

FACULTY COUNCIL
Tuesday, September 4, 2012
3:30 – 5:15 pm
Seminar Room (2520D), Old Capitol Centre

MINUTES

Councilors Present: F. Abboud, D. Black, C. Bohannon, E. Ernst, L. Fielding, S. Gardner, N. Grosland, B. McMurray, J. Murph, J. Pendergast, S. Schultz, J. Solow, E. Wasserman.

Officers Present: R. Fumerton, E. Lawrence, N. Nisly, L. Snetselaar.

Councilors Excused: K. Tachau, S. Wilson.

Councilors Absent: D. Bonthius, S. Clark, B. Gollnick.

Guests: C. Colvin (College of Education/Obermann Center), D. Drake (Office of the President), J. Florman (Center for Teaching), T. Kulper (Human Resources/Organizational Effectiveness), T. Mangum (Obermann Center), T. Rice (Office of the Provost), K. Ward (Human Resources), S. Woodward (Iowa River Landing), L. Zaper (Faculty Senate).

I. Call to Order – President Snetselaar called the meeting to order at 3:35 pm, <http://www.uiowa.edu/~facsen/archive/documents/Agenda.FacultyCouncil.09.04.12.pdf>. She welcomed new Councilors, Professor François Abboud (Carver College of Medicine), Professor Christina Bohannon (College of Law), and Professor Linda Fielding (College of Education).

II. Approvals

- A. Meeting Agenda – Professor Black moved and Professor Murph seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Council Minutes (April 10, 2012) – Professor Murph moved and Professor Black seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (September 25, 2012) – Professor Solow moved and Professor McMurray seconded that the draft agenda be approved. The motion carried unanimously.
- D. Committee Replacements (Erika Lawrence, Chair, Committee on Committees)
 - Linda Fielding (Teaching & Learning) to replace Katrina Sanders (Educational Policy & Leadership Studies) on the Faculty Council, Fall 2012
 - Stewart Ehly (Psychological & Quantitative Foundations) to replace Katrina Sanders (Educational Policy & Leadership Studies) on the Faculty Senate, Fall 2012
 - John Fuller (Urban & Regional Planning) to replace Catherine Ringen (Linguistics) on the Faculty Senate, Fall 2012

- Jess Fiedorowicz (Psychiatry) to fill the unexpired term of Jessica Wood (Psychiatry) on the Faculty Senate, 2012-13
- Song Richardson (Law) to fill a vacancy in the College of Law delegation to the Faculty Senate, 2012-15

Professor Ernst moved and Professor Pendergast seconded that the committee replacements be approved. The motion carried unanimously.

III. New Business

- *Working at Iowa Survey (Kevin Ward, Assistant Vice President for HR Administration and Teresa Kulper, Director, UI Organizational Effectiveness)*

Mr. Ward thanked the Council for the opportunity to speak to them about the Working at Iowa survey. He indicated that Teresa Kulper and Joni Troester, both of Organizational Effectiveness, had been working with him on the creation of this third version of the survey. Human Resources staff had also benefitted from the advice of an advisory group that included faculty members Professor Ken Brown (Tippie College of Business), Professor Mary Noonan (College of Liberal Arts and Sciences), and Professor Corinne Peek-Asa (College of Public Health), as well as Associate Dean for Faculty Affairs and Development Lois Geist (Carver College of Medicine) and Associate Provost for Faculty Tom Rice. Mr. Ward requested that Councilors encourage their colleagues to take the survey when it becomes available, from October 11 to October 30.

Mr. Ward reminded the group that UI employees had first taken the Working at Iowa survey in 2006. A second version followed in 2008. The purpose of the two surveys had been to measure University of Iowa employees' engagement with their work. Data from both surveys has since influenced administrative decision-making regarding faculty and staff and will continue to do so in the future. Mr. Ward stressed that employee satisfaction is directly related to the university's ability to accomplish its goals. He then listed some improvements made to this third version of the survey. The number of questions has been reduced from 45 to 20, time for completion is now about five minutes, and questions have been made actionable so that it is more clear what steps can be taken to improve an unsatisfactory workplace situation. Improvements have also been made to the reports generated by the survey. Professor Jane Pendergast (a Faculty Councilor) and a graduate student have been working with Human Resources staff to streamline the reporting process so that reports will be available in a more timely fashion. Human Resources staff also plan to trend data from seven questions from all three versions of the survey. Mr. Ward indicated that Human Resources staff are particularly interested in moving "from data to action" once survey results are obtained. Dr. Teresa Welbourne, who specializes in data coaching, has been invited to campus in October to offer her expertise to HR staff.

Mr. Ward noted that survey participation increased from 43% in 2006 to 62% in 2008; Mr. Ward did not project a participation rate for 2012, but he urged that Councilors encourage their colleagues to take the survey. In 2006 and 2008 the Working at Iowa survey was accessed via employee self-service; this year, however, it will be conducted via the survey tool Qualtrics. Employees will receive email messages containing the link to the survey. Reminders will be sent only to those who have not yet taken the survey. Overall university survey results should become

available in January. Colleges and divisions will receive individual reports on their results; those entities will be responsible for communicating the results to their units.

