

IOWA STATE UNIVERSITY FACULTY SENATE
EXECUTIVE BOARD MEETING MINUTESS

April 17, 2007

3:00-5:00 p.m.

107 Lab of Mechanics

Present: Baldwin, C. (Past President); Bradbury, S. (Design Caucus); Crase, S. (President-Elect); Freeman, S. (Judiciary & Appeals); Fiore, A. M. (Human Sci. Caucus); Girton, J. (RP&A); Grudens-Schuck, N. (Secretary); Heising, C. (Eng. Caucus); Hendrich, S. (Academic Affairs); Owen, M. (Ag. Caucus); Palermo, G. (President); Porter, M. (Governance); Thompson, J. (Vet. Med. Caucus); VanDerVanden, A. M. (FDAR).

Absent: Mennecke, B. (Business Caucus); Wallace, R. (LAS Caucus).

Substitutes: Ruben, R. (Substitute Business Caucus)

Provost's Office: Carlson, S. (Associate Provost for Faculty Advancement and Diversity); Hoffman, E. (Executive Vice President & Provost); Holger, D. (Associate Provost).

Guests: Ford (President-Elect 2008); Brighton, J. (Vice President for Research and Economic Development); Bronson, C. (Associate Vice Provost for Research); Goldman, A. (Interim Director, US-DOE Ames Laboratory); van Leeuwen, H. (Senator); Vrchota, D. (Governance and Documents Committee),

I. Called to Order – 3:08 p.m.

II. Consent Agenda – 3:08 p.m.

A. Agenda, Executive Board Meeting, April 17, 2007

B. Minutes, Executive Board Meeting, April 3, 2007

Motion to approve by Senator Girton and seconded by President-Elect Crase, with addition of additional item.

Motion passed.

III. Announcements and Remarks – 3:10 p.m.

A. President – Palermo

Yielded for time.

B. President-Elect – Crase

Reminder to respond to request for availability for May EB meetings.

C. Provost – Hoffman

Yielded for time.

D. Council/Caucus Chair Reports

- No decision apparent yet for Engineering Caucus Chair. Senator Heising said that the election would be held shortly.
- Porter reminded Caucuses to hold elections if they have not already done so.
- FDAR. The new chair was welcomed, Senator VanDerZanden. Annual report not yet submitted due to turnover in chairship.
- RPA Annual report has been submitted.
- Governance Council Annual report has been submitted.
- Ag Caucus completed organizational tasks.
- CHS Caucus has been organized for next year.
- Academic Affairs Council report has been submitted.

IV. Old Business – 3:30 p.m.

A. Faculty Conduct Policy – Governance and J&A Councils – Porter and Freeman

President Palermo noted that EB received at the last meeting a draft, and more recently a summary of changes, which will be considered together today. Senators Porter and Freeman asked the EB to review the substantive changes per the summary, but also to suggest editorial changes that may be substantive as well. Vice Provost Carlson added that the changes were based on recent experiences with conflict resolution and judicial processes and represented overall a set of positive changes.

Received as friendly amendment to change "the" to "this" faculty member to underscore and make clearer that the supervisory faculty member should have greater accountability with respect to the duty to end the reporting relationship. Most agreed that this was the intent but also agreed that the language was sufficient. Senator Grudens-Schuck dissented, proposing additional language such as "faculty member with greater authority" to clarify obligations of the supervisory member when a reporting relationship exists. The modifier "supervisory" had been removed from the original.

Motion passed, with friendly amendment to forward document and the summary as new business.

Motion passed.

NAY: 1 – Grudens-Schuck

B. Plant Physiology, degree name change request – Academic Affairs – Hendrich

Senator Hendrich reported that the faculties involved will continue talking to come to agreement and will pursue name change in the fall 2007.

