

FACULTY SENATE
Tuesday, March 26, 2024
3:30 – 5:15 pm
Senate Chamber, Old Capitol

MINUTES

Senators Present: L. Adams, D. Anderson, B. Ayati, M. Berg, J. Bunch, M. Coleman, R. Curto, R. Curtu, E. Destruel, L. Durairaj, H. Dybevik, A. Farag, J. Fiegel, C. Fox, S. Ganesan, B. Greteman, N. Greyser, P. Groves, C. Grueter, J. Gutierrez, A. Jabbari, C. Just, A. Kalnins, J. Kline, M. Landsman, D. Langbehn, A. Lesch, V. Lira, M. McQuistan, H. Mehdi, J. Nepola, B. Nottingham-Spencer, C. Pinnaro, M. Pizzimenti, T. Rietz, J. Sa-Aadu, Y. Shi, A. Shibli-Rahhal, F. Solt, E. Thomas, E. Welder, K. Whitaker, K. Worthington.

Officers Present: M. Charlton, E. Gillan, A. Rodríguez-Rodríguez, C. Sheerin.

Senators Excused: A. Achenbach, M. Carvour, A. Goedken, A. Guernsey, J. Koch, T. Mangum, M. Schroeder, D. Shane, F. Williams.

Senators Absent: M. Abou Alaiwa, S. Abuhammoud, B. An, D. Axelrod, C. Benson, E. Carlisle, C. Chan, R. Cox, A. Estapa, P. Ferguson, P. Gilbert, N. Handoo, B. Li, S. Martini, C. McMillan, P. Nau, K. Parker, D. Santillan, M. Santillan, C. Turvey, A. Vikram, T. Wadas, M. Wald, S. Young, L. Zingman.

Guests: R. Dobyns (Governmental Relations Committee); A. Flaming (Center for Teaching); L. Geist (Office of the Provost); K. Kregel (Provost); D. Kremzar (Family Services); J. Waterhouse (University Human Resources); L. Zaper (Faculty Senate Office).

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

II. Approvals

- A. Meeting Agenda – Professor Just moved and Professor Langbehn seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Senate Minutes (February 13, 2024) – Professor Adams moved and Professor Anderson seconded that the minutes be approved. The motion carried unanimously.
- C. Committee Appointments (Caroline Sheerin, Chair, Committee on Committees) – Professor Shibli-Rahhal moved and Professor Anderson seconded that the committee appointment be approved. The motion carried unanimously.

- Erik Lie (Finance) to the [UI Strategic Initiatives Fund](#) Board of Directors, 2024-28

III. New Business

- *Executive Vice President and Provost Kevin Kregel*

Beginning his presentation with a focus on the current UI [strategic plan](#), Provost Kregel commented that the plan's ongoing success depends on the key elements of accountability, transparency, and resources. Identifying resources to support a tactic prior to implementation is especially critical. Success is continually assessed and evaluated, while progress is reported on a quarterly and annual basis. New with this strategic plan is alignment with the UI Center for Advancement Comprehensive Campaign, in areas such as student success, endowed professorships, and research support. The [P3 Program](#) to fund critical strategic priorities remains a significant source of resources, as well (~\$50 million has been awarded since FY2021). The [Strategic Plan Action and Resource Committee](#) (SPARC) is charged with the implementation of the plan. The SPARC oversees various work groups, convened by campus leaders and including subject-matter experts and professionals. The work groups engage in collaborative efforts on topics that span multiple goals and objectives; develop, revise, and prioritize tactics on an ongoing basis; develop and track tactic metrics; and share progress on a monthly basis. Among the areas of focus are excellence in teaching and learning, research and creative discovery, and faculty success.

Turning to the university budget, Provost Kregel observed that the institution has available to it only a few revenue streams: state appropriations, tuition revenue, federal and other research funding, and philanthropy. Tuition revenue is, of course, dependent on enrollment, and the UI continues to benefit from strong enrollment. In Fall 2024, the university recorded its largest applicant pool (27,113 applications with 5,545 from residents and 21,568 from non-residents). Provost Kregel noted, however, that the current problems with the Free Application for Federal Student Aid (FAFSA) could significantly impact our 2024-25 enrollment numbers. The university has seen some success in improving undergraduate student retention, he continued, as a result of additional resources focused on this effort. From 2018 to 2023, our fall-to-fall retention rate for first-year undergraduate students increased from 85.9% to 89.3%, making progress toward our five-year goal of 90.0%.

