

**FACULTY SENATE**  
**Tuesday, February 17, 2009**  
**3:30 – 5:15 pm**  
**Senate Chamber, Old Capitol**

**MINUTES**

Present: D. Anderson; D. Asprey; J. Bertolatus; S. Bishara; D. Black; G. Buettner; H. Butcher; A. Campbell; M. Cohen; J. Cox; D. D'Alessandro; M. Donovan; G. El-Khoury; J. Fieselmann; J. Garfinkel; T. Gross; D. Hammond; G. Jogerst; B. Justman; E. Lawrence; D. Look; S. Lutgendorf; D. Macfarlane; A. MacVey; T. Mangum; C. McCarthy; J. Menninger; F. Mitros; P. Mobily; S. Moorhead; A. Morris; M. Noonan; F. Nothwehr; B. Plapp; J. Polumbaum; J. Reist; L. Richman; C. Ringen; L. Robertson; K. Schuh; C. Sponsler; T. Stalter; H. Stecopoulos; N. Street; K. Tachau; J. Tomkovicz; R. Valentine; M. VanBeek; T. Vaughn; S. Vincent; R. Wachtel; J. Wadsworth; E. Wasserman; S. Wilson; M. Wilson Kimber; T. Yin.

Absent: L. Ayres; G. Bergus; E. Gidal; C. Helms; L. Kirsch; T. Kresowik; R. Mutel; G. Russell; T. Schnell; C. Scott-Conner; W. Sharp; L. Wang; C. Woodman.

Excused: L. Boyle; K. Kader; C. Kletzing; S. McGuire; N. Nisly; R. Williams; S. Wolfe, J. Woodhead.

Officers

Present: M. O'Hara (President); V. Sharp (Past President); S. Stromquist (Secretary).

Officers

Excused: D. Drake (Vice President).

Guests:

C. Annicella (College of Education and HR/Staff Council); J. Carlson (President's Office); J. Delehant (Student); A. Dorr; B. Eckstein (Provost's Office); R. Friedrich (Emeritus Faculty Council); E. Gofsdiner; M. Greer (Staff Council); B. Ingram (Provost's Office); S. Johnson (Provost's Office); C. Joyce (Ombudsperson); K. Klein (Staff Council); L. Mitchin (Student); B. Morelli (Iowa City *Press-Citizen*); A. Olavgun (Visiting Scholar); C. Susael (Student); T. Varo; L. Zaper (Faculty Senate); one illegible name.

I. Call to Order – President O'Hara called the meeting to order at 3:32 pm.

II. Approvals

- A. Meeting Agenda - President O'Hara noted one addition to the announcement section: Staff Council Past President Kathy Klein will speak briefly about Alternative Spring Break. Also, the Senate will go into closed session towards the end of the meeting to hear from Provost Loh on budget issues. Professor Cohen moved and Professor Richman seconded that the agenda be approved. The motion was unanimously approved.
- B. Faculty Senate Minutes (December 2, 2008) - Secretary Stromquist indicated an error in the minutes, brought to his attention by Professor Tachau. The motion which reads, *Professor Tachau moved and Professor Menninger seconded that this policy be tabled until the legal implications of the last sentence ("A faculty member should treat other members of the University community with appropriate respect.") are considered*, should read, *Professor Tachau moved and Professor Menninger seconded that the last sentence ("A faculty member should treat other members of the University community with appropriate respect.") of the policy be tabled until the legal implications of the sentence are considered*. This correction will be made to the final version of the minutes. Professor Menninger moved and Professor Mangum seconded that the minutes be approved as amended. The motion was unanimously approved.
- C. Committee Replacements (Mike O'Hara)
- Alan MacVey (Theatre Arts) to replace Jonathan Wilcox (English) on the Faculty Senate for the spring 2009 semester
  - Carin Green (Classics) to fill the unexpired term of Douglas Baynton (History) on the Research Council, 2008-11
- Professor Hammond moved and Professor Richman seconded that the replacements be approved. The motion was unanimously approved.
- D. Jean Jew (Anatomy & Cell Biology), new COIA representative (Mike O'Hara) – Professor Cohen moved and Professor Mangum seconded that the appointment be approved. The motion was unanimously approved.

