IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
APRIL 7, 2015 – 3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION


Substitutes: M Ackermann for Beetham, J.; K. Delate for Fei, S.; M. Clough for Olson, J.; J. Yow for Zaffarano, B.

Guests: Wickert, Jonathan (SVPP); Bratsch-Prince, D. (Assoc. Provost); Holger, D. (Assoc. Provost); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Brietbarth, D. (GSB); Nygard, D. (GSB); Satre, Z. (ISU Daily); Tehan-Harris, A. (P&S Council); Tripathy, A. (GPSS); Bock. A. (AFSCME)

I. Call to Order
   A. Seating of Substitute Senators
      President Schalinske called the meeting to order at 3:30 p.m. and seated the substitute senators.

II. Consent Agenda
   A. Minutes of Faculty Senate March 10, 2015 - [S14/M/7]
   B. Agenda for April 7, 2015 – [S14/A/8]
   C. Docket Calendar – [S14/C/8]
   D. PRS Task Force Report – [S14-19]
      Senator Freeman pointed out that item (D) is informational and should not have a docket number. With the docket number removed, Senator Freeman moved to accept the consent agenda; Past President Dark seconded. The motion passed without dissension.

III. Special Order: Pamela Anthony, Dean of Students
     Dr. Pamela Anthony announced that she is chair of the search for Chief Diversity Officer for ISU. The committee is seeking input from a wide variety of stakeholders, both internal and external to ISU. The goal is to have a position description approved by ISU
President Leath soon so that the search can begin in May. She invited senators to respond to a series of questions, including: What kind of experience is necessary for a CDO to be successful at ISU? What kinds of professional or personal characteristics are essential to CDO?

Senator Delate asked whether the CDO would be a faculty position or tenure-track. Dr. Anthony replied that ISU President Leath wants to cast a wide net to attract candidates from a wide variety of backgrounds, including candidates from educational, administrative, and corporate backgrounds.

President-Elect Wallace asked whether the CDO would report to Senior Vice President Hill. Dr. Anthony replied that the CDO would report directly to ISU President Leath.

President-Elect Wallace asked how the CDO would interface with Human Resources and Admissions in optimizing our ability to attract and retain a wide diversity of ISU community members. Dr. Anthony replied that the CDO would be expected to coordinate the different diversity programs. The CDO will have relationships with the major branches of the university, including not just students, but every branch of the institution. In short, the CDO would be expected to develop a strategic plan for diversity efforts.

Senator Sturm suggested that we consider “diversity” not just in the traditional sense, but also in to include diversity of work styles. Dr. Anthony thanked him for the recommendation.

Senator Bigelow opined that it would be good for a candidate to be aware of the challenges for diversity facing Midwestern and Iowa campuses.

Dr. Anthony said that she hopes the search process will be transparent. The website for the search will be hosted off of ISU President’s website. Comments should be e-mailed to cdosearch@iastate.edu. Once the search is launched, Dr. Anthony asked senators to encourage good candidates to apply.

IV. Special Order: Council Chair Election
Past President Dark nominated Senator Peter Martin, who currently serves on RPA, for RPA Council chair. Senator Martin accepted the nomination. No other nominations were made.

Senator Owen and Senator Martin where overwhelmingly elected chairs of J&A and RPA, respectively.

V. Announcements and Remarks
A. Faculty Senate President
President Schalinske called senators’ attention to proposed changes to the Student Conduct Policy, available at the Policy Library. He also announced an update on the child care feasibility study (www.hrs.iastate.edu/hrs/node/786/attachment).
B. Faculty Senate President-Elect
President-Elect Wallace encouraged senators to review FDAR Council’s recommendations on PRS TF report (in the consent agenda). Senators should expect to see proposals for changes to FH next meeting.

President-Elect Wallace also raised awareness about the lack of university policy concerning posting images of faculty or classrooms to social media. Paul Tanaka, from University Counsel, replied as follows:

“We don’t have a policy specifically about taking and posting pictures (except for a situation involving sexual misconduct).

“There is some law in the area of privacy that forbids commercialization of a person’s name, image and likeness, or casting person in a ‘false light.’ However, the law here is very amorphous. For other than commercial uses, it is difficult to pursue these claims.

