

**THE UNIVERSITY OF IOWA**  
**FACULTY COUNCIL**  
**Tuesday, November 13, 2007**  
**3:30-5:15 pm**  
**Penn State Room, 337 IMU**

**MINUTES**

**Councilors Present:** L. Boyle, G. Bulechek, M. Cohen, J. Cox, D. D'Alessandro, D. Drake, B. Justman, Y. Li, T. Mangum, L. Richman, J. Sa-Aadu, L. Snetselaar, B. Thompson, J. Tomkovicz, R. Williams, and J. Woodhead

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

**Officers Excused:** S. Kurtz

**Councilors Excused:** C. Catney and G. Russell

**Councilors Absent:** V. Grassian

**Guests:** E. Donohue (*Hancher Auditorium Charter Committee*) C. Drum (*University Relations*), C. Hogan (*The Daily Iowan*), S. Johnson (*Office of Provost*), E. Jordan (*Des Moines Register*), C. Joyce (*Ombudsman*), J. Kearney (*CLAS*), P. Kelley (*Emeritus Faculty Council*), M. LeMay-Lewis (*Hancher Auditorium Charter Committee*), L. Lopes (*Interim Provost*), B. Morelli (*Press Citizen*), C. Porter (*Ombudsman*), T. Rocklin (*Office of Provost*) and L. Zaper (*Faculty Senate*)

**I. Call to Order** – President Sharp called the meeting to order at 3:31 pm.

**II. Approvals**

- a. Meeting Agenda. President Sharp noted a revision to the agenda: Professor Richman, chair of the Faculty Policy and Compensation Committee, will present a proposed change to the *Operations Manual* Tenure Extension Policy. Professor Cohen moved and Professor Drake seconded that the meeting agenda be approved as amended. The motion was unanimously approved.
- b. Faculty Council Minutes (October 9, 2007). Secretary McGuire corrected the minutes to indicate that Vice President O'Hara was not absent, but excused. Professor Richman moved and Professor Mangum seconded that the minutes be approved as amended. The motion was unanimously approved.

- c. Draft Faculty Senate agenda (November 27, 2007). President Sharp noted a revision to the draft agenda: Professor Richman, chair of the Faculty Policy and Compensation Committee, will present a proposed change to the *Operations Manual* Tenure Extension Policy. Professor Thompson moved and Professor Snetselaar seconded that the draft agenda be approved. The motion was unanimously approved.
- d. Senate Replacements (Michael O'Hara)
  - Tim Lowe (Management Sciences) to replace Ken Brown (Management & Organizations) on the Faculty Senate for the Tippie College of Business, for the remainder of the 2007-08 academic year. Professor Drake moved and Professor Justman seconded that the replacement be approved. The motion was unanimously approved.

### III. Update on Provost Search (Michael O'Hara)

Vice President O'Hara reported that the search committee has met three or four times already; the position description has been completed, and the position advertisement is ready to go out within a few days. The websites associated with the search are being tested and will soon be live. The committee will shortly be sending out a communication to the university community soliciting nominations. The committee has also begun to look at the deans in the public AAU universities. The search committee meets every Thursday, 8:00-10:00 am, in the Old Capitol. Professor Mangum asked whether the committee was accepting nominations now; Vice President O'Hara said that some nominations have already come in – the sooner they are sent in, the better.

### IV. New Business

- *Proposed change to Ops Manual Tenure Extension Policy (Lynn Richman)*  
Professor Richman referred the Council to the attachment, an excerpt from section 10.1 (Tenure and Non-Tenure Appointments) of the *Operations Manual*. In subsection (4)(e)(i), the language regarding timing was deemed somewhat vague, and might allow someone to wait until the last minute to opt out of the automatic extension, causing problems for their academic department. The Faculty Policy and Compensation Committee reviewed this section and offered the following edit to clarify the policy: in the sentence “The faculty member may decline any automatic extension for which the faculty member is eligible by written notification to the faculty member’s DEO at any time prior to the academic year in which the promotion review *is* scheduled,” the word *is* will be changed to *was originally*.

