

**Academic Senate Executive Committee Minutes**  
**Monday, October 3, 2005**  
*(Approved)*

**Attendance**

**Present:** President Al Bowman, Marian Hampton, Nathalie op de Beeck, Josh Garrison, Brett Schnepfer, Ross Richards, Lynsey Wright, Farzaneh Fazel, Lane Crothers, Provost John Presley, Eileen Fowles.

**Absent:** Dan Holland

**Call to Order**

Senate Chairperson Lane Crothers called the meeting to order at 4:00 p.m.

**Approval of Executive Committee Minutes of September 19, 2005**

**Motion XXXVII-10:** By Senator Fowles, seconded by Senator Wright, to approve the Executive Committee Minutes of September 19, 2005.

Correction to Executive Committee Minutes, Page 3, Administrator Selection Policy Section:

**“Senator Crothers:** There is always a guarantee chance of perversity. The question is whether you wish to structurally plan for it and imagine every alternative.”

As amended, the minutes were unanimously approved.

**Distributed Communications:****04.21.05.01 From Vickie Carrell: Amplification Policy - Policy on Review Cycle (Senate Approved 4/27/05)**

**Senator Crothers:** I am going to recommend that we not send the Amplification Policy to any committee since we just approved it last April. The problem was that it sat in the Administrative Affairs and Budget Committee so long that the review cycle for that policy came around again. I am just going to respond to Vickie that we have no revisions at this time.

**09.21.05.02 From Vickie Carrell: Student Services Programs Policy - Policy on Review Cycle (Forward to SGA)**

**Senator Crothers:** The Student Services Programs Policy is really remarkably vague. Perhaps SGA wants to look at it more substantively. If SGA wants to make any revisions to the policy, it would have to bring it back to us, since the Senate was the initiating body,

**09.21.05.03 From Vickie Carrell: Equitable Treatment of Students Participating in University Sponsored Events - Policy on Review Cycle (Forward to Academic Affairs Committee)**

**Senator Crothers:** This has continued to be an issue here and does need to go to the Academic Affairs Committee. The big issue is with Athletics; there have been some problems particularly with students not being consistent in getting schedules to faculty in a timely manner, making sure that the cover letter is consistent and Athletics is trying to fix that. There has also been a problem with some faculty who have been rejecting their obligations to follow this policy. So, that is the conversation that does need to be re-initiated in the Academic Affairs Committee.

**Senator Garrison:** Is that just for athletics?

**Senator Crothers:** No, it includes anything that is an official University function, so we have also included things such as “Red Tassel”, when they do escorting at the University events, the Forensics Team, etc.

**09.21.05.05 From Stephen Bragg: Pension Commission - List of Members (Senate Communication Item on 10/12/05)**

**Senator Crothers:** This is simply a list of the Governor’s Pension Commission. I would say that we should provide

this list as a communication item to the Senate.

**09.22.05.01** *From Shane McCreery: Strand Diversity Achievement Award – Request for Nominees (Senate Communication Item on 10/12/05)*

**Senator Crothers:** The request for nominations for the Strand Diversity Achievement Award will be presented to the Senate as a communication item.

**09.23.05.03** *From Vickie Carrell: Creation of Policy – Policy on Review Cycle (Forward to Administrative Affairs Committee)*

**Senator Crothers:** The Creation of Policy Policy will be forwarded to the Administrative Affairs Committee.

**09.23.05.04** *From Vickie Carrell: Program Priorities Policy – Policy on Review Cycle (Forward to Planning and Finance Committee)*

**Senator Crothers:** The Program Priorities Policy will be forwarded to the Planning and Finance Committee for review.

**09.26.05.01** *From Mindy Mangialardi, AP Council Chairperson, and Martha Burk, Civil Service Council Chairperson: Recommendations for Revisions to the Administrator Selection Policy*

**Senator Crothers:** Most of the comments from the AP and Civil Service Councils regarding the Administrative Search Policy have been integrated into the draft that you have before you.

