

Faculty Development and Administrative Relations Council

Brian Hornbuckle, Chair

September 21, 2023

Members present: Abhay Mishra, Yongyeon Cho; Daniel Andersen; Carolyn Cutrona; Sunday Tim; Elisabeth Lonergan; Richard Lesar; Huifang Mao; Brian Hornbuckle; Tera Jordan; Dawn Bratsch-Prince; Ann Smiley.

1 Introductory Go-around

Brian asked all to comment on their favorite holiday.

2 Approval of Minutes for August 31, 2023

Motion to approve amended minutes (corrected to say that only term research faculty are required to have external letters for advancement) by Richard, seconded by Abhay. Unanimous.

During the conversation about the correction, Ann asked about clear markers for evaluation of term teaching faculty going from associate to full. She noted that her department wants to assess impact outside of the classroom. Dawn noted that advancement is based on the faculty member's PRS and if impact outside the classroom is not on the PRS, it shouldn't be a criterion. She described some possible criteria for advancement.

- Has the faculty member been involved in curriculum development?
- Are they making other significant contributions, e.g., advising student groups?
- Are they taking leadership roles?

It is up to the unit to decide what the expectations are and list them in the PRS.

3 Reports from Committees

3.1 Recognition and Development

Dan reported that the foreign travel grant process will be modified given discussion about equity and incentive accounts that some faculty may not be using as extensively as they could be used. The committee will also use data from this upcoming year to best distribute available funding among the fall, spring, and summer semesters.

3.2 Equity, Diversity, and Inclusion

Abhay met with Dawn and Tera to set this year's agenda. They will only continue already started initiatives in light of the Board of Regents ban on new EDI activities while these activities are being reviewed by the Board. These initiatives are the following.

1. Improving faculty mentoring programs. Points include examining how mentors are assigned. Tera suggested encouraging a “constellation” of mentoring, i.e., having a primary mentor plus additional mentors. Tera also suggested that mentors should be asked to reach out to mentees, instead of waiting for the mentees to initiate contact.
2. More consideration of international faculty and students.
3. Would like to invite a speaker (Sendhil Mullainathan from the University of Chicago).

3.3 Facilities and Educational Resources

Sunday reported the committee is not full yet and they have not met.

4 Old Business

4.1 Discuss “Myths and Misconceptions about Community-engaged Scholarship with Promotion and Tenure”

4.2 Discuss Proposed Changes to Faculty Handbook Section 5.2.2.5

Brian reported that for both proposals he has received many comments. He will work with the two committees responsible for these two documents to address the questions, either with responses or with changes to the documents. Brian has a meeting with Vice President for Extension and Outreach Jason Henderson and Associate Dean Jay Harmon (CALS) on October 5. Brian asked the council to continue to share the documents and request more feedback.

5 New Business

5.1 Request from FDAR Chair: In-state Tuition for All Residents

See link on Canvas and the following email from Department of Agronomy faculty member.

I don't know if this is something for the university senate to take up, but ISU should definitely provide in state tuition to people in this situation. Hard to tell what our policy is. However, in a different but somewhat similar situation, I just had to get a waiver for my post-doc's wife. They pay state taxes (and a bunch of private companies have tried to hire him now that I have him in the US...). Yet his spouse didn't qualify for in state tuition. Luckily the university provided a waiver without complaint.

Should the Faculty Senate address this issue? If so, in what way? The council decided that Brian will contact Dean Graves in the Graduate College and ask about the policy.

6 Future Agenda Items?

None.