

**FACULTY SENATE**  
**Tuesday, September 17, 2019**  
**3:30 – 5:15 pm**  
**Senate Chamber, Old Capitol**

**MINUTES**

- Senators Present: F. Ahmad, J. Ankrum, S. Ashida, G. Bardhoshi, J. Barker, E. Bayman, C. Bradley, J. Buckley, C. Campbell, J. Carlson, K. Culp, M. Cunningham-Ford, A Curtius, S. Elangovan, L. Erdahl, L. Glass, C. Grueter, N. Handoo, K. Hegarty, Y. Imai, D. Jalal, A. Jung, C. Kletzing, B. Kyles, C. Lang, L. MacGillivray, M. McDermott, A. Merryman, D. Meyerholz, T. Midtrod, M. Nikolas, K. Parker, H. Parrish, T. Peters, M. Pizzimenti, J. Reinhardt, A. Rodriguez-Rodriguez, L. Song, A. Stapleton, J. Streit, T. Treat, S. Vigmostad, A. Vijn, J. Welburn Paige, D. Whaley, M. Wright, L. Zingman.
- Officers Present: S. Daack-Hirsch, R. Ganim, T. Marshall, J. Yockey.
- Senators Excused: A. Deshpande, M. Foley Nicpon, K. Messingham, N. Nisly, G. Russell, S. Vos, D. Wurster.
- Senators Absent: S. Bodine, A. Chauhan, B. Dixon, A. Gerke, S. Harwani, P. Kaboli, M. Lehan Mackin, T. Long, U. Mallik, E. Sander, C. Sheerin, S. Sosale, A. Vikram, D. Wesemann.
- Guests: A. Flaming (Center for Teaching), J. Florman (Center for Teaching), M. Fuentes (Provost), C. O'Connor (*Daily Iowan*), L. Snetselaar (Office of the Provost), C. Swanson (Hancher), T. Uden-Holman (Office of the Provost), L. Zaper (Faculty Senate Office).

I. Call to Order – President Daack-Hirsch called the meeting to order at 3:30 pm. She requested that senators move into the center section of seating and that all others move into the side sections. She indicated that this seating arrangement would facilitate voting on a policy that would come before the Senate today.

II. Approvals

- A. Meeting Agenda – Professor Vigmostad moved and Professor Erdahl seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Senate Minutes (April 23, 2019) – Professor Barker moved and Professor Stapleton seconded that the minutes be approved. The motion carried unanimously.
- C. Committee Appointments (Joe Yockey, Chair, Committee on Committees)
  - Cormac O’Sullivan (Nursing) to the Funded Retirement and Insurance Committee, 2019-22
  - Gregory Shill (Law) to the Parking and Transportation Committee, 2019-22

- Megan Gilster (Social Work) to the Governmental Relations Committee, 2019-22
  - David Drake (Dows Institute) to the Faculty Staff Parking Appeals Committee, 2019-22
  - Stuart Weinstein (Orthopaedics & Rehabilitation) to the Presidential Committee on Athletics, 2019-24
  - Mary Trachsel (Rhetoric) to the Honorary Degree Selection Committee, 2019-22
  - John Prineas (Physics & Astronomy) to the Honorary Degree Selection Committee, 2019-22
  - Miodrag Iovanov (Mathematics) to the Honorary Degree Selection Committee, 2019-22
  - Nidhi Handoo (Oral Pathology) to fill the unexpired term of Michelle McQuistan (Preventive & Community Dentistry) on the Faculty Senate, 2019-22
  - Anand Vijn (Finance) to fill a vacancy on the Faculty Senate, 2019-22
  - Kay Hegarty (Accounting) to fill a vacancy on the Faculty Senate, 2019-22
- Professor Vigmostad moved and Professor Erdahl seconded that the committee appointments be approved. The motion carried unanimously.

