

FACULTY SENATE
Tuesday, April 24, 2007
Senate Chamber, Old Capitol
3:30 – 4:45 pm

MINUTES

Present: D. Asprey; D. Balderston; J. Beckman; J. Bertolatus; L. Boyle; G. Buettner; J. Carlson; C. Catney; M. Cohen; S. Collins; K. Culp; D. D'Alessandro; M. Donovan; E. Dove; D. Drake; S. Fagan; J. Fieselmann; R. Fumerton; T. Grabowski; P. Heidger; C. Helms; G. Hope; G. Jogerst; M. Karwal; M. Kimber Wilson; S. Lutgendorf; M. Maktabi; T. Mangum; K. Marra; S. McGuire; F. Mitros; M. Noonan; F. Nothwehr; M. O'Hara; B. Plapp; A. Poremba; D. Redlawsk; L. Robertson; T. Schmidt; K. Schuh; B. Schutte; T. Scruggs; W. Sharp; L. Snetselaar; A. Sullivan; N. Street; C. Thomas; D. Thomas; R. Tubbs; T. Ton-That; M. VanBeek; W. Vincent; R. Wachtel; R. Williams; J. Woodhead; C. Woodman

Absent: L. Ayres; G. Bergus; A. Boezaart; A. Borreca; J. Cox; G. El-Khoury; V. Grassian; C. Green; T. Kresowik; J. Leddy; L. Lichtor; T. Loew; D. MacFarlane; R. Martin; S. Moorhead; N. Nisly; G. Russell; J. Sa-Aadu; K. Southard; S. Stromquist; J. Tomkovicz; S. Wolfe

Excused: S. Birrell; K. Brown; G. Bulechek; V. Dominquez; D. Filios; R. Herman; B. Justman; C. Kletzing; S. Lagos Lavenz; Y. Li; A. Morris; L. Richman; K. Tachau; S. Vincent; J. Westefeld

Officers

Present: J. Glass (Secretary); S. Kurtz (President); R. LeBlond (Past President); and V. Sharp (Vice President)

Guests: E. D'Alessandro (student); C. Drum (University Relations); S. Johnson (Provost Office); K. Klein (Staff Council); C. Orgren (Emeritus Council); S. Paan (Student); A. Shurson (*The Daily Iowan*); G. Sweeny (Student); L. Troyer (Provost's Office); and Evalyn Van Allen-Shalash (Faculty Senate)

- I. Call to order – The meeting opened at 3:33 pm by President Kurtz.
- II. Approvals –
 - A. Meeting agenda – The agenda was corrected. Revision item 4A (Probationary Period Task Force) really belongs in section on Tenure Clock Extension. Professor Collins moved to approve the meeting agenda; seconded by Professor O'Hara. The agenda was unanimously accepted.
 - B. Minutes of March 20, 2007 – Professor Collins had sent revisions to Evalyn related to mistaken attributions. Evalyn read the changes out loud. Professor Cohen moved to accept the minutes as revised; seconded by Professor O'Hara. The minutes were approved with the revised attributions.

III. Reports –

- A. Tribute to Virginia Tech University- President Kurtz read out loud a tribute to faculty, staff and students at Virginia Tech University written by Professor Teresa Mangum. It reads as follows:

On behalf of the University of Iowa faculty we represent, the members of the Faculty Senate offer deepest sympathy to the Virginia Tech community. We honor your faculty members. Those who were able devoted their last moments to protecting their students; their selflessness is an inspiring memorial. We mourn the lives of students and scholars that held such promise. We grieve with the students, staff, and faculty members in Virginia and their friends and families around the world, even as we also pay tribute to those who were senselessly injured and taken from us in Iowa in 1991. We join Iowa staff colleagues and students in offering heartfelt compassion for your loss and high hopes for your future.

Professor Maktabi moved to send the statement to Virginia Tech; seconded by Professor Thompson. There was unanimous approval.

