Iowa State University Faculty Senate
Faculty Senate Meeting Minutes
November 11, 2014 – 3:30–5:00 P.M.
Great Hall, Memorial Union


Guests: Wickert, Jonathan (SVPP); Bratsch-Prince, D.; Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Bock, A. (AFSCME); Tehan-Harris, A. (P&S); Gofforth, M. (GSB); Garnett, J. (Library); Nilakanta, S. (SCIS); Gadia, S. (Comp Sci); Downs, S. (Wellness Center)

I. Call to Order
   A. Seating of Substitute Senators
      President Schalinske called the meeting to order at 3:31 p.m. and seated the substitute senators.

II. Consent Agenda
   A. Minutes of Faculty Senate October 14, 2014 - [S14/M/2]
   B. Agenda for November 11, 2014 – [S14/A/3]
   C. Calendar – [S14/C/3]
   D. FH 10.8.1 Academic Program Approvals [S14-8]
      Senator Minion moved and Past President Dark seconded. The motion passed without dissension.

III. Special Order: Stephanie Downs, ISU Wellness Coordinator
      A grant-funded wellness program existed from 1997 through 2000. In December 2012, Sibson Consulting was hired. Downs began in April 2014. There has been a transition in human resources from leadership, organizational effectiveness, sustainable organizations towards well-being. The former emphasized healthcare and managing healthcare costs. Such isolated programs do not have sustained effects, because employees return to a workplace environment that does not support the wellness outcomes. The new focus is
workplace culture. The areas of well-being include community, career, physical, financial and social/environmental well-being. Downs highlighted existing resources available at ISU.

The timetable is as follows. Downs’s group will finalize data collection and analysis in November 2014. She will focus on benefit plan and vendor services in December 2014. Over winter 2015, she will develop a communication plan, to utilize the well-being website and enhance communications channels. She will also compile and formulate an action plan. In the spring, she will establish a “well-being advisory council,” which will be charged with advising and communication.

Senator Peter Martin asked how faculty can help. Downs said that faculty should provide feedback on what matters to them. Faculty can also promote well-being programs in their departments and colleges.

Senator Koziel asked about the lack of emphasis on the role of family in specific areas of well-being. Downs replied that family is included in many of the categories she identified, and she agreed with Senator Koziel that family life affects faculty well-being.

IV. Special Order: Interim Dean Joyce Garnett and Jonathan Sturm, LAS Caucus Chair – Changes to the ISU Library

Dean Garnett announced that the library will conduct a local library services survey of needs and practices (Ithaka) in terms of research, student use, collection and discovery. Lorrie Pellack will work to design this survey, and will provide a basis for decision-making. There is an increase in the popularity of the digital repository, which is used internationally. The survey will also focus on “born-again” digital collections, especially special collections.

Topics for future efforts include: re-purposing library space; blended learning (on-campus and distance education); demand-driven acquisitions; scholarly communication and open access; library as publisher; research data management; research metrics; and collaboration.

Senator Carter noted that the entire German literature collection and part of the American literature collection were besieged by mold. When will those collections become available again? Dean Garnett replied that the mold is no longer active and it was contained to the 4th floor, affecting 55,000 volumes. She is waiting on one more report, and hopes to have the collections available again in upcoming weeks.

V. Announcements and Remarks
A. Faculty Senate President

President Schalinske announced that the all-university judiciary board has ten positions, for which six faculty have volunteered. Any faculty member may serve, not just faculty senators. Also the Senior Vice President for Student Affairs’s Student Advisory Board has two openings for faculty. Again, any faculty member may serve on this.
President Schalinske also announced that a new feature will be added to the Provost’s remarks: Questions for the Provost. Faculty senators can send questions to President Schalinske for the Provost to address.

**B. Faculty Senate President-Elect**

President-Elect Wallace reported that there is a review of the policy of including 300- and 400-level undergraduate courses in graduate students’ programs of study. President-Elect Wallace asked graduate programs to respond if they have concerns about problems that the current policy creates in their programs. Responses are requested by November 15.

**C. Senior Vice President and Provost**

1. **A2RU Conference**
   Provost Wickert praised the A2RU (Alliance for Arts in Research Universities) conference hosted on campus, organized by Rico Guittirez and Ingrid Lilligren. The theme of the conferences was the value of arts, and building connections between different disciplines: artists, physicists, economic development, engineering, computer science. Iowa State University will store proceedings from all A2RU conferences in our digital repository.

2. **Veterans Day Ceremony**
   Provost Wickert paid tribute to Iowa States who have passed. He announced a new designation (“Home-Base Iowa”) created by Governor Branstad for educational institutions that are veteran-friendly, providing counseling, financial aid, and student support groups. Iowa State University will meet the criteria for certification.

