

FACULTY SENATE
Tuesday, April 25, 2023
3:30 – 4:45 pm
Senate Chamber, Old Capitol

MINUTES

Senators Present: S. Abuhammoud, D. Anderson, B. Ayati, C. Benson, A. Brian, J. Bunch, M. Carvour, M. Coleman, R. Curto, R. Curtu, H. Dybevik, A. Estapa, A. Farag, P. Ferguson, J. Fiegel, A. Goedken, B. Greteman, N. Greyser, P. Groves, C. Grueter, J. Gutierrez, J. Halekas, A. Jabbari, B. Janssen, L. Joseph, C. Just, A. Kalnins, A. Kitchen, M. Kivlighan, J. Koch, M. Landsman, V. Lira, S. Martini, D. McGehee, M. McQuistan, B. Nottingham-Spencer, G. Pierce, C. Pinnaro, M. Pizzimenti, J. Sa-Aadu, M. Schroeder, Y. Shi, A. Shibli-Rahhal, A. Strathman, E. Van Otterloo, T. Wadas, F. Williams, S. Young.

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

Senators Excused: M. Cantrell, J. Carlson, M. Charlton, C. Cherwin, R. Cox, L. Durairaj, C. Fox, S. Ganesan, A. Jaynes, J. Kline, A. Lesch, T. Mangum, J. Murry, A. Panos, K. Parker, C. Swanson, E. Welder.

Senators Absent: M. Abou Alaiwa, J. Achrazoglou, B. An, M. Bhatti, N. Brogden, P. Gilbert, N. Handoo, E. Hill, J. Kayle, D. Langbehn, B. Li, D. Macfarlane, C. McMillan, H. Mehdi, P. Nau, P. Polgreen, D. Santillan, M. Santillan, Y. Sato, C. Turvey, A. Vikram, L. Zingman.

Guests: M. Bullock (Department of Public Safety); M. Gardinier (Emeritus Faculty Council); L. Geist (Office of the Provost); P. Johnson (Undergraduate Student Government); A. Jung (Committee on Elections); J. Kleppe (Staff Council); C. Reardon (University Human Resources); C. Thomas (Committee on Elections); C. Zaharis (Presidential Committee on Athletics); 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 the addition of Chief Human Resources Officer and Associate Vice President Cheryl Reardon to the agenda item *Campus Safety Realignment*. Professor Shibli-Rahhal moved and

Professor McQuistan seconded that the revised agenda be approved. The motion carried unanimously.

- B. Faculty Senate Minutes (March 28, 2023) – Professor Janssen moved and Professor Joseph seconded that the minutes be approved. The motion carried unanimously.
- C. Faculty Senate and Council Election Results (Ana Rodríguez-Rodríguez) – Professor Janssen moved and Professor Strathman seconded that the 2023 election results be approved. The motion carried unanimously.
- D. 2023-24 Committee Recommendations (Ed Gillan, Chair, Committee on Committees) – Vice President Gillan presented the recommendations of the Committee on Committees for individuals to fill vacant positions on charter, university, and Faculty Senate committees beginning with the 2023-24 academic year. He noted that there are still some vacancies to be filled. These appointments will be approved in the Fall. Professor Strathman moved and Professor Joseph seconded that the 2023-24 committee recommendations be approved. The motion carried unanimously.
- E. 2021-22 Motion Summary (Ed Gillan) – Vice President Gillan presented the 2021-22 motion summary. Professor Shibli-Rahhal moved and Professor Janssen seconded that the motion summary be approved. The motion carried unanimously.

III. New Business

- *Catherine Zaharis, Chair, Presidential Committee on Athletics*

Professor Zaharis indicated that she is completing her third year as chair of the Presidential Committee on Athletics (PCA). She commented that during these three years, she has watched as student athletes have increasingly found their voices on issues both on and off the playing fields. Professor Zaharis then explained that PCA does its work through three subcommittees. Monitoring graduation rates is one of the tasks of the Academic Achievement Subcommittee. UI currently has a student athlete graduation rate of 89%, as measured by NCAA criteria, putting UI in the bottom quarter of the Big Ten institutions. However, there is not much distinction between the top (91%) and the bottom. Another focus of the subcommittee is the clustering of student athletes in certain majors. No clustering has been observed in the past three years. Robust academic support is provided by the Gerdin Athletic Learning Center for student athletes deemed to be at risk. These students also experience an immersive orientation program in the summer before they begin the university. Mentoring is also available to at-risk students during the academic year. On behalf of the Iowa Student Athlete Advisory Committee (ISAAC), Professor Zaharis advocated for student athletes not to be penalized by faculty members for absences due to competitions.

