IOWA STATE UNIVERSITY FACULTY SENATE
EXECUTIVE BOARD MEETING MINUTES
APRIL 1, 2014
3:00-5:00 P.M.
107 LAB OF MECHANICS

Members Present: Bratsch-Prince, D. (Associate Provost); Butler, A. (Secretary); Cunnally, J. (Governance); Dark, V. (President); Freeman, S. (RPA); Holger, D. (Associate Provost); Martin, R. (CALS); Minion, C. (Veterinary Medicine); Owen, M. (J & A); Rippke, S. (Parliamentarian); Russell, D. (Human Sciences); Schalinske, K. (President-Elect); Smiley-Oyen, A. (FDAR); Sturm, J. (LAS); Wallace, R. (Academic Affairs); Zarecor, K. (Design)

Absent: Hendrich, S. (Past President); Hermann, P. (Business); Wickert, J. (Senior Vice President and Provost)

Substitutes: Selby, M. (for P. Componation)

Guests: Gorton, J.

I. Call to Order
President Dark called the meeting to order at 3:03 p.m. when quorum was reached.

II. Consent Agenda
A. Agenda, Executive Board Meeting April 1, 2014
B. Minutes, Executive Board Meeting March 4, 2014
Some typographical errors in the minutes were noted. Senator Freeman moved to accept the consent agenda. Senator Smiley-Oyen seconded. The motion passed without dissension.

III. Announcements and Remarks
A. President
1. UBAC
The University Budget Advisory Committee (UBAC) met last week. Although medical costs are trending upwards, ISU projects no escalation costs for next year with respect to medical, dental, and pharmaceutical benefits because of oversight and management of the current plan. President Dark reported that initiatives for wellness continue to be considered. With respect to salary, some parts of the university are doing well compared to peers, while others are not. President Dark reported that Associate VP Julie Nuter recommended getting rid of a minimum salary raise or reducing it to 0.5% for satisfactory performance, so that a larger part of the raises are merit-based. President Dark pointed out that the FH states that satisfactory performance gets one-third of the raise. VP Nuter was unaware of this. President Dark met with VP Nuter to explain the Senate position that the one-third figure was chosen to ensure some separation between raises for satisfactory and not satisfactory performance. The one-third itself reflects merit. President Dark also reported that not many faculty get 0%. This may be because faculty in general are performing
satisfactorily, or because supervisors are not identifying unsatisfactory work. There was some discussion among EB members. There will be a salary report in May.

2. Deloitte Meeting
President Dark said that the efforts will be taken to ensure that faculty are involved in the efficiency study. Phase 1 will be completed in mid-May. Phase 2 will begin in the summer. Academic programs will be reviewed in the fall, when faculty are on campus.

Senator Smiley-Oyen pointed out that the end of phase 2, which involves developing a roadmap for implementation will take place before faculty are engaged in the fall. President Dark noted this, and added that it is important to ensure that faculty are aware of the opportunity to be involved.

Senator Smiley-Oyen also pointed out that the justification for the efficiency study continues to assume that it is tuition and curricular expenses that are the biggest contributors to student debt. President Dark concurred that that message has not gotten through.

B. President-Elect
On behalf of President-Elect Schalinske, President Dark reported that 44 people have registered for the spring conference. The schedule is available, and she asked EB members to encourage their colleagues to register.

C. Provost
1. ISU NORML
Associate Provost Bratsch-Prince said that the Provost holds that the dispute involving ISU NORML’s use of the Iowa State name does not involve the Provost’s Office. Instead, it falls under the purview of Student Affairs, under the direction of VP Tom Hill. Senator Freeman speculated that it may still be a matter for FS consideration, if this approved group was being treated differently from other approved student groups.

2. Deloitte
Associate Provost Bratsch-Prince said that Deloitte requested data for 49 items from the Provost’s Office. The requests concerned policies and procedures, e.g. faculty development opportunities.

President Dark asked whether Deloitte will collect data from departments directly. Associate Provost Holger replied that Deloitte’s request from the Provost’s Office was for data, and the Provost’s Office provided data from reports that are generated on a regular basis (e.g. enrollments in each major) or data available in the ISU Factbook. Associate Provost Holger added that the Provost’s Office would provide context for data that may be misleading. For example, chemistry has 38 graduates per year. Nevertheless, chemistry has a very large number of SCHs. Typically, low
enrollments in majors are explained by high SCHs or service. In sum, on the academic side, there is no low-hanging fruit.

