

**FACULTY SENATE**  
**Tuesday, September 25, 2012**  
**3:30 – 5:15 pm**  
**Senate Chamber, Old Capitol**

**MINUTES**

- Senators Present: C. Benson, A. Budd, K. Chandran, S. Daack-Hirsch, W. Davies, S. Ehly, E. Epping, E. Ernst, R. Ettinger, J. Fiedorowicz, L. Fielding, K. Gerken, C. Getz, N. Grosland, W. Haynes, Z. Jin, D. Katz, K. Kieran, K. Kreder, V. Magnotta, K. Markon, B. McMurray, J. McNamara, P. Muhly, D. Murry, J. Murry, L. Ponto, R. Rocha, S. Seibert, K. Tachau, T. Treat, W. Vispoel, E. Wasserman, D. Wilder, R. Williams.
- Officers Present: E. Lawrence, N. Nisly, L. Snetselaar.
- Officer Excused: R. Fumerton.
- Senators Excused: D. Anderson, J. Fuller, F. Gerr, M. Johnson, G. Lal, B. Levy, S. Levy, J. Niebyl, F. Nothwehr, J. Pendergast, S. Richardson, A. Rodriguez-Rodriguez, S. Schultz, J. Solow, E. Ziegler.
- Senators Absent: F. Abboud, J. Adrain, T. Anthony, L. Ayres, I. Barbuzza, N. Basu, J. Bertolatus, D. Black, C. Bohannan, D. Bonthius, J. Brown, S. Clark, W. Coryell, D. Cuning, M. Finkelstein, S. Gardner, B. Gollnick, D. Hasan, B. Hoskins, D. Jeske, J. Murph, D. O'Leary, J. Sessions, A. Thomas, J. Wemmie, S. White, S. Wilson.
- Guests: R. Boutros (Iowa River Landing), E. Donohue (Hancher), D. Drake (Office of the President), G. Gussin (Emeritus Faculty Council), B. Jett (*Daily Iowan*), T. Kulper (Human Resources), T. Rice (Office of the Provost), J. Troester (Human Resources), K. Ward (Human Resources), J. Yarrow (Hancher), L. Zaper (Faculty Senate).

- I. Call to Order – President Snetselaar called the meeting to order at 3:35 pm.  
<http://www.uiowa.edu/~facsen/archive/documents/Agenda.FacultySenate.09.25.12.pdf>.
- II. Approvals
- A. Meeting Agenda – Professor Tachau moved and Professor Williams seconded that the agenda be approved. The motion carried unanimously.
  - B. Faculty Senate Minutes (April 24, 2012) – Professor Treat moved and Professor McMurray seconded that the minutes be approved. The motion carried unanimously.
  - C. Committee Replacements (Erika Lawrence, Chair, Committee on Committees)

- Linda Fielding (Teaching & Learning) to replace Katrina Sanders (Educational Policy & Leadership Studies) on the Faculty Council, Fall 2012
  - Stewart Ehly (Psychological & Quantitative Foundations) to replace Katrina Sanders (Educational Policy & Leadership Studies) on the Faculty Senate, Fall 2012
  - John Fuller (Urban & Regional Planning) to replace Catherine Ringen (Linguistics) on the Faculty Senate, Fall 2012
  - Jess Fiedorowicz (Psychiatry) to fill the unexpired term of Jessica Wood (Psychiatry) on the Faculty Senate, 2012-13
  - Song Richardson (Law) to fill a vacancy in the College of Law delegation to the Faculty Senate, 2012-15
  - Jill Valde (Nursing) to fill the unexpired term of Jennifer Burek Pierce (Library & Information Science) on the University Libraries Committee, 2012-14
- Professor McMurray moved and Professor Treat seconded that the replacements be approved. The motion carried unanimously.

### III. New Business

- *Classroom Connections for Hancher's 2012-13 Season (Erin Donohue, Hancher Education Programming Director and Jacob Yarrow, Hancher Programming Director)*

President Snetselaar commented that the Hancher Classroom Connections program has transformed a course that she is currently teaching and that she was pleased to introduce Erin Donohue, Hancher Education Programming Director, and Jacob Yarrow, Hancher Programming Director, to the Senate. Mr. Yarrow explained that in his position he takes the lead in determining the artistic activities of the organization. Hancher staff try to select artists with a rich body of work that also has many points of intersection in terms of theme and process. The staff also strive to inform faculty of the opportunities for incorporating the artists' performances into coursework. While there are some obvious fits, such as theatre classes, possibilities exist for courses in many different disciplines. These efforts are part of the "creative campus" movement which seeks to engage the campus community with the performing arts. Mr. Yarrow stressed the high quality of artistic performances brought to campus by Hancher. He and his staff seek artistic work of great craft that brings inspiration and joy to audiences, as well as causes them to gain insight into their beliefs and the beliefs of others. For many students, a Hancher event may be their first experience of the magic of a live performance by a professional artist.

