

FACULTY SENATE
Tuesday, February 11, 2014
3:30 – 5:15 pm
Senate Chamber, Old Capitol

MINUTES

- Senators Present: F. Abboud, S. Ali, S. Baker, I. Barbuzza, C. Benson, C. Bohannon, J. Brown, J. Buatti, T. Burstain, J. Colgan, S. Daack-Hirsch, F. Durham, E. Ernst, R. Ettinger, C. Fox, K. Gerken, C. Getz, E. Gillan, N. Grosland, Z. Jin, K. Kieran, A. Kwitek, N. Langguth, K. Markon, A. Merino, P. Muhly, D. Murry, F. Nothwehr, J. Pendergast, L. Ponto, E. Prussing, A. Rodriguez-Rodriguez, Y. Sato, L. Storrs, B. Thompson, T. Treat, D. Wilder, T. Yahr.
- Officers Present: D. Cunning, R. Fumerton, E. Lawrence, A. Thomas.
- Senators Excused: H. Bartlett, K. Chandran, D. Dawson, E. Epping, G. Lee, K. Light-McGroary, J. Murry, S. Richardson, R. Rocha, J. Solow, E. Wasserman, E. Ziegler.
- Senators Absent: J. Adrain, D. Anderson, T. Anthony, L. Ayres, D. Black, P. Brophy, A. Budd, D. Caplan, N. Fethke, S. Gardner, F. Gerr, K. Glenn, T. Havens, B. Hoskins, J. Kolker, G. Lal, A. Lee, J. McNamara, J. Paulsen, G. Penny, W. Schmidt, S. Schultz, D. Segaloff, S. Seibert, M. Voigt, S. White, R. Williams.
- Guests: S. Assouline (Alcohol Harm Reduction Committee), S. Cochran (University Counseling Service), D. Finnerty (Office of the Provost), G. Dodge (Chief Diversity Officer), B. Ingram (Office of the Provost), R. Nessler (Staff Council), T. Rice (Office of the Provost), L. Zaper (Faculty Senate Office).

- I. Call to Order – President Lawrence called the meeting to order at 3:35 pm.
http://www.uiowa.edu/~facsen/archive/documents/Agenda.FacultySenate.02.11.14_000.pdf.
- II. Approvals
- A. Meeting Agenda – Professor Pendergast moved and Professor Grosland seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Senate Minutes (December 10, 2013) – Professor Pendergast moved and Professor Ernst seconded that the minutes be approved. The motion carried unanimously.
- C. Committee Appointments (Alexandra Thomas, Chair, Committee on Committees)
- Joseph Dillon (Internal Medicine) to replace William Haynes (Internal Medicine) on the Research Council, 2014-15

- Robert Ketterer (Classics) to replace Carin Green (Classics) on the Research Council for the Spring 2014 semester
Professor Gillan moved and Professor Gerken seconded that the appointments be approved. The motion carried unanimously.

President Lawrence welcomed Professor Richard Fumerton, who has taken up the duties of past president this semester.

III. New Business

- *Bruce Rastetter, President, Board of Regents, State of Iowa*

President Lawrence introduced President Bruce Rastetter, mentioning that he has been involved in a variety of businesses, including feed management, construction, and swine production, in the Iowa Falls area. He serves on several boards of directors, including those of Hawkeye Energy Holdings and Advanced BioEnergy. President Rastetter has also engaged in philanthropic activity, contributing to the university's athletics department and to scholarship funds. Governor Branstad appointed him to the Board of Regents in 2011. He served as President Pro Tem from 2011 to 2013, and was then elected President in 2013. His term on the Board of Regents will expire in 2017.

