

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
MAY 6, 2014 – 3:30–5:00 P.M.
SUN ROOM, MEMORIAL UNION**

Present: Amidon, K.; Bain, C.; Beattie, G.; Bigelow, T.; Biggs, S.; Bird, S.; Bowler, N.; Brown, J.; Burke, B.; Butler, A.; Byars, J.; Chaudhuri, S.; Cooper, E.; Cunnally, J.; Dark, V.; Dekkers, J.; Derrick, T.; Essner, J.; Faber, C.; Fei, S.; Freeman, S.; Griffiths, P.; Gyll, M.; Han, G.; Harding, C.; Hartzler, B.; Herrmann, P.; Hill, J.; Jackson, R.; Janvrin, D.; Jurenka, R.; Keren, N.; Kim, S.; King, D.; Kong, S.C.; Koziel, J.; Kushkowsky, J.; Leigh, P.; Manu, A.; Martin, R.; Minion, C.; Niemi, J.; O'Connor, A.; Owen, M.; Padgett-Walsh, C.; Paschke, T.; Pleasants, J.; Post, C.; Rajan, H.; Roe, K.; Sanders, E.; Schalinske, K.; Selby, M.; Smiley-Oyen, A.; Sponseller, B.; Stalder, K.; Stevenson, G.; Sturm, J.; Suzuki, Y.; Taylor, G.; Tian, J.; Tuckness, A.; van der Valk, A.; Waggoner, Kathleen; Wallace, R.; Wang, Q.; Ware, W.; Weber, E.; Williams, C.; Zarecor, K.; Zhao, Y.

Absent: Agarwal, S.; Anderson, C.; Arndt, G.; Bhattacharya, J.; Chimenti, D.; Compton, P.; Dahlstrom, M.; Day, T.; Dell, B.; Eisman, A.; Evans, J.; Godbey, E.; Greenlee, H.; Hendrich, S.; Jung, S.; Looney, M.; Martin, P.; Monroe, J.; Naegele, D.; Napolitano, R.; Nelson, S.; Olson, J.; Pellack, L.; Prieto, L.; Rosenberg, E.; Schaefer, V.; Selek, H.; Stone, L.; Whitley, D.; Whitley, E.; Zhu, D.

Substitutes: J. Margrett for Russell, D.; B. Yost for Seeger

Guests: Wickert, Jonathan (Senior VP & Provost); Holger, D. (Associate Provost); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Bock, A. (AFSCME); Bailey, M. (History); Goswami, Ruchir (GPSS).

I. Call to Order

A. Seating of Substitute Senators

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

II. Consent Agenda

A. Minutes of Faculty Senate April 22, 2014 - [S13/M/9]

B. Agenda for May 6, 2014– [S13/A/10]

C. Calendar – [S13/C/10]

D. Council/Committee Annual Reports – [S13-29]

E. Report of the Task Force on the Scholarship of Engagement and Outreach - [S13-32]

F. Non-substantive changes to the Handbook

President Dark noted that Tim Day was unavailable to deliver a report because of travel. Senator Owen moved to accept the consent agenda, and Senator Wallace seconded. The motion passed without dissension.

III. Special Order: Spring 2014 Graduation List [S13-30]

Senator Smiley-Oyen moved to accept the consent agenda, and Senator Sturm seconded. The motion passed without dissension.

IV. Special Order: Memorial Resolutions [S13-31]

A moment of silence was observed to honor our colleagues.

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

Provost Wickert reported that 30 faculty were promoted to the rank of Professor and 2 faculty were not. 44 faculty were awarded the rank of Associate Professor with tenure and 3 were not. 2 faculty who were already at the rank of Associate Professor were awarded tenure. In total, 76 faculty were promoted and 5 were not. One faculty member's tenure "clock" was extended. Provost Wickert noted that the promotion and tenure policy allows deans to decline non-mandatory cases at the college level, and doing so would keep the case from moving forward for university consideration. He observed that there were several such cases.

Provost Wickert credited the success of promotions with successful recruitment and competitive searches. The preliminary review process continues to improve in rigor and quality of feedback to candidates. The Provost's Office has supported granting extensions to tenure clock in accordance with flexible faculty policies for issues beyond a faculty member's control (setting up lab, care for elderly parent, birth or adoption of child, etc.). The Provost's Office continues to promote the use of the PRS in evaluation and in dossier preparation. The Provost's Office has overseen greater communication regarding P&T expectations. Provost Wickert also credited the new Faculty Scholars Program, the ADVANCE program and installation of equity advisors in each college, as well as the dual career program that supports partner accommodation.

