IOWA STATE UNIVERSITY FACULTY SENATE
FACULTY SENATE MEETING AGENDA
OCTOBER 8, 2013 – 3:30–5:00 P.M.
SUN ROOM, MEMORIAL UNION


Substitutes: S. Yager for Burke, B.; A. Katz for Eisman, A.

Guests: Wickert, J. (Provost); Bratsch-Prince, D. (Associate Provost); Rosacker, E. (University Relations); Rippke, S. (Parliamentarian); Bauer, Z. (GSB); Bock, A. (AFSCME); Prisieari, A. (GPSS); Kelley, R. (OEO)

I. Call to Order
   A. Seating of Substitute Senators
      President Dark called the meeting to order at 3:32 p.m. and seated the substitute senators.

II. Consent Agenda
    A. Minutes of Faculty Senate September 10, 2013 - [S13/M/1]
    B. Agenda for October 8, 2013– [S13/A/2]
    C. Calendar – [S13/C/2]
       Senator Wallace moved; Senator Prieto seconded. Motion passed without dissension.

III. Special Order: Office of Equal Opportunity – Robinette Kelley
    Ms. Kelley provided background about the Office of Equal Opportunity. She reported that the Office investigates complaints of discrimination, keeps records in a central location, and provides training on Title IX issues. She is working to institute a new online web-based training for the university. Her hope is that the accessibility will raise the percentage of faculty, staff, and student participation. There are two training programs underway in the fall: unlawful harassment and Title IX training.

IV. Announcements and Remarks
A. Faculty Senate President
1. Error in FH 10.4.3.1 corrected on September 23
President Dark reported that some old language for FH 10.4.3.1 (concerning excused absences) remained in the Faculty Handbook. Once it was noticed, President Dark and Ms. Angstrom worked to correct it. The online version is up-to-date as of September 23.

2. New FS Members
FS now has members on Student Experience Enhancement Council (SEEC) and President’s Committee on Enhancing Institutional Excellence. Executive summaries are available on the President’s website.

3. LEARN (Learning Ecosystem Assessment & Review of Needs)
LEARN finished focus groups. The survey is in progress until October 15. President Dark encouraged senators to complete the survey, and asked them to encourage their constituents to complete the survey too.

4. COACHE Survey of Faculty Job Satisfaction
This survey (Collaboration on Academic Careers in Higher Education) is conducted every few years across many universities. It yields comparative data to enable us to put in context our own data.

5. New Business Coming Soon
Although there is no new business today, there is some underway. In the meantime, there will be several important reports at today’s meeting. President Dark asked senators to convey the information to their constituencies.

B. Faculty Senate President-Elect
President-Elect Schalinske reported that the Committee on Committees has filled committee vacancies. He also notified FS that the committee has identified “online education” as a possible topic for the Spring Conference.

C. Provost
1. VPR Search
A committee has been formed for the internal search for the next Vice President of Research.

2. President Leath’s High Impact Hires Initiative
President Leath allocated one-third of allocations ($1.5 million) specifically for hiring of tenured and tenure-track faculty. There was a strong response from the deans, with 39 proposals along with matching funds from the colleges. President Leath will try to meet as many of the high priority needs as possible, and intends to move quickly to get searches conducted during this academic year. These will be in addition to hires taking place across university (right now 79-80 normal searches).

3. BOR meeting
Among the topics at the next Board of Regents meeting will be the tuition and fee proposal for the next academic year. Additionally, there will be discussion of the biosciences facilities capital request.

Senator Prieto expressed disappointment that BOR found it necessary to continue tuition freezes—this was beyond initial dismay across state about set-aside issue. Regents institutions have been kept from profiting. ISU still ranks in bottom third of Big 12 universities in terms of most affordable in term of its quality. When might BOR view change?

Provost Wickert replied that affordability and access are paramount in the minds of BOR and legislature. Provost Wickert couldn’t speak to the tuition rate for next year, because it has yet to be released publicly. There will be a second year of flat tuition for in-state students, and an inflationary tuition increase for non-resident, graduate, and professional students. Provost Wickert emphasized that the tuition plan and state appropriations are tightly coupled. The state appropriations request will be for 4% increase in General University Fund for next year. Two years ago we received a little more than 2%; last year it was a 2.6% increase. This year we’re asking for more, to offset not raising tuition. Will see new investment from Iowa in this area.

Provost Wickert pointed out that the tuition set-aside is a different issue. The outcome of the legislative session has provided a solution to the tuition set-aside issue. The solution is political: stop spending tuition dollars on tuition-funded scholarships; instead fund scholarships through state appropriations. Last year’s proposal for the legislature to start state-funded scholarship program for Iowa students never gained traction. Provost Wickert’s general sense is that solution has been made by swapping dollars, and he doesn’t expect to hear anything more this legislative session.

