

THE UNIVERSITY OF IOWA

FACULTY COUNCIL

Tuesday, September 4, 2007

3:30-5:15 pm

Penn State Room, 337 IMU

MINUTES

Councilors Present: G. Bulechek, C. Catney, M. Cohen, J. Cox, D. Drake, B. Justman, T. Mangum, L. Snetselaar, B. Thompson, J. Tomkovicz, R. Williams and J. Woodhead

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

Councilors Excused: D'Alessandro, V. Grassian, Yi Li, L. Richman and G. Russell

Councilors Absent: L. Boyle and J. Sa-Aadu

Guests: S. Buckley (HR), C. Drum (University Relations), C. Green (Public Safety), D. Heldt (Gazette), C. Hogan (*The Daily Iowan*), S. Johnson (AP/Faculty), P. Kelley (Emeritus Council), M. Mills (General Counsel), B. Morelli (*Press Citizen*), S. Nicoles (*KCRG*), J. Troester (UI Wellness) and Evalyn Van Allen-Shalash (Faculty Senate)

- I. Call to Order – President Sharp called the meeting to order at 3:33 pm
- II. Approvals -
 - a. Introductions – Roundtable introductions were made. President Sharp announced she received some very positive feedback on the annual Faculty Council / Administrative Retreat.
 - b. Meeting Agenda — Professor Cohen moved to approve the meeting agenda; Professor Drake seconded; the agenda was approved.
 - c. Faculty Council Minutes (May 15, 2007). Past President Kurtz moved, seconded by Professor Cohen to approve the minutes. They were unanimously approved.
 - d. Draft Faculty Senate agenda (September 11, 2007)— Past President Kurtz asked that the arming issue be moved forward on the agenda due to concern that adequate time be allowed for discussion. He commented that the Faculty Senate vote would be irrelevant since it will come after President Mason's deadline to the Board Office. Professor Cox moved; seconded by Professor Woodhead, that the item on arming campus police officers be moved forward on the agenda.

- e. Committee replacements – Vice President Michael O’Hara moved that the following two committee replacements be made.
 - i. PCA - Susan Birrell (Health & Sport Studies) to replace Penelope Hall (Speech Pathology & Audiology)
 - ii. Faculty-Staff Parking Appeals – Kee-Ho Yuen (Art & Art History) to replace Palle Jorgensen (Mathematics)

Professor Cohen seconded the motion; there was no discussion; the replacements were approved unanimously.

III. Reports

1. COIA Annual Report— Professor Michael Cohen described the Coalition on Intercollegiate Athletics (COIA), an alliance of faculty senates working for reform in intercollegiate sports. He also reported on his recent trip to its annual conference in San Francisco. The COIA reported entitled “Framing the Future” outlines roughly two dozen different proposals COIA feels should be addressed. Miles Brand, President of the NCAA, attended the conference and was actively engaged. Most of the recommendations are part of the reaccreditation process; some would require NCAA legislation. One of the more significant proposals is that athletes would be required to maintain at least a 2.0 GPA. It is proposed that each campus start a vigorous debate to move this agenda forwards. Cohen will report to the Presidential Committee on Athletics (PCA) at their meeting later in the week. He did not know if Athletic Director Gary Barta had seen the report.

Faculty Senate Secretary and new COIA representative Steve McGuire commented that it is the responsibility of the Faculty Council and Senate to set the agenda. He noted there are members of the Council who also serve on the PCA. Cohen agreed the Faculty Council should drive this discussion. Professor McGuire suggested he discuss strategy with Mr. Barta and Professor Charles Lynch (Chair, PCA). Professor Cohen said this would be all new information for President Mason since Purdue, whence she came, is not a COIA member.

Professor McGuire will return to the Council once he has had the opportunity to speak with PCA representatives.

Professor Cox wondered where Iowa fits into this scheme, noting that GEF funds are no longer channeled into UI Athletics. He was pleased that a Division 1 school has money used for academics.

