

IOWA STATE UNIVERSITY FACULTY SENATE
EXECUTIVE BOARD MEETING MINUTES

December 4, 2007

3:00-5:00 p.m.

107 Lab of Mechanics

Present: Anderson, D. (Human Sci. Caucus); Crase, S. (President); Ford, C. (President-Elect); Freeman, S. (Judiciary & Appeals); Grudens-Schuck, N (Secretary); Mennecke, B. (Business Caucus); Olsen, M. (Eng. Caucus); Owen, M. (Ag. Caucus); Palermo, G. (Past President and RPA); Paschke, T. (Design Caucus); Porter, M. (Governance); Thompson, J. (Vet. Med. Caucus); VanDerZanden, A. M. (FDAR); Wallace, R. (LAS Caucus).

Absent: Hendrich, S. (Academic Affairs).

Provost's Office: Carlson, S. (Associate Provost); Holger, D. (Associate Provost);

Guests: Peter Reilly

I. Call to Order – 3:00 p.m.

President Crase opened the meeting.

II. Consent Agenda – 3:02 p.m.

A. Agenda, Executive Board Meeting, December 4, 2007

B. Minutes, Executive Board Meeting, November 6, 2007

Motion to approve by Senator and seconded by Senator

III. Announcements and Remarks – 3:05 p.m.

A. President – Crase

President Crase provided a brief report including update from Board of Regents passing tuition increase.

B. President-Elect – Ford

No report.

C. Provost – Holger

Associate Provost Holger reported on the NASULGC¹ "Portrait" which is an initiative to increase accountability. It has been proposed that colleges and universities add a dimension that would be outcomes assessment oriented, such as NSSE² survey which ISU has been participating in. There are pan-outcomes measures and instruments in the works, such as an ACT-based instrument. Time span? There is no outright pressure but Holger has already met with the FS Academic Affairs Council regarding which instrument to consider using in order to speed and ease participation.

A data element that is difficult to track is the number of students who leave ISU but enter and complete their degree at another institution. So far, there is not a standardized or easy way to track this over, for example, six years. A "clearinghouse" that would address the appearance of the "mosaic-type" degree has also been proposed. The information provided thus far in the press/media may be premature because the template from NASULGC is not finalized although ISU has been looking at the issue, including a beta test version.

Dean Anderson noted that research by Dr. Warren suggested that ACT high school scores were a good predictor of standardized test scores for students enrolled in preservice education programs, suggesting that the issue had been examined previously. Was a new indicator needed? Holger noted that for ISU, a combination of first-semester GPA satisfactorily predicted graduation rate. He was aware of several measures in place. Nonetheless, ISU will also be looking to see how colleges and universities decide among instruments.

Both threads of Associate Provost Holger's report from NASULGC emphasize increased public nature of data with a focus on greater access of the data to the general public.

C. Council/Caucus Chair Reports

None.

IV. Old Business – 3:25 p.m.

- A. Non-Tenure-Eligible Research Faculty [S06-22] – Executive Board; see NTER Task Force Report and Appendices, on-line at: < <http://www.facsen.iastate.edu/> > ~ Changes to Resolution and Resolution Background –Palermo

President Palermo reported on the final two sessions on NTEF-R,³ estimated together at 35. He spoke to Resolution Background #2, which has addressed changes made during both November and December, cumulative since April, as a result of deliberations. Conversation focused somewhat on teaching duties, and whether ISU should want individuals in these proposed new position to teach, and how departments and the university may want to handle a situation where

¹ National Association of State Universities and Land-Grant Colleges at <http://www.nasulgc.org/NetCommunity/Page.aspx?pid=183&srcid=-2>

² National Survey of Student Engagement at <http://nsse.iub.edu/index.cfm>

³ Non tenure-eligible faculty in the area of research.

ISU may want to employ them to teach in addition to presumed research duties. The response: Given the proposed designation, teaching would be incidental. The designation was designed to address the situation of faculty members who did not desire to teach but instead desired to remain researchers-only. We already have a special process that permits "lecturer" to be added and for ISU to pay for the additional duties, noted Palermo, but this would be supplemental, not integral, to the Research Faculty position.

