

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
UNIVERSITY OF IOWA CHAPTER

2003-2004 Officers

President: PETER HANSEN, CHEMISTRY

Vice-President: LOIS COX, LAW

Secretary: KATHERINE H. TACHAU, HISTORY

Treasurer: KATHLEEN CLARK, NURSING

Minutes

Executive Committee Meeting

November 10, 2003

Present: Andrews, Baldus, Clark, Dobrian, Hansen, Kottick, Tachau, Valentine, Wachtel

Location: Room 137 Schaeffer Hall.

1. The meeting was called to order at 7:33 p.m.
2. The minutes of the October 15, 2003 meeting were approved without dissent subject to correction of two typos.
3. Reports
 - a. Recruitment Committee [Baldus (Chair), Pelton, Tachau] had no new activities to report.
 - b. Committee A [Ziegler(Chair), Andrews, Baldus, Bishara, Cox, Pelton, Wachtel] had nothing to report.
 - c. Treasurer's report: Clark reported that the chapter has about \$5, 000 minus whatever the bills for the New Faculty reception turn out to be.
 - d. Post-Altmaier Draft Committee [Baldus] The main news here is that Baldus has been appointed to this committee, which will draft language for the University of Iowa Promotions and Tenure policy modifications in line with the Altmaier committee's recommendations.
 - e. St. Ambrose Fall Meeting of the Iowa Conference: Dobrian, Hansen, and Kottick went to St Ambrose for the meeting of the Iowa AAUP conference, and reported that it had been successful, with several good, vibrant, new members in evidence.
4. Old Business
 - a. New Faculty Reception – evaluation:
Members present agreed that the event held the previous Thursday had been enjoyable and that we were happy to see so many new colleagues. We then turned to discussing follow-up, and decided to respond officially as a chapter to those who attended, thanking them for coming and letting them know that we enjoyed meeting them; this letter can inform them of the Promotion and Tenure

Workshop that we hold each year. In this letter, we should outline our good offer for the membership dues for the first year of membership, which we decided to subsidize as a chapter to bring cost to new member down to 1/2 of new entrant dues for first year. After some “blackboard work,” to use the parlance of the profession, we calculated that we have the funds to subsidize the twenty-eight new faculty who came to the reception for a further three years.

Contemplating the relative appeal of the bevianda and edibilia at the reception, we decided that next year we should order more wine and no beer. Our outlay for this reception will come to \$386 plus some additional amount for the several extra bottles of wine that we and our guests managed to enjoyed. Baldus moved, Tachau seconding, that we send \$50 to the servers as a tip; motion carried.

Baldus next moved, Tachau again seconding, that Clark find out from the National AAUP office how to start any new members at the subsidized rate that the Association has advertised, and then that we then subsidize such members at the reduced rate for two additional years. Motion carried, 8 in favor, 1 opposed.

b. Chapter Website - Adams & Daniels proposals. In response to our inquiries regarding the creation of our chapter website, we had received two proposals. One estimated a cost to us of \$1,600-\$11,600 and an estimated completion time of 4 weeks. The second would charge some unspecified amount more than \$500 plus annual update of \$100. We had been exploring this option to save Wachtel work, but she explained to us how, in fact, what remains is not difficult, and to prepare copy for these experts would be more difficult than for her to construct our page from what we have. Thereupon, Baldus moved, Andrews seconding, that we keep the website informational, and that we authorise Hansen to pay Wachtel or someone else up to \$1000 to create the webpage (and organize its updating), as he and she think is appropriate. The motion passed with 8 in favor, 1 opposed. The chapter’s clear preference, if she remains willing, is that Wachtel be hired for this project.

c. Sexual Harrassment policy. Dobrian reported that he had talked to the National AAUP office in Washington and that they are interested in seeing a copy of our policy. Tachau summarized her informal conversation with Ms. Westerhaus at the last Faculty Senate meeting, at which Ms. Westerhaus (the university’s head of the Office of Equal Opportunity and Diversity) clarified that she is still working on revising both harrassment policies, and they will come back to the Faculty Council and Senate; Tachau will keep AAUP apprised at that time.

d. CCOM Pilot Incentive Program [Andrews]: Andrews reported on various schemes for supplementing salary by temporary fixes, one of which is the Carver College of Medicine [CCOM] ‘pilot project’, in response to which he has already drafted a ‘position paper’ of Nov. 4, 2003, and for which he solicited editorial help. Questions arose, salient among them: is there a sunset to the CCOM ‘pilot project’? Is the College of Pharmacy about to institute this program too? There is some concern

that, because of our current and foreseeable financial straits, the deans of the College of Liberal Arts and Sciences [CLAS] may try to do so, too. Andrews asked further whether there had been any review of this policy on the Research Council, and his contact said that they had never heard of it before CCOM announced it. We concurred that it should also be reviewed by the Faculty Senate and Council. Baldus wondered whether there are university framework, rules, procedures governing the institution of new salary models and structures, and if not, whether, there should be parameters delimiting college and central administration authority to institute such new models without going through and getting the approbation of the organs of faculty governance.

This subject led to discussion of the proposed “Research Track,” which had been tabled by acting president Willard “Sandy” Boyd and which some deans in the health sciences are trying to resuscitate. We agreed that the AAUP chapter should begin to discuss the ramifications with Professional & Scientific staff, who might concur in our concerns, once they appreciate that this proposal does *not* mean that they will themselves become faculty without job security. We thought that we may wish to start our consultations with assistant and assoc. scientists, and, *inter alia*, ask to see their grant proposals’ review pages to see whether there is any evidence supporting the project’s proponents’ claim, that such scientists cannot get grants because they do not have the title of “professor.” Wachtel will give some questions to the Faculty Senate Vice President to pass on to the Provost’s Office as to what a study of the Research Track ought to cover.

A further line of discussion (while considering erosion of faculty status, prerogatives, and expectation, was the category of visitors. Have these numbers been growing? We began to discuss getting longitudinal data on Visiting numbers to get an answer to this query. (We also discussed, briefly, whether we should organize our chapter’s participation in National Equity Week next year.)

These issues, we thought, constitute sufficient reason to request an AAUP meeting time with provostial candidates to discuss them for, as Baldus reminded us, we want to make it difficult for the administration to just pack the univ with non tenure-track positions. We discussed the requirement that visitors be hired usually only on a year-to-year basis.

e. We turned to the letter registering the AAUP view concerning its experience dealing with Mark Schantz on faculty grievance issue that has been drafted by Baldus. People thought it was a good letter, and Baldus and Wachtel will work on revision.

5. New Business.

- a. We were updated about the revision of the draft decanal review policy that will be brought back soon to the Faculty Council.
- b. Consideration of arranging to get an interesting speaker for the Annual meeting ensued. Kottick moved, Tachau seconded that we try to arrange for a speaker from the national AAUP office. We also discussed other events we may wish to organize.

c. We decided to try to get a Newsletter out immediately to all who came to our reception for new members and to disseminate minutes to all members.

6. Date and time of next Executive Committee meeting was set at Monday, December 08, 2003.

7. Adjournment was accomplished at 9:30 p.m.

Respectfully submitted,

Katherine H. Tachau
Secretary