Chairs Cabinet  
December 12, 2014  
9:30-10:45 Gold Room MU

Meeting called to Order at 9:30 AM, 12/12/14.

Present: Wannemuehler, Bosselman, Constant, Cutrona, Jenks, King, Mickelson, Nilakanta, Ringholz, Schalinske, Bratsch-Prince, Wickert, Jones-Johnson.

Guests: Brenda Behling, Sharon Bird, Ana Prokos, and Lynn Miller.

November Minutes were unanimously approved

Provost Wickert provided updates on several issues – a handout was provided regarding the Tier project.

A question was asked of the Provost: What is the 5,000 foot view (rather than the 20,000 foot view) for the Tier project. For example, why hire a consultant to deal with IT issues? Response – In this specific case, Deloit was silent on IT security and ISU is addressing some of these types of issues internally which will be presented to the Board later in December.

Provost mentioned HR as an area that needs attention that may be handled internally pending Board approval.

Change of topic: There will be a special meeting with BoR to discuss Professional and Graduate education, there will be a large volume of data provided to the BoR in order to bring them up to speed with the challenges in these programs.

Testing centers – over the course of the semester, the University has doubled the capacity.

FMDA – reassignment of duties with the birth of a child (also includes adoption as well). This will be a program and not a policy. Changes to the PRS (modified duties), there will be a pool funds to partially cover the cost of a short-term replacement. It was noted that not all departments have the same flexibility with resources to cover these short term needs. This pool of funds will be used to “level the playing field”. It was emphasized that this program will only apply to the arrival of a child. There will be a form to complete. There will be a lengthy list of FAQs to assist faculty and administrators. We were reminded that there is still a need to file for FMLA. At the moment, the FMDA is targeting tenured and tenure-eligible faculty. A question was asked as to why not include clinical faculty and there was a brief discussion regarding how a department would reassign duties of a clinical tract faculty member.

With respect to the FMDA, a question was asked as to why would the policy to require the two parents to take the leave consecutively rather than at the same time?

Change of topic: Brenda Behling provided an update on the eLOI – there will be a pause in the implementation. The eLOI went live on December 2, 2014. During the initial period of time it was active, 24 new hires used the eLOI since Dec 2. Over all, there has been good feedback from the departments. However, there were some poor experiences by the candidates. This hiatus in use of the eLOI is a temporary pause and it is hoped that this will be back in use in January, 2015.
Change of topic: Post-tenure review was changed to only include two categories: below or meets expectations. These changes will go into effect during the 2015 Spring semester.

Visitor - Sharon Bird and Ana Prokos – Dept. Sociology – Information about the Department Enhancement Program was presented. It was stressed that this program can evaluate departmental structure, culture, and practices. Essentially supported by the Provost office as an outgrowth of ADVANCE. It was suggested that departments take advantage of this Program when developing self-studies that are associated with external reviews. The Program can be utilized prior to the external review or after the review. For example, the Program staff and assist the departments with address KIPs that the SVPP’s office monitors.

The process works by collecting various types of data from the Department Chair and faculty. Much of the process is based on interviews and some didactic data. For example, the program would seek information related to job satisfaction, transparency of policies (departmental, college, university), and their expectations for their own career development, and work-life balance.

Part of the long-game for this Program will be the ability to move faculty into positions of national recognition.

There was a brief discussion regarding the need to monitor or provide career support for NTE faculty.

Brief discussions regarding the value of an increasing undergraduate enrollment and the challenges with teaching in a more crowded classroom.

Change of Topic: Lynn Miller – IT services - eData

Developing a departmental profile report portal within eData that can be used for program reviews, providing information to the SVPP.

eData will go live in January, 2015.

There will be one portal to get to the information. This is not meant to be a “College-level view”.

Kevin Schalinske – Faculty Senate Report - Surveys will be conducted for child care, library, faculty member activity, Changes to faculty handbook (NTE appointments and re-appointments, Distinguished professor from another university can be waived, PTR category amended). T was mentioned that the “Inside ISU” publication does a nice job to summarize Faculty Senate activities.

Meeting was adjourned at 10:45 AM.