V. New Business – 3:40 p.m.

A. Non-Tenure-Eligible Research Faculty – Governance and FDAR – Porter; with Palermo reporting as interim chair of FDAR

President Palermo called attention to the existence of two draft (5 & 6) in the hands of EB members, and summarized the relevant changes. Guests present for discussion included Vrchota, Goldman, Brighton, Bronson and van Leeuwen. Version 6 was produced this morning and carefully considered all e-mail and other input

Senator Freeman noted on "advancement" section that there was no time component. President Palermo said that this issue was discussed but the Council saw no need for a time line. Senator Freeman also asked if a new contact (with new five years)

Provost Hoffman noted that this was an important issue. She reported that she now had a "strong sense of the importance of the situation faced by the Ames Lab" and why the unit feels strongly about the need for PS 17 and higher to simultaneously be able to hold a research professorship title, which was specified newly in v.6.

Alan Goldman spoke to the EB and thanked the board for allowing him to address the issues. Goldman reported that "at the Ames Lab, faculty members and their graduate students are the heart of the endeavor" that involved cooperation of a federal laboratory [Department of Energy] with academic units. "Outstanding P&S staff are crucial" he noted, and retention was an ongoing challenge. Research faculty appointments at ISU, he stated, was a "wonderful idea and long overdue" but as the Interim Director of the Ames Lab, he was aware that some existing P&S staff members desired classification as RP because it would permit access to funding and to mentoring relationships as part of graduate committees. He expressed concern that disallowing P&S to jointly hold RPs will have a "chilling effect." The unique arrangement of the Ames Lab with ISU prevents joint holding of P&S and tenured professorships. There exist NTER appointments that have similar guidelines and policies to adjunct positions. But "adjunct" was not always viewed positively by external funding sources and the policy which would permit RP titles to be used would be beneficial in this, and in other, regards.

Senator Girton noted that such a change would permit any P&S staff position to potentially be jointly-held. The Provost responded that it would be important to retain a policy that stated that funding for salary would be provided completely from external sources. The change would do less to erode the meaning of tenure-track faculty titles if this were true.

President Palermo stated that the language had not been provided to the group prior to the meeting, so Vice Provost Carlson placed the proposed language from the morning's debate on the issues on the white board for all to view, thus:

2.4 "Persons may not hold simultaneous appointments as P&S and NTER faculty, except that persons holding P&S positions at level P-17 and higher may do so, provided that they meet the conditions of both appointments."

Associate Vice Provost Bronson noted that lecturers can be P&S. Past President Baldwin noted from 3.2.2.5 from *Faculty Handbook* that there was a 30% limit on instructors. She was concerned that this model would be confused by the faculty with the NTER position as proposed because there was no proposed percentage limit per supervisory unit. NTE lecturers are paid by university funds, so the limit was appropriate, per Provost Hoffman. Vice Provost Carlson noted that the individuals were already doing research 100%, so the change in title in the case of P&S 17 and higher would not be in conflict with the already-working PRS.

Senator Hendrich asked members to state objections, if any, to the language proposed. Vrchota reported from the Task Force that the titles made a difference because of the use of the term "faculty" and "professor" and its association with a rigorous review process within the academy. Were we willing for individuals to hold that title and not go through this process? Senator Hendrich said that since the language stated that the positions would be put through the departments, there seemed that there was a sufficiently rigorous process that could be put in place, and that we might well trust the departments to uphold their usual standards. Goldman agreed that he would like the departments to have a strict review.

President-Elect Clark (2008) noted the 20% of the NTE tenured and tenure-track was the limit and wondered if that was enough of an incentive. Goldman did not think that the 20% within departments was unreasonable and "that these positions should be carefully vetted." Vice Provost Holger noted that the other elements of the document emphasized that the process should be as close to a tenure-track review as possible. Second, there was evidence that with adjuncts, there was a rigorous review process whenever there were changes of an individual's position to tenure-track. It would be expected that departments would apply a rigorous approach.

2.4. It sounds like P&S 16 and lower would not get NTER positions, but Carlson noted that the rules would also apply to incoming new staff. Goldman sketched that individuals who "drive" the research are hired at 17 and above and that currently, this standard is applied.

