 5 minutes. Motion passed.

President Freeman briefly introduced the new business items so that there could be votes at the next meeting. (See comment under New Business.)

B. FH 7.2.2.3.1 Research Misconduct – [S11-21]

After introducing the new business, President Freeman returned to S11-21, recommendation for edits to the Faculty Handbook to reflect changes in the University policy on research misconduct. He asked whether there were questions. There were none. Motion carried without dissent.

C. Recommendations for Syllabus Inclusion – [S11-22]

President Freeman noted that we were past the extended time, so S11-22 would carry forward to next month's agenda.

VII. New Business

A. Engineering Studies Minor Discontinuation – [S11-23]

B. Energy Systems Minor – [S11-24]

C. Revision of FH 3.1 Appointments of B-base Faculty – [S11-25]

President Freeman noted that information on each item was in the packet. He asked senators to review the items with their constituents and to be ready to vote in April. Senator Stalder briefly spoke about New Business Item C, which he said gives increased flexibility to faculty. Because there may be some questions, senators were urged to make sure that their constituents were informed.

VIII. Good of the Order – 4:45 p.m.

President Freeman noted that the University of Northern Iowa has some tough decisions ahead. He noted that the Senate's difficult work of two years ago means that if ISU were to have a similar situation, the faculty would be part of the discussion and it would be a Faculty Senate matter.

IX. Adjournment

The meeting adjourned at 5:10 pm.

NEXT MEETING, TUESDAY, April 3, 2012 3:30-5:00 P.M., SUN ROOM, MU

Respectfully submitted,

Veronica Dark

Senate Secretary, March 29, 2012