The Student Athlete Well-Being Subcommittee monitors a wide variety of non-academic aspects of student athlete well-being, Professor Zaharis continued. Mental health has been a particular focus of the subcommittee in recent years. A group of mental health professionals now works with student athletes. A mental health professional is also assigned to the teams aiding injured student athletes in their recoveries. Professor Zaharis noted that eating disorders often arise among student athletes, so two dieticians have been hired, as well. “Re-fueling stations” are now provided to student athletes after practices and work-outs. The Athletics Department takes a holistic view of student athlete well-being, she commented. Regarding

financial support for student athletes, Professor Zaharis indicated that student athletes now receive “cost of attendance” funds to pay for expenses not covered by athletic scholarships. Half of the amount is held back so that student athletes on scholarships can receive a large lump sum at graduation, thereby encouraging academic success. Smaller amounts are provided to student athletes who do not have scholarships. Funds are also available to student athletes who have exhausted their eligibility without earning a degree; these individuals can return to the university at any time in their lives to finish their education. Name, image, and likeness (NIL) has been in the news lately because of a new NCAA [policy](#) allowing student athletes to earn money for the use of their NIL. At the UI, the [Iowa Swarm](#) collective helps students take advantage of opportunities to profit from their NIL. The Athletics Department also provides financial literacy counseling and other educational opportunities to student athletes interested in NIL opportunities.

The Diversity, Equity, and Inclusion (DEI) Subcommittee, previously the Equity Subcommittee, is responsible for reporting requirements related to the NCAA and to Title IX. Several ad hoc committees arose in the recent past, as a result of a lawsuit filed several years ago. Now that the DEI Subcommittee has a strategic plan and staff support from the Athletics Department, it can take on any new DEI-related reporting requirements. It is possible that in the future, the PCA may alter its structure to include more former student athletes. All of the subcommittees meet with student athletes, away from administrators, as well as with the appropriate administrative offices, such as University Human Resources, Registrar, etc., Professor Zaharis commented, concluding her remarks.

President Rodríguez-Rodríguez asked if faculty members have a clear picture of the daily lives of our student athletes. Professor Zaharis responded that some student athletes certainly feel that faculty members do not understand the challenges they face. It is also important that student athletes develop a connection to the university beyond their sport. The Athletics Department is creating programming for student athletes to prepare them for life after they leave the university, as well.

- *Patrick Johnson, President, Undergraduate Student Government*

President Rodríguez-Rodríguez commented that one of the highlights of her year serving as Senate president was the opportunity to work with the leadership of the other shared governance groups. She reminded Senators that they had recently heard from Amber Crow, the president of the Graduate and Professional Student Government (GPSG), and today Patrick Johnson, the president of the Undergraduate Student Government, would speak to them. Mr. Johnson commented that he had enjoyed his interactions with the other shared governance leaders, as well, especially when he had the opportunity to hear about the activities of the other groups and to find ways to work together on issues of mutual concern.

Mr. Johnson then gave an overview of the structure and functions of the Undergraduate Student Government (USG), which represents undergraduate students at UI. He explained that USG is comprised of three branches, the executive, legislative, and judicial. Much of the organization’s work is done in the legislative branch, which is divided into nine committees with a director in the Executive Cabinet. The legislative branch is comprised of 50 Senators, including

various constituency Senators from marginalized groups across campus. The Senate is led by a Speaker of the Senate and a Speaker Pro Tempore. All USG Senators are required to sit on two of nine committees. The committees focus on the areas of academic affairs, external relations, finance, governmental relations, health & safety, internal affairs, justice & equity, student life, and sustainability. Each legislative committee has a counterpart in the executive branch. The committee structure allows for specialization and efficiency. Mr. Johnson praised the shared governance model that allows the university to foster collaboration across different demographics.

