

**FACULTY COUNCIL**  
**Tuesday, April 1, 2008**  
**3:30 – 5:15 pm**  
**Commons Room (302 Schaeffer Hall)**

**MINUTES**

Councilors Present: L. Boyle, G. Bulechek, C. Catney, M. Cohen, B. Justman, T. Mangum, K. Porter, L. Richman, L. Snetselaar, K. Tachau, B. Thompson, R. Williams, J. Woodhead.

Officers Present: S. Kurtz, S. McGuire, M. O'Hara, and V. Sharp

Councilors Excused: D. D'Alessandro, D. Drake, Y. Li, and G. Russell.

Councilors Absent: J. Sa-Aadu.

Guests: Charlie Drum (University Relations), Patricia Kelley (Emeritus Faculty Council), Joan Nashelsky (UI Center for Human Rights), Ashton Sherson (*The Daily Iowan*), Downing Thomas (UI Center for Human Rights) and Laura Zaper (Faculty Senate).

- I. Call to Order – President Sharp called the meeting to order at 3:35 pm.
- II. Approvals
  - A. Meeting Agenda – President Sharp indicated a change to the agenda: Vice President O'Hara will present the item, *Proposed changes to the Operations Manual for DEO and Program Director Reviews*. Professor Cohen moved and Professor Williams seconded that the agenda be approved as amended. The motion was unanimously approved.
  - B. Faculty Council Minutes (March 4, 2008) – Past President Kurtz moved and Professor Justman seconded that the minutes be approved. The motion was unanimously approved.
  - C. Draft Faculty Senate Agenda (April 22, 2008) – Vice President O'Hara's item, *Proposed changes to the Operations Manual for DEO and Program Director Reviews*, will also be added to the Senate agenda. Professor Cohen moved and Professor Thompson seconded that the Senate agenda be approved as amended. The motion was unanimously approved.
  - D. Faculty Senate and Council Election Results – President Sharp presented the results of the recent Senate and Council elections. She noted that two elected Council members had not yet confirmed that they would serve.
  - E. 2008-2009 Committee Recommendations – President Sharp presented the 2008-2009 Committee Recommendations on behalf of

the Committee on Committees. Chairs for 2008-2009 have not been selected yet. The Committee is still working on filling a few vacancies.

### III. New Business

- *One Community, One Book (Downing Thomas, Associate Dean, International Programs and Director, UI Center for Human Rights)*

Professor Thomas described the *One Community, One Book* program. It was begun in 2001 by Burns Weston from the Law School, along with a community member, Dorothy Paul. He introduced Joan Nashelsky, the community liaison from the UI Center for Human Rights. Ms. Nashelsky noted that books selected for the program must have a human rights theme and must be available in paperback and at least one other medium. There have been very successful discussions of books selected in the past and the program is rapidly increasing in scope. The book selected for the coming year is *A Long Way Gone*, by Ishmael Beah, <http://international.uiowa.edu/centers/human-rights/projects/one-community-one-book/2008.asp>. Professor Downing continued, stating that the book has an international human rights focus, as do nearly all the books in the program. With support from the Office of the Provost, the book program will be rolled out to all first-year students, and to the campus as a whole. Copies of the book will be purchased for all first-year students. This initiative came about through the efforts of the Student Success Team led by Vice Provost Tom Rocklin. Faculty are encouraged to include the book in their course work. It will already be included in Rhetoric sections. The project organizers would like to have all students work with the book in some way, if appropriate for academic programs. The organizers would also like to see faculty distributing the book in residence halls during check-in time. This will be a campus-wide event, creating a sense of belonging. Professor Downing noted that some controversy has arisen around the book, particularly around some of the dates and events. This controversy allows us to discuss the issues around memoirs, memory, information, and research. This is a complementary aspect to the basic human rights issues that the book addresses. The author may make an appearance on campus sometime between September and November. There is an audio version on the Iowa City Public Library website available for downloading. There is also an audio CD version for check-out.

- *Update on Faculty Development Programs (Diane Finnerty, Coordinator of Faculty Development Programs, Office of the Provost)*

Diane Finnerty, Coordinator of Faculty Development Programs in the Office of the Provost, distributed a handout entitled, *Office of the Provost Faculty Development Programs Update*. Ms. Finnerty's position is a new one, established only last fall to implement some programs already in the works, as well as to develop new programming. There has been a particular focus lately on programming for new faculty and DEO's. Ms. Finnerty drew the group's attention to the new faculty activities listed on the handout; these include distribution of a monograph entitled *Demystifying the Profession: Helping Junior Faculty Succeed* by JoAnn Moody (the author was also brought to campus); an e-newsletter; "NetWork" luncheons; development of a dedicated email address,

[newfaculty@uiowa.edu](mailto:newfaculty@uiowa.edu), for frequently asked questions; a reception last December; and co-sponsorship of the 2008 Annual Tenure Workshop with AAUP and Faculty Senate.

Associate Provost for Faculty Susan Johnson commented that faculty/career development was always part of the job description for her current position, but in the past there were not enough resources for this. Professor Cohen suggested that future efforts focus on mid-career faculty, as there are many associate professors who stall in their careers and don't make it to full professor. Associate Provost Johnson responded that these two initial areas of focus were chosen because of efforts already underway. She referred to a Michigan State University study on factors contributing to successful promotions for associate professors. Ms. Finnerty requested that if anyone knew of successful programs for associate professors, please send that information to her. Associate Provost Johnson added that faculty development is something everyone is in favor of, but few contribute effort or resources for it. She also requested that knowledge of evidence-based advice and resources be passed on to her office.

