

**FACULTY SENATE**  
**Tuesday, May 3, 2011**  
**3:30 – 4:55 pm**  
**Senate Chamber, Old Capitol**

**MINUTES**

Senators Present: T. Anthony, R. Axelson, C. Bohannon, A. Budd, S. Clark, W. Coryell, J. Cox, D. Cuning, E. Ernst, R. Ettinger, M. Fang, L. Fielding, S. Gardner, F. Gerr, C. Getz, W. Haynes, D. Jeske, M. Johnson, D. Katz, C. Kletzing, S. Kurtz, R. Kuthy, S. Levy, V. Magnotta, K. Markon, J. Menninger, J. Murph, D. Murry, N. Nisly, F. Nothwehr, E. O'Brien, J. Pendergast, G. Penny, J. Polumbaum, B. Rakel, J. Reist, L. Robertson, A. Rodriguez-Rodriguez, K. Sanders, J. Schoen, S. Schultz, P. Snyder, C. Sponsler, H. Stecopoulos, K. Tachau, A. Thomas, T. Treat, W. Vispoel, D. Wilder.

Officers Present: E. Dove, D. Drake, R. Fumerton, J. Garfinkel.

Senators Excused: J. Adrain, D. Anderson, L. Ayres, I. Barbuzza, M. Billett, A. Campbell, J. Canady, M. Finkelstein, K. Gerken, N. Grosland, B. Hoskins, Z. Jin, G. Lal, B. Levy, P. Mobily, P. Muhly, C. Scott-Conner, S. Seibert, J. Sessions, J. Solow, S. Vos, J. Wadsworth, L. Wang, E. Wasserman, S. White, J. Wilcox, J. Wood.

Senators Absent: V. Allareddy, E. Anderson, N. Andreasen, J. Bertolatus, D. Black, D. Bonthius, H. Butcher, E. Gidal, B. Gollnick, T. Gross, M. Hill, L. Kirsch, J. Kline, K. Kreder, E. Lawrence, B. McMurray, D. Morris, R. Mutel, J. Niebyl, T. Schnell, T. Stalter, R. Valentine, T. Vaughn, R. Wachtel, J. Wemmie, S. Wilson, N. Zavazava.

Guests: J. Cohen (Vice President for Research), D. Heldt (*Gazette*), B. Ingram (Office of the Provost), M. Pottorff (Office of the Provost), T. Rice (Office of the Provost), K. Shemanski (University Human Resources), K. Ward (University Human Resources), L. Zaper (Faculty Senate).

- I. Call to Order – President Dove called the meeting to order at 3:30 pm.  
<http://www.uiowa.edu/~facsen/archive/documents/Agenda.FacultySenate.05.03.11.pdf>.
- II. Approvals
  - A. Meeting Agenda – Professor Tachau moved and Professor Menninger seconded that the agenda be approved. The motion carried unanimously.

- B. Faculty Senate Minutes (March 29, 2011) – Professor Kurtz moved and Professor Tachau seconded that the minutes be approved. The motion carried unanimously.
- C. Faculty Senate and Council Election Results – President Dove presented the results of the 2011 Faculty Senate and Council elections. Professor Tachau moved and Professor Schoen seconded that the election results be approved. The motion carried unanimously.
- D. 2011-2012 Committee Recommendations (Richard Fumerton, Chair, Committee on Committees) – Vice President Fumerton presented the recommendations of the Committee on Committees for individuals to fill vacant positions on charter, university and Faculty Senate committees beginning with the 2011-12 academic year. He indicated that several vacancies still need to be filled. Professor Pendergast moved and Past President Drake seconded that the 2011-2012 Committee Recommendations be approved. The motion carried with one abstention.
- E. 2009-2010 Motion Summary – Vice President Fumerton presented the 2009-2010 Motion Summary. Professor Kurtz moved and Professor Pendergast seconded that the motion summary be approved. The motion carried unanimously.