**11.16.05.12** *From Peter Smith, Administrative Affairs Committee: Solicitation Policy – No Revisions (Excerpt from 3/24/04 Senate Minutes Attached) (Senate Information Item on 10/12/05)*

**Senator Crothers:** We have from Administrative Affairs the Solicitation Policy. The committee has forwarded it with no revisions, but the excerpt from the Senate Minutes of 3/24/04 does call for several minor revisions regarding the inclusion of the Mass Electronic Communication Policy and Student Foundation Board. We can ask the committee to insert those inclusions from the floor of the Senate.

**09.29.05.01** *From Dan Holland, Rules Committee: Panel of 10 Membership and Functions – Blue Book Revisions (Senate Action Item on 10/12/05)*

**Senator Crothers:** We also have the revisions for the Panel of 10 Membership reflecting the change to the order of the ‘other administrative appointments’ list that was discussed at the last Senate meeting. That will be an Action Item on October 12, 2005.

**09.29.05.02** *Administrator Selection and Search Policies – September 2005 Draft 4 (Senate Action Item on 10/12/05)*

**Senator Crothers:** At this point, since no fundamental consensus is ever going to be reached about this policy as it currently stands, I hope that we have specified and answered many of the concerns about specific language in individual sections. Unless anyone has any new arguments to bring forward, I would like to schedule this for debate as an Action Item at the next Senate meeting. All of the new revisions are in bold.

**Senator Fowles:** It reads here that the targeted searches are just internal.

**Senator Crothers:** That is correct; in order to satisfy the concern that was raised, the statement would be “internal and targeted”. I checked with the Provost on that.

**Senator Fowles:** So are we going to have targeted external searches?

**Senator Crothers:** No, or if we do, they are not governed by this policy.

**Senator Fazel:** We had a faculty meeting on Friday in which we discussed this policy. Our expert in human resources stated that a targeted search means that you are targeting a specific group. For example, for minorities, you would have a targeted search that encourages minorities to apply. In this case, if the issue is a specific person you are targeting,

then that would be an appointment. There is no search committee; you are not collecting applications. When you have someone in mind and you offer the job to that person, that is an appointment.

**Provost Presley:** It is an idiosyncratic use of the language; it is not used that way everywhere. If you want it reworded that way, that's fine.

**Senator Crothers:** No, we really don't because the current language requires the Provost or the President to talk to lots of groups of people about qualifications. When you say 'appointment', you strip all of that away.

**Senator Fazel:** The point is that this is misleading. If a targeted search here means one person, what's the search?

**Senator Crothers:** I think that it could also be targeted by class.

**Provost Presley:** The word 'targeted' does not mean what you just described by HR on this campus. So, there is no agreement on this language.

**Senator Fazel:** So, what do we mean by it?

**Provost Presley:** I mean targeted to the individual.

**Senator Crothers:** On the question that you are raising Senator Fazel, I would hope that you would agree that the odds of it are so low that in the three year cycle, if there is a problem with that, it could be corrected if it does turn out to be a problem. There is no linguistic answer to solve all of this.

**Senator Fowles:** In the second sentence, third line of the targeted search section, it says, it also may be appropriate to conduct targeted, as opposed to open, searches for positions covered in II.G.

**Senator Crothers:** Those are the Academic Affairs administrators other than department chairpersons or school directors.

**Senator Fowles:** So, those would be internal; they would not be external?

**Senator Crothers:** Yes, for example, for an Academic Affairs Budget Officer, it might be better to choose someone who has been at ISU for a long time. There was a lot of debate about that and this is the compromise on that issue.

**Senator Fowles:** Within the institution?

**Provost Presley:** I would like to target them without, but that is being snatched out of the policy.

**Senator Crothers:** What I am hearing is a lack of consensus. What I would recommend is that the policy go forward as an Action Item. If people would like to offer specific amendments from the Senate floor, they are entitled to do so.

