

**IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
MAY 7, 2013 — 3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION**

Present: Amidon, K.; Anderson, C.; Bhattacharya, J.; Bigelow, T.; Biggs, S.; Bird, S.; Brown, J.; Burke, B.; Butler, A.; Byars, J.; Compton, P.; Cooper, E.; Cunnally, J.; Dark, V.; Dekkers, J.; Dell, B.; Faber, C.; Fei, S.; Freeman, S.; Greenlee, H.; Han, G.; Harding, C.; Hendrich, S.; Herrmann, P.; Hill, J.; Hoff, S.; Horwitz, J.; Jackman, J.; Janvrin, D.; Jung, S.; Jurenka, R.; Keren, N.; Koziel, J.; Kushkowsky, J.; Leigh, P.; Manu, A.; Martin, M.; Martin, P.; Martin, R.; Minion, C.; Napolitano, R.; Nelson, S.; Niemi, J.; Paschke, T.; Pleasants, J.; Russell, D.; Sanders, E.; Schaefer, V.; Seegar, C.; Selby, M.; Smiley-Oyen, A.; Stone, L.; Strohbahn, C.; Sturm, J.; Suzuki, Y.; Taylor, G.; Tuckness, A.; Wallace, R.; Ware, W.; Weber, E.; Whitley, E.; Williams, C.; Zarecor, K.

Absent: Agarwal, S.; Arndt, G.; Baldwin, C.; Beattie, G.; Chaudhuri, S.; Chimenti, D.; Dahlstrom, M.; Essner, J.; Griffiths, P.; Hartzler, B.; Hochstetler, A.; Hostetter, J.; Kong, S.C.; Kuo, M.; Looney, M.; Loynachan, T.; Matzavinos, T.; McQueeney, R.; Olson, J.; Owen, M.; Prieto, L.; Pruetz, J.; Sapp, T.; Schalinske, K.; Stalder, K.; Stevenson, G.; Townsend, T.; Whitley, D.; Zhao, Y.; Zhu, D.

Substitutes: J. Zambreno for Daniels, T.; P. Iasevoli for Eisman, A;

Guests: Wickert, J. (Senior Vice President and Provost); Holger, D. (Associate Provost); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Fox, J. (HDFS); McCollough, K.; Perez, J.

I. Call to Order

A. Seating of Substitute Senators

President Hendrich called the meeting to order at 3:30 p.m. and seated the substitute senators.

II. Consent Agenda

A. Minutes of Faculty Senate April 23, 2013- [S12/M/9]

B. Agenda for May 7, 2013 – [S12/A/10]

C. Calendar – [S12/C/10]

D. Council/Committee Annual Reports [S12-20]

Senator Sturm moved the consent agenda; Senator Wallace seconded. The consent agenda passed without dissension.

III. Special Order: Spring Graduation List [S12-21]

<http://www.registrar.iastate.edu/fsc/XFaculty%20Senate%20List%20Spring%202013.xls>

Senator Smiley-Oyen moved; Senator Schaefer seconded. The graduation list was approved without dissension.

IV. Special Order: Memorial Resolutions – [S12-22]

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

Provost Wickert reported that there were 56 faculty promoted and 7 who were not. At the rank of associate professor, 32 were promoted, two were not. The review for one of the unsuccessful candidates was mandatory, the other was early by about two years. Provost Wickert attributes the near 89% success rate to a variety of factors including a more rigorous preliminary review process. Additionally, he has seen an increase in the use of flexible faculty policies, including extension of the tenure clock and the part-time tenure process. Further, PRSs are setting the individualized expectations of faculty productivity. Finally, there has been better communication about promotion and tenure expectations.

There were 45 tenure-track faculty hired in 2007. Twenty of those are tenured as of FY 2013. Four have a future review date. 19 left ISU without tenure (13 men, 6 women). The Provost's Office is looking into why this happened. Two are still at ISU but now P-Base.

CELT is working to help faculty prepare syllabi, create inclusive classroom environments, excel in grant writing, and compose good PRSs. There are equity advisers in each college. They will train search committees and college P&T committees, drawing upon the lessons from ADVANCE about supportive climates in departments and colleges. Faculty fellows are being recruited for new faculty orientation and department chair training. Provost Wickert also touted the Collaborative Transformation program.