### III. New Business

- *New Compensation and Classification System for P&S Staff (Kevin Ward and Karen Shemanski, Human Resources)*

President Dove reminded the Senate that a reclassification of Professional and Scientific positions has been underway for some time; this reclassification will directly impact the many faculty members who work with P&S staff. He then introduced Mr. Ward, who acknowledged Karen Shemanski and Bob Millsap of Human Resources for their work in leading the classification and compensation redesign project. Mr. Ward explained that the project was initiated because of dissatisfaction with the current thirty-year-old system, which was considered by many not to be market-responsive, and therefore was not supporting recruitment and retention. He clarified that the redesign project will change the framework for making salary decisions but will not impact the funds available each year for salary increases. The ultimate goals of the project include changes in the classification system and in the pay grades.

The project will bring a renewed emphasis on recognizing performance in compensation, as well as on being market-competitive. The first component of the project is the new job classification system. On February 28, staff members were notified of their new job classifications. Seventeen percent of staff members took advantage of the opportunity to appeal their new classifications. Those appeals are now being individually reviewed. The focus for placement within a specific classification is a match with the “Key Areas of Responsibility” that is being used to describe the job. This is a significant departure from the previous job description framework, which relied heavily on education and experience. The Key Areas of Responsibility are defined as sets of tasks leading to specific outcomes. Education and experience would become apparent through job performance and level of responsibility, however, and therefore would be recognized. It is anticipated that different levels of performance would exist among individuals within a common classification, and could and should be recognized through the career development plan and through the compensation

system. Career development often previously occurred through moving to a new classification with the addition of more administrative or supervisory responsibilities. With the new system, career development could occur within one's classification, through adding either administrative responsibilities or enhanced technical skills. The use of numbers ("Program Associate I," "Program Associate II") will be eliminated in favor of more explanatory terms to describe jobs. Staff members will have the option to create working titles for their positions, which will be recognized formally and used in the online directory and other venues. The classification system will be put into place in July. Before that, much work remains, such as addressing components of the career status policy. The compensation portion of the project should be completed by October, leaving plenty of time before salary decisions are made for the following fiscal year.

Mr. Ward stressed that no individual salaries would be decreased because of the project, nor would individual salaries be automatically increased; however, it would impact how future salary decisions are made. The new system is intended to allow for more flexibility and more opportunity to recognize responsibility and performance. Also, new tools will be provided to manage, document, and support career development and performance, thereby assisting managers in making salary decisions.

Professor Pendergast brought up a situation in which a staff member's new classification might be surprisingly high or low. Mr. Ward responded that there may be individual factors impacting that employee's placement and indicated that supervisors will eventually have the opportunity to initiate an appeal. For further information he referred the group to the project website, <http://www.uiowa.edu/hr/classcomp/redesign/index.html>. Mr. Ward also invited individuals with questions to send email to [comp-class-redesign-project@uiowa.edu](mailto:comp-class-redesign-project@uiowa.edu).

- *Benefits Update (Shelly Kurtz, Co-chair, Funded Retirement and Insurance Committee)*

Professor Kurtz began his presentation by indicating that the Funded Retirement and Insurance Committee (FRIC) has proposed to the university administration that the UI health insurance plans provide some financial assistance for cancer patients who purchase wigs. The committee has decided against proposing coverage for weight-loss medicine, given that there is little evidence to prove the medicine's effectiveness. FRIC is currently looking into proposing some coverage for alternative medical treatments. Professor Kurtz encouraged senators to contact the committee at any time with suggestions regarding coverage provided by the UI health plans. [Contact information for FRIC members can be found on the committee's website, [http://www.uiowa.edu/fric/.](http://www.uiowa.edu/fric/)]

Professor Kurtz then gave a brief overview of the current state of university benefits. He reminded the group that there are two health insurance plans, UI Choice and CHIP 2. UI Choice is by far the more popular of the two policies offered by the university; as more employees move from CHIP 2 to UI Choice, the university continually re-evaluates the viability of CHIP 2. The CHIP 2 plan does have a limited advantage over UI Choice in that it is more cost-effective for those who regularly receive health care outside of Iowa (such as dependent children attending college outside the state). The university is now looking for ways to incorporate these same components into UI Choice, if CHIP 2 would be eliminated in the future.