### III. New Business

- *Provost Montserrat Fuentes*

President Daack-Hirsch welcomed Provost Fuentes to her first appearance before the Senate. Provost Fuentes thanked the senators for the opportunity to speak with them today and to begin a dialogue about how the university will move forward in the pursuit of excellence in teaching, research, scholarship, clinical practice, and service. She explained that we are building a culture of success through the integration of the areas of student success; research and discovery; engagement; and diversity, equity, and inclusion, as detailed in our strategic plan. The specific academic priorities that we are focusing on to lead us to this culture of success include *enhancing student success, increasing research expenditures, building a culture of appreciation, and enhancing engagement.*

Turning to the priority of *enhancing student success*, Provost Fuentes indicated that strategies to reach this goal include improving graduation and retention rates; expanding experiential learning opportunities, attracting high-ability students, and attracting a diverse community of students and building a culture of appreciation. Commenting upon some recent undergraduate enrollment trends, Provost Fuentes noted that total enrollment has dropped slightly from last year. Resident and non-resident enrollment has remained relatively stable compared to last year, while the number of international students has been dropping for the past several years. She commented that she is exploring options for increasing the recruitment of students from Latin America and Africa, in addition to Asia. While the percentage of Pell Grant-eligible students has dropped slightly from last year, the percentages of underrepresented minority students and first-generation students have increased slightly. Regarding undergraduate retention rates from the first to the second year, the total rate has increased somewhat for the 2017 cohort, as has the rate for underrepresented minorities, while there has been a small drop for Pell Grant recipients and first generation students. Total four-year graduation rates dipped slightly for the 2014 cohort, as it did for Pell Grant recipients, while the rates for first generation students and underrepresented minorities rose slightly. Regarding graduate and professional student enrollment trends, the number of students pursuing masters

degrees has risen, doctoral/professional student enrollment has remained stable, and PhD student enrollment has been dropping slightly for several years.

Provost Fuentes explained that to improve retention and graduation rates, a number of efforts are underway, with a focus on decreasing the gaps in retention and graduation rates for underrepresented minorities, first generation, students and Pell Grant-eligible students. These efforts include redesigning gateway courses as well as courses with high D/F/W rates; student success programming to include supplemental instruction, tutorial labs, and expanded college transition programs; and academic coaching, early alerts to faculty and staff about students struggling academically, and peer mentoring. For all students, opportunities to participate in experiential learning will be expanded. Given the demographic challenges that Midwestern universities will eventually be facing, the UI will try to position itself as a destination university. Part of this strategy will involve attracting high-ability students through post-graduation opportunities such as preferential admission to graduate or professional school and the creation of distinctive academic experiences.

Regarding the priority of *increasing research expenditures*, Provost Fuentes noted that through recruiting and retaining outstanding faculty, we will elevate the university's profile and improve our Association of American Universities (AAU) rankings. Strategies to increase research expenditures include directing resources toward strategic areas of research strength; obtaining large, multi-disciplinary center grants; and carrying out focused hiring initiatives. Provost Fuentes observed that the UI has had relatively flat extramural funding for the past several years. During that same time period, the number of tenured and tenure-track faculty has declined, while the number of faculty in other tracks has increased.

Turning briefly to the two remaining priorities, Provost Fuentes commented that, in order to *build a culture of appreciation* we are directing our efforts toward recruitment and retention of underrepresented minority faculty, implementation of a minority postdoc initiative, a focus on campus climate at all levels, and the enhancement of the experience of all students. We will *enhance our engagement* goals through lifelong learning opportunities (including in the K-12 system), statewide access to UI expertise, statewide research outreach and impact, increased state economic development, and growth of alumni engagement.

- *Proposed University Curriculum Committee (Associate Provost for Undergraduate Education Tanya Uden-Holman)*

Associate Provost Uden-Holman indicated that she is working with Provost Fuentes on the possible establishment of a university curriculum committee. She noted that she has discussed this proposal with the Faculty Senate officers and with the Faculty Council and that she is still in the early stages of gathering feedback on the establishment of such a committee. Turning to the issue of why the university would suddenly need a curriculum committee after existing for so long without one, Associate Provost Uden-Holman explained that the university is at a point when forming a group that looks broadly at curricular issues would be helpful. She stressed that she is not interested in creating additional layers of bureaucracy for departments to deal with. There would be a number of benefits to having a university curriculum committee. For instance, the committee could contribute to student success by serving as a forum for discussions of

student success initiatives, as well as for discussions of an overall vision for undergraduate education at the university. Associate Provost Uden-Holman noted that the implementation of the decentralized new budget model could present some challenges. While we want to encourage innovation at the collegiate level, we also want to ensure that duplication of courses across colleges does not become an issue. The university curriculum committee could encourage colleges to collaborate before proposing new courses, to make sure that course overlap does not occur. The committee could also facilitate a more timely launch of new courses, so that bureaucratic delays do not prevent them from becoming available to students as soon as possible. Additionally, the committee could alert colleges to the potential elimination of courses that students rely on to complete their degrees in various colleges. To facilitate communication between the Graduate Council and the curriculum committee, a representative from the former could serve on the latter. Other representatives could come from shared governance. A majority of the members, however, could be faculty members without administrative roles.