To fund student government activity, each UI student pays a student activity fee, Mr. Johnson continued. Those funds are divided between USG (79%) and GPSG (21%). The student governance groups' finance teams allocate money for campus-wide projects, student organization events, and travel and experience grants for graduate and professional students. Some of the entities receiving USG funds include the Student Legal Clinic, the Clothing Closet, the Iowa Food Pantry, and Homecoming. Turning to USG initiatives this year, Mr. Johnson spoke with particular pride of USG's advocacy for the online Kognito suicide prevention training. Mental health and well-being have been a major concern of all of the shared governance groups this year, he noted. Another important initiative for USG has been the creation of a lease gap housing program. The Iowa House Hotel will now provide accommodations for students without local housing during the lease gap period from late July to early August.

Numerous opportunities exist for student involvement in USG, Mr. Johnson noted. The legislative branch includes at-large, first-year, and constituency Senators, while the elected president and vice president appoint various directors and liaisons who serve in the executive branch. Mr. Johnson commented that he is often asked how USG can best be supported by the campus community. He listed several ways for faculty to support USG. First, faculty can encourage their students to vote in USG elections, which historically have had low voter turnout. Second, because there is much overlap among the priorities of UI's shared governance groups, suggestions for collaboration across the groups are welcomed. And third, faculty are invited to connect with USG on social media to stay updated on the organization's work.

Commenting on the lease gap housing program, Secretary Sheerin noted that current campus planning calls for the Iowa House Hotel to be closed and the space renovated to fill other purposes. She asked if there were plans to find a different venue in which to continue this valuable program. Mr. Johnson responded that the Division of Student Life is exploring the continuation of the program at a downtown hotel. Vice President Gillan asked about the length of USG Senators' terms. Mr. Johnson indicated that elections take place annually for one-year terms. There are no limits on the number of terms that can be served. The only requirement is that candidates be undergraduate students.

- *Campus Safety Realignment (Mark Bullock, Assistant Vice President and Director, Department of Public Safety and Cheryl Reardon, Chief Human Resources Officer and Associate Vice President)*

Associate Vice President Reardon explained that two committees had recently examined aspects of campus safety, the Reimagining Campus Safety Committee and another committee that reviewed the university's responses to student complaints. An important question raised during these processes was whether every response that happens from a safety and security perspective has to involve law enforcement. Other questions sought to determine how the various campus safety-related offices could communicate and coordinate better. The new UI strategic plan, which prioritizes holistic well-being, was launched while the work of both committees was still underway and influenced the committees' deliberations. An opportunity therefore arose, Assistant Vice President Bullock continued, to better align all of the campus safety services. He expressed pride in the work of the UI Police Department, but noted that, over time, the Police Department had absorbed the identity of the Department of Public Safety, thereby obscuring the roles of all of the other units in the division. The campus safety realignment seeks to elevate these other units and clarify their roles.

UI Campus Safety now includes separate, distinctly different, but equally important services provided by the member units, Assistant Vice President Bullock explained. These units are the Threat Assessment Team (TAT), Clery Compliance, Emergency Management and Communications, Security Technologies and Security Services, and the Police. As part of the first of two phases of the campus safety realignment process, the multi-disciplinary TAT was moved from University Human Resources to Campus Safety. It is important that this unit, so critical to the university's overall safety mission, can do its work adjacent to the other safety-related services. The second element of the first phase was the establishment of the Campus Threat Awareness Roundtable (CTAR). Assistant Vice President Bullock noted that numerous units on campus (TAT, Employee and Labor Relations, UI Police, Office of Student Accountability, UIHC, etc.) had internal reporting mechanisms and investigative processes for campus threats, but there was no standard system for sharing information about these threats across units. Now, senior representatives from these units meet weekly in the CTAR to share reports about potential concerns, allowing for a holistic and thorough assessment of campus threats. The Office of the General Counsel has developed a memorandum of understanding for information sharing across units.