Professor Kurtz continued by reminding the group that President Mason had accepted the revision of the university benefits package recommended by FRIC several years ago, and that revision has now been fully implemented. Among the changes to the benefits package was a cutback in the amount of life insurance available without cost to the employee. This cutback was implemented in stages over several years. Originally, employees were provided by the university with 2.5 times their salaries up to \$1 million. Now, the university provides life insurance to employees in the amount of 2 times their salaries up to \$400,000. This cutback has thus far yielded \$1 million of savings to the university. And, as of January 1, 2011, the prior spending account system was eliminated and instead each employee was given a set package of benefits along with a credit of \$90 per month to purchase additional benefits or to put into health or dependent care spending accounts. There is also an additional “stay-away” credit available to those whose spouses/domestic partners obtain family coverage from other employers. Regarding the benefits package, single employees receive their health coverage at no cost, while those covering spouses/domestic partners, dependents, or both continue to pay for the additional coverage. If both spouses/domestic partners are employed by the university, then they receive family coverage at no cost. Professor Kurtz explained that although these changes to the benefits package had not yielded cost savings to the university in 2011 (savings realized through the elimination of the previous flex credit system were canceled out by the implementation of the \$90 monthly credit and the “stay-away” credit), savings were expected to start accruing in 2012.

Professor Kletzing asked about the planned restoration of the university contribution of 10% (currently 8%) to employees’ TIAA-CREF retirement accounts. Professor Kurtz responded that this restoration was scheduled to take place on July 1, barring unanticipated complications with the Board of Regents, State of Iowa or in Des Moines. Employees will see this change on their August 1 paychecks. Professor Pendergast expressed concern about the reductions in benefits over the past several years. She asked about strategies to restore some of those benefits once the economic climate improves. Professor Kurtz responded that in his opinion, once the economic climate does improve, we will be faced with a choice between improving benefits and improving salaries. He noted that in general workplace benefits follow the product model rather than the flex credit model, meaning that employees are given specific benefits such as a health insurance plan, a life insurance plan, etc.; employees don’t usually have the freedom of choice provided by a flex credit model. Professor Kurtz envisioned that once the economic situation does improve, UI employees would be more likely to see increases in salary rather than an expansion of benefits.

Professor Menninger commented that in some previous years the annual increase in health insurance premiums exceeded the annual increase in salary for faculty in the lower salary ranges. He asked if Professor Kurtz anticipated such a situation again in the near future. Professor Kurtz responded that two groups of UI employees, those who select single plans and spouses/domestic partners who are both employed at the university, receive health care plans at no cost. He added that information on salary increases is not available until after health care plan premiums are set. Professor Ernst asked if the new \$90 monthly credit would be evaluated yearly by FRIC. Professor Kurtz responded that the benefits re-structuring plan proposed by FRIC had called for periodic reviews of this credit, but it is up to the administration to

implement the reviews. Historically, the administration has accepted nearly all of FRIC's recommendations. Professor Kurtz did not anticipate a dollar change in the monthly credit for 2012, although it was still possible.

- *Update on Federal Research Funding (Jordan Cohen, Vice President for Research)*

Vice President Cohen opened his presentation by indicating that, although he could not predict exactly what might occur, the next 2-5 years could be very difficult ones in terms of the availability of federal funds for research. Research funding falls into the category of discretionary spending and therefore could be severely impacted by proposed federal budget cuts, especially with the current national focus on deficit reduction. Directing the group to his PowerPoint presentation, Vice President Cohen indicated that UI faculty have thus far been exceptionally successful in obtaining external grant funding. External grant revenue has consistently increased over the past four decades and totaled \$466.5 million in FY10.

Vice President Cohen displayed a chart illustrating that among the university's external funding sources, federal funding comprises 66% of the total. That federal funding overwhelmingly comes from the National Institutes of Health and the Department of Health and Human Services, and Vice President Cohen noted a need to diversify federal funding streams in the coming years. Most federal agencies recently received a large infusion of research funds as part of the American Recovery and Reinvestment Act (ARRA). The agencies then passed this funding on to researchers mainly in the form of two-year grants. UI faculty benefitted from these grants (\$71 million), but now, however, those grants have run out. While this will impact available funding going forward, cuts to the agencies for FY11 have not been as severe as expected (The National Institutes of Health was cut 0.8% and the National Science Foundation was cut 1.0% from previous levels). National emphasis in research and development funding is now moving away from health (which had been extensively funded over the past two decades) and towards innovation and discovery, clean energy and climate science, and education and infrastructure, areas which contribute to the nation's competitiveness. The President's proposed budget for research agencies reflects those priorities. The National Institutes of Health is targeted for only a minimal increase in funding; this is of concern to the university because of our dependence on that agency for a substantial amount of external funding. It is unlikely, though, that the President's budget will eventually be approved in this form.

