

**Governance Document**

**Department of Agricultural and Biosystems Engineering**

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**Article I: Purpose and Goals**

This Governance Document defines the role of and procedures for faculty participation in governance of the Agricultural and Biosystems Engineering Department.

The goals of this document are to promote effective operation of the department and to assist the department in fulfilling its mission.

Other documents that affect department governance are:

1. Iowa State University Faculty Handbook
2. College of Agriculture and Life Sciences Governance Document
3. College of Engineering Governance Document

This Governance Document is subservient to those listed above, and properly adopted changes in those documents that are in conflict with provisions in this Governance document shall supersede said provisions of this document.

Faculty evaluation and review procedures and processes are embedded in this document as well as the documents listed above.

In this document, a faculty member's "College" refers to that college where the faculty member has their primary appointment.

**Article II: Department Mission****VISION**

The vision of ISU's Department of Agricultural and Biosystems Engineering is to be the premier comprehensive Agricultural and Biosystems Engineering department in the world serving society through innovative engineering and technology to sustainably advance agriculture, industry, and living systems.

**MISSION**

The mission of the Agricultural and Biosystems Engineering Department is to:

- Promote undergraduate student learning in agricultural and biological systems engineering and industrial and agricultural systems technology.
- Promote graduate student learning in agricultural and biosystems engineering and industrial and agricultural technology.
- Discover, adapt, advance, and manage new engineering, technology, and scientific ideas for all stakeholders.

- Provide engineering and technology expertise to the state, nation, and world.
- Engage, serve, and lead the agricultural and biosystems engineering and applied engineering and technology management professions globally.

### **GUIDING PRINCIPLES**

As the Agricultural and Biosystems Engineering Department works toward achieving our mission, all members of the department are expected to act in accordance with Iowa State University's core values and the identified departmental values and guiding principles. The ABE departmental values and guiding principles are:

- Diversity and inclusion of students, staff, faculty, stakeholders, and viewpoints
- Meaningful and collaborative partnerships with domestic and global stakeholders
- Excellence in the scholarship of learning, discovery, and outreach
- A systems approach that increases sustainability
- Culture of lifelong learning

### **Article III: Department Personnel**

Department personnel are classified into several categories:

- Faculty (both tenured/tenure eligible and term)
- Professional and Scientific Staff
- Merit System Staff
- Graduate Assistants
- Hourly Employees

All individuals in these categories have critical responsibilities in achieving the department mission. However, governance of the department is specifically assigned to the Faculty and Department Chair acting within established College and University procedures.

### **Article IV: Minimum Qualifications for Faculty**

#### **TENURED/TENURE ELIGIBLE FACULTY**

Tenured/tenure eligible faculty must have a terminal academic degree (normally a Ph.D.) in engineering, technology, or closely related field. Faculty hired at the rank of associate professor or professor must also have a record of accomplishments (as outlined in the ISU faculty handbook) appropriate for the rank being offered.

## TERM FACULTY

The following term faculty titles will be available for use within ABE (some titles are restricted based on college home):

- **Teaching Faculty Title and Ranks:** Assistant Teaching Professor, Associate Teaching Professor, and Teaching Professor.
- **Practice Faculty Title and Ranks:** Assistant Professor of Practice, Associate Professor of Practice, Professor of Practice.
- **Research Faculty Title and Ranks:** Research Assistant Professor, Research Associate Professor, Research Professor.
- **Adjunct Faculty Title and Ranks:** Adjunct Assistant Professor, Adjunct Associate Professor, Adjunct Professor.

ABE establishes the following minimum qualifications for term faculty. Minimum qualifications for term faculty set by the respective colleges will also adhered to based on the college home of the faculty member. In special cases, the waivers of these minimum standards may be requested in accordance with university and college policies.

- Teaching Faculty
- Teaching faculty who will advise, mentor, or teach in departmental graduate programs must have a terminal academic degree (normally a Ph.D.) in engineering, technology, or closely related field.
- Teaching faculty who will teach in departmental undergraduate programs must have a masters degree in engineering, technology, or closely related field.
- Practice Faculty
- Assistant professor of practice must have a bachelor's degree plus 5 years of relevant industry experience.
- Associate professor of practice must have a bachelor's degree plus 10 years of relevant industry experience or five years of relevant academic experience beyond the requirements for assistant professor of practice.

- Professor of practice must have a bachelor's degree plus 15 years of relevant industry experience or five years of relevant academic experience beyond the requirements for associate professor of practice.
- Research Faculty
- Research faculty must have a terminal academic degree (normally a Ph.D.) in engineering, technology, or closely related field.
- Adjunct Faculty
- Adjunct faculty must have a terminal academic degree (normally a Ph.D.) in engineering, technology, or closely related field.

In addition to the minimum degree or professional experience requirements listed above, for an initial hire of a term faculty member at the associate professor or professor rank, the following minimum requirements are defined for titles of term faculty:

- Associate Professor: a record of successfully contributing to the mission of the university as defined by the PRS or a record of contributions in the professional field and promise of further academic and professional development
- Professor: a record of proven excellence in the primary responsibilities identified in the PRS and effectiveness in other areas of the PRS, or a record of demonstrated substantial contributions to their professional field

#### **Article V: Faculty and Chair Responsibilities**

The faculty and Chair share responsibility for department operation. The faculty has an important voice in setting policy and the Chair is responsible for department administration. It is expected that faculty and Chair will approach department governance in a cooperative and positive spirit.

