

FACULTY COUNCIL
Tuesday, August 30, 2022
3:30 – 5:15 pm
Executive Boardroom (2390), University Capitol Centre

MINUTES

Councilors Present: D. Anderson, A. Brian, N. Brogden R. Curto, N. Greyser, J. Gutierrez, B. Janssen, L. Joseph, T. Mangum, M. McQuistan, J. Sa-Aadu, A. Shibli-Rahhal, E. Welder.

Officers Present: E. Gillan, T. Marshall, A. Rodríguez-Rodríguez, C. Sheerin.

Councilors Excused: L. Durairaj, E. Hill, M. Santillan.

Councilors Absent: None.

Guests: M. Gardinier (Emeritus Faculty Council), L. Geist (Office of the Provost), J. Jarnagin (*Daily Iowan*), J. Jollay (*Daily Iowan*), A. Stapleton (Instructional Faculty Policy Review Committee), D. Witt (Faculty Policies and Compensation Committee), L. Zaper (Faculty Senate Office).

I. Call to Order – President Rodríguez-Rodríguez called the meeting to order at 3:30 pm.

II. Approvals

- A. Meeting Agenda – Professor Janssen moved and Professor Anderson seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Council Minutes (April 12, 2022) – Professor Shibli-Rahhal moved and Professor Brian seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (September 13, 2022) – President Rodríguez-Rodríguez indicated that more items would likely be added to the agenda prior to the Senate meeting. Professor Brian moved and Professor Mangum seconded that the draft agenda be approved. The motion carried unanimously.
- D. Committee Appointments (Ed Gillan, Chair, Committee on Committees) – Vice President Gillan commented that vacancies arise when the Committee on Committees is unable to fill all vacancies at its annual meeting or when faculty members resign from their committee seats before their terms expire. Professor McQuistan moved and Professor Shibli-Rahhal seconded that the committee appointments be approved. The motion carried unanimously.
 - *The full list of appointments is appended to these minutes.*

III. New Business

- *Introductions*

At this first Faculty Council meeting of the academic year, Councilors introduced themselves and briefly described their teaching and research endeavors.

- *Instructional Faculty Track Review Committee Report (Caroline Sheerin and Anne Stapleton, Co-chairs)*

President Rodríguez-Rodríguez explained that an interim version of this report had been presented to the Council and the Senate in the spring by the co-chairs, who had returned today to present the final version of the report. She added that only minor changes have been made to the report since the spring. Secretary Sheerin began the presentation, indicating that both she and the other review committee co-chair, Professor Anne Stapleton, are instructional-track faculty members. Years ago, they worked together on the Lecturers Committee, which produced a report that informed the creation of the instructional-track faculty policy. The policy provided for a review five years after implementation. In Fall 2021, the review committee, comprised of faculty members of all tracks, began its work. Three charges to the review committee were embedded in the policy; the review was to examine the *effect of this policy on the number of tenure-track, tenured, clinical, and adjunct faculty relative to instructional-track faculty at the University and in individual colleges; the effect of this policy on the composition of Faculty Senate, Faculty Senate committees, and University committees; and the instructional faculty dispute procedures in Operations Manual III.10.11h*. Additional areas of review were identified by the committee: *titles and ranks, length of term, roles, review and promotion, and morale*. As part of the review, Secretary Sheerin continued, the committee sent out a survey to all faculty members on the instructional track. Committee members also interviewed deans or their designees and conducted a review of peer institutions' policies.

The first set of report recommendations that Secretary Sheerin presented was concerned with the instructional-track faculty (ITF) policy's dispute resolution procedures. [The instructional track is covered by dispute resolution procedures that are exclusive to its track and are included in the ITF policy; the tenure, clinical, and research track are covered by a separate set of dispute resolution procedures.] The review committee advocated for a longer period of notice for non-renewal of contracts: three months for probationary faculty and six months for all other faculty. Only Associate Professors of Practice/Instruction and Professors of Practice/Instruction have access to a peer review panel; the committee advocated for all ITF, except those in a probationary period, to have access to a peer review panel, rather than the administrative review procedures currently in place. The current timing of the review process allows for a longer initiation and response period for the university than for the grievant. The committee recommended that the initiation and response period for both be equal at 20 days. Lastly, the review committee recommended that the process of forming the peer review panel be clarified and that those appointed to the panel be familiar with ITF. Processes may need to differ slightly among colleges.

