IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING MINUTES
FEBRUARY 10, 2015 – 3:30–5:00 P.M.
SUN ROOM, MEMORIAL UNION


Substitutes: J. Danielson for Beetham, J.; M. Clough for Olson, J.

Guests: Leath, Steven (ISU President); Wickert, Jonathan (SVPP); Bratsch-Prince, D. (Assoc. Provost); Rosacker, E. (University Relations); Loomis, A. (GSB); Tendall, M. (ISU Daily); Satre, Z. (ISU Daily); Mukherjee, A. (GPSS); Sperrey, M. (GPSS).

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 January 20, 2015 - [S14/M/5]
   B. Agenda for February 10, 2015 – [S14/A/6]
   C. Docket Calendar – [S14/C/6]
   President-Elect Wallace moved to accept the consent agenda, and Senator Minion seconded. The motion passed without dissension.

III. Special Order: ISU President Steven Leath
ISU President Leath said that the governor’s budget proposal is “pretty good” for ISU. Governor Branstad has endorsed the concept of performance-based funding. President Leath sought to clarify what the proposed performance-based funding involves, to remove misconceptions. 60% of funding would be tied to in-state undergraduate enrollment. From a monetary perspective, this would be very good for ISU, which enrolls more than 20,000 Iowans. Enrollment growth has been in agriculture, engineering, and
the biosciences, which are core competencies of ISU. This performance would be determined on a three-year rolling average. If approved, this would yield an increase in funds for ISU for the foreseeable future. Another 15% of funding is related to degree progress and attainment. This concerns completion of programs. ISU’s 6 year completion rate is 68.9%. President Leath would like to see that number over 70%. Another 10% would be determined by access, which is measured by the diversity of the student population (including socio-economic status), community college transfers, and international and multicultural enrollment. President Leath commented that ISU’s new King and Moulton Pathways to College Initiative will add diversity to our campus. He also lauded the work of the new Chief Diversity Officer. 5% of funding will be determined by sponsored research, which he expects to grow. He noted that ISU is at the second highest total ever in sponsored funding this year. 5% is determined by graduate and professional students, and the last 5% is determined by metrics from BOR.

President Leath emphasized that performance-based funding is not designed to discourage schools from recruiting and enrolling out-of-state students. Instead, the goal is to make fairer the amount each school gets for in-state students and ensure that schools keep costs under control. Currently, ISU gets approximately $9,000 per Iowa undergraduate (which is below the cost of education), whereas UI gets approximately $14,000. To accommodate the increased enrollment, something needs to change: either we need to raise tuition or we need to get more money from the state. The proposal is to increase state appropriations. President Leath expects to see some action on this proposal from the legislature this year. They may approve BOR’s model or they may approve a different model.

President Leath said that ISU has a 19:1 student to faculty ratio. We have seen an increase of nearly 6,000 more students in the past few years. We do not want the ratio to rise higher. ISU representatives have successfully argued to the legislature that the faculty workload is higher than ever, and they have given ISU more resources, including new faculty hires.

Three years ago, President Leath made a deal with the legislature that ISU would strive to address college affordability, by raising money for college scholarships. The target is $150 million. Currently we’re at $117 million. We have seen improvements with respect to student debt (nearly a 5% decrease in student indebtedness). The Student Financial Office opened this year.

President Leath asked for 1.75% increase across the board, including $3.2 million in recurring moneys. Only ISU received support for private initiatives, including the small business development centers. Furthermore, only ISU’s capital project project for the Student Innovation Center was supported, after an alumni couple pledged $20 million. President Leath is cautiously optimistic that the legislature will approve this.

BOR approved another tuition freeze this year, contrary to their initial statements and against the wishes of UNI and ISU. This will cost ISU $2 million. Students were against
the tuition freeze, too, wanting to see the revenue from an increase in tuition being put towards problems associated with enrollment growth. However, if the 1.75% increase and performance-based funding are approved, we will see an increase of nearly $30 million. BOR tied the tuition freeze to efficiencies from the TIER study. President Leath noted that this is risky, because the TIER study costs $2 million now, and many of the savings identified are spread out over time. Associate VP Miles Lackey has estimated that there could be $1-2 million in savings in the short term.