Responsibilities of the Chair include:

- Directing the work of the department
- Preparing and administering the department's Teaching, Experiment Station and Extension budgets
- Recommending personnel actions
- Assigning work loads
- Appraising performance of faculty members

- Assigning faculty member salaries
- Providing department leadership

The faculty is responsible for academic matters, including:

- Curricula. Note that the two ABE curriculum committees are charged with general oversight of, including assessment and continuous improvement of, the degree programs under their purview (TCC for technology programs, ECC for engineering programs). Voting members on the curriculum committees must be voting members of the faculty; other members such as advisers and students, are in an ex-officio role. Any major changes in programs or policies – e.g.: addition or deletion of an option, certificate, or degree program; change in credit hours required for graduation; changes in admission requirements to any program; changes in the assessment tool for student evaluation of instruction – must be brought to the full faculty for a vote after the relevant curriculum committee(s) has voted on the change.
- Admission of, monitoring progress of, and setting retention standards for undergraduate and graduate students

The faculty advises and makes recommendations to the Chair and College and University administrators regarding:

- Hiring of new faculty members
- Faculty member promotion, tenure, and post-tenure issues
- Term faculty member renewal and advancement
- Research programs
- Extension and outreach programs
- Teaching programs
- Physical facility needs
- Other items as requested by administrators or as deemed appropriate by the faculty

The faculty conducts an annual performance review of the Chair through the Promotion, Tenure, and Review Committee (PTRC) (see *Article IX: Promotion, Tenure, and Review Committee* for other responsibilities of this committee). The purpose of this review is to assist the Chair in providing effective leadership to the department (see *Article XXI: Department Chair Performance Appraisal*). The PTRC will conduct a concise, confidential, electronic survey of the

salaried faculty regarding the performance of the Chair. The survey will be administered each June, with responses compiled and a summary report provided by the end of September. The report will be shared with the Chair and made available to the Deans.

#### **Article VI: Voting Faculty**

The voting faculty consists of the regular voting faculty and the provisional voting faculty. The regular voting faculty shall consist of all tenured/tenure eligible faculty members and all term faculty members with a budgeted appointment in Agricultural and Biosystems Engineering, as well as faculty members holding budgeted joint appointments in Agricultural and Biosystems Engineering. In cases where a faculty member is also a graduate student (e.g., teaching faculty pursuing their Ph.D.), their graduate student status may supersede their faculty status and exclude them from some discussions and decisions. The provisional voting faculty members fill positions and have responsibilities similar to those of the regular faculty, but have non-salaried appointments such as courtesy, affiliate, adjunct faculty appointments, or may be appointed in a non-faculty position.

At the departmental retreat at the beginning of each academic year, the Chair will nominate those persons, if any, who he/she believes should be members of the provisional voting faculty. The regular voting faculty will vote to accept or reject each of the nominees. Designation as a member of the provisional voting faculty is for one year, but members may be reelected an indefinite number of times.

The provisional voting faculty may vote on all items of faculty business, except for promotion, tenure, post-tenure reviews, advancement, and faculty renewals matters (see *Article VII: Conduct of Faculty Business*).

#### **Article VII: Conduct of Faculty Business**

The Chair or their designee chairs the faculty meetings. Meetings shall be conducted according to parliamentary procedure. Robert's Rules of Order shall be the governing parliamentary document.

The Chair shall designate a Secretary of the Faculty. The Secretary may be a P&S or Merit System employee. The Secretary shall:

- Maintain current rosters of the regular voting faculty and the provisional voting faculty.
- Maintain minutes of faculty meetings, which shall be available in the department office.
- Maintain a current copy of this Governance Document, as amended, and current copies of the related documents listed in *Article I: Purpose and Goals*.
- Conduct core organizational activities in support of the Chair and any critical committees (e.g., PTRC).

Faculty meetings shall be scheduled by the Chair at whatever frequency and format (face-to-face or virtual) deemed appropriate, but at least once during the Fall and once during the Spring semesters. Meetings shall be announced in writing at least one week in advance of the scheduled time.

The Chair must call a faculty meeting within two weeks if so requested in writing by at least two members of the voting faculty, or when presented with a proposed amendment to this Governance Document (see *Article XXIV: Amendments*).

Individuals with an interest in matters under discussion, e.g. persons with Adjunct, Affiliate, or Courtesy appointments, Professional and Scientific Staff, Merit Staff, or others, may be invited to participate in discussions at faculty meetings, unless ruled out of order by the presiding officer. Only members of the voting faculty may vote on questions brought to a vote. Provisional voting faculty members may not vote on promotion, tenure, and post-tenure review matters or on term faculty advancements. A quorum shall consist of 50% of the voting faculty. Unless otherwise stated, approval by a majority (more than one-half) of voting faculty members present and voting is required to pass questions brought to a vote.

### **Article VIII: Department Committees**

Except for the PTRC, establishing committees, assigning their responsibilities, naming committee members, and terminating committees is a responsibility of the Chair. The purpose of committees is to provide an organizational framework for department personnel to collectively conduct activities vital to department functioning. Committee membership may include any persons budgeted in the department and may include students or others from within or outside the department or university.

