

FACULTY COUNCIL
Tuesday, March 7, 2023
3:30 – 5:15 pm
Executive Boardroom (2390), University Capitol Centre

MINUTES

Councilors Present: D. Anderson, N. Brogden, R. Curto, L. Durairaj, C. Fox, N. Greyser, J. Gutierrez, L. Joseph, M. Kivlighan, 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: B. Janssen.

Councilors Absent: E. Hill, M. Santillan.

Guests: L. Geist (Provost’s Office), 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 – President Rodríguez-Rodríguez noted that a change to the agenda had been made after it was sent out – the DEI Roundtable was moved to Executive Session. Professor Mangum moved and Professor McQuistan seconded that the revised agenda be approved. The motion carried unanimously.
- B. Faculty Council Minutes (January 24, 2023) – Professor Shibli-Rahhal moved and Professor Kivlighan seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (March 28, 2023) – Professor Fox moved and Professor Mangum seconded that the draft agenda be approved. The motion carried unanimously.
- D. Committee Appointments (Ed Gillan, Chair, Committee on Committees)
 - *None at this time*

III. New Business

- *Council Roundtable (All Councilors)*

President Rodríguez-Rodríguez reminded the group that she had sent out an email message requesting that Councilors bring to the meeting their collegiate concerns, along with any comments they have heard from faculty colleagues that they thought would be important for us all to be aware of. She had also requested that Councilors share with the group any positive things that are going on or have happened lately in their colleges. President Rodríguez-Rodríguez noted that holding the roundtable now would allow for issues to be addressed prior to the summer break.

Professor Shibli-Rahhal (Medicine) began the roundtable by commenting on concerns about a proposed change to the collegiate faculty compensation model. If implemented, the new model would heavily focus on productivity. An emphasis on revenue-generating activity, however, has the potential to discourage faculty members from putting effort into teaching and non-funded research. A positive result of the new model, if implemented correctly, would be to raise the base pay of junior faculty members to a level more competitive nationally. Over time, Professor Shibli-Rahhal observed, some senior faculty members have accrued high salaries but no longer have the productivity to support those high salaries. It is possible that some mid-career faculty members, who remain productive and whose salaries are rising, could also see their salaries lowered by the proposed new model. Retention of mid-career faculty members might be difficult under these circumstances. Recruitment could certainly become harder if departments are unable to tell potential new faculty members what their salaries are going to be. In response to a question regarding which faculty tracks might be most affected by the new compensation model, Professor Durairaj commented that clinical-track faculty might need to increase their productivity to maintain their base salaries. Another source of concern for collegiate faculty is the expansion of UIHC into a new facility in North Liberty. With staffing pressures (especially among nurses) already evident in the current facilities, operating an additional new facility will be challenging.

Professor Welder (Medicine) commented that pressure for faculty members to become more productive could end up impacting time set aside for breastfeeding. She added that the current political climate is also distressing for faculty members in her college, with the future possibility of physicians facing prosecution for providing referrals and certain types of care. On a more positive note, she commented that the public service loan forgiveness program has been centralized on campus through the Benefits Office, providing welcome consistency throughout departments and thus contributing to recruitment and retention efforts. President Rodríguez-Rodríguez inquired about the general mood in the college surrounding the search for the new Vice President for Medical Affairs (VPMA) and Dean. Professor Shibli-Rahhal commented that there is some excitement in the college regarding the search, not least because numerous vacancies among department chairs and division heads will be much easier to fill once the VPMA has been named. Professor Durairaj added that it is unlikely that the new VPMA will be able to make dramatic changes because UIHC is a state institution bound by many different rules. Recruitment in general can be difficult for the college, because of the lower pay scale for physicians and a location far from urban centers.

Professor Curto (Liberal Arts and Sciences) commented that in her college, job security for instructional-track faculty (ITF) has emerged as an important issue over the past few years. There have been incidences of contract non-renewals and renewals for one year only. She acknowledged that the review report on the instructional track has made recommendations that address some of these concerns and she emphasized the importance of increasing the notice period for non-renewal. She added that many ITF do not feel that they can safely speak out about their situations. Another source of concern for faculty is the potential impact on programs and progress related to diversity, equity, and inclusion (DEI) if a ban on such programs is passed by the Iowa legislature. Professor Mangum (Liberal Arts and Sciences) praised the collegiate dean for the quality of her organizational thinking. The dean has created an admirable

advancement structure as well as professional development opportunities for staff in the college. Professor Mangum continued, noting that at UI, and across the country, humanities departments face challenges arising from increased expectations for career-focused education and escalating skepticism of the value of a humanities degree. Faculty in fields such as English, history, and languages are left to wonder if their departments will eventually transform into service departments teaching only general education requirements or if these fields will remain serious intellectual disciplines in which new scholarship is supported. It is important for humanities faculty to become more persuasive to the public and to internal constituencies about the value of the humanities. Support from faculty in the sciences and the professional colleges is crucial in this task. Professor Mangum added that humanities and social sciences departments need to be more creative about introducing students to potential careers.

