

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
APRIL 19, 2016–3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION**

Present: Arndt, G.; Bain, C.; Bigelow, T.; Boyles, J.; Brown, J.; Burke, B.; Butler, A.; Cornick, N.; Day, T.; Dekkers, J.; Derrick, T.; Dilla, W.; Dollisso, A.; Essner, J.; Faber, C.; Fei, S.; Fiore, A.M.; Freeman, S.; Guyll, M.; Harding, C.; Hartzler, B.; Herrnstadt, S.; Hill, J.; Jurenka, R.; Krier, D.; Leigh, P.; Looney, M.; Luecke, G.; Martin, P.; Mennecke, B.; Naegele, D.; Nelson, S.; Ockey, G.; O'Connor, A.; Padgett-Walsh, C.; Pellack, L.; Post, C.; Reddy, M.; Retallick, M.; Royston, N.; Russell, D.; Ryan, S.; Sanders, E.; Schaefer, V.; Schalinske, K.; Seeger, C.; Selby, M.; Sponseller, B.; Stone, L.; Sturges, L.; Sturm, J.; Suzuki, Y.; Tian, J.; Waggoner, K.; Wallace, R.; Wang, Q.; Weber, E.; Zarecor, K.

Absent: Ackermann, M.; Bhattacharya, J.; Bowler, N.; Evans, J.; Godbey, E.; Haddad, M.; Kim, S.; King, D.; Manu, A.; Monroe, J.; Munkvold, G.; Niemi, J.; Owen, M.; Paschke, T.; Rajan, H.; Roe, K.; Stevenson, G.; Tener, J.; Williams, C.; Winter, A.; Zaffarano, B.

Substitutes: W. Carter for Amidon, K.; E. Taylor for Biggs, S.; J. Kushkowski for Jackson, R.; C. Schwab for Koziel, J.; T. Jurik for van der Valk, A.;

Guests: Wickert, J. (SVPP); Holger, D. (Assoc. Provost); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Lawson, T. (P&S Council); Charlson, T. (ISU Daily); Cerviao, C. (SVPP); West, C. (SG); Delate, K. (Hort); Davidson, K. (Study Abroad); Nelson, T. (Study Abroad); Johnson, C. (P&S)

I. Call to Order

A. Seating of Substitute Senators

President Wallace called the meeting to order at 3:31 p.m. and seated substitute senators.

II. Consent Agenda

A. Minutes of Faculty Senate Meeting –April 5, 2016- [S15/M/8]

B. Agenda for April 19, 2016– [S15/A/9]

C. Docket Calendar – [S15/C/9]

Senator Herrnstadt moved to accept the consent agenda and Senator Faber seconded. The motion passed without dissension.

III. Special Order: Study Abroad – Katie Davidson and Trevor Nelson

Director Nelson said that there had been a slight decline in students studying abroad this year (1497) from the preceding record-breaking year (1633). Overall, there has been a steady growth in the number of students studying abroad. The demonstrated preference is for short-term programs, led by faculty. They are perceived to be lower in cost and to have less impact on time to graduation. (Director Nelson noted that this is myth: students

who travel abroad graduate on time at higher rates than the rest of ISU population and nationally.) Overwhelmingly, students participate in this programs over the summer (666 students) or during spring break (243). Western Europe (with Italy first, Spain second, and UK third) is the most popular destination. Women participate at a two-to-one ratio to men. Eleven percent of study abroad participants are minority students. Most students study abroad during their senior (48%) or junior (32%) years.

In cases of emergency, ISU Study Abroad contacts all students in the region via e-mail and any ISU faculty or staff leading the study abroad group. If a student is hurt, the Study Abroad office opens a case account with the health insurance provider CISI (which provides up to \$500K in medical insurance).

Ms. Davidson described an assessment tool she developed to provide feedback on outcomes, including: gains in cultural competence; employability or career integration; effect of pre-departure preparation; and the demographics of students choosing to go or not go abroad. The software she uses (memo) measures student development on a range of factors. Students complete pre- and post-travel surveys, and the software provides an individualized report as well as an institutional report. For this year, 454 students are registered; 115 completed the pre-travel survey; to date, two have completed the post-travel survey.

Senator Zarecor said that the College of Design has seen changes in the number of students participating in the semester in Rome program. In 2008, the split in tuition dollars went away. Has this produced a trend towards summer when tuition is the same for both out-of-state and in-state? Director Nelson said no. The money went to colleges and colleges used that money for scholarships to help students defray the cost. Senator Zarecor said that the money is not going towards scholarships in the College of Design. Director Nelson replied that many colleges offer scholarships, and study abroad participation continues to increase.

