Present: Wannemuehler, Baum, Bosselman, Ching, Constant, Jenks, King, Wallace, Bratsch-Prince, and Jones-Johnson.

Meeting called to order at 9:30 in Room 3505 Memorial Union.

Provost updates provided by Dr. Bratsch-Prince: Tier study - Pappas Group working on academic issues (e-learning and Enrollment management) and time-to-degree are part of the focus.

It was announced that Dr. Beth McNeil is the new Library Dean (from Purdue) – she will join ISU in time to overlap with interim Dean.

Board of Regents meeting – April 22-23 at the School of the Deaf. Three new regents. Mary Vermeer Andringa (http://www.regents.iowa.gov/BoardMembers/andringabio.html), Patricia Cownie (http://www.regents.iowa.gov/BoardMembers/cowniebio.html), Student Representative is Rachael Johnson (http://www.regents.iowa.gov/BoardMembers/johnsonbio.html).

Tenure and Promotion will be voted on at this April BoR meeting (75 cases, 4 were negative – 41 were mandatory, 30 to professor, of the 4 negative decisions, one was a mandatory case.) A full report will be shared with the FS

Criminal Justice studies major will be on the BoR docket as well.

Appropriations and FY2016 Budget – it may be June before budget is set. This will delay making budgetary decisions including finalizing pay raises.

With respect to faculty search committees, the Provost’s office had approved 130 positions for this past academic year and 70 job offers a have been made to date but only one HI-hire has been finalized.

It was mentioned that it is very unlikely that there will be a high impact Translational Health program for FY2016.

FS Update – announcement time to renewal for NTE for has been discussed – the major topic of discussion would be a change from 12 to 6 months for a notice of termination.
PRS Task Force recommendations – some language will be changed to allow better comparison across campus. There is now a template available for use. Each college is encouraged to use a template across all the departments therein.

There was a follow-up discussion regarding the practice to have candidates sign the PRS at the time that the LOI is signed. As a best practice this is acceptable but it was mentioned that the candidate needs to understand what the PRS represents. Several Department Chairs that do have the candidates sign the PRS indicated that they do discuss the PRS with the candidate.

NTER faculty, less than 20 at ISU, some issues related being hired as super postdocs, and that the position is not meeting the intent. These discussions have facilitated the evaluation of all NTE faculty on campus.

It was mentioned that there is a need to address the recognition the contributions of the NTE faculty to the University’s mission.

With respect to lecturers – it was again noted that some lecturers have been at ISU for 17 years and still only receive one-year contracts. The general sentiment amongst the committee members was that this needs to be addressed/corrected.

Challenges with imposing multi-year contracts include examples such as that in the English Department where they employ ~60 lecturers. It was stated that any Faculty Senate policy changes with respect to multi-year contracts needs to avoid unintended consequences that would hinder a given departments ability to manage their budget and/or staff.

There was a discussion focused on the practice of moving a 5th year postdoc to a P&S position with respect to target search process. This creates issues with respect to generating the position description. It was suggested that the transition for postdoc to assistant scientist could/should be a little less cumbersome. This was apparently discussed with Julie Nutter/HR earlier in the week.

There was a discussion regarding how to assess faculty time and effort with respect to directing dissertation research. For example, it was mentioned that 12.5 % effort is associated with teaching a course in LAS. Input was sought as to whether faculty should/could receive course release for directing a dissertation. Part of the discussion addressed the categorization of dissertation director as “research” vs “teaching”. As an individual develops an active research program, there would need to be allowance for a relief from didactic teaching. The time requirement to mentor graduate will vary between disciplines but again should be considered as part of a faculty members PRS. Graduate students should register for 699 credits and the number of 699 credits a faculty member is responsible for could be one criterion to assess the level of time commitment.
With respect to this discussion, there are departments that assess the Quantity vs Quality of teaching and a departmental committee is used to review these types of activities.

Regardless, the committee felt that it is critical to document graduate students progress. In some departments this is readily assessed by the number of presentation at meetings, manuscripts submitted, etc. It was recognized/mentioned that some disciplines do not have readily apparent outcome measurements for graduate student progress/development.

It was suggested that someone like Larry Ebbers may be able to provide some insights into the discussion regarding graduate student training and the faculty effort associated with this activity.

With respect to graduate training programs, there was a brief discussion about the struggles many programs are facing with sustaining funding for graduate students. Many programs report that they do not attract their top candidates because they cannot offer a guarantee of four to five years of funding. While the one year support for graduate students (stipend and/or tuition) provided by the Graduate College is appreciated, it was felt that this support would be more effective if it were for two years. This would allow faculty time to obtain the extramural support for a student once a student is accepted into a given laboratory. Again, this challenge affects some departments more than others.

Benefits Committee Update – there is new director, there has been a review of the health care plan that included a close look at the premiums paid. Based on premiums collected by ISU, it was mentioned that ISU pays out about 94% of the total collected. It was also noted that there are about 1600 retired faculty on the ISU health care plan.

It was mentioned that there were six employees that used more than $300K each because of catastrophic health events.

There will be a review of all of our providers during the first week of June!

There was a comment made that the ISU benefits package are made not clear to the prospective hires. HR and Benefits office are working on this information. It was felt that this is an important consideration because the ISU benefits are viewed as a recruiting advantage.

It was mentioned that the Provost's Office always get good feedback on our benefits programs.

Meeting adjourned at 10:45 AM.