

FACULTY COUNCIL
Tuesday, March 9, 2010
3:30 – 5:15 pm
Executive Boardroom (2390), University Capitol Centre

MINUTES

Councilors Present: D. Hammond, B. Justman, S. Kurtz, F. Mitros, P. Mobily, L. Richman, C. Scott-Conner, R. Valentine, E. Wasserman, R. Williams, S. Wilson.

Officers Present: E. Dove, D. Drake, M. O’Hara, K. Tachau.

Councilors Excused: T. Mangum, D. Morris, J. Reist, G. Russell.

Councilors Absent: L. Robertson.

Guests: M. Billett (Tippie College of Business), J. Carlson (Office of the President), S. Hansen (Student Services), B. Ingram (Office of the Provost), P. Kostle (Safety and Security Charter Committee), L. Larson (University Relations), T. Rice (Office of the Provost), T. Rocklin (Vice President, Student Services), R. Sayre (Faculty Emeritus Council), V. Sharp (Urology), M. Takacs (Emergency Medicine), L. Zaper (Faculty Senate).

I. Call to Order – President Drake called the meeting to order at 3:33 pm.

II. Approvals

- A. Meeting Agenda – President Drake stated that the item “Threat Assessment Team” would be pulled from the agenda because the presenters had been unexpectedly called away. Professor Justman moved and Professor Richman seconded that the agenda be approved as amended. The motion carried unanimously.
- B. Faculty Council Minutes (January 19, 2010) – Professor Scott-Conner moved and Professor Wasserman seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (March 23, 2010) – Past President O’Hara moved and Professor Richman seconded that the agenda be approved. The motion carried unanimously.
- D. Committee Replacements (Edwin Dove, Chair, Committee on Committees)
 - None at this time

III. New Business

- *University Safety and Security Charter Committee Charge Revision (Pam Kostle, Chair)*
Ms. Kostle explained that her committee had sent letters to the presidents of Faculty Senate, Staff Council and Student Government outlining changes the committee members wished to make to the committee charter. The approval of all three bodies is required. These changes

include additions, modifications, and deletions. Among the additions is the explicit statement of the committee charge, namely “to enhance the Department of Public Safety contribution to the education, research, and leadership missions of the University of Iowa,” along with a statement on the committee’s role in advising on educational programs. Significant modifications include expanding the notion of “campus” to encompass a variety of locations and distancing the committee from a direct role in the management of emergency response while retaining a role for the committee to advise on processes for managing emergencies. Deletions to the charter include dropping the committee’s advisory role in policies on selection of security personnel and on campus participation in “building watch” activities. The committee considers the last of these to be obsolete.

Professor Kurtz agreed that the committee should not play a role in advising on the selection of security personnel but he advocated for a committee role in the selection of the head of the Department of Public Safety. He referred Ms. Kostle to policies relating to the selection of central academic officials as a model and suggested that she consult with the committee about making this change. Past President O’Hara commented on possible parallels with other charter committees and their roles in the selection of officials. Secretary Tachau commented that at some future time the campus may want to reconsider whether peace officers should habitually carry arms. She suggested that a direct reference to the committee’s role in this potential debate be inserted. Ms. Kostle questioned whether the responsibility of the committee to “advise on policies regarding the responsibilities of the University Public Safety force, and [to] advise on procedures for evaluating the degree to which these responsibilities are successfully discharged” would cover the issue of arms. Past President O’Hara commented that there should not be a direct reference to this particular issue when the rest of the charter is more general. President Drake agreed.

Secretary Tachau moved, with Professor Kurtz seconding, that the revised charge to the University Safety and Security Committee be approved except for section 2.8(22)b.(2)(b). The motion carried unanimously.

- *Sexual Harassment Draft Policy (Jonathan Carlson, Office of the President)*

Professor Carlson reminded the Council that over a year ago the university had thoroughly revised the sexual misconduct policy with regard to students. In January 2009 President Mason had directed that the sexual harassment policy be reviewed to make it consistent with the revised sexual misconduct policy, and the consultants who had worked on the latter were engaged to assist the ad-hoc university review committee with this process. That committee has drafted a revision of the policy, which is now being submitted to the campus community (including the Faculty Council) for feedback.