Regarding the National Institutes of Health, Vice President Cohen noted that the agency is shifting focus to translational research, accelerating the movement of the results of basic science research to resolve human health questions. There will also be a greater effort to fund new researchers and new ideas. Some troubling trends for the agency, as it tries to streamline and cut costs, include indirect cost reductions and caps on awards and faculty salaries. A cap on faculty salaries would have serious implications for medical schools, in particular. The National Science Foundation is targeted for a major budget increase in the President's proposal. Not only the sciences, but also the social sciences could benefit from this. The Department of Energy is also targeted for a major budget increase. Unfortunately, the National Endowment for the Humanities is targeted for a budget decrease.

Vice President Cohen then spoke briefly about his office's efforts to assist faculty in obtaining external funding. The office has recently added several grant specialists, especially in the social sciences. The office has also increased opportunities for pre-submission proposal reviews and doubled the number of grant writing workshops for all disciplines. Vice President Cohen noted that he expects that requests for bridge funding will increase. He concluded by commenting that overall, the office is trying to consolidate core resources in preparation for several potentially very difficult years to come.

Professor Tachau commented that in addition to the federal sources of grant funding for the humanities, independent sources of funding such as the Guggenheim Foundation also exist. She added that she was unaware of systematic attempts by the university to support faculty efforts in obtaining Guggenheim fellowships. She identified as the most crucial component of this support the willingness to top up salaries of faculty who receive Guggenheim awards, which do not cover a faculty member's full salary or pay for benefits. Professor Tachau pointed out that scholars in the sciences are not expected to take a pay cut to fund their research. Guggenheim awards are available to scholars in all disciplines, and faculty in the sciences might also be willing to apply for these awards if their salaries could be topped up. Vice President Cohen responded that he was aware of this situation and that his office had been able to top up to some extent salaries of Guggenheim recipients, but perhaps not to the desired level. Professor Cox commented that however bad the cuts to some federal agencies, those cuts did not compare with the university's recent 40% reduction to the Career Development Awards (CDA's). He stressed that this reduction did not impact the General Fund, but had a negative effect on junior humanities scholars who could no longer count on this funding to carry out their research. He expressed dismay at the apparent unwillingness of university administrators to discuss eventual full restoration of funding for CDA's. Vice President Cohen responded that he recognized the value of CDA's, but that decisions on CDA funding were not made by his office.

- *Faculty Activity Categories (Ed Dove)*

President Dove directed the group's attention to the handout. He noted that information has long been gathered regarding how faculty members spend their work time; however, this new form has been developed by Associate Provost for Faculty Tom Rice and his counterparts at the University of Northern Iowa and Iowa State University to refine further the categories of activities in which faculty members engage and how much time they spend on those activities. The information gathered from this new form will be made available to the Board of Regents, State of Iowa and external constituencies to present a compelling picture of the full range of faculty activity, extending far beyond classroom teaching. President Dove requested that senators review the form and send feedback directly to Associate Provost Rice, [tom-rice@uiowa.edu](mailto:tom-rice@uiowa.edu).

Professor Pendergast recalled filling out the previous form and documenting the many hours she devoted to her work. She questioned what became of that previously-gathered information and wondered why the information gathered on this new form would be so much more compelling than the previous data. Associate Provost Rice explained that the information gathered on the new form would be far more detailed. Along with the data, a series of case studies will be included in the final report, which would then be available to the Board of

Regents, legislators and the general public. This report format would give a more complete picture of faculty activity than data-only reports produced in the past. Associate Provost Rice went on to explain that questions had arisen among legislators during the recent debate over Career Development Awards regarding how faculty members spend their time. Legislators had created a form very similar to this draft form to be filled out by faculty who were to receive CDA's. The information gathered from those forms proved very useful in defending faculty activity to the legislature. He added that once this form is adopted, one quarter of the faculty will be surveyed every other year. A subset of that quarter will receive the form every other week through the end of the semester. Faculty members should fill out their activities for that particular week, rather than attempt to profile a "typical" week.

