April 18, 2014 MINUTES

Members Present: Ruth MacDonald, Bob Bosselman, Guru Rao, Mike Wannemuehler, Steve Mickelson, Ingrid Lilligren, Barbara Ching, Russ Lacznak, Christine King, Carolyn Cutrona

Members Absent: Veronica Dark, Maynard Hogberg, Ken Koehler, Dawn Bratsch-Prince

Ex-Officio: Jonathan Wickert

Guests: none

Meeting called to order at 8:15 am.

I. Approval of minutes from 4-14-2014 with no changes

II. University Committee Updates:
   - Provost Budget Advisory: No report
   - IT Services Advisory: No report
   - Library Advisory: No report
   - Student Affairs Advisory: No report
   - Work/Life Advisory: No report

III. Senior Vice President and Provost Update: Jonathan Wickert

   BOR performance-based funding task force is wrapping up and plan to present a proposal at the May 5th BOR meeting with the intent to have a vote at the June BOR meeting. The task force held a 5 hour meeting to discuss the plans and the final version was very close to the proposal President Leath submitted. It contains a majority of the funding (60-70%) allocated according to Iowa resident enrollment in undergrad/graduate/professional programs. The remaining allocations would be according to several other benchmarks (eg access, progress toward degree, research). Everyone agrees the model should not be complex with many layers (as is the case in some other states). The outcome could be of benefit to ISU because of our high Iowa resident enrollment, with UNI also seeing an increase. U of Iowa would likely lose some funding which no one is happy about. The bottom line is to put tax dollars more in alignment with resident tuition.

   Efficiency study has begun at ISU with many groups meeting with the consultants.

   VEISHEA cancellation was a major event last week following the riot on Tuesday that no one feels good about. Provost reported that the injured student has been transferred to his home and is doing well, but continues to have short term memory loss. He hopes to finish out the semester. The decision to cancel events was very difficult but deemed necessary to avoid any potential escalation. Over 150 criminal charges have been filed and 11 people arrested as of now – more are likely. There will be both the criminal process and the academic process – the intent is to expel students that were directly involved. Police are reviewing video and pictures from the scene and identifying those involved. President Leath has named a task force to determine how to move forward with VEISHEA and good things are coming from the situation. For example, on the nights following the riot student affairs staff were present on campus and in campus town to engage with students and have a presence – they were joined by many students wearing their ISU clothes to support the institution and ensure good behavior. It will be necessary for the student body to take ownership of behavior – there is discussion about a code of conduct, enhanced leadership and stewardship of the campus and town. ISU is not alone in this situation as other schools have had riots associated with winning championships or other events. However, the administration is very concerned that ISU not continue to have repeated incidents that make national news. It was unfortunate that the second weekend of Stars Over VEISHEA had to be cancelled, Provost met with the cast and crew and they were very disappointed but accepting. Next year will be the 100th celebration of the music/theater department so there is discussion that a major
production could be planned. The VEISHEA leadership teams have been identifying the economic impact on clubs and there is intent to compensate them. There was discussion about how faculty can engage in this dialog to raise awareness – including the issue of electronic responsibility. Many students were posting video and photos on their phones during the riot which will follow students for years to come and could have a negative impact on their lives.

Next Tuesday the administration will give a press release about the server breach that was found a few weeks ago. The incident involved 4 servers that were hacked to allow access to Bitcoin. These servers were in computer science, world languages, ABE and vet med. The issue of concern was that the computer science server was found to have student information back to 1995 affecting about 50,000 students. It is not thought that this data was accessed, however to be precautionary all of the students will be sent a letter describing the situation and they will be given a year of identity theft monitoring and a hot line will be set up to answer calls. The hard drives on the affected computers have been shredded. This raised the question about why this data was being stored and there is now a campus wide effort to scan all computers to find any social security or personal information and to make sure it is destroyed. Going forward, there will be more emphasis on security policies – all devices connecting to the system will have to meet security standards. Everyone is asked to review their departmental policies on data storage and to destroy anything that is not needed or to put data on secure systems that are not accessible. It was asked how using the cloud affects security – answer is that it may be more secure. There is a migration now of all email accounts to the cloud – Office 365 – only email is involved and the transfer occurs very seamlessly. The advantages of using this system is that we won’t need to update and maintain the servers, there is greater capacity and more security – access to email records will also be more efficient.

Provost mentioned that due to the settlement payment debate that the Governor has been embroiled in, changes will likely be mandated for all state employees. This will make it more difficult to move people out of positions in a timely manner – all such agreements will be made public. There is a request to post them to a website (going back 3 years) – ISU is trying to figure out how to do this because when those agreements were made there was no disclosure required. Sensitive issues will be more challenging to deal with if this is implemented.

The Ames Lab Director search has been successfully completed and Adam Schwartz has accepted the position. Provost described this process was interesting because of working closely with Dept of Energy. He and Schwartz were interviewed by the Secretary of Energy in Washington, and he complimented ISU on running an ‘elegant’ search.

Regarding the High Impact Hires – about 50 of the 114 have been completed with others still in process. Overall there is very good visibility and optimism coming to campus from this initiative. People being interviewed are aware of the program and are enthusiastic to be part of it.

IV. Discussion of Department Chair Professional Development

The Post-tenure review department chair survey results were presented (see attached). Each of the slides was generally discussed. Out of the discussion and from the comments, it appears there is general agreement that PTR is valuable and the system is generally workable, but there are two major issues with the process that make it difficult:

1) The ranking system is not appropriate – superior is not well defined and inconsistently administered. Some suggested eliminating the superior rank and using: below expectations, meeting expectations, or exceeding expectations.
2) The connection of PTR with a salary increase is widely viewed as a conflict of interest for the faculty review committees, is not the best way to reward high performing faculty, and most agree it should be removed from the process. It was proposed that these recommendations for change in the PTR process be made to the Faculty Senate.

VI. Faculty Senate Update – Veronica Dark
None

Meeting adjourned 9:30 am
Ruth MacDonald

Next meeting May 9, 2014