Professor Cohen moved and Professor Drake seconded that the proposed change be approved. The motion was unanimously approved. This item will move to the November 27 Faculty Senate agenda.

- *Proposed changes to the Ops Manual for Charge of the Hancher Auditorium Charter Committee (Margaret LeMay-Lewis and Erin Donohue, co-chairs)*

Co-chair LeMay-Lewis stated that the Hancher Auditorium Charter Committee had reviewed their charge and decided that it needed to be updated in order to bring it in line with current committee practice. The major recommended revision is that the committee has added a fourth charge that reflects a focus on community outreach and student interaction with the Auditorium. During the past year the committee has reached out to students and surveyed them on their perceptions of the Auditorium. The committee is also in discussion with Ronald McDonald House to explore ways for families of extended-care UIHC patients to attend performances at the Auditorium. Both initiatives seek to broaden the communication between Hancher Auditorium and the wider community.

Professor Mangum moved and Professor Richman seconded that the revised Hancher Auditorium Charter Committee charge be approved. The motion was unanimously approved.

- *University Webpage Upgrade (Josh Kaine, University Relations)*

Josh Kaine, University Relations (and the university webmaster), explained that the current version of the university webpage had been released in December of 2003, with the intention of reviewing it in three to five years. When Sally Mason took over as president, University Relations requested permission to review and revise the website. President Mason stated that she had used the website extensively in preparing for her interviews, and in general found it to be very solid, with not a lot to be changed. University Relations then decided to focus their upgrade on what has changed over the past few years at the university and in technology. The revision will take place in four stages. The first stage was pre-planning, in which University Relations reviewed the website to determine what needs to be upgraded. The second stage, in which we are now located, is consultation with campus groups, including the Faculty Council. This stage should be finished by Thanksgiving break. The third stage will be design of the changes, and the fourth stage will be implementation. Mr. Kaine referred the group to the section of the attachment entitled *UI Home Page – Purpose and Goals*, and read through these. He then asked the Council members for their feedback on the goals.

Vice President O'Hara noted that the main sections of the website that he refers to are the A-Z Search, the phonebook, the Libraries, and ISIS. He asked whether data existed regarding how frequently each link is used, and if there are links that could be made less prominent. Mr. Kaine responded that it is very difficult to remove rarely-used links. He noted that the section on Resources for Iowans is not used much, and UR will look at this section to try to improve it. Professor Cox noted that the website should make it easy for faculty to find other faculty. Also, it should be easy to find the *Operations Manual*, as those are the university's rules. Frequency of use should not be the only criteria for making a link easy to find. Vice President O'Hara noted that our website is better organized than many other university websites he has encountered. Professor Sa-Aadu commented that the first bullet in the *Purpose and Goals* section is very important ("Provide a quick and simple means of locating information within the larger University Web space"). Speed of information access is essential for a website. Mr. Kaine noted that the website is heavily used early in the academic year, less so in the spring semester. Professor Mangum suggested that one of the front links on the homepage be

“International,” to make international people feel welcome. Secretary McGuire added that our website is a good one and easily navigable, and that we should not fix what’s not broken. Professor Cox and Professor Boyle suggested that there be a “Find a Person” or “Who Are You Looking For” link easily accessible. Professor D’Alessandro added that the content and structure of the website work well together. She commented that sub-menu vertical rollovers should go to the right and not to the left, as this is what people are accustomed to. Names of entities should be listed in a variety of ways on the A-Z search page, not just with official titles. Also, there is a need to have the search option on the homepage for easy access. And, the webpage should be compliant with ADA regulations. Mr. Kaine commented that the current search engine is supplied for free from Google and the university has no control over the order in which results are returned. It also excludes Athletics and the hospital. There is currently a proposal to buy a search product from Google. The search option is currently kept less accessible until the search function is improved. There were comments that the search function is not very useful. Mr. Kaine noted that there are currently two initiatives that would greatly improve our website, a better search appliance and a better master calendar. President Sharp suggested that the Information Technology Advisory Committee (ITAC) could be of assistance. Secretary McGuire commented on the humor and sense of community imparted by the Groucho Marx quotation on the phonebook/email page and commended the original design group on their choice of that quotation. Mr. Kaine requested that additional comments and feedback be sent to him.