Two of the revisions have attracted considerable attention. The first is the elimination of the “informal” process (although this informal process had in fact followed formal guidelines) for dealing with a student report of sexual harassment, to address articulated concerns about letting students use this informal process. However, feedback has been indicating that students often just want the inappropriate behavior to cease; they are not interested in pursuing formal complaint procedures. This change may well be incorporated into the final version of the policy. The second concern has arisen over the release of information about what punitive action (if

any) has been taken against a perpetrator. To complainants, it may appear that no action is taken, when in fact it has. The revised policy (at lines 700-703 of the draft before the Council) provides for EOD to list disciplinary actions in periodic reports without mentioning names, Yet, maintaining confidentiality is not simple. If reports are issued on a yearly basis, there may be too few cases to preserve confidentiality. Similarly, an earlier draft of the revision permitted the victim to be informed of the action taken, but this breaches confidentiality; this provision has therefore been removed from the draft. Professor Kurtz commented that in the yearly reports from the Office of the Ombudsperson, reference is made to inappropriate behavior, but that behavior is not explicitly described; as a result, the campus community lacks specific examples of such behavior. Professor Kurtz urged that the General Counsel's office look into whether this provision is in compliance with the Administrative Procedures Act, which requires administrative agencies to provide some information about the behavior that occurred when disciplinary action is taken.

Secretary Tachau asked whether the revised policy considers the possibility of a student harassing an instructor. Professor Carlson responded that it does. She then questioned the use in this document of the word "instructor," which has a technical meaning in the university context. She suggested "teacher" as a more appropriate word. Past President O'Hara recalled that the word "instructor" had been used to encompass a wide variety of educational activities, such as coaching. Secretary Tachau then suggested that a definition of "instructor" as used in this policy be added to its section on definitions. She applauded the substitution of the word "information" for the word "evidence" in line 112, as well as the explicit statement of protection for First Amendment rights, lines 118-20.

Vice President Dove asked Professor Carlson to address whether the policy considers faculty members as mandatory reporters of sexual harassment. Professor Carlson responded that anyone who is an "academic or administrative officer" of the university is required to report incidents of sexual harassment. Section c. *Definitions of other terms used in this policy* specifies which faculty members fall into this category, primarily those at the administrative level of DEO or above or those serving as directors of programs or of undergraduate or graduate study. Also falling into the category of "academic or administrative officer" are those faculty who serve as "Directors and supervisors in an employment context in relation to matters involving the employees they supervise," section c.(1)(f). Therefore, faculty who employ research assistants, graduate assistants, etc., are mandatory reporters in relation to their employees. Secretary Tachau brought up the example of undergraduate honors students employed by faculty members as research assistants. Professor Carlson confirmed that faculty members would be required to report in relation to such an individual. Secretary Tachau expressed concern about students fearing to confide in and seek assistance from faculty members because of the mandatory reporting policy.

Professor Kurtz asked for clarification regarding levels of approval for the draft policy. Professor Carlson responded that since this is a presidential policy, approval of the Board of Regents, State of Iowa is not required. Professor Carlson stated that he would like to take the policy to the Faculty Senate next for input. There was discussion regarding whether approval by the Faculty Senate was required. Professor Kurtz stated that it was his understanding that the Senate voted on any policies that affect faculty, no matter where those policies originate.

Professor Carlson indicated that some additional reorganization of the policy was possible, such as moving a section on obligations of academic or administrative officers to report sexual harassment so that this section is more easily accessible. The Council indicated its preference for voting on a revised version of the draft at the next Council meeting (April 13).