Although the university has seen its state appropriation remain flat over the past several years, several targeted initiatives have gained support from state leaders. Provost Kregel reminded the group that last year the College of Nursing received \$2.8 million to increase student enrollment and thus eventually increase the number of nurses in Iowa. This year the university is requesting a \$10 million recurring appropriation over five years to support a rural health care partnership that would expand both Iowa's health care workforce and the delivery of health care across the state. The partnership would seek to improve the health outcomes of Iowa's rural population in the areas of mental health, maternal health and primary care, and substance abuse. Provost Kregel indicated that he has formed a rural health steering committee to support, coordinate, and prioritize the university's work in rural health. He emphasized that UI has the expertise to make a significant contribution to the improvement of rural Iowans' health.

As a final item before discussing faculty success, Provost Kregel noted that an Artificial Intelligence Steering Committee has recently been established on campus. Many faculty members are independently involved in AI-related projects, but there is a need for the university to form an overall cohesive and collaborative approach to AI. Steve Fleagle, Associate Vice President and Chief Information Officer, and Barry Thomas, Senior Associate Dean in the Tippie College of Business, are serving as the co-chairs of the steering committee. The committee will assess AI needs across campus and help determine how to prioritize resources. Three subcommittees will focus on teaching and learning, research, and administration/operations.

Provost Kregel credited Associate Provost for Faculty Geist and her team with many of the recent accomplishments related to faculty success. One area of success is new faculty onboarding. Associate Provost Geist and her team have developed a resource guide for new faculty that puts relevant policies, procedures, and resources all in one place. The [High Impact Hiring Initiative](#) (HIHI), funded through the P3 project, continues to support colleges' strategic recruitment and retention of faculty. About \$18 million has been distributed through one-time, non-recurring, readily-accessible awards thus far. Collegiate deans have been extremely pleased with this program that allows for the swift mobilization of resources to recruit or retain faculty members. In partnership with the Office of the President, the Office of the Provost sponsors the [Transformational Faculty Hiring](#) program, which provides central funding to help colleges attract outstanding faculty members in key areas of innovation and interdisciplinary strength. Up to \$1.5 million per hire is available to support research and teaching.

In order to retain faculty members with established national and international reputations who are in danger of being recruited away to other institutions, as well as to recognize their outstanding achievements at this stage of their careers, the [Iowa Mid-Career Faculty Scholar Award](#) was established several years ago. Recipients receive \$25,000 annually for three years. There have been nine awardees across two cohorts, with the third cohort to be announced soon. A symposium featuring presentations by members of the first cohort is scheduled for May 2, at 3:30 pm, in the Iowa Theatre (166 IMU). To recognize outstanding senior faculty members for their scholarship, teaching, and/or service contributions to the university, state, and beyond, the [University of Iowa Distinguished Chair](#) program was established. Two chairs are awarded each year for five-year appointments, with one-time funding of \$250,000 disbursed over the course of the appointment. The 2024 UI Distinguished Chairs will also be announced soon. Provost Kregel noted that the UI has over 400 endowed professorships and chairs, with a total of \$18.3 million of support annually. The UICA Comprehensive Campaign has made endowed professorships and chairs a focus of philanthropic engagement.

A wide variety of development opportunities are available throughout the faculty lifecycle, Provost Kregel continued. There are workshops on topics such as email and time management and the development of writing plans for the summer months. The university maintains an [institutional membership](#) to the National Center for Faculty Development and Diversity (NCFDD). Relevant resources are available to new faculty beyond the initial orientation phase. Workshops and other types of training provide strategies for early and mid-career faculty to prepare for annual reviews, tenure, and promotion, thus maintaining crucial support beyond the pre-tenure years or the first appointment. Leadership development is available to mid-career

and senior faculty. Well-attended retirement seminars prepare senior faculty members for that next major transition. UI faculty, DEO's, and deans also have access to academic leadership development opportunities offered by the Big Ten Academic Alliance (BTAA). The [Iowa Academic Leadership Academy](#) supports new or aspiring leaders (e.g., DEO's, program directors, associate deans) in making successful transitions to these new roles through training in budgets, human resources, policy, etc. There are also opportunities for DEO's to engage in conversations with campus leaders in offices such as Finance and Operations and the General Counsel.

