Faculty Development and Administrative Relations (FDAR)

Minutes
20 Oct 2021
10:00 A.M. – 11:00 A.M.
107 Lab of Mechanics
Minutes Recorder: Brian Hornbuckle
Minutes Summarizer: Diane Al Shihabi

Council Members Present
Diane Al Shihabi [ARTID], Claire Andreasen [V PTH], Brian Hornbuckle [Agr], Carmen Gomes [ME], Jose Rosa [MKT], Ann Smiley [HSC], James Vary [LAS], Firat Erdim [ARCH], Tera Jordan [SVPP]

Council Members Absent
Dawn Bratsch-Prince [SVPP]
Dan Andersen [ABE]
Eliot Winer [ME]

I. Minutes
Discussion about formatting minutes as per Robert’s Rules of Orders
Results: Minutes will be reformatted and approved at next meeting.

II. Innovation and Entrepreneurship
The Governance Council is developing proposed changes in Faculty Handbook regarding Innovation and Entrepreneurship (I&E). FDAR has been asked to provide comments. FDAR noted that the proposed changes are preliminary and not yet ready for a full review, i.e. Innovation and Entrepreneurship are linked together in certain sections (PRS) and separated in others (Research and Scholarship). We have some comments from the College of Design. The topic will be discussed at the next CoD Faculty and Staff meeting. The language is important to Design because their work sometimes is outside "traditional" academic work. Innovation may fit easily within research/creative activities, while entrepreneurship fits with extension and outreach. Each college will need to define what constitutes scholarship in innovation and entrepreneurship.

Questions:
Starting a business isn't necessarily scholarship, but if the business wins an award, could this be a form of scholarship and peer evaluation?
If a business wins an award and is a separate entity from ISU, should this type of recognition be recognized as scholarship and considered in advancement at ISU?

Results: FDAR Council members will ask their College Caucuses to start discussing I&E and determining how it would be applied and organized in their college and departmental governance documents.

III. Guidelines for Optional Reporting of EDI Activities
Discussion:
Discussion: Modifications by the Provost’s Office over the summer to the EDI Guidelines document developed by FDAR in the Spring 2021

In an effort to offer guidance to faculty members who currently engage in EDI activities and colleges who assess them, FDAR discussed language that could be agreed upon at this time and where the document would be housed.

Results: FDAR agreed to remove content related to PRS and guidance for administrators and staff. Also decided to remove the word ‘optional’ from title of document and to publish guidelines on the FDAR page of the Faculty Senate website. The Provost’s Office agreed to then link advancement information to this document.

Carmen moved to make the changes, Jose seconded.

Approved unanimously.

Next step is FS Executive Board review.

IV. Suggestions to Improve Faculty Conditions for Spring 2022 Instruction

The Provost’s Office asked FDAR to provide suggestions that would improve instruction and faculty satisfaction in the Spring 2022 semester, while remaining within the law. Through faculty feedback FDAR developed a list of questions and recommendations and provided them to the Provost’s office. Suggestions of broad concern are iterated below

1. FDAR is supportive of allowing a two-year clock extension for tenure-track candidates due to the Covid pandemic. While advancement from associate to full is not ‘on the clock, it is recognized as equally important to assess in terms of the pandemic.

2. The council supports new promotion and tenure training that recognizes issues related to pandemic in review processes, including increased time required for large course loads and large class sizes, and concerns for faculty with small children. It recognizes a need for senior faculty members within colleges and departments to engage to help address these issues, particularly in guiding how training should be applied and operationalized. Discussions should be transparent.

3. FDAR council members noted that many faculty members have health conditions that make them very afraid to teach in person, which is causing considerable mental health concerns and threatening the jobs of those involved. They feel that it is important that the university demonstrate compassion for faculty members and look at cases individually.

V. Teaching Evaluations

The format of teaching evaluations is set for the Fall 2021 semester. We will discuss Spring 2022 evaluations at the next meeting.

Concern was expressed about how international graduate students working as TAs are being treated by undergraduates. Will follow up with graduate college.
A suggestion is to have the department chair or DOGE speak to the class at the beginning of the semester and make a statement of support concerning why this instructor is leading or grading the class and explain to students how they can share their concerns in a proper way.

VI. Faculty Mentoring Initiatives – Tera Jordan, post-poned to next meeting.
Update on COACHE survey and current initiatives for ISU faculty and colleges

Committee Reports - Postponed
I. Equity, Diversity, Inclusion Committee – Chair Carmen Gomes

II. Facilities and Educational Resources Committee - Chair Firat Erdim
Updates

III. Faculty Senate Recognition and Development Committee - Chair Dan Andersen
Updates

IV. Good of the Order