Professor Sa-Aadu (Business) commended the dean's leadership for recent progress made in his college. He singled out the dean's efforts related to ITF. The differences between *professor of practice* and *professor of instruction* have now been clarified. Even more importantly, ITF are fully accepted by and integrated into the college. His department, for example, has one committee responsible for recruiting faculty members from all tracks. Professor Sa-Aadu also noted that the college has come to embrace DEI more fully, partly through the efforts of a collegiate DEI committee, but also through leadership from the dean. He expressed the view that, overall, the college is more harmonized than ever before.

Professor Anderson commented that the accreditors for her college (Law) are coming for a site visit in October. Collegiate faculty are busy preparing a self-study in advance of the visit, giving faculty members an opportunity to think critically about all aspects of the college (curriculum, students, facility, structure). Professor Anderson continued, noting that a female student had posted a poem about her experiences feeling marginalized in the classroom, thus sparking a worthwhile and overdue conversation among students and faculty. Secretary Sheerin (Law) noted that *U.S. News & World Report* has recently changed its ranking metrics for schools of law, in ways that are likely to negatively impact UI. For example, rates of passage of the bar exam will be more heavily weighted than job placement. This has been a significant source of stress for collegiate faculty because the UI College of Law is one of the colleges for which national rankings are extremely important. A drop in ranking could impact recruitment of faculty and students, and lead to alumni dissatisfaction. Shifting the weight of various metrics makes it difficult for the college to know where to place its emphasis and resources, Secretary Sheerin added.

Professor Brogden indicated that her college (Pharmacy) is also beginning a self-study in preparation for a site visit. Monitoring of the college's new building is standard procedure for the accreditation process. More concerning to faculty is a decline in board exam passage rates among students. The cause for the decline is still unclear, but faculty are having productive conversations about curriculum modifications that will remedy students' deficiencies in problem areas. For the first time in the college, recruitment of ITF is underway, with the teaching focus of the newly-hired ITF to be on these problem areas. Tenure-track faculty are also being recruited and several current faculty members have recently obtained large grants. A first-generation

student has received a major fellowship, as well. Regarding the new collegiate building, state funds have been secured to complete construction on the sixth floor.

Professor Joseph commented that her college (Nursing) has been on a quest to build more community. As part of this effort, two new divisions will be launched, acute care and community. While there is some skepticism among faculty, the hope remains that the new structure will lead to an improved sense of community and stronger relationships. Professor Joseph continued, noting that the workload for collegiate faculty has accelerated. Nationwide, and in the college, there is limited capacity for nursing students. The college has turned to a holistic admissions process (involving essays and interviews, not just GPA and standardized test scores) recently and it has required the efforts of all faculty to evaluate the most recent pool of applicants. Enrollment management is another source of increased workload for collegiate faculty. For example, if the college begins admitting more students, faculty members will need to find more practicum placements for them. And, the college is conducting an in-depth restructuring of its curriculum to align with new competency-based standards issued by the American Association of Colleges of Nursing. Keeping collegiate faculty engaged with this increased workload can be challenging, she concluded.

Professor Kivlighan (Education) noted that collegiate faculty are pleased that the dean has implemented a multi-year initiative focusing on faculty wellness, flourishing, and satisfaction. He acknowledged that collegiate faculty are concerned about the DEI-related state legislative proposals emerging this year. There is currently a lack of clarity about what this proposed legislation might require from faculty, particularly in the Department of Teaching and Learning.

Professor McQuistan (Dentistry) observed that the college's new dean has been in office for about a year. At this point, there have not been major changes to the college. The dean, who spent most of his career here before leaving for another institution, is engaged in gathering feedback on what is and is not working well in the college. He has been supportive of an initiative to establish a collegiate faculty shared governance body. Past President Marshall (Dentistry) has been instrumental in the creation of this body. Professor McQuistan added that the college has experienced considerable faculty turnover lately, particularly with senior faculty retiring, but also with some junior faculty leaving. Several department chair positions remain unfilled. New dental schools have been opening across the country, so dentistry faculty are in high demand nationally. She continued, noting that the college's accreditation review will be coming up in the next few years, so the curriculum is undergoing increased scrutiny. And, collegiate faculty have recently found much success in obtaining research grants.

President Rodríguez-Rodríguez thanked Councilors for sharing information about their colleges. She observed that there are many differences among colleges – for example, the selection processes and terms for departmental executive officers – and therefore these roundtable discussions help Councilors understand the challenges faculty face across campus.

- *Faculty Dispute Procedures Update (Ed Gillan)*

Vice President Gillan indicated that he, Doris Witt (Faculty Senate Faculty Policies and Compensation Committee Chair and Associate Professor), and Sandy Daack-Hirsch (former

Faculty Senate President, Executive Associate Dean of the College of Nursing, and Professor) have been meeting on a regular basis since last summer with Associate Provost for Faculty Lois Geist, Deputy General Counsel Maria Lukas, and Deputy Counsel Ann Byrd to analyze every aspect of the [Faculty Dispute Procedures](#) in the Operations Manual. This review pre-dated the review of the instructional-track policy, but anticipated it. The dispute procedures constitute our internal mechanism for due process. Any discrepancies between the policy and current procedures are the subject of the review's particular focus. The group is also looking at how the policy interacts with newly-created community policies and with new administrative offices. The policy is divided into several sections, Vice President Gillan continued, including sections on grievances, promotion and tenure, unacceptable performance, and ethics violations. Reorganizing the components of the policy for greater clarity is another goal of the group.

