Faculty Development and Administrative Relations (FDAR)

Minutes
01 Nov 2022
2:00 AM–3:00 PM

Recorder: Brian Hornbuckle
Editor: Diane Al Shihabi

Location: 107 Lab of Mechanics

Council Members Present
Dan Andersen [A&BE], Grant A Dewell [VDPAM], Brian Hornbuckle [AGRON], Huifang Mao [MKT], Ann Smiley [HSC KIN], Eliot Winer [M E]

Council Members Absent
Diane Al Shihabi [ARTID], Carolyn Cutrona E [PSYCH], Dawn Bratsch-Prince [SVPP], Tera Jordan [SVPP]

I. Call to Order, Ann Smiley (substituting for Diane)

II. Approval of Oct. 7 Minutes
   Motion to Approve by:
   Seconded by:
   Minutes Approved

III. Intellectual Property University Task Force, Dawn Bratsch-Prince Report via Email
Dawn met with Steve Lonergan and Barbara Biederman
Ann Smiley will represent FDAR on the committee.
Task Force hopes to meet for the first time in the next month.

IV. Service Evaluation in P&T, Update from Dawn Bratsch-Prince on Possibility of 1 Workshop or 2 Workshops for Faculty Senate

   Kelly Anne O'Meara
   http://www.kerryannomeara.com/about

FDAR Proposed to bring KerryAnn O'Meara to ISU.
Provost’s Office wants a short proposal and budget with options.

Workshops Available
   Equity-Minded Reform of Teaching and Service Workloads
   Equity-Minded Reform of Faculty Evaluation: Principles and Action.

V. Coache Survey Request, Update from Tera Jordan on Process, Expected Date of Availability to Review
No update

VI. Faculty-Administrator Relationships
   Progressive Corrective Action (Replaces Non-disciplinary Corrective Action/Letters of Direction) FDAR Discussion
FDAR Members felt that the conversation at Faculty Senate was generally positive. Consensus is that it is important that it gets done the correct way. The proposed amendments seem generally positive. These amendments will be considered by the Executive Board / Administration.

VII. Faculty Performance Increases 2022-2023, Dawn-Bratch-Prince on Criteria for Performance Increase
College deans decided the criteria. Was a discretionary increase. It was to be based on Outstanding Performance and Availability of Funds.

VIII. Faculty Retirement and Active Grant Support, Comments by Dawn Bratch-Prince
Provost’s Office noted that retired faculty are no longer employees. There are some cases where emeritus faculty still use research funding. When this was considered a couple years ago, it was found that the State of Iowa has specific rules guiding actions. Emeritus faculty can continue to serve as PIs or Co-Is on grants, and can also be PIs or Co-Is on new grants.

FDAR felt that it would be good to review the issues associated with emeritus faculty and provide clarity. Initial questions include, “Can emeritus faculty be the instructor of record? How much can emeritus be paid?”

IX. Committee Reports
I. Equity, Diversity, Inclusion Committee – Chair
No update – currently no EDI Committee Chair.

II. Facilities and Educational Resources Committee - Chair
No update – currently no FERC Chair.

III. Faculty Senate Recognition and Development Committee - Chair Dan Andersen
27% of faculty who applied for foreign travel grants received one. One ‘Big 12 Fellowship’ was awarded.

IV. Good of the Order

FS Meetings This Semester
FDAR Meetings
Dec 02

EB Meetings
Dec 6

Faculty Senate Meetings
Dec 13