

FACULTY COUNCIL
Tuesday, August 29, 2023
3:30 – 5:15 pm
Executive Boardroom (2390), University Capitol Centre

MINUTES

Councilors Present: R. Curto, A. Farag, C. Fox, N. Greyser, C. Just, J. Koch, T. Mangum, M. McQuistan, A. Shibli-Rahhal, E. Welder.

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

Councilors Excused: D. Anderson, L. Durairaj, J. Gutierrez, M. Santillan, M. Schroeder.

Councilors Absent: E. Hill, J. Sa-Aadu, D. Shane.

Guests: M. Gardinier (Emeritus Faculty Council), L. Geist (Office of the Provost), B. Wilson (President), D. Witt (Faculty Policies and Compensation Committee), 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 McQuistan moved and Professor Just seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Council Minutes (April 11, 2023) – Professor Greyser moved and Professor Shibli-Rahhal seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (September 12, 2023) – President Gillan indicated that changes may be made to the draft agenda prior to the Senate meeting. Professor Fox moved and Professor Shibli-Rahhal seconded that the draft agenda be approved. The motion carried unanimously.
- D. Committee Appointments (Caroline Sheerin, Chair, Committee on Committees) – Professor Koch moved and Professor Just seconded that the committee appointments be approved. The motion carried unanimously.
 - *The full list of appointments is appended to these minutes.*

III. New Business

- *Councilor and Officer Introductions*

At this first Faculty Council meeting of the academic year, Councilors introduced themselves and indicated their collegiate affiliations.

- *Introduction to Faculty Governance (Ed Gillan)*

Noting that there were several new Councilors at the table today, President Gillan presented an overview of Faculty Senate, Faculty Council, and shared governance activities. He reminded the group that, in addition to Faculty Senate, there are three other university-level shared

governance bodies: Staff Council, Undergraduate Student Government (USG), and Graduate and Professional Student Government (GPSG). All four groups provide advisory input on policies impacting their constituents to administrators, who have a history of respecting and engaging with shared governance. The leaders of all four shared governance bodies meet monthly, as well. The Faculty Senate has also interacted with the collegiate faculty shared governance bodies and with the deans. President Gillan continued, noting that the Faculty Senate and Faculty Council represent the approximately 2800 faculty members in the tenure, clinical, instructional, and research tracks. Currently, the tenure track comprises about 51% of the total, with the clinical track at 35%, the instructional track at 12%, and the research track at 2%. The number of Senators and Councilors from each college is determined on the basis of collegiate faculty population. The Senate consists of approximately 80 elected representatives from the ten academic colleges, while the Council consists of approximately 20 members elected from among the Senators representing each college. The Council and the Senate each meet six times per academic year, with additional meetings called if necessary.

Turning to the role of the Faculty Council, President Gillan explained that the Council functions like an executive committee of the Faculty Senate. Additionally, the Council discusses issues that are not yet “Senate-ready,” such as draft policies and collegiate concerns, and prepares these items for submission to the Senate. The Senate then has final approval on draft policies. President Gillan noted, however, that this approval is *advisory* to the administration. He emphasized that Councilors and Senators also serve as a valuable conduit for information transfer to and from faculty members in their colleges. It is through the Faculty Senate officers, elected by the Senate, that most Council and Senate communication with administrators takes place, President Gillan explained. The officers meet regularly with the President, Provost, and other central administrators, and occasionally with deans, as well. Another channel of communication with administrators exists within the approximately 20 charter and university committees that advise on various aspects of campus operations. The Senate appoints the faculty members of these committees, which also include staff and student members. The Senate has also established several of its own committees to carry out the work of the Senate. The most consistently active Senate committee is the Faculty Policies and Compensation Committee. The Committee on Elections is the Senate committee responsible for assembling a slate of officer candidates from among current and past Senators. Officers are elected by the Senate at the last spring semester meeting. President Gillan encouraged Councilors who might have an interest in running for an officer position to contact the current officers for additional information.