Associate Vice President Reardon addressed the timeline for the remainder of the campus safety realignment project. The second phase of the project, which involves reorganizing units and functions (UI Police, Emergency Management, Dispatch, Fire Safety, etc.) currently under the UI Department of Public Safety, is underway, with necessary administrative infrastructure expected to be in place by July 2023. The reorganization of the units is expected to be complete by January 2024. Review of progress will take place in July 2024.

Secretary Sheerin commented that she had heard about a potential name change for the TAT that would incorporate the word *care* into the title. Assistant Vice President Bullock responded that the TAT would continue to focus exclusively on threats. Other campus units are better equipped to provide care and assistance to distressed individuals. A senator asked for

clarification why Clery compliance reporting is not handled by the UI Police. Assistant Vice President Bullock explained that individuals are not required to contact police when a potentially criminal incident has occurred. However, under the [Campus Security Act](#), universities are mandated to report campus crime data. Therefore, the two units remain separate.

- *Jackie Kleppe, President, Staff Council*

President Rodríguez-Rodríguez then introduced the third and last shared governance leader to address the Senate, Staff Council President Jackie Kleppe. Ms. Kleppe indicated that Staff Council had identified three priorities for the 2022-23 academic year: staff well-being; staff engagement, recognition and impact; and enhancement of the relationship between UI Health Care leadership/staff and Staff Council. Several feedback sessions with Staff Councilors revealed that there were also various topics around which Staff Council could *educate, explore, and elevate*. Some of the topics about which Staff Councilors requested more education for their constituents were the university budget; human resources issues such as recruitment, retention, and salaries; and mental health. Among topics to explore to determine if any issues need to be addressed were transportation, unplanned absences, parental leave, and campus safety. Concerns to elevate to UI leadership included salaries, recruitment, and retention; Operations Manual language regarding mental health; and tuition assistance increases.

Ms. Kleppe then described highlights of the past year. Staff Council successfully advocated for an increase in tuition assistance for staff members looking to further their educations. A partnership with the [Well-Being and Mental Health Campus Collaborative](#) was formed to present information about mental health and well-being services at each Staff Council meeting. Staff Councilors then sent this information out to their constituents. Like Faculty Senate, Staff Council endorsed the Kognito suicide prevention training, at the request of the student governance groups. A food drive collected 627 pounds of food for the Iowa Food Pantry. As part of engagement efforts, Staff Councilors attended Hawkeye Caucus in Des Moines earlier this month and participated in various community outreach events, such as the Homecoming parade. Staff Council facilitated the inclusion of an option to add pronouns to UI business cards and requested that the UI budget video be updated with more recent data. A more consistent meeting schedule has been established with UI Health Care leadership and Staff Council has become involved in the [Science Thursday](#) events. Ms. Kleppe concluded her remarks by welcoming opportunities for Staff Council to collaborate with Faculty Senate on areas of mutual concern, such as campus culture, recruitment, and retention.

Referring to Staff Council's donation to the Iowa Food Pantry, Vice President Gillan observed that it is not only students who use the pantry's services. Ms. Kleppe noted that a representative reported to Staff Council that about 38% of the pantry's customers are faculty and staff. She added that it was important to let our constituents know that resources such as the food pantry are available to them. Professor Janssen asked if efforts were being made to more fully engage employees working remotely. Ms. Kleppe responded that the engagement of remote employees has been a frequent topic of discussion for Staff Council. Community engagement events are one way to include remote staff working locally. Virtual events can draw in staff located more distantly. Most Staff Council meetings are now held in a hybrid format, she

added. President Rodríguez-Rodríguez commented that Faculty Senate and Staff Council have had a productive relationship this year and she looked forward to this positive relationship continuing in the future.

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

President Rodríguez-Rodríguez reminded Senators that earlier this afternoon the first annual Highly Prestigious Faculty Award Investiture took place at Hancher Auditorium. The event celebrated over 80 UI faculty who have been recognized with highly prestigious awards, as designated by the National Research Council (NRC). These faculty have helped shape the university's foundation of excellence and have positioned the university for continued success in the future.

With the support of the Office of the Provost, faculty representation has been added to the [Strategic Plan Action and Resource Committee](#) (SPARC). This committee carries out the implementation of the 2022-27 Strategic Plan. SPARC is also the institutional manager of the [P3 Program](#). President Rodríguez-Rodríguez will represent faculty on the SPARC.