By August 1 of each year, the Chair shall publish a list of departmental standing committees their responsibilities, except for the PTRC which is to be formed by May 1 (described in *Article IX: Promotion, Tenure, and Review Committee*) and a listing of the chair and members of each committee. The Chair may, at any time, appoint an ad hoc committee to address specific issues that may arise.

### **Article IX: Promotion, Tenure, and Review Committee**

Promotion and tenure procedures are specified in the Department Promotion and Tenure document and by Promotion and Tenure Documents of the College of Agriculture and Life Sciences and the College of Engineering. Post-tenure review procedures are specified in the Department Post-Tenure Review document and by Post-Tenure Review Documents of the College of Agriculture and Life Sciences and the College of Engineering.

The PTRC shall have eight members elected from the regular voting faculty. The PTRC shall include five tenured professors, one tenured associate professor, one tenure-eligible assistant professor, and one term faculty member. The PTRC shall be elected from a nomination list that includes all members of the regular voting faculty, except for those who are being considered for promotion, tenure, mid-term probationary or post-tenure review, advancement, renewal, and regular voting faculty members who ask the Chair to remove their names from the nomination list. The term faculty member nominee(s) will be limited to those at the highest rank available. Additionally, the department chair has the right to limit tenure-eligible assistant professor nominees to ensure that all tenure-eligible assistant professors have the opportunity to serve on the PTRC prior to their tenure review.

The election must be conducted by May 1 of each year. An electronic ballot will be prepared by the Secretary of the Faculty and distributed to the regular voting faculty. The five tenured professors, one tenured associate professor, one tenure-eligible assistant professor, and one term faculty member receiving the most votes will be elected to the committee. If a tie vote occurs that would elect more members than specified, a second ballot containing the names of the individuals so tied will be distributed and that person (or persons, if breaking a multiple tie at the professor position) receiving the most votes will be elected. When no candidate is available at one of the specified ranks, an additional member of the next-higher rank shall be elected.

Since the PTRC is elected by the regular voting faculty of the department, the PTRC vote represents the combined vote for the entire regular voting faculty. Therefore, no regular voting faculty member in the department is permitted to cast a vote outside the department in promotion and tenure processes. (Note: see faculty handbook on double voting). The elected tenure-eligible assistant professor will participate in all processes and deliberations of the committee, but shall not cast any votes on final recommendations for tenure, promotion, or post-tenure review. The elected tenured associate professor will participate in all processes and deliberations of the committee, but shall not cast any votes on final recommendations regarding candidates applying for promotion to professor or post-tenure reviews of professors. The elected term faculty member will participate in all processes and deliberations of the committee, but shall not cast any votes on final recommendations regarding tenured/tenure eligible faculty.

Any faculty member being evaluated for any reason by the PTRC in a particular year is ineligible to serve on the PTRC for that year. A tenure-eligible assistant professor who has previously been elected to the PTRC is not eligible to serve on the PTRC again until all other tenure-eligible assistant professors have served. If any elected member is subsequently unable to serve, that member will resign from the committee, and a replacement member of the same rank will be appointed by the Department Chair.

The PTRC shall elect as voting chairperson one of its tenured professor members. The PTRC shall follow the procedures set forth in the Department, College, and University Promotion and Tenure Documents in evaluating candidates and making recommendations regarding promotion and tenure. However, in the event of conflict between College of Agriculture and Life Sciences and College of Engineering requirements, the rules of the candidate's home college must be followed. This information will be communicated in a timely manner to those seeking promotion and/or tenure.

The PTRC shall follow the procedures set forth in the Department, College, and University Post-Tenure Review Documents in evaluating candidates and making recommendations regarding post-tenure review. Because the department budget is primarily in the College of Agriculture and Life Sciences, College of Agriculture and Life Sciences procedures will normally govern. However, in the event of conflict between College of Agriculture and Life Sciences and College of Engineering requirements, the rules of the

candidate's home college must be followed. This information will be communicated in a timely manner to those subject to post-tenure review.

The PTRC shall follow the procedures set forth in the Department, College, and University Term Faculty Evaluation and Renewal Documents in evaluating candidates and making recommendations regarding renewal and advancement. However, in the event of conflict between College of Agriculture and Life Sciences and College of Engineering requirements, the rules of the candidate's home college must be followed. This information will be communicated in a timely manner to those subject to post-tenure review.

### **Article X: ABE Faculty Expectations**

The ABE voting faculty have approved the following guidelines<sup>1</sup> detailing the qualities and/or behaviors associated with faculty performing over a range of superior, strong, successful, substandard, or unacceptable, across four key realms of accomplishment. These expectations are applicable to faculty during the entire span of their careers, though the expected productivity, and weighting of factors will change with individual PRS requirements, which themselves should change as faculty progress through their careers.

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<sup>1</sup> This list is heavily based upon one published in Crookston, R.K. 2012. *Working with Problem Faculty: A 6-Step Guide for Department Chairs*. It has been modified in consultation with ABE faculty members to better reflect the range of activities – e.g., extension and applied research – that characterize our department.

**ABE FACULTY EXPECTATIONS: RESEARCH**

5. Superior scholarship by consistently publishing highly-cited impactful works.

Preparing publications used in development of public policy/standards/regulations. Documented broad impact of research including patents, technologies adopted by industry, and/or knowledge from research making an impact on an industry or society because of changes in practices. Consistently preparing and timely completing project reports that lead to continued funding. Consistently obtains funding to conduct his/her research. Consistently mentors students (MS and PhD) and postdocs to maintain a research program.