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

V. Announcements

- The "Open Houses/Open Minds" open house showcasing the Clinton and Church Streets Mini Cultural Corridor will take place on Tuesday, May 10, 3:30-5:00 pm. Hosting groups include the International Writers Program, the Pentacrest Museums, the President's House, the Project on Rhetoric of Inquiry, and the Obermann Center for Advanced Studies. The event also celebrates the reopening of the Obermann Center for Advanced Studies in its new location on Church Street and the appointment of the new director of the Pentacrest Museums, John Logsdon, associate professor of biology.
- Regents Awards for Faculty Excellence (Ed Dove)  
President Dove announced the winners of the 2011 Regents Awards for Faculty Excellence: Ann Budd (Geoscience); William Clarke (Biostatistics); Michael Cohen (Pathology); David Drake (Dows Institute); Milan Sonka (Electrical & Computer Engineering); and Janet Williams (Nursing).
- Michael J. Brody Awards for Faculty Excellence in Service to the University and the State of Iowa (Ed Dove)  
President Dove announced the winners of the 2011 Michael J. Brody Awards for Faculty Excellence in Service to the University and the State of Iowa: David Drake (Dows Institute); Tonya Peeples (Chemical & Biochemical Engineering); and Madeline Shea (Biochemistry).
- Concluding Remarks of the 2010-2011 Faculty Senate President  
President Dove commented that his year as Faculty Senate President has been very interesting, full of surprises and unexpected events. He said that at the beginning of his presidential year he had made a list of tasks for the Senate, which ended up working on about ten of those items, often in collaboration with the administration, the Council of Deans, and the Board of Regents. President Dove thanked the members of the Faculty Senate committees for their efforts, as well as all councilors and senators. One issue that has been of great interest to the Senate is the fate of the Career Development Awards. President Dove reminded the group that two years ago the Board of Regents had been prepared to eliminate the Career Development Awards entirely, but then largely through the efforts of then Faculty Senate President David

Drake and the other officers, the Regents reinstated some awards. This year the legislature set a cap on the number of awards, but no limit is anticipated on the awards in the future. The Faculty Senate must continue to monitor the status of the Career Development Awards and advocate strongly for them on behalf of faculty. Another issue the Senate faced during the year was the possible sale of a valuable university asset, but that issue was resolved successfully.

President Dove then commented on several issues the Senate may encounter in the coming year. The decrease in the number of tenure-track faculty and the corresponding increase in the number of contingent faculty has been a concern for several years and is driven by financial considerations. President Dove expressed concern that if this trend continues, the university's teaching and research missions may be threatened. He also noted that questions were raised recently by some Board of Regents members regarding tenure. He welcomed the opportunity to make the case for tenure to the Regents. President Dove added that the charter committee system is currently being reviewed and that several university policies under revision will soon be sent to the Senate for consideration.

In conclusion, President Dove said that this had overall been an enjoyable year for him as Faculty Senate President. He stressed that being a faculty member is a great job and one that he would still want to do more than any other. He expressed his confidence that Vice President Richard Fumerton would be an excellent Faculty Senate President in the coming year. He ended by thanking outgoing senators and councilors for their service and invited the group to give them a round of applause. He also welcomed newly-elected senators.

Professor Tachau moved that the Senate approve the following resolution in honor of President Dove:

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

WHEREAS President Edwin Dove has served effectively and energetically as Senate Vice President and President, working tirelessly on behalf of the Senate and the entire University community; and

WHEREAS President Dove has continued to strengthen the essential role of faculty in shared governance, working constructively with leadership on campus and beyond it; and

WHEREAS President Dove has listened carefully, respectfully, and responsively to the concerns of faculty members; and

WHEREAS President Dove has shepherded a new and fairer five-year tenured-faculty review-policy to regential approval; and

WHEREAS President Dove has successfully followed the advice of his fellow Virginian, Mr. Jefferson, to "enlighten the people generally, so that tyranny and oppressions of body and mind will vanish like spirits at the dawn of day;"

BE IT RESOLVED that We the Senate express our most profound gratitude to President Dove for his dedicated leadership and service to us all.