President Rastetter began his remarks by commenting that he had grown up on a small family farm outside of Iowa Falls. He attended Ellsworth Community College, then transferred to the University of Iowa, where he graduated with a degree in political science. He began law school at Drake University, but decided to pursue agriculture-related endeavors instead. He credited the problem-solving and critical-thinking skills he learned at the UI with helping him find success on his new career path. He added that it is important that we address the issues of accessibility and affordability, so that future generations can continue to benefit from higher education. Resuming his comments on his background, President Rastetter observed that many changes came to agriculture in the 1980's, especially in terms of scale and technology, to which he needed to adapt. A turning point in his career occurred in 1994, when he merged several companies he had started in construction, feed, management, and hog production into a private equity entity. The immense learning curve he faced at that time greatly increased his appreciation for higher education. President Rastetter's later business endeavors have included investments in ethanol plants.

President Rastetter expressed the view that it is important to give back to one's community, especially if one has had success in one's career. This is what motivated him to seek appointment to the Board of Regents in 2011. The Regents are currently focused on the issues of accessibility, affordability and improving the quality of the Regents institutions. As part of that focus, an appropriations performance funding committee chaired by former Regent David Miles has been created. The perceived aims of this committee have caused some unwarranted concern for the Regents institutions. President Rastetter noted that the University of Northern Iowa, a comprehensive university, differs from Iowa State University and the University of Iowa, which are research institutions, and two of only sixty public and private universities that belong to the prestigious Association of American Universities.

The Regents institutions comprise a large, dynamic five-billion dollar system with about 76,000 students and 46,000 employees (26,000 are full time). The UI Hospitals and Clinics see about 1.2 million patients per year. The influence of this system is felt throughout the state, in all aspects of life, as well as far beyond Iowa's borders. President Rastetter commented that it is the responsibility of the Board of Regents to be good stewards of this system and its resources, as well as to ensure that the universities continue to improve. In recent years, the university presidents have moved into the role of chief advocates for their institutions to the legislature and to the governor. Additional advocacy for the universities is done through events such as Hawkeye Caucus and by groups such as the Alumni Association. President Rastetter attributed the success of the community college system with the legislature partly to that system's vigorous advocacy efforts, as well as to its greater transparency. The Regents institutions have also recently increased their level of transparency.

With the goal of improving operations at the Regents institutions, the Board of Regents has contracted with an outside consultant, Deloitte, to conduct an efficiency study. The members of the Board of Regents intend for the study to be inclusive, with faculty fully engaged. President Rastetter stressed that today's efficiency studies take a bottom-up approach. He added that the resources gleaned through any efficiencies found on a campus will be reinvested in that same campus. President Rastetter expressed the view that it is everyone's responsibility to make the universities more sustainable, efficient, and productive, in terms of infrastructure, technology, administration, and program offerings. As a first step, the study will involve examining the mission of the universities. It will be necessary to balance the best interests of students with the needs of all of the institutions' stakeholders. He emphasized the requirement for bottom-up engagement throughout the process and ownership of the process by all stakeholders. The review process will be transparent and the final product should be something that all involved can be proud of. In conclusion President Rastetter reminded the group that last year the Board of Regents had requested a 2.6% increase in the state appropriation, in order to freeze in-state undergraduate tuition. This year, the Board has requested a 4% increase in the state appropriation, in order to continue the freeze on in-state undergraduate tuition.

Professor Pendergast noted that most of the focus on the university lately by the legislature and the Regents has involved undergraduate student issues. She asked if there were plans to address concerns related to graduate education. President Rastetter responded that he expected the efficiency study to highlight the need for greater support for graduate education. Professor Gillan asked for clarification whether the efficiency study would encompass the entire university. President Rastetter said that it would. He added that efforts to obtain feedback would begin with the Faculty Senate and move down through colleges and departments to individual faculty members. Professor Pendergast asked whether the focus would remain on how to do things more efficiently, or would it broaden to include asking whether responsibilities lay with the correct person. President Rastetter answered that both issues would be addressed. He noted that the study did not come about because of the need for budget cuts, and that faculty would be asked where to channel savings achieved through greater efficiency.

