**Faculty Caucus Meeting Minutes**

**Wednesday, September 28, 2022**

Approved

***Call to Order***

Academic Senate chairperson Martha Callison Horst called the meeting to order.

***Public Comment***- None.

***Approval of Faculty Caucus meeting minutes of September 14, 2022.***

Motion by Senator Nikolaou, seconded by Senator Mainieri, to approve the minutes. The motion was unanimously approved.

***University Service Award Committee election***

Tricia Wiegner (Replacement for Becky LaMont, MCN) 2021-2023

***University Appeals Board election***

Gary Cates, PSY- SOC SCI (replaced Senator Carl Palmer, CAS, 2021-2024)

***University Curriculum Committee election***

Elise Hurley (Fall 2022 sabbatical replacement for Susan Kalter)

Motion by Senator Pancrazio, seconded by Senator Garrahy, to approve the above elections as a slate. The motion was unanimously approved.

***Academic Planning Committee- Academic Affairs Committee representative***

Dimitrios Nikolaou, ECO, 2022-2023

Senator Nikolaou was elected unanimously as the Academic Affairs committee representative for the Academic Planning Committee.

***Executive Session: 09.14.22.04 Promotions Tenure Sabbatical Leave Report DRAFT***Motion by Senator Mainieri, seconded by Senator Cline, to go into Executive Session.

There was no discussion.

Motion by Senator Blum, seconded by Senator Nikolaou, to exit Executive Session. The motion was unanimously approved.

***ASPT Process***Senator Horst explained the memo regarding this years ASPT process and timeline.

***Information Item:***

***From Martha Horst, Provost Tarhule, and Craig Gatto:  
09.14.22.02 Policy 3.2.6 Tenure Current Copy  
09.22.22.04 Policy 3.2.6 Tenure Mark Up  
09.22.22.03 Policy 3.2.6 Tenure Clean Copy***

Senator Horst: As we are charged with ASPT, the Tenure policy directly relates to that. The Faculty Caucus Executive Committee assigned policy 3.2.6 last year to the Faculty Caucus. The Faculty Caucus Executive Committee has worked on this, as well as Provost Tarhule and interim Associate Vice President for Academic Administration Craig Gatto.

We changed the word policy to overview. The second paragraph is added. This is language in the ISU Constitution Article III, Section 3.B that describes tenure and the purpose of tenure. Then we deleted the sentence in the third paragraph because it was echoing what was in the second paragraph. Turning the page, we flushed out the language tenure appointment shall be for an indefinite term. This is language from the ASPT and the Constitution. So, this is all quotation. “To be eligible for tenure a faculty member should hold rank of associate professor or professor.” This is coming from the ASPT. In the Eligibility for Administrative Professionals Employee, the Executive Committee noted that this was really duplicative of policy 3.2.14, so we struck a lot of that language and basically said “see that policy.” The Tenure Acquisition language is standing language. The Locus of Tenure is language that is not in the ASPT document. It comes from the Board of Trustees Governing Documents, so that’s standing language. All of the language regarding Probationary Service Expectation and Decisions of Awarding Tenure is duplicating what’s already in the ASPT document, and, in fact, Professor Gatto discovered that there was contradictory statements in terms of what was being stated in the ASPT and what was stated in this policy. So, as the ASPT was being updated, this policy is becoming out of date, and it’s not a good situation. We struck most of this and said all policies and procedures for tenure and probationary tenure track faculty, including evaluative criteria, are contained in the ASPT. The Constitution designates the ASPT as the place to go for all policy related to that process. So, we are trying to make sure that there’s not language in this policy that’s being duplicated in other policies. Are there any questions?

Senator Nikolaou: I just have two small ones. On page two next to 4., where it says, “discharge for cause as outlined in ASPT IX.B.1,” ASPT actually calls it dismissal instead of discharge. And then at the end of that same paragraph where we say see ISU Constitution Article III, yet we also want to include Article III, Section 4, which is explicitly termination of faculty appointments.

Senator Horst: Okay.

Provost Tarhule: Sorry, I really should have commented on this before, but on page two the paragraph that begins, “To be eligible for tenure…” I wonder if we make it sound as if promotion proceeds tenure. We say, “To be eligible for tenure, faculty member should hold the rank of associate professor or be recommended for promotion.” That almost sounds as if you have to be an associate professor before you can get tenure, but I don’t know if I’m reading that wrong. And I wonder if we simply say “individual who cannot qualify…” So, if we just kept the sentence paragraph, the second sentence would we lose the meaning of that paragraph?

Dr. Gatto: I’m just rereading it and that last sentence might cover everything.

Senator Horst: “An individual who cannot qualify for promotion to associate professor…”

Dr. Gatto: Not ordinarily be granted tenure.