Senator Selby asked whether Deloitte would identify “low-hanging fruit” by comparison to the other public universities. Associate Provost Holger replied that Deloitte knows that that would stir up a hornet’s nest. For instance, if all engineering students from Iowa were sent to ISU, that would overload ISU’s engineering already-stretched program. Associate Provost Holger speculated that BOR would like to use the efficiency study to lobby the state legislature for more money. Overall, Associate Provost Holger recommended that EB raised these concerns with Deloitte when they meet.

3. Student Success Summit
Associate Provost Holger said that there were 160 registrants for the summit. By retention or graduation rates, some sub-populations of students are not doing as well as they might. Senator Sturm reported that some students presented concerns to the LAS Representative Assembly. The students claimed that circumstances like lack of apartment space, cost of rent, and landlord situations negatively impact their experience. The students also complained about the lack of writing instruction relevant for their majors. Dining areas are congested. And the students reported concerns about the level of preparation for the real world. President Dark noted that ISUComm requires that there be writing-specific courses in each discipline.

4. Graduate Student Research Conference
There will be poster sessions and formal presentations.

D. Council Chair Reports
1. FDAR
Senator Smiley-Oyen said that FDAR is not opening up the Modified Duties policy for reconsideration. They are preparing an executive summary for ISU President Leath of the policy that was approved by FS in 2008-9. President Dark said that FS should be made aware of the status of this. Senator Freeman added that FS can be supportive of including P&S employees, but policies in FH concern only faculty.

Senator Smiley-Oyen added that from her discussions with Provost Wickert, it is attractive to have the Modified Duties policy to attract and retain faculty. The issue is trickier for non-tenure eligible faculty. She added that this underscores the need to examine possible maternity policies. Such a policy would better apply to all employees. Associate Provost Bratsch-Prince added that maternity policy deliberations would need to include HR.

Senator Selby pointed out that some departments already have procedures in place to modify duties for new parents. The policy is needed to make procedures uniform across departments. Senators disputed whether the estimated cost of $500,000 was a real cost, or whether some costs were already absorbed by departments.
President Dark said that if an executive summary is being composed, it needs to be brought before FS.

Senator Freeman moved to vote to bring forward the modified duties policy as it is. Senator Wallace seconded. The motion passed without dissension.

2. J&A Council
Senator Owen said that one new appeal has been accepted and one is under discussion. There are a number of administrative appeals going forward.

E. Caucus Chair Reports
The Veterinary Medicine caucus met with their dean. The Engineering caucus met with their dean after twelve months of trying to arrange such a meeting.

IV. Unfinished Business
A. Ph.D. in Gerontology – [S13-17] – Wallace
No discussion.

C. Minor in Learning and Leadership Science – [S13-19] - Wallace
Senator Wallace said that Past President Hendrich and Professor Jan Thompson had met with Senator Sturm concerning issues he had raised. Senator Wallace added that a new proposal for a minor in leadership studies would be forthcoming from LAS. Senator Wallace said that the new proposal was similar in scope, but would serve a different group of the student body. He suggested that both minors could coexist.

Senator Butler said that she shared some of Senator Sturm’s concerns about the limitations of the proposed minor. With its emphasis on “brain studies” about learning, it is surprising that it does not include psychology. She echoed concerns from Animal Science faculty about whether CALS was the best college to offer this minor. She added that if this minor were approved in advance of the LAS proposal, the LAS proposal would have the burden of proof of showing that it does something different—even if it is better positioned to offer the minor. Senator Wallace replied that these concerns had been raised at earlier stages of vetting the proposal.

Senator Strum pointed out that if the LAS proposal were approved as well, the university would have three leadership programs: the two minors and the certificate program offered through Catt Center. Senator Wallace replied that there are differences in SCH, and the certificate is available to people who have already graduated (but not obtained a minor in leadership studies).