There also was raised an issue regarding number of persons *versus* number of FTE's and in general, how the limitations on proportion of NTEF-R at ISU compared to tenure-eligible and tenured faculty. They also discussed a process for exemptions and a process for monitoring and reporting by the Provost Office. If passed, such changes would be inserted as for any new policy into governance documents, even at the level of the department.

Refinements of the proposal include approvals of Provost Office, which enables participation at the university as well as college level. Terminology changes were made when they seemed appropriate but non substantive. Procedural issues were also elaborated and refined, stating that the usual checks and balances up and down the hierarchy would be enabled, e.g., the designation and appointment would not simply be an agreement between chair and candidate. Specifications were also made for A, B, and 12 month time ("base") commitments. Renewal and termination would also include university oversight. Advancement review would be consistent with processes for tenure-track, including a portfolio for review and solicitation and consideration of external letters as per extant processes. Graduate students and seminars might be paid by external funds, and conducted through 599 and 699 courses (creative component and research student credit hours, respectively).

Issues and conflicts that were raised for those conducting proprietary research would be treated the same as currently, per Palermo in response to Senator Grudens-Schuck's question regarding the possibility of a higher proportion of graduate students and post-docs working in propriety research areas given the need for external funding of activities and salaries of NTEF-R. Grudens-Schuck noted that she considered the current policy on proprietary research to be thin and worth looking at further.

Senator Olsen questioned whether the document sufficiently clarified that the processes for promotion and tenure would be the same for NTEF-R as for tenure-eligible faculty. Palermo affirmed that the processes would be the same. Palermo asked for the will of the group regarding "scholarship vs. research scholarship" per Senator Mennecke; and whether further clarification of "P&T" as the "same" as ISU's extant process. Senator Porter expressed a desire to strengthen the language that the processes for P&T were the same.

Seconded by Porter.

Motion passed.

Senator Paschke inquired about consequences if the entire NTEF-R issue was voted down. Senator Freeman asked a procedural question, i.e., would it require a vote to bring it off the table at a future time. Palermo said no because the reappearance currently was scheduled for "time

definite” (e.g., not tabled, instead already in the hopper). But the motion has been revised (by the EB) and that must be made clear, noted Palermo with agreement by Porter.

B. Faculty Handbook: Class Attendance [S07-4] and related concerns– Porter

1. *Class attendance and religious accommodation.* Changes to the link (text provided at meeting on screen), as inspected by Governance Council, led them to propose a change in content of the link. They desired to be added: "instructor, advisor, or department" and other changes. Associate Provost Carlson accepted these as suggestions to forward to University Counsel Tanaka and Office of Equal Opportunity and Diversity <http://www.hrs.iastate.edu/AAO/eod/homepage.shtml> (which owns the link). Action also was needed as item of FS per requested by GSB, to make cross-referencing satisfactory, but the linked item must first be acceptable in content but currently is not. EB suggested that EOD and GSB might be shown the EB’s desired language and asked if we might present the changed language as acceptable to them to the FS. There are 1,800 individuals who are affected by this change, and we may need to share the proposal widely to those who are affected.

Senator Porter to move to have this received by Faculty Senate, and Senator Owen seconded.

Motion passed.

2. *Editing Procedures by Governance and Documents Committee* - Porter

Senator Owen moved to accept and Senator VanDerZanden seconded.

Motion passed.

3. Open Meeting policy change, per request by Substitute Senator Gregoriac. The GC considered the three options he proposed. GC decided to leave the proposal the way it was.

V. New Business – 3:45 p.m.

A. Minor in Sport and Culture - Thompson

Senator Freeman underscored Thompson's notice that Senator Anderson was a helpful resource in understanding the proposal. No increase in faculty would be needed. The new course would be taught every other year. Associate Provost Holger noted that the proposal item that stated that C-minus of higher was required for a pass. However, this was not fully yet addressed by the AA Council. This was a concern.

Motion to discuss special grade point average item, and to review procedures for approval, by returning to AA, by Senator Grudens-Schuck, and seconded by Senator Anderson.

Motion passed. Therefore, this item will not be included on agenda for December FS meeting.

B. Keep Iowa Beautiful Resolution - Crase

Dean Anderson moved to table and Senator Wallace seconded.

Discussion centered briefly on the lack of understanding of the need for the resolution.

Motion passed.