**Senator Fowles:** I think that we should limit the number of turns at debate per individual and then let it go around again.

**Senator Crothers:** The Senate practice has been two points per issue, but also two per amendment.

**Senator Hampton:** I have a concern about the fact that there is no directly elected representative from the grassroots level. Even though searches are notoriously confidential, constituents can talk with those people who they feel have a responsibility to them about their concerns. I worry about having all members appointed through a sort of bureaucratic system and not even one or two persons on each committee, especially the dean's committee, who are directly elected from the bottom level.

**Senator Crothers:** That has been raised by Senator Holland repeatedly. If you have that concern, please make it on the

floor of the Senate. That is not going to be accommodated in this policy because the administration has made it clear that in exchange for expanding our powers in about 15 other areas, they want a bit more influence on being able to guarantee unit diversity. That is the tradeoff. I find the concern that you have less concerning practically than it is theoretically.

**Senator Hampton:** I don't think that Senator Holland has actually suggested that any directly-elected persons be *added* to these committees.

**Senator Garrison:** I was wondering why there is only one AP for the Vice President for Student Affairs Search when the predominant number of people under the Vice President are AP staff members.

**Senator Crothers:** That is true for all divisions except Academic Affairs.

**Senator Fazel:** May I say something else?

**Senator Crothers:** Is it new or different?

**Senator Fazel:** It is kind of different from my position in the past; it is what faculty have told me on Friday.

**Senator Crothers:** Is it part of what you will make as an argument next Wednesday before the Senate or is it something that is going to change the opinion of this committee?

**Senator Hampton:** Do we not have an obligation to bring things up here before we bring them to the floor of the Senate? I don't want to be told 'why didn't you say that in the Executive Committee?'

**Senator Crothers:** Not always.

**Senator Fazel:** In the past, I had expressed my opinion about the size of the panels—the panels are so big that we can't really elect them. In the discussion that we had on Friday, faculty stated that even if there is a panel of only two or three, we still do not like that because, if we are talking about shared governance, we should be able to have representation on these committees who are elected by faculty.

**Senator Crothers:** That, in fact, is not anything new. That is an argument to raise on the floor of the Senate. At this time, in the absence of consensus, I am suggesting that this policy go forward to the Senate for a vote. There is a much stronger opinion within this committee than throughout the faculty at large, so, I think that is where the three-year review comes in handy. It says, if there is a problem, we will fix it.

**Senator Fowles:** Another thing in support of this is that the search committee is a representation of the University to the candidate and if the committee does not reflect the diversity within the department or the unit the committee represents, then I think that this policy addresses that part. It allows it to be more diverse so that the candidate has a clearer idea of what the unit is like that they are going into.

***Proposed Agenda for Academic Senate Meeting of October 12, 2005:***

***Call to Order***

***Roll Call***

***Approval of Minutes of September 28, 2005***

***Chairperson's Remarks***

***Student Government Association President's Remarks***

***Administrators' Remarks***

*Committee Reports*

*IBHE-FAC Report*

*Action Items:*

**09.29.05.01**     *Panel of 10 Membership and Functions – Blue Book Revisions (Rules Committee)*

**09.29.05.02**     *Administrator Selection and Search Policies – September 2005 Draft 4 (Senate Executive Committee)*

*NOTE: September 2005 Draft 3 was distributed in the Senate Packets of 9/28/05.*

*Information Item:*

**11.16.05.12**     *Solicitation Policy – No Revisions (Administrative Affairs Committee)  
(Excerpt from 3/24/04 Senate Minutes Attached)*

*Communications:*

**09.21.05.05**     *Pension Commission - List of Members*

**09.22.05.01**     *Strand Diversity Achievement Award – Request for Nominees*

*Adjournment*

**Motion XXXVII-11:** By Senator Hampton, seconded by Senator Richards, to approve the Academic Senate Agenda of October 12, 2005. The agenda was unanimously approved without revision.