In the FY08 Tenure-Eligible Cohort:

New hired untenured faculty	82
Tenured in FY14 P&T	48 (58.5%)
Future review date extension	16 (19.5%)
Change appointment to NTE or P&S at ISU	6 (7.3%)
Left ISU before tenure	9 (11%)
Negative tenure decision	3 (3.7%)

Resignations before Tenure

2008:	9/82 (11%)
2007:	19/45 (42.2%)
2006:	26/77 (33.8%)

Partner accommodation provides permanent funding from the Provost's Office. Since FY01, \$7.9 million has been used to support 176 couples (352 employees). The program has led to a high retention rate; only 38 of the 352 employees have left ISU.

Since 2003, 154 faculty have been granted extensions to the tenure clock (across all of the colleges). Of those, 87 were women and 67 were men. Among those faculty who received extensions, 36% went on to receive tenure, 39% are still pending, and 20% resigned.

Senator Sturm asked whether the ratio of tenured to not tenured was high or low. Provost Wickert replied that a 94% success rate is typical. The number of negative mandatory cases is generally small.

Senator Pleasants asked what percentage of faculty hires involve accommodation. Provost Wickert replied that he did not have numbers, but could provide next year's FS with such numbers. He noted that there were a lot of partner accommodation hires this year compared to last year. He added that this year there are 100 searches.

VI. Announcements and Remarks

A. Faculty Senate President

1. LEARN Report

The Learning Ecosystem Assessment and Review of Needs (LEARN) report will be available on the FS website soon.

2. Draft of Data Classification Policy

President Dark called senators' attention to the draft of a new data classification policy (available at www.policy.iastate.edu/policy/dataclassification). Feedback on the policy will be solicited through October.

3. PRS Task Force

The joint FS and Provost's Office Task Force on Position Responsibility Statements (PRSs) met on May 2. The task force will create a webpage with e-mail addresses of the task force members and questions for faculty input. President Dark would like to see a continuing discussion of PRSs at the university level. She hopes that the task force will have a report completed by the end of Fall 2014. Faculty may e-mail the task force at prstaskforce@iastate.edu .

4. Deloitte Efficiency Review

President Dark alerted FS to the website (web.iastate.edu/efficiency) for Rising to the Next TIER (a Transparent Inclusive Efficiency Review). She announced that KH Consulting would be on campus and faculty representatives from different colleges would have opportunities to meet with the consultants on assigned dates.

5. UBAC

President Dark reported from the University Budget Advisory Committee (UBAC) that faculty should expect average raises in the 2.5% range, with 1% minimum for at least satisfactory performance.

6. VEISHEA Task Force

President Dark announced that there would be a meeting of the VEISHEA Task Force on Wednesday 2-4 p.m. in the Great Hall. Senator Owen is the FS representative.

B. Faculty Senate President-Elect

None.

C. Provost

1. State Support

Provost Wickert commented that this past legislative session was the best year in a long time. The legislature approved a 4% increase in state appropriations. Funding for the biosciences facility was approved. ISU was the only public university to have a request for economic development approved.

2. BOR Task Force on Performance-Based Funding

The task force developed a set of recommendations that will be brought to BOR at the June 5 meeting. These recommendations propose moving towards performance-based based funding. The proposed model uses full-time enrollment of Iowa residents at all ranks (undergraduate, graduate, and professional) as the primary factor (approximately 60%). Another factor is progress of students towards achieving a degree (15%), where 10% of this considers the number of students who attain degrees and 5% concerns improving access to education (where “access” is to be understood broadly, so as to include underserved and underrepresented groups (gender, ethnicity, and socio-economic status) as well as community college relationships and transfers). Another factor is job placement (5%). The remaining 10% will include customized measures appropriate to the mission of each institution. If BOR approves the model, it would become an item for next year’s legislative session. Legislative action would be needed for it to take effect. If the legislature approves it, the model would likely take effect in FY16.

3. Congratulations

Provost Wickert closed his remarks with a note of gratitude for the service of President Dark.

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

Ruchir Goswami (GPSS) announced that elections would take place for the executive body of GPSS. No other reports.

VII. Unfinished Business

A. Outcomes Assessment Charge Revision – [S13-25] – Wallace

President Dark noted that the word “to” should be removed in the proposed charge. There were no other comments. The motion passed without dissension.

B. B. S. in Early Childcare, Education and Programming – [S13-26] -- Wallace

No comments. Motion passed without dissension.

C. Name Change: Art and Visual Culture [S13-27] -- Dark

No comments. Motion passed without dissension.

**D. FH Chapter 2.8.1.4 Revision -- Clarification of Senate Review -- [S13-28] -
Cunnally**

No comments. Motion passed without dissension.

VIII. Special Order

A. Recognition of Retiring Senators

B. Passing of the Gavel

C. Seating of New Senators

Rising President Schalinske read a letter of commendation for the service of outgoing President Dark.

IX. New Business

None.

X. Good of the Order

None.

XI. Adjournment

Senator Smiley-Oyen moved; Senator Taylor seconded. The meeting adjourned at 4:24 p.m.

NEXT MEETING TUESDAY, SEPTEMBER 9, 2014 — 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted August 26, 2014,

Annemarie Butler
Faculty Senate Secretary