C. Faculty Handbook: NTE Policy on Hiring and Reappointment. Sections 3.3.2.1, 5.4.1, and 5.4.1.1. - VanDerZanden

Senator VanDerZanden, as Chair of FDAR Council, reported on listening sessions by summarizing key concerns. The form elements needed as modifications of the existing policy included: (a) greater flexibility; (b) specificity of minimum level of employment; (c) addressing desire of an individual who may not want to be a Senior Lecturer; and (d) the need for a process when someone was deemed not to be advanced--could they stay on as lecturer or must they be terminated?

President-Elect Ford asked about protections of faculty for whom their position has run out of funds but the person his or herself qualified for advancement. Senator VanDerZanden pointed to the sections on evaluation that involved the faculty, so that it would be clear if performance evaluations suggest advancement. A negative decision may be appealed. It is also true that economics and need may play into the agreement to advance or renew. However, justifications always were needed; therein lay the protection. Senior lecturer would receive a year's notice—and this time-span for employment can be up to five years if renewed.

Senator Paschke asked whether these issues and potential clarifications would impact any of the individuals entering the process of the review at the current time. Associate Provost Carlson said that reviews, procedures and dates for reviews were already in place. However, Carlson noted that the Senate may have an option to immediately encourage or approve adoption of changes. President Crase observed however that overlapping policies might create confusion. Past President Palermo noted that January would be earliest for a FS vote, when in reality individuals and departments are preparing reviews now. Palermo also noted that typically policies become "in force" when they are approved as part of the *Handbook*. Carlson noted, however, that an immediate application upon vote was done for the Faculty Conduct Policy.

Associates Provosts Holger and Carlson, and FS President Crase considered alternatives for timelines. Crase will be meeting with LAS this week. Earliest decision would be January. Also direct consultation is needed with Provost Hoffman on this issue.

Senator Freeman inquired about the difference between a "12-semester FTE" by someone teaching 1/4 time, and would that take a long time? True, noted VanDerZanden, this was a change. FDAR said that "or" was not appropriate--the "and" should stay in the new document. Palermo asked what constituted "full time" during the summer. Freeman observed that

"uniformity" was not possible no matter what language was used. Senator Paschke asked if the semesters needed to be consecutive: FDAR reported "no".

Senator Owen moved to bring existing report to the full Senate, and Senator Grudens-Schuck seconded. Owen specified that proposed changes and the cover memo be provided.

Palermo asserted that it should be added: "completion of 6 years or 12 FTEs," specifying that maximum accrual during summer would be 2/9. Porter seconded. Senator Grudens-Schuck asked VanDerZanden what her wish was on behalf of the committee regarding this proposed addition. She desired to speak with the committee but agreed that the committee did not feel overly strongly about "and" and would be informed that EB desired "or".

Motion passed.

Motion to extend time for EB meeting by Senator Wallace, seconded by Senator Freeman.

Motion passed.

Discussion included comments provided to President Crase from M. Bugeja, Greenlee School, regarding activation of elements of Lecturer/Clinician policy.

VI. Approval of Senate Agenda for December 11, 2007 – 4:35 p.m.

Motion to approve by Porter and seconded by Senator Thompson.

Motion passed.

VII. Executive Session – 4:40

Motion to enter executive session to discuss Honorary Degree Nomination by Senator Wallace and seconded by Senator Owen.

Motion passed.

Good of the Order – 4:55

None.

VII. Adjourned—5:00 p.m.

Senator Wallace moved to adjourn and Senator Owen seconded.

Minutes by Faculty Senate Secretary N. Grudens-Schuck

Documents

1. EB - Agenda December 4, 2007.doc
2. EB - Minutes November 6, 2007.doc
3. FS - Agenda December 11, 2007.doc
4. Keep Iowa Beautiful Resolution.doc
5. Minor in Sport Culture for distribution to EB.pdf
6. NTE_faculty handbook_edit.doc
7. NTE_summary_nov272007.doc
8. Religionous accommodation from policy library websiteREV.doc
9. S07-07 - proposed nonsubstantive change policy (4).doc
10. S07-9 - Proposed open meetings policy changes - track changes.doc
11. S07-9 - Proposed open meetings policy changes REV.doc
12. Memo (two pages), December 4, 2007, to Sedahlia Crase from Michael Bugeja (hardcopy) distributed at meeting.

NEXT MEETING
January 8, 2008