

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS  
UNIVERSITY OF IOWA CHAPTER

*2004-2005 Officers*

*President:* PETER HANSEN, CHEMISTRY

*Vice-President:* LOIS COX, LAW

*Secretary:* RICHARD VALENTINE, ENGINEERING

*Treasurer:* KATHLEEN CLARK, NURSING

**Minutes**

Executive Committee Meeting

April 27, 2005

**Present:** Dave Baldus, Samir Bishara, Kathy Clark, Jeff Cox, Lois Cox, Walter Dobrian, Peter Hansen, Katherine Tachau, Marian Wilson Kimber, Ekhard Ziegler, and visitors, Jim Andrews and Mark Schantz

**Absent:** Rich Valentine, Ruth Wachtel

**Location:** Room 137 Schaeffer Hall

- 1) The minutes of the meeting of March 30, 2005 were approved as amended.
- 2) **Committee Reports**
  - a) Recruitment Committee: Katherine Tachau requested that gift memberships be presented to the new Faculty Senate officers, Michael Cohen and Steve McGuire.
  - b) Committee A: Ekhard Ziegler reported one informal meeting with a faculty member. Lois Cox and David Baldus described two ongoing matters. The first centered on a spousal hiring issue. The second dealt with whether a textbook can count towards promotion. It can, but only if it includes new research and/or methodologies; however there is no statement clarifying this on the CLAS website.
- 3) Mark Schantz spoke with the Executive Committee regarding the issues surrounding post-tenure review. University policy delegates the matter to the Colleges. Schantz is sometimes belatedly approached by Deans or DEOs due to long-running problems with individual faculty members cited under section III.29.8 of the operations manual. The 1989 policy says that before termination proceedings can be initiated, the faculty member has to have had a peer review. Schantz stated that reviews should be regularly scheduled, but it would be appropriate to have one early as "intervention." He indicated that there is no express authority in the operations manual for Deans reducing the percentage of appointment but that the principles to support it are there. Committee members expressed concern for the possibility of abuse by administrators, and the need for faculty members' right to grieve such decisions and for the regular, developmental post-tenure review process to be separate from punitive actions. Schantz stated that under section 29.6 any lower-level administrative decision can be grieved.

Kathy Clark presented the draft of the revised post-tenure review policy from the Faculty Senate Policies and Compensation Committee. Katherine Tachau suggested that the committee should

revisit the policy to take these issues into consideration. Jim Andrews is providing data regarding AAUP standards of good practice to the committee.

Schantz also stated, in response to Katherine Tachau's concern about David Horowitz's Academic Bill of Rights, that in the case of a student suing a faculty member that the state attorney general would appoint council at University expense.

4) **Committee Reports (continued)**

- a) Treasurer's Report: Kathy Clark reported no change from last month. The balance is \$4076.93.
- b) Lois Cox reported that the April 6th Promotion and Tenure Symposium was very successful. Over 50 people attended.
- c) Walt Dobrian reported on plans for the annual meeting, May 7 at 10 a. m. The business meeting will begin at 10:30, and Provost Michael Hogan will speak at 11, followed by lunch for those interested. Dobrian plans to nominate current chapter officers for reelection.
- d) Katherine Tachau reported on Faculty Senate activity. The emeritus policy produced rapidly by Kathy Clark's committee passed. Emeritus status will be awarded through the Provost's office. Professional and scientific staff may become emeritus; discharged employees may not.

The new sexual harassment policy passed. Mark Schantz brought back the regular harassment policy despite some overlap between the two. The intent of the policy is to protect free, non-threatening (even if obnoxious) speech.

The Senate will be considering the possible non-tenure research track.

- 5) **Old Business:** Peter Hansen reported that he and Rich Valentine were positively received by members of the Research Council when they described difficulties due to changes in the COGS agreement for faculty members supporting research assistants from grants.

6) **New Business:**

- a) The Executive Committee decided it was not appropriate for it to support individual ombudsperson candidates.
- b) Members differed on what is needed for CLAS governance revitalization. Jim Andrews favors a structure based on that of the Faculty Senate.
- c) Jeff Cox presented a draft of a response to Governor Vilsack's "marching orders" to the new head of the Board of Regents, as reported in the Des Moines Register, that faculty members should be entrepreneurs. It was agreed that Lois Cox will send it to the Register on behalf of the Executive Committee.
- d) The Executive Committee will next meet in late May on a date to be determined.

Respectfully submitted,

Marian Wilson Kimber, acting secretary