Continuing the presentation, Professor Stapleton commented that she had found the cross-campus collaborative experience of serving on the review committee to be valuable and

rewarding. Turning to the effect of the establishment of the instructional track on tenured and other faculty, Professor Stapleton indicated that the perceived potential negative impact did not, in fact, materialize. She displayed a graph showing that, as the number of ITF grew, the number of lecturers on fixed-term appointments fell, suggesting that the growth of the former group was fueled by members of the latter group switching tracks. Further proof of this change could be found in a chart showing that 9.77% of all faculty were fixed-term lecturers in 2016, while 9.96% of all faculty were ITF in 2021. In 2021, the percentage of faculty who were fixed-term lecturers had fallen to 0.18%. Professor Stapleton noted that while the percentage of faculty on the tenure track did indeed decline between 2016 and 2021, this is the continuation of a downward trend that existed before the creation of the instructional track. Meanwhile, the numbers of tenured and tenure-track faculty on the Faculty Senate and on charter, university, and Senate committees has remained steady. Professor Stapleton further explained that the policy currently limits ITF representation in the Faculty Senate to 10% of the collegiate delegation or one senator, whichever is greater. Survey results indicated that the majority of ITF found this cap inappropriate. The current cap has created a situation in which ITF are severely underrepresented in proportion to their percentages in several colleges. Thus, the review committee recommended that the 10% cap be eliminated or that it be adjusted to reflect the percentage of ITF in each college. The review committee also advocated for strengthening policy language to integrate ITF more fully into the university mission. These recommendations support the objective stated in the policy (10.11.j.) *to integrate instructional faculty into faculty governance, to stimulate innovation and collaboration in their teaching and other endeavors, to promote diversity and inclusion among their ranks and to protect their academic freedom.*

Moving on to *titles and ranks*, Professor Stapleton noted that ITF titles are not congruent with titles for other ranks. Also, definitions and qualifications listed in the current policy cause confusion, especially when trying to distinguish between *Professor of Instruction* and *Professor of Practice*. To address these two concerns, the review committee recommended changing the title of *Lecturer* to *Assistant Professor of Instruction/Practice* and to clarify the distinction between *Professor of Instruction* and *Professor of Practice*. Regarding *length of term*, ITF would like to have longer contract term lengths and more stability in their appointments. Currently, an ITF can be promoted to any level yet still receive only a three-year contract. The review committee recommended lengthening terms to reflect the title associated with each level of promotion: three-year appointments at the assistant level, five-year appointments at the associate level, and five- to seven-year appointments at the professor level. Exceptions would be allowed for the probationary period.

Moving on to *roles*, Professor Stapleton continued, noting the report's recognition that while ITF fill invaluable roles at UI, portfolios and instructional delivery models vary widely across colleges. Additionally, ITF with heavy teaching loads (eight courses per year is not uncommon) find little time for service or professional productivity. Moreover, these two categories overlap and create confusion. Service and professional productivity are also difficult to access because of limitations in opportunity, time, and funding. The committee recommended that the policy preamble's language be changed to reflect the valuable contributions of ITF, that the sections on *Definitions* and *Role* be revised to recognize different instructional models, and that policy wording about service expectations be clarified or eliminated to avoid confusion.

Secretary Sheerin addressed the issue of *review and promotion*, explaining that, because ITF promotion policies and procedures vary across colleges, the review committee did not provide recommendations, but urged colleges and departments to examine their policies and procedures. Survey feedback indicated that colleges were not staying within the boundaries of the university policy, but the review committee did not undertake an independent verification of those claims. As for *morale*, Secretary Sheerin emphasized that survey responses indicated that ITF are demoralized and have been even before the pandemic. She commented that implementation of the report recommendations would serve to boost morale. A number of the recommendations (e.g., regarding titles or Faculty Senate representation) do not even require financial resources for implementation. ITF do not feel heard, Professor Sheerin observed. She concluded by expressing hope that the Senate would give serious consideration to the report's recommendations.

