Faculty Development and Administrative Relations (FDAR)

Minutes
13 April 2022
11:00 A.M. – 12:00 A.M.

Recorder: Brian Hornbuckle
Editor: Diane Al Shihabi

Council Members
Diane Al Shihabi [ARTID], Claire Andreasen [V PTH], Brian Hornbuckle [Agr], Carmen Gomes [ME], Jose Rosa [MKT], Ann Smiley [HSC], James Vary [LAS], Dan Andersen [ABE], Eliot Winer [ME], Firat Erdim [ARCH], Dawn Bratsch-Prince [SVPP], Tera Jordan [SVPP]

I. Call to Order, Diane Al Shihabi
Approval of Minutes – March 9, 2022
  Motion to Approve- Ann, Second - Jose
Announcements - FDAR Chair and Associate Provost Meeting
  Intellectual Property-Faculty
    FDAR developed a preliminary list of questions for task force to address. Work will start in fall.
  Evaluating Service and Service Recognition
    Mike Retallick has agreed to join FDAR Committee on Service. Need diversity on committee, with representatives from each college and all levels of faculty. Members do not have to be Senators.
  Faculty File(s) on Workday
    IT is working to create a new E-Data system to work with Workday. Will allow all faculty to have access to historical data, including annual performance evaluation. Provost’s Office is working with human resources and university counsel to better define “faculty files.” What is at the college? What is in the provost office? Some files will continue to be held in the dept, college, and provost’s office.

II. Faculty Handbook – Innovation & Entrepreneurship (update)
  Proposal was Introduced at EB yesterday. It is now moving forward to the Fac Senate for first reading
  Concerns - Needs to be a distinction between Impact and Scholarship
    To be scholarship, it must be evaluated by peers qualified to review it. Entrepreneurship should include social entrepreneurship. A business may be entrepreneurship but not scholarship if not analyzed. Need broad guidelines to interpret similar to what FDAR did in regards to ED.
    Could have Extension and I&E groups working together or make changes to Faculty Handbook now and further changes later.

  Will need guidance and training for P&T committees and I&E should not diminish requirement for scholarship, must have critical by candidate analysis and qualified peers to judge the scholarly content.

III. Faculty-Administrator Relationships, Compassionate Leadership Approach
  a. Letters of correction had negative impact on the campus culture –opposite of what President called for. Compassionate leadership means understanding the reasons behind the problem. A more inclusive way of understanding is needed.
Recommend to talk to colleagues at the University Innovation Alliance – R1s are members- trying to help each other. Thought leaders are creating new leadership approaches for this time. Others are thinking about this more concretely. We can learn from this organization?

b. Provost’s Office is collaborating with Tim Day, Steve Freeman, legal counsel, Andrea Wheeler and Jon Perkins to determine what can be put in Faculty Handbook to move away from "letters of direction." Determine how to better help faculty make corrective actions after negative evaluations. Moving towards more coaching and guiding instead of punitive actions. Only the Provost can implement disciplinary action. Important to have a record of what has happened in the past. Need to consider what happens when another institution asks about disciplinary actions with a faculty member?

IV. FDAR Annual 2021-2022 Report
a. Must be completed by April 22 and have Council Consensus.

V. Updates/ Announcements Provost’s Office

Faculty Compensation Handbook compiles everything related to Faculty Compensation. It is now with Provost’s Counsel and will be shared by end of semester.

Faculty remote work policy (moving out of state or country). Need to determine what our institution’s position is. If faculty are not physically present, how can they participate in institutional service? People are leaving universities, there are some categories of faculty where this makes sense. Provost’s Office has been getting many requests. People are leaving. Can we have tenured faculty working in another state or country? VetMed wondering how they can compete for good people. It is complicated. Need to consider expectations from BOR, State of Iowa.

Committee Reports

VI. Equity, Diversity, Inclusion Committee – Chair Carmen Gomes
a. Working on ways of improving teaching effectiveness. Will bring Sarah to committee (next)
b. Professor Emeritus, Emerita, Emeriti (plural). They would recommend plural.

VII. Facilities and Educational Resources Committee - Chair Firat Erdim.
Concerned about more that $500 million in deferred maintenance.

VIII. Faculty Senate Recognition & Development Comm - Chair Dan Andersen
a. Working Big 12 Fellowships, Travel Grants

XI. Good of the Order - Going off of faculty Senate
Adjourn