D. Other
1. GSB (Zachary Bauer)
Mr. Bauer reported that the special allocations process for student groups is underway (up to $20K are available based on needs or merit). GSB is also in discussion with VP Hill, the city health auditor, and the state health auditor about food sales on campus. For now all food sales have been suspended.

2. GPSS (Anna Prisacari)
Ms. Prisacari lauded the new policy for arrival of a new child for graduate and professional students. Since July 1, about ten students have used the policy. GPSS has instituted a new graduate student orientation. She announced that there will be a new research conference on April 4, 2014 in the College of Design atrium and adjoining rooms, for students to present current research to faculty, other students, and the community. All seven colleges are involved.

V. Special Order: Report on NTE Faculty — Provost Wickert
NTE faculty are professional clinicians, instructors, and researchers. Provost Wickert stressed that we are one faculty, striving to provide the best education for our students—
not us vs. them. Everybody contributes to that advancement in their responsibilities. We’re offering more professional development opportunities for our NTE faculty, and the Provost’s Office will work to develop professional development opportunities for NTE faculty and clarify the responsibilities and criteria for advancement for NTE faculty. The Provost’s Office will collect exemplar cases for promotion.

Fall 2012. Percentage of NTE faculty and P&S instruction:
Section Credits: 29.4%
SCH: 31.8%
Course Sections: 28.1%

29 of 60 depts (48%) are below 25% of total NTE instruction
11 depts are below 10%
31 depts (52%) exceed 25%
2 depts exceed 50%

Senator Amidon asked about the use of undergraduates in instructional capacities (e.g., grading, course management, etc.). Provost Wickert replied that he would like to learn more about the specific ways that undergraduates are involved. It is acceptable to hire undergraduates to serve as graders, when the professor prepares a solution set. Having an undergraduate student stand in front of class and teach is a different story.

Past President Henrich reported that she had difficulty finding salary data for NTE for BOR report last year. She thought it was important to have a comparison group so that we know where we stand. Provost Wickert replied that he did not know the answer to that question.

Senator Yager encouraged the Provost’s Office to encourage external participants to move quickly on hiring (e.g., HR, etc.). Provost Wickert replied that HR has been alerted by VP Madden to expect lots of searches.

VI. Special Order: Report on Faculty Conduct Policy — Associate Provost Bratsch-Prince
Associate Provost Bratsch-Prince reviewed the procedures for complaints about faculty conduct and appeals. Between 2002 and 2013 there have been 46 cases (e.g., discrimination, harassment, misconduct), with the following outcomes:
- Case dismissed 3: respondent resigned (2) complaint withdrawn (1)
- Minor sanction 17: settlement reached prior to hearing (8); found violation (6); no violation found (3)
- Major Sanction 5: settlement reached prior to hearing (4); referred to major sanction committee (1)
- Mediation 5
- No violation 15
Recommended sanctions have included a letter of reprimand, training, mentoring, counseling, coaching, mediation or suspension. Other recommendations have included review and clarification of policy, training, improved communications within the unit, or changes to the governance document.

VII. Unfinished Business
None.

VIII. New Business
None.

IX. Good of the Order
Senator Smiley-Oyen reported that FDAR continues to be interested in developing ways to raise consciousness about faculty research and how the research contributes to student education, Iowa, and society in general. She encouraged senators to solicit ideas from colleagues on how to do this, and would like to discuss this at a future FS meeting.

Senator Cooper, faculty adviser to ISU chapter of National Organization to Reform Marijuana Laws (NORML), called senators’ attention to a new policy restricting use of the ISU mascot Cy’s likeness and the ISU name on materials like t-shirts. During the 2012-13 academic year, the NORML t-shirt had Cy’s head in the O and a cannabis leaf on the design. This design was approved by the university and the trademark office. But when a picture of a student wearing the t-shirt appeared on the front page of the Des Moines Register, complaints about ISU’s advocacy for marijuana laws came in. A new policy was enacted without consulting students or faculty. The policy restricts speech (including profanity, innuendo) and reference to dangerous, illegal or unhealthy objects, and drugs or paraphernalia on items bearing ISU trademarks and logos. Senator Cooper presented a modified design. The shirt says “Normal ISU Supports Marijuana Legalization” above a marijuana leaf. The design was not approved. Senator Cooper argued that if it’s legitimate for a student organization to exist, then it’s legitimate for the student organization to put its purpose on a t-shirt. The new policy makes it impossible for any political group to advocate for its position if the group’s name includes its position in the name. No group can advocate changing a law.

X. Adjournment
Senator Wallace moved, and Senator Prieto seconded. The meeting adjourned at 5:01 p.m.

NEXT MEETING TUESDAY, NOVEMBER 12, 2013 — 3:30-5:00 P.M., GREAT HALL, MU

Respectfully submitted November 3, 2013,

Annemarie Butler
Faculty Senate Secretary