

To: Prof. Tom Vaughn, Faculty Senate President

From: Lois Cox, Chairperson, Faculty Policies and Compensation Committee, 2015-16

Re: Report of FPCC activity 2015-16

5/16/16

FPCC worked very hard during academic year 2015-16, primarily on successive drafts of the Instructional Faculty Policy (hereinafter the Policy), readying it for presentation to Faculty Council, Faculty Senate, the Univ. of Iowa central administration, and ultimately the Board of Regents. During the academic year, FPCC met 13 times in formal meetings ranging from 60 to 90 minutes in length. In addition, many committee members attended other meetings with faculty governance bodies, the Lecturers Committee, or a sub-committee convened after the Policy was in final form to draft promotion procedures. Many FPCC meetings were also attended by guests and fellow participants in the drafting process including Assoc. Provost Kevin Kregel and Diane Finnerty from the Provost's Office, Maria Lukas from the General Counsel's office, and Professors Anne Stapleton, Caroline Sheerin, and Meara Habashi from the Lecturers Committee.

At the first meeting in the fall, then Faculty Senate President Christina Bohannon told the committee that she anticipated that it would take up two matters during the academic year, the Policy and a proposal from the College of Medicine to create a Clinical Scholars Track (essentially a proposed division of the existing Clinical Track to permit more recognition of those clinical faculty members who devote a large percentage of their time to original research). Apart from a general discussion of the proposed Clinical Scholars Track at early committee meetings, very little committee time was spent on the second item, both because of the unexpectedly time-consuming demands of work on the Policy, and because it was felt that more would be needed from the College of Medicine in order for the committee to contribute to the creation of a Clinical Scholars Track in a meaningful way.

The pattern of the committee's work on the Policy was established at the early meetings and remained consistent throughout the year: Faculty Senate President Bohannon and Secretary Peter Snyder, frequently assisted by Ms. Finnerty, would present the committee with the most recent draft of the Policy and report on recent discussions with the Council of Deans, representatives from the Provost's Office and others concerning possible directions for its development. The committee would then discuss these developments and work line-by-line through various sections of the most recent draft.

Most of the first four meetings were devoted to "big picture" discussion of the Policy, based on an outline prepared by President Bohannon, and review of information on faculty effort allocation and the role of lecturers at peer institutions provided by Ms. Finnerty. In subsequent meetings, the committee reviewed and amended proposals concerning the promotion process for lecturers, qualifications for various ranks, whether and when contracts should be deemed presumptively renewable, titles to be used for the various ranks, the contents of lecturers' contracts and ensuring that evaluations and promotions are appropriately tied to job descriptions, grievance procedures, variances due to the requirements of Title IX, requirements for collegiate policies to implement the Policy, and mandatory review of the Policy five years following its effective date. By approximately the middle of the spring semester, the committee, faculty governance bodies, and the Provost's office had reached at least

tentative agreement on a draft Policy and it was ready to present to Faculty Council and Faculty Senate for formal approval and adoption. Though committee members (and presumably members of the other groups involved as well as the Council of Deans) recognize that the Policy as adopted by Faculty Senate on March 22 is far from perfect and that much of its effectiveness will depend on its implementation in the various colleges, the committee is proud of its work this year and hopeful that the Policy will improve and clarify the working conditions of lecturers and professors of instruction/practice, while ensuring the continued centrality of the tenured faculty to the teaching and research mission of the university.