Minutes for FDAR Council, April 9, 2013 in 1550 Beardshear

Present: D Bratsch-Prince, H Geirsson, P Iasevoli, R Napolitano, A Smiley-Oyen (Chair), K Zarecor, D Zhu

Absent: Absent: K Stalder, L Thompson, no representative from LAS named

Meeting was called to order at 1:05 PM.

Committee Reports

Committee on Equity, Diversity, and Inclusion – Zarecor reported that the committee is now meeting monthly. The Provost met with them at their March meeting. They also met with the Diversity Consultant. There was discussion about the key performance indicators, (KPIs) as they related to the arts and humanities (i.e., “diversity” defined broadly). It was noted that the KPIs do not include recognition of those in extension. We also discussed Association of American Universities (AAU) criteria as they relate to arts and humanities. These criteria are addressed at:
http://www.provost.iastate.edu/help/professional-development/external.

Recognition and Development Committee – Geirsson reported that there were 59 applications for foreign faculty travel in this last round of submissions, which was an increase from the previous two rounds. They had 1/3 of their money left so the percent of applicants funded was lower compared to rounds one and two. There was also one Big 12 application, and it was funded. If this trend continues they may need to request additional funding.

Unfinished Business

We continued our discussion of increasing the support for new non-tenure eligible (NTE) faculty and those wishing to be promoted to senior lecturer. Bratsch-Prince reported results from the AAUDE Faculty Satisfaction Survey that indicated that NTE were largely satisfied with their work environment except for issues around office space and salary, which are similar to issues reported by tenure-eligible (TE) faculty. There was some discussion of situations in which lecturers did not know if they would be hired for the next academic year until the summer before and as a result lose their health insurance over the summer. Bratsch-Prince checked on that situation and was told that B-base lecturers do not lose their health benefits over the summer months. We also discussed developing an orientation workshop for new NTE faculty in August (separate from the TE faculty orientation). Our NTE faculty members are currently invited to the Center for Excellence in Learning and Teaching workshop that takes place during the week prior to the beginning of classes.

New Business

Smiley-Oyen initiated a discussion regarding the prevalence of TE faculty who shift to part-time status prior to gaining tenure. Bratsch-Prince reported that it has been used, but is not a frequent
occurrence. Discussion indicated that most assistant professors fear the ramifications if they do so. In addition, a part-time appointment entails a partial salary which for many assistant professors is not feasible. Bratsch-Prince noted that the time to attain tenure is limited to ten years even if they were part-time for a number of years. The part-time policy tends to be used more by tenured faculty who, for example, shift to part time for a year to care for an ailing parent. One policy that provides some flexibility and has been used more frequently by assistant professors in recent years (i.e., has gained some degree of academic social acceptance) is to shift the tenure clock by one or two years due to, for example, family responsibilities.

Smiley-Oyen thanked the committee members for serving this year and for the good work accomplished.

Meeting was adjourned at 1:55 PM.

This is the last meeting for 2012-13 academic year.

Submitted by A. Smiley-Oyen