IOWA STATE UNIVERSITY FACULTY SENATE
EXECUTIVE BOARD MEETING MINUTES
April 14, 2015.
3:00-5:05 P.M.
107 LAB OF MECHANICS

Present: Schalinske, K (President); Wallace, R. (President-Elect); Dark, V. (Past President); Freeman, S. (RPA); Martin, R. (CALS); Minion, C. (Vet. Med.); Paschke, T. (FDAR); Russell, D. (Human Sciences); Schaefer, V. (Engineering); Selby, M. (Governance); Zarecor, K. (Design); Sturm, J. (LAS, and secretary pro tem); Rippke, S. (Parliamentarian); Bratsch-Prince, D. (Associate Provost).

I. Call to Order
President Schalinske called the meeting to order at 3:01.

II. Consent Agenda
A. Agenda, Executive Board Meeting March 31, 2015
B. Minutes, Executive Board Meeting March 3, 2015
Student Freeman moved and President-Elect Wallace seconded to accept the consent agenda, which passed without dissent, following the comment of Senator Freeman that the PRS materials be considered as one item, not multiple ones.

III. Announcements and Remarks
A. President
President Schalinske provided an update on the self-study and review of Student Affairs Office, following which the review of their office will be nearly complete.

B. President-Elect
President-Elect Wallace asked that Senators collect or supply more questions for the College Leadership Breaksfast scheduled for April 27. Also asked EB members to add August 17 to their calendars for the EB retreat, at Reiman Gardens.

C. Senior Vice President and Provost
Dawn Bratsch-Prince, speaking on behalf of the provost’s office, noted that there will be a site visit from the Office of Civil Rights from April 20-22 in reference to how ISU handled a sexual assault allegation from one student to another. Their visit is to determine if ISU responded appropriately to the allegation. During the site visits, open drop-in times for faculty, staff and students will be available.

The TIER student, academic component (led by Pappas Consulting) has two principal areas of emphasis: E-learning, and Enrollment management. The Provost feels this consulting firm understands the culture of higher education better than the prior agency.

Beth McNeil is the new dean designate for ISU Library and will begin work on July 15, 2015. She is currently an Associate Dean at Purdue Libraries and brings a deep experience to her new position.
The Board of Regents meets next week at the Iowa School for the Deaf in Council Bluffs. This will be the first meeting for three newly appointed Regents. One agenda item will be this year’s slate of candidates for promotion and tenure. There were 75 cases, 4 negative, 1 extension. 41 of the successful cases were for tenure and promotion to Associate Professor, and 30 were for promotion to full professor.

Of the 130 university-wide searches this year, 77 positions have signed letters of acceptance. The Provost’s office has seen more activity on the President’s high impact hiring initiative this season. Senator Freeman mentioned that, with the usual attrition, ISU is at about break even between hires and departures at present.

Performance-based funding at present seems to be lacking support in the legislature, largely due to pressure from legislators from Eastern Iowa counties. While it had been once considered a “done deal” that appears now to be less likely. Speculation arose regarding how SUI is handling it and how the legislative process might evolve.

Discussion was solicited and offered on the topic of supernumerary professors (University, Morrill, Distinguished), and the reality that some professors are nominated for multiple awards over the years. Do we want to distribute titles more broadly across the faculty, or allow faculty to be nominated and to win more than one or two titles? Senator Freeman felt there was no problem with a faculty member holding more than one title, provided the work done for each title or honor was unique to that particular award. Service, teaching, or research that has been lauded in a prior award should not be considered. Senator Sturm felt that a cap at two awards and titles was probably enough, although Senator Freeman disagreed. The tenor of the meeting was that, in general, awards should first go to deserving “new” names rather than repeat nominees already holding other titles.

D. Council Chair Reports
Academic Affairs Council and Governance: nothing to report.

J&A and FDAR had no reports.

Senator Freeman said that the new RPA chair is Peter Martin. The focus of that council is currently upon faculty compensation.

E. Caucus Chair Reports
CALS will meet Thursday with its dean.

Engineering has been working on updating its governance documents to better align with the university and faculty handbook. It also has a meeting scheduled on Effort Reporting Policies, asking “How does Summer Salary allocate?”