Senator Dekkers asked whether there has been discussion to increase the services at Thielen to help students obtain vaccinations and immunizations for travel. Director Nelson said no, but said that the Travel Clinic provides students with access to CDC, WHO websites and other information prior to travel.

Senator Taylor asked whether Ms. Davidson has included some measure of educational impact (e.g. GPA) in her study. Ms. Davidson said that this pilot does not include such a measure, but future studies might.

IV. Special Order: Tim Day, Faculty Athletic Representative Report

Senator Day provided an overview of academic performance by student-athletes. The average GPA for student-athletes was 2.95 in Spring 2015, compared to ISU students' average 2.98; in Fall 2015, student-athletes were 2.93, and ISU students generally was 2.95. Senator Day provided a graph depicting that student-athletes' GPAs track closely to

the ISU general student population GPA. The APR (Academic Progress Rate), which NCAA uses to measure retention and eligibility, continues to improve.

Senator Day highlighted two student success stories: Christina Hillman (3.94 GPA, double major in Child, Adult and Family Services and Psychology, athlete in Shot Put) and Colin Foster (3.94 GPA, major in Biology, athlete in Golf).

The NCAA modified rules concerning post-enrollment academic misconduct. The new rules maintain *institutional obligation* to determine if academic misconduct occurred. If academic misconduct does occur, it is only an NCAA Violation if: it results in a false declaration of eligibility for competition; or it results in a false declaration of eligibility for financial aid; or it results in the erroneous awarding of APR points; or it involves an institutional staff member (coaches, academic support personnel). If the cheating is between students, that is ISU's problem, not an NCAA violation.

Senator Day said that cases of potential academic misconduct that occur in courses or units that involve student-athletes need to be handled and processed the same as any similar instances as governed by ISU policies. Requests for special accommodation should be handled like other similar requests. If a coach contacts an instructor, the conversation should cease immediately, and Senator Day should be alerted.

V. Special Order: Election of Council Chairs and Secretary
Council Chairs: Academic Affairs, FDAR, Governance
Faculty Senate Secretary

Senator Retallick moved to cast a unanimous ballot for all of the candidates (each of whom was uncontested). Senator Freeman seconded. The motion passed (unanimously). Senator Bigelow was re-elected chair of Academic Affairs Council; Senator Derrick resumes the position of chair of FDAR Council; Senator Sponseller becomes chair of Governance Council; and Senator Butler continues to serve as FS secretary.

VI. Announcements and Remarks

A. Faculty Senate President

1. Upcoming FS Special Orders

At the May 3 meeting, FS will vote on the spring graduation list, observe memorial resolutions, and receive the report on P&T from Provost Wickert.

2. BOR Meeting on April 20-21 in Council Bluffs

President Wallace will deliver comments on behalf of ISU faculty outlining concerns about the lack of meaningful salary increases and increased workload.

3. Regent Sherry Bates Visit to ISU (April 27)

At the invitation of President Wallace, Regent Bates will shadow two different faculty members on April 27. President Wallace asked for volunteers to attend a small lunch with Regent Bates.

4. End-of-Year FS Activities

FS Councils and Committees need to submit their end-of-year summary reports by the end of the fiscal year. President Wallace asked members to advise the chairs of their councils or committees if they will be unable to serve next year.

5. Interesting Read

President Wallace called senators’ attention to a new book, *Slow Professors*, described on *Inside Higher Education*. According to the article, university professor ranks as the third least stressful job.

6. Faculty Conference

President Wallace reminded senators about the spring conference on Tuesday.

B. Faculty Senate President-Elect

None

C. Senior Vice President and Provost

1. College of Human Sciences Dean Search

The three finalists have been on campus. The search committee is now weighing feedback from faculty, staff, and students.

2. BOR Annual Governance Report on Faculty Tenure

2013-2014	Tenured	Tenure-Track	NTE	Total Faculty
UI	1243	381	1440	3064
ISU	1012	294	557	1863
UNI	450	119	232	801
Totals:	2705	794	2229	5782
2014-2015				
UI	1240	376	1478	3094
ISU	1003	315	570	1888
UNI	438	130	245	813
Totals:	2681	821	2293	5795
2015-2016				
UI	1201	363	1589	3153
ISU	1020	370	582	1972
UNI	424	131	225	780
Totals	2645	864	2396	5905

Senator Hill asked whether information could be provided about the student-to-faculty ratio comparisons. Provost Wickert said that a slide could be prepared. But he said that the ratio has gone up a couple of points for ISU.

