

FACULTY SENATE
Tuesday, October 18, 2011
3:30 – 5:15 pm
Senate Chamber, Old Capitol

MINUTES

- Senators Present: J. Adrain, T. Anthony, R. Axelson, D. Black, A. Budd, S. Clark, J. Cox, D. Cunning, L. Fielding, K. Gerken, F. Gerr, C. Getz, N. Grosland, W. Haynes, M. Hill, D. Jeske, M. Johnson, D. Katz, G. Lal, B. Levy, S. Levy, V. Magnotta, K. Markon, B. McMurray, P. Muhly, D. Murry, J. Murry, N. Nisly, F. Nothwehr, J. Pendergast, G. Penny, C. Ringen, A. Rodriguez-Rodriguez, S. Seibert, J. Sessions, P. Snyder, J. Solow, K. Tachau, A. Thomas, W. Vispoel, E. Wasserman, D. Wilder, S. Wilson.
- Officers Present: C. Bohannan, E. Dove, R. Fumerton.
- Officer Excused: L. Snetselaar.
- Senators Excused: R. Ettinger, M. Finkelstein, K. Kreder, J. Niebyl, S. Schultz, T. Treat, S. Vos.
- Senators Absent: D. Anderson, N. Andreasen, L. Ayres, I. Barbuzza, J. Bertolatus, D. Bonthius, W. Coryell, E. Ernst, M. Fang, S. Gardner, B. Gollnick, D. Hasan, B. Hoskins, Z. Jin, J. Kline, S. Kurtz, J. Murph, E. O'Brien, D. O'Leary, B. Rakel, K. Sanders, R. Wachtel, J. Wemmie, S. White, J. Wood, N. Zavazava.
- Guests: B. Butler (Provost), D. Drake (Office of the President), G. Dodge (Chief Diversity Officer), D. Finnerty (Office of the Provost), G. Gussin (Emeritus Faculty Council), S. Johnson (Ombudsperson), C. Joyce (Ombudsperson), T. Rice (Office of the Provost), L. Zaper (Faculty Senate).

I. Call to Order – President Fumerton called the meeting to order at 3:35 pm.
<http://www.uiowa.edu/~facsen/archive/documents/Agenda.FacultySenate.10.18.11.pdf>

II. Approvals

- A. Meeting Agenda – Professor Solow moved and Professor Clark seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Senate Minutes (September 13, 2011) – Professor Solow moved and Professor Jeske seconded that the minutes be approved. The motion carried unanimously.

C. Committee Replacements (Richard Fumerton)

- None at this time

III. New Business

• *Tenure-Clock Extension Policy Revision (Richard Fumerton)*

President Fumerton reminded the group that at its September 13 meeting the Faculty Senate had approved the entire revised policy except for one paragraph, regarding notification of the qualifying event. The Faculty Senate officers worked with staff in the Office of the Provost to revise this paragraph so that senators' concerns about it were addressed. President Fumerton commented that the policy emphasizes the *automatic* nature of the extension; the extension does *not* need to be requested. However, in order for the extension to be implemented, notification of the qualifying event must occur. The newly-revised paragraph clarifies that it is the faculty member who must notify someone (DEO, dean, Provost's Office staff) of the qualifying event. This paragraph also indicates that the Provost's Office will send an annual reminder to all probationary faculty about the Tenure-Clock Extension Policy.

Referring to a statement in the revised paragraph that notification must occur by the department or college deadline for submission of dossiers for review (if the extension is expected in the tenure year), Professor Cunning asked whether the department or college deadline took precedence. President Fumerton explained that the college deadline was used only for those colleges without departments. Professor Ringen noted that if a faculty member does not provide notification in the first place, then there is no need for the faculty member to decline an extension. President Fumerton confirmed that this was so. Professor Pendergast commented that she appreciated the efforts to make the policy clearer.

President Fumerton then directed the group to one additional edit, for clarity, in the first paragraph of the revised policy (already approved by the Senate). He indicated a newly-inserted phrase in the first sentence, "For each minor child (e.g., biological, adopted, stepchild, or by guardianship) added to the family of a probationary faculty member from two years prior to the initial appointment through September 1 of the tenure decision year, **and upon relevant notification**, the faculty member's probationary period shall be automatically extended..."