Senator Sturm reported on the recent meeting with Beate Schmittmann and that a replacement for LAS caucus chair has yet to be identified.

V. Unfinished Business
B. Changes to FH sections 3.4.1.1 and 5.4.1.2 – [S14-18] – Selby
Faculty Handbook changes: Senator Selby opened conversation on this topic. Senator Freeman stated he felt the 6 months notice versus 1 year was addressing the symptoms, not the problem. Senator Selby countered that a vote against the new wording is a vote FOR the status quo where pro forma non renewal letters continue; a shorter length of notice time is not an incentive for chairs to behave better, in the opinion of Senator Selby, who would like to change department chair behavior via longer appointments for NTE faculty after three years, and shorter time frames for non-renewal letters.

Senator Zarecor stated that if the shorter notice times are approved, Design College may not go along with it—it is not in the Design college’s best interest to increase potential inflexibility for its NTE appointments.

Past-President Dark suggested removing two words “renewal or” from the proposed change to 3.4.1.1, to which Senator Selby agreed. The words were removed following a unanimous vote after a motion by Senator Sturm, seconded by Senator Paschke.

VI. New Business
A. NTER recommendations from Governance Council
   See NTER document with red ink indicating governance council opinions.
   A heated debate arose over whether NTER hires are a faculty “appointment” or a faculty “title.” People were hired originally as research scientists with faculty titles, but have evolved toward a nearer faculty appointment role. Do we remove the title and change it to appointment (at which point NTER—it was argued—could serve on Senate if their PRS indicated any service component to their work loads)? Is the current Handbook wording in need of updating? Senator Minion asked “Where do NTER hires get their pay from under either ‘title’ or ‘appointment’ scenarios?” Senator Sturm asked “Will a change in language and status come with any attendant additional/new rights for NTER personnel?” The answer was, “The ability to serve on committees and Senate.”

   Following this debate, Senator Freeman moved and Sturm seconded to change the meeting’s agenda order, bringing items listed as C and D on the agenda ahead of the PRS updates. The motion passed unanimously, and these minutes reflect that by the non-congruence of letters with the agenda in the following items in New Business.

B. FH 10.7.2 Student Outcomes Assessment – [S14-20] Bigelow (see above)
   President-elect Wallace moved (seconded by Senator Freeman) to send S14-20 back to Academic Affairs for clarification and identification of actionable items. The motion passed unanimously.

C. FH 3.3.2.1 Appointment Policies – [S14-21] Selby (see above)
   It was stated that S14-21 is simply a language change to maintain consistency. It will remain on the consent agenda for the upcoming faculty senate meeting. Senator Selby will add a one-sentence explanation to the opt of S-14-21.

D. PRS Handbook updates
   PRS revisions to the Faculty Handbook will take language from section 5.1.1.5 and put it into chapter 3 as section 3.4 and following. The new language will stipulate
seven (7) areas of possible responsibility for faculty versus the current four areas. It also adds guidance for the structuring of a faculty PRS via a suggested generic template. Senator Dark led discussion through the ways areas of responsibility might be separated out. Another new item in the FH is a mandate that percentages be used to indicate areas and approximate concentrations of effort and responsibility for faculty. A faculty member would review his/her PRS with a chair at key points of advancement or review while at ISU. Mediating PRS disputes would likely only refer to TE faculty.

It was stated that if changes to FH section 5 are adopted, this section would need to undergo some structural consolidation and cleaning up. Currently—as projected—there would be a fair amount of duplication of text that could be streamlined. Such edits would likely happen next fall, if the recommendations to change the FH pass the senate.

Senator Zarecor suggested that, since chairs and programs directors are different titles with different functions, that an umbrella term such as “Head of Unit” be considered.

Senator Schaeffer asked how undergraduate advising would be considered in a PRS? Graduate advising is considered research, but undergraduate is not.

The meeting was extended by unanimous vote at this time.

Senator Minion asked why faculty conduct was listed in the PRS, and suggested a reference to FH Chapter 7.

VII. Approval of the April 14, 2015 Faculty Senate Agenda

Senator Schaefer moved to accept the FS agenda as it had been modified during the meeting; Senator Minion seconded. The motion passed without dissent.

IX. Good of the Order

None

X. Adjourn

The meeting adjourned at 5:07 p.m.