Senator Freeman said that this chart helped him to realize that UI has fewer students than ISU but 1000 more faculty. He hoped that this difference is brought to the attention of BOR. Provost Wickert said that the numbers need to be understood. UI's faculty numbers include medical faculty and other clinical faculty. President-Elect Sturm asked whether Senator Freeman was concerned about the difference in the number of NTE faculty only or the total number of faculty. Senator Freeman clarified that he was interested in the total number of faculty. Provost Wickert said that he would ask the UI Provost about it.

3. BOR Initiative on Financial Literacy for Students

Provost Wickert said that BOR members are keenly interested in the issue of student debt and reducing student debt at Regents universities. They expressed interest in creating a required financial literacy training for all students at all three schools. A committee is looking at ways to provide information to students to make more informed decisions affecting their financial well-being.

4. Increase in External Funding

External resource funding up 12% over where we were last year.

D. Other (P&S Council; SG; GPSS)

P&S Council: Ms. Lawson said that the Council held its first reading of a motion concerning lactation space and policies. The second reading will take place at the meeting in May. The Council looks for changes to the tuition reimbursement program to take place in Fall 2016. The Council has seen significant process on clarification of the interpretation and application of the policy concerning flex time during partial closings. Ms. Lawson will deliver comments to BOR on behalf of P&S employees. Her annual compensation statement and corresponding motion will be delivered at the May meeting.

SG: Mr. West said that SG is working with administrators and faculty to help students of color and from diverse backgrounds to feel that they belong at ISU. SG is working to reorganize to include more disciplines, backgrounds, and veterans. Mr. West also said that SG would like to work with faculty on policy concerning Dead Week. 75% of students surveyed said that having major assignments due during Dead Week is an issue. Senator Bigelow said that FS Academic Affairs Council discussed the proposal from SG and although they did not accept it, they invited students to come to speak to Academic Affairs Council about it. Senator Bigelow noted that no students contacted Academic Affairs Council. Mr. West said that he would let rising SG President Cole Staudt know.

VII. Unfinished Business

A. College of Business Entrepreneurship Major – [S15-12] – Bigelow

No comments. The motion passed without dissension.

B. FH 3.3.5 – Visiting Appointments – [S15-13] – Selby

Senator Selby said that there was some wording changes and reordering made in response to comments.

Senator Dekkers said that he did not think the changes resolved the concern he raised last month. He was concerned about the overlap of affiliate and adjunct appointments. Adjunct professor includes paid and unpaid categories. Senator Selby said that she raised these concerns with the Provost's Office. She reported that adjunct has in the past been used for unpaid positions, but that's not the intention. This proposal is trying to clean up the nomenclature. Affiliate would be the appropriate appointment for an unpaid, non-employee of ISU (i.e., someone who is employed elsewhere and is at ISU temporarily).

Senator Dekkers replied that this proposal should be discussed in conjunction with consideration about adjunct appointments. He thought it was a mistake not to allow the option to use the adjunct title for unpaid appointments. Just as clinicians in Veterinary Medicine have asked for creation of the titles of Clinical Assistant Professor, Associate Professor, and Professor to bring their titles into alignment with other schools, there should be similar distinctions for adjuncts. At other institutions, "adjunct" is used for both paid and unpaid positions. Senator Selby replied that this proposal does not eliminate unpaid adjunct appointments. She added that FS can discuss adjunct appointments at a later date.

Senator Dekkers asked for clarification about how "adjunct" differs from "affiliate." He said it was unclear from the document. Senator Selby replied that FH says that adjuncts are employed elsewhere. (Senator Dekkers said that that occurs in FH 3.3.2.3.) Senator Selby did not see how that is affected by the current proposal; adjuncts were not included in the discussion that led to the current proposal. She added that adjunct can be considered on its own.

Senator Dekkers said that the rationale claims that this proposal clarifies the nomenclature, yet it is unclear how adjunct and affiliate appointments differ. He thought it would be better to consider the variety of NTE appointments at the same time, and he added that NTE task force would be the right group to do so. He didn't think it made sense to consider one appointment apart from the others.