Senator Horst: But that’s not coving the scenario where you can get tenure and go from associate to full, correct? So, you can go up for tenure and not be an assistant. Correct?

Dr. Gatto: When you go up for tenure you’re sitting as an assistant, but the only time an associate would not be tenured is early promotion. So, if you’re already an associate, I think you’d be qualified to be an associate.

Senator Cline: It is possible to be hired as an associate professor without tenure.

Dr. Gatto: Right. But to be tenured, you must qualify to be an associate professor. So, if you were hired as an associate professor, I would assume you’re qualified to be an associate professor.

Senator Nikolaou: But this language is exactly the same from ASPT. So, I’m assuming if we want to change the language, we can have URC change the language.

Dr. Gatto: Or if it exactly mimics. We took a lot and mimicked from ASPT, but we didn’t take it all because Legal did say if there’s a dichotomy the periwinkle book supersedes. So, that’s the one that matters.

Senator Pancrazio: Just a bit of history. In the 1990s, typically an assistant professor was promoted first and then later given tenure, in two separate filings. I think Gary Olson was the dean of our college, that’s when the change came in, and he insisted that there were no more assistant professors with tenure. So, there was an attempt to make those a simultaneity.

Provost Tarhule: I think that makes sense. This could be a legacy from those two separate processes. I’m not really suggesting we get rid of the language, as much as I am thinking about how we can make it clearer. So, we might say something like “ordinarily”, or “except in the case where faculty member is hired with tenure, tenure and promotion are granted and considered at the same time.”Something like that. And then the next sentence follows. That way I think it eliminates this almost sequential implication as I read.

Senator Horst: So, Senator Pancrazio, you’re saying the first sentence sounds like a legacy sentence from this period.

Senator Pancrazio: It does sound like it. Yeah.

Senator Mainieri: Mine is more of a suggestion (inaudible)

Senator Horst: So, you are in favor of striking the entire thing and just keeping that language from the Constitution. Further questions? (Pause) Show of hands, how many people would like to strike the entire thing? Okay. How many people would like to strike the first sentence of it? Okay. It looks like people are in favor of just striking the whole thing. I mean, this is just basically duplicating a lot of the work we already do.

Senator Novotny: Following up on an earlier comment, is this already in there?

Dr. Gatto: I’ll double check, but I think it is.

Senator Horst: Yes. It’s in Article IX, C, 5. It’s coming straight from the ASPT.

Dr. Gatto: And I can bring up with URC if we want to change this verbiage in the ASPT book.

Senator Horst: But this is almost a philosophical statement about tenure, this document, and I think it drifted away into procedures. That’s where it’s getting tricky because it’s duplicating what the ASPT does. So, I appreciate Senator Mainieri’s comment that basically we’ll keep it a philosophical statement and just strip it down to its essence. This sentence is a good example of something that really should be flushed out in another setting. Any other questions?

***Adjournment***

Motion by Senator Mainieri, seconded by Senator Pancrazio, to adjourn. The motion was unanimously approved.

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|  | **Caucus** |  |
| **Name** | **Attendance** |  |
| Blanco Lobo, German | 1 |  |
| Blum, Craig | 1 |  |
| Bonnell, Angela | 1 |  |
| Carney, Lania | 1 |  |
| Cline, Lea | 1 |  |
| Garrahy, Deb | 1 |  |
| Gudding, Gabriel - EXCUSED | 0 |  |
| Hammond, Tom | 1 |  |
| Harpel, Tammy | 1 |  |
| Hollywood, Mary | 1 |  |
| Horst, Martha | 1 |  |
| Lucey, Tom | 1 |  |
| Mainieri, Tracy | 1 |  |
| McHale, John | 1 |  |
| Midha, Vishal | 1 |  |
| Nichols, Wade | 1 |  |
| Nikolaou, Dimitrios | 1 |  |
| Novotny, Nancy | 1 |  |
| Palmer, Carl | 1 |  |
| Pancrazio, Jim | 1 |  |
| Peters, Steve | 1 |  |
| Samhan, Bahae | 0 |  |
| Schmeiser, Benjamin | 1 |  |
| Smudde, Pete | 1 |  |
| Tarhule, Aondover\* | 1 |  |
| Torry, Mike | 1 |  |
| Valentin, Rick | 1 |  |
| Webber, Julie | 1 |  |
| Vacant - 1 CAS SCI Faculty | 0 |  |
| Vacant - 1 COB Faculty | 0 |  |
| Vacant - 1 COE Faculty | 0 |  |
| Vacant - 1 Faculty Associate | 0 |  |
| Williams, Tina (chairperson rep) | 1 |  |
| **QUORUM IS 17 (\*=NV)** | 26 |  |