Faculty Development and Administrative Relations (FDAR)

Minutes
30 March 2022
11:00 A.M. – 12:00 A.M.
Online / https://iastate.zoom.us/j/93400515440?pwd=Nk9GVVdmTDR4NUM2SHRJYVdSUChhdz09

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. Approval of March 9 Minutes
Carmen moved to approve.
Ann seconded.
All approve.

II. Intellectual Property-Faculty Concern
Discussion: Many faculty are concerned about intellectual property rights. For example, some Department Chairs have recently closed a faculty member’s access to a course they created and shared the Canvas materials with another faculty member, without the faculty member/creator’s knowledge or approval. Other faculty have reported that they only need to permission of a Chair to access another faculty member’s course.

ISU policy and agreements on Intellectual Property are outdated.

A 1976 document is a voluntary agreement between a faculty member and the university, created during a time period prior to the development of computers, copy machines, digital media, and social media. It relates to content created through course releases for faculty members to develop textbooks and teaching materials including slides and films. The agreement could not be retroactive and was only for a limited time period—three years after a professor left the institution.

The 1995 agreement states that the Presenter, or Professor who created the course content, owns the course materials, including lectures. Yet, some recent developments and statements at ISU seem to assume that the university owns any content that a faculty produces when using the university’s equipment or tools, including CANVAS. This had led to questions, concerns, mistrust, and deliberate decisions to not use CANVAS.

"Intellectual property" is discussed on the web under the ISU Foundation. A lot of this is about patents, which generates money, and the university gets a portion. Teaching materials are also an example intellectual property. Some faculty members regularly share materials, but they firmly hold that it’s their choice to do so, not the university’s. This discussion has heated up in the era of online education. Anything that went on the Kaplan website became Kaplan's property. Faculty members lost lawsuits. Coursera owns faculty teaching materials, but that was part of the agreement. There is a concern that ISU’s counsel will protect the university’s interest, but not the faculty’s. When a faculty member puts information on CANVAS, they assume that it is their own, but is the university also assuming that it has the right to ownership? This is
not yet established and is not consistent with the academic tradition. Faculty members have not agreed to this and lacked understanding of this potential when putting their intellectual content on CANVAS.

Results: Associate Provost will form a university task force to address. The task force will include University Council, Provost’s Office, AAUP Representative, FDAR Chair, Faculty Senate President. Who else should be on the task force? There is also a need and an FDAR committee to develop a list of questions to be answered.

Results: Carmen, Ann, and Jose volunteered for on this FDAR committee.

III. Evaluating Service and Service Recognition
Discussion: Significant institutional service is required for promotion from associate professor to full, but some colleges are not able to fill necessary service roles due to time commitment and lack of recognition. ISU implemented a Leadership Survey on Service in 2020 but Chair’s Training for 2021-2022 did not include anything about Service. FDAR needs to form a workgroup to develop guidelines and target promotion and tenure training. Topics would include how to keep track of time, demonstrate impact. We will need diverse input from across the university and will work with the Provost’s Office on this.

Results: BH volunteered to serve on the Committee. TJ recommended Mike Retaillick to participate (he led the 2020 Survey as part of the Faculty Work-Life Advisory Committee). Cullen-Padget Walsh is also interested. Chair will contact both.

IV. Faculty File(s) on Workday (attachment)
Cullen Padget Walsh submitted proposal for changes to the Faculty Handbook to allow access to budget files stored on Workday that were accessible to faculty prior to the implementation of Workday.

Results: As per DBP, there is a project underway to create a new E-Data system that is built with the data in WD per Institutional Research. ISU has contracted with the same company that created our original E-Data system to build something that meets our current needs. Possible speakers: Karen Zunkel, Kaela Black, or Akelo Harris to talk about access in WD and E-Data systems if the FDAR is interested."

V. Governance Document – Innovation & Entrepreneurship (attachment)
The PTIE Committee, led by JR has proposed changes to the Faculty Handbook to integrate activities related to "innovation and entrepreneurship" or "I&E." These changes will be presented at next Executive Board meeting on April 12. The Extension Scholarship Workgroup also discussed I&E changes to the Faculty Handbook. BH of the Extension Scholarship group notes that both committees have identical goals, that of "broadening the bar" so that all faculty scholarship is recognized, yet he prefers the Extension Scholarship approach for two reasons:
1) The current Faculty Handbook sections on scholarship and position responsibilities do not explicitly mention the seven areas of faculty work that can be included in the PRS. The PTIE Committee approach places "innovation" with "research/creative" activities, although innovation can occur in all areas of the PRS. The same approach is taken for entrepreneurship. The PTIE group proposes combining
“extension/entrepreneurship/professional practice" yet "extension" and "professional practice" are two separate areas of faculty work and they are not intending to create an area called "entrepreneurship."

2) BH argues the best way to be inclusive of past, current, and future faculty work is to simply characterize scholarship as "scholarly work towards a product that has the following three qualities: 1) others can build on it; 2) widely disseminated; and 3) validated by peers.

FE noted that the I&E group requested feedback from the College of Design but never addressed this feedback.

VI. **Faculty-Administrator Relationships, Compassionate Leadership Approach (postponed)**

VII. **Updates/ Announcements Provost’s Office**

**Committee Reports**

VIII. **Equity, Diversity, Inclusion Committee – Chair Carmen Gomes**
Teaching effectiveness workshop - attended Sara Marcketti (CELT) workshop in January for department chair.

Discussions with Sara Marcketti (CELT) and Dawn Bratsch-Prince (SVPP) to have:
- a. pilot workshop with DEI committee at COE to start working on teaching effectiveness rubric.
- b. present workshop to Faculty Senate - either all faculty senators or specific committees.
- c. retired faculty - Faculty Handbook changes - Professor emeritus or emerita, other options emerit, or retired professor.

IX. **Facilities and Educational Resources Committee - Chair Firat Erdim.**

X. **Faculty Senate Recognition & Development Comm - Chair Dan Andersen**

XI. **Extension-Scholarship Workgroup – Brian Hornbuckle, Co-Chair**

Good of the Order

Adjourn

**FS Meetings This Semester**

**FDAR Meetings**
April 13

**EB Meetings**
April 26

**Faculty Senate Meetings**
April 19 and May 3