FDAR Agenda
March 25, 2019
3:00 - 4 p.m. 107 Lab of Mechanics

Council members: Claire Andreasen [V PTH], Carmen Bain [SOC A] (absent), Jose Rosa [MKT], Christopher Seeger [L A], Panteleimon Ekkekakis [KIN] Annemarie Butler [PH RS], Charles Schwab [A B E], Eliot Winer [M E], Jo Mackiewicz [ENGL]; Dawn Bratsch-Prince [SVPP](absent)

Review engagement for emeritus faculty – C Andreasen
- Recommend changes to improve productive involvement of emeritus faculty
- Create website of resources for emeritus faculty
  - Consolidate information for ease of access
  - Role delineation - policies
  - Resources
- Emeritus Faculty - Retired faculty who previously served as PIs and who are awarded emeritus status may continue to serve as PIs on existing sponsored projects and compliance protocols, and they are automatically eligible to serve as co-PIs on new sponsored projects or compliance protocols. The use of university resources, such as space, equipment, etc., by emeritus faculty requires the approval of the department chair. [https://www.vpresearch.iastate.edu/principal-investigator-eligibility-guidelines/]

- Hiring policy exists
  - ISU Post Retirement Employment policy [https://www.policy.iastate.edu/post-retirement]

- Legal aspects
  - Not employees – Not allowed to teach or supervise students (except in the instance of graduate students, and serving as a co-major professor).
  - By legal definition need to be retired; “bonafide retirement” under the law.
  - Iowa Code = “Bona fide retirement” means a retirement by a vested member which meets the requirements of section 97B.52A and in which the member is eligible to receive benefits under this chapter.

- In Workday, an Emeritus Professor will be in a “Retiree Supervisory Organization” (category for all retirees) so that continued benefits can be managed by UHR.
- Department chairs proposed term hiring less than 49%. However, above legal aspects seem to indicate employment that long may not be considered bonafide retirement; referring to ISU Post Retirement Employment policy aligns with that aspect.

Equity, Diversity and Inclusion - José Rosa
Continue group discussion regarding:
- 2016 AAUP document on Collegiality
- ISU – collegiality has been if not collegial this will inhibit faculty performance- can’t work with colleagues, can’t work with graduate students, post-docs, etc.
- How to benchmark?
- Where is appropriate placement of statements on collegiality? A statement in FPR to emphasize and set expectation? Hiring letters? PRS?
- What is being used related to collegiality in departments, colleges; PRS, hiring letters, annual performance reviews, statements or assessment, accountability/benchmarks
- Which of these made a positive impact?

Credit via P&T for technology transfer, patents, team science, big data, interdisciplinary scholarship – Chris Seeger - update

Other