Professor Pendergast moved and Professor Ringen seconded that the revisions to the Tenure-Clock Extension Policy be approved. The motion carried unanimously.

Professor Jeske asked about the length of the extension granted for twins. Diane Finnerty, Director of Faculty HR & Development in the Provost's Office, answered that the extension granted would be two years, the maximum length of an extension.

• *Report on Likely Future Agenda Items (Richard Fumerton)*

President Fumerton indicated that members of the shared governance leadership teams are conducting a review of the charter committees this fall. Such a review has been long overdue. He then reported on items that may come before the Faculty Council and Faculty Senate during this academic year, pending review by the Faculty Policies and Compensation Committee. The first of these items is the promotion policy for research-track faculty. This policy had been discussed

earlier by the Faculty Council, but since President Mason was reviewing the research track this year, further consideration of the promotion policy was put on hold. That review is now complete, and the promotion policy will come before the Council and Senate soon. The Senate is scheduled to review the research track in 2013; however, there are currently individuals on the research-track becoming eligible for promotion whose needs must be addressed. He reminded the group that the Council had been concerned about establishing promotion standards for each rank, but such standards already exist in the Operations Manual.

Relatively minor changes are being made to the criminal background check policy. These changes should not affect content but instead bring the written policy in line with current practice. The Research Council has proposed an expansion of the brief authorship policy found in the Operations Manual. The Faculty Policies and Compensation Committee has reviewed this new version and sent it back to the Research Council for further work. An ad hoc committee, the Conflict Management Advisory Group, has been charged by President Mason to review a number of community policies, including the anti-harassment policy, which will come before the Faculty Policies and Compensation Committee shortly.

A larger issue that the Faculty Senate officers, along with the Faculty Policies and Compensation Committee, are working on is the development of policy related to the position of lecturer. Currently there is no mention in the Operations Manual of lecturers. The Provost's Office will be invited to describe the use of lecturers across campus now and in the near future. Once policy is created regarding the generic category of lecturer, the Senate can then consider policy regarding the position of senior lecturer, as proposed by the College of Liberal Arts and Sciences. Crucial to this discussion will be the issue of representation for lecturers. Representation for research-track faculty may also be considered at this time.

President Fumerton noted that federal regulations related to Title IX may require modifications to UI faculty dispute proceedings in the future. He also commented that the revised Faculty Senate constitution may be brought to the Board of Regents, State of Iowa again for consideration. Secretary Bohannon urged that faculty be involved in the development of peer evaluation and annual review procedures for their departments and colleges.

- *Office of the Ombudsperson Annual Report (Susan Johnson and Cynthia Joyce, Ombudspersons)*

Ms. Joyce began the presentation by indicating that the UI Office of the Ombudsperson was celebrating its 25th anniversary. The office came into existence because UI President James Freedman, recently arrived from the University of Pennsylvania in 1982, had remarked upon the absence of such an office and suggested that the Faculty Senate look into this issue. An ad hoc committee of the Senate eventually submitted a proposal for the establishment of an ombuds office which opened its doors on October 1, 1985. Originally there was only a faculty member serving as ombudsperson, but a staff ombudsperson was added in 1988 because of the office's increased work load.

Regarding the annual report, Ms. Joyce stated that the office had a total of 501 visitors last year (2010-2011), 89 (18%) of whom were faculty. This is about 4.0% of UI faculty (tenured,

tenure-track and clinical) overall. She noted that the office serves a much smaller percentage of staff and students. Professor Johnson explained that the office codes every visit depending on the primary concern expressed by the visitor. The main reason (41% of cases) that faculty visited the office was a problem in an evaluative relationship, such as with a DEO or other administrator. Other concerns for faculty included peer relationships (18%) and difficulties with services/administration (12%). Professor Johnson explained that the latter concern involved faculty members dissatisfied with university decisions based on policy. Moving to a discussion of office visitors overall, she indicated that nine percent of visitors had concerns about discrimination or harassment. Professor Johnson noted that minorities and women are over represented among visitors. The ombudspersons have seen a rise in complaints involving disrespectful behavior; last year, 25% of visitor complaints involved disrespectful behavior. Professor Johnson commented that in the current report the ombudspersons listed several issues that have repeatedly been identified as causes of concern over the 25 years of the office's existence. These issues include disrespectful behavior; discomfort with conflict management and consequent avoidance of conflict; problems with accurate performance evaluations; mental health issues on campus; and vulnerable populations (junior faculty, post-docs, graduate students, probationary staff, etc.).