“Faculty do have the right to control activity in their classrooms, and can forbid taking of photos. This is especially important for students not embarrassing other students and even more important if video/sound recording takes place. (Sound recording is covered by our policy – requires permission).”

C. Senior Vice President and Provost
1. TIER Study
The Efficiency Study is moving into the academic affairs phase. On Friday, Pappas Consulting group will be on campus. They will have two meetings. The first is in the business case area of e-learning. This includes both online education for distance students and online education for students on campus. This may include anything from flipped hybrid classes to MOOCs. The other business case is in the area of enrollment management. This covers the entire life-cycle of a student. This includes marketing, applying, recruitment and orientation, student success initiatives in Academic Affairs and Students, and graduation.

2. Dean of Library Search
Beth McNeil was selected to be the next Dean of Library. She has a wealth of experience in peer university library systems, including being Associate Dean at Purdue University and Assistant Dean at University of Nebraska.

3. BOR Updates
There will be a BOR meeting on April 22 and 23. There will be three new regents, appointed by Governor Branstad: Mary Andringa (President and CEO of Vermeer Corporation), Patricia Cownie (member of the Board of Trustees for Drake University), and Rachael Johnson (student regent from UNI).
BOR is moving forward on formal approval of the Criminal Justice degree. Provost Wickert hopes that it will move to the Council of Provosts in April and come up for BOR approval afterwards.

BOR will vote on final approval of promotion and tenure decisions. Provost Wickert will be able to deliver a more detailed report next month. There were 75 promotion and tenure cases. Four decisions were negative and there was one extension granted. So 70 cases were given positive recommendations from ISU President Leath.

4. Iowa State Legislature
No update.

Senator Butler asked Provost Wickert to confirm a rumor that the Provost’s Office is developing a task force to look into a variety of issues related to NTE faculty, including notification of intent not to renew, extending longer contracts, improving professional development programs, etc. Provost Wickert replied that the Provost’s Office is in fact working in conjunction with Faculty Senate on this matter. Together, they will look at duration and renewal of the variety of NTE positions, including those who primarily teach, those who conduct research in clinical settings, adjuncts, and collaborators. The task force will discuss best practices, and look to other peer universities for ideas. The Provost’s Office has made a number of efforts to support NTE faculty. FS is working on clarifying language in FH. Provost Wickert is proud of the annual recognition of excellent NTE faculty. He said that the recent workshop on standards and process for promotion to Senior Lecturer was very well-attended, and there was a larger number of applications for promotion to Senior Lecturer this year.

D. Other (P&S Council; GSB; GPSS)
Ms. Harris-Tehan (P&S) reported that P&S Council conducted general Council elections. There was an overwhelmingly positive survey results following the professional development conference. P&S Council is working on plans for next year’s conference. P&S Council is meeting with VP of HR Julie Nuter to discuss benefits and compensation. P&S Council will work on its salary recommendation to ISU President Leath for next year. Ms. Harris-Tehan is also working on her remarks for BOR on that topic.

Mr. Breitbarth (incoming president of SG) said that SG is working on overcrowding issues and general outreach. SG is working with Facilities Planning and Management on transportation issues around campus, including Osborn Drive. The sidewalk outside of Physics Hall will be widened. Seating at MU will be increased by 100 during high peak lunch hours in the fall. SG is also working to enable students to use their dining money at cafes and other alternative locations. SG also plans to work with administration in developing celebratory activities for what used to be VEISHEA week. This Saturday, a market will occur, with nearly 35 student organizations selling goods to raise funds.

Ms. Nygard (also of SG) spoke about a proposal to ban e-cigarettes from all areas of campus. Simpson College and University of Iowa have bans from campus buildings. This
proposal would need BOR approval. (Senator Delate asked why BOR approval was needed if University of Iowa has a ban. Ms. Nygard said that the scope of the proposed ban is wider, to include all areas of campus and all members and visitors.) Provost Wickert said that the current proposal is before the Policy Library Advisory Committee.

Mr. Tripathy (GPSS) said that the second annual GPSS research conference was successful, with 454 registrants.