Professor Bohannon thanked the Regents for their support of the tuition freezes and stressed the concerns that faculty members have for their students, who may need to take on debt to

finance their education. President Rastetter commented that cuts in state funding over the years have contributed to higher tuition. He added that there is much deferred maintenance on the Regents campuses, and that the institutions need to make a more compelling case for the renovation and construction of buildings. Professor Muhly raised the issue of the qualifications of incoming students. President Rastetter responded that this is a concern and that he hoped the universities could have an impact on the K-12 system through outreach programs, etc. Returning to the topic of the efficiency study, Professor Wilder asked if the consulting firm, Deloitte, had defined what a successful outcome of the study would consist of. President Rastetter commented that the study may perhaps examine procedures for purchasing, the use of service providers, and the relevance of services not essential to the core mission of the university. Additional issues to address might include how better to use infrastructure and information technology, how to prevent large program creep among the universities, and how to improve the process for approving and eliminating programs. In his final comments, President Rastetter reiterated that faculty would be heavily involved in the efficiency study and that the process would be as inclusive as possible.

- *Georgina Dodge, Chief Diversity Officer and Associate Vice President*

President Lawrence introduced Dr. Georgina Dodge, who has served as Chief Diversity Officer and Associate Vice President since 2010. Dr. Dodge received her undergraduate degree at the University of California-Irvine and her doctoral degree in English at the University of California-Los Angeles. She was the Assistant Vice Provost in the Office of Minority Affairs at Ohio State University from 1996 to 2010 and was heavily involved in research, teaching and service during her time at OSU. Dr. Dodge also served in the United States Navy for several years. Professor Lawrence explained that the Chief Diversity Office oversees both the Office of Equal Opportunity and Diversity and the Center for Diversity and Enrichment. In addition, the Office works with the Associate Provost and Dean of International Programs, and with the Associate Provost for Faculty to monitor the recruitment and retention of women and minority faculty members. Dr. Dodge serves as an administrative liaison to two charter committees, the Charter Committee on Diversity and the Human Rights Charter Committee.

Dr. Dodge began her remarks with a look at the national scene. She commented that the White House has recently brought much attention to the issue of access to higher education for underrepresented and low-income students. This is a welcome development, particularly in relation to the long-term economic consequences for our country. Dr. Dodge indicated that she is also the university's Title IX Coordinator. Title IX deals with gender equity at the university, including sexual misconduct on campus, another issue which the White House has focused on. Dr. Dodge noted that there have been mandates regarding the elimination of sexual misconduct on campuses, but without many federal guidelines thus far on how to go about this. She indicated that she was pleased to see resources being pooled to address these two major issues.

Turning to the increasing diversification of the UI student body, Dr. Dodge indicated that in Fall 2013 the incoming freshman class was 17.1% minority, a slight increase over last year. Another increase is expected for the Fall 2014 incoming class. She explained that the term "minority" refers to African-American, Asian-American, Hispanic/Latino, Native American, Native Hawaiian, and Pacific Islander individuals, as well as individuals of more than one race

(this is a new federal category). The entire student body, including graduate and professional students, is now 13.6% minority. Dr. Dodge noted that the population of Hispanic and Latino students has grown significantly, 125.64% from 2000 to 2012. This reflects a trend that is occurring nationwide. She acknowledged the outreach efforts of the UI Office of Admissions, which works closely with the Center for Diversity and Enrichment. One of their initiatives has been the Storm Lake Scholars Program, which brings a cohort of students from Storm Lake to the university, where they enroll in classes together and are encouraged to live together in a residence hall. The university will remain in close contact with the students' parents to facilitate the transition to college for first-generation students and their families. Student veterans are another group on campus whose numbers are increasing. Currently 1.6% of the student body is made up of veterans. Services for student veterans are now housed in the Center for Diversity and Enrichment. A joint program with the Veterans Administration Hospital is being developed that will serve as a model of support for student veterans nationwide.