Ms. Joyce pointed out that the report also highlights some good news on campus. For example, she reminded the group that great progress has been made in addressing the issue of sexual misconduct, in terms of both policy and resources. She reminded the group that the ombudspersons are available for confidential consultation. Ms. Joyce concluded the report by indicating that the office had conducted 52 workshops on conflict management this past year, including 10 workshops led by Professor Johnson on effective and appropriate email communication.

Professor Jeske questioned whether an increase in reports of disrespectful behavior indicated an actual rise in incidents of disrespectful behavior. Professor Johnson responded that the ombudspersons do not conduct investigations of complaints. The office remains neutral. However, there are two external validators of their concern that disrespectful behavior is on the rise. One is the Working at Iowa survey, distributed recently to all UI employees, and the other is the growing body of literature nationally that points to an increase in disrespectful behavior in the workplace. She clarified that the ombudspersons apply a code of disrespectful behavior following a visitor's initial visit, based on their perceptions, not the visitor's. When visitors do refer to behavior as disrespectful, they are asked to provide examples.

Professor Barcey Levy asked about the pie graphs in the report indicating percentages of concerns. Ms. Joyce explained that the primary concern of each visit is determined by the ombudspersons following the visit; it is these primary concerns that are illustrated in the pie graphs. Professor Wilder commented that the concern category of Safety/Health/Environment was much greater for undergraduate students than for any other group. Professor Johnson responded that alcohol and substance abuse issues were put into that category for the first time last year. Other issues in that category include mold, paint fumes, poor lighting, etc. A senator noted that the proportion of staff visits seems to have increased over time relative to other

groups. The ombudspersons were not sure why this occurred, but speculated that the office has become more widely known to both staff and faculty through the years.

President Fumerton asked for examples of disrespectful behavior at the lower end of the continuum. Ms. Joyce responded that such behaviors included yelling, name-calling, and shunning, while middle continuum behaviors included more physical actions such as slamming doors or throwing things. Physical violence would be at the top of the continuum. Some disrespectful behaviors could be considered harassment. Professor Lal asked how to raise awareness of the office. Professor Johnson responded that information about the office is provided at orientations for new faculty and the ombudspersons make presentations to hospital and collegiate leadership. She acknowledged that this may not be enough to reach individual faculty members, however, and she welcomed suggestions for additional outreach. Professor Pendergast commented that students could create videos about the office for distribution at orientations on campus.

Professor Cuning expressed concern about tenure-track faculty who may feel vulnerable when involved in a conflict with a senior colleague or an administrator. He wondered if the tenure-track person inevitably would simply need to adapt to the situation. Professor Johnson explained that the ombudspersons can either help the tenure-track faculty member develop strategies to cope with the issue, or they could meet with the other individuals involved in the conflict, privately or in a group setting. Professor Barcey Levy asked how the office maintained confidentiality, for example when speaking to an administrator about a problem in his/her department. Professor Johnson responded that the ombudspersons first obtain the consent of the visitor before speaking to anyone about the complaint. She added that many visitors find value merely in talking to the impartial ombudspersons about their concerns.

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

V. Announcements

- The next Faculty Council meeting will be Tuesday, November 15, 3:30-5:15 pm, University Capitol Centre 2520D.
- The next Faculty Senate meeting will be Tuesday, December 6, 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 12, 4:30-6:00 pm in the Old Capitol.

VI. Adjournment – Professor Muhly moved and Professor Pendergast seconded that the meeting be adjourned. The motion carried unanimously. President Fumerton adjourned the meeting at 4:25 pm.