4. Strong scholarship by publishing highly cited impactful works. Preparing publications used in development of public policy/standards/regulations. Documented broad impact of research including patents, technologies adopted by industry, and/or knowledge from research making an impact on an industry or society because of changes in practices. Consistently preparing and timely completing project reports that lead to continued funding. Consistently obtains funding to conduct his/her research. Consistently mentors students (MS and PhD) and postdocs to maintain a research program.

3. Successful scholarship by publishing peer-reviewed journal articles. Consistently preparing and timely completing project reports. Obtains funding to conduct his/her research. Mentors students (MS and PhD) and postdocs to maintain a research program.

2. Substandard scholarship consisting of a trend of not publishing and with no tangible evidence of work in progress. Submits annual report, though with little thought or commitment to improvement.

1. Unacceptable scholarship, with no verifiable work in progress, no recent submissions, and no publications over a multiyear period. Does not willingly develop plans for improvement and shows no enthusiasm for increasing teaching or service contributions to compensate for lack of scholarly work.

**ABE FACULTY EXPECTATIONS: EXTENSION**

5. Superior extension through continual recognition of needs of clientele and continual development of outreach programs that lead to measurable outcomes. Consistent development of Extension publications and delivery of presentation materials that are widely used by clientele. Obtains evidence of extension program excellence through peer assessment and/or a well-designed client assessment program.

4. Strong extension through recognition of needs of clientele and development of outreach programs that lead to measurable outcomes. Development of Extension publications and delivery of presentation materials that are widely used by clientele.

3. Successful extension through recognition of needs of clientele and development of outreach programs. Development of Extension publications and delivery of presentations.

2. Substandard extension through little development of outreach programs and little development of program improvement plan.

1. Unacceptable extension through no development of outreach programs and no development of program improvement plan.

**ABE FACULTY EXPECTATIONS: TEACHING**

5. Superior teaching, as evidenced by delivering courses that demonstrably meet key learning outcomes, with valid and transparent measures consistent with program and department goals. Continually updating course content and exploring improved pedagogy. Develops new modules or courses in response to program-identified needs. Student ratings significantly above department averages. Highly active in mentoring students outside the class (undergraduate theses, special projects, etc.). Recognized by industry as the go-to expert in the area for training and courses. Continually strives for the development of hands-on laboratory experiences as appropriate to promote high quality student learning.

4. Strong teaching, as evidenced by creative and rigorous course design and delivery, attention to course learning outcomes and measures, attention to students outside of class, and above-average student ratings, including narrative comments. Recognized by industry as an expert in the area for training and courses. Strives for the development of hands-on laboratory experiences as appropriate to promote high quality student learning.

3. Successful teaching, as evidenced by efforts to revise and improve with well-considered goals, solid lesson plans, helpful and prompt feedback, and sincere concern for student learning. Student ratings near the department average. Course learning goals consistent with and supportive of program learning outcomes.

2. Substandard teaching, as evidenced by some combination of subpar student ratings, significant student complaints, frequent absences from class or late arrival to class, failure to provide students with prompt feedback, superficial attention to course and program learning outcomes, and/or resistance to department work on assessment.

1. Unacceptable teaching, as evidenced by very low teaching scores, consistent student complaints, failure to provide students with helpful and timely feedback, course content that fails to meet disciplinary standards, and/or refusal to accept proportionate share of teaching load.

**ABE FACULTY EXPECTATIONS: SERVICE**

5. Superior, diligent service to department, college, university, and/or profession by attending meetings and contributing constructively; includes holding leadership posts. Contributes actively and positively to the morale of the department and campus.
4. Strong, faithful service on major assignments or significant department, college, and/or university committees. Volunteers for assignments. May include national work such as editorial boards, scholarly reviewer, and assignments in national organizations.
3. Successful service with consistent attendance and input at most department, college, and university meetings. Available and accessible. Has well-considered goals for continuing growth as a university citizen. Uses university resources appropriately.
2. Substandard service including frequent absence from meetings, consistently coming late, and/or inconsistent or unreliable performance on committees. Little evidence of commitment to improvement. Questionable loyalty to unit mission evidenced by unsupportive behavior or public comments.
1. Unacceptable service by failure to participate in meetings and refusal to serve on committees and to fulfill assignments. Frequently away from office and disengaged from formal and informal life of the department. Does not willingly develop plans for improvement and/or shows little or no progress on meeting expectations.

**Article XI: Faculty Member Performance Appraisal**

The performance of each faculty member shall be reviewed annually by the Chair in accordance with procedures specified in the current appropriate College Performance Appraisal Process. The appraisal process includes a review of the PRS to determine that it accurately reflects the faculty member's duties. The faculty member's accomplishments of the preceding year also are reviewed with reference to the expectations delineated in *Article X: ABE Faculty Expectations*. The purpose of the faculty member performance appraisal is to provide the department chair with a detailed knowledge of the faculty member's work and activities, to assist the faculty member in setting goals and priorities, and to enhance productivity.

Every fall semester, by the Friday before classes, the Chair and Secretary of the Faculty – in consultation with the PTRC Chair and cognizant college and university leaders – will promulgate a list of key dates pertaining to faculty performance evaluation, promotion/tenure, and advancement/renewal activities for the coming year.

