

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

Present: Ackermann, M.; Amidon, K.; Arndt, G.; Beitz, D.; Beresnev, I.; Bigelow, T.; Borich, T.; Bowler, N.; Boyles, J.; Braun, S.; Brown, J.; Burke, B.; Burras, L.; Butler, A.; Cantor, D.; Cochran, E.; Day, T.; Dekkers, J.; Delate, K.; Derrick, T.; Dilla, W.; Dollisso, A.; Faber, C.; Fei, S.; Freeman, S.; Gassmann, A.; Guyll, M.; Haddad, M.; Harding, C.; Hartzler, B.; Hill, J.; Jackson, R.; Jurenka, R.; Kim, S.; Kimber, M.; Krier, D.; Leigh, P.; Martin, P.; Martin, R.; Mennecke, B.; Muench, J.; Munkvold, G.; Naegele, D.; Ockey, G.; Owen, M.; Padgett-Walsh, C.; Paschke, T.; Pellack, L.; Post, C.; Reddy, M.; Retallick, M.; Roe, K.; Royston, N.; Russell, D.; Sanders, E.; Schaefer, V.; Schalinske, K.; Schwab, C.; Selby, M.; Sponseller, B.; Stevenson, G.; Stone, L.; Sturm, J.; Suzuki, Y.; Taylor, E.; Tener, J.; van der Valk, A.; Waggoner, K.; Wallace, R.; Wang, Q.; Williams, C.; Winter, A.; Zaffarano, B.; Zarecor, K.; Zimmerman, J.

Absent: Bain, C.; Biggs, S.; Essner, J.; Evans, J.; Fiore, A.M.; Godbey, E.; Herrnsstadt, S.; King, D.; Looney, M.; Manu, A.; Monroe, J.; Nelson, S.; O'Connor, A.; Rajan, H.; Ryan, S.; Seeger, C.; Sturges, L.; Tian, J.; Weber, E.;

Substitutes: S. Roy for Bhattacharya, J.; C. Minion for Cornick, N; C. Schwab for Koziel, J.; D. Attinger for Luecke, G.; R. Maitra for Niemi, J.

Guests: Wickert, J. (SVPP); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Lawson, T. (P&S Council); Charlson, T. (ISU Daily); Belding, M. (GPSS); Staudt, C. (SG)

I. Call to Order

A. Seating of Substitute Senators

President Wallace called the meeting to order at 3:32 p.m. and seated substitute senators.

II. Consent Agenda

A. Minutes of Faculty Senate Meeting –April 19, 2016- [S15/M/9]

B. Agenda for May 3, 2016– [S15/A/10]

C. Docket Calendar – [S15/C/10]

D. Council/Committee Annual Reports – [S15-15]

Senator Martin moved to accept the consent agenda. Senator Krier seconded. The motion passed without dissension.

III. Special Order: Spring 2016 Graduation List [S15-16]

Senator Schaefer moved to approve the list. Senator Paschke seconded. The motion passed without dissension.

IV. Special Order: Memorial Resolutions [S15-17]

A moment of silence was observed to honor faculty who passed away.

V. Special Order: Annual Promotion & Tenure Report – SVPP Jonathan Wickert

Provost Wickert said that the Board of Regents (BOR) approved ISU's recommendations for promotion and tenure (P&T) at their meeting on April 21. Provost Wickert said that ISU's P&T process is rigorous and sets a high standard. We have put in place a culture of recruiting very good faculty, mentoring them and providing professional development opportunities. We have established clear P&T standards.

This year, 31 faculty members were promoted to professor and 2 were denied promotion. Also, 28 faculty members were promoted to associate professor with tenure and one was denied. These numbers reflect cases put forward for institutional decision. Of the three negative decisions, one was a mandatory decision and two were not mandatory. There were five other negative cases withdrawn at earlier stages in the process, either because the candidate withdrew or the dean did not forward the case.

Provost Wickert noted with regret that no black or Latina women were reviewed for P&T. He said that in coming years, we should expect the numbers to increase. This year's cohort (hired in FY 2010) is smaller than previous years, likely because of less hiring during the recession. In FY 2010, 44 faculty hires were made; 14 were hired with tenure and 30 were hired as tenure-eligible. (In contrast, this year, 120 hires were made.) As of FY 2016, twelve of that cohort are tenured; nine (five women, four men) were granted extensions; nine (four women, five men) left ISU without tenure. Common reasons offered for resignations include: being counseled to leave after unsatisfactory annual or preliminary reviews; preferences for a community different from Ames; or being recruited away from ISU.