Professor Curto asked what the anticipated role of the Council and Senate would be in the revision of the Faculty Dispute Procedures. Vice President Gillan responded that the final product of his group's negotiations would come to the Council and Senate for review, potential revision, and eventual approval. Professor Anderson asked if the Council and Senate played an informal or formal role in policy approval. Vice President Gillan observed that our Operations Manual does not explicitly state that shared governance approval is needed for policies to move forward, but instead refers to "consultation" with shared governance groups. Our tradition has been to include significant input from shared governance in policy discussions. He added that it is rare for a faculty-related policy to be implemented without Faculty Senate approval.

- *Mental Health Resolution (Ana Rodríguez-Rodríguez)*

President Rodríguez-Rodríguez explained that the Senate officers were approached by the student shared governance leaders with a request for the Council and Senate to endorse a resolution encouraging all faculty and staff to participate in the Kognito mental health online training. Staff Council also plans to endorse the resolution. President Rodríguez-Rodríguez emphasized that the resolution does not call for the training to be mandatory; however, the resolution can bring more attention to the training. Both President Rodríguez-Rodríguez and Vice President Gillan praised the quality of the Kognito program.

Professor Mangum moved and Professor McQuistan seconded that the Faculty Council endorse the Undergraduate Student Government resolution encouraging faculty and staff to participate in the Kognito mental health online training. The motion carried unanimously.

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

President Rodríguez-Rodríguez reported that a committee has been formed to review the current policy regarding [Consensual Relationships Involving Students](#). She is the co-chair of the committee along with [Tiffini Stevenson Earl](#), Director of Equity Investigations and ADA Coordinator in the [Office of Institutional Equity](#). Committee members include Associate Provost for Faculty Lois Geist, Faculty Councilor and Associate Professor Naomi Greyser, Clinical Professor June Tai, Faculty Policies and Compensation Committee Chair and Associate Professor Doris Witt, and Director of University Employee & Labor Relations Todd Rent, along with several students. The committee is in the process of compiling information about the policies in place at other institutions, as well as gathering feedback from a variety of campus

stakeholders. The committee is also planning to survey Faculty Senators for their views on the current policy.

The work of several other committees is or soon will be underway. A committee has been formed by the President's Office to review the charter committees. Representatives from all of the shared governance groups will participate; Past President Marshall will represent Faculty Senate on this committee. Secretary Sheerin will lead a childcare task force that has been directed to *identify issues and challenges surrounding childcare that impact members of the University community, including faculty, staff, and students, and shall develop and recommend solutions to address these concerns*. This initiative grew out of conversations at last August's Faculty Council/Administrative Retreat. The Faculty Senate Rules and Bylaws Committee is beginning work on reviewing and potentially revising the representation structure of the Faculty Senate. This project is a result of the recommendations of the Instructional Faculty Policy Review report.

President Rodríguez-Rodríguez commented that the Senate officers have been discussing ways to make Faculty Senate meetings more active and participatory. President Wilson has indicated that she would like to be more involved with the meetings, as well. President Rodríguez-Rodríguez urged Councilors to contact the officers with any ideas to make the Senate meetings more meaningful and engaging.

Concluding her report, President Rodríguez-Rodríguez announced that UI has joined the [American Council of Learned Societies Research University Consortium](#). Membership in the consortium is not only prestigious, but can also facilitate faculty participation in grants, fellowships, networks, and humanities programs. Also, several officers and Councilors attended the [15th Annual Women Faculty Development Conference](#). The March 3 conference focused on personal wellness, professional development, and networking. And, the Office of the Provost will sponsor a [Highly Prestigious Faculty Award Investiture](#) on April 25 in Hancher Auditorium. This event, open to the public, will recognize faculty members who have received highly prestigious awards (as designated by the National Research Council).

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

V. Executive Session

- Regents Award for Faculty Excellence Recipients
- DEI Roundtable (All Councilors)

Professor Curto moved and Professor Durairaj seconded that the Council move into executive session, inviting Associate Provost for Faculty Lois Geist to remain in the room. The motion carried unanimously.

President Rodríguez-Rodríguez announced the 2023 recipients of the Regents Award for Faculty Excellence. The Council then discussed various DEI-related issues.

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

VI. Announcements

- The next Faculty Senate meeting will be Tuesday, March 28, 3:30 – 5:15 pm, Senate Chamber, Old Capitol.
- The next Faculty Council meeting will be Tuesday, April 11, 3:30-5:15 pm, Executive Boardroom (2390), University Capitol Centre.

VII. Adjournment – Professor Joseph moved and Professor Mangum seconded that the meeting be adjourned. The motion carried unanimously. President Rodríguez-Rodríguez adjourned the meeting at 5:15 pm.