Dr. Dodge then moved on to discuss statistics for faculty and staff. She indicated that 9.2% of university staff (including hospital staff) are members of minority populations. This is an increase from 8.4% last year and a reflection of the increasing diversity of the local community. Minority faculty members make up 16.7% of the total (tenured/tenure-track, clinical, and research-track), while 39.3% of the total are female. On the tenure track, minorities comprise 17.4% of faculty, while 32.5% of the total are female. Increases have been slight in the recent past. There are a number of initiatives underway to support underrepresented faculty members on campus. For example, the university holds an institutional membership in the National Center for Faculty Development and Diversity. UI faculty members can access the Center's webinars, services and other resources directly. Graduate students and post-docs can also access this material, which is broadly applicable to all faculty members.

Dr. Dodge stressed that the university is striving to create an environment in which all forms of difference and diversity are welcomed. The university has an affiliate of the National Coalition Building Institute. Eighty-five people on campus have completed an intensive train-the-trainer workshop and are now a part of that campus affiliate. These individuals can serve as a resource on diversity in all of its forms. The university also offers Safe Zone training, which helps create an inclusive environment for people who identify as LGBTQ. After completion of phase II of the training, a participant can identify as an ally. Approximately 900 people have gone through the program since 2010. This fall a class on implicit bias was offered for the first time. The pilot group of participants included faculty, staff and administrators. Additional initiatives in the works include STEM programs for underrepresented graduate students and sexual misconduct and harassment training.

National developments expected to impact the university include amendments to Section 503 of the Rehabilitation Act regarding individuals with disabilities. As a result of these amendments, the university will be required by the federal government to have put in place a plan by November 2014 by which 8% of the university's workforce would eventually identify as disabled. There are still many issues surrounding the implementation of this requirement that must be worked out. Adjustments are also being made to the Vietnam Era Veterans

Readjustment Act that would require entities receiving federal funding to have 7-8% of their workforce identify as veterans.

Turning to some events coming up in the spring semester, Dr. Dodge noted that a culturally intelligent leadership course will be offered to undergraduate students. Local employers will also be invited to participate. The Celebration of Excellence and Achievement Among Women will take place on Thursday, April 10, while the Diversity Catalyst Award reception is scheduled for Tuesday, April 15. The Alliant Energy Award, given to students who have excelled in engineering or business, will also be presented during this reception. The Rainbow Graduation will take place in the Old Capitol on Tuesday, May 13 and the Center for Diversity and Enrichment will host a graduation reception on Thursday, May 15.

Professor Bohannon asked for clarification about the legislation mandating that 8% of the university's workforce identify as disabled. Dr. Dodge explained that by November 2014 the university must have a plan in place to demonstrate that we are making progress toward having 8% of our workforce consist of individuals with disabilities. Professor Bohannon then asked if the university has programs in place to recruit and retain low-income students. Dr. Dodge responded that the university has multiple such efforts in place; one of these is Upward Bound, a long-established program for the recruitment of low-income high school students. Also, staff members from both the Center for Diversity and Enrichment and the Office of Admissions travel to high schools around the state, while students from nearby high schools are invited for campus visits. The Storm Lake Scholars Program, she added, is geared toward low-income students. Professor Fox praised the creation of the Storm Lake Scholars Program and asked if similar programs would be initiated in other parts of the state. Dr. Dodge responded that there were intentions to do so. She added that she particularly liked the parental involvement aspect of the Storm Lake program, and credited Associate Provost for Undergraduate Education Beth Ingram for this idea. Professor Daack-Hirsch asked if students in the Storm Lake program would also be encouraged to strike out on their own while on campus. Dr. Dodge responded that they would be encouraged and supported in this effort. They will be given campus jobs and assigned a mentor at those jobs, so that they begin making connections outside of their home group.