Provost Wickert said that ISU's partner accommodation program has been useful in recruiting and retaining faculty. The funding for the program has been provided by SPP through the Academic Excellence Fund. Originally, the funds were just for a fixed period of time (approximately 3 years) and then unit had to absorb through budget. This is no longer the case. ISU has spent \$6.5M to support 312 individuals since 2001; only 34 have left ISU (approximately 10%).

Since 2003, 139 faculty have used tenure clock extensions, 76 women and 63 men. Extensions have been granted to faculty in all seven colleges. The top reasons have been arrival of a child, care for a family member, or delays in setting up one's lab. Of those who have received extensions, 39% have gone on to obtain tenure; 35% have a pending tenure decision; and 21% have resigned.

Senator Zarecor pointed out that the College of Design does not have an equity adviser yet. Provost Wickert replied that every dean has been charged to put one in place.

Senator Zarecor agreed that the dual-career program is laudable, but noted that it is more difficult to use without the leverage of recruitment or retention. Provost Wickert replied that it is intended to serve employees on campus as well. He said that the Provost's Office does not distinguish between cases of brand-new hires and existing employees.

Senator Leigh asked whether the lack of black faculty at the P&T stage is typical, and whether the Provost knew of trends about promotion of black faculty. Provost Wickert replied that the data was from this year only. He emphasized that building diversity is an important goal for the Provost's Office and he expects that equity advisers will serve as a local resources to assist departments. He added that if the Provost's Office can be helpful with strategic recruitment, then they will commit themselves to it. He is excited by the formation of a new black faculty and staff affinity group. He thinks it is a good initiative to help build the climate, culture, and community on campus. He summarized that search committees need to be more proactive in advertising widely, making phone calls, and visiting with people at conferences in order to maximize the diversity of candidate pools. Then there will regularly be black faculty up for promotion and tenure.

Senator Burke asked why 42% of faculty hired in 2007 have left. Has it been uniform across colleges? Provost Wickert replied that it is an institution-wide percentage, and he does not know the specific reasons. President Hendrich added that FDAR can follow up on that.

VI. Special Order: Name Change: Family Finances Housing and Policy to Financial Counseling and Planning – [S12-23] – Wallace

President Hendrich said that the usual procedure for name changes is to have an initial reading at one meeting and a vote at a second meeting. This matter is being brought forward to see what the will of the group is on moving forward. Senator Wallace said that the change is a simple request to change the name of an academic major. The department originally proposed to call the major "Family Finance" but in discussion with the Business College's department of Finance, it was found that the new name is more descriptive of the role and intent of the major. The proposal was approved through AAC. Senator Wallace moved to suspend the second reading so that the motion may be voted upon. The motion passed.

VII. Announcements and Remarks – 4:05 p.m.

A. Faculty Senate President

President Hendrich said that PBAC and UBAC (Provost and University Budget Advisory Committees) anticipate meeting later in May once the legislature has acted.

President Hendrich is anticipating a final report from the wellness consultant. She urged faculty to consider supporting the program in the benefits priorities survey.

The Annual Reports from FS committees and councils are included in the FS meeting materials. Also included is the KUALI update memo. She encouraged faculty to watch for training information. Updates will enable ISU to query and run reports on grants in ways that were not possible with the old system.

President Hendrich delivered remarks to the Board of Regents expressing the ISU faculty point of view on compensation. She said the remarks seemed to be well-received.

Although the compensation policy has yet to be finalized, she anticipates that this year's salary increases will be in a range similar to last year's.

B. Faculty Senate President-Elect

President-Elect Dark said that the Committee on Undergraduate Education (CUE) which is housed in CELT has four student members from GSB, two faculty senators (including Senator M. Martin), and two chairs. The task of CUE is to determine the structure by which undergraduates would have ongoing dialogues with departments about undergraduate education. CUE hopes to have a draft of best practices to distribute to departments available in the fall.

President-Elect Dark hopes to populate over the summer the large representative committee (including faculty and other stakeholders) of LEARN (Learning Ecosystems Assessment and Review of Needs). The steering committee hopes to establish a website to enable better communication with the university as a whole.

President-Elect Dark announced to FS that ISU's plan for reporting to BOR about continuous improvement has been approved. Faculty who are likely to be instructors in the affected courses (viz., courses that enroll more than 300 undergraduate students annually) should have received a memo from the Provost's Office about what is required and different ways for faculty to provide the data that is needed.