- *Undergraduate Learning Outcomes (Rachel Williams and Matthew Billett, Council on Student Learning)*

Professor Billett explained that the Council on Student Learning was commissioned by the Provost's Office to support and promote the ongoing undergraduate learning outcome assessment initiatives that have recently been put in place. One of the Council's charges has been to develop a set of undergraduate learning outcomes that all students should master. The Council, which consists of faculty and staff, began work on this task by looking at all individual departments' learning outcomes and assessment plans that were put together in 2006-07. The Council identified commonalities and tried to come up with an overarching view of what undergraduates should accomplish at the university. After also looking at other universities' learning outcomes goals as well as at research on this topic, the Council drafted a document, *Undergraduate Learning Outcomes at The University of Iowa*, which is being circulated among the university community for feedback. Professor Williams stated that there is no one part of the undergraduate experience that would cover all of the items on the list. Instead, experiences both inside and outside of the classroom must be considered together.

Secretary Tachau commented that assessments tend to be quantitative, but this is not appropriate for all disciplines. She asked what forms of assessment are being considered for the arts and humanities. Professor Williams responded that there has not been a push toward a standardized form of assessment. Instead, it is up to individual departments to develop assessments that are appropriate for their disciplines. She noted that discussion of learning outcomes has created opportunities for in-depth dialogue about curriculum within departments. Professor Billett added that one purpose of assessment is to establish objectives and goals; this is an opportunity to establish overarching learning outcomes for undergraduate education. Professor Wilson applauded the inclusion of "ethical reasoning and action" in the list of proposed learning outcomes. Professor Richman commented that "effective leaders" should be omitted from the introductory sentence. Secretary Tachau advocated for the inclusion of knowledge of a foreign language. Professor Scott-Conner expressed surprise that although quantitative and information literacy were included, high-level literacy in general was not. Secretary Tachau suggested that the skill to evaluate the quality of sources of information should also be included. Professor Williams indicated that another draft, incorporating feedback received from a variety of campus groups, would eventually be created.

- *Alcohol Safety Issues (Victoria Sharp, Special Assistant to the Provost on Alcohol Safety and Michael Takacs, Emergency Medicine)*

Professor Sharp gave a PowerPoint presentation on *Alcohol: Harm Reduction*. The data she presented indicates that UI students use alcohol and engage in binge drinking at higher rates than the national averages. UI students are also less likely to engage in protective behaviors (staying with a group, eating before/during drinking, acting as a designated driver) than do students nationally. The incidence of UI students suffering such harm, as experiencing or causing physical injury, is also higher. Professor Sharp indicated that access and availability, along with Iowa City's location in the upper Midwest, are major factors contributing to this

situation. Access includes geography (proliferation of alcohol-serving establishments in close proximity to campus), pricing (low pricing of hard liquor), and bar entry age (individuals under legal age for drinking but who are at least 19 are allowed to enter or remain in bars after 10 pm). While 70% of UI students may engage in binge drinking, only 30% of the city's public intoxication arrests are of UI students. This points to Iowa City's reputation as a drinking destination, attracting students and other individuals from the surrounding areas.

Professor Sharp then turned to a discussion of what can be done to reduce the harm associated with alcohol. Intervention can be made at three levels: individual, student population, and community. There are several variables that can influence a student's attitude toward alcohol consumption prior to the arrival at college: family, public policy, alcohol environment, and social/institutional structure. In college, these variables include individual attitudes and experiences, the college environment, and the alcohol environments on and off campus. Possible strategies to combat the problem include raising expectations and imposing sanctions, providing alternative activities, reducing access, and providing education and treatment.

Professor Takacs gave a PowerPoint presentation on the *Role of Friday Classes and Alcohol Consumption*. He presented survey data from an article entitled "College Student Alcohol Consumption, Day of the Week, and Class Schedule," which particularly examined the correlation between Thursday drinking and the presence/absence of Friday classes. This study suggested that excessive Thursday drinking was moderated by the presence of Friday morning classes. Professor Takacs then discussed his own unpublished research looking at the relationship between class schedule and alcohol-related emergencies from Thursday evening through Friday morning. If an 18- to 22-year-old appeared in the UIHC Emergency Treatment Center during this time period, the chart was reviewed to determine if the use of alcohol was present. If it was, university records were checked to determine if the person was a student. If so, the class schedule was examined for the presence of Friday classes. Professor Takacs' study indicated a drop in alcohol-related ETC visits for this age group from 2007-08 to 2008-09. During that same time period, there was an increase in the number of Friday classes overall at the university. He noted in summary that there were other alcohol-related initiatives in effect, such as the AlcoholEdu class, in addition to the increase in Friday classes during that time period. Professor Takacs plans to continue the study, drawing in data from 2009-10 and from Mercy Hospital.

