Chairs Cabinet
November 21, 2014
8:15-9:30 3150 Beardshear

Present: William Jenks, Gloria Jones-Johnson, Rob Wallace, Bob Bosselman, Guru Rao, Siri Nilakanta, David Ringholz, Barb Ching, Kristin Constant, Steve Mickelson, Mike Wannemuehler, Dawn Bratsch-Prince, Jonathan Wickert, Thomas Baum, Christine King,

Guests: Paul Tanaka, Maureen De Armond, Brenda Behling, Kristi Darr

Presentation by Paul Tanaka – ISU Counsel's Office and Maureen De Armond

Topic of discussion was State Employee settlements – EO85
Most settlements need to be approved by University President and BoR President,
There needs to be public disclosure and all settlements will/should be posted on the Regents web site. (Mr. Tanaka provided a handout),

Any formal process/settlement is covered by EO85,

Not all personnel decisions are a settlement and are not covered by EO85, examples
- Workman’s Comp, disciplinary letters

Any time a action plan gets in front of a review/disciplinary committee, it will come under EO85.

Confidentiality needs to be maintained and complicates the process.

Running things through the Board will slow the process; it was again emphasized that everything will be posted.

Early, voluntary resolution is better – prior to any formal process
The comment was made that Chairs may not know that a given situation is already in a formal case because of confidentiality requirements.
With respect to HR issues including Merit and P&S, these will be handled by Maureen De Armond.

ADA and Title IX are not necessarily handled under EO85 – unless there is a formal complaint filed by an employee. However, EO85 does not affect student complaints.

October minutes were approved.

Provost – provided handout for his discussion items
Board will hire various consultant to help implement the TIER report recommendations.

ISU can submit our own plans by Dec 31st without requiring outside consultants.

Jim Kurtenbach – hired for a two year contract to improve IT security

The Provost mentioned that a major was given incorrect information about ISU’s AAU status. A point was made that all nee to be cautious about what and how things are said.

Tuition freeze for the 3rd yr is a done deal for IA residents. A tuition freeze could impose a $3.2 M revenue shortfall for ISU.

Current proposed tuition changes: No increase for IA residents; 1.2% increase for non-resident undergraduates; 1.75 % tuition increase for graduate students; and a 3.25 increase for veterinary students.

As a note, a comment was made that CA approved 5 % increases in tuition for each of the next five years and that there was public/student push back to this plan.

GSB – discussion regarding the safety issues

Testing center improvements – Handout provided.

There was discussion about developing a pathway to 3 yr degrees as a means to reduce student debt.

Governor has spoken about the need for a $10,000 degree.

UI officials have spoken about developing a 3 yr degree for students that have a high SAT/ACT scores, have tested out of various courses, etc.

ISU will take a different approach.

Deans have been challenged to put together a package of majors that can be done in 3 calendar years.

There is a challenge/pressure from the Governor to address the 3 yr degrees; some of this is driven by student debt.

During the discussion, it was mentioned that a quality BS degree for $10K would not be reasonable.

There was discussion about working with a company to develop/use a software package for scheduling classroom – It was mentioned that UI and UNI have used Ad Astra.
Faculty Senate Update – Ongoing discussions by the faculty senate regarding changes to Handbook related to post-tenure review, re-appointments of NTER, revising distinguished professor language to accommodate faculty coming from another University with the title of distinguished professor. is acceptable to ISU, Curriculum reports and two department/program name changes.

Visitors: Brenda Behling, and Kristi Darr provided handouts and discussed People Admin 7, as well as the new electronic LOI.

There was some discussion that hiring of graduate assistants and merit appointments may also use the eLOI system.

The eLOI originator will be the departmental administrative assistant.

There was a question about the process to include the PRS as part of the eLOI.

The implementation of the eLOI for 3rd year renewals will be part of the Phase 2.

People Admin 7 was presented by Kristi Darr. She mentioned that the older 5.8 system will be shut down and hires still in this system need to be completed by June 2015.

HR is working on developing reporting tools - e.g., how long a document sits in each Inbox

Kristi also mentioned that HR is working to streamline the process to avoid bottlenecks. For example, currently there is one person in HR entering every hire! There was a comment made that the new system has features that should streamline the process but that there is some concern that staff are not using the tools that would make the process easier.

Send questions/feedback to Kristi Darr.

Meeting was adjourned at 9:35.