**Article XII: Probationary Faculty Members Performance Appraisal**

A review will be conducted by the PTRC for all tenure-track faculty members, on a four-year initial appointment, before the end of the third year of employment. The purpose of this review is to provide the faculty member with feedback in accordance with the current promotion and tenure guidelines, and with reference to the expectations delineated in *Article X: ABE Faculty Expectations*. A report from the PTRC will be given to the Department Chair and the Chair will communicate the review findings with the faculty member. In cases where the faculty member receives time credit from previously held positions, the PTRC will conduct the review two years before the end of the probationary period (i.e., one year before their mandatory application for tenure).

Materials for reviews conducted prior to the application for tenure and promotion will include the candidate's PRS, complete vita and portfolio (as detailed on the Provost's web site)

and proof of institutional and professional citizenship<sup>2</sup>. The departmental faculty may be asked for input concerning institutional and professional citizenship of the candidate.

The timing of probationary faculty member reviews is typically as follows:

- Mid April (previous year) – probationary faculty members in need of review are notified by the Department Chair (so that they can be excluded from the PTRC).
- Early January – materials for probationary faculty member reviews due to the PTRC
- Late February – feedback from the PTRC will be given to the Department Chair to share with the probationary faculty member.

The materials to be submitted for promotion to associate professor with tenure include the PRS, complete vita and portfolio (as detailed in the faculty handbook and the Provost's web page) or other materials as required by the College. Proof of institutional and professional citizenship will be an additional departmental requirement (see definition in the footnote). The PTRC will vote on the awarding of promotion and tenure and submit the result to the Department Chair.

The timing of tenure and promotion to Associate Professor will be distributed annually, but is typically as follows:

- Mid April – candidate must notify the Department Chair in writing of their intent to seek promotion and tenure if it is not the penultimate year of their contract. In the case of mandatory review, the Department Chair will notify or remind the candidate of the review by this date and the timelines outlined below apply. At this time the candidate should provide a full CV, PRS, and sealed envelope with five names of

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<sup>2</sup> Evidence of institutional and professional citizenship includes contribution to the decision making and academic/institutional planning at the departmental level, and perhaps even at the college and university levels as well as professional organizations, by effectively carrying out committee assignments. The record of service should demonstrate that the assistant professors worthy of promotion to associate professor with tenure have begun to develop a habit of service and that their judgments are professionally respected and valued.

- potential external reviewers and up to three names of individuals not to use as external reviewers.
- May 1 – the new PTRC will be made aware of the candidate’s intent and will find appropriate faculty mentors to assist the candidate as they develop their documentation. The PTRC will begin to identify external reviewers and secure external reviewers by early June.
  - Early July – the documentation, including PRS, vita, portfolio and other materials required by the College of Agriculture and Life Sciences, College of Engineering, University and Departmental guidelines, must be received by the PTRC. The PTRC will review the candidate’s dossier and then vote on the solicitation of external reference letters to further the process. The PTRC will give the candidate feedback on their dossier, allowing time for changes before the College deadlines, which are typically in early November
  - Early August – the PTRC will request external reference letters. The external reviewers will receive the PRS and vita along with other P&T guideline materials as defined by the Provost.

### **Article XIII: Promotion to Professor**

Reviews of faculty members wishing to be promoted to full professor are conducted much the same as those being promoted to associate professor, and will be done with reference to the expectations delineated in *Article X: ABE Faculty Expectations*. In addition to criteria set forth by the College and University, institutional and professional citizenship will be a

consideration in the evaluation of candidates<sup>3</sup>. The departmental faculty may be asked for input concerning institutional and professional citizenship of the candidate.

The timing of tenure and promotion to Professor will be distributed annually, but typically is as follows:

- Mid April – candidate must notify the Department Chair in writing of their intent to seek promotion. At this time the candidate should provide a full CV, PRS, and sealed envelope with five names of potential external reviewers and up to three names of individuals not to use as external reviewers.
- Early May – the new PTRC will be made aware of the candidate's intent and will find appropriate faculty mentors to assist the candidate as they develop their documentation. The PTRC will begin to identify external reviewers and secure external reviewers by early June.
- Early July – the documentation, including PRS, vita, portfolio and other materials required by the College of Agriculture and Life Sciences, College of Engineering, University and Departmental guidelines, must be received by the PTRC. The PTRC will review the candidate's dossier and then vote on the solicitation of external

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<sup>3</sup> Candidates must present reasonable evidence of such service as: effective membership, and in some cases leadership, on standing and/or ad hoc committees at the departmental, college, and/or University levels; sponsorship and advising of student groups or clubs; lectures, consultation, and other contributions to the University and the community consistent with the candidate's professional expertise; honors or awards for professional service to the University, community, and professional groups or organizations; membership, participation, and certain leadership in the activities of regional and national professional organizations as committee members, session chairs, elected officials, and the like; editing of scholarly journals, reviewing of manuscripts and grant applications or other activities that represent high quality professional service at different levels to both the public and private sectors.

reference letters to further the process. The PTRC will give the candidate feedback on their dossier, allowing time for changes before the College deadlines, which are typically in early November.

- Early August – the PTRC will request external reference letters. The external reviewers will receive the PRS and vita along with other promotion guideline materials as defined by the Provost.