President-Elect Sturm asked Senator Dekkers whether he was concerned that affiliates would not be recognized at the right rank, whereas adjuncts are. Senator Dekkers replied that other universities use the titles of "adjunct" and "affiliate" differently. President-Elect Sturm noted that affiliate appointments are limited to 5 year appointments. Senator Dekkers replied that there needs to be some way to recognize adjunct professors who are not paid by ISU. For example, suppose that industry donates 20% of an employee's time to ISU. This employee is not on ISU's payroll. But it doesn't make a difference whether the employee's time is donated or if money is passed through the university. President-Elect Sturm clarified with Senator Dekkers that such an employee would prefer to be an adjunct associate professor than an affiliate.

Senator Butler asked what the urgency is for passing this proposal now. Why can't the proposal be considered by the NTE task force? Senator Selby replied that Governance Council looked at the entire range of issues regarding NTE appointments, and this proposal was one change that they thought was clear. Senator Selby expressed skepticism about the possibility of passing an omnibus motion. This proposal does achieve some clarification by eliminating the "collaborator" title.

Senator Hernnstadt suggested that a "Best Buy" chart would help to clarify the differences among appointments (among affiliate, adjunct, and collaborator). Senator Selby agreed, but said that the rationale tried to describe the nature of these appointments.

Senator Bigelow thought that Governance Council was wise to consider these appointments separate from adjunct appointments. He didn't see reason for adjunct appointments to delay discussion of the current proposal.

Senator Dekkers thought that nothing of significance would be lost by waiting for input from the NTE task force. The task force might decide to keep everything from the Governance Council's proposal. But they would have the benefit of looking at the entire range of NTE appointments. Senator Dekkers expressed disappointment that no one has yet to explain the difference between unpaid adjunct and unpaid affiliate appointments.

Senator Dekkers moved to refer the motion to the NTE task force. Senator Butler seconded.

Senator Selby spoke against the motion. She thought Senator Dekkers' very specific concern about using the title of adjunct for an unpaid position is a non-standard usage. In contrast, affiliate and visiting professors are unpaid positions.

Senator Butler thought that there was no harm in referring the matter to the task force, whereas Senator Dekkers had described a case where the proposal would generate some possible confusion.

Senator Bigelow said that adjunct in general is a paid position, whereas affiliate is not. He thought that it was best to pass this motion.

Senator Sponseller said that FS could make changes later if the current proposal creates problems that need to be addressed.

The motion to refer the proposal to the NTE task force failed, 27-29.

The motion passed without dissension.

VIII. New Business

A. FH Clinical Professor Titles – [S15-14] – Selby

Senator Selby said that clinician appointments are in the College of Veterinary Medicine and the College of Human Sciences (e.g. in nutrition). NTE professor titles with modifiers, like “Clinical,” are becoming popular across the country, particularly at veterinary schools. Because this is a new title, changes will need to be made to FH 3 (appointments) and FH 5 (promotion, review, renewal, evaluation). This proposal is written as a template for other possible future NTE title proposals.

President Wallace said that extensive discussions took place with the College of Veterinary Medicine. The parties most affected by this proposal seem to be satisfied with it.

Senator Freeman said that he was concerned that this proposal would allow for some appointments as clinician or senior clinician and others as clinical assistant professor. Senator Selby said that the last paragraph of the rationale refers to an implementation plan (anticipated in January 2017). Upon implementation, this policy would not replace all clinician and senior clinician titles with new titles; people would have the option to change titles.

Senator Dekkers thought that this proposal would be better discussed by the NTE task force. The current proposal creates conflict with FH and won't be implemented until January. Why not create a professor title for lecturers too? Senator Selby replied that Governance Council has discussed many of the thorny issues surrounding NTE appointments. The proposals coming forward are those that Governance Council could readily agree upon; the NTE task force was created to address the myriad other issues which have wider disagreement. The College of Veterinary Medicine was especially eager to institute clinical professor titles. Governance Council thought that if they could develop a clear proposal for such appointments, it could be used as a template for other such titles.

President Wallace said that this proposal came to FS from the College of Veterinary Medicine caucus.

Senator Sponseller added that the College of Veterinary Medicine faculty, including clinical faculty, are very much in favor of this proposal going forward. He said that the current titles are hampering recruitment and retention efforts.

IX. Good of the Order

None

X. Adjournment

The meeting adjourned at 5:02 p.m.

NEXT MEETING TUESDAY, MAY 3, 2016 -- 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted April 25, 2016,

Annemarie Butler
Faculty Senate Secretary