

**IOWA STATE UNIVERSITY FACULTY SENATE  
FACULTY SENATE MEETING MINUTES  
FEBRUARY 11, 2014 – 3:30–5:00 P.M.  
GREAT HALL, MEMORIAL UNION**

**Present:** Amidon, K.; Anderson, C.; Beattie, G.; Bigelow, T.; Biggs, S.; Bird, S.; Brown, J.; Burke, B.; Butler, A.; Byars, J.; Chaudhuri, S.; Cooper, E.; Cunnally, J.; Dark, V.; Dell, B.; Essner, J.; Faber, C.; Freeman, S.; Greenlee, H.; Griffiths, P.; Han, G.; Harding, C.; Hendrich, S.; Herrmann, P.; Janvrin, D.; Jung, S.; Jurenka, R.; Keren, N.; Kong, S.C.; Koziel, J.; Kushkowsky, J.; Leigh, P.; Looney, M.; Manu, A.; Martin, R.; Napolitano, R.; Nelson, S.; Niemi, J.; Paschke, T.; Pleasants, J.; Russell, D.; Sanders, E.; Seeger, C.; Selby, M.; Smiley-Oyen, A.; Selek, H.; Sponseller, B.; Stone, L.; Sturm, J.; Suzuki, Y.; Tuckness, A.; Wallace, R.; Ware, W.; Weber, E.; Whitley, D.; Whitley, E.; Williams, C.; Zarecor, K.; Zhu, D.

**Absent:** Agarwal, S.; Arndt, G.; Bhattacharya, J.; Chimenti, D.; Compton, P.; Dahlstrom, M.; Dekkers, J.; Fei, S.; Hartzler, B.; Hill, J.; Kuo, M.; Minion, C.; Olson, J.; Owen, M.; Prieto, L.; Rosenberg, E.; Schaefer, V.; Schalinske, K.; Stalder, K.; Stevenson, G.; Taylor, G.; Zhao, Y.

**Substitutes:** A. Croyle for Eisman, A.; Schofield, T. for Martin, P.;

**Guests:** Bratsch-Prince, D. (Associate Provost); Holger, D. (Associate Provost); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Mayberry, S. (P&S Council); Kleinheksel, C. (GPSS); Bauer, Z. (GSB); Bock, A. (AFSCME); Fitten, K.; Levis, J. (English)

**I. Call to Order**

**A. Seating of Substitute Senators**

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

**II. Consent Agenda**

**A. Minutes of Faculty Senate January 21, 2014 - [S13/M/5]**

**B. Agenda for February 11, 2014– [S13/A/6]**

**C. Calendar – [S13/C/6]**

Senator Freeman moved to accept the consent agenda and Senator Smiley-Oyen seconded. Motion passed without dissension.

**III. Special Order: Julie Nuter, Associate Vice President for Human Resources**

Associate VP Nuter said that she has a “pretty aggressive plan” to get informed about all areas of the university, to meet with administration and leadership, and to understand HR in all of the colleges. From her meetings so far, certain priorities have emerged. These include:

- Classification, compensation, and recruiting process

Associate VP Nuter observed that these processes are not fast and not smooth. She gave examples of staffing a grant program, presidential high impact hires, and hiring support staff. She is working to implement a new classification and hiring system.

She commented that “right now, technology is in the way,” claiming that the current methods of collecting data are insufficient. Before she implements a new system, she wants to understand where we are, in order to lay out an action plan.

- Training and development of new supervisors (internal or external)  
This training will be very similar to that for department chairs (including performance management) to ensure consistency across university.

Past President Hendrich asked for an update on the wellness program. Associate VP Nuter replied that HR has reviewed candidates for the position of wellness coordinator. They have conducted reference checks and hope to make an announcement soon.

Past President Hendrich asked how Associate VP Nuter plans to solicit feedback from different constituencies. Did she plan to have a faculty advisory group? Associate VP Nuter replied that she is still in the process of learning what mechanisms are already established at ISU and how to use those. She would be open to developing new ways. She emphasized that she thinks data is really important. To illustrate, she said that she would like to look at operational data, such as the time to fill a job posting. She would survey trends: are we competitive with AAU or Big 12 universities? She would look to FS and P&S Council for feedback. The point would be to make sure we’re focused on the right priorities. After doing this, she would want to return to FS with data in order to validate.