Past President Kurtz questioned what the jurisdictional divides are between this office and the associate deans for research. Associate Provost Johnson responded that there are individuals in the colleges dealing with these same issues, and her office is not planning to replace those efforts. Past President Kurtz commented that many faculty may not be fully aware of the opportunities that exist for obtaining grant funding. Professor Tachau noted that the AAUP previously included promotion issues in the annual tenure workshop, but then separated the two topics. It might be better to hold the promotion workshop every other year. She suggested that it might be helpful to have the assistance of Ms. Finnerty in planning this workshop. Professor Porter commented that she especially enjoyed meeting people from other colleges at the various workshops that she has attended as a newer faculty member. Associate Provost Johnson added that her office will be putting together one or more advisory groups; please send her suggestions for possible group members.

- *Proposed changes to the Operations Manual for DEO and Program Director Reviews (Vice President Michael O'Hara)*

Vice President O'Hara explained that this item had come before the Council at its previous meeting and been approved, but that at the following Senate meeting a suggestion had been made to include mention of accountability for diversity in the policy. He noted that the language for review of deans in the *Operations Manual* also includes accountability for diversity. Vice President O'Hara distributed a brief paragraph, based on language in the current university strategic plan, that would appear as a separate item under the policy section "d. Scope." The paragraph was, "Diversity. Promoting excellence in education by increasing the diversity of faculty, staff, and students is a central goal and a core value of The University of Iowa. The DEO or program director is accountable for making progress in the area of diversity."

Professor Mangum moved and Professor Cohen seconded that the motion on this item from the March 4 Council meeting be amended to include this language on diversity.

President Sharp questioned whether this language would be limiting in any way; Vice President O'Hara responded that he did not think so, as the language comes right out of our university strategic plan. Professor Bulechek expressed concern that the language was too open, although perhaps that was the intent. The phrase "making progress in the area of diversity" could be interpreted only as a "numbers count" of diverse individuals. "Making progress" could also be interpreted as presenting programming on cultural diversity for the department's faculty and students. Vice President O'Hara responded that this would ultimately be the dean's call. It would be tied to the particular circumstances of the department or program. The important point was that diversity had been called out. Professor Cohen expressed agreement with Vice President O'Hara's viewpoint, to keep the language broad. Professor Catney commented on the climate for diversity; while a department may be doing well in recruiting diverse individuals, it may not be doing anything to improve its climate for those individuals once they are on campus. Vice President O'Hara responded that climate was addressed elsewhere in the policy. Professor Catney referred to the Office of Equal Opportunity and Diversity's recent campus climate reports which call for more work in this area. Professor Mangum noted that the recent American Council on Education report commissioned by International Programs revealed that there was a bewilderment on campus regarding the definition of diversity, as that word is used so broadly. She expressed hope that the language in this policy refers not to just "many different points of view," but to a more specific definition of diversity that includes international individuals and underrepresented minorities.

Professor Tachau suggested that the last sentence of the paragraph be revised to list specific areas in which progress in diversity should take place. After extensive discussion, the following language was agreed upon: "Diversity. Promoting excellence in education by increasing the diversity of faculty, staff, and students is a central goal and a core value of The University of Iowa. The DEO or program director is accountable for making progress in diversity, including the areas of recruitment, mission(s), and climate."

Professor Richman moved to accept Professor Tachau's friendly amendment. The motion passed unanimously.

#### IV. Announcements

- The President's Reception for Faculty Senate (outgoing, continuing, and incoming senators) will take place on Wednesday, April 2, 5:00 – 6:30 pm at 102 Church Street. Wallace Loh, who will become Provost in August, is also expected to attend.

- The Faculty Senate Symposium on benefits will take place on Tuesday, April 8, 3:30-5:30, in the Senate Chamber of the Old Capitol. Past President Kurtz explained that a major change was coming to the fringe benefits system for both faculty and Professional and Scientific employees. He will be leading the conversation, and will be seeking a wide variety of input. A mass email will be sent out to all faculty regarding the event.
- The AAUP-Faculty Senate Tenure Workshop will take place on Tuesday, April 8, 6:30-9:00 pm, in the Galagan Auditorium of the Dental Science Building. Please encourage junior faculty members to attend.
- The next Faculty Senate meeting will be Tuesday, April 22, 3:30 – 5:15 pm, in the Senate Chamber of the Old Capitol. Election of officers will take place.
- The Gender Equity Task Force report is now available in hard copy. A mass email will go out soon indicating where copies can be obtained.
- David Miles, President, Board of Regents, State of Iowa will give an address to the local AAUP chapter on the morning of Saturday, April 26, in the IMU.
- Professor Sharp recognized the following departing Council members and thanked them for their service: Linda Boyle, Gloria Bulechek, Christine Catney, David Drake, Yi Li, Jay Sa-Aadu, Linda Snetselaar, Brad Thompson, Shelly Kurtz, and Steve McGuire.

V. **Executive Session** - President Sharp announced the candidates for secretary and vice president, as well as the winners of the Michael J. Brody Award for Faculty Excellence in Service to the University and the State of Iowa and the Regents Award for Faculty Excellence. The award winners will be announced publicly at the April 22 Senate meeting.

VI. Adjournment – President Sharp adjourned the meeting at 4:20 pm.