

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

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Minutes

Executive Committee Meeting

August 30th, 2005

Present: Walter Dobrian, Peter Hansen, Samir Bishara, Katherine Tachau, Rich Valentine, Lois Cox, Dave Baldus, Marian Wilson Kimber, Jeff Cox, Kathy Clark, James Andrews, Rich Valentine

Absent: Ekhard Ziegler, Ruth Wachtel

Location: Room 137 Schaeffer Hall

- 1) The meeting was called to order at 7:35 pm.
- 2) The minutes of the May 19, 2005 and July 7, 2005 meetings were approved.
- 3) **Committee Reports**
 - a) **Committee A:** Dave Baldus commented on the resolution of the issue on the acceptability of a book toward promotion (a book can count depending on its nature). Lois Cox noted that the committee was contacted by several faculty over the summer regarding several different issues. She noted that there appears to be a significant and alarming increase in activity from the past.

A very lively discussion then followed about several important issues that may be causing this increase in activity and will have a great impact on faculty in the future. Jeff Cox noted that some administrators are implementing radical new policies that have not been reviewed or approved by the faculty. This includes salary decrements, unilateral reductions in terms of appointment, and unilateral changes in faculty portfolios. It was suggested that these policies are being adopted by some administrators because they are not specifically forbidden. Additionally they may become part of an incentive plan, to replace the less comprehensive recently proposed bonus plan that seemingly would have focused more on positive reinforcements. Jeff Cox noted that rules need to be established that guarantee academic freedom and to make any policy grieveable. Peter Hansen suggested some members of Committee A meet with the ombudsman with our concerns. Lois Cox agreed to do this. Jeff Cox agreed to meet with the Faculty Council or Senate. Dave Baldus agreed to speak to Marcus Mills.
 - b) **Treasurer's report:** Kathy Clark reported a balance of approximately \$3,000.
 - c) **Web Development:** No report.

d) Katherine Tachau reported on Faculty Senate activity. She commented that she will propose a resolution in support of President Skorton. She also reported that the issue of implementing a policy on criminal background checks has now been brought to the Senate. The research track appears to be an issue that is re-surfacing with the Dean of the College of Medicine appointing a committee to again look into this. This announcement then gave rise to discussion of the need for faculty involvement on such a committee, especially the need for the membership to include non-administrative faculty.

4) **Old Business.**

a) Kathy Clark reported on recent progress of the Post-Tenure Review Committee. She thought that the rate of progress was too slow and that the committee needs a time-line to follow. She reported that a draft report was circulated among members of the Faculty Policies and Compensation Committee. She noted several issues and confusion over the purpose (is it supposed to be informative or evaluative). Jeff Cox suggested that this review should never be done off schedule and never as a disciplinary act.

b) The de-funding of recent NIH grants (including one at Iowa) was discussed by Katherine Tachau who said a bill has been introduced to the Senate that includes provisions for this to occur. She also stated that the mandated de-funding, based on political ideology and not a scientific rationale, is not supported by several important senators who have vowed to stop this bill.

c) Planning for the AAUP Fall reception is well underway. It is scheduled for Friday Sept. 23rd to be held in City Park shelter no. 12 from 5-7 pm. Assignments were made for invitations, food purchases, name badge preparation, and child care attendants. Lois Cox and Dave Baldus will make brief presentations on the history of the AAUP and the impact it has had on this campus. A suggestion was also made to include a short statement on what the AAUP is with the invitations.

d) Marian Wilson Kimber volunteered to speak on behalf of the AAUP at the University's new faculty orientation.

5) **New Business**

a) Dave Baldus led a discussion on the current situation regarding university wide standards for promotion and tenure noting that there are substantial differences between colleges. He noted that we need to make sure that faculty have access to specific rules.

b) The recent rejection of P&S unionization was briefly discussed.

c) Kathy Clark and Katherine Tachau reported on recent activity of the Bonus Committee noting some on the committee would like to focus on development of a more comprehensive incentive plan (see item a) under Old Business) that includes both positive and negative rewards such as salary decrements.

d) The next Executive Committee meeting will be on Thursday Sept. 22nd, 7:30 pm.

Respectively submitted

Rich Valentine, Secretary