With respect to TIER, ISU is working hard with the consulting groups on business cases in HR and IT. Faculty representatives and the Provosts from the three schools are interviewing consultants for academic cases.

Senator Zarecor asked President Leath about the NPR report that UI will rent space at the new AIB campus to other schools for programs. President Leath replied that outgoing UI President Sally Mason never discussed her plans about AIB with him. BOR has been pushing for making AIB a regents campus. ISU’s Business College deans have been looking for spaces in Des Moines for expansion, and several spaces better than AIB have been identified. ISU’s Business College is not enthusiastic about the prospect of acquiring space at the AIB campus.

Senator Bigelow asked how time-to-degree is calculated, especially in light of student internships, co-op experiences, and study abroad. President Leath said that he is not sure yet. These considerations led the regents presidents to resist making 4 years the benchmark. President Leath added that ISU graduates are employed at a rate of 95% in large part because of these significant experiences. None of this has been approved yet, but is under discussion by the BOR’s education committee, which the provosts sit on. Provost Wickert said that time-to-degree is not an element of performance-based funding; instead progress-to-degree is, as measured by students meeting a credit hour threshold (24, 48, and 72 credit hours). This figures into a formula that composes 5% of the budget model. Degree production is 10%, which measures the number of students who actually graduate.

Senator Amidon asked about research priorities in the biosciences, given the findings of non-profit NGO reports that question biofuels and biorenewables. Senator Amidon wondered whether President Leath was concerned about the impact that this would have on ISU’s research vision. Are there other big-picture projects in the medium term? President Leath replied that he has not seen a decrease in enthusiasm for biorenewables. He noted that research priorities are driven by faculty groups, in response to funding agencies and companies. He added that ISU has been focused on more than ethanol.

IV. Announcements and Remarks
A. Faculty Senate President
   1. Excused Absence Policy

President Schalinske reminded senators of the recently passed FH changes concerning excused absences. He encouraged senators to remind their constituencies.
2. **Assistance Animals on Campus**  
President Schlalinske called senators’ attention to the new policy in the policy library.

3. **Student Disability Resources**  
Work is underway to move SAAR forms online. President Schalinske asked senators to visit the Deans of Students Office website for new syllabus language (www-dso.sws.iastate.edu/dr/staff/syllabus-statement). Students are allowed to present a SAAR form to an instructor any time during the semester.

4. **Administrative Office Reviews**  
The review of the Office of Business and Finance has been postponed. FS is hoping to begin reviewing the Office of Student Affairs.

B. **Faculty Senate President-Elect**  
President-Elect Wallace offered some reflections on the significance of collegiality and the absence of any formal statement about collegiality in FH. He encouraged senators to take a look at Villanova University’s 2006 “Definition of Collegial Governance.”

Past President Dark commented that the PRS task force has been discussing this question. There are statements about collegiality in some PRSs, but not in governance documents. The task force is recommending that FS devise a definition of collegiality and incorporate it in the FH.

Senator Freeman reported that ABE rewrote part of its governance document with collegiality statements in faculty expectations. It is a component of annual evaluations, third year reviews, and lecturer reviews. The governance document says that the collegiality criterion does not trump the P&T evaluation criteria enumerated in FH. Collegiality is not considered a separate item for evaluation.

President-Elect Wallace responded that ISU has a statement from AAU about inclusion of collegiality as a formal criterion for P&T.

Senator Amidon said collegiality affects two elements of faculty life that appear in separate parts of FH: faculty performance and faculty conduct. When the concept is used, it typically refers to something about performance in relation to conduct. But is collegiality a matter of conduct or performance or both? How can our evaluation be improved by including a concept of collegiality?