- B. Interim President Fethke

President Kurtz introduced Interim President Fethke. Since becoming interim president he has put into place a Vice Presidency in Medical Affairs, but that is likely to be the only one, he said.

He reminded senators that he served as Dean in the Tippie College of Business before taking on his interim position. He remarked on the effective communication tools used in that college, reaching upwards of 37,000 subscribers on a weekly and semiannual basis. While he sees other colleges and constituent units having equally effective means of communication with their own alumni, he does not see the university at its core as being proactive or strong in its external focus or communication. He asked Professor Nancy Hauserman to work with Steve Parrott to take a strategic look at communications. Ms. Susan Shullaw, a Vice President from the UI Foundation, was called in on special assignment to look at the communication structure. They agree on the need to make stronger, more proactive statements to outside constituents.

He has had the opportunity to visit all corners of the university and said it was thrilling to see the research being undertaken. The notion that this can be packaged and promoted is exciting and has motivated him and Ms. Shullaw to look into creating a more prominent, elevated status for External Relations on campus. There is a lot of enthusiasm on campus for this project. It is his impression that we need to be more outspoken about the university, to address people who care about us and pay us to deliver teaching, research, and clinical services. We need a central voice to coordinate that. Ms. Shullaw, he said, has been traveling quite a bit and speaking to all the Deans on campus about the need for a strong core statement. Interim President Fethke said those conversations are probably what prompted talk of reorganization. Ms. Shullaw will write the report and Fethke will take it to the VPs and Deans before presenting it to the new president.

Interim President Fethke commented on the “Big Ten Channel.” Athletics and academics will project Iowa into a larger market, he said. The channel will have a major academic component and will be a means to distribute our statement about what makes us distinctive.

He opened the floor to questions.

Professor Maktabi asked how such an office functions at other institutions, how it benefits those schools, and how it can be evaluated. Interim President Fethke responded that feedback from publications, especially digital publications, is measurable. Tracking responses needs to be done on a larger scale at the university. We can track what interests people and what does not. Modern technology provides tools to judge marketing.

Interim President Fethke added he is not interested in building bureaucratic structure. He firmly believes in decentralization of decision making, of budgets, and accountability by people, not in building hierarchies, he added.

Professor O’Hara said he was generally in favor of an Office of University Relations, but noted that if it is just a marketing arm of the university, then it does not rise to the VP level. He saw the former model of a university spokesperson and policy maker made an intellectual contribution worthy of the VP title. Without it, he would find it difficult to get behind “just marketing”, he said.

Interim President Fethke said he would never use the term “just marketing” in one sentence and that it should not be used pejoratively. He wants to communicate the distinctiveness of what we offer. We are becoming increasingly dependent on people making decisions based on the markets. Students who make decisions on tuition may choose to go elsewhere; hospital patients make choices about where they should spend their money, for example. We need to elevate the word “marketing”, he said, in terms of our ability to communicate with people.

Professor Collins asked Interim President Fethke to comment on a proposed revision of the Regents’ policy manual which he believes would impose limitations on a faculty member’s speech as a private citizen. Interim President Fethke said he was unfamiliar with that particular paragraph, but did not see anything patently unreasonable upon first hearing. Associate Provost Susan Johnson clarified that Vice Provost Pat Cain has been working on this issue and that any questions should be directed to her.

Professor Maktabi inquired about communicating with farmers and other outside constituencies throughout Iowa. Interim President Fethke responded that we should articulate to ourselves and to the people of the state that our major economical task is to provide well-educated, well-trained members of society to move into the workforce. Not only should the university continue to produce, but to promote what has been produced. There is huge investment from the people of Iowa. Two-way communication is needed.

Professor LeBlond commented that there is less-than-good coordination of lobbying efforts at the state and national level since government relations was moved from in-house to the Board of Regents. Interim President Fethke responded that there are

some very effective people working for us, but there is some break down on coordination. This is where we need to do some investment.