### III. New Business

- *Conflict Management Website (Cynthia Joyce, Ombudsperson)*

Ms. Joyce, Ombudsperson, briefly showed the Senate the new Conflict Management Website, <http://www.uiowa.edu/~confmgmt/>. On the *Faculty* page, there is a list of Faculty Resources, including books and articles, best practices, just-in-time resources, resources for dealing with conflict, tenure and promotion, etc. Ms. Joyce directed the group's attention to the *Tenure and Promotion* page, which includes links to university and College of Liberal Arts and Sciences information and policies on tenure and promotion (Ms. Joyce explained that most questions her office gets about tenure and promotion relate to CLAS). Senators suggested that links to tenure and promotion information for each college be included.

- *Parental Leave Proposal (Martha Greer, President, Staff Council; Lynn Richman, Chair, Faculty Policies and Compensation Committee)*

Ms. Greer began by clarifying that this proposed leave has nothing to do with the modified duties policy. About two years ago some staff members became concerned about an inequity in the current parental leave policy, specifically the treatment of birth fathers versus adoptive fathers. Birth fathers are not allowed to use sick leave when a new child enters the home, while adoptive parents can use up to five days of sick leave when a new child arrives. This concern was first brought forward as an equity issue in the policy. Staff Council reviewed the policy and made some modifications. In the revised policy, the new child's arrival is defined as birth, adoption, foster parenting, or guardianship. For any of those events, it is proposed that the mother or father can use up to fifteen days of accrued sick leave per year for a child's entry into the home. Foster parents who might bring several children into the home each year would still be limited to fifteen days per year.

Professor Richman explained that after the HR review of the proposed revised policy, the Faculty Policies and Compensation Committee reviewed it. Representatives from Staff Council addressed questions that the Faculty Policies and Compensation Committee had regarding the reasons for the revision, cost issues, and concerns about usage of the policy by foster parents. The policy revision is also consistent with policies at Iowa State University and the University of Northern Iowa. Ms. Greer stressed that the revised policy does not grant additional leave, but allows an employee to use sick leave rather than vacation leave when a child enters the home.

Professor Cohen moved and Professor Moorhead seconded that the revised Parental Leave Policy be approved.

Professor Menninger raised a question about any variation of the policy in regards to nine-month and to twelve-month faculty. Ms. Greer clarified that the policy wording is identical except for the exclusion of references to vacation for nine-month faculty (who do not have vacation leave).

Professor VanBeek asked if the proposed policy revision requires Board of Regents approval. President O'Hara responded that it did. Professor VanBeek commended the Faculty Policies and Compensation Committee for proposing this policy revision to the Senate. She stated that she is an adoptive mother and commented that it takes more than five days to bond with a child that is brought into the home. Most adoption agencies require that one parent take at least six weeks off when the child enters the home, partly in order to prevent or minimize reactive attachment disorder. Professor VanBeek thought there might be research literature supporting the position that if adoptive parents are given fifteen days of sick leave when the child first enters the home, then those parents are less likely to take additional time off in the future to deal with

reactive attachment disorder. Professor VanBeek also commented on the use of sick, vacation and FMLA leave. FMLA leave is unpaid, which is not attractive to adoptive parents who may have high expenses resulting from the adoption. Also, depending on department, a faculty member may be required to make up any clinical hours missed because of vacation time; clinical hours lost to adoptive and maternity leave do not need to be made up. Professor VanBeek applauded this effort to revise the policy, which is a good idea for the many reasons she cited and to bring our practice in line with that of many other institutions. Professor Schuh and Professor Wadsworth also briefly shared their experiences as adoptive parents employed at the university and expressed support for the revised policy. Professor Tachau commented that she was a Faculty Senate officer when the inequity in the parental leave policy was first brought up by a birth father and said she was thrilled that we are finally moving toward gender equity.

The question was called. The motion passed unanimously.

#### IV. Announcements

- Alternative Spring Break (Kathy Klein, Past President, Staff Council) – Ms. Klein explained that Staff Council was invited to take part in efforts to help those in Cedar Rapids rebuild after the flood during spring break. Ms. Klein extended an invitation to Faculty Senate to participate, as well. Volunteers will be coming from across the country to assist. No special skills or tools are required. More information can be found at this website, [http://news-releases.uiowa.edu/2009/february/021709spring\\_break.html](http://news-releases.uiowa.edu/2009/february/021709spring_break.html). President O’Hara applauded this initiative and urged faculty to participate.
- A Legislative Forum, jointly sponsored by the Faculty Senate Governmental Relations Committee, the AAUP, and the League of Women Voters of Johnson County, will take place on Saturday, February 28, 9:30-11:30 am, in the Emma Harvat Hall at Iowa City’s City Hall. It is important to show support for our legislators as we face budget challenges in the state.
- Faculty Senate elections will begin Friday, March 6. Please encourage your colleagues to participate. Shared governance requires a strong, active, and assertive Faculty Senate, especially in this financially difficult time.
- The next Faculty Council meeting will be Tuesday, March 10, 3:30-5:15 pm, in the Penn State Room, 337 IMU.
- The next Faculty Senate meeting will be Tuesday, March 24, 3:30 – 5:15 pm, in the Senate Chamber, Old Capitol.
- Senators and Guests: Please be sure to sign the attendance sheet on your way out, if you have not already done so.