Provost Kregel indicated that resources have been proactively and strategically deployed to various faculty support programs, including [Path to Distinction](#), to provide strategies to foster a welcoming culture in the faculty recruitment process; the [Dual Academic Career Fund](#), to support the hiring of a qualified spouse/partner into a faculty position; the [Investment in Strategic Priorities](#), to assist faculty members in completing projects; the [Fund to Enhance Community and Inclusion](#), to recruit and retain faculty members underrepresented in a discipline; and the [Faculty Leadership Initiative](#), to fund external leadership training opportunities. The Post-Tenure Faculty Support Initiative provides funding to mid-career faculty members to assist them in completing projects that will advance their path towards promotion to full professor; since FY2023, 29 awards have been given.

The [External Awards and Recognition Office](#) within the Office of the Provost supports faculty in the pursuit of awards and honors from external organizations such as the National Academy of Medicine, the National Endowment for the Humanities, and the American Association for the Advancement of Science. Services of the Office include working with colleges in the support of faculty nominations, identifying high-priority awards, and increasing mentorship and professional development for faculty. A ceremony was held at Hancher Auditorium last year to honor about 85 recipients of these high-profile awards. Provost Kregel noted that one of the primary criteria that the Association of American Universities (AAU) uses to evaluate membership in the organization is the quantity of honorific awards among faculty members of an institution. Concluding his presentation, Provost Kregel invited Senators to the Faculty and Staff Awards ceremony on Tuesday, April 30 at Hancher Auditorium. A public reception will begin at 4:30 pm and the award ceremony at 6:00 pm. This ceremony will take the place of the numerous small ceremonies held across campus at this time of year.

Professor Anderson asked if there was a target enrollment goal for the incoming class of first-year students. Provost Kregel responded that the goal was 5100 students; the university can accommodate this number of students both in housing and in first-year course enrollments. He added that the percentage of non-resident students has been increasing. Professor Just applauded the efforts to recognize our recipients of high-profile awards. Provost Kregel commented that the recipients recognized last year are eager to assist in identifying new candidates for these awards. Vice President Sheerin asked about initiatives to support faculty members not on the tenure track. Associate Provost Geist responded that several opportunities were open to all faculty members, including the Investment in Strategic Priorities fund and the various leadership training opportunities. Instructional-track faculty members have been successfully competing for teaching awards, as well. Vice President Sheerin observed that faculty

on the tenure and clinical tracks are eligible to apply for professional development awards, but that faculty on the instructional track are not. Provost Kregel responded that eligibility is governed by the Iowa Board of Regents.

- *UI Parent & Family Resources (Diana Kremzar, Director, UI Family Services, Organizational Effectiveness, University Human Resources)*

Ms. Kremzar explained that Family Services is one of the three Human Resources well-being units, together with liveWELL and the Employee Assistance Program. The focus of Family Services is to help faculty and staff achieve success in their professional and academic lives by providing support in areas outside of work. As one of their initiatives, Family Services hosts a parental leave [webpage](#) that serves as a “one-stop shop” for all information related to bringing a child into the home, including leave policies, best practice guides for employees and for supervisors, and return-to-work resources. A guide for new parents on returning to work is given to all employees when they apply for parental leave. Family Services has also been sending out informational letters to new parents (faculty, staff, and students). New this year is the *Welcome Baby Hawkeye!* program. Family Services has partnered with the UIHC Safety Store to provide a coupon for a swaddle or sleep sack for newborn babies. The *Welcome Baby Hawkeye!* program is an initiative of the Faculty Senate Childcare Task Force, chaired by Vice President Sheerin.