President Rodríguez-Rodríguez thanked the co-chairs and the entire review committee for their outstanding and thorough work on the review. Professor Curto asked why the initial decision was made to use the term *Lecturer* rather than *Assistant Professor of Instruction/Practice*. Vice President Gillan noted that, prior to the establishment of the instructional track, the title *Lecturer* was widely used for those who eventually ended up on the new track. The *Lecturer* title was likely retained for continuity. Past President Marshall added that UI wanted to maintain consistency with peer institutions that commonly used this title for their ITF. Professor Stapleton commented that switching to *Assistant Professor of Instruction/Practice* would eliminate confusion between ITF and the university's remaining fixed-term faculty, some of whom use the title of *Lecturer*.

Professor Brian reiterated thanks to the review committee for their excellent work. She asked what the next steps would be now that the review is completed. President Rodríguez-Rodríguez responded that, once the report is also received by the Senate, the follow-up work will begin. The Senate officers will analyze the recommendations and bring them back to the Council and Senate for discussion. It will need to be determined which recommendations the Senate alone could move toward implementation and which ones would require collaboration with administrators. The Faculty Senate's Faculty Policies and Compensation Committee would also need to become involved in the process, Vice President Gillan added.

Professor Janssen commented that her college may soon hire its first ITF, so the report should be made widely available, to guide faculty recruitment as well as development of collegiate policies and procedures. Vice President Gillan observed that the ITF policy was created as an experiment; the policy drafters looked at current practice and tried to codify it. Five years later, we have the opportunity to look at what is and what is not working well with the instructional track and make improvements to the track. President Rodríguez-Rodríguez noted that it will be important to establish communication with the colleges, because collegiate policy implementation can vary within the bounds of the university-wide policy. Vice President Gillan added that the university-wide policy sets forth minimum requirements, which the colleges can adapt for their specific circumstances. Procedure documents have also been developed by the university and the colleges, but the committee did not consider those documents as part of the review, Secretary Sheerin pointed out.

Professor Brogden moved and Professor Anderson seconded that the Faculty Council acknowledge receipt of the report of the Instructional Faculty Policy Review Committee, thank the review committee members for their extensive work, and allow the Faculty Senate officers to explore potential next steps. The motion carried unanimously.

Councilors gave the committee members a round of applause. Professor Stapleton commented that ITF are proud of the work that they do and that the ITF policy enhances a well-defined and rewarding career path. The instructional track benefits the entire university, she added. She also thanked Past President Marshall for her support of the review committee's work during the previous year and drew the Council's attention to the list of review committee members on pages 4-5 of the report. President Rodríguez-Rodríguez emphasized the essential role that ITF play in the university's critical mission of teaching.

- *Faculty Council/Administrative Retreat Follow-up Discussion (Ana Rodríguez-Rodríguez)*

Prior to beginning a discussion of the topics featured at the August 17 retreat, President Rodríguez-Rodríguez gave a brief presentation about the Faculty Senate and Faculty Council, for the benefit of the numerous new Councilors. She explained that the approximately 80 members of the Faculty Senate are elected from all of the colleges. The Senate is the representative and deliberative organization of the UI faculty and serves as the principal channel of communication between the faculty and the central administration. President Rodríguez-Rodríguez observed that the Senate is one of the few places where faculty members can come together from across campus to discuss issues of mutual concern. Vice President Gillan noted that since the number of Senators is relatively fixed, colleges lose and gain representatives in proportion to the losses and gains of other colleges. President Rodríguez-Rodríguez continued, explaining that the Faculty Council, comprised of approximately 20 members elected from the Senate, is the administrative agency of the Senate. Council meetings are in addition to the Senate meetings and usually take place 2-3 weeks before Senate meetings. Because of its smaller size, the Council is a good venue for more in-depth discussions of current issues.

