

## **Faculty Senate Executive Board/Central Administration Annual Retreat Summary**

August 19, 2013

8:00 AM to 1:00 PM

Gold Room, Memorial Union

**Present:** ISU President S. Leath, Provost J. Wickert, FS President V. Dark, FS President-Elect K. Schalinske, FS Past President S. Hendrich, Senator A. Butler, Senator P. Compton, Senator J. Cunnally, Senator S. Freeman, Senator P. Hermann, Senator C. Minion, Senator D. Russell, Senator A. Smiley-Oyen, Senator J. Sturm, Senator R. Wallace, Senator K. Zarecor

The Faculty Senate Executive Board had an excellent discussion with President Leath and Senior Vice President and Provost Wickert on August 19, 2013. At this meeting, the President and Provost responded to questions posed by the Faculty Senate Executive Board. The discussion will help guide the Faculty Senate during the 2013-2014 session. Six questions were developed by the Faculty Senate Executive Board, and one member of the Executive Board was designated as the discussion leader for each question. These questions included the topics of shared governance; preparedness of transfer students; the effects of increased enrollment; the balance between tenure/tenure-eligible faculty and non-tenure eligible faculty and non-course related activities of faculty; faculty compensation; and President Leath's vision for the university. Brief descriptions of the discussions from the retreat follow.

### **Question on Shared Governance**

The Faculty Senate believes in shared governance and the importance of consistent and effective communication between the university leadership and the faculty as represented by their elected senators. President Leath and Provost Wickert were invited to comment on the successes and obstacles to shared governance discovered in their first year. All parties had positive feelings about President Leath's and Provost Wickert's first year, particularly the availability of each for candid discussion with faculty. The core issue is communication—between the administration and Faculty Senate, and between Faculty Senate and the faculty. The goal is to continue to foster a culture of mutual trust, achieve an accurate representation of faculty opinion, ensure that faculty are made aware of changes in a timely fashion, and ensure that faculty are included in decision making.

### **Question on Preparedness of Transfer Students**

The Faculty Senate Executive Board has been discussing the transfer student population on campus and our experiences with these students. There are ongoing discussions between Iowa State University and various community colleges addressing course equivalencies in individual disciplines, but the statewide community college system is just starting to move toward its goal of creating a common set of course numbers and common content in the courses. All parties agreed that as more transfer students arrive on campus, accurate assessment of their previous work is increasingly important. The key issue is ensuring communication between Iowa State University and community colleges about what sorts of skills and knowledge students need to succeed in their four-year majors.

### **Question on the Effects of Increased Enrollment**

The record enrollments have created high demand for large capacity classrooms and have made scheduling more difficult. Faculty need flexibility and support to develop innovative ways to reach more students. All parties agreed that as we continue to discuss growth and as we incorporate new technologies and pedagogical methods, we need to think carefully about how best to preserve our brand as an excellent residential university that offers students a high quality learning experience.

**Question on the Balance between Tenured/Tenure Eligible and Non-Tenure Eligible Faculty and Non-Course Related Activities of Faculty**

The increased enrollment has not been accompanied by a significant number of new faculty hires. The formula in the Resource Management Model allocates tuition dollars to colleges according to student enrollment, which provides strong incentives for departments to increase class sizes and to hire non-tenure-eligible (NTE) faculty to meet teaching needs. All parties acknowledged the flexibility and specialized knowledge that NTE faculty provide, but where appropriate would like to hire tenure-eligible faculty.

**Question on Faculty Compensation**

Comparisons of overall faculty salaries and benefits show that Iowa State University faculty are falling behind faculty at peer institutions. As noted in the *Peer Land Grant Universities Faculty Salary Comparisons 2002-2003 through 2012-2013* report, Iowa State University's mean faculty salaries are at the lowest they have been in the past decade when compared to our peers (94% of the peer average for all faculty, 93% of the peer median for all faculty). Concerns were raised about recruitment and retention of faculty. Faculty Senate and the administration will continue to engage in frank discussions about strategies for addressing this situation.

**Question on President Leath's Vision for the University**

Iowa State University has an excellent reputation, based on the high quality of programs, education, and impact of research. We will continue to provide a first-class education to students from Iowa, and we will continue to recruit a strong and diverse student population from across the nation and worldwide. President Leath wants to cultivate partnerships with businesses and work to address urgent problems that affect the citizens of Iowa and the world. President Leath wants to hire more excellent faculty to engage in these important research programs and to provide a world-class learning experience to our growing student body.