The activities of the Senate officers extend far beyond running the Council and Senate meetings, President Gillan commented. As he noted earlier, the officers meet regularly with the President, Provost, and other senior administrators, as well as engage with members of the Board of Regents, State of Iowa. The Senate officers coordinate periodic reviews of central academic offices and their leadership; a review of the Office of the Vice President for Research is currently underway. The officers also interact and collaborate with other shared governance group leaders. Various officers hold ex-officio memberships on Senate committees. Perhaps most importantly, the officers advocate for faculty voices and knowledgeable input to be solicited, heard, and respected.

Professor Farag asked about officer term lengths. President Gillan explained that the Senate secretary is elected to a one-year term. The vice president, however, is elected with the understanding that the individual will serve as an officer for three years, moving consecutively through the offices of vice president, president, and past president during those three years. Several recent Senate presidents have served as secretary before being elected as vice president; they have found the secretarial year to be a very useful training period for the other officer positions.

- *Faculty Council/Administrative Retreat Follow-up Discussion (Ed Gillan)*

President Gillan explained that the Faculty Council/Administrative Retreat is an annual event that brings together members of the Faculty Council with central administrators such as the President, Provost, and vice presidents, as well as the deans. The Faculty Senate president, with assistance from the other officers, is responsible for developing the theme of the retreat. This year's theme was the UI research enterprise, with a keynote address by Vice President for Research Marty Scholtz. Three panels focused on research efforts in human health and biomedical sciences; energy and the environment; and arts, humanities, and social sciences, while the fourth panel put the spotlight on research by undergraduate and graduate students and postdoctoral fellows.

Professor Just commented that he found his first retreat to be informative and enjoyable. Professor Mangum praised the careful planning that went into the retreat, noting that the inclusion of presenters from multiple disciplines reinforced our understanding of the breadth of the work that takes place across the university. She added that in the future, it might be useful to have staff from the UI Center for Advancement (UICA) attend the retreat, for the insight that it would provide to them regarding faculty activity. Vice President Sheerin responded that the Senate officers have also been thinking about how to make faculty endeavors more visible to UICA staff. Professor McQuistan commented that she had enjoyed both last year's retreat, which provided Councilors with advice (such as how to recognize if a student is struggling with mental health issues) to apply in their own teaching, and this year's retreat, which presented information, in this case on faculty research activity across campus. She wondered if, in future retreats, there might be a way to merge these two formats. Vice President Sheerin urged Councilors to report back to their collegiate faculty on this and future retreats.

- *Instructional Track Faculty Policy Revision (Ed Gillan)*

President Gillan reminded the group that discussion of the 2022 report of the Instructional Faculty Policy Review Committee, co-chaired by now-Vice President Sheerin and now-Professor of Instruction Emeritus Stapleton, had extended over several Council meetings last fall. Similarly to the clinical-track and the research-track policies before it, the instructional-track policy had undergone a review five years after its 2016 implementation. Following up in the spring on the Council's fall discussions, the Faculty Senate's Faculty Policies and Compensation Committee (FPCC) and the Rules and Bylaws Committee addressed the report's more straightforward recommendations. Revised language formulated by the two committees was passed on to administrators for review over the summer. The revised policy language presented to the Council today relates to the recommendations deemed most likely to evoke quick consensus from both administrators and faculty at this early stage of the policy revision process.

Professor Witt, chair of FPCC, further explained that a small work group of faculty and administrators has been meeting for over a year to review Operations Manual III.29 Faculty Dispute Procedures. This review will impact all four faculty tracks and will take additional time to carry out. She reiterated that the policy revisions presented today were considered by FPCC to be those which could most swiftly be implemented; the remaining report recommendations are more complicated and require additional time for consideration before policy revision can take place.