Senators will soon receive a survey asking them to provide input on the Operations Manual policy on [Consensual Relationships Involving Students](#). The policy may undergo revision in the coming year.

As she had at the last several Senate meetings, President Rodríguez-Rodríguez encouraged all faculty to participate in the online [Kognito suicide prevention program](#). The program builds awareness, knowledge and skills about mental health and suicide prevention. President Rodríguez-Rodríguez emphasized that the program will help faculty members support students.

IV. From the Floor – Professor Kivlighan moved that the Faculty Senate approve the following resolution in honor of President Rodríguez-Rodríguez:

WHEREAS the University of Iowa faculty are members of a university community that values and benefits from dedicated, skillful, and collaborative leadership and

WHEREAS President Ana Rodríguez-Rodríguez has been an exceptional leader, serving tirelessly and with unwavering dedication in her role as Co-Chair of the Consensual Relationships Policy Working Group, Faculty Senate Secretary, Faculty Senate Vice President, and Faculty Senate President and

WHEREAS President Rodríguez-Rodríguez advocated and led Council and Senate to address disparities in both Instructional Track and Clinical Track faculty representation in Council and Senate and

WHEREAS President Rodríguez-Rodríguez engaged the Chairs of Charter Committees for increased awareness and support of their activities and to ensure continuation of a shared governance voice in these areas and

WHEREAS President Rodríguez-Rodríguez has advanced efforts to advocate for faculty track lines, salary increases, and morale efforts to support faculty retention and recruitment and

WHEREAS President Rodríguez-Rodríguez has served as an advocate and ambassador for the Kognito mental health training program on campus to support student mental health and well-being and

WHEREAS President Rodríguez-Rodríguez engaged appropriate stakeholders to support DEI efforts on campus, including increasing awareness of the impact of a less than inclusive environment on hiring and retention and

WHEREAS President Rodríguez-Rodríguez has embodied humility, strength, and grace as Faculty Senate President to create an inclusive and welcoming environment for all faculty to share their voices,

BE IT RESOLVED that We the Senate express our most profound gratitude to President Rodríguez-Rodríguez for her admirable and collaborative leadership and service to us all.

Professor Joseph seconded that the resolution be approved. The resolution was unanimously approved via applause.

V. Announcements

- Michael J. Brody Awards for Faculty Excellence (Ana Rodríguez-Rodríguez)
President Rodríguez-Rodríguez announced the recipients of the 2023 Michael J. Brody Awards for Faculty Excellence in Service to the University and the State of Iowa: Meenakshi Gigi Durham (Journalism and Mass Communication) and Brian Hand (Teaching and Learning). She also thanked those who served on the selection committee.

- Closing Remarks of the 2022-23 Faculty Senate President Ana Rodríguez-Rodríguez
President Rodríguez-Rodríguez recalled that one year ago, she had addressed the Senate for the first time as President, and what a year it had been, she added. She commented that she wouldn't deny that she had been busy, but that was not her main takeaway when she looked back at the last 12 months. What she really remembered and would always treasure was the deep honor of representing the amazing faculty at the University of Iowa in this capacity. This afternoon she served as a marshal in the Inaugural Highly Prestigious Faculty Award Investiture, and this had been a wonderful way to spend the last few hours of her Presidency. What a humbling and privileged experience it was, she continued, celebrating the amazing achievements of our colleagues. Also, a few days ago, she addressed the Board of Regents, State of Iowa regarding faculty at our university and she reminded them of something that she was absolutely convinced of: only with superb, excellent faculty, will the university continue to be one of the most distinguished public universities in the country. Faculty are uniquely positioned to build the trusting and consistent relationships necessary for students to start strong, engage in their studies, persist to graduation, and contribute to the success of the whole state of Iowa, she told the Regents. During the current times, when not only the role of faculty but even the relevance of college in our youth's lives is questioned, we are best positioned to humbly but firmly explain why education matters, why college is still the place where students can get that education that will land them a job, yes, but also the place where they will discover invaluable knowledge about the world and about themselves. We, faculty, teach, inspire and guide students as they start living their lives as adults, and it is our job to help them find their own path towards a successful life. President Rodríguez-Rodríguez stated that she believes there is no

better way to explain who we are, what we do, and how pivotal our role is in shaping society's future.