Professor Pendergast and Mr. Ward both observed that the survey might reveal positive, not just negative, responses about a unit and Ms. Kulper added that those positive results could be celebrated. Mr. Ward noted that units with less than fifteen employees would not receive results; this would protect the anonymity of employees in small units. In response to a question, Mr. Ward commented that this would be communicated in the email messages about the survey. He concluded his presentation by indicating that he would return to report on the results of the survey next semester.

- *Iowa River Landing Clinic (Steven Woodward, Director, Clinical Functions, IRL)*
Mr. Woodward began his presentation by showing a brief video of construction progress on the Iowa River Landing Clinic (IRL), which will be located in Coralville off 1st Avenue with convenient access to Interstate 80. The clinic is scheduled to open in October. Mr. Woodward then explained that one of the reasons for opening the clinic at this location is to relieve the space constraints at the hospital. Specialty programs still located in the hospital will then be able to expand into the newly-available space. Clinics moving out to the IRL include general internal medicine and general pediatrics, while portions of four other departments such as ophthalmology and obstetrics/gynecology will also be located there. Orthopedics and family medicine will remain in the hospital in their entirety, however. In response to a question, he added that the building's footprint was too limited to allow for family medicine to move to the IRL.

Mr. Woodward then explained that, because the IRL will be considered one unified department, clerks at the IRL will be cross-trained to work in a variety of specialties. Procedures will be standardized to facilitate their work. Although medical support staff will be assigned to specific areas, they may be asked to work temporarily in other areas. A small number of staff may move between the IRL and the hospital, but most IRL employees will be at the Coralville clinic full time. Patients will benefit from this structure by being able to receive nearly all of their care at the IRL location. Mr. Woodward went on to say that, in speaking with visitors to the Johnson County Fair, where the IRL had an exhibit, he learned that there is some reluctance among Iowans to seek care at the hospital, in spite of the perceived quality, because of the difficult parking situation and the confusing layout of the building.

Professor Murph observed that from the perspectives of business practice and patient satisfaction the IRL would appear to be headed for success; however, she expressed concern about the university's teaching mission. Residents, for example, will find it hard to travel between the IRL and the hospital, perhaps causing them to miss noon lectures and other learning opportunities. Mr. Woodward responded that some teaching will be conducted at the IRL, in pediatrics and internal medicine, for example; efforts have been made to structure residents' schedules so that they will be at the IRL all day with no need to travel between facilities. Other areas will not be doing significant teaching. Teleconferencing has also been explored as an alternative to commuting and teleconferencing units will be available at both facilities. As for parking for residents, options for limited-basis parking may become available

while the issue of more extensive parking is still being explored. Following up on Professor Murph's comments, Professor McMurray wondered about the research culture at the IRL, given the clinic's separation from the main campus as well as its strong clinical focus. He cautioned against creating a two-tier physician system. Mr. Woodward responded that although the building does not currently contain dedicated lab space, there has been discussion of conducting some clinical trials at the building. He added, moreover, that the university requires a steady flow of patients in order to maintain the research mission; the IRL will bring those patients in the door.

Turning to logistical issues, Mr. Woodward stated, in response to several questions, that a food vendor would be located on the first floor, and a small playground outside. He also indicated that evening and Saturday hours would be available at the clinic. Cambus is expected to stop near the IRL every forty-five minutes. No additional floors are planned for the building, but there is a limited amount of shell space still available for future use.

- *Center for Teaching (Jean Florman, Director)*

Ms. Florman indicated that the Center for Teaching, part of the Provost's Office, is currently located in Calvin Hall and has been in existence for sixteen years. The Center's mission is to support and encourage excellence in teaching across campus. One of the ways it accomplishes this mission is to lead, advance, and support campus-wide initiatives, such as TILE classrooms and service learning. Ms. Florman gave an example of a service-learning project with which the Center has recently been involved – an international, interdisciplinary spring break course in Mexico which attracted faculty and students from a variety of colleges. The course was created in partnership with Rotary International. In addition to its involvement in campus-wide initiatives, the Center also provides free workshops and consultations to faculty and teaching assistants who wish to improve their teaching. Ms. Florman encouraged councilors to pass on information about the Center to their colleagues.

- *Electronic CV (Tom Rice, Associate Provost for Faculty)*

Associate Provost Rice noted that this was not his first visit to the Council to talk about electronic CV's. He indicated that he had gained much valuable input from his previous discussions with the Council and the Senate about this topic. Associate Provost Rice reminded the group that the university has contracted with Digital Measures to create electronic CV's for all UI faculty. The project had begun several years ago, but delays occurred because of the flood and the economic crisis. Now, however, the project is well underway and some colleges, as well as some departments within colleges, are already done. There are some differences in the ways that colleges are carrying out the project. For example, colleges can create their own CV templates. Associate Provost Rice stressed that the electronic CV system can be used as a tool for the central administration to gather information on faculty activity so that data can be shared with outside entities as evidence of what faculty do. No efficient method of gathering this information previously existed. Associate Provost Rice added that in spite of occasional minor challenges, he believes that faculty will eventually be satisfied with the project; he noted that many other institutions have already converted to this type of system.