2. Promotion Policy for Adjunct Faculty

Vice President Michael O’Hara reported that the Faculty Policy and Compensation Committee, which he chairs, was asked by Associate Provost for Faculty Susan Johnson to address the promotion policy for adjunct faculty which the Provost wished to regularize. He said the committee tried to achieve a balance of fairness to the candidate

and the burden on the various units concerned (the department, then college, then Provost). The document addresses processes, not standards. He noted that roles and expectations are different in different colleges. He recommended its acceptance. AP Johnson noted there are different definitions of adjunct faculty in different colleges. She described clinical adjunct faculty in the colleges of Dentistry, Medicine, Pharmacy and Nursing, for example. Once someone has been appointed as an adjunct assistant professor, he/she may be promoted. Professor Bulechek noted that most adjunct appointments in the College of Nursing are for 3-year terms. Vice President O'Hara said the college would decide at the end of that period if a promotion review will be conducted. He said if the college is conducting promotions, then this document provides the guidelines for doing so. AP Johnson said most adjuncts do not realize they are eligible for promotion; they are not remunerated or recognized in any other way.

Past President Kurtz moved that the promotion policy for Adjunct Faculty be adopted; this was seconded by Professor Tomkovicz; the motion carried.

IV. New Business

1. Arming Campus Police Officers

President Sharp introduced Charles Green, Director of Public Safety, and Marc Mills, General Counsel. Mr. Green discussed the recommendation by three Regent Presidents to arm campus police officers and the report he had previously prepared to advise them. His report was requested months before the shooting incident at Virginia Tech. It deals with response to emergencies. Mr. Green said that in the previous two weeks there were incidents involving an armed felon that the Iowa City police handled. Campus officers were asked to deal with three other calls while the police were engaged. They included a hold-up and burglary alarm. Officers did not have time to return to the office to arm themselves, so they responded without firearms not knowing what they were going to face. It turned out well, but could have been a different outcome.

Mr. Green said his force comprises 32 sworn police officers, and 15 un-sworn security guards, who work in the residence halls and check campus. The security guards do not engage anyone, but call police officers to deal with incidents. UI has the lowest number of officers in the Big Ten. He added that their training is exactly the same as anyone in the State of Iowa. Officers attend the Iowa Law Enforcement Academy.

Out of a recent LEMAP review of Public Security, a recommendation was made that UI officers should be armed. Mr. Green said he had been told the UI is the only campus of its size in the nation which is not armed (ours plus Iowa State). He commented that before the Kent State incident, UI officers had been armed. Following that event, there was a philosophical change and they were unarmed.

Faculty Senate Vice President Michael O'Hara said he was skeptical prior to reading some of the materials provided by Green but that several things have led him to change his mind. He said we need to increase the understanding that our campus police have the same responsibilities as police officers anywhere else in the nation, and that using arms

properly is part of that. He added he understands the need to be armed is not predictable. A routine traffic stop could turn ugly, or there might be a domestic violence situation. Arming officers is part of the recruiting and retaining them.

Past President Sheldon Kurtz was interested to learn that most threats to the campus come from outside, often involving drugs. Professor Jeffrey Cox provided an historical perspective. He said when former President Sandy Boyd disarmed the campus, it set off 40 years with 100% success of no gun violence. He added there is no demand from faculty, staff, and students to arm the campus police; rather, the request comes entirely from Mr. Green and the police. Instead of being embarrassed about it, he said, we should be proud of it. He commented on the higher than average arrest rate of students on our campus than any campus of comparable size. He raised the issue of Eric Shaw, a local man who was accidentally shot by police many years ago. Professor Cox added that the current situation is something we should be proud of. He wanted to ensure the Faculty Senate has the opportunity to weigh in before President Mason has to give her recommendations to the Board of Regents.

Mr. Green clarified that his officers are all trained with firearms and that there are times when officers are in fact armed on campus. Mr. Mills discussed the “chain of response” they go through before arming an officer. Mr. Green contacts either Marc Mills (General Counsel) or Doug True (Vice President with oversight of Public Safety) who evaluate the situation before permission is granted. These are usually time-sensitive situations. Mr. Green said officers are armed when their services are requested by the Secret Service (at the recent appearance of Barack Obama, for instance).

Mr. Green said a successful career for any officer is one in which he/she never has to unholster a weapon—but this is the unknown in policing. He said this is a real challenge with recruiting and retention. He has lost three officers in recent weeks. He said his officers are better trained than the majority of departments in Iowa. They attend the Iowa law enforcement academy for thirteen weeks, and then go through field training before they can ride by themselves. This takes one year. No one does a more extensive background check than the UI. Their credit history is checked and they have to pass a drug and 500-question psychological test.

Professor McGuire asked if any students on other campuses have accidentally been shot. Mr. Green did not believe so, but said he would check Big Ten records.