Turning to today's key modifications, President Gillan noted that the proposed revision changes the current *Lecturer* title to *Assistant Professor of Instruction* or *Assistant Professor of Practice*, thus providing title consistency among the levels of the instructional track (and among the initial levels of all of the tracks), as well as eliminating confusion with the fixed-term *Lecturer* position. The proposed revision also sets forth a distinct set of qualifications, lacking in the current policy version, for the *Assistant Professor of Practice*. Reflecting on early concerns among tenured faculty that the instructional track (IT) might end up proliferating at the university to the detriment of the tenure track, President Gillan pointed out proposed modifications to the policy preamble that seek to set a more positive tone for inclusion of IT faculty in the university's educational mission. Increased Faculty Senate representation for IT faculty is proposed by raising the cap on IT faculty representation within collegiate delegations from 10% to 20%, similar to the cap on clinical-track faculty representation. The remaining proposed revisions more clearly define an initial 1-3 year probationary appointment for each rank; add collegiate guidance for distinction between the instructional and practice tracks; and remove items related to the five-year review and oversight of the impact of IT faculty on tenure-track faculty numbers.

Professor Curto commended the Senate officers and the FPCC for their quality work on the proposed policy revision. She drew the group's attention to the opening sentence of the preamble, which she felt tied the instructional track unfavorably to the university's need for flexibility. She suggested removing this sentence entirely and then adding *non-tenured* in front of *instructional-track faculty* in the next sentence. Professor Greyser commented that the word *flexibility* in the first sentence brought to mind the incessant calls for faculty to take on increasing levels of service and to "do more with less" in order for the university to remain "flexible." Rather than removing the first sentence, she suggested the following revision: *Consistent with the University's need to fulfill its important public educational mission, instructional-track faculty may be...* Vice President Sheerin pointed out that the original language in the proposed revised version parallels the language in the [clinical-track policy](#). Professor Shibli-Rahhal questioned the need to transfer a problematic statement from the clinical-track policy to the instructional-track policy. We can set a better example with the IT policy language and later improve upon the clinical-track policy language. Vice President Sheerin acknowledged Professor Shibli-Rahhal's point, but noted that the drafters of the revision needed to balance the impressions the opening statement made on tenure-track as well as on clinical-track faculty. Professor Witt added that FPCC will likely take up clinical-track faculty concerns during this academic year.

Professor Fox commented that listing track along with candidate name on Senate election ballots might encourage voters to fill the quotas for the non-tenure-track faculty. At the same time, voters who are made aware of candidates' tracks and still choose to vote for only tenure-track faculty would have the opportunity to thus make a statement. President Gillan noted that in the small colleges (which have only 2-4 Senators), instructional-track and clinical-track representation is capped at one member each of the delegation, with the result that the actual percentage of clinical-track or instructional-track membership in a collegiate delegation can be greater than 20%. Professor Mangum remarked upon the statistic presented earlier that showed that tenure-track faculty are 50% of UI faculty, while a combination of all the other tracks makes up the other 50%. She asked if this proportion was common at our peer institutions. Associate Provost for Faculty Geist responded that, for peer institutions with academic medical centers, this proportion was indeed common.

Professor Curto requested clarification whether, if the proposed changes were implemented, all IT faculty who are currently called *lecturer* would immediately transition into *assistant professors of instruction* and *assistant professors of practice*. Associate Provost Geist responded that this was not necessarily the case. She pointed out that, in some colleges, a terminal degree is required before a faculty member with a renewable term can be called *professor*. Distinct Human Resources codes exist for faculty members without terminal degrees. Terminal degree requirements for faculty are collegiate decisions, Associate Provost Geist emphasized. Vice President Sheerin asked for clarification whether faculty members with non-terminal degrees could be called *professor* if their collegiate policy allows for this; Associate Provost Geist responded that this should be the case. Professor Koch wondered if the renewable-term faculty members with non-terminal degrees would be covered under any policy, if they could not be covered by the IT policy. Professor Witt observed that Councilors now had a sense regarding how difficult it can be to craft university policy for faculty. She expressed appreciation for the patience of the Provost's Office as FPCC wrestled with these policy details.

- *Executive Session: President Barbara Wilson*

Professor Just moved and Professor Farag seconded that the Faculty Council move into executive session, inviting President Wilson, Associate Provost Geist, Emeritus Faculty Council Representative Minnetta Gardinier, and Faculty Senate Faculty Policies and Compensation Committee Chair Professor Witt to remain in the room. The motion carried unanimously.

Councilors heard a brief informal update on university news from President Wilson and then discussed a variety of university-related topics with her.

