

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
MAY 2, 2017 – 3:30–5:00 P.M.
SUN ROOM, MEMORIAL UNION**

Present: Anderson, M.; Andreasen, C.; Armstrong, P.; Beitz, D.; Beresnev, I.; Bigelow, T.; Bowler, N.; Boyles, J.; Braun, S.; Burke, B.; Butler, A.; Cantor, D.; Carr, C.; Chilcott, T.; Cornick, N.; Day, T.; Dekkers, J.; Derrick, T.; Dilla, W.; Dollisso, A.; Ekkekakis, P.; Faber, C.; Fiore, A.M.; Freeman, S.; Friedel, J.; Gassmann, A.; Gudmunson, C.; Guyll, M.; Hanson, V.; Hartzler, B.; Hill, J.; Jackson, R.; Johnson, D.; Kim, S.; King, D.; Kreider, B.; Krier, D.; Looney, M.; Luecke, G.; Marcketti, S.; Martin, P.; Martin, R.; Meissner, C.; Montabon, F.; Muench, J.; Niemi, J.; Ockey, G.; O'Connor, A.; Owen, M.; Padgett-Walsh, C.; Pellack, L.; Perkins, J.; Peterson, D.; Post, C.; Roe, K.; Rosa, J.; Royston, N.; Russell, D.; Ryan, S.; Sanders, E.; Schaefer, V.; Schalinske, K.; Schneider, I.; Schwab, C.; Seeger, C.; Sponseller, B.; Stone, L.; Sturm, J.; Tener, J.; Tian, J.; Waggoner, K.; Wallace, R.; Wang, Q.; Weber, E.; Wheeler, A.; Winer, E.; Zaffarano, B.; Zarecor, K.

Absent: Bain, C.; Bhattacharya, J.; Borich, T.; Burras, L.; Cochran, E.; Essner, J.; Evans, J.; Godbey, E.; Herrstadt, S.; Kimber, M.; Lutz, R.; Monroe, J.; Munkvold, G.; Naegele, D.; Phye, G.; Rajan, H.; Sturges, L.; Taylor, E.; van der Valk, A.; Westgate, M.; Williams, C.; Winter, A.; Yin, Y.

Substitutes: M. Bootsma for Brown, J.; C. Currey for Delate, K.; D. Linhares for Zimmerman, J.

Guests: Wickert, J. (SVPP); Bratsch-Prince, D. (Assoc. Provost); Holger, D. (Assoc. Provost); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Johnson, C. (P&S Council).

I. Call to Order

A. Seating of Substitute Senators

President Sturm called the meeting to order at 3:30 and seated the substitute senators.

II. Consent Agenda

A. Minutes of Faculty Senate Meeting – April 18, 2017 - [S16/M/9]

B. Agenda for – May 2, 2017 [S16/A/10]

C. Docket Calendar – [S16/C/10]

D. Council/Committee Annual Reports [S16-28]

Senator Butler moved, and Senator P. Martin seconded. The motion passed without dissension.

III. Special Order: Spring 2017 Graduation List [S16-29]

Senator Owen moved, and Past President Wallace seconded. The motion passed without dissension.

IV. Special Order: Memorial Resolutions [S16-30]

A moment of silence was observed to honor our colleagues who passed.

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

Provost Wickert said that BOR issued final approval on April 20. E-mail notifications were sent out that morning. Provost Wickert credited the successful promotions to good hiring and mentoring practices: recruiting top faculty candidates, faculty mentors, and good P&T practices. The institutional goal is to hire people at the top of their fields and help them be successful for 35 year careers. A more rigorous preliminary review process and meaningful annual review process helps candidates identify when and where they need to improve early in the review process. ISU has made appropriate use of flexible faculty policies to help faculty with arrival of children, elder care, and work-life integration factors. The PRS is used as a guide for dossier preparation and review. College P&T templates are available online. There have been more university- and college-based faculty development programming, and greater communication regarding expectations.

Promotion to professor: 22 approved, 1 denied
 Associate professor with tenure: 28 approved, 3 denied
 Tenure as associate professor: 1 approved, 0 denied
 Promotion to associate (affiliate): 1 approved, 0 denied
 Total: 52 approved, 4 denied

Provost Wickert said that this was the smallest number of cases in a particular year, because of the recession. For the three denials, one case was a candidate who had been granted a two-year extension and whose case was re-heard this year.

Additionally, there was one case which the dean did not forward. There were two early cases with a negative recommendation at the college level. And there were two cases of assistant professors who elected not to go up for promotion and resigned. When these numbers are included, the success rate is 85%.