Aside from running the Council and Senate meetings, the Faculty Senate President, along with the other officers, participates in numerous meetings with central administrators and with other shared governance leaders. The officers also attend the meetings of several Senate committees as ex-officio members. The Faculty Senate President and Vice President are invited to attend meetings of the Board of Regents, State of Iowa. Other invitations to the officers often arise, such as to meet with candidates for central administrative positions, to participate in conversations about a variety of current university issues, and to speak with faculty members who wish to raise concerns. President Rodríguez-Rodríguez then displayed lists of Faculty Senate, Charter, and Non-Charter Committees. The activities of all these committees [are described](#) on the Faculty Senate website. An online committee membership recruitment drive takes place early in the spring semester. Other committees arise on an ad hoc basis. President Rodríguez-Rodríguez and Vice President Gillan urged Councilors to increase their involvement in shared governance through participation in any of these committees.

Turning to the Faculty Council/Administrative Retreat, President Rodríguez-Rodríguez thanked all those Councilors who were able to attend. She commented that the retreat was a forum to discuss important issues; however, after a full day of panels, there was little time left

for an overarching discussion of the issues raised during the event. President Rodríguez-Rodríguez then requested that the Councilors gather in small groups to talk to each other about the retreat topics, as well as about current concerns in their colleges.

Several of the groups reported on their conversations. Professor Shibli-Rahhal commented that it has been a long two years in the Carver College of Medicine (CCOM). She and her colleagues have been so busy with the pandemic that they are only now able to understand the stress that they have been under and to mourn the losses that they have suffered. The national climate has also been a source of intense pressure, while shortages of nursing and other health care personnel have left faculty members stretched very thin. The college's new compensation model is often a source of frustration. For all of these reasons, morale is trending lower in the college. President Rodríguez-Rodríguez urged CCOM faculty to bring their concerns to the attention of the Faculty Senate officers; this is the first step in finding solutions. Professor McQuistan commented that her group had discussed the retreat panels. The group had found the panels that touched on student mental health particularly interesting, especially the advice to faculty on differentiating students in crisis from students in temporary distress. Secretary Sheerin observed that mental health had not been the intended sole topic of the student panel, but that the student panelists had chosen to focus their remarks primarily on mental health. This is evidence of the great importance of the issue on campus. Professor McQuistan noted that her group had also talked about recruitment and retention issues across colleges. She added that Councilors were glad that so many deans attended the retreat; seeing the deans actively participating made faculty feel supported. Professor Joseph suggested that an update on the university's strategic plan, especially as it relates to faculty retention, be provided at next year's retreat. Professor Brogden emphasized that, while student mental health is extremely important, faculty mental health needs to receive widespread attention, as well.

Professor Mangum commented that, reflecting on the campus resources described at the retreat, her group had discussed how difficult communication can be for a university of this size. The group members had noted that many resources exist across campus, but making people aware of them is a challenge. Perhaps there could be central online locations for information about different types of resources. Observing that issues involving diversity, equity, and inclusion (DEI) had been included in the retreat's topics, but only as the focus of a panel devoted solely to DEI, Professor Mangum suggested that this year we strive intentionally and carefully to examine implications for DEI throughout all of the topics that we discuss. President Rodríguez-Rodríguez thanked the groups for sharing their thoughts and urged Councilors to feel free to contact the Senate officers with any additional concerns.

- *President's Report (Ana Rodríguez-Rodríguez)*

President Rodríguez-Rodríguez reported that the candidates for the position of Vice President for Medical Affairs and Dean of the Carver College of Medicine have been visiting campus last week and this week. She is representing Faculty Senate at the candidates' meetings with shared governance leadership. President Rodríguez-Rodríguez has been asked to provide the search committee with comments on all of the candidates. She invited Councilors who have had the opportunity to interact with or observe the candidates to share their feedback with her so that she can incorporate it into her own comments.