Provost Wickert credited the success of P&T cases to greater rigor in the preliminary review process and improvement in the quality of annual reviews. Preliminary reviews are providing candidates with helpful feedback. Department chairs have undergone training and the Faculty Handbook (FH) has clarified criteria. This has enabled weak cases for P&T to be noticed before P&T.

Provost Wickert also noted the success of the flexible faculty policies. ISU is able to accommodate dual career couples. Since 2007, \$13 million in central funding has supported 237 dual career couples in all of the colleges of the university. The program has excellent retention rates: 73% of faculty with supported partners have remained at ISU. The university has also partnered with the Greater Iowa Regional Higher Ed Recruitment Consortium, which identifies opportunities at the three regents universities, DMACC, Simpson, Luther, and other private schools, private sector companies, city, state and government agencies, etc. This helps to address other multiple-body concerns of faculty who are being recruited.

Other policies extend the tenure clock. Since 2003, 189 faculty in all of the colleges the university have used tenure clock extensions (107 women and 82 men). These policies (such as the modified duties assignment for arrival of a child) enable faculty to balance and integrate their faculty responsibilities with their personal life responsibilities. This helps to foster a climate where conditions help faculty to be successful in their work. Of those faculty who have received extensions, 37% have been granted tenure, 34% have a tenure decision pending, and 24% have resigned.

Provost Wickert also said that ISU's use of position responsibility statements (PRSs) are excellent tools for dossier preparation and review. He credited the accomplishments of the PRS task force. He also noted the faculty development programming at the university and college levels to prepare candidates for P&T. This has also improved communication of expectations. Provost Wickert cautioned faculty about exaggerating accomplishments. Factual claims about roles in research or amount of funding on a grant are investigated carefully by the department committee, the department chair, and the college committee. He encouraged faculty to be forthright about challenges encountered in their careers.

VI. Announcements and Remarks

A. Faculty Senate President

1. Regent Shadows Faculty

President Wallace said that Regent Bates visited ISU on April 27. She interacted with four faculty in their labs and offices. She had lunch with six faculty senators. Overall, the experience was successful, and President Wallace is hopeful that it will improve the relationship and understanding between faculty and regents.

2. Wallace's Statement to BOR

On the FS website President Wallace posted his April 21 statement to BOR concerning the FY 2017 budget. He described the statement as "Debbie Downer," but he hopes that it will result in a meaningful salary increase.

3. Spring Faculty Conference

President Wallace thanked everyone who participated.

4. Ad Hoc Committees and Task Forces

The Enrollment Management Task Force (EMTF) has delivered its preliminary report to ISU President Leath.

The Review of the Office and Officer of the Senior Vice President of Business and Finance has created a penultimate draft of their report. The restructuring of the areas of business and finance will be especially helpful for the new Senior Vice President of University Services.

Over the summer, the task force addressing issues affecting non-tenure-eligible (NTE) faculty will meet and collect data. President Wallace will chair the task force.

President Wallace presented a statement of faculty core values for discussion with the FS Executive Board (EB). EB recommended forwarding it to FDAR Council for further consideration. President Wallace thinks it will be useful to have a statement of where ISU's faculty stand on what it is to be a faculty member and the associated responsibilities, including respect and collegiality.

5. Farewell

President Wallace said that he enjoyed working with colleagues, seeing FS accomplish important things, and seeing progress that will have long-lasting effects on colleagues, students, and the institution in general.

B. Faculty Senate President-Elect

1. Faculty Spring Conference

President-Elect Sturm thanked participants in the spring conference. The talks were recorded and will be posted to the FS website later. Faculty can revisit the topic and view PowerPoint slides.

2. Enrollment Management Task Force

President-Elect Sturm is chair of the EMTF. He anticipates that the final report will be sent to ISU President Leath in early June.

3. Open Access

When President-Elect Sturm becomes President, he will continue to make FS consideration of adoption of an open access policy a priority. Over the summer, he anticipates writing a FAQ to clarify what the issue is and the direction ISU should head.

4. Equity, Diversity, and Inclusion

President-Elect Sturm expressed disappointment about recent *Iowa State Daily* headlines.

CELT offered a three hour pilot program for creating a diverse classroom environment. President-Elect Sturm expects some tweaks before being offered as a seminar. He encouraged faculty to make time to participate in the seminar. He entered the seminar with some ideas and came away with more good ideas.