Mr. Mills said he has changed his mind over the past two years. After educating himself about the danger and harm our officers face, he has come to the conclusion that they should be armed.

Professor Cox cited the unarmed police force in Great Britain, but Mr. Green countered that not all officers are proud of the fact, especially as someone at Scotland Yard was killed last year.

Professor Cohen commented that the debate is no longer “arming vs. not arming,” but “arming vs. arming some of the time.” He would feel more comfortable if officers were armed all of the time.

Professor Williams asked about weapon qualifications and if officers have to log-in a certain number of hours. Mr. Green said they have to pass an arms test twice per year. Nothing additional would have to be done with regards to training if they are allowed to carry weapons at all times.

Professor Mangum, though appreciative of the work done by the campus police officers, was very concerned about the danger of an armed officer approaching someone with a gun in a car. Mr. Green said the person would assume the officer is armed.

Professor Williams pursued a discussion about deadly force. Mr. Green commented that, although the Shaw situation was tragic, no one suggested that Iowa City police officers surrender their fire arms. He added that not everyone should be judged for the rest of their careers by the actions of that one person.

President Sharp thanked the two guests for appearing today.

Vice President Michael O’Hara moved to endorse the recommendations of the report to arm campus police offices. Professor David Drake seconded it.

Further discussion ensued. Professor Cox asked if the Council would request that President Mason wait for a Faculty Senate vote before she makes her recommendation.

Professor Bulechek asked to increase mental health services on the campus because they are so meager right now. She has discussed this with Officer Brad Allison and believes it all comes down to funding.

Professor Cox recommended that Councilors oppose the motion. He said Senators need to have a discussion that matters and to ignore their input would be a problem.

President Sharp announced the Shared Governance Council-sponsored Open Forum on this issue, scheduled for Thursday, September 6. She expects to garner input from that. She said that President Mason is looking for advice from the community.

Professor Cohen reminded Councilors that there is a motion on the table, and recommended a hand vote. The results of the vote were **12 IN FAVOR, 3 OPPOSED.** **The motion passed.**

Past President Kurtz noted Professor Cox’s earlier point that President Mason should be asked, if possible, to defer her recommendations until a Faculty Senate vote can be taken. Faculty Senate Secretary McGuire encouraged everyone to attend the forum on Thursday, September 6. He will preside. He said another vote will be taken at the Faculty Senate meeting, but faculty participation in the forum is important.

2. Smoking Policy

Susan Johnson, Associate Provost for Faculty, Sue Buckley (Associate Vice President FO/Director of Human Resources) and Joni Troester (Director, UI Wellness) addressed the implementation of the Smoking Policy. They are gearing up to recommend to President Mason that smoking should now be banned across the entire campus. They want to provide her their input by early December. AP Johnson recommended that the ban be in place by July 1, 2009.

Past President Kurtz, although supportive of the policy, felt that significant smoking cessation programs needed to be instituted. He also asked about enforcement issues.

AP Johnson believes that 100% enforcement is not a necessary end point in order to see a public health benefit; she expects peer pressure to be a significant motivator. She did not anticipate any arrests. Steps would need to be taken to alleviate clustered smoking areas.

Ms. Troester estimates that 10-15% of UI employees are smokers. She broke this down to approximately 18% Merit; 8-10% Faculty, and around 30% Students. The compelling argument, she said, is that the students pick up the habit when they arrive on campus. Ms. Buckley said cessation programs are critical. Ms. Troester added that there is free behavioral counseling and funds are available up to \$200 for appropriate over-the-counter medication. She said they may look at increasing that reimbursement rate. The only requirement for this help is that the employee completes a health risk assessment.

A further challenge will be defining what is and what is not the “campus”. Discussions with city administrators may prove difficult. Ms. Buckley said the current vision of the policy does not include smoking-friendly spaces.

V. Announcements:

1. AP Johnson reported that, within the year, probationary faculty annual reviews will be routed through the Workflow system. The same is true for assistant professors reviews.
2. AP Johnson announced that Ms. Diane Finnerty will join her staff as the coordinator of faculty development and leadership programs.
3. Faculty Senate Orientation, Tuesday, October 2, 3:30 – 5:15 pm, 116 Art Building West
4. The next Faculty Council meeting will be Tuesday, September 25, 2007, 3:30 – 5:15 pm, in the Penn State Room, 337 IMU.

VI. Adjournment

The meeting adjourned at 5:14 pm.