
Guest: R. Bosselman, E. Holland, J. Nuter

8:17 –the meeting (October 2, 2015) was called to order, minutes of the September 2015 meeting were approved.

Faculty Senate (FS) Report – There was a brief discussion regarding FS review of the PRS study. It was noted that the FS review committee will be accepting comments until October 23, 2015.

Revised language regarding NTE faculty is being discussed. Define what positions can/will be deemed as Professor rank.

There was a comment made that there should not be a requirement that NTER faculty bring their own salary funds with them. The strength of these positions is to hire high quality individuals that can improve the University’s research portfolio.

A comment was made regarding the use of the agreed upon PRS to review NTE positions in order to be assured they are performing as expected? There was no disagreement with this position.

When joining the ISU faculty, there needs to be a clear understanding of IP rights of the individual and that of the institution. There will be a discussion between the FS and Paul Tanaka (University Counsel’s Office).

FS will prepare a statement with respect to the recently held Forum against Bigotry (September 30, 2015).

There was a brief discussion regarding the recent hiring of the University President at the University of Iowa.

There was a good discussion related to the inclusion of entrepreneurial activities as part of the PRS. Several questions emerged from this discussion:

- How would/should these activities be evaluated in association with the P&T (i.e., may be seen as less scholarly, yet part of the University mission)?
- Do entrepreneurial activities fall into the category of professional practice?
How will the University protect IP that should not be disclosed to external reviewers (ISURF may or may not choose to disclose/protect this)?

How best should the Dept Chair communicate entrepreneurial activities in the letter of support for P&T letter?

We were reminded that there is a decided need to develop Action Plans for “unsatisfactory” reports after post-tenure review in a very timely fashion and that these cannot wait until the Fall semester. The question was asked whether the time line for getting these post-tenure reports done contributes to a delay in developing the Action Plan.

There was agreement that there is a need to be fair to the faculty member for whom the Action Plan is being devised in that the Action Plan needs to have sufficient specifics that will address the deficiencies.

Guests: Discussion of University Benefits (Bosselman, Nuter, Holland):

Holland – discussed the handout that was sent to the Cabinet.

As opposed to other health care providers, the percentage of members that use Mary Greeley and/or McFarland is ~78 %.

Wellmark Blue Cross Blue Shield, expenses of medical care are increasing.

69 % of our employees use the HMO option,

The “Open Change” will occur in November.

Brief discussion about the University instituting some type of wellness program to reducing healthcare costs.

Departments are encouraged to use the Benefits Staff to assist with recruiting. Benefits “Snapshot” – one page summary of all the benefits.

Flu shots will be made available to employees between October 5 and 16 (at Vet Med on Oct. 16).

Provost report – enrollment up for 7th straight year. All categories.

High Learning Commission visit on November 2 – 3, 2015; this is part of the accreditation process.

There will be an open forum during which Dr. Holger will discuss the process and the responsibilities of the High Learning Commission.
Capitol improvements – Student Innovation Center – expected to be open by Fall 2020. This was originally conceived as a Engr/Design College project but it is now an all-campus project.

There will be a 3% tuition increase for Spring 2016.

The University will request a 4% increase from the State for FY17

Faculty/staff compensation is a priority of the ISU Administration.

Mentioned the Forum on Bigotry and the impact of inappropriate behavior on the University community. There may be a need to include more tolerance and diversity training; what is the role of alcohol use/abuse in these situations of inappropriate behavior.

Since Fall 2014, there was an increase of 69 faculty members and 19 NTE faculty.

President of P&S Council (Tera Lawson and Clayton Johnson) – Handouts were provided,

The comment was made that P&S largest employee class at ISU

2/11/2016 - Annual Professional Development Conference will be held. Check their web site for more information: http://www.pscouncil.iastate.edu/

There was a discussion regarding P&S employees that teach (Clayton), it was stated that many times this activity is an “add-on” activity and there is a need to provide sufficient time for these individuals to perform their teaching activities. How do you define time for a P&S, are their position descriptions modified to include teaching as one of their duties; Unlike faculty, P&S staff should not be asked to sign a PRS document.

The group was reminded that P&S staff that teach need to have a faculty rank-only appointment if the P&S staff is the instructor of record.