C. **Senior Vice President and Provost**  
1. **Business Analytics Program**  
BOR approved ISU and UI’s Business Analytics degree programs last week. A memorandum of collaboration was established, agreeing to collaborate on 9 credits of courses and sharing ideas on courses and instructional materials. ISU’s program focuses on online delivery, whereas UI’s program focuses on face-to-face delivery.
2. TIER Study
Provost Wickert, Senator Freeman, and Senator Owen will join other faculty representatives and provosts at the BOR office on Thursday to interview two finalists for the consultant for the academic affairs portion of the TIER study. Provost Wicker anticipates a selection to be announced on Friday or Monday.

3. Director of Hospital Operations
Dr. Tom Johnson joined ISU in Veterinary Medicine in the new position of Director of Hospital Operations. This position will improve coordination and oversight of the business model of the hospitals, including Hixson-Lied Small Animal Hospital, Large Animal Hospital, and Iowa Veterinary Specialties.

D. Other (P&S Council; GSB; GPSS)
P&S Council: no report

GSB (Amanda Loomis): Ms. Loomis said that six student representatives will travel to Washington, D.C. to lobby about student debt, federal funding for research, and Pell grants. She announced that GSB is working with the ASL club and Disability Resources on activities for Deaf Awareness Week (March 2-6). Students participated in BOR day at the Capitol in Des Moines, lobbying for performance-based funding and the proposed Student Innovation Center. A survey will be issued to students about their experiences with online testing centers. The GSB Transportation Committee is working on sidewalk crowding, BikeShare, CyRide, and increasing the number of bike pathways.

GPSS (Arko Provo Mukherjee): Mr Mukherjee said that GPSS has worked on orientations for incoming graduate students in the fall and spring. There have been professional development seminars, including by Sarah Nusser, Mark Peterson, and Adam Schwartz. GPSS has also worked on socials and travel support. Faculty were asked to volunteer to help with the GPSS research conference.

V. Unfinished Business
None

VI. New Business
None

VII. Special Order: Presentation of COACHE Survey Results
Associate Provost Bratsch-Prince said that the COACHE survey was conducted in winter 2013-2014. The survey measures institutional experiences and job satisfaction. Nearly 200 institutions participate, providing national and peer benchmarks. ISU used this survey in 2005-6 for pre-tenure faculty, in 2009-10 for pre-tenure faculty, and in 2013-14 for all faculty.
The survey assesses nine areas: (1) research, teaching, and service; (2) resources in support of faculty work; (3) benefits compensation and work life; (4) opportunities for interdisciplinary work and collaboration; (5) mentoring; (6) P&T practices; (7) leadership and governance; (8) department collegiality, quality, and engagement; and (9) appreciation and recognition. The current survey indicated that ISU’s strengths (compared to peer institutions) include: facilities and work resources; health and retirement benefits; opportunities for interdisciplinary work; mentoring; senior leadership; and departmental engagement. ISU’s areas for concern include: reasonableness of expectations for tenure (among pre-tenure faculty); departmental leadership and collegiality; and satisfaction with time spent teaching and teaching loads.

In both 2009 and 2013, respondents identified the following best aspects of working at ISU: quality of colleagues; my sense of “fit” here; cost living; academic freedom. In addition, opportunities to collaborate with colleagues appeared on the 2013 survey. The challenges in 2009 and 2013 include: geographic location and compensation. The 2013 survey no longer indicated concerns about lack of diversity or the quality of graduate students. However, in 2013 new concerns arose about too much service, lack of support for research, and the quality of leadership. Associate Provost Bratsch-Prince said that the VPR office and new grants hub will help address support for research. The Provost’s office is working to enhance quality of leadership thru department chair development programming.

The Provost’s Office is continuing to work on a number of points, including: mentoring of associate professors; communicating criteria, timeline, process, and best practices for promotion to professor; promoting more mid-level faculty development; clarifying the P&T criteria and process; training department and college-level P&T committees; mentoring new chairs; and standardizing critical policies and practices across departments and colleges.

VIII. Good of the Order
None

IX. Adjournment
Senator van der Valk moved to adjourn, and it was seconded. The meeting adjourned at 4:36 p.m.

NEXT MEETING TUESDAY, MARCH 10, 2015-- 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted March 4, 2015,

Annemarie Butler
Faculty Senate Secretary