VI. Unfinished Business
None

VII. New Business
Senator Bigelow noted that there is not a regulatory body for health coaches. The field of health coaching is increasing, with a significant rise in number of job postings. No comments.

B. Changes to FH sections 3.4.1.1 and 5.4.1.2 – [S14-18] – Selby
Senator Selby said that FH distinguishes two categories of NTE faculty with respects for notice of intent not to renew: NTE faculty who have been at ISU for three or more years and newer faculty. For the former category, FH says that twelve months’ advance notice of intent not to renew is required. The problem is that many of these NTE faculty have nine month contracts. So in May before the next contract even begins, NTE faculty receive a letter saying that that next contract is their very last contract; they should not expect another contract. In practice, many NTE faculty receive these notices and then later receive a new contract without ever receiving any notice of intent to renew. This is a bad situation. This proposal remedies the situation by reducing the length of minimum advanced notice from twelve to six months. It would be best for the administrators to give more notices of intent to renew; their practice has been one of “covering everything” by giving out many notices of intent not to renew that are not genuine intentions.

Senator Butler began by acknowledging points of agreement: the current situation is bad and twelve is greater than nine. However, she said that FS has the obligation to be the “guardians” of FH, which codifies how we treat all faculty. She called upon senators to ensure that those principles are fair, just, and provide all faculty with dignity. She called the current practice by administrators of “covering everything” reprehensible. But, she argued, shrinking the amount of advanced notice would do nothing to curb this practice. Instead, the problem is the result of a larger systemic problem. She recommended that senators give the joint FS and Provost’s Office task force the opportunity to address the systemic problems rather than passing this proposal. In her own program, the job market is active in November and December. So a genuine notice of intent not to renew in November would not provide a faculty member adequate time to prepare for the job market. She said that the repeated contracts given to such NTE faculty for three or more years shows that the department chairs value their expertise and performance, and she called upon senators to treat these valued faculty members with the respect they are due.
Senator Freeman expressed his surprise at being in agreement with Senator Butler. He added that this proposal addresses a symptom of a bigger problem, but does not address the underlying cause. Data presented to FS Executive Board indicated that there are NTE faculty who receive nine month contracts year after year for more than two decades. He said that he could support this proposal if it were coupled with a minimum contract of one year for NTE faculty who have had continuous appointments for three or more years.

Senator Selby said that the task force discussed length of contract. They looked at the policies concerning adjuncts, where contracts may be up to five years, with accompanying varied length of notice. But for NTE faculty, the maximum contract is three years. So longer contracts could be a minimum of two years. She emphasized that the current situation is bad; NTE faculty are not being treated well. If FS passes this proposal, that does not preclude working on length of contracts too.

Senator Sturm said that he supports treating faculty at all levels of the pay system with collegiality and respect. He said the goal of this proposal is to get rid of the demeaning annual letters of intent not to renew.

Senator Selby noted that the proposal would also issue letters of intent to renew, not just letters of intent not to renew.

Senator Padgett Walsh said that AAUP guidelines state that NTE faculty at an institution for three or more years have the same rights with respect to notice as probationary faculty. If this proposal were adopted, ISU would deviate from AAUP guidelines. Senator Selby replied that probationary faculty have contracts for longer than nine months. Senator Padgett Walsh replied that the longer notice is important for a few reasons. One, timely notice provides the faculty member with the chance to appeal a retaliatory decision not to renew. Second, timely notice provides the faculty member opportunity to apply to different jobs. And third, it is not prudent to treat long-term NTE faculty differently. Senator Selby replied that she did not know whether NTE faculty who receive notice are pursuing other jobs or just hoping that the notices are not genuine expressions of intent not to renew.

Past President Dark noted that this proposal involves two changes to FH: shortening the time for notice and adding a letter expressing intent to renew. Senator Selby said that the second change was approved in the fall with the approval of the policy concerning Senior Lecturers. Past President Dark asked for clarification: if the second change was approved in the fall, it shouldn’t be highlighted. Senator Selby said that she was confident that the second change was approved in the fall.