Mr. Yarrow commented that one way that faculty have incorporated Hancher performances into their coursework is to assign a performance much as they would a reading, with follow-up discussion and analysis. He indicated that Hancher staff are available to come to classes to preview works or to lead discussions. Ms. Donohue then mentioned a document, <http://www.hancher.uiowa.edu/links.pdf>, which describes the Hancher performances for 2012-13 and provides suggestions on how performances might be incorporated into coursework. She gave as an example a project entitled *The Broken Chord* by Working Group Theatre, a local group with a national reputation. The project focuses on memory and aging research and patient care. Members of the Working Group Theatre will have an extensive residency on campus this spring and will be available to interact with students.

Professor Tachau observed that most likely the loss of the Hancher Auditorium in the flood of 2008 has impacted attendance at Hancher events, especially among students. She asked if the Classroom Connections project was drawing students back to the performing arts, even though now they might need to travel farther to attend events. Mr. Yarrow responded that the impact on attendance is always considered as he and the Hancher staff seek venues for performances. Transportation has sometimes been provided for students if the venue is particularly far, such as at the Riverside Casino. In response to another question, Mr. Yarrow indicated that students receive tickets at a discount and that Hancher staff can assist with ordering tickets for groups of students, as part of a class, for example.

- *Iowa River Landing Clinic (Rami Boutros, Executive Medical Director for Off-Site Ambulatory Care Programs, UIHC)*

Dr. Rami Boutros, Executive Medical Director for Off-Site Ambulatory Care Programs at UIHC, indicated that the Iowa River Landing Clinic (IRL), located in Coralville off 1st Avenue, would open on October 8. Other businesses in the immediate area now or coming soon include the Marriott hotel, a Homewood Suites hotel, and a Von Maur department store. The clinic will have its own parking ramp, with free parking for patients. Dr. Boutros then described the services offered on each floor of the clinic. The lowest level will contain the staff lounge, storage, and a conference room for classes and lectures. Among the services on the first floor will be the pharmacy, along with a radiology suite. The second floor will house ophthalmology, otolaryngology, and general pediatrics. Women's health services will be located on the third floor, along with dermatology, urology, and cardiology. The fourth floor will house general internal medicine and services for individuals with diabetes and digestive diseases. The clinic will employ about 250 staff members and 30-50 physicians. Evening and weekend appointments for primary care will be available to patients. Dr. Boutros concluded his opening remarks by inviting the group to the community open house at the clinic on October 6.

In response to several questions, Dr. Boutros explained that the new facility was needed to ease the cramped conditions in the hospital. Several departments would like to expand but currently have no room to do so. Regarding parking, Dr. Boutros stated that there would be no charge to patients for parking. Employees will need to pay for parking, however. The clinic administration is not too concerned about customers at the other businesses in the area using clinic parking, because of ample parking at those sites, but they will monitor the situation. Professor Katz brought up the issue of a patient coming to the clinic and then needing to be admitted to the hospital. At the main UIHC campus this would be a relatively simple procedure, not requiring the patient to travel. Dr. Boutros responded that an ambulance would need to be called to the IRL in this situation to transport the patient. He acknowledged that this was somewhat complicated, but added that it would be the routine procedure for all non-hospital based clinics in the private practice model in our area to call an ambulance for transport. Professor Tachau observed that this would add an unanticipated charge to the patient's bill. She also asked what departments would remain at the main campus. Dr. Boutros indicated that Family Medicine would remain at UIHC in its entirety. Some departments, such as urology and women's health, would have a presence at both locations.