Turning to the topic of childcare, Ms. Kremzar observed that Johnson County is fortunate to have numerous childcare options, although staffing of childcare centers remains a challenge. Family Services partners with [Iowa Child Care Resource and Referral](#) to assist faculty and staff members in their search for childcare slots. Family Services has also established relationships with several privately-owned [campus-connected childcare centers](#) located within 1.5 miles of campus. [Back-up childcare](#) for faculty and staff can be provided as the result of a partnership that Family Services has established with Handicare Child Care and Preschool. This service can be used when, for example, the normal school or childcare arrangement is temporarily unavailable, such as during spring break or snow days.

There are more than 80 [designated lactation rooms](#) across campus, Ms. Kremzar continued. Most of these rooms are equipped with breast pumps. Family Services provides regularly-updated information on a range of [summer programs](#) for children. These programs include those sponsored by UI, as well as those located in Johnson County and the surrounding areas. Information is also available regarding special needs and scholarship camps and programs. Ms. Kremzar concluded her presentation by noting that a new [health and well-being resource guide](#) is available online to all faculty and staff.

Professor Kline asked if the *Welcome Baby Hawkeye!* program was available to residents and fellows at the hospital. Ms. Kremzar indicated that she would look into this. Professor Gutierrez observed that the length of time recommended for breastfeeding has been extended to two years. However, protected time for pumping at work appears to be legally guaranteed for only one year. She asked if this discrepancy is being addressed. Ms. Kremzar responded that departments are encouraged to be as flexible as possible regarding lactation breaks. To her knowledge, the relevant legislation on protected lactation breaks does not specify a time limit.

She indicated that she could speak further with Professor Gutierrez after the meeting. Professor Greyser noted that the university's policy on adoption leave provides new adoptive parents with only five days of leave. She asked if the university had plans to revisit this policy. Jan Waterhouse, Assistant Vice President for Employee Relations and Inclusion, University Human Resources, explained that the university is limited by Iowa Code on this policy because sick leave is only authorized for illness or injury. However, efforts are being made to find ways to modify the adoption leave policy. Professor Welder brought up the topic of parental leave being split between two parents who both work at the university. Ms. Kremzar referred her to [Faculty and Staff Disability Services](#) or [UIHC Leave and Disability Administration](#), through which leave requests pass. Professor Welder then asked about capacity in the back-up childcare program. Ms. Kremzar responded that she was unaware of children ever being turned away because of lack of capacity.

- *Faculty Dispute Procedures (Ed Gillan)*

President Gillan reminded the group that at the last meeting, he had given an extensive presentation on proposed updates to the [Faculty Dispute Procedures](#) policy. The policy has been under close review for almost two years by a work group comprised of faculty members and administrators, with periodic input from the Faculty Council and the Senate's Faculty Policies and Compensation Committee. Faculty Council approved the draft revised policy at their March 5 meeting. President Gillan referred Senators to their meeting packets, which contained both the draft revised policy and an overview document that described the proposed changes.

Briefly reiterating some key points from his previous presentation, President Gillan noted that the Faculty Dispute Procedures are the final formal option for faculty members who wish to dispute a UI decision in areas such as employment, promotion, and working conditions. The procedures are also the mechanism for enforcement of administrative sanctions against a faculty member. The procedures complement other UI processes, including those related to Title IX/Office of Institutional Equity, research misconduct, and post-tenure review. Currently, different dispute procedures exist for the four faculty tracks (tenure, clinical, research, instructional). The tenure and clinical tracks share similar procedures, while the instructional track has its own set. Procedures for the research track have never been clearly defined. The work group reviewed all the existing procedures to clarify definitions and due process, with the ultimate goals of providing all renewable contract faculty with the same dispute procedures and due process, while updating the tenure-track procedures to align with current practice and other policies.

Significant policy changes for the tenure track involved defining decision notification requirements and standards of judgement, revising the timeline for filing grievances, and updating the review committee for performance, President Gillan continued. Some modifications were also made to the [Judicial Commission](#), the faculty body that supplies panelists for hearings. Probationary faculty will no longer be eligible to serve on the Commission and criteria for the selection of the Commission's Administrative Officer have been expanded. For the specialized tracks (clinical, research, instructional), a new process was created for the formal review of grievances and employment decisions. This process was developed from the dispute process currently in place for the instructional track, but with substantial modifications.