#### **Article XIV: Post-Tenure Review**

Each tenured and continuously appointed faculty member's accomplishments will be reviewed according to the current Department, College, and University Post-Tenure Review Guidelines, and with reference to the expectations delineated in *Article X: ABE Faculty Expectations*, at the frequency specified in those documents. The review will be conducted by the PTRC, with an evaluation and recommendation forwarded to the Chair. Faculty members will be evaluated sequentially based on the length of service since their last promotion or post-tenure review.

Review packets submitted by faculty will include all PRS documents in effect during the review period, a complete vita, and a two-page document summarizing his or her major accomplishments and impacts associated with each PRS component since his or her last review.

The timing of post-tenure review will be distributed annually, but typically is as follows:

- Mid April (previous year) – faculty members scheduled for review are notified by the Department Chair (so they can be excluded from the PTRC).
- Mid December – materials for post-tenure faculty review due to the PTRC
- Mid February – a summary of the PTRC's appraisals and recommendations will be given to the Department Chair. If needed, the Chair can use these to develop a plan for improvement with the faculty member.

#### **Article XV: Term Faculty Members Renewal Review**

All term track faculty members with renewable Letters of Intent will be reviewed according to the current Department, College, and University guidelines for term faculty members regarding the frequency and timing of renewal reviews. The review will be conducted by the PTRC, with an evaluation and recommendation forwarded to the Chair.

The following materials are to be submitted by the term faculty member under review to the PTRC as part of the review process (this should be submitted as one pdf file with materials in the following order):

1. Updated vita (complete CV that includes all aspects of PRS responsibilities).
2. PRS for the current contract.
3. A two-page summary of the impact of your PRS responsibilities. The focus should be on the impact of your primary responsibilities (e.g., teaching faculty should focus on the impact of their teaching for ABE, including significant changes/upgrades to the courses you have taught and plans for continuous improvement), but also include the impact of your other responsibilities.
4. Additional materials depending on type of term faculty appointment:
  - a. Teaching faculty, practice faculty, and adjunct faculty with a 30% or more teaching appointment must provide the following teaching related data: 1) a summary table of Student Evaluation of Instruction (SEI) scores for each course taught since being appointed in ABE which includes scores for SEI questions regarding instructor effectiveness and student achievement of outcomes and departmental norms where appropriate; and 2) documentation of continuous improvement, such as review of curricular materials by departmental or external experts and subsequent changes made, peer evaluations of teaching and subsequent changes made, or similar.
  - b. Research faculty to be eligible for re-appointment, must demonstrate research and scholarly productivity commensurate with tenure-eligible faculty of the same rank, and must demonstrate independence as appropriate for their rank in their disciplinary field. Research faculty are required to maintain sufficient external funding for no less than 80% of their salary and for sustainable research activity. The faculty member's research portfolio documenting this performance is limited to 10 pages.

The timing of term faculty member reviews will be distributed annually, but typically is as follows (this reflects ABE's historical tendency to hire term faculty on the longest contracts available):

- Mid November (~18 months prior to end of contract) – term faculty members in need of review are notified by the Department Chair that they need to submit their materials to the PTRC in the spring, as part of their annual review process.
- Mid-February (~15 months prior to end of contract) – Review materials (items 1 – 5 above) due to the PTRC.
- Early March (~14 months prior to end of contract) – feedback from the PTRC provided to the Department Chair to inform the reappointment decision. At the chair’s discretion, portions or all of this feedback may be shared with the term faculty member under review.

### **Article XVI: Term Faculty Members Advancement Review**

Term Faculty appointments at the assistant/lecturer rank are eligible for promotion to the associate level after 5 years of employment as a faculty member at ISU (full or part time) or equivalent experience. There is no defined time-line for term faculty advancement from the associate to the professor level. All candidates for advancement must meet the standards for appointment at the proposed rank as defined in Faculty Handbook Section 3.3.3.2. Candidates for advancement to the associate rank must document a record of successfully contributing to the mission of the university as defined by the PRS, a record of contributions in the professional field, and promise further academic and professional development. Candidates for advancement to the professor rank must document a record of proven excellence in the primary responsibilities identified in the PRS, effectiveness in other areas of the PRS, and a record of significant institutional service.

In order for research faculty to be eligible for advancement, they must demonstrate research and scholarly productivity commensurate with tenure-eligible faculty of the same rank, and must demonstrate independence as appropriate for their rank in their discipline. Because of the emphasis on scholarly productivity, external letters are required as part of the process for advancement of term research faculty.

Term faculty will prepare an advancement portfolio according to the requirements of their home college.

The time line for term faculty advancement is established by the Provost’s Office, but typically will require submission of materials by the candidate late in the fall semester.