President Daack-Hirsch then opened the floor for questions, emphasizing that the committee is still in the proposal stage and noting that a robust discussion had ensued at the Faculty Council meeting regarding the need for and focus of such a committee. Professor Kletzing commented that in the College of Liberal Arts and Sciences (CLAS), curriculum committees already exist on the departmental and collegiate levels, so it was still unclear to him why a university-level curriculum committee was necessary. Associate Provost Uden-Holman responded that the university-level curriculum committee would focus on course duplication across colleges and facilitate cross-college communication. Professor Carlson, as a faculty member from a small, specialized college (Law), expressed strong reservations about a university-wide curriculum committee, in which one college could potentially have veto power over the plans of another college. Associate Provost Uden-Holman responded that specialized courses in the professional colleges would likely not be reviewed by the proposed committee. Professor Carlson noted that an example he has often heard of regarding possible course duplication is that of the College of Engineering offering a calculus course specifically for engineering students, when calculus is already offered by CLAS. Associate Provost Uden-Holman commented that the calculus situation is an example of collegiate collaboration. CLAS, in consultation with other colleges, now offers math courses designed for students who plan to enter other colleges to complete their degrees.

Professor Ahmad suggested that the committee serve as an advisory body, rather than as a standing committee with authority to reject proposed courses. Professor Erdahl asked about other institutions that have similar committees. Associate Provost Uden-Holman commented that many R1 institutions have such committees, including a number of our Big Ten peers. Professor Nikolas, noting that CLAS already has a robust system for curriculum review, asked what added value the proposed committee would bring. Associate Provost Uden-Holman responded that other colleges may not have such a strong structure for curriculum review as CLAS does. This committee would ensure that robust review takes place across the university. Professor Steelman commented that, in the College of Nursing, there is also a very active curriculum committee. Approval of new courses is required from that group, as well as from the Board of Nursing. She expressed concern about adding a new layer of approval to the process, especially since the college already tries to determine if duplication of proposed new Nursing

courses exists across campus. Associate Provost Uden-Holman acknowledged those concerns. She added that she envisions the approval process to take no more than two weeks, if potential duplication is not detected.

Professor Lang raised concerns about additional work generated by the proposed committee for the already over-burdened CLAS collegiate curriculum review committee, particularly since CLAS proposes many new courses each year. Associate Provost Uden-Holman commented that, for colleges in which a robust approval process already exists, there is no need to duplicate efforts; instead, it would be a matter of identifying where gaps in the review and approval process might exist and filling those gaps. Professor Barker commented that if the university curricular committee envisioned its role as one of service to the colleges, then the committee might be looked upon more favorably by faculty. Professor Elangovan suggested that the committee meet on an as-needed basis, rather than regularly. He also expressed concern about the approval process for highly specialized courses. Associate Provost Uden-Holman commented that such courses would likely have an expedited review process, if they are even reviewed at all, especially if those courses are required by an accreditor. Professor Treat cautioned against second-guessing the work of the departmental and collegiate curriculum committees. She noted that these groups put much diligent effort into developing and approving new courses. In conclusion, Associate Provost Uden-Holman indicated that she planned to share the proposal for the new committee with the Council of Deans. She intended to follow up with the Senate officers at that point.

- *Center for Teaching Update (Anna Flaming, Associate Director)*

Dr. Flaming informed the Senate that the Center for Teaching is beginning its 24<sup>th</sup> year as a Board of Regents-approved UI center under the Provost's Office. Since 2014, the Center has been part of the Office of Teaching, Learning, & Technology, which reports to the Chief Information Officer. The mission of the Center is to advance teaching and learning excellence to promote a university culture that values and rewards exceptional teaching. The Center employs six fulltime staff members who are scholar/practitioners focused on professional development related to teaching and learning. Staff do confidential, one-on-one, voluntary consultations on any aspect of teaching and learning. Additionally, the Center sponsors a variety of activities, such as faculty learning communities, workshops, and multi-day institutes. At the institutional level, Center staff are involved with strategic planning related to teaching and learning through, for example, the Path Forward initiative, the General Education Curriculum Committee, and the First Gen Task Force. Located on the second floor of the University Capitol Centre, the Center partners with faculty and administrators across all colleges.