The new Vice President for Diversity and Inclusion, Reginald Stewart, will work with the Equity, Diversity, and Inclusion committee. The committee is looking to find practical ways for faculty, staff, students, and members of ISU community at large to welcome world to our campus in ways that respect and honor individuals. This involves ensuring that employees are paid equitably, and that teaching and research are conducted without barriers or boundaries.

C. Senior Vice President and Provost

1. Dead Week and the Library

Provost Wickert pronounced the pilot project of having the library available at all hours during dead week a success. He credited Student Government (SG) with contributing to the success of the project. Students reported benefits of an accessible, comfortable study space with good lighting and room for group study. One unexpected outcome was that some students pitched tents in the library.

2. Legislative Update

The Iowa legislature appropriate \$2.2 million in additional state funding over last year. This was less than we requested and less than we need for what ISU President Leath hopes to accomplish. BOR will reconsider raising tuition rates at their June 9 meeting.

3. Search for Dean of College of Human Sciences

Laura Dunn Jolly (University of Georgia) has been named the endowed dean of the College of Human Sciences. She will have a faculty appointment in AESHM.

4. Commencement

The undergraduate commencement will take place in Jack Trice Stadium on Saturday, weather permitted. 2200 students plan to attend the ceremony.

5. Thanks to President Wallace

Provost Wickert congratulated President Wallace on a successful year as FS President. He thanked President Wallace for his advice and counsel on behalf of the faculty.

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

P&S Council: Ms. Lawson said that the Council will send their lactation spaces proposal to University Human Resources. They had the first reading of their compensation and benefits proposal for FY 2017. They continue to work on clarifying the interpretation and application of flex time and flex leave policy.

SG: Mr. Staudt reported that a top priority for SG next year will be reforming the Dead Week policy. ISU SG leaders met with peers from University of Iowa and University of Northern Iowa at the BOR meeting. They discussed ways to join together in lobbying state government. They discussed a medical amnesty policy, which is very important to students. They also discussed the proposed financial literacy training. Mr. Staudt also expressed concern about recent accounts of mistreatment of people of different backgrounds. He thought that everyone should prioritize making everyone feel welcome and comfortable at ISU. He invited faculty and administrators to work with students to create a more inclusive environment at ISU.

GPSS: Mr. Belding said that GPSS is working on developing its agenda for next year.

VII. Unfinished Business

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

Senator Selby presented a brief slideshow providing an overview of what is affected by the proposed policy. Under the current policy, the titles of “Clinician” and “Senior Clinician” are used. The proposal introduces the titles of “Clinical Assistant Professor,” “Clinical Associate Professor,” and “Clinical Professor.”

Senator Selby said that the current range of available titles does not appropriately recognize the contribution of these faculty, especially in the College of Veterinary Medicine. There is an increasing need for clinical and diagnostic specialists whose mission is primarily service and teaching in a clinical and/or diagnostic environment. The new titles will enable the college to better recognize, recruit, retain, and reward veterinary clinical and diagnostic expertise in an academic environment.

The initial employment contract is for one to three years and is renewable. After three years of employment, contracts must be for multiple years. Clinical Associate Professor contracts and Clinical Professor contracts will be for three to five years and will be renewable.

The plan for implementation will be developed by the Provost’s Office, with the goal of implementing in January 2017. The process will allow employees who currently have the title of “Clinician” or “Senior Clinician” to apply for the new titles. This will require a faculty committee to review whether the applicant is eligible for the new title and whether the title is recommended. There will also be discussion about whether there is reason to retain the “Clinician” and “Senior Clinician” titles. Current employees with the title may opt to keep their current title or apply for the new titles. If the current titles are retained with the new titles, clear definitions of the appointment type will need to be developed.

No discussion. The motion passed with one dissenting voice.

VIII. Special Order

A. Recognition of Retiring Senators

Senators retiring from FS were recognized.

B. Passing of the Gavel

President Wallace passed the gavel to President-Elect Sturm. Rising President Sturm read a statement of commendation of outgoing President Wallace, expressing admiration and appreciation for President Wallace’s service to FS.

C. Seating of New Senators

New senators were seated.

IX. New Business

None

X. Good of the Order

President Sturm reminded new senators of the orientation session following the meeting.

Senator Freeman noted that outgoing President Wallace will take over the role of chief marshal at commencement. He also noted that ISU has won the CyHawk challenge the past two years. This year's contest comes down to women's softball, which is currently in the third inning.

XI. Adjournment

The meeting adjourned at 4:50 p.m.

NEXT MEETING TUESDAY, SEPTEMBER 13, 2016 -- 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted September 8, 2016,

Annemarie Butler
Faculty Senate Secretary