

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
UNIVERSITY OF IOWA CHAPTER

2003-2004 Officers

President: PETER HANSEN, CHEMISTRY

Vice-President: LOIS COX, LAW

Secretary: RICHARD VALENTINE, ENGINEERING

Treasurer: KATHLEEN CLARK, NURSING

Minutes
Annual Meeting
May 1, 2004

Present: Ruth Wachtel, Walter Dobrian, Peter Hansen, Katherine Tachau, Rich Valentine, Eckhard Ziegler, Dave Baldus, Kathy Clark

Location: IMU, State Room 274

- 1) President Hansen called the meeting to order at 10:30 am.
- 2) Treasurer's report: Kathy Clark noted a balance of \$4765.78 with \$422 in income and \$558.85 spent on the new faculty reception held November 6 attended by 35 faculty as reported by Peter Hansen.
- 3) Dave Baldus summarized a number of important issues discussed by the Executive Committee this past year:
 - a) Committee A has noted that the number of faculty grievances seems to be dropping from past years. A perception is that this may be due to the new third year review process that has helped to reduce problems.
 - b) A Bonus Program was being promoted by some administrators for implementation outside the College of Medicine without adequate faculty input. The plan includes incentives that could dictate what kind of research is done as well as have implications on the nature of teaching. The Executive Committee developed an analysis of the Bonus Plan that was presented to the Faculty Senate. The Senate voted to accept the report which recommends that the Faculty Senate appoint a committee to assess the propriety of bonus programs for the University of Iowa in general, and to recommend guidelines for such programs if the administration should introduce them. Also included is a moratorium on implementation of new bonus plans until evaluation by Senate is complete and the plan found acceptable by the faculty.
 - c) Changes in the Decanal Review of Dean's process (Eckhardt Ziegler, chair of the Decanal Review Committee) were implemented with input from AAUP. This included a requirement that the Provost share questionnaire responses with the faculty. The practice of reviewing both the Dean and the College at the same time was also terminated. Deans will be reviewed every five years.
 - d) Discussions of the Sexual Harassment policy dealt primarily with who is considered a "mandatory primary reporter" and what to do if anonymity is requested by a student. The AAUP suggested that only those who are primary advisers should be considered as mandatory reporters.
 - e) Input to the Committee to Review Promotion and Tenure Rules and Policies (the Betsy Altmaier Committee) included an unsuccessful attempt to change policies on access to external letters.

Currently the candidate may only look at letters if unfavorable. It was noted that the College Advisory Panels used by Dean's in making tenure decisions seem to be unaccountable with no paper trail. It was recommended that negative outcomes must be explained to the candidate.

- 4) Jamie Andrews reported that the P&T Symposium held March 31 was very successful with approximately 50 attendees. A number of excellent speakers were thanked.
- 5) Development of our website continues. It was noted by Peter Hansen that all minutes will be available on the AAUP Website hopefully in a timely manner.
- 6) It was moved by Walter Dobrian (chair of the nominating committee) and unanimously approved that the following be appointed:

Peter Hansen, President
Lois Cox, Vice President
Secretary, Rich Valentine
Treasurer, Kathy Clark

- 7) New issues were solicited from members at the annual meeting. Katherine Tachau suggested that the faculty senate officers be given a gift of a free AAUP membership. This idea was unanimously approved.
- 8) Dave Baldus introduced Regent Bob Downer as the keynote speaker who spoke for approximately 30 minutes on his view of the state of the university and what issues may be important over the next five years. He noted a significant decline in state support of 14% in the past four years and that salaries at UI are now at or near the bottom compared to peer institutions. In spite of some doom and gloom, he generally presented an optimistic outlook noting that the citizens of Iowa support their institutions of higher education much more than the citizens of many other states. This is indicated by a relatively high level of support when normalized to income. He also commented on the growing realization that the universities are critical to the economic development of the State. The importance of continued and improved outreach to help and inform our citizens was stressed as one way of improving the situation.

Respectively submitted

Rich Valentine, Secretary