FDAR Minutes
Nov 18, 2019
3:00 - 4 p.m. 107 Lab of Mechanics

Attending: Claire Andreasen [V PTH], José Rosa [MKT], Panteleimon Ekkekakis [KIN], Eliot Winer [M E], Diane Al Shihabi [ARTID], Jan Lauren Boyles [GSJC], Dan Andersen [ABE], Ralph Napolitano [MSE]

Absent: Carmen Bain [SOC A], Dawn Bratsch-Prince [SVPP]

Known if this meeting time works for FDAR next semester?
Yes

FH revision for term emeritus faculty – 2nd reading at Faculty Senate November 12, 2019
Passed unanimously

Collegiality Statements in PRS
Diverse viewpoints and gathering information from college caucuses

The overarching goal is to prevent misuse of collegiality statements in the PRS (or elsewhere placed), especially regarding performance assessments. Metrics should be clear to help define collegial via communication and expectations.

There are varied experiences with collegiality statements: ranging from departmental statements that are in place after departmental faculty input and process to collegiality statements that are implemented without faculty knowledge of the purpose or benchmarks.

Therefore various recommendations regarding the PRS and Collegiality Statements include:
- Collegiality statements should not be used performance assessments and/or in the PRS.
- Collegiality statements should not be used in performance assessments if benchmarks for collegiality have not been established and agreed on within a department. There should be transparency for assessment; otherwise, suppression of beneficial ideas, diverse opinions, and discourse can occur.
- Collegiality statements should be applied with accountability for administrator collegiality (department chairs).
- Collegiality statements should be retained if the department had input and agreement on them; some departments and colleges have worked to have these in place.
- Collegiality can be misperceived if one is an introvert or via cultural differences due to interaction via those social norms (examples: greetings, eye contact, etc.)
- Communication is needed to understand collegiality aspects; aka, expectations and definitions
- Examine options

Additionally:
- Collegiality should be an emphasized core value of the University
- Faculty Senate should emphasize collegiality as a positive attribute that applies to all members of the ISU community for creating an equitable and welcoming work climate
- Defining collegiality for ISU and the continued emphasis on collegiality via values statements or other appropriate venues

Committee reports

Recognition and Development Committee – Dan Andersen, Chair
Foreign travel grants have been reviewed and recommendations made. Approximately 30% of applications were awarded. The budget expenditure is at the point it should be at this point in the year.

**Facilities and Educational Resources Committee** - Ralph Napolitano, Chair
- The committee is reviewing prior documentation to review what needs to be addressed.
- Room scheduling and cost and resources for classrooms are recurring topics.
- Engaged in findings documents regarding deferred maintenance for classrooms. Reporting may reside with Paul Fuligni, associate vice president for facilities planning and management (FPM), who reported to Faculty Senate in spring 2019.

**Equity, Diversity and Inclusion (EDI) committee**
- Faculty Handbook (FH) modification by EDI in: 3.4.2.2., 5.1.1.2., 6.7.1.
- Suggestions to EDI for wording in Faculty Handbook for January EDI discussion can go to José Rosa
- FH emphasis for “*responsibility for developing and sustaining a civil and equitable departmental and institutional climate.*”
- José Rosa discussed the plan is to develop metrics and an operational process. Process proposed is departments develop metrics that can be adopted, the faculty will vote to approve or not, and also will be part of the departmental governance document.

**Work Climate**
- College caucus feedback regarding faculty mentoring –documents to date in CyBox

**Memo from President Wintersteen - Childcare Task Force**
Claire Andreasen is a representative; deliverables to the President before spring break
Initial issues discussed:
- Staffing
- Space
- Slots available for children, especially infant-toddler
- Funding
- Greater understanding of “bottle necks”

Possible solutions:
- Foundation donors for programs, scholarships, training
- Community/business partnerships
- Modified hours and building use
- Examination of fee scale