Ethnic Group	Male Reviewed	Female Reviewed	Male Granted	Female Granted
White	20	14	17	14
Black	1	4	1	4
Asian	14	0	13	0
American Indian	0	0	0	0
Latinx	1	2	1	2
Native Hawaiian	0	0	0	0
Total	36	20	32	20

FY 11 Tenure-Eligible Cohort

In the FY11 tenure-eligible cohort, 58 hires were made, 14 of which were with tenure, and 44 were tenure-eligible. As of FY17, 20 are tenured (45%). 11 (25%) have a future

review date (granted an extension of the probationary period). None have had a contract not renewed or a negative tenure decision. 12 (27%) have left ISU without tenure.

Tenure Clock Extensions

Since 2003, 204 faculty members from all colleges have used tenure-clock extensions: 116 women (57%), 89 men (43%). The top reasons are arrival of a child (50%), personal health (17%), care of a family member (13%), other significant family life issues (5%). Other reasons include delays in setting up a lab, PRS changes, ambiguity in the calculation of the beginning of the tenure clock. Requests for extensions are scrutinized at the department, college, and university levels. Of those receiving extensions: 37% have been granted tenure, 34% have tenure decisions pending, and 26% have resigned.

Partner Accommodation

\$15.6 million in cumulative central funding has supported 264 dual career couples since 2001. All colleges participate in this program and provide cost match. 70% of all faculty with partners supported by the program have remained at ISU. Provost Wickert has heard that ISU has a particularly strong dual career program (from visitors such as prospective faculty, chairs, deans, provosts, as well as those conducting academic program reviews and visitors from DOE). This is a strategic advantage ISU has, and it builds loyalty to the institution and expresses ISU’s loyalty to the faculty.

NTE Advancement

Lecturer to Senior Lecturer: 17 approved, 1 denied
 Adjunct Assistant to Adjunct Associate: 2 approved, 0 denied
 Clinical Assistant to Clinical Associate: 2 approved, 0 denied
 Affiliate Associate to Affiliate Professor: 2 approved, 0 denied
 Clinical Associate to Clinical Professor: 1 approved, 0 denied
 Research Associate to Research Professor: 1 approved, 0 denied
 Total: 25 approved, 1 denied

Provost Wickert noted the success of the workshop on NTE advancement conducted by Associate Provost Bratsch-Prince.

Post-Tenure Review

62 out of 67 faculty (93%) were evaluated as meeting expectations. Action plans have been implemented for each faculty member evaluated as below expectations.

This is in line with the percentages since PTR was instituted in FY13:

Fiscal Year	Total PTRs	Below Expectations
2013	98	5 (5%)
2014	66	2 (3%)
2015	87	2 (2%)
2016	65	5 (7%)
2017	67	5 (7%)

Provost's Office Initiatives

There is new faculty orientation in August and January for all new faculty. There are formal and informal mentoring and writing accountability groups. There is programming offered through the Provost's Office for early career faculty, NTE faculty, associate professors, and department chairs. There is further programming offered by the VPR and CELT. There are equity advisors in each college. A department climate enhancement program works with four departments each year to improve culture and communication. ISU participates in partner accommodation programs, such as the Greater Midwest Higher Ed Recruitment Consortium. The Provost's Office administers the tenure clock extension policy and the faculty modified duties assignment program, and the COACHE faculty satisfaction survey provides helpful feedback.

VI. Announcements and Remarks

A. Faculty Senate President

Board of Regents

President Sturm delivered his remarks about faculty compensation. A new president and president pro tem will be named.

FS and New ISU President

Outgoing ISU President Leath appreciated the card from FS. Executive Board members met with incoming interim President Ben Allen, President Leath, and BOR Executive Director Bob Donley at the Campus Leaders Breakfast.

Upcoming FS Year

Rising President-Elect Martin will organize a faculty conference. President Sturm expressed disappointment that the gender and minority equity study on salaries was not completed this year. He expects it will be completed next year. The Resolution on Inclusiveness that FS passed did not make similar progress at Iowa or UNI.

Honoring Associate Provost Holger

President Sturm thanked Associate Provost Holger for his years of service to ISU and FS. President Sturm noted that the gaping hole left by Associate Provost Holger's retirement needs two people to fill it.

B. Faculty Senate President-Elect

None

C. Senior Vice President and Provost

Provost Wickert congratulated President Sturm on a productive year as FS President.