Senator Sturm also reported that Provost Wickert shared his concern about the proposed minor’s failure to include other colleges. Senator Wallace replied that the proponents decided to focus the minor on serving the students already served by the existing courses.
V. Special Order--Joe Gorton, UNI Faculty Union President - remarks on the Efficiency and Transformation Review

UNI Professor Gorton encouraged faculty leaders to think carefully about BOR’s efficiency study. While this study is underway, BOR “mandated” that the three public universities revise their lists of peer universities. Peer lists are sometimes used as benchmarks for programmatic changes, budgets, curriculum evaluation, etc. Also at the same time, BOR has a task force that is looking into “pay-for-performance” revenue models. These models create outcome metrics for determining funding (e.g. graduation rates, numbers of SCHs, labor market outcomes, etc.). The state legislature would tie funding to achievement in these outcomes. This would radically change funding for public universities in Iowa. Any change to the revenue model would require approval from the state legislature. Professor Gorton’s concern was that the efficiency study may be used to lobby the state government for the “pay-for-performance” model. He cited other universities that had adopted a pay-for-performance model and came to regret it and found it unworkable. He encouraged faculty to be skeptical, vigilant, and prepared for radical changes.

Senator Sturm asked where he could learn more about pay-for-performance models. Professor Gorton recommended looking at the AAUP website, where Rudy Fitchenbaum calls it “No Child Left Behind” for universities.

Professor Gorton added that although there is a transparency commission for the efficiency study, we should not confuse “transparency” and “influence.”

Associate Provost Holger thought it would be sensible to look at the current proposals from the three public university presidents for performance-based funding. Professor Gorton said that information that used to be on the BOR website about pay-for-performance is no longer available. Senator Freeman said that ISU President Leath’s presentation is still available on the President’s Council website. Professor Gorton pointed out that there are no faculty on the BOR task force.

After Professor Gorton left, EB members clarified that what Professor Gorton meant by “pay-for-performance” was “performance-based funding.” Associate Provost Holger also clarified that 18 months ago, the university was asked to evaluate whether we should look at the Peer 11 group. Senator Freeman added that this discussion occurred at an RPA meeting, and the decision was not to pursue it. President Dark added that she had asked the Provost who said that a change in the peer group was not mandated.

VI. New Business
A. Genetics Name Change – [S13-21] – Wallace
   No discussion.

B. FH 6.3 Professorships --- [S13-22] – Smiley-Oyen
   Senator Smiley-Oyen said that the proposal offers three alternate statements of policies concerning expectations of recipients of special professorships. Senator Owen pointed
out that these are career awards, and someone who receives one may be recruited away from ISU. President Dark said that the proposal would prevent recognizing someone who is near retirement. She thought it would be best for the committee to decide who to honor. Senator Freeman replied that these awards do require that the faculty member have full-time status in the fall (as stated in the nomination instructions), and this may be a problem for faculty on phased retirement. Senator Cunnally speculated that the proposal aimed to achieve a kind of pledge, like with FPDA's. Senator Selby said that if the concern is phased retirements, the policy should say so. She added that excellent people sometimes leave the university, and a policy should not be created around this. Senator Owen suggested that these concerns could be addressed at the different stages of approval without the creation of a policy. President Dark said that the issue needed more discussion. Senator Owen moved to refer it to FDAR. Senator Butler seconded. The motion passed without dissension.

D. Name Change: Minor in Biomedical Engineering – [S13-23] – Wallace
No discussion.

President Dark moved to postpone to the next EB meeting. Senator Owen seconded. The motion passed without dissension.

Senator Wallace said that the Provost requested revision of the proposal. This revised document was acceptable to the Provost. No discussion.

VII. Approval of the April 1, 2014 Faculty Senate Agenda
The Senate agenda was modified to reflect the EB actions. Senator Owen moved, and Senator Smiley-Oyen seconded. Passed without dissension

VIII. EXECUTIVE SESSION
Consideration of nominations for the Regents Award for Faculty Excellence from the Recognition and Development Committee and the nominations from the University Professor Review Committee, the Morrill Professor Review Committee, and the Honorary Degrees Committee.

IX. Adjourn
Senator Wallace moved, and Senator Sturm seconded. The meeting adjourned at 5:03 p.m.

NEXT MEETING – TUESDAY, APRIL 15, 2014