   Jathan Chicoine, the new Veterans Services Coordinator, has helped to establish a new learning community for veterans.

3. **Questions for the Provost**
   Provost Wickert addressed a question the followed up his October report on NTE faculty. The question asked what comment Provost Wickert had about departments that regularly have heavy dependence on NTE faculty for teaching needs. Does he see this as a problem? Provost Wickert replied that there are fiscal and economic realities that shape hiring of faculty. If ISU were to hire fewer NTE faculty, that might mean that ISU could not hire as many tenure-track faculty and teaching loads would increase. He thinks that we need to strike the right balance between our teaching and research missions. Provost Wickert tries not to focus on arbitrarily selected percentages. A recent AAUP report on adjunct instruction revealed that 70% of instruction in the US is by adjunct faculty. ISU is nowhere near that number.

   Senator Bigelow asked for an update on the TIER study. Provost Wickert said that BOR will vote on eight new business cases. After the vote is cast, the institutions will discuss specifics of how to implement them. He expects that different universities will implement them differently.
Associate Provost Bratsch-Prince addressed a question about whether there are minimal expectations for post-tenure reviews. Would the Provost’s Office make available examples of best practices, similar to the examples for P&T? Associate Provost Bratsch-Prince replied that the Provost’s Office would be happy to provide such examples after the Senate discusses the proposed changes to the PTR policy. Different departments have different processes, procedures, and standards, as laid out in their governance documents. At a minimum, faculty need to submit a PRS, CV, and other materials highlighting their accomplishments from no more than the last seven years. Departments need to make clear what their standards are for “meeting expectations” or “superior” evaluations. If an action plan is required to address “below expectations” performance, the plan needs to be instituted right away, so that the faculty member can make improvements in time for the next annual evaluation.

D. Other (P&S Council; GSB; GPSS)
Melissa Gofforth (GSB) said that GSB is following up on concerns about enrollment growth. There will be a kickoff event next week for the “It’s On Us” campaign. The first prototype of the CYSwap website will be introduced. (“CYSwap” is similar to Craigslist, where students can sell and exchange textbooks and advertise housing opportunities). This weekend, ISU will host the Big 12 student government conference.

Arko Provo Mukherjee (GPSS): no report

Amy Harris-Tehan (P&S) said that Miles Lackey answered P&S questions regarding the TIER study. Nominations are open for CYtation awards for P&S staff. Harris-Tehan announced that the third annual professional development conference for P&S employees will take place in February.

VI. Unfinished Business
None

VII. New Business
A. Undergraduate Certificate in Computing Applications [S14-3] – Bigelow
Senator Selby asked about who is eligible for this certificate program. Students in Computer Engineering and Computer Science are ineligible, but MIS students are eligible. Professor Shashi Gadia said that the exclusions were the result of extensive discussions, and there is not a clear answer to her question.

B. FH 5.3.4 Post-Tenure Review [S14-4] – Freeman
Senator Peter Martin asked for information about the percentage of faculty receiving “superior” evaluations. He wondered whether a change in wording would affect the percentage. Senator Freeman replied that approximately 10% of the 150-180 reviews of full professors received “superior” evaluations. When the policy was crafted, the expectation was 3-5%. The actual number is much greater than the number of faculty receiving “below expectations” evaluations. The feedback that the PTR task force received was that there was significant stress at the department level for defining “superior.” This detracted from the purpose of PTR (continuous improvement for all
faculty). With the proposed changes, Senator Freeman expects the number of “exceeding expectations” evaluations will be higher than the percentage that received “superior” evaluations.

Bill Meeker reported discussion from the department of statistics. His department would like to see PTR return to its original intent, by limiting it to two categories: meeting expectations and not meeting expectations. They also recommend removing the requirement that the review committee make recommendations for those already meeting expectations, because it is a duplication of effort.

C. FH 5.4.1.1 Lecturer and Clinician Eligibility Criteria [S14-5] – Selby
No discussion.

President-Elect Wallace moved for an extension of 10 minutes. Senator Paschke seconded. The motion passed.

D. FH 3.4.1.1 Nonrenewal and Termination of Appointment [S14-6] - Selby
No discussion

E. FH 6.3.1.1 Distinguished Professor [S14-7] – Paschke and Selby
No discussion

VIII. Good of the Order
None

IX. Adjournment
Senator Sponseller moved to adjourn, and Senator Sturm seconded. The meeting adjourned at 5:03 p.m.

NEXT MEETING TUESDAY, DECEMBER 9, 2014 — 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted December 2, 2014,

Annemarie Butler
Faculty Senate Secretary