- *Electronic Storage of Background Check Information (Associate Provost Susan Johnson)*

Associate Provost Johnson stated that the current policy regarding the electronic storage of background check information has generated two issues which must be addressed. The policy states that results from the background check that must be retained must be kept in paper form only (by request of the Faculty Senate), and now there is an immense amount of paper piling up. However, many other sensitive documents are now stored electronically in the Human Resources system – could the Faculty Senate re-consider this paper-only policy? Also, there is a new hospital regulation that background checks must be completed before employees begin work, therefore the hospital is seeking to do the entire process online for the sake of efficiency. President Sharp questioned who would have access to this information. Associate Provost Johnson responded that various Human Resources staff have varying levels of access. Restricted access can be set up. Paper is not necessarily safer than online storage. To change the policy, only one sentence would need to be edited. In fact, the sentence could simply be deleted. Professor Bulechek noted that College of Nursing faculty have been told that all faculty and students must go through a background check. She wondered whether all entities on campus would eventually have this requirement, and also whether information stored electronically could be forwarded to other institutions. Professor Cohen asked whether there was proposed language to change the policy. Associate Provost Johnson will bring a printed document to the next Council meeting; it is only necessary to strike out the sentence. Professor Woodhead questioned whether a separate secure server would be required for storage of this information. Associate Provost Johnson commented that the information contained in the background check is actually all public, in principle. Vice

President O'Hara commented that any information stored on a secure server should be maintained by individuals competent to do so.

- *Office of the Ombudsperson Annual Report (Cynthia Joyce and Craig Porter)*  
Ombudspersons Cynthia Joyce and Craig Porter referred the group to the summary page of the attachment, the office's 2006-2007 annual report, and cited various statistics listed there. Ms. Joyce stated that there were a total of 280 new cases brought to the Office in 2006-2007; this is a 9% increase from the previous year. The breakdown of student, staff, and faculty has remained constant, with approximately 30% students, 50% staff and 20% faculty; faculty are therefore somewhat overrepresented. Phone/email contacts numbered 200. The Office provided 80 presentations/workshops. Primary staff concerns were job conflicts (62%), primary student concerns were academic (46%), and primary faculty concerns were job conflicts (56%). Twenty-four percent of visitors' issues were related to salary, tenure, or promotion; 12% were related to academic issues or teaching; and 8% were related to benefits and retirement.

Professor Porter reviewed the bulleted items in the *Trends* section of the summary. The first four trends speak to employment issues, with merit staff complaints about discipline, suspension, and termination at 9% in 2004-2005, rising to 22% and then remaining steady at 21% ; undergraduate student employment concerns rising from 8% to 17%; and graduate student concerns about discipline doubling from 6% to 15%. The percent of faculty concerns about job conflicts has more than doubled over the last three years, with increases from 26% to 38% to 56%. There has been a decrease in faculty coming to the Office to speak about issues of academic concern; now job conflicts are more prominent. The next two bulletpoints speak to issues of the vulnerability of various groups on campus. The percentage of minority and female visitors to the Office is high compared to their representation on campus. These groups perhaps see the Office as a safe haven. The last three bulletpoints speak to issues of inappropriate behavior, such as discrimination, sexual harassment and uncivil behavior. About half of the sexual harassment complaints involved student to student harassment.

Ms. Joyce commented that each year, the Office highlights particular concerns. For 2006-2007, these concerns include disrespectful behavior, including faculty behavior toward students because of their religious and political views, and bullying, defined as inappropriate use of power, creating an environment of fear and intimidation. Bullies typically do not exhibit this behavior to people in positions above them in the hierarchy, only to people below them. Pockets of this exist on campus; Ms. Joyce expressed concern that there might be additional pockets that the Office is unaware of. Another concern is that of vulnerable populations, who may not feel that they can speak up when they experience a problem.