Addressing access to the clinic by university employees on the main campus, Dr. Boutros commented that the Cambus that runs to Oakdale will also stop at the IRL. Stops will be established on both sides of 1<sup>st</sup> Avenue. It was noted that the Oakdale bus does not come to the main bus terminal outside of University Capitol Centre, but rather picks up near the VA hospital. Those coming from the east side of campus would need to take another bus, such as the Pentacrest, to the VA. Professor McMurray commented that the IRL would be comparable to large successful private practices. He wondered if this would change the academic culture of the departments housed at the IRL. Dr. Boutros responded that, in order to conduct research and provide education, there must be a patient base to draw on. The IRL will provide the clinical care that will support research and education. He added that residents at the IRL will be exposed to a wide variety of common clinical cases that they may not have encountered frequently in their previous training. Another senator raised the issue of communication with patients who do not speak English. Dr. Boutros answered that the clinic would have use of the hospital's translation services, although most likely through telephones. Professor Gerken asked whether mental health services would be available at the clinic. Dr. Boutros indicated that there were no plans at this time for the Psychiatry department to move to the clinic.

- *Working at Iowa Survey (Kevin Ward, Assistant Vice President for HR Administration)*  
President Snetselaar encouraged faculty to take the Working at Iowa survey when it becomes available on October 11. Associate Provost for Faculty Tom Rice urged senators to carry the message to faculty that it is worth their time to fill out the survey, as the results gathered will influence decisions made at the collegiate and departmental levels regarding employees. Kevin Ward, Assistant Vice President for HR Administration, then provided some basic information about the Working at Iowa 2012 survey. The survey will be open from October 11 to October 30. It will contain 20 questions (fewer than previous versions) and should take about five minutes to complete. He stressed that the purpose of the survey is to gather feedback from university employees about their working environment. He introduced Joni Troester and Teresa Kulper, from University Human Resources, who have been working with him on developing the survey.

Mr. Ward further explained that the level of employees' engagement with their work environment impacts the extent to which the university's goals (student success, patient care, research, etc.) can be accomplished. He added that data obtained from the survey does influence administrative decision-making. He also pointed to progress made in addressing issues revealed by the two previous versions of the survey, such as conflict management and performance feedback, through additional training and resources for supervisors. Mr. Ward noted that some improvements had been made to this version of the survey, following feedback from an advisory group that included faculty members and administrators. Improvements included shortening the survey and modifying the survey items to be more action-oriented. Reports generated from the survey data have also been improved, with the help of Professor Jane Pendergast (a Faculty Senator) and a graduate student, Jennifer Griffiths. Reports will now be created in a more timely manner. Data will be displayed in both graphic and table formats reporting on percentages of agreement with each survey item (each item will have a six point scale of agreement or disagreement). Seven of the survey items will be trended with the data from the two previous versions of the survey (2006 and 2008). The confidentiality standard will be the same as in 2008. No survey item will be reported out if there are less than 15 respondents to that particular item within a unit. In order to learn how best to implement change based on the survey results,

Human Resources has invited Professor Theresa Welbourne, of the University of Nebraska, to campus to conduct workshops on data coaching (moving from data to action).

Mr. Ward noted that the participation rate in the 2008 survey was about 62%, with faculty participation at 57-58%. He requested that senators take the survey themselves and encourage their colleagues to do so, as well. The survey is being administered through the software tool Qualtrics. Employees will be notified via a mass email message that the survey is open. The message will contain the link to the survey; it can only be accessed through this link. Reminders will be sent to those who have not yet participated. Results should be released in January of 2013 and will be conveyed to all faculty and staff. Colleges and divisions will receive their specific results at this time and will have the responsibility to convey those results to their employees. Mr. Ward indicated that the survey was intended not only to reveal where workplace improvements should be made, but also to identify ways in which the university has already created a positive work environment. Questions about the survey can be addressed to [workingatiowa@uiowa.edu](mailto:workingatiowa@uiowa.edu).

In response to several questions, Mr. Ward stated that the survey would contain no open-ended questions. He acknowledged that feedback from such questions would be useful, but given the number of potential respondents, it would not be feasible to collect the responses. He also explained that the questions target three different levels: the individual's position, the individual's unit, and the university at large. A senator asked if there would be an attempt to compare our data with the data from other state universities. Mr. Ward responded that some general benchmarks are available; however, the survey questions are unique to the UI, so there is no exact match. Another senator commented that perhaps a target response rate should be sought for each unit, to avoid a self-selection response bias.