Senator Sturm asked Associate VP Nuter to clarify her comment that technology is impeding her work. What does she want to accomplish with different technology? What type of technology would she request? Associate VP Nuter replied that her focus is data. What does faculty body look like? P&S staff? Getting at that data is not easy. Sometimes it’s a snapshot from institutional research (once per year). But she wants some data monthly, quarterly, yearly. Examples of data included breakdowns of turnover of faculty by rank, or P&S staff by tenure.

Associate VP Nuter further illustrated the paucity of information that she had when she met with the CALS cabinet. She would have liked to have had ahead of time a report of faculty and staff in CALS. She did not know the number of hires, rehires, or transfers of staff. She did not know about the mobility of staff within the institution. She did not know what faculty demographics looks like from work-life standpoint. How many female faculty are in childbearing stage? How many lactation stations should we have on campus and where?

Senator Williams said that in his department, they are interviewing three candidates at the rank of associate professor. Two are from lower ranked institutions, yet in their current positions they have an incentive package for research-active faculty through salary-savings programs (30% incentive for one, 25% for the other). There is nothing close to this at ISU, and he wondered how ISU is supposed to be competitive with other institutions. Associate VP Nuter replied that the total picture needs to be considered and communicated to prospective faculty. We need to think about what it means to be part of

ISU. This includes thinking about salary, the startup package, the opportunity for dual career couples and partner support, as well as work-life balance. For some things dollar amounts can be assigned, but not for other things. Senator Williams countered that research-intensive faculty do create new resources.

Associate VP Nuter expressed interest in keeping the line of communication open with FS, in order to discuss time sensitive issues.

#### **IV. Announcements and Remarks**

##### **A. Faculty Senate President**

###### **1. LEARN Report**

The LEARN (Learning Ecosystem Assessment and Review of Needs) Report has been received from Mindwires. The provost & LEARN steering committee are discussing it. The LEARN representative committee will discuss it next week, and there will be communications about their findings soon.

###### **2. At-Large FS Nominations**

College at-large nominations need to be received by Thursday, February 20th.

###### **3. Harassment Training for Students**

President Dark asked senators to encourage faculty to announce in class that students should complete the Title IX Sexual Harassment Training by February 28.

###### **4. Faculty Athletic Council Elections**

Elections will be held in March.

###### **5. Caucus Meetings after FS Meeting**

The topic for discussion will be faculty views of compensation, to be communicated to UBAC (University Budget Advisory Committee).

###### **6. PRS Task Force**

The PRS Task Force is currently being staffed. This may be a topic for caucuses to discuss in March. The task force will engage in data collection about how the PRS is currently being used, as well as how faculty and staff think it should be used.

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

Ralph Napolitano reported that the spring conference will be April 22 on online learning, including distance education, use of technology in the classroom, and opportunities to use online tools to forward educational programming. The objective of the conference is to share various initiatives at ISU (e.g. program development, quality of teaching, faculty development). There is a new online learning innovation hub within CELT for faculty development and training, sharing of best practices, and innovation for online learning. There will also be a discussion of recommendations from the LEARN report, including how many initiatives address those needs. The schedule and external speakers will be announced soon.

## **C. Provost**

### **1. Research Misconduct Case**

Associate Provost Bratsch-Prince made some brief remarks about the misconduct by Palaniappa Molian. Molian pled guilty to two felony counts, for false statements to the NSF. The first count concerned using NSF funds for travel that was unrelated to the grant. The second was request for reimbursement for specialized laser rental that was made available to Molian's company at no cost. Molian used the money for personal expenses. ISU reimbursed the NSF, and Molian reimbursed ISU. Molian retired in December, in advance of the investigation.

Associate Provost Bratsch-Prince observed that this case raises a larger question about what ISU can do to ensure that incidents like this don't happen again. She does not anticipate new changes in policies. But the Provost's Office is reviewing policies with respect to purchasing, expenses and documentation. They are contemplating training for faculty and staff to recognize and prevent compliance errors. The Provost's Office will also look into the possibility of reviewing processes, such as reimbursement for grant and travel expenses, and modernizing the inventory processes. In Engineering, departmental processes have been revised to minimize the likelihood of this sort of incident.

Associate Provost Bratsch-Prince said that full documentation is the best way to protect individual faculty and the institution from this. She reminded senators that the conflict of interest and commitment disclosure form is available on AccessPlus. She encouraged senators to encourage faculty to work collaboratively with department administration, fiscal officers, and others who enforce policies designed to keep us out of trouble.