For example, the peer review process for employment decisions was updated to include some best practices for tenure track panel hearings. The proposed revised policy also clarifies that perceived violation of academic freedom constitutes grounds for grievance for all faculty tracks. President Gillan emphasized that the proposed revised policy is a “living document” that will be updated as needed. A formal review of the revised policy will be required in five years. He added that work is now underway to align the specialized faculty policies with the new dispute procedures.

Professor Just acknowledged the tremendous amount of work put into the revision of the dispute procedures and praised the efforts of those involved to make the details of this complicated policy revision accessible to Councilors and Senators.

Professor Nepola moved and Professor Kline seconded that the Faculty Senate approve the proposed revised Faculty Dispute Procedures. The motion carried unanimously.

Senators applauded the approval of the successful revision of this critical faculty policy.

Past President Rodríguez-Rodríguez highlighted the pivotal role that President Gillan had played in the revision process of the dispute procedures. While all the work group members expended significant effort, she noted that President Gillan’s contributions were exceptional. Senators thanked President Gillan through applause. Vice President Sheerin added that the successful revision of the dispute procedures represented a triumph of shared governance, with faculty and administrators working together towards a policy goal. Senators greeted this statement with applause.

- *President’s Report (Ed Gillan)*

President Gillan indicated that Past President Rodríguez-Rodríguez is chairing the administrative review of the Office of the President. Review committee members include two members of the Faculty Senate’s Committee on the Selection and Review of Central Academic Officials, Craig Just (Civil & Environmental Engineering) and Michael Sauder (Sociology & Criminology), along with Dawn Anderson (Law), David Hensley (Management & Entrepreneurship), and Michelle McQuistan (Preventive & Community Dentistry). The external reviewer is Jon Steadland, Chief of Staff, Office of the President, University of Minnesota.

Meanwhile, the administrative review of the Office of the Vice President for Research has been completed. The review committee will now report their findings to President Wilson. President Gillan reminded Senators that Faculty Senate is responsible for coordinating periodic reviews of central administrative offices and administrators. The search process for the new Vice President for Research is taking shape, he added, with the search committee co-chairs recently [announced](#).

Moving quickly through his next items, President Gillan noted that the [UI 24/7 Support and Crisis Line](#), in partnership with CommUnity Crisis Services, has now been expanded to all faculty, staff, and postdocs. This service has been available to students since Fall 2021. The DEI Task Force is finalizing its draft report on the review it conducted of the ten directives issued by the Iowa Board of Regents. The new university faculty/staff awards ceremony will take place at

Hancher Auditorium on April 30, following the last Faculty Senate meeting. And, as they do every spring, the Senate officers continue to monitor relevant legislative activities. The annual Hawkeye Caucus Day at the State Capitol will take place on April 3.

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

V. Announcements

- Regents Award for Faculty Excellence
President Gillan announced that the following individuals have been selected to receive the 2024 Regents Award for Faculty Excellence: Rima Afifi (Community and Behavioral Health), Elizabeth Chrischilles (Epidemiology), Bob McMurray (Psychological and Brain Sciences), Todd Pettys (Law), Jack Stapleton (Internal Medicine), and Jun Wang (Chemical and Biochemical Engineering)
- Michael J. Brody Award for Faculty Excellence in Service
President Gillan announced that the following individuals have been selected to receive the 2024 Michael J. Brody Award for Faculty Excellence in Service to the University and the State of Iowa: Ken Brown (Management and Entrepreneurship), Nicole Grosland (Biomedical Engineering), and Ana Rodríguez-Rodríguez (Spanish and Portuguese)
- The next Faculty Council meeting will be Tuesday, April 16, 3:30-5:15 pm, Executive Boardroom (2390), University Capitol Centre.
- The next Faculty Senate meeting will be Tuesday, April 30, 3:30-5:15 pm, Senate Chamber, Old Capitol. Election of officers will take place.

VI. Adjournment – Professor Langbehn moved and Professor Shibli-Rahhal seconded that the meeting be adjourned. The motion carried unanimously. President Gillan adjourned the meeting at 4:40 pm.