FDAR Minutes  
Sept 30, 2019  
3:00 - 4 p.m. 107 Lab of Mechanics

Attending: Claire Andreasen [V PTH], Jose Rosa [MKT], Panteleimon Ekkekakis [KIN], Eliot Winer [ME], Carmen Bain [SOC A], Diane Al Shihabi [ARTID], Jan Lauren Boyles [GSJC], Dan Andersen [ABE], Dawn Bratsch-Prince [SVPP]

Absent: Ralph Napolitano [MSE]

Introductions of members

Charges from Faculty Senate President Sturm
  - Faculty Handbook revision for Term Faculty emeritus status (FH 6.4)
  - Emeritus faculty recommendations update; ad hoc committee
  - Faculty mentoring status
  - Progress report - P&T for technology transfer, patents, team science, big data, interdisciplinary scholarship
  - Diversity awards for faculty – increase types? Focus?

FH revision for term emeritus faculty
Goal: Parallel process for term faculty at the professor rank automatically qualify for emeritus, and those at the associate rank may be nominated and be approved if their service warrants it under the same process as tenured faculty.
  - Revision to 6.4 on Emeritus Emerita Professor proposed
  - Revisions made via FDAR, unanimous vote of those present to forward to EB
  - EB approval to forward to senate for 1st reading Sept 2019 Faculty Senate
  - Pending 2nd reading at Faculty Senate November 2019

Engagement for emeritus faculty
  - Dawn Bratsch-Prince – working group committee forming to examine recommendations from FDAR and EB
  - Priorities will be communication, especially via a one-stop website for information
  - Review of any needs for policy updates
  - Working group will include HR, VP Research, ISU Legal

Work Climate
  - Consultation with Senate Governance Council chair regarding reviewing collegiality, citizenship, diversity and inclusion- examining FH
  - Mentoring of faculty
    o Background
      ▪ Best Practices https://www.provost.iastate.edu/faculty-and-staff-resources/development/mentoring
      ▪ Last posted ISU review 2006
      ▪ Does each college have a point person with oversight? Liaison? Dedicated staff in each college with programmatic responsibility in this area?
      ▪ Peer mentors?
      ▪ Yearly surveys or Accountability for mentors and mentored faculty interaction
      ▪ Are colleges starting to form mentoring for term faculty?
    o Recommend initial survey of College Caucus members to determine how mentoring is being implemented and effectiveness. Possible questions:
      ▪ How does mentorship of junior (non-tenured and/or associate) tenure-track faculty operate in your department/unit?
- What has been working well with tenure-track faculty mentorship programs in your department/unit? What needs improvement?
- How is accountability for tenure-track mentorship measured, if at all (surveys, annual reviews, etc)?
- How does mentorship of term faculty operate in your department/unit [does it exist in some form yet]?
- What elements should be integrated into a term faculty mentorship program?

- Unintended consequences: collegiality, civility the need for boundaries to prevent suppression of opinion and thought; reference: AAUP Collegiality 2016 report

- PRS and collegiality statements
  - Concerns expressed that collegiality statements should not be included in the PRS
    - Are these actionable or general statements?
    - These statements do not have a % assigned
    - How used? Transparent application? Use in P&T or not?
    - Lack of collegiality can be reflected in aspects of the PRS that is stated for review: teaching, research/discovery, outreach/professional practice, service
    - Faculty Handbook states what will be used for advancement
    - Different interpretations. Can these statements be used unfairly?
    - Statements used elsewhere/other documents?
      - Workday has a template holder for the PRS that has a brief collegiality statement that can be replaced; therefore, there is a section that can be used by the college
      - The official signed PRS is not initially in Workday, but colleges are in the process of uploading them; expected by May
      - The paper copy PRS that is signed in the department is the one that is in effect since not in Workday yet
      - PRS is not changed until signed; reviewed annually
      - The College of Veterinary Medicine has had a collegiality and expectations statement in the PRS since the 2000s; this is for all faculty, including administrators.
        - Aspects critical to college needed to be met
        - A statement made and reviewed yearly to remind all faculty of critical areas

**Delayed until October meeting due to time**

**Equity, Diversity and Inclusion - José Rosa**

- Input
  - Update on discussion with Department chair council?
  - Other input?
    - What is being used related to collegiality in departments, colleges; PRS, hiring letters, annual performance reviews, statements or assessment, accountability/benchmarks?
- Update on Cy for Civility campaign

**Update P&T for technology transfer, patents, team science, big data, interdisciplinary scholarship – Chris Seeger co-chair, formerly on FDAR**

- Pending forthcoming report from APLU/AAUP

**Memo from President Wintersteen- Childcare Task Force**