He concluded his remarks by saying much of his attention this past year has involved learning about the other side of the river. The university is financially stronger than it has been in years, he said, due largely to the governor and legislature having stepped up. He said he hopes his colleagues will always be civil and look at how wonderful this institution is.

President Kurtz thanked Interim President Fethke for his remarks and invited him to the reception following the session.

- C. 2007-08 Faculty Senate Election Results - President Kurtz reported that the Elections Committee successfully held elections for both the Faculty Senate and Faculty Council. He encouraged Senators to stress the importance of these elections to their colleagues.
- D. 2007-08 Committee Recommendations - President Kurtz referred to the list of Committee on Committee's faculty assignments to various Charter and Faculty Senate committees.
- E. 2005-06 Motion Summary – Professor Kurtz explained that the motion summary is an annual compilation of all motions approved by the Senate in the preceding year. The summary advises Senators on the actions taken in response to the motions.

Professor O'Hara, Professor Cohen seconded, to adopt the election results, committee assignments and motion summary. The motion was seconded by Professor Cohen. There was unanimous approval.

F. Announcements –

- 2007 Michael J. Brody Awards – President Kurtz wished to publicly announce and congratulate the two recipients of this year's Michael J. Brody awards: Professor Richard C. Dobyns, Family Medicine and Professor Edward A. Wasserman, Psychology.
- 2007 Regent Awards for Faculty Excellence – President Kurtz announced the six distinguished winners of this prestigious award. They include Adelaide Morris, English; Randall Bezanson, Law; Ernest Pascarella, Education; Alec Scranton, Engineering; James Gloer, Chemistry; and Beverly Davidson, Internal Medicine.
- The Provost's annual spring address "*The Sticks*" to the Stars: *The Iowa Way* is scheduled this Thursday, April 26, at 3:30 pm in the Old Capitol. It will be followed by a reception.

G. Research Track –

President Kurtz put the proposed Research Track policy into context. He and Susan Johnson co-chaired a task force put together by Provost Hogan to look at the tenure clock and to determine if it needed to be changed. One of the recommendations coming out of the Gender Equity task force was a proposal to have automatic extensions for

tenure-track faculty when a new child is brought into the home (whether by birth, adoption or stepchild). That report had an impact on the thinking of the tenure clock committee in formulating the proposal.

The other impetus for this proposal came from a report provided by Professor Lois Geist from the CCOM, the essence of which says the CCOM has faced serious problems with some of their people obtaining tenure within the normal 6 years. They are not alone. Other universities responded to this concern some were 8 years; some were 10 years. The notion is that, given the very significant patient care responsibilities that young tenure track physicians have in CCOM, it is often difficult for them to achieve tenure in the normal time frame. It was thought appropriate that an extension for the probationary period be sought. The same rationale is also appropriate to the College of Dentistry.

This proposal basically is designed to do two things. President Kurtz said he had been asked by one of the senators to consider and vote on them separately.

1. Extending the tenure clock in the Colleges of Medicine and Dentistry to eight years - It is proposed that the tenure norm at the University of Iowa continue to be six years; however, the Colleges of Medicine and Dentistry could elect to extend their tenure norm up to eight years. In order for them to accomplish that, it would mean the approval of the Faculty Senate to adopt the policy, and for the approval of the Provost, respective Dean, and a majority of the tenured faculty of the respective college having significant patient care responsibilities.

This norm would only apply to members of the tenure track faculty in Dentistry and CCOM who have significant patient care responsibilities. It does not apply to other members of the college. There are additional, supplementary items that to along with this, such as what about people with joint appointments, etc.)

Associate Provost Johnson distributed a written rationale for the proposal. She explained that this has been a national issue in schools of medicine for several years. Some schools have abandoned tenure-eligibility for clinical faculty altogether. This is not a unique issue at the UI.