**Article XVII: Faculty Action Plan Mediation Policy**

In the case that a faculty member receives an unsatisfactory annual evaluation or a below expectations post-tenure review, ABE follows the policies outlined in Chapter 5 of the Faculty Handbook and college governance documents. It is expected that the department chair and the faculty member will work toward resolution of any disagreements with a proposed written action plan and will resolve any disagreements within 10 working days from the date the faculty member received the proposed written action plan. However, in anticipation of the possibility that all disagreements may not be resolved within this time period, the formation of an action plan mediation committee must be initiated when the proposed written action plan is presented to the faculty member, so that the committee is formed and ready to start the mediation process at the end of the 10 working day period. The selection of the departmental action plan mediation committee is defined by the college governance document. Accordingly, the members of the ABE action plan mediation committee will be selected from the department faculty, at rank or above, of the faculty member who received the action plan (excluding those outlined in the faculty handbook) as follows:

1. The department chair will appoint one faculty member to the committee.
2. The faculty member involved will appoint one faculty member to the committee. If the faculty member does not appoint a member within 5 working days, this appointment will default to the department faculty, who will select a second member.
3. During the fall semester, the department faculty will elect representatives to a one year term from among the eligible tenured professors. The professor receiving the most votes will serve at the department representative if needed. The professor receiving the second most votes will serve if needed, etc. If the faculty member involved is appointed through the College of Engineering, then the COE Dean will appoint the third member of the mediation committee.

**Article XVIII: Non-salaried Faculty Appointments**

The ABE department offers non-salaried courtesy, adjunct, and affiliate appointments (refer to the Faculty Handbook for appointment details). For courtesy, adjunct, and affiliate appointment, ABE follows the Faculty Handbook with the stipulations below:

Courtesy appointments are offered to faculty members from other academic departments at ISU (see Section 3.3.5 of the ISU Faculty Handbook). Affiliate faculty appointments are offered to non ISU employees (see Section 3.3.3.1 of the ISU Faculty Handbook). Adjunct faculty appointments are offered to ISU P&S employees to carry out faculty responsibilities (see Section 3.3.3.2 of the ISU Faculty Handbook). It is expected that courtesy, adjunct, visiting, and affiliate faculty members will *engage with ABE in substantive ways that would not be possible without this status*, for example, by recruiting and serving as major professor to students in ABE graduate programs, by providing financial support of ABE graduate student research, or by teaching or co-teaching ABE course(s). ABE makes no financial commitment to these faculty members.

Non-salaried faculty appointments are term appointments ranging in length from 3 to 5 years, with renewal possible. Unless specifically requested, non-salaried faculty members will not have voting rights. If requested, granting of voting rights will be determined by a faculty vote; a two-thirds majority is necessary for passage. If requested and granted, the voting rights of faculty members with these types of appointments shall be the same as for provisional voting faculty, per this governance document.

To request courtesy, adjunct, or affiliate status, the applicant should submit a Letter of Interest indicating the nature of the engagement between the faculty and the ABE department. To request continuation of status, applicants should also include within the Letter of Interest a summary of relevant activities arising from the last appointment. Upon receipt of the request, the department chair will appoint an ad hoc committee of three faculty members to review the request and make a recommendation to the faculty. The ABE faculty, with access to (1) the written statement, (2) a current vita, and (3) the recommendation from the ad hoc committee shall vote on applications and any subsequent renewals; a two-thirds majority is necessary for passage. In cases of approval, the faculty will provide clear guidance to the chair regarding the content of the Letter of Intent. Applications and renewals will be reviewed on a rolling basis as requested. Non-salaried faculty are responsible for initiating a renewal request.

### **Article XIX: Faculty Member Work Assignments**

Teaching, student advising, research, extension, and other duties shall be assigned by the Chair in consultation with the faculty member and in accordance with the current PRS.

**Faculty Buyout from Teaching.** Faculty may buyout part of their workload responsibilities from an externally funded grant or sponsored project. Buyout will typically be taken from teaching responsibilities. Faculty buyout must be approved in a workload discussion, written in a memorandum of agreement, and signed by the faculty member and the chair. The faculty member buying out of teaching must identify an acceptable and willing replacement instructor for the class. The faculty member is responsible if the replacement instructor is not able to complete the class.

The standard ABE workload is four 3-credit classes per year for a 50 % teaching load. Since departmental teaching obligations must be covered, it may not be possible to approve all buy-out requests; therefore early notification of the intent to buyout is crucial. Providing notice at least three months in advance of the semester start is recommended. No faculty member will be allowed to buy out of instruction if it will negatively impact the instructional quality in our programs or compromise the ability of the department to deliver its instructional programs. The impact on the instructional program will determine the number of buyouts, if any, that can be accommodated each year by the department. The percentage of courses delivered by term faculty in the ABE programs will also be a consideration in the decision process. Faculty members are expected to teach at least one course each academic year and may not use external funding to buy out of all teaching in a given year. To buy out of a course, faculty will provide reimbursements to the department using the following, where the annual faculty salary is based on a nine-month equivalent salary:

1 course buyout =  $0.15 * \text{annual faculty salary}$

2 course buyout =  $0.30 * \text{annual faculty salary}$

3 course buyout =  $0.50 * \text{annual faculty salary}$

### **Article XX: Department Focus Area Leaders**

To facilitate department operation, personnel have been grouped into subject matter focus areas. To improve communication and provide liaison, the Chair may name a leader or co-leaders for each of these areas. Focus area leaders have no specific administrative duties by virtue of that appointment. Some may, however, have administrative duties assigned by the Chair, or specified in their PRS.

**Article XXI: Department Chair Performance Appraisal**

The PTRC shall develop a procedure for appraising the performance of the Department Chair and shall conduct a performance appraisal at the request of the Dean or the Chair. The performance appraisal shall include a meeting of the PTRC with the Chair. The purpose of the appraisal is to ensure faculty-Chair interaction and to provide a means for collective, thoughtful recommendations from the faculty to the Chair for enhancing leadership of the department.