Professor Wilson voiced the opinion that faculty should take a position on the issue of harmful alcohol consumption. President Drake followed up by stating his strong view that faculty must take a stand on this issue because faculty care deeply about their students. Vice President Dove read a resolution calling for an increase in Friday classes "where feasible and appropriate."

Vice President Dove moved and Professor Wilson seconded that the proposed resolution regarding an increase in Friday classes be adopted.

Professor Kurtz asked for clarification regarding who scheduled classes. Vice President Dove responded that faculty work with DEO's to schedule classes. Professor Kurtz then asked what impediments there might be to scheduling a class on Friday. Vice President Dove explained classes frequently meet two days per week. Some Monday/Wednesday classes, for example, when feasible, could be moved to Wednesday/Friday. Past President O'Hara added that Friday has historically been a day with very few classes. Secretary Tachau suggested inserting the word "risky" before "use of alcohol" in line 8, since there has been some medical advice advocating the health benefits of moderate drinking. Professor Williams asked at what age the human brain is fully formed, given that medical experts have particularly stressed the

harmful effects of alcohol on the developing brain. Professor Sharp and Professor Richman responded that the brain continues to develop throughout the late teens and early twenties, possibly until the age of 25. Professor Wilson commented that he, like other primary care physicians, hesitates to recommend any degree of alcohol consumption to patients because of the possible problem of addiction. Past President O'Hara added that the main concern for faculty is support for efforts that minimize harm to students' academic performance as well as their health. President Drake reiterated that faculty need to take a stand on this issue and said that although the resolution in support of Friday classes will not solve the problem, it is a move in the right direction. Vice President Dove commented that by going on record in support of the resolution, the Faculty Senate would bolster the deans' efforts to encourage more Friday classes.

The motion was unanimously approved.

Professor Williams stated that the Faculty Senate should support the 21-only bar entrance initiative currently under consideration by the Iowa City Council. She also advocated that faculty support efforts to create more alternative activities for students on weekends.

Professor Williams moved and Professor Wasserman seconded that the proposed resolution regarding an endorsement by the Faculty Senate of the 21-only bar entrance initiative currently under consideration by the Iowa City Council be adopted.

Professor Scott-Conner and Professor Valentine stressed that academic rigor is essential and could have an impact on harmful alcohol consumption. Professor Williams added that not all students engage in the harmful behaviors mentioned earlier. Professor Kurtz voiced his belief that it is not appropriate for the Faculty Senate to vote on political issues and stated his intention to vote against the motion. Professor Wilson responded that this is not just a political issue. President Drake added that this is a matter of our students' health and well-being.

Professor Wasserman called the question. The motion carried with two dissenting votes.

IV. From the Floor – Past President O'Hara mentioned that this was his last Faculty Council meeting after serving four years, three of them as an officer. He said that it had been a great privilege to serve with the other councilors to represent faculty interests, and he thanked the councilors for their work. President Drake stated that Past President O'Hara had been an invaluable member of the officer team and a "senior advisor."

V. Announcements

- The online Faculty Senate election is underway and ends Saturday, March 13, at midnight. Please encourage your colleagues to vote.
- The next Faculty Senate meeting will be Tuesday, March 23, 3:30-5:15 pm in the Senate Chamber of the Old Capitol.
- The next Faculty Council meeting will be Tuesday, April 13, 3:30-5:15 pm in the Seminar Room (2520D) of the University Capitol Centre.

VI. Adjournment – Professor Scott-Conner moved and Professor Hammond seconded that the meeting be adjourned. The motion was unanimously approved. President Drake adjourned the meeting at 5:15 pm.