Faculty Affairs Committee

Minutes

Date: 10 September 2014

Meeting opened at 6:00 p.m. in the conference room off of McAllister’s

Call to Order: Senator Horst, chair, welcomed everyone and asked them to introduce themselves.

Attendance: John Baur, Sunil Chebolu, Dan Holland, Martha Horst, John Huxford, Sherri Replogle, Susan Thetard, Leah Rolando, Frank Cassata, Steve Juliano

Absent: None

Guests: Jim Jawahar and Steve Juliano, chairs of the Open Access Task Force

Open Access Policy

Jim Jawahar first gave a summary of the state mandate for Open Access on research that is in the Open Access Task Force document shared with the Academic Senate. He noted that Dan Holland and John Baur are also on the ISU Open Access Task Force that he and Steve chair. About 101 ISU faculty and associates (tenure and tenure track) responded to the survey that they considered when drafting their policy recommendation. He pointed out three aspects that the committee recommended:

1. The University should adopt a voluntary Open Access Policy to support the highest level of academic freedom as well as promote public access to research.
2. Faculty and other members of the ISU community should be encouraged to deposit completed research, creative activity, and scholarship in open access repositories.
3. Accepted Author Manuscripts (i.e. the final peer-reviewed version of a research publication) should be the preferred version to be made assessable via open access.

He noted that the task force proposed policy neither encourages nor prohibits faculty from sharing research by posting to open access; the report clarifies what is considered research at ISU.

There are two additional open sessions scheduled in September. The committee hopes to have a final version of the report and the proposed policy ready by the end of the month in preparation for the Board of Trustees meeting in October. After the Board submits all required material to the state legislature, the legislature will determine the next course of action. If necessary or desired, the senate may wish to draft an actual policy in the future.

By state mandate, the proposed policy must be completed by end of this calendar year.

Discussion was held on how different subject areas have different requirements and different expectations for what is considered “research.” As well, different units have different expectations about making publications open access.

One wording change was suggested by Senator Horst – last paragraph p. 8 after word “appropriate” put a comma and add “in any file format.” All members concurred with this.

Senator Huxford moved we endorse the principles of the Open Access Policy Proposal and Task Force Report. Senator Thetard seconded this. All were in favor.

Senator Horst word-smithed a response from the committee to be read during the full senate meeting regarding their review of the report and proposed policy, which the committee agreed was appropriate.

Committee Agenda

Senator Horst submitted an outline of tasks the committee could or should have as agenda items.

**New Items since 2013-2014**

* Consider Spousal Hiring Policy
* Review policy on Distinguished Professors
* Review policy on Academic Ranks
* Review policy on Academic Personnel
* Review Leave Without Pay Policy
* Review Cost-Sharing Confirmation Report Policy
* Review Honorary Degree Selection Policy
* Possibly Intellectual Property Policy
* Consider review of policies given U of I Salaita case.

**Continuing items from 2013-2014**

* Dismissal/Suspension Policy – waiting for draft from Catanzaro. May be inserted into ASPT document. This would make it a Faculty Caucus issue. Will distribute 2013-2014 FAC committee report to new members if we take up this policy again.
* Financial Exigency Revisions – instructed by SMKalter to wait for input from executive committee, President Dietz and SM Kalter.
* Indemnification Program – Presentation planned to entire senate. No committee work required unless instructed.
* Domestic Partners Policy – link request cleared up by HR staff.
* 51% reporting scheme – sabbaticals and pensions (previously tabled due to pension concerns)

**Annual Continuing items**

* AFEGC report – due January
* Athletics Council report – SUBMITTED. To be reviewed.
* FRC – requested report from Humphreys. They had no cases.
* Ompudsperson Policy – report due in January. FAC could hold another meeting with them, if desired.

From this list the committee agreed to address these three items at the next meeting:

* + Review Honorary Degree Selection Policy
  + Invite Tami Carlson from HR to come and discuss the impact of sabbaticals on pensions with the less than 50% salary concern
  + Review the Athletics Council Report

Senator Holland discussed the history of why we have been asked to look at possibly creating a Spousal Hiring Policy. Illinois State University has none now – it is currently ad hoc. As the Provost needs to be involved, Senator Holland suggested the committee table this until a Provost is hired. Senator Horst will do some research to see if any other public university our size has such a policy. Senator Chebolu will look into the novel *The Two-Body Problem: Dual-Career-Couple Hiring Practices in Higher Education.*

Meeting adjourned at 6:50 p.m

Susan Thetard

Secretary FAC