IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
DECEMBER 9, 2014 – 3:30–5:00 P.M.
GREAT HALL, MEMORIAL UNION


Substitutes: W. Meeker for Niemi, J.; H. Greenlee for O’Connor, A.; A. Lenssen for Owen, M.; Julie Sturm for Sturm, J.

Guests: Wickert, Jonathan (SVPP); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Tehan-Harris, A. (P&S); Loomis, A. (GSB); Nilakanta, S. (SCIS)

I. Call to Order
   A. Seating of Substitute Senators
      President-Elect Wallace called the meeting to order at 3:30 p.m. when a quorum was reached. He announced that President Schalinske was traveling. He seated the substitute senators.

II. Consent Agenda
   A. Minutes of Faculty Senate November 11, 2014 - [S14/M/3]
   B. Agenda for December 9, 2014– [S14/A/4]
   C. Calendar – [S14/C/4]
      President-Elect Wallace explained that item (VI) was a special order on the agenda because the University of Iowa brought a similar proposal to the Board of Regents (BOR). The proponents of the proposal requested that this item move forward so that Iowa and ISU’s proposals could be reviewed by BOR at same time. Past President Dark moved, and Senator King seconded. This parliamentary move required a two-thirds approval, which it received. Senator Schaefer moved to accept the consent agenda, and Senator Amidon seconded. The motion passed without dissension.
III. **Special Order: Approval of Fall 2014 Graduation List [S14-9]**
Senator Minion moved and Senator Burke seconded. The motion passed without dissension.

IV. **Special Order: Memorial Resolutions [S14-10]**
A moment of silence was observed to honor colleagues who had passed.

V. **Announcements and Remarks**

A. **Faculty Senate President**
On behalf of President Schalinske, President-Elect Wallace announced that faculty will receive three surveys soon: a survey on childcare; the faculty activities survey; and a survey about the library. He also asked for nominations for the next Faculty Senate President-Elect.

B. **Faculty Senate President-Elect**
President-Elect Wallace announced a classroom improvement initiative, coordinated by Ellen Rasmussen in the Provost’s Office. Approximately $1.5 million has been allocated annually to renovate and improve centrally controlled classrooms. A task force will prioritize which rooms shall be renovated and develop a plan for scheduling the timing of the work. Comments and suggestions about specific features (IT, climate control, physical access, seating layout, flexibility of use, etc.) of particular classrooms will be requested from faculty. This will take place during the spring semester. A website will be set up listing the classrooms under consideration.

C. **Senior Vice President and Provost**

1. **Provost’s Questions**
Provost Wickert was asked about changes to student testing centers. These changes were prompted by GSB’s discussions with central administration. (There were other concerns from GSB about wait times at Thielen and traffic on Osborn Drive.) The number of seats at testing centers has been doubled to more than 400 seats. The number of sites has been doubled from 4 to 8. GSB and the Provost’s Office have developed a marketing and communication plan, using Twitter and Facebook to post waiting times at testing centers. Incentives (e.g., coupons for free coffee) have been developed to encourage students to use the centers at non-peak times. If these efforts are unsuccessful, in the spring student usage will need to be restricted to the final examination schedule.

Another question asked about how well the RMM is working and what tweaks have been made to it. Provost Wickert said that a 2012 study had made 47 recommendations, of which 27 were accepted and implement in FY 14 by ISU President Leath. Most concerned budget advisory committees, student affairs, and business and finance. On the whole, the RMM is working well. Provost Wickert is pleased with the level of engagement by colleges in financial planning in budget development – a level that hasn’t been seen before. Colleges are showing awareness of revenues, awareness of costs, and making efforts to seek out collaboration and efficiency. He argued that RMM’s allocating money to colleges, rather than down to departments and programs, works best to protect
programs in hard times. Deans take enrollment into account when making decisions for a
department, and make appropriate judgments about allocating faculty lines and staff
dollars for funds for supplies and services. Deans think about departments and programs
in holistic sense for growing enrollment issues. Provost Wickert encouraged senators to
have a conversation with their deans in caucus meetings.

Provost Wickert was asked whether ISU could implement a fall break. He succinctly
replied no.

2. Tuition
BOR approved tuition rates for next year. This is a historic third year of tuition freezes
for residential undergraduate students. There will be an increase at inflationary rates for
nonresidential undergraduate students as well as graduate students and veterinary
medicine students (1.2%, 1.75%, and 3.2% respectively). BOR also requested a 1.75%
increase to the general fund. The agriculture experiment station and other capital requests
were also made.

3. TIER Study
BOR issued a number of RFPs for consultants to bid on actions and implementation of
business cases. One concerns shared services (HR, IT, and Finance); another concerns
procurement; and another is for a new consultant on Academic Affairs. The scope of
academic affairs includes institutional research, online education, and time-to-degree. A
committee composed of two faculty representatives and provosts from each university
will evaluate the proposals.

D. Other (P&S Council; GSB; GPSS)
GSB (Amanda Loomis): Ms. Loomis announced ISU’s participation in the “It’s On Us”
sexual assault prevention program. She also announced the three topics that GSB is
working on with central administration: Student Health Center and Counseling Center
expansion; increase capacity of testing centers; and reduce pedestrian and vehicle
congestion on Osborn drive. GSB is also working to organize state and federal lobbying
efforts for the spring.

GPSS: No report.

P&S (Amy Harris-Tehan): Ms. Harris-Tehan announced that P&S leadership will ask to
meet with deans and department heads. P&S Council is working on revising its
constitution and electing next year’s officers.

