

# Faculty Development and Administrative Relations Council

Brian Hornbuckle, Chair

February 20, 2024

Members present: Elisabeth Lonergan, Grant Dewell, Carolyn Cutrona, U. Sunday Tim, Richard LeSar, Abhay Mishra, Yongyeon Cho, Huifang Mao, Tera Jordan, Dawn Bratsch-Prince, Brian Hornbuckle.

## 1 Introductory Go-around

Brian asked each member present to describe one thing they love about their job as a faculty member.

## 2 Approval of Minutes for January 23, 2024.

Error noted by Tera, corrected by Brian. Motion to approve by Richard, seconded by Abhay. Unanimously approved.

## 3 Reports from Committees

### 3.1 Recognition and Development

Dan was not able to attend. Dawn relayed the following information.

Applications have been received for Big 12 Fellowships. At least one will be funded, which entails up to \$2000 for travel expenses to spend time at another Big 12 institution and collaborate with a faculty member there. These awards are available three times each year.

Nominations for university awards overall has been strong; 183 overall which is a large increase over previous years. Eleven nominations for the Regents Award for Faculty Excellence, and up to five will be chosen.

### 3.2 Equity, Diversity, and Inclusion

Abhay described a proposal in the College of Business for additional faculty mentoring. Junior faculty who may or may not already have an official faculty mentor would also be able to receive mentoring from a committee of faculty who have agreed to be available.

The committee intended to invite a speaker to campus, but are having trouble communicating with the candidate. Abhay is in communication with the ISU Lecture Series program.

The committee spoke with Faculty Senate President-Elect Rahul Parsa about what they are allowed to do in light of the Board of Regents directives, which will likely be codified in state law. Rahul recommended that the committee take a wait-and-see approach. Dawn encouraged Abhay

to continue efforts that are open to all faculty. Tera recommended that the committee consider mentoring for mid-career faculty to help the university better retain excellent faculty. It was noted that if faculty get to the point of receiving an offer from another institution that it is usually too late to start the work to keep them at Iowa State. Dawn shared the university's strategy for retention.

<https://www.provost.iastate.edu/faculty-success/faculty-hiring>

Look for "Faculty retention guidelines."

### **3.3 Facilities and Educational Resources**

Sunday reported that they are still missing three members, so they have yet to meet officially. He has asked Sherri Angstrom if he can contact the existing members informally to discuss topics.

## **4 Old Business**

### **4.1 Update Proposed Changes to Faculty Handbook Section 5.2.2.5.**

Brian updated the council on efforts to revise Faculty Handbook 5.2.2.5.

<https://iastate.box.com/s/ql7yh67m1f0uizr1ciwe3rr6s111zje9>

The proposal does not have Vice President Henderson's support at this time. Brian and the rest of the group will wait until VP Henderson is ready. Tera noted that if the time is not right, that doesn't mean the proposal is not good. Dawn suggested inviting VP Henderson to FDAR to tell us his vision and to hear from us how we could help.

## **5 New Business**

None.

## **6 Future Agenda Items**

- The council thought that there is a need for a policy regarding leave for senior faculty, analogous to the policies in place for junior faculty. For example, senior faculty may need to care for parents. Carolyn volunteered to lead the investigation of this topic. Specifically, she will bring information to the next meeting about what is currently available for both junior and senior faculty, and perhaps a proposal. Abhay and Grant volunteered to help.
- Brian will invite VP Henderson to a future FDAR meeting.