Goldman said that ISU should think about how to successfully "grow" research faculty--hire new or train at ISU? The designation would serve both well, he noted. Also, it would not always be necessary for holding dual P&S and NTER professorship titles. Bronson asked whether as an "associate" of the Lab can be funded. The response was "no" because they had to have their own funding, but could apply to use the facilities of the Lab, for example.

Senator Porter asked about problems with funding from agencies that had to be 17, with which Goldman agreed. Porter asked if there was a "primary home" for evaluation, so was this also a Human Resources issue? Bronson said that it was not. Baldwin said that Governance was the guide—and said that there was a need for home department to be chosen. There could be an amendment that could be agreeable to Goldman for the Ames Lab situation where the home would be the P&S process. Right now, the language reads that the individual would meet the

demands of both supervisory units. If they are a faculty member of record, then they would be held accountable to faculty-level standards. Baldwin noted that clarity could be added so that a person was "one or another."

President Palermo noted that there was a choice of decisions related to Draft 6 could be sent to the Senate, modify the resolution and provide to the Senate. Hoffman requested either substitute for one is 2.4 or put off discussion. Porter moved to provide draft six with the following friendly amendments:

- a. Declare a primary appointment per Governance.
- b. Add language as above.

Seconded by Owen.

Motion passed.
Nay 1 - Bradbury

- B. LAS Approval Process for US Diversity and International Perspectives – Academic Affairs – Hendrich

Moved to postponed to next EB meeting, seconded by Senator Wallace.

Motion passed.

VI. Executive Session – 4:55 p.m.

As scheduled, the group entered executive session to discuss personnel issues.

- A. Review of Office of the President and President – Ann Thompson

Larger hardcopy report was shared confidentially with the EB and discussed. Summary was sent electronically only to the EB members. President Palermo was authorized by the EB to share the report with the FS at the next meeting, and to contact the President for affirmation regarding which elements of the report will be shared prior to distribution. President Palermo or substitute will present the report to the BOR.

- B. Honorary Degree

VII. Approval of Senate Agenda, April 24, 2007 meeting.

Changes per discussion.

Motion to approve was made by Senator Freeman and seconded by Senator Wallace.

Postponed to May 8 of consideration of Governance Task Force Report.

VIII. Good of the Order – 5:35 p.m.

A. Expression of shared grief for the loss of student and faculty lives resulting from violence at Virginia Polytechnic Institute this past week, per Grudens-Schuck.

B. Expression of confidence in the desire of faculty, staff, students and community members to have a positive VEISHEA week combined with the kick off of the celebration of the 150th anniversary of ISU, per Grudens-Schuck.

C. Noted by Senator Freeman that there was no policy regarding legal sanctity of campus mail regarding privacy. A new university policy may be needed perhaps by Provost Office as a university policy.

IX. Adjourn—5:35 p.m.

Quorum was retained, with Executive Session motions passed to extend time.

Minutes by N. Grudens-Schuck, FS Secretary

Appendix: Documents provided for/at meeting:

Draft versions

1. “Task Force Report on Non-Tenure Eligible Research Faculty” available at <http://www.facsen.iastate.edu/Images/NTEFinalReport20070305.pdf>
2. SoTL Proposed Handbook Language Gov Co 3_6_07.doc
3. EB - Agenda April 17 2007.doc
4. EB - Minutes - April 3 2007_DRFTngs-gp.doc
5. FCP proposals w JA_FS Nov06_and GovCo changes 3_6_07edit cjbREV3_10_07.doc
6. FCP-EXECUTIVE SUMMARY for FCP Changes REV 3.doc
7. Final Report 4_15_07REV.doc
8. FS - Agenda April 24 2007.doc
9. NTE Research ResDrft5.doc
10. NTE Research ResDrft6.doc
11. Plant Biology a 1.pdf
12. USDiv-IP Course Approval.doc
13. Confidential Report - 4-10-07 FINAL - Executive Report .doc

NEXT MEETING
May 8, 2007