She further explained that clinically-active faculty typically have year-round duties with no opportunities for flex schedules or time off in which to focus on scholarship, not to mention weekend duty call. Resident physicians can no longer work more than 80 hours/week. Now faculty must be present and are seeing more patients. The level of documentation on the provision of clinical care has increased dramatically. All of those pressures have been added to the already relentless clinical duties.

President Kurtz opened the floor to discussion. Questions from senators included raising the bar on tenure if someone is qualified after six years, hiring more clinicians to help with the workload, and the concern that clinicians are being assigned duties that will make it impossible for them to achieve tenure and the risk to the tenure system itself across campus. It was noted by Professor Plapp that of the last 80 faculty to pursue tenure in the College of Medicine, 40 of them had asked for extensions, and only 7 of those extensions were because of clinical issues.

President Kurtz emphasized that should other colleges wish to change their probationary periods, they must first make their case to the Faculty Senate.

After further discussion, Professor Cohen called the question related to extending the probationary period in the Colleges of Medicine and Dentistry; seconded by Professor Maktabi. The question was called with unanimous approval. The motion was approved with only a few votes against.

2. Automatic extension for each child brought into the home. The second proposal relates to extensions and falls into two categories: (1) An automatic extension, up to two, for each child brought into the family and (2) to allow discretionary extensions, up to two years, for unanticipated professional or personal impediments.

Kurtz explained that within a given college with a 6-year norm, faculty could get two years for automatic extensions if two children were brought into the home during the pre-tenure period, but probably could not get an exception under the impediment section. The policy does convey the notion that administrators would have discretion on this matter.

The wording in Section e.2 will be amended to read: “The probationary period shall be automatically extended for one year for each child, up to two years.”

Associate Provost Johnson responded to senators’ questions and emphasized that faculty may decline the offer if they choose. President Kurtz added that the onus used to be on the faculty member wanting the extension to ask; it is now on the person not wishing the extension to decline it. Vice President Sharp explained that the intent of the Task Force was to help those people who might feel intimidated for asking.

A motion was made by Professor Collins, seconded by Professor O’Hara, to add a statement about the ability of a faculty member to decline an extension. No vote was taken; further discussion ensued. Associate Provost Johnson said if the language is added, they would still have the discretion to give an extension at a later time.

Professor Cohen then called the question on the policy as written, without any further amendment. It was seconded by Professor Maktabi. The motion to call the question was opposed. Further discussion ensued. At this point nothing had yet been incorporated into the motion.

President Kurtz treated as a friendly amendment the addition of this language to be placed before the last sentence of Section 4.e.1: “A probationary faculty member may decline this automatic extension.”

The friendly amendment was approved unanimously.

President Kurtz called for a formal vote on the whole policy. There was unanimous approval.

H. Final Comments

President Kurtz said that it has been an honor for him to have served this year as the Faculty Senate President. He wanted to leave with an important thought. "We are, as faculty at a major university, confronted with increasing forces trying to minimize faculty governance here at the institution. That threat not only comes from of our Board of Regents, but the way we go about administering the institution. If you feel that faculty governance is important, as I do, then you need to let your colleagues know that we need to use it, or lose it. Over the next years, it will be increasingly important that we speak up on the major issues that affect our university and affect us as faculty at the university. With that, my term is at an end. Thank you again for having me to have this opportunity. Vickie: it is all yours!"

The Senate showed their appreciation with thunderous applause!

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### Part 2: FACULTY SENATE 2007-08 Organizational Meeting

I. Call to Order – President Vickie Sharp greeted senators

II. Election of Officers (Claibourne Dungy, Chair, Elections Committee)

Elections - President Sharp announced that elections will be held for two positions: Faculty Senate Vice President and Secretary. Professor Michael O'Hara is the Vice Presidential candidate; Professors Steve McGuire and Linda Snetselaar are nominees for Faculty Senate Secretary. Sharp called for nominations from the floor, but none were forthcoming

III. Resolution in honor of Shelly Kurtz - While the ballots were being distributed, Professor McGuire proposed the following resolution:

WHEREAS University of Iowa Faculty are members of a University Community that requires dedicated leadership, and

WHEREAS robust shared governance at the University of Iowa in the academic year 2006-2007 accomplished a vigorous, civil discussion of issues stemming from direct challenges to the practice of shared-governance and specifically the faculty role in the process of determining a University of Iowa President, and

WHEREAS Shelly Kurtz's leadership, characterized by integrity and an uncommon blending of idealism with pragmatism, through determined collegial relations with staff and students, united the campus, and

WHEREAS Shelly Kurtz's leadership resulted in purposeful, steadfast attention to the core mission of teaching, research and service, making the University of Iowa hopeful and wiser at a critical juncture in the history of shared governance,

BE IT RESOLVED that members of the University of Iowa Faculty Senate express their gratitude to Sheldon Frances Kurtz for his dedicated leadership as Faculty Senate President.

The resolution was unanimously and enthusiastically adopted with a voice vote.

- IV. Recognition of outgoing Past President Richard LeBlond - President Sharp thanked outgoing Past President Dick LeBlond for his three years of service. She presented him with a photograph by Professor Charles Reed. Professor LeBlond thanked everyone for their past support. He said he has come to appreciate two things: (1) that that the university is a whole. The role and value of the Faculty Senate, he said, is to get to know the university as a whole, to defend our great institution against a variety of forces, and (2) the value of shared governance. He said faculty need to stand up and speak for what is appropriate at an educational institution and speak to the values that make American higher education the envy of the world, to really strive for better communication with our constituencies, including the administration, the BOR, legislators, and the people of Iowa. He said there is a failure of communication when Faculty Senate finds out one week before the BOR meeting that they will vote on language to restrict in some way the faculty and the way in which faculty conduct themselves in public without having the courtesy of bringing it first to the attention of Faculty Senate leadership. Faculty should bear some of the responsibility for communication problems, but there is plenty of responsibility to go around, he added. He thanked senators for the confidence they have shown him over the years. He added that it had been a real honor to serve.

His comments were met with enthusiastic applause.

- V. Presidential Search Update, Dean David Johnsen, Chair, Presidential Search Committee

The Senate welcomed Dean David Johnsen, Chair of the Presidential Search committee. He thanked the people there who have been a part of this search. He summarized the search process and timeline. He said they continue to work with a smaller number of very highly qualified candidates. He is very pleased with the committee who will make a decision soon about how the process will unfold up to the moment that four names, unranked, are sent to the BOR with a narrative report.

He addressed different options for bringing candidates to campus. He cited other institutions' use of an abbreviated, but intense, visit to campus. He spoke to the question of candidates' confidentiality.

In summary, he said, the UI continues to be viewed very positively by candidates. It has been an intense process and the committee is trying to push ahead the process. July 1 is still the committee's deadline, if they can coordinate logistics with the Regents and the committee. It will be a real push to get there. Other universities are finding these candidates attractive as well, so we have to keep to deadline.

Professor Collins advocated for on-campus interviews during the Fall rather than the summer. Dean Johnsen responded that other institutions are likely looking at the same candidates and time is of the essence. He understands from students and other groups that there would be sufficient numbers of people on campus during the summer to meet with candidates.

President Sharp thanked Dean Johnsen.



## VI. Announcements

### A. Officer Election Results -

President Sharp announced the election results: Professor Michael O'Hara will serve as Vice President; and Professor Steve McGuire will serve as Secretary of the Faculty Senate for the 2007-08 academic year.

B. President Sharp thanked Jennifer Glass for serving as Secretary during the past year, and Dr. Clai Dungy for having served as Chair of the Elections Committee.

C. President Sharp invited all senators to reception on the first floor of the Old Capitol.

D. The next meeting of the Faculty Senate will be will be **Tuesday, September 11, 3:30 – 5:15 pm, in the Senate Chamber of the Old Capitol.**

## VII. Adjournment

The meeting closed at 5:40 pm