Senator Peter Martin said that despite the good intentions of these changes, the most striking thing about the proposal is the reduction in notice time from one year to six months. Senator Selby said that the reduction is real, but the hope is that it will issue in real notices.
Senator Bhattacharya asked about the original intent of the twelve month notice time. Senator Selby replied that many years ago, lecturers did not have twelve month notice. There was only promotion to senior lecturer. Then there were some changes to which Senator Selby was not party, which resulted in twelve month notice. Senator Bhattacharya asked whether changes would affect the flexibility of department chairs with respect to budget planning. Senator Selby emphasized that this proposal concerns only those NTE faculty who have been employed by ISU for more than three years. When Senator Selby introduced this proposal to Chairs Cabinet, there was no major discussion of this proposal. The chairs wanted to discuss length of contracts instead.

Senator Freeman speculated about the origin of the policy to provide twelve month notice.

Senator Guyll said that the goal of the proposal is that when NTE faculty receive a letter, it should be meaningful. He asked, even if contracts were a minimum of three years and notices of intent not to renew had to be issued twelve months in advance, would there be anything to prevent us from delaying or making longer intervals between receiving the non-genuine notices? Senator Selby replied that she did not think that NTE faculty who are on contracts longer than nine months encounter a problem. The problem is especially acute for NTE faculty on year-to-year contracts. The problem, she emphasized, is that that length of notice is longer than the length of the contract. As far as she knew, NTE faculty on two or three year contracts were getting “real notices.” She added that part of the problem is likely that there are too many NTE faculty on short contracts.

Senator Freeman noted that no budget decisions are made between May and November. He asked what new information becomes available between May and November so that on this proposal NTE faculty would receive “real notices?” Isn’t it just as likely that they would receive similarly meaningless notices in November? Senator Selby said that Associate Deans thought they would be better informed not just about the budget but also about enrollment. Associate Provost Holger said that better enrollment projections would be available. Senator Freeman asked whether those projections would be different enough to substantially affect judgments.

Senator Bigelow noted that length of contract is a recurring issue and seems to be the next hurdle. He added that many of the concerns about this policy would be addressed by change to length of contract. He wondered whether it would be better to pass a proposal concerning length of contract first and then address renewal notices. Senator Selby said that there is nothing in this policy that prevents administrators from giving longer notice to NTE faculty on longer contracts. This proposal simply specifies a minimum length of notice.

Senator Sturm expressed concern that requiring longer contracts would hamstring department chairs in planning what to do next. It may lead chairs to not renew NTE faculty that they would renew on shorter contracts. Senator Selby was not so sure. She
did agree that longer contracts would be a more difficult “sell” to administrators than the current proposal. (Senator Freeman interjected his disagreement.) She said that the task force decided to separate the matters of length of contract and notice because they judged the former to be more difficult to find agreement. They thought this proposal would solve the present problem of NTE faculty receiving notices that were not genuine.

Senator Padgett Walsh asked whether NTE faculty currently on three year contracts would also have their notice time reduced to six months. Senator Selby said that the proposal specifies a minimum for advanced notice. Senator Padgett Walsh asked whether there was a reason not to restrict this change to nine month contracts (and leave longer contracts to have notice of twelve months). Senator Selby replied that no one raised that suggestion.

Past President Dark said that the FH changes approved in the fall did not affect FH 3.4.1.1. In the fall, FS approved S14-6, which introduced notice to renew or not renew for Senior Lecturers and Clinicians only. Similarly, S14-5, also approved in the fall, affected only Senior Lecturers and Clinicians. Senator Selby was surprised by this discovery.

VIII. Good of the Order
Senator Sturm announced that the LAS caucus needs a caucus chair for next year. He also encouraged senators to complete the library’s survey about faculty needs for research and teaching. The survey takes approximately twenty minutes to complete.

On that note, President Schalinske encouraged senators to complete the Faculty Activities Survey.

IX. Adjournment
Senator Sturm moved; President-Elect Wallace seconded. The meeting adjourned at 4:41 p.m.

NEXT MEETING TUESDAY, APRIL 21, 2015-- 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted April 14, 2015,

Annemarie Butler
Faculty Senate Secretary