We, the Faculty Senate, are a diverse group that represents an even more diverse faculty body. Diversity is what makes us great, President Rodríguez-Rodríguez emphasized, and one of her goals this year had been celebrating that diversity, fighting to ensure that all faculty feel included in our university community, no matter who they are, where they come from, what they believe, and what their position is on campus. As she has said multiple times, she understands diversity as something that is embedded in everything we do, not as an add on to our mission. Diversity work should guide everything we do, and should be everyone's shared responsibility. We need to keep advocating for expanding cultural competence, strengthening connections across diverse cultures throughout our campus, our state, our nation and the world. We need to promote policies that encourage participation in cross-cultural projects and experiences, the study of world cultures, and exposure to diverse cultural perspectives, both domestic and international.

President Rodríguez-Rodríguez has also been a big defender of the power of dialogue and conversation even when it seemed almost impossible to come to an agreement and work as a team. Dialogue, flexibility, collaboration, transparency and lots of forward-looking thinking are essential as we navigate the future. DEI programs and efforts will be closely reviewed and evaluated in the next few months. She urged that we look at this evaluation as an opportunity to dialogue, to collaborate, to explain, to assess, to improve, to give clear voice to our values, to the firm belief of the importance of education in a diverse community, where everyone is included, as our Strategic Plan states.

This was the year when we starting implementing the new Strategic Plan, President Rodríguez-Rodríguez noted, and said it had been exciting to have the opportunity to collaborate with President Wilson, Provost Kregel and the rest of the administration team in the development of ideas and programs that sprang from the Plan. In addition to President Wilson and Provost Kregel, she would like to thank Associate Provost Lois Geist, along with Peter Matthes and Laura McLeran, from the President's Office, for the constant dialogue even in the midst of disagreements, and for listening to the Senate officers' ideas and taking them into account when making decisions.

President Rodríguez-Rodríguez gave a special thank you to her wonderful team of officers, who are now also very dear friends. She couldn't even try to calculate the many hours they had spent together this year, on Zoom, in in-person meetings, texting, emailing... and in their delightful more informal meetings during Basta's happy hour, when some of their best ideas were born! She commented that Past President Teresa Marshall is smart, caring, extremely professional and hardworking, and she has mentored her for 3 years now. She is leaving the team, but her influence will always be with us and for sure with President Rodríguez-Rodríguez personally. Secretary Caroline Sheerin is another extremely smart and strong woman, who brought to the team lots of wisdom, legal knowledge, an amazing capacity to listen and discuss, but also a great sense of humor that made the Senate officers laugh during some of the most complicated times this year. And, of course, Vice President Ed Gillan, who will be the next

President in just a few minutes – President Rodríguez-Rodríguez had never known anyone with the same amount of policy and historic knowledge of this institution as Vice President Gillan. She stated that he is going to be a great president and he will bring to fruition the different initiatives that were started this year. She was convinced that the combination of their different mindsets and perspectives, coming from the Sciences and the Humanities, had been very useful as they navigated together many relevant issues this year. Vice President Gillan is also a great person, she added, which she thought was the best quality any leader can have, and she could confidently say that she is leaving the presidency in great hands.

President Rodríguez-Rodríguez thanked two other people who had been extremely helpful to her this year, in different ways. First, Professor Joe Yockey, who was Faculty Senate President during her year as Secretary, and who had served as a role model who guided her as she tried to navigate hard times with grace, compassion and effectiveness. She also thanked Professor Amber Brian, the DEO of her department, Spanish and Portuguese, because thanks to Professor Brian's support and flexibility, this year had been much easier to manage. And finally, she thanked Faculty Senate Administrative Services Specialist, Laura Zaper, for her assistance and advice.

Concluding her remarks, President Rodríguez-Rodríguez reminded the group that she would continue to work with the Senate while serving as Past President this coming year. Her final words were of gratitude to Senators for their help, for great conversations, for being committed to working on faculty's behalf, and for all the work they do every single day as teachers, researchers, and university shared governance representatives. She urged that we keep working together for our great university, for the value of higher education, and for our faculty. Thank you all, she added, it has been a real pleasure! Go Hawks!!!

