

FACULTY COUNCIL
Tuesday, August 28, 2018
3:30 – 5:15 pm
Executive Boardroom (2390), University Capitol Centre

MINUTES

Councilors Present: A. Deshpande, F. Durham, A. Durnev, M. Foley Nicpon, A. Gerke, M. Lehan Mackin, T. Marshall, E. Prussing, C. Sheerin, J. Szot, K. Tachau, C. Thomas, S. Vigmostad, E. Wasserman, D. Wurster.

Officers Present: S. Daack-Hirsch, R. Ganim, P. Snyder, J. Yockey.

Councilors Excused: R. Oral.

Councilors Absent: K. Glenn.

Guests: J. Anthony (Urban and Regional Planning), K. Kregel (Office of the Provost), F. Mitros (Emeritus Faculty Council), T. Uden-Holman (Office of the Provost), L. Zaper (Faculty Senate Office).

I. Call to Order – President Ganim called the meeting to order at 3:30 pm. Councilors introduced themselves at this first Council meeting of the year.

II. Approvals

- A. Meeting Agenda – Professor Vigmostad moved and Professor Tachau seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Council Minutes (April 10, 2018) – Professor Tachau moved and Professor Marshall seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (September 11, 2018) – Professor Wurster moved and Professor Lehan Mackin seconded that the draft agenda be approved. Commenting that she seeks to strike unnecessary reports from agendas, Professor Tachau questioned the need for a report on the new Jobs@UIowa system. Couldn't the Councilors simply receive a written report to respond to? President Ganim noted that this report was scheduled to be brief. The motion carried unanimously.
- D. Committee Appointments (Sandy Daack-Hirsch, Chair, Committee on Committees)
 - Sarah Bruch (Sociology) to fill the unexpired term of Katina Lillios (Anthropology) on the Charter Committee on Diversity, 2018-19
 - Alicia Ambler (ESL) to fill the unexpired term of Donna Parsons (Music) on the Council on Teaching, 2018-21
 - Jonathan Carlson (Law) to the Judicial Commission, 2018-21
 - Diana Jalal (Internal Medicine) to fill the unexpired term of Deborah Segaloff (Molecular Physiology and Biophysics) on the Faculty Senate, 2018-19
 - Laurel Farrin (Art & Art History) to replace Roxanna Curto (French & Italian) on the Faculty Senate, Fall 2018

Professor Ganim conveyed the unfortunate news that Professor Parsons had passed away over the summer. Professor Durham moved and Professor Foley Nicpon seconded that the committee appointments be approved. The motion carried unanimously.

III. New Business

- *Update and Discussion of Fixed-Term Faculty Issues (Russ Ganim)*

President Ganim explained that in May, a group of fixed-term and part-time faculty had presented a list of grievances to the administration. (In response to a question, President Ganim explained that the term *fixed-term faculty* did not apply to instructional-track faculty, who recently received their own policy.) These grievances concerned salary, terms of appointment, benefits, and other contractual issues and alleged inconsistencies. Several public demonstrations took place, along with a number of internal meetings. President Ganim attended a meeting in May that included representatives from the fixed-term faculty, President Bruce Harreld, Provost Sue Curry, and Associate Provost for Faculty Kevin Kregel. At this May meeting, three subcommittees were set up, focusing on human resources, representation and governance (chaired by President Ganim), and College of Liberal Arts and Sciences issues (a large proportion of fixed-term faculty teach in CLAS). Because most of the representation and governance issues are related to CLAS governance bodies, President Ganim's subcommittee was eventually folded into the CLAS subcommittee.

Regarding benefits, CLAS has been able to extend benefit eligibility for dependents and retirement benefits to fixed-term and part-time faculty, President Ganim continued. These benefits will take effect September 1. All those participating in these discussions seemed pleased with the progress that had been made in such a short period of time. Discussions continue, although they have been complicated by the involvement of some fixed-term faculty members in the Service Employees International Union (SEIU), as associate members. President Ganim expressed the view that both the university and the fixed-term faculty have shown good faith in their negotiations. This shared-governance collaboration has yielded tangible results.