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

- *Instructional Track Faculty Policy Revision - Continued (Ed Gillan)*

Following President Wilson's departure, the Council resumed discussion of the proposed policy revision. Professor Mangum followed up on Professor Koch's comment that lecturers who do not qualify for the title of professor in their colleges might not be covered by any policy. She

expressed the view that these faculty members were in need of some type of document that defines their role at the university. President Gillan acknowledged this concern and speculated that, because these individuals do not meet the criteria for IT faculty as specified by their colleges, their situation falls outside the scope of the IT policy. Vice President Sheerin observed that there are numerous fixed-term faculty members engaged in teaching at UI who are not covered by the IT policy. Associate Provost Geist commented that an *instructor* rank could be added to this policy to cover lecturers without a terminal degree, but whose terms are renewable. A similar instructor rank already exists for both the tenure and the clinical track. An institutional definition would need to be established for IT instructors at some point.

Professor Fox moved and Professor Farag seconded that the revised Instructional Track Faculty Policy be approved, with the Council's edits to the preamble language, and forwarded to the Faculty Senate for consideration. 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 12, 3:30 – 5:15 pm, Senate Chamber, Old Capitol.
- The next Faculty Council meeting will be Tuesday, October 10, 3:30-5:15 pm, Executive Boardroom (2390), University Capitol Centre.

VI. Adjournment – Professor Shibli-Rahhal moved and Professor Mangum seconded that the meeting be adjourned. The motion carried unanimously. President Gillan adjourned the meeting at 5:15 pm.

Appendix

Committee Appointments

Charter Committees

Venise Berry (Journalism & Mass Communication) to fill a vacancy on the Charter Committee on Diversity, Equity, and Inclusion, 2023-26

Kay Ramey (Psychological & Quantitative Foundations) to fill a vacancy on the Family Issues Charter Committee, 2023-26

Alexandra Nica (Economics) to fill a vacancy on the Financial Aid Advisory Charter Committee, 2023-26

Maxwell Lei Geng (Chemistry) to fill a vacancy on the Financial Aid Advisory Charter Committee, 2023-25

Art Spisak (Classics) to fill a vacancy on the Financial Aid Advisory Charter Committee, 2023-26

Melissa Meisterheim (ESL) to fill the unexpired term of Mary Trachsel (Rhetoric) on the Sustainability Charter Committee, 2023-24

Non-Charter and University Committees

Melissa Swee (Internal Medicine) to fill a vacancy on the Faculty Staff Parking Appeals Committee, 2023-26

Mary Charlton (Epidemiology) to fill the unexpired term of Sailesh Harwani (Internal Medicine) on the Presidential Committee on Athletics, 2023-24

Lemuel Non (Internal Medicine) to fill a vacancy on the Conflict of Interest in Employment Committee, 2023-26

Phuong Nguyen (School of Planning and Public Affairs) to fill a vacancy on the Conflict of Interest in Employment Committee, 2023-26

Carrie Figdor (Philosophy) to fill the unexpired term of Palle Jorgensen (Mathematics) on the Student Publications Board, 2023-25

Faculty Senate Committees

Jason Rantanen (Law) to the Judicial Commission, 2023-26

Jonathan Simmons (Anesthesia) to the Judicial Commission, 2023-26

Faculty Council

Mary Schroeder (Pharmacy) to fill a vacancy on the Faculty Council, 2023-26

Dan Shane (Public Health) to fill a vacancy on the Faculty Council, 2023-26

Faculty Senate

Tom Rietz (Finance) to fill the unexpired term of John Murry (Marketing) on the Faculty Senate, 2023-24

Alison Guernsey (Law) to fill the unexpired term of Jonathan Carlson (Law) on the Faculty Senate, 2023-24

Carlos Chan (Surgery) to fill the unexpired term of Karima Ait-Aissa (Internal Medicine) on the Faculty Senate, 2023-25

David Axelrod (Surgery) to fill the unexpired term of Donald Macfarlane (Internal Medicine) on the Faculty Senate, 2023-25

Mark Berg (Sociology & Criminology) to replace Brady G'Sell (Gender, Women's & Sexuality Studies) on the Faculty Senate, 2023-24