The PTRC shall provide for faculty input in developing the performance appraisal. The PTRC shall provide both written and oral reports to the Chair regarding the results of the appraisal. The PTRC may, at its discretion, call a meeting of voting faculty to report orally regarding recommendations made to the Chair.

The faculty may, at its discretion, by majority vote, instruct the PTRC to communicate with the Dean of the College of Agriculture and Life Sciences or the College of Engineering regarding strengths of the Chair's performance and/or areas of concern that the faculty may have.

**Article XXII: Department Planning Retreat**

The department faculty must be aware of the factors external and internal to the department that affect the ability of the department to fulfill its mission. Thoughtful consideration of these factors is critical to maintaining a strong, vibrant, and effective department.

The Chair shall at least every two years schedule a Department Planning Retreat of appropriate duration for the purpose of reviewing and revising the department's mission and vision. Action plans shall be developed, as needed, for meeting challenges to department effectiveness, to enhance department relevance, and to evaluate program quality and department stature.

Faculty members have a responsibility to participate in these retreats.

**Article XXIII: Salary Adjustments**

Assigning faculty member salaries is a responsibility of the Department Chair. The Chair may consult with the PTRC or ask any selected individuals to provide guidance in allocating available salary adjustment funds for equity and to reflect contributions to department productivity.

When informing individual faculty members of their salaries for the coming year, the Chair should state the average department percent adjustment, and if the individual's adjustment is appreciably different from the department average, the reasons for that difference.

#### **Article XXIV: Amendments**

The procedure for amending the Governance Document and/or the Promotion, Tenure, and Post-Tenure Review Documents shall be as follows: Proposed amendments shall be submitted to the Chair in writing by a voting faculty member for distribution to the faculty and for inclusion as an agenda item for a faculty meeting to be held within two weeks. Proposed amendments shall be discussed and may be amended at the faculty meeting. Within one week following the faculty meeting at which the proposed amendment is discussed, a ballot shall be prepared and distributed to the voting faculty. Ballots must be returned within 10 days of distribution to be counted.

To be adopted, an amendment must be approved by a majority of the voting faculty (not simply a majority of those voting).

To ensure that this Governance Document remains current, the PTRC shall annually review this document to determine if it is in conflict with University, College of Agriculture and Life Sciences, or College of Engineering governance document or procedures. If conflicts are found that committee shall propose amendments to this document to reconcile those differences.

#### **Article XXV: Adoption**

This Governance document is proposed as an amendment to and replacement for the "Rules of Governance, Department of Agricultural Engineering", dated September 1, 1975, revised March 1981, amended by replacing that document in its entirety with the Rules of Governance, Department of Agricultural and Biosystems Engineering May 8, 1992, and amended November 17, 1999; April 11, 2003; November 18, 2003; December 20, 2005; March 31, 2009; May 3, 2010; February 28, 2011; September 12, 2011; March 1, 2012; April 30, 2012; September 24, 2013; September 18, 2014; April 1, 2015; May 19, 2015; February 7, 2017; April 24, 2017; November 17, 2017; January 30, 2019; April 26, 2019; January 9, 2020; March 24, 2021; February 28, 2022; September 23, 2022.

**Appendix A: Master Timeline of Critical Dates**

This master timeline includes all events described in this Governance Document. Each July, the Chair in consultation with cognizant university leaders and the departmental leadership team, should update this document with specific dates for the coming academic year, and promulgate it to the full faculty by August 1.

<b>Responsible Party and Action</b>	<b>Approx. Date</b>	<b>Specific Deadline for Coming Year</b>	<b>Comments</b>
Chair; Publish departmental standing committee list	Beginning of August		
Chair; provide PTRC with comprehensive list of faculty undergoing PTRC review in coming year	Early August		Implied but not stated!
PTRC; request external reference letters & provides detailed dossier feedback	Early August		
PTRC; compile summary report of faculty evaluation of chair	September		
Chair; notify term faculty members in need of review (18 mo. before renewal) they need to submit their materials to the PTRC in the spring	Early November		
Post-tenure Review Faculty; provide materials to PTRC	Mid-December		
Term Faculty; Provide advancement materials to PTRC	Mid-December		
Probationary Faculty; provide materials to PTRC	Early January		
PTRC; Provide Chair with feedback on Term Faculty Advancements	Late January		
PTRC; Provide Chair with feedback on Probationary Faculty	Mid-February		
PTRC; Provide Chair with feedback on Post-tenure Review Faculty	Mid-February		
Term Faculty; Provide review materials to PTRC	Mid-February		

PTRC; Provide Chair with feedback on Term Faculty	Early March		
Chair; Identify and notify all faculty who will undergo PTRC review in the coming cycle to ensure they are not on the PTRC	Mid-April		
Candidates seeking tenure early; Notify Chair of intent	Mid-April		
Candidates seeking promotion to Professor; Notify Chair of intent	Mid-April		
Chair; Conduct election and select PTRC	Early May		
PTRC; Conduct first meeting, review slate, begin providing support to candidates	Mid-May		
PTRC; Identify external reviewers for all cases	Early June		
PTRC; Administer Chair performance survey to all faculty	Mid-June		
Candidates seeking promotion; provide PTRC with all requisite documentation	Early July		