VI. Special Order: Approval of a Master of Business Analytics [S14-12] - Bigelow
The motion passed without dissension.

VII. Unfinished Business
A. Undergraduate Certificate in Computing Applications [S14-3] – Bigelow
No discussion. The motion passed without dissension.
B. FH 5.4.1.1 Lecturer and Clinician Eligibility Criteria [S14-5] – Selby
No discussion. The motion passed without dissension.

C. FH 3.4.1.1 Nonrenewal and Termination of Appointment [S14-6] - Selby
Senator Guyll asked for clarification. The policy holds that if a lecturer is not given notice of nonrenewal, he or she is automatically renewed. Senator Guyll asked whether the lecturer is automatically renewed always or just for that one year. Senator Selby replied that it would be just for that one year, adding that the language pertains to the new contract. The motion passed without dissension.

D. FH 6.3.1.1 Distinguished Professor [S14-7] – Selby
No discussion. The motion passed without dissension.

E. FH 5.3.4 Post-Tenure Review [S14-4] – Freeman
An amendment was introduced by the senator from Statistics. Senator Butler seconded. Senator Butler pointed out that the rationale for the original motion is that departments reported confusion about the “superior” evaluation. She doubted that a name change to “exceeding expectations” would remove the confusion. She thought that the amendment’s proposed elimination of the “superior” or “exceeding expectations” designation better addressed the confusion. She reminded senators that post-tenure review is an evaluation of five to seven years of productivity, and that a “meeting expectations” evaluation is a good outcome. She added that there is nothing in the amendment that prevents departments from keeping the “exceeding expectations” evaluation in their own governance document.

Senator Meeker reported that the Statistics department voted 26-0 in favor of the amendment. The “superior” evaluation created problems for evaluating faculty members who have the same PRS, or the same PRS with different salaries. Are the faculty held to the same expectations? His department thought it was best to remove the third category.

Senator Amidon argued that the three categories were related to fact that tenured faculty can still be promoted and recognized for performance beyond minimum expectations. “Meeting expectations” should not be understood as a minimum hurdle. He raised the concern that eliminating the third category would work against recognizing candidates for promotions and awards.

Senator Dark supported removing the third category. She raised the point that “meeting expectations” is a good outcome. She noted that everyone can improve. But she added that there is no reason to introduce doubt about a faculty member’s performance because he or she receives only a “meeting expectations” evaluation, not an “exceeding expectations” evaluation. She reminded senators that post-tenure review was introduced in response to legislators who thought tenured faculty don’t do anything. Two categories would empower faculty to distinguish between those faculty who are contributing in accordance with their PRSs and those who are not.
Senator Bigelow asked whether promotion from associate professor to (full) professor requires an “exceeding expectations” post-tenure review. Senator Freeman replied that every associate professor works toward promotion, and therefore a “meeting expectations” evaluation would indicate that the faculty member is working towards becoming professor.

Senator Freeman explained that the reason that three categories were initially introduced is that the task force members thought that faculty were accustomed to making distinctions from grading. Although it is easier to give “pass” and “fail” grades, there are good reasons to make finer distinctions. He added that the committee expected only 5% of faculty would merit a “superior” evaluation, but in five years, approximately 25% of faculty reviewed have received a “superior” evaluation. Furthermore, the salary bump accompanying the “superior” evaluation created the most conflict in departments. Thus the present task force recommended removing the salary bump but keeping the three categories.

Senator Meeker noted that different departments have different processes for P&T and annual reviews. In Statistics, every assistant professor and associate professor is evaluated by the entire faculty each year. This makes the post-tenure review redundant. He added that departments are allowed to make more distinctions in their governance documents.

Noting the time and uncertainty, Senator Van Der Valk moved to postpone the motion and amendment to the January FS meeting. Senator Betham seconded.

Senator Butler spoke against postponement, on the grounds that passing it in December would enable it to take effect with the January edition of the Faculty Handbook. It would then apply to spring post-tenure reviews. Senator Betham replied that he did think that there was a crisis, and no harm in taking the matter up in January. Senator Bigelow pointed out that the core issue is whether to have two categories or three. Senator Meeker also encouraged senators to vote against postponement. The motion to postpone failed.

The amendment passed 50-16.

Senator Van Der Valk moved to postpone the motion to the January FS meeting. The motion failed for want of a second.

The motion passed without dissension.

VIII. New Business
A. Name Change: Certificate in Leadership Studies [S14-13] – Bigelow
No discussion.
B. Name Change: Operations Analytics Masters [S14-14] - Bigelow
Senator Amidon noted that this graduate program has no enrollment. He raised the question of how changing the name would increase enrollment.

Professor Sarah Ryan replied that the program has no enrollment and has not been listed in the Catalog for years. But some students have chosen that area as an informal area. About 50% of the program has been focused on Operations Analytics. She could not speak to students in the department of Statistics. She added that the lack of enrollment is partially due to a lack of marketing. She noted that many students have a minor in statistics. She observed that the name of the program is outmoded, and the industry calls this area “analytics.” With the name change, the program can be better marketed to students.

Senator Paschke said that the proposal makes HR, not department chairs, the keeper of medical documents. The proposal also standardizes the request for an extension to the probationary period with the introduction of a new form. It also clarifies the timing of such requests.

IX. Good of the Order
Senator Dark announced the passing of Allison Morris on November 21. There will be a memorial service this weekend at Adams Funeral Home, with visitation from 10 to 2 and a service at noon.

On behalf of LAS Caucus Chair Sturm, Senator Amidon expressed gratitude to LAS administration for creating new kinds of faculty support in response to concerns raised at the LAS caucus meeting.

X. Adjournment
Senator Bigelow moved, and Senator Taylor seconded. The meeting adjourned at 4:56 p.m.

NEXT MEETING TUESDAY, JANUARY 20, 2015 — 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted January 14, 2015,

Annemarie Butler
Faculty Senate Secretary