Budget

The budget situation continues to shift. The Legislature deducted \$11.5 million from the general fund. They approved defunding and shutting down the Leopold Center. That decision may be vetoed by Governor Branstad. No changes were made to the budgets for

the Ag Experiment Station, Cooperative Extension, or Livestock Disease Research. Funding for capital projects (including the Biosciences and Student Innovation Center projects) were shifted back to FY21. This does not affect the rate of progress, but will require some adjustments.

There will be a firmer number for projected undergraduate admissions on May 1. This will help with budget planning.

BOR is considering additional tuition increases. They will form task forces to look at funding for each university from a holistic perspective.

No decision has been made about how much of the budget cut will be allocated to Academic Affairs.

Faculty compensation and the salary policy continue to be “front burner” topics for President Leath and Interim President Allen.

FS Business

President Leath signed the Open Access and Communication Proficiency proposals and approved two new degree programs in data science.

The Provost’s Office is working with FS, CELT, students, and faculty on improving the process for reviewing courses that meet the diversity requirement.

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

P&S: none

SG: none

GPSS: none

VII. Committee of the Whole discussion of new classifications of NTE/Specialized faculty

President Sturm said that point of moving to a committee of the whole discussion was to provide senators with the opportunity for discussion and feedback in anticipation of forthcoming proposed changes to FH in the fall. Past President Wallace, who chaired the NTE task force, provided an overview of the report and summarized comments and ideas received.

“Specialized” Faculty. Past President Wallace said that the report recommended referring to “specialized” instead of “non-tenure eligible” faculty. Many affected faculty support the name change and it recognizes the positive role filled by such faculty. Some opponents think that the name is confusing, since all faculty specialize in something. Other suggestions include: Term, Appointed, Term Appointed, Temporary, Limited Term adjunct, adjoint appointments, none (Baylor)

Professor of Practice. The intent of this title is to enable ISU to hire experienced individuals from business, industry, etc. to contribute to the teaching and other missions

of ISU. (These are cases in which ISU is not the primary employer.) Several colleges and departments support this. It adds a point of contact with real world to professional degree programs (e.g. Engineering, Greenlee School). One concern is that such individuals do not have terminal degrees. Some have asked whether ranks and career paths are needed for this type of appointment, or whether one rank would suffice. Because such individuals have primary careers outside of the university, this is not a long-term career path.

Adjunct Faculty. The intent is to enable ISU to hire faculty for a variety of roles (including teaching and research). ISU is the primary employer. As currently practiced, this title provides departments with flexibility to accommodate faculty in a range of roles, which are defined by the individual PRS. Against this, some worry about the “fit” for certain positions and situations. Questions were raised about the difference between “adjunct” and “affiliate” appointments. Further clarification about the criteria for “adjunct” appointments needs to be made.

Instructional Faculty. The goal of this proposal is to define career paths for instructional faculty to accommodate different levels of experience and service. It distinguishes a lecturer track and a professor of teaching track (for those with advanced degrees). There has been widespread support for a third rank in the lecturer track. Many NTE faculty are happy that the proposal recognized an advanced degree as meaningful in the instructional track, and many appreciate recognition for long-term commitment to ISU. Against this, the strongest objection concerned the two tracks based on holding an advanced degree. Some found the additional positions confusing. Some suggestions included fast-tracking the third rank for lecturer. Many recommended merging the two tracks into one. Some suggested allowing hires at different levels. Others suggested that contract length should be commensurate with experience at ISU.

Discussion

Senator Beresnev found the terminology confusing and worried about possible political ramifications. The public does not understand what tenure involves, and tenure is under attack in several states. Blurring the line between tenure- and non-tenure eligible faculty would further contribute to that confusion. President Strum replied that the goal of calling the group “specialized” is not to blur the line, but to improve morale.

Senator Dekkers observed that different universities adopt different titles. What matters is how the titles are used and interpreted in different fields. We want to be able to attract people to our positions and give them titles that enable them to be successful in their fields. He expressed concern about placing restrictions on the different titles.

Senator Tener called attention to ISU’s AAUP chapter’s letter on the task force report. He noted that the NTE TF report had not said anything about salary and workload. There should be some way for NTE faculty to know what their workload should be, and there should be some consistency throughout the same college or department. The letter also expressed concern that the title “professor” appears in every line except for instructional.

Instructional faculty should not insist on withholding the title “professor” from people who have not earned a terminal degree but who have put in a lot of work to become good at their jobs. Past President Wallace noted that the scope of the task force did not include salary or workload issues. A different task force would have to be formed to address those issues. The NTE TF’s project was to examine the definitions of different NTE positions.