Professor Porter stated the Office engages in self-evaluation efforts through sending out anonymous surveys to visitors. There was a 54% response rate to the most recent survey sent out; of those responses, 80% were positive. About half the responses reported that visitors had received help in resolving future problems.

Secretary McGuire questioned the meaning of "pocket" (mentioned in the information on bullying). Ms. Joyce explained that a pocket is an area on campus that has been identified to have a problem.

Professor Cox commented that he has spoken with students of conservative political and religious views who feel that their opinions are not respected by faculty. He asked whether this is a problem, and if so, is it widespread. Professor Porter responded that the limited number of cases brought to the Office are compelling and indicate that there is a problem. He added that conservative students are generally not offended when faculty disagree with them; it is only when faculty refuse to engage in discussion or ridicule their views that they take offense. Professor Sa-Aadu asked whether faculty have complained about students; the Office has not received any complaints about this.

- *Student Success Team Message Project (Vice Provost Tom Rocklin)*

Vice Provost Rocklin explained that the Student Success Team had been formed last year to determine what factors contribute to undergraduate student success at the university. At a recent retreat, the Team generated some action items, one of which is the “Message Project.” Other universities with a high rate of student success send a cohesive message to students about expectations. The University of Iowa does not appear to be sending such a message; the messages that students do receive originate from the student culture and not from the institution. The university needs to build a message growing out of the community. About 2400 responses were received to a survey sent to the university community last summer asking what we should tell students about what it means to be a student at the University of Iowa. Five major categories of response emerged (Academic Excellence, Involvement, Responsibility, Diversity, Community), and these form the five points of the draft Message. One additional category appeared, linked with sports, i.e., “It’s great to be a Hawkeye.” This message is widely disseminated, however, and does not need additional support, so does not appear in the Message draft. It was determined that the Message should be stated in the second person imperative, so that its applicability to all students – not just to a “dorky” subset – is stressed. The Team is currently visiting various campus groups and collecting feedback on the Message, which will then be revised and given a catchier title. The Team foresees that the Message could be disseminated in various forms in a variety of settings – recruiting materials, orientation, college transition courses, perhaps in President Mason’s speeches.

President Sharp suggested inserting a health component, stressing that students respect and take care of themselves, and not hurt others. Vice President O’Hara noted that the five points of the Message are in fact values, and suggested that before beginning a campaign to instill these values in students, perhaps the extensive literature on persuasion should be consulted. Vice Provost Rocklin commented that the Message will be promoted in catchier ways; the attached document is merely the foundation of the Message. Professor Woodhead suggested that the Message should envelop the whole community. Vice Provost Rocklin agreed that the Message would be empty if the entire institution doesn’t reciprocate. Professor Li suggested inserting language that states that the university is a place for students to share their academic passions with a wider community and to make lifelong friends. Professor Cox noted that Iowa seems to him a very democratic place, where the duties of citizenship are taken very seriously and there is much state support for public higher education. Perhaps this should also be explicitly noted in the Message in some way. Professor Mangum questioned whether the Message Project would be mentioned in the HLC accreditation self-study. It will be mentioned only briefly, as the project is just beginning. Secretary McGuire noted that students will

want to be asked for their opinions, how they think of themselves as citizens of the university. Vice Provost Rocklin added that the Message could also form part of academic work as well, perhaps as writing assignments authored by students and professors together. Senator Bulechek commented that there is a program called “Character Counts” carried out in the K-12 school system. Students who have gone through this program will not have difficulty relating to the Message. She suggested that the “Character Counts” program be investigated, to see if its emphases match up with the Message points. Vice Provost Rocklin thanked the group for their feedback.