C. Provost

Provost Wickert thanked FS for a very good, productive year. He commended the strong communicative relationship, especially with President Hendrich. It has been a very productive year with revisions to the *Faculty Handbook*, particularly P&T processes and renaming policies.

Provost Wickert was not impressed by the Rate My Professors survey from last week. He sent an op-ed to the *Ames Tribune* and other media, as an institutional response. One point he makes: ISU has a process to evaluate instructor performance, one that solicits feedback from students. And importantly, it doesn't involve asking if course is an easy A or if the instructor is hot. President Hendrich noted that Rate My Professors is owned by MTV.

VIII. Unfinished Business – 4:15 p.m.

A. Dead Week Resolution [S12-17] – Wallace

Senator Wallace reported that FS Executive Board made one addition, clarifying that the Dead Week policy is for undergraduate students.

Senator Selby commented on "mandatory" in the second bullet point. She pointed out that if her final exams are optional, she would not violate this policy if she scheduled them during dead week. The current policy does not distinguish between mandatory and optional final exams. She moved to amend the motion so that "mandatory" is deleted. Senator Napolitano seconded.

Senator Sturm replied that the matter was discussed in FS EB. He understood “mandatory” to mean that the student would be required to take the exam at that particular time. Senator Selby disagreed with his interpretation. The amendment passed with dissension.

The motion passed without dissension.

B. Extra-Curricular Activities [S12-18] - Wallace

Senator Wallace noted that AAC tried to incorporate new language to handle problems.

Senator Butler moved to refer the motion back to AAC in order to handle the variety of known problems. Senator Cunnally seconded. The motion failed.

Senator Smiley-Oyen raised a concern about FH 10.4.3.4. She moved to amend it so that it states “jury duty,” not the more general “required to show up in court.” The amendment was seconded by Senator P. Martin.

Senator Amidon commented that the matter was discussed among the LAS caucus. He worried that this excluded those who are called as defendants or witnesses. Senator Smiley-Oyen replied that if someone wants to appeal a traffic ticket, the appearance is mandated. Senator Wallace disagreed. Senator Smiley-Oyen said that such cases could be handled by the faculty member talking to the student. Senator Wallace agreed that a student could document that. Senator Sturm asked whether an alternative expression, such as “officially subpoenaed,” would cover these cases. Senator Williams suggested that the instructor of record should be able to determine what is reasonable. Senator Cunnally said that he would like to keep the original language. The amendment failed.

Senator Butler said that in light of these comments, we should trust the instructor of record to make judgments about absences. Senator Selby replied that the problem at UNI made this policy necessary. She raised a concern about how long students can be absent. She had a student who was excused for military service, but was absent for six weeks. She added that students who are involved in a variety of different extracurricular activities can accumulate a lot of excused time. Senator Amidon quoted FH 10.4.3, arguing that that handled concerns from Senators Butler and Selby. President-Elect Dark contended that if the instructor is concerned that the student is not able to master the material that the student is being required to master, the instructor should counsel the student.

The motion passed with dissension.

C. Name Change: Agricultural and Biosystems Engineering Graduate Program – [S12-19] - Wallace

Senator Wallace noted that a new title had been added to the major. No comments. Passed without dissension.

IX. Special Order

A. Recognition of Retiring Senators

B. Passing of Gavel

A plaque was presented to outgoing President Hendrich. She was also presented with a resolution of commendation from rising President Dark and Provost Wickert.

C. Seating of New Senators

X. New Business

A. Bylaws Article II, Section 9 Eligibility of Faculty Senate Members – [S12-24] - Dark

President Dark reported that FS Executive Board was asked to consider the eligibility for FS of someone who had a title like “Dean” merely mentioned in the title, as in, for example, “Faculty Adviser to the Dean.” In such a case, the title would not be “Dean,” yet the title would appear in the title. EB determined that such a person would be eligible to be a senator.

XI. Good of the Order

XII. Adjournment

Senator Smiley-Oyen moved; Senator Wallace seconded. The meeting adjourned at 4:48 p.m.

NOTE: There will be an Orientation Session for New Senators immediately following the senate meeting

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| <p style="text-align: center;">NEXT MEETING TUESDAY, SEPTEMBER 10, 2013 -- 3:30-5:00 P.M. -- GREAT HALL, MU</p> |
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Respectfully submitted,
Annemarie Butler
Faculty Senate Secretary
August 15, 2013