#### V. Executive Session

Prior to going into closed session, President O’Hara updated the Senate on activity related to the University’s current budget situation. Six working groups have been formed to examine various aspects of the University budget. These working groups are made up of administrators, faculty, and staff, with at least one Faculty Senate officer

serving on each working group. Faculty members of the Faculty Staff Budget Committee are also serving on these groups. President O'Hara is a member of the Human Resources working group, chaired by Sue Buckley. Items discussed by that group include:

- 1) A new early retirement program, which each college could decide how to promote; this could generate savings if retired faculty are not immediately replaced.
- 2) Changes to University contributions to TIAA-CREF
- 3) Capping of vacation banking
- 4) Buy outs
- 5) Moving up the changes in flex benefits to 2010

At this time, it appears that the General Education Fund must be reduced by eighteen million dollars; this number could go as high as twenty-six million dollars. Other working groups are addressing reorganization of support units, facilities and custodial services, energy and utilities, capital deferrals, and the General Education Fund (basing their discussions on a report that was issued in 2004,

[http://www.uiowa.edu/~gef/GEF\\_report3a-%5B1%5D.pdf](http://www.uiowa.edu/~gef/GEF_report3a-%5B1%5D.pdf)).

The working groups will soon submit their ideas to President Mason. There will then be opportunities for faculty to evaluate these ideas and make recommendations. If you have suggestions for ways to save money in the General Education Fund, please let the officers know. You can also submit suggestions via the University's Budget Website at <http://budget.uiowa.edu/your-suggestions>.

Professor Tachau asked if the working groups would report to the Faculty Council for feedback before presenting their ideas to President Mason. President O'Hara responded that the groups are working on a very tight timeline. If March 10 (the date of the next Faculty Council meeting) is too late, the Council could meet earlier to hear about the work of these groups. However, the process is being made as transparent as possible. Clearly, sacrifices will have to be made, but we must try not to undermine our central missions. Professor Tachau also asked why it is necessary to have a working group on Human Resource issues when the Funded Retirement and Insurance Committee (FRIC) already works on these issues and its membership possesses considerable expertise. President O'Hara responded that the FRIC co-chairs serve on the HR working group, which brings together a wider range of constituencies and must work on an extremely tight timeline. Professor Tachau noted that the HR working group was formed before FRIC was aware of the group's existence. She expressed concern that one method of sidestepping faculty governance during times of financial crisis is to bypass standing committees in favor of such ad hoc groups. President O'Hara stressed that the Senate officers are members of all the working groups and so are fully informed of what is going on. Professor Wilson asked if retirees in the proposed early retirement program would be offered health insurance until the age of 65. President O'Hara answered that they would be.

Professor Polumbaum questioned the need to go into closed session to discuss budget issues with Provost Loh. She said there must be a clear justification for the closed session. In a large body like the Senate, leaks and rumors are inevitable; this is not healthy for the University. Professor O'Hara responded that at times it is necessary for Senators to engage in frank and confidential discussion with the provost. There will

certainly be opportunities for more open discussion later. Also, Provost Loh had indicated that he would be limited in what he could say in open session. President O'Hara added that the Senate can go into closed session if it chooses; the matter would be put to a vote.

Professor Cohen moved and Professor Macfarland seconded that the Senate move to closed session.

Professor Tachau commented that it is important to form strategies before decisions are made and it is good to discuss strategies in closed session. President O'Hara stressed that the Senate always makes decisions only in open session. Professor Hammond also spoke in favor of moving to closed session for a frank discussion.

In a voice vote, the motion was approved with one dissenting vote.

Provost Loh spoke with Senators about the University's current budget situation.

Professor Tachau moved and Professor Cox seconded that the Senate move to open session. The motion was unanimously approved.

Professor Mangum moved and Professor Cox seconded that the meeting be adjourned. The motion was unanimously approved.

VI. Adjournment – President O'Hara adjourned the meeting at 5:18 pm.