Professor Tachau commented that, as a member of the UI chapter of the American Association of University Professors (AAUP), she had become aware that letters had been issued to the fixed-term faculty members indicating that UI administrators could no longer work with them because of a perceived intention to unionize. She added that SEIU does not bargain on behalf of associate members. She urged that Professor Ganim facilitate the resumption of conversations, which have been fruitful thus far. Directing her next question to Associate Provost for Faculty Kevin Kregel, she asked when CLAS would begin reclassifying eligible visiting faculty members as instructional-track faculty members. It was her understanding that this would eventually occur once the instructional-track faculty policy was approved. Associate Provost Kregel indicated that the Provost's Office has encouraged CLAS to undertake this effort. President Ganim commented that communication of the university's policies on faculty types has been improved and that CLAS has made strides, but this effort will take time to complete. Returning to the topic of the letters issued to the fixed-term faculty members ending negotiations with administrators, Associate Provost Kregel indicated that attorneys from the Board of Regents, State of Iowa had advised this course of action. Professor Thomas asked about

other issues remaining to be resolved. President Ganim responded that clarity of contract length and adjunct status are some of the remaining concerns. Vice President Daack-Hirsch commented that differences in terminology used for non-tenure-track faculty across colleges have complicated resolution of some of these issues.

- *Charter Committee Review (Russ Ganim)*

President Ganim indicated that the Operations Manual calls for periodic reviews of the charter committees. The last review was conducted in 2011. The leadership of the four shared governance groups (Faculty Senate, Staff Council, UISG, GPSG) have been considering how to undertake this process. President Ganim noted that if a committee has not contributed valuable insights recently, it may be time to disband the committee. Three or four committees per year will likely be reviewed, with the reviewers producing a brief assessment of their findings. Past President Snyder added that some struggling committees may simply need a new focus in order to become useful again. President Ganim requested feedback from Councilors on the charter committee review process. A list of committees to be reviewed in the near future will be generated soon.

- *Retreat Follow-up (Russ Ganim)*

President Ganim thanked those Councilors who attended the Faculty Council/Administrative Retreat on August 14. He reminded the group that the theme of the retreat was *Faculty and Undergraduate Collaborations in Research*. He recognized and thanked the four faculty presenters: Vice President Daack-Hirsch from Nursing, Rebekah Kowal from Dance, James Ankrum from Biomedical Engineering, and Cornelia Lang from Physics and Astronomy. The purpose of the retreat was to showcase what the university does well, and faculty and undergraduate collaborations are a shining example of how faculty and students can work together to produce new knowledge across many different disciplines.

In terms of follow-up to the retreat, President Harreld will present information to the Regents at the September Board of Regents meeting regarding faculty and undergraduate research collaborations. President Ganim noted that Professor Wasserman had earlier suggested that faculty/student presentations similar to those at the retreat be given for legislators in Des Moines. Professor Wasserman added that a presentation could be given at the Regents meeting, as well. He believes that presentations by students themselves on their research with faculty would make a significant impact on Regents and legislators. Professor Tachau suggested a poster display of faculty/undergraduate research at the Regents meeting, also. President Ganim reminded the group that the Iowa Center for Research by Undergraduates showcases student research at the Capitol every year; we just need to increase the number of venues where this work is highlighted. Past President Snyder pointed out that research is also an educational experience for students – they learn through discovery. Councilors noted that *Iowa Now* has a number of vignettes featuring faculty/undergraduate research that could be used to showcase this activity to a wider audience.

President Ganim commented that another goal of the retreat had been to increase the number of undergraduates involved in faculty research. Currently, only 30% of undergraduates participate in faculty research. This percentage has not changed much over time, possibly

because neither faculty nor students get credit for this activity. He suggests that we need to find a way to officially recognize these collaborations for both faculty and students, and that granting certificates to students who participate in research is one possibility. Professor Wasserman suggested creating research associateships for undergraduates. He said that these positions could be funded similarly to the way scholarships are funded, adding that donors may find this opportunity very appealing. President Ganim observed that the UI Center for Advancement is always looking for unique ways to attract donors. Professor Daack-Hirsch thought that students could obtain a zero-credit entry on their transcripts for research participation. President Ganim will look into this. Professor Lehan Mackin commented that faculty members should be able to count faculty/undergraduate research collaborations as part of their teaching load, which in turn might encourage more faculty members to form such collaborations.

- *President's Report (Russ Ganim)*

President Ganim invited the group to a celebration of the removal of the AAUP sanction to take place immediately after today's meeting. He added that Faculty Senate members from Boise State University had extended an invitation to those involved in the sanction removal here to visit that institution this fall. Boise State is embarking on a presidential search and has experienced some issues with shared governance. Professor Tachau commented that national AAUP officers had commended UI for developing a new and, they hoped, model process for how to solve problems in shared governance collectively. Professor Tachau added that she is composing an article on the UI sanction removal experience. President Ganim noted that the presidential search best practices document created by our AAUP Sanction Removal Committee will soon be posted on the Faculty Senate website. He said that it will be a living document for our future reference, as well as a resource for other institutions. Efforts to publicize the document more widely will be explored.