- *Theme Semester (Associate Provost for Outreach & Engagement Linda Snetselaar and Chuck Swanson, Executive Director, Hancher Auditorium)*

Associate Provost Snetselaar reminded the group that for the past several years, the university has been sponsoring theme semesters during the spring. The spring 2020 theme is *Flow Together*, focusing on Iowa's rivers and streams and including several elements, one of which is the 100<sup>th</sup> anniversary of the establishment of IIHR – Hydroscience & Engineering, a university institute dedicated to flow research. Events in various communities around the state will celebrate Iowa's rivers and waters. Equally important, the theme of *Flow Together* also

involves a sense of “unification through our examination of how the flow connects us.” She encouraged senators to include some aspect of the *Flow Together* theme in their courses next spring. More information about the theme semester can be found at <https://theme.uiowa.edu/>.

Executive Director Swanson then informed senators about an upcoming celebration August 14-16, *The Big Splash!*, a culminating event for the *Flow Together* theme semester. Recalling former UI President Sandy Boyd’s description of Hancher Auditorium as the largest classroom on campus, Executive Director Swanson commented that the Hancher staff very much enjoy working with faculty across campus to enrich the educational experience of students. The idea for *The Big Splash!* arose several years ago, when Professor Larry Weber approached Executive Director Swanson about planning a celebration for the 100<sup>th</sup> anniversary of the IIHR-Hydroscience & Engineering in 2020. The plans have now grown to involve IIHR, Hancher, the College of Engineering, the City of Iowa City, the Convention & Visitors Bureau, the Downtown Association, and the Summer of the Arts. Featured events of the celebration will include performances by high-wire artists The Flying Wallendas and a dance-theatre company, as well as a water parade of fantastic floats. Executive Director Swanson encouraged all to attend this memorable celebration.

- *Office of the Vice President for Finance & Operations Review Report (Joe Yockey, Chair, Review Committee)*

President Daack-Hirsch explained that the Faculty Senate is charged with reviewing the central administrative units on a regular basis. Lately, the Senate has fallen behind in its review schedule, but is now catching up. The review of the Office of the Vice President for Finance & Operations began last fall and concluded in the spring. The full schedule of reviews can be found on the Faculty Senate website, <https://uiowa.edu/facultysenate/about/administrative-reviews>. President Daack-Hirsch noted that the reviews provide faculty with the opportunity to give input on how the central administrative units function in the university as it relates to faculty’s mission of teaching, research, and service.

Vice President Yockey, who served as the chair of the review committee, noted that the review had two components, a review of the Office and a review of the top official. The review report of the former becomes a public document, housed on the Faculty Senate website, while the review report of the latter remains a confidential personnel document provided to President Harreld only. Vice President Yockey listed the members of the committee, all faculty members: Ramji Balakrishnan (Business), Barbara Eckstein (Liberal Arts and Sciences), Megan Foley Nicpon (Education), Alicia Gerke (Medicine), and Lia Plakans (Education). The external reviewer was Brian Burnett, Senior Vice President for Finance and Operations, the Chief Financial Officer, and Treasurer for the University of Minnesota. During the course of the review, the committee conducted 14 interviews with senior Finance and Operations leaders and distributed two surveys, one to staff and administrators (associate deans, collegiate budget officers) who regularly interact with Finance and Operations and one to all faculty with appointments of 50% or greater.

The review committee put forth 11 recommendations, Vice President Yockey indicated. One of these recommendations called for improved communication between the Office of Finance

and Operations and the Campus Planning Charter Committee. The two entities had once worked closely together, but in recent years the charter committee had been marginalized. As a result of the review, that relationship has been revived and is now flourishing. The charter committees are an essential part of shared governance and serve as a mechanism for faculty, staff, and students to provide input to central administrators. Vice President Yockey encouraged senators to review the report after it is posted on the Senate website and contact him with any questions or concerns. Because the Office of Finance and Operations is so large, the report takes a very high-level view, but nonetheless offers constructive feedback to the Office. Professor Kletzing asked about the fate of the Faculty Staff Budget Committee. Vice President Yockey explained that this committee suspended its work following the implementation of the new budget model. The new central service advisory committees have largely taken over the role of the Faculty Staff Budget Committee for now.

- *Catastrophic Leave Donations Policy (Sandy Daack-Hirsch)*

President Daack-Hirsch reminded senators that she had sent a draft revised version of the policy and an explanation of the proposed changes to them electronically prior to the meeting.