Professor Pendergast requested clarification about the use of CV templates. Associate Provost Rice responded that each college could create its own template, but that individual faculty members should be able to pull data from the electronic CV into another format if they wish. Professor Pendergast then asked if the university had the right to extract the information stored in Digital Measures' database in a readable form on demand, or if the company now owned that data. Associate Provost Rice answered that the company sends the accumulated data back to the university on a weekly basis. Professor Pendergast expressed concern about the university losing rights to its data if the contract with Digital Measures were to be canceled for any reason. In response to a question, Associate Provost Rice stressed that the data is solely for the UI's use; the company cannot use the data for their own purposes and cannot pass it on to anyone else. Professor McMurray asked if faculty members could have access to the CV's of other faculty members via the electronic system, in order, for example, to prepare a yearly report for a center with which numerous faculty are involved. Associate Provost Rice indicated that individual faculty members would have access only to their own data; they could request others' data through their departmental or collegiate offices, or through the Provost's Office.

Secretary Nisly inquired about contact people for the electronic CV project. Associate Provost Rice responded that departmental and collegiate offices all had contact people, usually both an administrator and an information technology specialist. Contact people in the Provost's Office would be Associate Provost Rice and Faculty HR and Development Director Diane Finnerty. Returning to the issue of collegiate templates, Associate Provost Rice commented that the Provost's Office requires the university-wide use of common questions on certain areas; the central administration is particularly interested in gathering information on engagement and outreach activities. Professor Pendergast asked who, besides the individual faculty member, would have rights to edit a faculty member's CV. Associate Provost Rice indicated that delegation of access would be decided by the colleges or departments. The system would track who is editing individual records. He added that some data, such as class size, would populate automatically. Professor Ernst observed that some data, such as hire date, cannot be changed even by the faculty member. She added that faculty in her department have experienced some difficulties listing UI co-authors on publication entries when the co-author is in a different college that may not use a similar CV format, as the system will automatically populate the other faculty member's CV when the drop-down box option for selecting other faculty members is used. Professor McMurray suggested that the Provost's Office also gather information on how UI faculty are collaborating among themselves, in order to determine particular areas of strength.

- *Faculty Council/Administrative Retreat – Final Thoughts (Linda Snetselaar)*

As a follow-up to the Faculty Council/Administrative Retreat, which took place on August 15 and focused on engagement, President Snetselaar explained that she had invited Professor Teresa Mangum, Director of the Obermann Center for Advanced Studies, to speak to the Council about the activities of the Center and how it might play a role in advancing the ideas generated by the retreat. Professor Mangum distributed a brochure describing the programs sponsored by the Center and suggested that Councilors encourage their colleagues to apply for programs of interest to them. She commented that there is a perception that the Center mainly focuses on faculty in the humanities, but she explained that many faculty from the sciences have

participated in Center programs, and in fact often seek out arts, humanities, and social science faculty to partner with in the interdisciplinary working groups sponsored by the Center. Professor Mangum added that, in addition to their formal programming, the Center would be delighted to facilitate informal conversations and working groups among faculty.

Turning to the retreat, Professor Mangum indicated that the Obermann Center had offered to serve as a site for continuing the conversations about engagement that had begun at that event. The initial meeting following the retreat would take place next week. That group intends to discuss how to go about working on the application for the Carnegie Engaged Classification, along with how broader questions of how to move out to the entire faculty the conversation about when and where publicly engaged work is possible.

President Snetselaar then invited Professor Carolyn Colvin to speak about the Obermann Center's annual Graduate Institute on Engagement and the Academy, of which Professor Colvin and Professor Charles Connerly are co-directors this year. Professor Colvin praised Professor Mangum for her efforts to bring attention to public engagement and commented that the Institute was a creation of Professor Mangum and Professor David Redlawsk. She then indicated that this year's Institute will take place January 14-18, 2013, with an application deadline of October 2. It has become a very competitive program. She urged Councilors to recruit graduate students to apply. Professor Mangum noted that the Institute has generated much national attention since its inception six years ago.

- *Upcoming Issues (Linda Snetselaar)*

President Snetselaar commented that the Faculty Senate officers are currently working on a variety of policies that she expects to come before the Council and Senate during this academic year. When policies are sent to Councilors and Senators for review in the coming months, they will be accompanied by a cover sheet containing background and rationale for implementation or revision. The officers also hope to provide more time for review and feedback prior to Council and Senate meetings.

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

V. Announcements

- The next Faculty Senate meeting will be Tuesday, September 25, 3:30-5:15 pm in the Senate Chamber of the Old Capitol.
- The next Faculty Council meeting will be Tuesday, October 16, 3:30-5:15 pm in the Seebohm Conference Room (room 283) of the Eckstein Medical Research Building. Councilors were cautioned not to park in hospital ramps 1, 2, or 4, which are primarily reserved for patients. Parking would be available in hospital ramp 3 or in the Newton Road Ramp.

VI. Adjournment – Professor Solow moved and Professor Murph seconded that the meeting be adjourned. The motion carried unanimously. President Snetselaar adjourned the meeting at 5:00 pm.