VI. Adjournment – Professor McQuistan moved and Professor Shibli-Rahhal seconded that the meeting be adjourned. The motion carried unanimously. President Rodríguez-Rodríguez adjourned the meeting at 4:45 pm.

FACULTY SENATE
2023-24 ORGANIZATIONAL MEETING
Tuesday, April 25, 2023
4:45 – 5:15 pm
Senate Chamber, Old Capitol

MINUTES

I. Call to Order – President Gillan called the meeting to order at 4:45 pm.

II. Election of Faculty Senate Officers (Election Committee)

President Gillan directed the new and continuing Senators to move into the center seating area of the Senate Chamber. Although outgoing Senators were free to leave, they were invited to remain, if they wished, but to be seated in the side areas.

President Gillan invited Election Committee members Professor Christie Thomas and Professor Anita Jung to come forward to conduct the officer elections.

Professor Thomas announced that the candidate for Vice President was Caroline Sheerin (Law). He then announced that the candidates for Secretary were Mary Charlton (Epidemiology) and Marc Pizzimenti (Anatomy and Cell Biology). Professor Thomas asked if there were any nominations from the floor for Faculty Senate Vice President or Faculty Senate Secretary. No nominations were made from the floor. He thanked all the candidates on the ballot for agreeing to run for office.

Paper ballots were distributed, collected, and counted.

III. Opening Remarks of the 2023-24 Faculty Senate President Ed Gillan

President Gillan began his remarks by gratefully acknowledging the dedicated contributions of the 24 outgoing Senators, many of whom started their 3-year terms in April 2020 - at the leading edge of an unfathomable pandemic! He thanked them very much for their service and he urged them to continue their important faculty service contributions to our university and maybe rejoin Senate or a join new Senate committee next year. He added that they should not be surprised if the Senate officers call upon their talents and creative energy for future faculty governance activities.

He was very humbled to be standing here as the incoming Senate President, President Gillan continued. He noted that it is a very important responsibility that he has accepted, knowing how critical shared governance voices are in sustaining and improving university support for faculty well-being and success. He has been around the Senate for quite a few years, and it has been his most rewarding service. About a decade ago, he started as a Senator and then was on Faculty Council and served as Secretary just as the era of UI President Harreld began. President Gillan was fortunate to have worked with many recent Senate Presidents (including Presidents Fumerton, Bohannon, Vaughn, Snyder, Ganim, Daack-Hirsch, Yockey, Marshall, and now

Rodríguez-Rodríguez) and to have observed their diverse governance styles in some very challenging times for our university. There is a highly valued faculty shared governance legacy that he would do his best to uphold and grow.

President Gillan commented that Senators have taken on an important representative governance role at Iowa and represent just about 2800 Iowa faculty from 10 academic colleges on both sides of the river (51% tenure track, 35% clinical track, 12% instructional track, and 2% research track faculty). He added, however, that Senators are more than just numbers or tracks and he believed that we best interact together when we know something about each other. Senators “Zoomed” for two years before returning to in-person Senate meetings this year, and so the Senate officers are now thinking about new ways to engage and interact in our Senate meetings and will seek Senators’ input on things to try out next year. President Gillan then requested, in this spirit of changing traditions – and to become less of a stranger to each other – that Senators take a moment to introduce themselves to nearby Senators whom they had not met before – perhaps sharing name, department, college, and area of interest.

After Senators briefly chatted with each other, President Gillan continued his remarks. He recalled being in the Senate audience during many presidential speeches and wondering where the presidents came from and how they got to UI (and why they were still here). We all have our unique origin stories, he commented. While our Past President Rodríguez-Rodríguez comes from far east across the Atlantic, he grew up in the far west along the Pacific – he was a Southern California kid and an Angelino and grew up in the eastern suburbs of Los Angeles in a city called Monterey Park, which was a majority Asian and Latino community. He headed north to UC Berkeley for an eye-opening big state university experience. His undergrad years revolved around surviving really hard science courses with some better prepared classmates and experiencing life in the Berkeley student housing Co-Op. His Berkeley years helped define many of the core values that he holds today. Next year, his time living in Iowa City will match his first 27 years of life in California, so he is clearly an Iowa transplant that has grown strong roots.