- *Alcohol Harm Reduction Committee Three-Year Plan (Susan Assouline, Chair)*

President Lawrence explained that the Alcohol Harm Reduction Committee was established in 2009 by Vice President for Student Life Tom Rocklin. The committee is composed of faculty, staff and students, and the members advise Vice President Rocklin on a comprehensive and research-based plan to create conditions on campus that decrease high-risk drinking and its consequences. The plan presented today covers 2013-2016 and is the committee's second three-year plan.

Professor Assouline distributed the plan and encouraged senators to share it with their colleagues. She commented that in 2009, over 70% of UI students engaged in binge drinking. This did not bode well for student success. UI's binge drinking rate was significantly higher than the rate at many other universities nationwide. Vice President Rocklin convened the Alcohol Harm Reduction Committee as a purely advisory group to determine ways to bring down the rate of binge drinking. The committee membership is listed on the back cover of the plan and

includes faculty, staff, and students from a wide range of offices and organizations. Senators interested in participating should contact Professor Assouline. She indicated that the first three-year plan met with success in reducing the rate of binge drinking among UI students. Metrics of success are indicated in the plan document and relate primarily to the third goal.

Professor Assouline then directed the group's attention to the five goals for 2013-2016. The first of these goals is *attract more low-risk drinkers/abstainers*. She indicated that there is no metric to measure progress towards this goal. The second goal is *more students remain low-risk drinkers/abstainers* and a variety of proven successful tactics to reach this goal are listed in the plan. The third goal, *more high-risk drinkers lower their drinking while at the University of Iowa*, has already been the subject of much effort in the past few years. Professor Assouline indicated that a highly successful strategy towards the accomplishment of this goal has been the Iowa City ordinance prohibiting nineteen- and twenty-year-olds from being in bars after 10 pm. She also credited the Partnership for Alcohol Safety, a campus-community committee formed in 2009, for contributing to a community environment that discourages harmful levels of alcohol consumption. The fourth goal is *more high-risk drinkers are accountable for upholding community expectations*. Professor Assouline then focused on the fifth goal, *institutionalize the commitment to evidence-based alcohol harm reduction efforts for long-term sustainability*. She urged senators to become involved in this effort by sharing the plan widely with colleagues, by inviting speakers from the Office for Student Life to their departments, and by becoming involved with the Alcohol Harm Reduction Committee and the Partnership for Alcohol Safety. She stressed that there are also many informal ways in which faculty members can help to alter the campus culture regarding alcohol.

Professor Treat commented on the connection between sexual misconduct and harmful levels of alcohol consumption. She asked why efforts to combat both behaviors have not been integrated. Professor Assouline responded that there have been conversations about expanding the committee's focus, but that her committee has been primarily concerned with reducing the level of binge drinking because of the data available. Professor Treat urged that those working to reduce both behaviors find ways of pooling their efforts. Professor Pendergast thanked Professor Assouline and the Alcohol Harm Reduction Committee for their work. She expressed concern about a possible trend of students moving away from excessive alcohol consumption towards drug use. A senator asked whether any of the initiatives mentioned in the plan have been extended to include the hospital's emergency room. Professor Assouline was not aware if this was the case, but indicated that there was a faculty member from Emergency Medicine on the committee and that she would bring up this suggestion at the committee's next meeting.

- *Faculty Training Opportunity – UI Suicide Prevention Grant (Sam Cochran, Director, University Counseling Service)*
Sam Cochran, Director of the University Counseling Service, gave a presentation entitled *Leveraging Campus-Community Collaborations to Enhance Suicide Prevention*. He explained that the purpose of the grant-funded project would be to “develop and strengthen UI infrastructure to support UI suicide prevention and mental health promotion.” The three-year grant is funded by the Substance Abuse and Mental Health Services Association of the U. S. Department of Health and Human Services. The \$270,000 grant funds training opportunities,

educational programs, and resources. A variety of campus and community partners comprise the advisory committee, which monitors the grant-funded activities. The three project objectives are to *expand infrastructure and support networks on and off campus, increase communication between UI and community partners, and develop new materials and trainings focused on high risk groups*. Mr. Cochran noted that students may drop out of the university temporarily and may perhaps enroll in Kirkwood Community College, while continuing to live in the local community, so a continuum of services may be necessary to assist them.

