Faculty Development and Administrative Relations (FDAR)

Minutes
09 Mar 2022
10:00 A.M. – 11:00 A.M.
Online
Minutes Recorder: Brian Hornbuckle
Minutes Editor: Diane Al Shihabi

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

Council Members Absent
None

I. Minutes
Motion by Jose, second by Carmen, to accept 9 Mar 2022 minutes. Passed.

II. Announcements
Academic Freedom Resolution: FDAR and EDI consensus was that the language in the proposed resolution is inflammatory, unnecessary for this point in time, and potentially illegal. Faculty members prefer to focus on working collaboratively with Iowa Governor, Legislators, Businesses, and Citizens in areas of mutual interest. AAUP and a few universities have signed a less controversial resolution on academic freedom, which Iowa State is represented in as a member of AAUP.

We will dedicate March 30 meeting to the following issues:
Faculty-administrator relationships.

Faculty Personnel Files
In preparation, please find out from your caucuses whether faculty have access to their personnel files. If so, where are the files located and how is access gained.

Letters of Direction are a point of concern with faculty members now. These are not intended to be disciplinary documents, but rather formal communications to guide individual faculty members.

Intellectual property rights.

Institutional service: equity and recognition.

DBP would like one method to for faculty annual reviews.

III. Extension Scholarship Workgroup Presentation on Innovation & Entrepreneurship
Brian Hornbuckle

Everyone needs to learn about how to assess extension scholarship. Extension and Outreach wants to make language simple to understand.
Comments

Question: College P&T Councils assess impact, including presentations, websites, etc…
Why is this coming up as an issue? Departments will review as long as a faculty member is being evaluated on their PRS. The PRS needs to be current.

This is a seismic shift and it is important to support. There must be some guidelines.

A Faculty Senate Committee is working with the VPR on this. DBP will distribute “Documenting your Innovation and Entrepreneurship” which follows CELT guidance. There are two documents. Also includes how to put together a philosophy of innovation and entrepreneurship.

Interdisciplinary Scholarship is currently not in faculty handbook.

Best practices, Faculty Handbook, metrics are all tools.

This is a background document. Need to also review what is coming forward from Governance. Brian would like the two groups work together.

This language is from a science article. This is not what each group would like to see changed in the faculty handbook.

Faculty Handbook is where P&T Committees go to for vague issues, ambiguity and incompleteness. Worry about a document change is that could be interpreted as a change of direction. P&T committees can fail to fully assess everything beyond publications.

Need to vet the language. When it comes to standards, this is within the department. P&T raises are based on reviews. Deans office decides on this. Language that is being proposed could be seen as in non-compliance with policy.

The rationale language is not exactly what is being proposed for the Handbook. The proposed Handbook language is a broadening of definitions and scope that may actually widen the gap between policy as set by the Handbook and practice as reflected in department governance documents and ancillary PT documents.

The Extension Workgroup's proposed language is more abstract and hence more inclusive. The I&E group is keeping the language at the same level of abstraction as what is already in the Handbook. Abstract language creates distance however and can complicate the attaining of a shared understanding when it comes to P&T decisions.

The FS committee that has been involved in the IE conversation is the Research Planning and Policy Committee (RPPC) that meets with the VPR. They presented to FDAR last fall.

IV. Committee Reports (post-poned)

A. EDI Committee
B. Facilities and Educational Resources Committee
Postponed
C. Faculty Senate Recognition and Development Committee  
   Postponed  
D. Extension Scholarship Workgroup

V. Good of the Order: None  
VI. Adjourn