Turning to reviews of central administrative offices, President Ganim noted that the review of the Office of the Vice President for External Relations was completed in the spring semester. The review committee's report on the review of the Office will be posted on the Senate website shortly. He added that the Senate had fallen behind in its obligations to review the central administrative offices periodically, but a new and ambitious schedule has now been established together with the President's Office to review one office each semester for the next several years. A review of the Office of the Vice President for Finance and Operations will get underway this semester; Secretary Yockey will chair that review committee. The Office has submitted its self-study and the committee has been constituted. Councilors Professor Foley Nicpon and Professor Gerke will serve on the review committee. The external reviewer is from the University of Minnesota.

President Ganim reminded the group that these reviews have two parts; one part is a review of the office itself and the other is a review of the vice president him/herself. The latter review is a confidential personnel document and will not be posted. Past President Snyder added that this two-part review process is standard; however, reviews of the vice presidents had not been carried out in recent years because of personnel turnover.

Regarding administrative searches, President Ganim noted that public forums to gather feedback for the Provost search had been held recently. The search committee sought campus views on desired qualities in a Provost, in terms of experience, vision, familiarity with public institutions, etc. Former College of Law dean Gail Agrawal and Professor Teresa Mangum are chairing the search committee. Airport interviews will be conducted in late November. On-campus visits will begin early in the spring semester. The search committee has been instructed to present President Harreld with two candidates, between which he will choose the next Provost. Vice President Daack-Hirsch, who serves on the search committee, referred the group to a website that has been set up for the search, <https://search.provost.uiowa.edu/>. She encouraged faculty members to submit names of candidates.

Also underway is the search for the next Vice President for Research. This person will no longer be responsible for economic development. Professor Aliasger Salem and Professor Dorothy Johnson chair this search committee. Past President Snyder, who serves on this committee, explained that the committee had functioned in two stages. The first stage involved a review of the position. This process culminated in the removal of economic development responsibilities from the position. The second, search, phase of the process has now begun. Airport interviews are tentatively planned for November, with on-campus interviews in January. Professor Tachau cautioned against allowing too much time to elapse between airport and on-campus interviews, because candidates tend to get nervous if the interim is long.

The search for the new dean of the College of Liberal Arts and Sciences is progressing. Dean Sarah Gardial and Professor David Ryfe chair this search committee. Professor Marshall, who serves on the search committee, indicated that airport interviews are anticipated to take place in October. The timing of on-campus interviews has not been established, but holiday travel may impact when those interviews are held. The last search on which President Ganim provided an update was the Chief Diversity Officer. This search committee is headed by Professor Claire Fox and Athletics staff member Liz Tovar. There is a significant faculty presence on the search committee. Early plans had called for the position to be filled in time for the spring semester.

President Ganim indicated that UI will be hosting the annual BTAA Academic Governance Conference October 25-27. The conference location rotates among member institutions. President Ganim has requested suggestions for conference topics from the other institutions. A number of potential topics have emerged: athletics, free speech, promotion of shared governance, making time for research during the academic year, fixed-term faculty, mental-health needs of students, shifting demographics, prevention of sexual harassment and confidentiality. Representatives of the University of Nebraska-Lincoln have volunteered to discuss their AAUP censure and how it intersects with free speech. Professor Wasserman commented that Purdue University has made a huge effort to expand its distance education. President Ganim added that Purdue purchased Kaplan University and transformed it into Purdue Global. Professor Tachau commented that Purdue Global is requiring participating faculty members to sign non-disclosure agreements and is claiming the intellectual property of faculty members involved. Past President Snyder noted that Purdue Global students will receive their degrees from Purdue Global, not from Purdue University. President Ganim commented

that he would ask the Purdue University representative at the conference to provide an update on this situation.

- *Executive Session – Shared Governance Advisory Task Force on Academic Centers, Institutes, and Activities (Russ Ganim).*

Past President Snyder moved and Professor Marshall seconded that the Council move into executive session. The motion carried unanimously.

The Council discussed the formation of the Shared Governance Advisory Task Force on Academic Centers, Institutes, and Activities, following the closing of a number of centers and institutes by the administration.

Professor Durham moved and Professor Vigmostad seconded that the Council move out of executive session. The motion carried unanimously.

Professor Tachau moved and Professor Marshall seconded that a small ad hoc committee be formed to draft a statement to the administration expressing the Faculty Senate's views on the recent closures of centers and institutes.

IV. From the Floor – There were no items from the floor.

V. Announcements

- The next Faculty Senate meeting will be Tuesday, September 11, 3:30-5:15 pm, Senate Chamber, Old Capitol.
- The next Faculty Council meeting will be Tuesday, October 9, 3:30-5:15 pm, University Capitol Centre 2390.

VI. Adjournment – Professor Thomas moved and Professor Vigmostad seconded that the meeting be adjourned. The motion carried unanimously. President Ganim adjourned the meeting at 5:15 pm.