As Senators would expect, President Gillan’s professional academic background also informs his faculty beliefs and opinions. He has team-taught ~1000 student undergraduate introductory chemistry courses, including teaching these complex courses during the height of the pandemic. He would never forget that experience.....but he would hope to never relive it! He is very familiar with the challenges of running a research lab with graduate student researchers that requires external funding and frequent publications. His plan for the Faculty Council/Administrative retreat in late August is to highlight research and scholarly work in our increasingly interdisciplinary era. He is also a long serving Associate Professor who recently found a pathway to promotion, and so faculty development of associate professors in all tracks is a priority close to his heart and mind.

People who know Professor Gillan say that he is a major policy geek and that is totally true! He treats policies like puzzles to be solved or better yet, mazes to be navigated where he wants to figure out why changes are needed or are being proposed, what is the policy’s impact on faculty, and how can policies be improved to serve as best practices for years to come. He learned most of his policy-making skills from a dozen years on the Faculty Senate Faculty Policies and

Compensation Committee (FPCC) which is the “grand central station” for deep dives into complex faculty policy creation and review.

The FPCC did many substantial things over the years such as creating the current faculty annual and 5-year post-tenure review policies, defining promotion paths for Lecturers and later helping create the Instructional Track faculty policy. He also learned a lot about policy negotiations during his service on the Senate’s ad-hoc AAUP (American Association of University Professors) sanction removal committee and valued that experience working directly with members of the Board of Regents and with our local AAUP organization. It was very rewarding to President Gillan to see our presidential search [best practices](#) used in President Wilson’s hiring.

As Faculty Senate President, President Gillan will continue to ensure that faculty voices are substantially considered in decision-making at UI. He said he would do his best to ensure that faculty-centered policies have the right clarity and guardrails to stand the test of time. Some specific things that should make it onto the Senate plate in the coming year include important updates to the recently reviewed Instructional Track Faculty policy, revisions to our faculty grievance procedures, possible modifications to consensual relationship definitions, and updates to other important faculty policies and procedures.

President Gillan closed his remarks by reminding Senators that the University of Iowa has a long and successful history of faculty shared governance and decision making. The post-pandemic world has created new challenges for instruction and research, and workable solutions will require Faculty Senate input in many different ways. It is as important as ever that the Senate represent the diverse interests and needs of all faculty tracks in collaborative interactions with university administration that will strengthen our institution.

President Gillan was optimistic about the year ahead and gave heartfelt thanks to his fellow officers for the past year that pretty much felt normal again. He gave a special thanks to former Past President Marshall for her heroic pandemic service and was grateful that she plans to remain involved in faculty governance. He has enjoyed working with Vice President Sheerin for the first time and appreciated her analytical and practical approach to decision making that is melded with an awareness for challenges of maintaining a faculty work-life balance. President Gillan echoed thanks to Faculty Senate Administrative Services Specialist Laura Zaper for her work with the Senate officers. Finally, his immense gratitude and admiration went to Past President Rodríguez-Rodríguez for her dedicated service this year. He has greatly benefited from observing her skillful and passionate work as Senate President. President Gillan said he was very happy that she would be part of next year’s adventures because they complement each other well in outlook and approach to important faculty issues that will arise in the coming year. President Gillan thanked Senators and gave them best wishes for a successful finish to an “almost” normal academic year.

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

V. Announcements

- Officer Election Results – Professor Thomas announced that the new Faculty Senate Vice President is Caroline Sheerin and that the new Faculty Senate Secretary is Mary Charlton. All candidates were given a round of applause.
- 2023-24 Meeting Schedule – President Gillan reminded Senators that the meeting schedule for 2023-24 was sent to them earlier, but there was also a copy in their meeting packets. Soon, they will receive Outlook invitations to the meetings.

VI. Adjournment – Professor Shibli-Rahhal moved and Professor McQuistan seconded that the meeting be adjourned. The motion carried unanimously. President Gillan adjourned the meeting at 5:05 pm.