One component of the grant is the provision of mental health first aid training to UI and local constituents. Thus far, 300 participants have received this training. A program to train students to identify, support, and refer peers, the Student Support Network, is also being implemented. In collaboration with the UI chapter of Active Minds, an organization “changing the conversation about mental health,” the Send Silence Packing suicide awareness and prevention exhibit will be brought to campus on April 22. International Students and Scholars Services and the Johnson County Crisis Center will be partners in the creation of the online Crisis Chat, offered in multiple languages. Resource materials will be developed and distributed for the UI community and for at-risk populations. Finally, the online suicide prevention gatekeeper training module Kognito At-Risk will be made available to students and faculty. The term “gatekeeper” refers to someone who has significant contact with certain populations (in this case, students) and is therefore likely to observe the warning signs of emotional distress. Faculty members are among the potential gatekeepers in relation to students. The program is self-directed and features “simulated conversations with emotionally responsive student avatars.” Mr. Cochran indicated that this online training would become available soon to the campus and he encouraged senators to promote it among their colleagues.

In response to a question Mr. Cochran commented that although Kognito At-Risk is geared toward an undergraduate classroom setting, the strategies and techniques displayed for identifying and approaching distressed individuals could be transferred to other situations (interactions with peers, graduate students, staff, etc.). Professor Merino wondered if a simulated computer exercise was the most appropriate delivery method for training on such sensitive subjects as mental health and suicide. Mr. Cochran acknowledged this concern and responded that the grant does provide some resources for in-person training. He noted, however, that the computer-based training has had good outcomes.

- *Updates to Conflicts of Commitment and Interest Policy (Diane Finnerty, Office of the Provost)*

Diane Finnerty, Director of Faculty Human Resources and Development in the Office of the Provost, explained that a few additional minor revisions had been made to the Conflicts of Commitment and Interest Policy since that revised policy had been approved by the Faculty Senate in the spring of 2013. These additional minor revisions have already been approved by the Faculty Senate Officers, the Faculty Policies and Compensation Committee, and the Staff Council Executive Committee. Faculty Council has been informed of these changes, and now Ms. Finnerty was presenting the changes for the information of the Faculty Senate. She explained that the revised policy went into effect in October 2013. In order to facilitate fulfillment of the reporting requirements, a consolidated online disclosure system was created. An email message

had gone out to faculty last week notifying them of the existence of the online disclosure system. The implementation of this system necessitated minor revisions to the policy language regarding the disclosure process. The only substantive change to the policy was a “decrease in the percentage of effort (from full-time to 50% or greater) as the threshold for determining which UI employees are required by policy to complete an Annual Report of Outside Professional Activities and Interests.”

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

V. Announcements

- The call has gone out for nominations for the Michael J. Brody Award for Faculty Excellence in Service to the University and the State of Iowa. Please encourage your colleagues to nominate someone. The deadline to submit nominations is Thursday, March 13.
- The online committee recruitment drive is underway and ends Friday, March 7. Please encourage your colleagues to participate.
- Online Faculty Senate elections begin on Friday, February 28. Please encourage your colleagues to participate.
- The next Faculty Council meeting will be Tuesday, March 4, 3:30-5:15 pm, University Capitol Centre 2520D.
- The next Faculty Senate meeting will be Tuesday, March 25, 3:30 – 5:15 pm, Senate Chamber, Old Capitol.

VI. Adjournment – Professor Pendergast moved and Professor Bohannon seconded that the meeting be adjourned. The motion carried unanimously. President Lawrence adjourned the meeting at 5:20 pm.