Senator Braun found it confusing to distinguish five types of professors and advocated for greater simplicity. Past President Wallace replied that three of the types are already defined in FH. Many departments are in favor of creating a Professor of Practice for which the title would encourage participation from people from business and industry. With respect to instructional faculty, Past President Wallace noted that further work needs to be done to clarify and make uniform policies for review and promotion.

Senator Zarecor expressed support for the Professor of Practice track. She said that the objection concerning terminal degrees is misplaced. Many of the best professionals have the appropriate terminal degree for professional activity, but not for teaching. Each program would be able to determine which degrees are appropriate for appointments. Currently, this can’t be done with other titles.

Senator R. Martin noted that every profession is a practice (teaching, health care, clinical practice). She said that the additional title makes things more confusing, since the hires all seem to concern teaching. Past President Wallace said that not all hires have been in teaching roles. President Sturm said that the goal is to remove barriers to hiring people with expertise but without a terminal degree.

Senator O’Connor asked for clarification about “ability to hire.” Is the issue hiring or giving a courtesy appointment? Past President Wallace replied that such faculty would receive compensation for their work at ISU.

Senator Bowler recommended leaving title interpretations to departments, including teaching and service expectations. Past President Wallace said that the task force used the recently passed procedures for clinical professors as a model. The proposal makes recommendations about the process and review at department level. Senator Bowler clarified that she was interested in the participation by such faculty in decisions made at the department level. Past President Wallace said that such faculty may be allowed to participate in department decisions and participate in FS. Associate Provost Bratsch-Prince pointed out that such faculty may not participate in P&T decisions. President Sturm pointed out that some lecturers and senior lecturers already participate in governance. The goal of this proposal is to better track such responsibilities.

Senator Winer said that there was a disconnect between the goal and the proposal. The goal is to bring in practitioners, but there is a concern about terminal degrees. But creating six position types doesn’t clarify, but makes the situation more confusing. Tenure-track positions have just three ranks. Past President Wallace said that the five

ranks of teaching positions is to offer a well-defined career path to instructional faculty who stay at ISU. At the same time, the task force wanted to recognize higher level of experience and long-term commitment. The teaching professor track is designed to achieve that. FH already recognizes Clinical Faculty, Research Faculty, and Adjuncts, each of which have three ranks. He added that the task force discovered disparity in terms of how different units evaluate and hire NTE faculty. They recommended clarification about positions to make the hiring and evaluation more fair and uniform across campus.

VIII. Unfinished Business

A. Discontinuation of Minor in Athletic Coaching [S16-26] – Bigelow

No comments. The motion passed without dissension.

B. Discontinuation of Minor in Sport and Recreation [S-16-27] – Bigelow

No comments. The motion passed without dissension.

C. FH 9.1 and 9.2 Administrative Appeals [S16-25] – Owen

Senator Owen said that this matter arose after an appeal. Senator Owen and Provost Wicket met with University Counsel and current and past leaders of FS. The goal is to ensure that the two paths for appeal described in FH 9 are similar and appropriate. This proposal was vetted by J&A Council and FS EB.

Senator Montabon asked for clarification about the proposal in FH 9.2 that the administrative appeal may require a specific form. Senator Owen replied that previously there were no criteria to determine whether an administrative appeal should be accepted. There are four possible reasons to appeal to an administrative decision. The form would require the appellant to make clear how the appeal fits one or more of those reasons. Senator Freeman added that for FS appeals, the appellant follows and outline and signs a form. For administrative appeals there has been no outline or form. This proposal allows administrators to create their own outlines or forms so that the relevant information for the appeal is provided.

The motion passed without dissension.

IX. Special Order

A. Recognition of Retiring Senators

Retiring Senators were thanked for their service.

B. Passing of the Gavel

President Tim Day issued a Resolution of Commendation to Past President Sturm.

C. Seating of New Senators

New senators were seated.

X. New Business

A. Minor in Textile Science and Product Performance [S16-31] – Bigelow

No questions. Senator Schwab moved to suspend the rules to allow a vote at the first reading. Senator Dilla seconded. The motion to suspend the rules passed without dissension. There was no discussion of the proposal. The motion passed without dissension.

XI. Good of the Order

Senator Tener called senators' attention to his personal statement of support for the March for Science and March for Climate Justice. He expressed concern about the rise of CO2 levels and the impact on air and water quality. He expressed concern about political changes that affect governmental funding for environmental science and was unsure the impact that would have on research at ISU. He hoped for a statement of solidarity from FS for these political protests.

XII. Adjournment

The meeting adjourned at 4:59 p.m.

NEXT MEETING TUESDAY, SEPTEMBER 12, 2017 – 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted September 5, 2017,

Annemarie Butler
Faculty Senate Secretary