Professor Pizzimenti moved and Professor Lang seconded that the revised Catastrophic Leave Donations Policy be approved.

Professor Carlson asked for clarification regarding how an employee's eligibility for leave to care for an ill or injured family member would be established. President Daack-Hirsch responded that the definition of a "catastrophic illness or injury" remains the same in this policy as in other university policies. The determination whether an illness or injury is *catastrophic* is made by a physician. Referring to the passage in the policy that states, *...the condition is likely to result in a loss of 30 or more workdays*, Professor Stapleton asked if these 30 days had to occur in one block or if they could be spread out over time. President Daack-Hirsch responded that it is the physician's determination that the illness or injury has the potential to result in the loss of 30 or more workdays.

The motion carried unanimously.

- *UI Chapter of the American Association of University Professors (AAUP) Update (Loren Glass, President)*

Professor Glass introduced himself to the group as the new president of the UI Chapter of the American Association of University Professors (AAUP). He indicated that he intended for his tenure as president to be characterized by cooperation between the Faculty Senate and the UI Chapter. He noted that the missions of the two groups do not conflict. He explained that the AAUP's mission is *to advance academic freedom and shared governance; to define fundamental professional values and standards for higher education; to promote the economic security of faculty, academic professionals, graduate students, post-doctoral fellows, and all those engaged in teaching and research in higher education; to help the higher education community organize to make our goals a reality; and to ensure higher education's contribution to the common good.*

Commenting that higher education has been under threat for some time, Professor Glass listed drastic defunding by state legislatures, attacks on science and scientific method, disregard for academic freedom and professional expertise, and rising ethno-nationalism as particular concerns. He added that only the AAUP is positioned to respond to these threats with a coherent national strategy based on the organization's stated mission. He encouraged senators to join the AAUP, the power of which lies in its membership. Regarding differences between the AAUP and the Faculty Senate, Professor Glass noted that the Senate works from the inside of the university, cooperating with the administration. The AAUP, however, can exert outside pressure in instances when the administration may violate principles of academic freedom, shared governance, or due process, or the university's own policies. Professor Glass added that another benefit of AAUP membership is the opportunity to learn about developments at other institutions and in other states, thereby reducing a sense of isolation. He then informed the group about a presentation by the chair of the national AAUP's Committee on Academic Freedom and Tenure to take place tomorrow on campus. The presenter, Professor Henry Reichman, has written a book, *The Future of Academic Freedom*.

- *President's Report (Sandy Daack-Hirsch)*

President Daack-Hirsch reminded the group that the annual Faculty Council/Administrative Retreat took place on August 20. The UI president, provost, and several deans joined the councilors for a discussion of our shared governance committee structure. There has been some overlap recently between our established charter committee system and the new committees that have arisen out of the strategic planning process and the implementation of the new budget model. A discussion of diversity, equity, and inclusion as it relates to faculty recruitment and retention also occurred at the retreat. President Daack-Hirsch intends to spend time in future meetings focusing on these two important topics.

Regarding the proposed second health care plan option that had generated concern among senators last spring, President Daack-Hirsch reported that the administration has decided to move ahead with the implementation of the second plan. Senators will hear more about the roll out of this second plan at the next Senate meeting.

Two more forums on the proposed public-private partnership for the UI utilities system will be held next week.

Provost Fuentes has opened an internal search for an Associate Provost for Faculty. Kevin Kregel previously served in this role, but he has recently been appointed Executive Vice Provost and Senior Associate Provost for Faculty. Vice President Yockey is serving on this search committee. College of Nursing Associate Dean for Faculty Keela Herr is chairing the committee.

In order to facilitate informal networking among faculty, the Senate officers are inviting their Senate colleagues to join them at the Thursday Nights at Hancher, on every fourth Thursday of the month, 5:00-7:00 pm, in the Stanley Café. And, the Faculty Senate now has a Twitter account, @IowaFacSen, to help spread the word about Senate news and faculty achievements.



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

V. Announcements

- The next Faculty Council meeting will be Tuesday, October 15, 3:30-5:15 pm, University Capitol Centre 2520D UCC.
- The next Faculty Senate meeting will be Tuesday, October 29, 3:30-5:15 pm, Senate Chamber, Old Capitol.

VI. Adjournment – Professor Treat moved and Professor Vigmostad seconded that the meeting be adjourned. The motion carried unanimously. President Daack-Hirsch adjourned the meeting at 4:50 pm.