Professor Pendergast seconded that the motion be approved. The motion was unanimously approved via applause.



President Dove and Vice President Fumerton presented gifts to outgoing Secretary Jon Garfinkel and outgoing Past President David Drake. President Dove thanked Faculty Senate Program Assistant Laura Zaper for her work and presented her with a gift.

VI. Adjournment – Professor Tachau moved and Professor Pendergast seconded that the meeting be adjourned. The motion carried unanimously. President Dove adjourned the meeting at 4:55 pm.

**FACULTY SENATE  
2011-2012 ORGANIZATIONAL MEETING  
Tuesday, May 3, 2011  
4:55 – 5:15 pm  
Senate Chamber, Old Capitol**

**MINUTES**

I. Call to Order – President Fumerton called the meeting to order at 4:55 pm.

II. Election of Faculty Senate Officers (Katherine Tachau and Ann Rhodes, Elections Committee)

The new and continuing senators were requested to move into the center seating area. Although outgoing senators were free to leave, they were invited to remain, if they wished, but to be seated in the side areas.

The candidate for Faculty Senate Vice President was Linda Snetselaar, Epidemiology. The candidates for Faculty Senate Secretary were Christina Bohannon, Law, and Rachel Williams, Teaching and Learning.

Paper ballots were distributed, collected, and counted.

III. Opening Remarks of the 2011-2012 Faculty Senate President Richard Fumerton

President Fumerton stated that it was a privilege for him to represent the faculty of the University of Iowa and that he would work hard on their behalf as Faculty Senate President. He thanked the other members of the 2010-11 Senate leadership (Ed Dove, Jon Garfinkel, and David Drake) and also Faculty Senate Program Assistant Laura Zaper for their work over the past year. He commented that when he had agreed to run for Faculty Senate Vice President last year, he had been unaware of all of the work that a Senate leadership position entailed and of how important that work was to the university. The University of Iowa is committed to a strong and effective form of shared governance and the faculty here are truly able to influence the direction in which the university moves. He had learned much in the past year about shared governance, but he looked forward to learning even more from his Senate colleagues.

Regarding issues that will confront the Senate during 2011-12, President Fumerton noted that the university has created a strategic plan, but that the implementation of the strategic plan would require much discussion still to come. The Senate should play an important role in that discussion. Also, the state continues to face serious economic challenges, while higher education in general faces various economic and political pressures. President Fumerton expressed the

opinion that the university must aggressively make the argument that our university, in which research informs teaching and teaching informs research, is one of the best investments that taxpayers can make. We must continue to argue for support of research leave as essential to our mission. We may also be called upon to argue for tenure as essential to a first-class teaching-research university. These arguments should not be made offensively, but unapologetically, enthusiastically, and aggressively. The faculty should draw upon their abundant scholarly resources to support this argument. Once the case has been made, the faculty should emerge with an even stronger standing among the Regents, the legislators, and the people of Iowa. Professor Fumerton stated that as a professional philosopher he believed in the power of argument. He stressed the need to talk to more constituents, from a wide variety of political backgrounds, about the importance of what the faculty do and about the importance of upholding the principles which we think are critical to doing our jobs well. He concluded by saying that he looked forward to working with the Senate during the coming year and encouraged senators to bring forward any issues of concern to them.

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

V. Announcements

- Officer Election Results – Professor Tachau announced that the new Faculty Senate Vice President is Linda Snetselaar and the new Faculty Senate Secretary is Christina Bohannan.
- 2011-2012 Meeting Schedule – President Fumerton reminded senators that the meeting schedule for 2011-2012 could be found in their meeting packets.

VI. Adjournment – Professor Schoen moved and Past President Dove seconded that the meeting be adjourned. The motion carried unanimously. President Fumerton adjourned the meeting at 5:04 pm.