- *Electronic CV Update (Tom Rice, Associate Provost for Faculty)*

Tom Rice, Associate Provost for Faculty, commented that he had spoken to the Faculty Senate about the electronic CV project last spring and was here today to give an update on progress. He said that the purpose of the campus-wide conversion to the electronic CV format was not only to help faculty, but also to assist the administration in conveying to the Board of Regents and the public the scope and variety of faculty activity. Prior to the implementation of the electronic CV, the Office of the Provost had great difficulty gathering information on, for example, the amount of grant money brought in by faculty during a specific time period or the extent of faculty activity in a particular county. Via the database associated with the electronic CV's that information can be acquired quickly and easily. Digital Measures is the company with which the university has contracted to provide this service. The Tippie College of Business was the first college to begin the conversion to the electronic CV format, but by now all of the colleges are engaged in the project and several of them have completed the conversion. Associate Provost Rice stressed that at UI this is a college-driven process, with each college developing its own CV template. He added that many universities around the country are also adopting this format, including Iowa State University and the University of Northern Iowa.

Professor Williams asked about the small number of faculty who have appointments in more than one college. Associate Provost Rice responded that this question was still being resolved,

but that for now the faculty member would maintain an electronic CV in the college of the primary appointment. Professor Tachau expressed concern about various aspects of the project. She suggested that a university-wide committee of faculty be formed to make sure the electronic CV is functioning as intended. She then described several errors she discovered on her own electronic CV. First, she noted that the program gathers information on courses taught from the Office of the Registrar's data, but that on her CV three sections of a cross-listed course were recorded as three separate courses. A report generated from her CV data, however, eliminated half of her actual teaching responsibilities. She further commented that the CV program requests information on honors theses supervised, but only allows for the M.F.A. and the Ph.D. (not the B.A., B.S., etc.) to be listed as the degrees which those supervised students received. And, she has observed that data she has entered on presentations she has made displays in a variety of formats, even though she has consistently used the same format. Publications written in foreign languages have sometimes been incorrectly entered by those recording the data. Professor Tachau suggested that having a faculty committee periodically report on the glitches it discovers would be very helpful. She added that having information technology personnel discuss specific problems with faculty members would also be useful.

Associate Provost Rice commented that colleges that are farther along in the process than the College of Liberal Arts and Sciences is have worked through the types of glitches that typically occur. He added that one should not be discouraged the first time one views one's CV, but that any problems should be reported to the college's contact person for the project. Eventually all glitches will be resolved. A senator asked if the electronic CV system allows for more than one type of CV, for example, a different format if one is applying for a grant. Associate Provost Rice responded that the system should allow for this. He added that the collegiate template would be the CV of record for annual reviews, etc. Professor Tachau expressed great concern about this, noting that her college includes forty different disciplines that prefer to present information in different ways. Confining all the college's disciplines to one CV format would be counter-productive. Professor McMurray urged that the database be audited periodically, to catch any mistakes. Professor John Murry commented that in his college, faculty members usually maintain two CV's, the new electronic one and their traditional one, as the electronic CV records additional information that the college may need for external and other purposes. Professor Muhly expressed support for the concept of the electronic CV, but disappointment with the current product. He particularly resented having to input data that is available elsewhere, such as in Osiris. Another senator noted that in her discipline, faculty members sometimes don't understand each other's CV items; she expressed surprise that students (who input the data) would be expected to understand these matters. Associate Provost Rice clarified that in some colleges students were hired to input the initial data; subsequently, faculty members themselves are expected to update their own CV's. He stressed that patience is needed in the early stages of this project, but that he believed that faculty members across the university would eventually be pleased with the final products. Professor Williams observed that the university should have an office of institutional research, one duty of which would be to gather and maintain the many types of data collected by the electronic CV.

IV. From the Floor – Professor Tachau, a member of the Honorary Degree Selection Committee, requested that faculty in each academic department suggest at least one individual of international reputation as a potential nominee for an honorary degree.

V. Announcements

- The next Faculty Council meeting will be Tuesday, October 16, 3:30-5:15 pm, Eckstein Medical Research Building, 283 (Seebohm Conference Room).
- The next Faculty Senate meeting will be Tuesday, October 30, 3:30 – 5:15 pm, Senate Chamber, Old Capitol.
- The annual Faculty Senate/Iowa City Area Chamber of Commerce reception for local legislators will be held on Monday, December 10, 4:30-6:00 pm in the Old Capitol.

VI. Adjournment – Professor Treat moved and Professor McMurray seconded that the meeting be adjourned. The motion carried unanimously. President Snetselaar adjourned the meeting at 4:55 pm.