

**IOWA STATE UNIVERSITY FACULTY SENATE
EXECUTIVE BOARD MEETING MINUTES
October 28, 2003
3:10-5:00 p.m.
107 Lab of Mechanics**

Present:

J. Girton, President; S. Agarwal, President-Elect; C. Baldwin, Vet Med Caucus; C. Ford, Judiciary and Appeals Chair; C. Heising, Engineering Caucus Chair; J. Mave, Design Caucus Chair; B. Mennecke, Business Caucus Chair; M. Owen, Agriculture Caucus Chair; G. Palermo, Academic Affairs Chair; G. Phye, Education Caucus Chair; P. Premkumar, FDAR Chair; B. Robinson, LAC Caucus Chair; D. Vrchota, Governance Chair; W. Woodman, RPA Chair; M. Wortman, Past-President; S. Carlson, Provost Office, B. Allen, Provost; T. Zanish-Belcher, Secretary

Absent: A.M. Fiore, FCS Caucus Chair

Call to Order – 3:10 p.m.

Girton called the meeting to order at 3:10 p.m.

I. Introductions – 3:10 p.m.

The introductions were delayed until after the approval of the consent agenda.

II. Consent Agenda – 3:15 p.m.

A. Agenda

B. Minutes, Executive Board September 30, 2003

Ford moved and Wortman seconded. The consent agenda was approved

III. Special Order:

Report on the recruitment and retention of women and minorities

Girton introduced Jackie Litt, Associate Professor of Sociology and Women's Studies, and Chair of the Task Force on the Recruitment and Retention of Women and Minorities. Jackie has been asked by the Provost office to come and make presentations about the report to interested parties, such as the Executive Board. She gave an overview of the findings, based on data provided by Institutional Research. The report seems to indicate obvious gender disparity when tracking retention rates for women and minority faculty. This is a major loss for the university, financially and otherwise.

The Executive Board discussed the possible reasons for leaving (such as dissatisfaction or promotion). Carlson noted the Provost office is retooling its exit interview process, and also including a web exit interview.

Mennecke asked about data from peer institutions. Litt responded this information was not available, and was also not in the charge of the Task Force. They did examine research in fields, not direct comparative data, but looked at review of other similar reports. Litt also noted the sharing of experiences from task force members, and also personal interviews.

The Board then discussed how to present this report. Girton noted the importance of setting goals. Several pointed out the importance of the university taking ownership and setting strategies for improving the situation.

Menneke noted how the report is reported is important—is it a research paper? What about comparisons? How do you present to the faculty? The Provost noted wanting to locate other sources of data (other Task Force on Retention).

What do we want the Senate to do?

Provost wants there to be understanding of the report by the Faculty. Carlson noted the Faculty Senate could assist in looking at related issues such as part-time tenure.

Girton recommended having a council look at the report and make a proposal to make to the Senate. Phye moved and Wortman seconded. It was referred to FDAR—their task is to make:

- Short term recommendations and longer term issues for additional discussion
- Interim report at December Executive Board meeting

Girton thanked Litt for taking the time to report.

Owen suggested taking the report to the Ames City Council for additional community support?

IV. Announcements and Remarks – 3:45 p.m.

A. President

The budget situation continues to be bad. Girton is having discussions with the President and the Provost.

B. President-Elect

Agarwal noted planning for the spring conference is continuing. At the Senate's last meeting, there was a strong preference for a daytime meeting, so he is inclined to try it for next year.

C. Provost

The budget is dominating the agenda.

V. FAR: Discussion of communication with the Faculty Senate.

Paula Morrow, University Professor of Management, and NCAA Representative, gave an update on what she does in her position.

A number of responsibilities:

- Answers to the president (who envisions it as an ombudsman's position)
- Primary person who advocates for student athletes
- Represents the university at Big 12 and NCAA (votes)

Girton suggested a discussion of the issues that come before that the FS should have a role in—

He also noted that FS representation has increased on the Athletics Council and their current project --- the reviewing of legislative proposals

Morrow noted that if there are questions or concerns, that faculty should contact her. Palermo asked if Morrow has any advocacy role, especially in regards to academics? Morrow noted that physical space for academic support is lacking. She then suggested the possibility of an annual report—also noted that the Athletic Director is willing to come and present to the Senate again. Girton suggested Morrow prepare a report on the programs that ISU should offer, along with recommendations for any areas of improvement.

The written report should be provided to the Senate by April, 2004.

**VI. By-law changes for Senate committee reorganization.
Review by Governance Council is the next Step.**

Girton asked that the Council try and review prior to the next EB meeting.

Vrchota provided an overview. After review by Governance, it should then be taken to the Committee on Committees, and then brought to EB for final approval.

VII. Policy on department reorganization

There are 3 discrete sections in the proposal policy:

Discussion/Initiating planning or action process (not presuppose reorganization)

Planning—Administration and faculty

Academic plan to be developed

Implementation plan related to cost

Placed before involved faculty and administrators

Preference polls and other methods of survey should be utilized

After Faculty/Administration Approval; then to the Faculty Senate and President for approval; then to the Board of Regents.

Woodman moved and Wortman seconded. This item was placed this on the FS Agenda.

VIII. Council items

Premkumar (FDAR): nothing to report, although he did suggest re-examine the charge of the Council.

Woodman (RPA): the membership is set and the group will be meeting with the Provost (every 2 weeks)

Palermo (AA): asked if the FS had ever passed a policy in regards to the threshold of performance for programs (policy set). Girton and Vrchota referred him to Sherri Angstrom.

Vrchota (Governance): in the process of preparing charge for Faculty Research Committee, which will include a review of the process (gold sheets). Wortman noted Bloedel would be an ex-officio member.

Wortman is completing a report related to the University Committee Structure.

X. Senate Agenda, for Nov. 11, 2003

Heising moved and Woodman seconded. The Faculty Senate agenda for November 11, 2003 was approved.

XI. Adjournment

The meeting was adjourned at 4:50 p.m.

**NEXT MEETING
December 2, 2003 3:10 -5:00
107 Lab of Mechanics**