After a long pause due to the pandemic, the [central administrative reviews](#) required by the Operations Manual will resume, President Rodríguez-Rodríguez indicated. The first to take place will be the review of the Office of the Vice President for Research. Past President Marshall will chair the review committee.

- *Executive Session: Upcoming Policy Discussions (Ana Rodríguez-Rodríguez and Ed Gillan)*

Professor Janssen moved and Professor Brian seconded that the Faculty Council move into executive session, inviting Faculty Senate Faculty Policies and Compensation Committee Chair Professor Witt to remain in the room. The motion carried unanimously.

Councilors learned about and discussed faculty-related policies expected to come before the Council and Senate this year.

Professor Janssen moved and Professor Brogden seconded that the Faculty Council move out of executive session. The motion carried unanimously.

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

V. Announcements

- The next Faculty Senate meeting will be Tuesday, September 13, 3:30 – 5:15 pm, Senate Chamber, Old Capitol.
- The next Faculty Council meeting will be Tuesday, October 11, 3:30-5:15 pm, Executive Boardroom (2390), University Capitol Centre.

VI. Adjournment – Professor Brogden moved and Professor Shibli-Rahhal seconded that the meeting be adjourned. The motion carried unanimously. President Rodríguez-Rodríguez adjourned the meeting at 5:20 pm.

Appendix

Committee Appointments

Faculty Senate Committees

Carolyn Colvin (Teaching & Learning) to fill a vacancy on the Committee on Elections, 2022-23

Anita Jung (Art & Art History) to fill a vacancy on the Committee on Elections, 2022-25

Lori Adams (Biology) to the Faculty Policies and Compensation Committee, 2022-25

Kay Hegarty (Accounting) to the Faculty Policies and Compensation Committee, 2022-25

Umang Gupta (Pediatrics) to the Governmental Relations Committee, 2022-25

Marcelo Correia (Internal Medicine) to the Governmental Relations Committee, 2022-25

Caroline Sheerin (Law) to fill a vacancy on the Rules and Bylaws Committee, 2022-25

Richard Fumerton (Philosophy) to fill a vacancy on the Rules and Bylaws Committee, 2022-25

Brandi Janssen (Occupational & Environmental Health) to fill a vacancy on the Rules and Bylaws Committee, 2022-25

Charter Committees

Scott Spak (School of Planning & Public Affairs) to fill the unexpired term of Leonel Vasquez (Radiology) on the Campus Planning Committee, 2022-24

Theresa Bechtel (Nursing) to fill a vacancy on the Sustainability Charter Committee, 2022-25

Damani Phillips (Music) to fill the unexpired term of Leonel Vasquez (Radiology) on the Hancher Auditorium Advisory Committee, 2022-23

Micah Bateman (School of Library and Information Science) to fill the unexpired term of Fatima Toor (Electrical & Computer Engineering) on the Information Technology Advisory Committee, 2022-25

Non-Charter and University Committees

Todd Pettys (Law) to fill the unexpired term of Ain Grooms (Educational Policy & Leadership Studies) on the Presidential Committee on Athletics, 2022-26

Meenakshi Sambharia (Internal Medicine) to fill the unexpired term of Sohit Kanotra (Otolaryngology) on the Conflict of Interest in Employment Committee, 2022-23

Erin Nelson (Management & Entrepreneurship) to fill the unexpired term of Aisha David (Family Medicine) on the Non-Resident Classification Review Committee, 2022-23

Faculty Council

Amber Brian (Spanish & Portuguese) to replace Claire Fox (English) on the Faculty Council, Fall 2022

Faculty Senate

Emilie Destruel (French & Italian) to replace Claire Fox (English) on the Faculty Senate, Fall 2022

Vitor Lira (Health & Human Physiology) to fill the unexpired term of Sara Mason (Chemistry) on the Faculty Senate, 2022-25

Donald Macfarlane (Internal Medicine) to fill a vacancy on the Faculty Senate, 2022-25

Amy Lesch (Pediatric Dentistry) to fill the unexpired term of Ain Grooms (Educational Policy & Leadership Studies) on the Faculty Senate, 2022-23