- *Voluntary System of Accountability (Interim Provost Lola Lopes and Vice Provost Tom Rocklin)*

President Sharp informed the Council that the president of the University of Vermont, Daniel Fogel, had made a presentation at the CIC Annual Faculty Governance meeting, held earlier in the month in Iowa City, regarding the Voluntary System of Accountability. Interim Provost Lopes explained that the University of Iowa will be part of a pilot project for the Voluntary System of Accountability (VSA). The impetus for this effort has come from a Department of Education report, which threatens to impose on higher education institutions an equivalent of the No Child Left Behind (NCLB) program. Although the NCLB program originated in the current administration, there is indication that the general focus on school evaluation and accountability is a bi-partisan movement in Washington, where it is perceived that vast sums of money are being spent on higher education institutions that are not held accountable for their activity. The National Association of State Universities and Land-Grant Colleges (NASULG) and the American Association of State Colleges and Universities (AASCU) have developed the VSA as a pre-emptive effort against the outside imposition of accountability standards, creating a system for colleges and universities to post information on their websites, following an established template.

Interim Provost Lopes referred the group to the attachment (pages from a sample website). The first part of the VSA template shows the characteristics of universities; the information presented here is obtained from a national system, the Integrated Postsecondary Education Data System (IPEDS), where aggregate data is reported in a common format under strict rules. The rankings formulated by *U.S. News and World Report* are developed from the same collection of data; however, the magazine also relies heavily on perceptions of colleges and universities solicited from officials at other institutions. In the VSA system, the data is presented in detail, in an easily comprehensible format. Interim Provost Lopes referred the group to the first page of the attachment, where graduation rate is reported. Previous data collections merely reported that students left the university before completing their degree – this attrition rate negatively affected the university’s ratings. More refined data is now available, as it indicates what happens to students who leave the university – they often enroll elsewhere and complete their degrees, and this is clearly indicated. Failure to graduate from the UI does not indicate that students have dropped out of the system.

In the second part of the template, Interim Provost Lopes discussed presentation of data on student engagement with the university community. The UI uses the National Survey of Student Engagement (NSSE) to measure this activity, including group and active

learning experiences, student satisfaction, etc. A sample of undergraduate students is surveyed at the freshman and senior years.

Interim Provost Lopes explained that the third component of the VSA is a standardized test developed to measure student outcomes. UI will use an ACT product. Randomly selected groups of students in the freshman and senior years will be tested to measure progress in critical thinking and writing ability during their time at the university. The notion of this standardized test could be scary, as we are not accustomed to a testing-based outcomes measurement. One concern is that students who are chosen to take the test will not be motivated to do well, another is that the test may not accurately measure the progress made by students. Vice Provost Rocklin noted that this process is fraught with problems for all universities, but we have faculty, such as Professor Ernest Pasacarella, who have worked with these types of tests. We may eventually try to move from a cross-sectional to a longitudinal sampling. One advantage of using the ACT product is that we have ACT scores for all of our students, and the relationship of the new test with the ACT is well-documented; this information can be used to adjust for sampling errors. This data will not be published for four years. Professor Sa-Aadu questioned whether the test is already in existence – yes, it is. Vice Provost Rocklin noted that it is a value-add model – what does the university add to students' education? Interim Provost Lopes noted that we can add data to the template which we feel would be helpful in accurately portraying the university. The template example is a baseline. Vice Provost Rocklin commented that faculty consultation will be taken into consideration regarding the test. Interim Provost Lopes stressed that the test measures critical thinking and writing skills, it is not related to a discipline.

#### V. Announcements

- The next Faculty Council meeting will be Tuesday, December 11, 2007, 3:30 – 5:15 pm, Penn State Room, 337 IMU
- The next Faculty Senate meeting will be Tuesday, November 27, 2007, 3:30 – 5:15 pm, Senate Chamber, Old Capitol
- The joint Faculty Senate/Iowa City Area Chamber of Commerce reception for Iowa legislators will be held in the State Room of the IMU on Monday, December 10, 4:30-6:00 pm.

#### VI. Adjournment – President Sharp adjourned the meeting at 5:13 pm