Associate Provost Bratsch-Prince noted that this is the second recent case of faculty misconduct with federal research grants. She expressed that this was unfortunate, but added that this does not represent the quality and high standards of over 2000 faculty at ISU. In both cases, ISU worked with the federal authorities, facilitated investigations, helped identify misconduct, and took appropriate actions.

Senator Selby asked about US Senator Grassley's call for an investigation of the first case. What is the scope or focus of the proposed investigation? Associate Provost Bratsch-Prince replied that Senator Grassley was making the point that federal official should have sought tougher sanctions against the faculty member. Senator Grassley's concern was not directed at ISU.

### **2. Task Force on NTER Faculty**

Associate Provost Bratsch-Prince announced that there is an ad hoc committee to review the non-tenure eligible research faculty category. FS established the category in 2008, with the aim of increasing grant activity, enhance ability to respond to research opportunities, facilitate partner accommodation. The goal of the committee is to see if the category is fulfilling a need. Should we continue to have the category, change it, or eliminate it?

### **3. BOR Priorities**

Associate Provost Holger reported that the BOR approved a large capital investment proposal. ISU projects include adequate space for new faculty, graduate and undergraduate students, classrooms, and residence halls. BOR approved a budget that would enable the biosciences building to come online six months sooner than planned.

Associate Provost Holger also clarified the flat space development proposal. Half of the funding for this project (\$19 million) would come from the City of Ames, and the other half would come from ISU. It would add flat space to the north side of Scheman. This would help ISU address space issues arising from growth in enrollment. ISU would not be obligated for operating expenses, and the space would become ISU's after a number of years.

### **4. Conflict of Interest and Commitment Form**

Associate Provost Holger said that graduate assistants would be required to complete the form too. GPSS developed a two question form. This will make students aware that they may have a conflict. This would provide protection for any graduate student who develops a spinoff company.

### **5. Councils and Committees Convened**

Associate Provost Holger announced the activity of three councils under his direction. He invited President Dark to name faculty to these groups.

- Articulation Coordination Consult. This group works on admission partnership programs with community colleges to make transfer successful from community colleges. This council is charged with identifying circumstances that contribute to successful transfer experiences. For example, faculty at ISU and community colleges found that when students are required to take a two-course sequence, students have greater success when they take both courses at the same school.
- Associate Deans and Directors discuss for-credit distance education.
- Student Success Consult. This group partners with Student Affairs. How can we help advisors and students better determine what they need to do to make students more successful?

Senator Amidon pointed to a recent study that found that ISU is the only public institution with increase in full-time faculty and decrease in administration. He asked whether NTER faculty are included in that full-time designation? Associate Provost Holger said that they are not. The study was based on standard information submitted by all schools.

### **D. Other (GSB - Bauer; GPSS - Kleinheksel; P&S Council - Mayberry)**

Mr. Bauer said that funding has been secured for the study of the proposed Bike Share program. He also announced that GSB elections will take place in March.

Mr. Kleinheskel announced the Graduate Research Conference. He polled faculty about whether there was a preference for holding oral and poster presentations before or after lunch. There were no comments.

Mr. Mayberry announced an open forum with Jim Davis (Chief Information Officer). Tara Larson was elected president-elect of P&S Council. Mr. Mayberry will discuss ISU President Leath's charge to FS and P&S Council for UBAC deliberation. The CYtation awards ceremony will be on March 6, and ISU President Leath will be the keynote speaker.

**V. Unfinished Business**

None

**VI. New Business**

**A. TESL Minor [S13-15] – Wallace**

Senator Wallace noted that TESL is already a graduate program, which develops pedagogy and is research-oriented. This minor would identify students more involved with "in-the-trenches" teaching. The program would strengthen both programs simultaneously.

**VII. Good of the Order**

Senator Smiley-Oyen announced an upcoming talk by Os Guinness.

Senator Sturm announced that world-renowned composer George Tsontakis would be on campus to deliver a lecture and provide commentary alongside Amara Piano Quartet's performance of his music.

Senator Burke announced that registration would begin for a LAS Signature Theme workshop on environmental and economic stability (April 7).

**VIII. Adjournment**

The meeting adjourned at 4:35 p.m. with the request that Caucuses convene for discussion of salary and benefits.

**NEXT MEETING TUESDAY, MARCH 11, 2014 — 3:30-5:00 P.M., GREAT HALL, MU**

Respectfully submitted March 5, 2014,

Annemarie Butler  
Faculty Senate Secretary