

## NEWSLETTER

University of Iowa Chapter - AAUP

June 17, 2004

Lois Cox, Newsletter Editor

Volume 2, Number 4

The Executive Committee of the chapter has suspended its regular monthly meetings until the beginning of the fall semester. Members are welcome to attend Executive Committee meetings. If you would like to become a member of the Executive Committee, please contact President Peter Hansen at [peter-j-hansen@uiowa.edu](mailto:peter-j-hansen@uiowa.edu)

\*\*\*\*\*

### Message from the President

The most recent roster of the University of Iowa Chapter of the AAUP lists 91 members of whom 14 are emeritus faculty. A 2003-2004 report from the Provost's office reveals that there are 4091 faculty members at the University of Iowa, of whom 1704 have tenure-track appointments. Fewer than 3% of our faculty are AAUP members.

Although the statistics above might suggest that our chapter is of little consequence or importance on our campus, nothing could be further from the truth. Through the efforts of stalwarts like Jim Andrews, Dave Baldus, Samir Bishara, Ed Kottick, Ruth Wachtel, and Ekhard Ziegler, the procedures for promotion and tenure on our campus have been much improved and are now very consistent with AAUP standards. Furthermore, the last three presidents of the Faculty Senate have been AAUP members.

Nonetheless, recognizing that we need to grow, the Executive Committee is trying to recruit new members. Last November we hosted a New Faculty Reception to which we invited every new faculty member on campus - tenure track, clinical, adjunct, or visiting. More than 150 invitations were sent out, and approximately 35 new faculty members attended.

The chapter, together with the Faculty Senate, also sponsored the annual Symposium on Promotion and Tenure. Attendance was good, the seven speakers were effective, and attendees judged the symposium to be very beneficial. It was our hope that this symposium would also attract new members.

In spite of these efforts, however, the chapter is not growing significantly and the Executive Committee invites you to suggest how we can do a better job of recruiting new members. Young faculty members take for granted the hard fought gains that are products of the work of the AAUP. How do we convince them that the continued work of the AAUP is both important and essential?

Peter Hansen

\*\*\*\*\*

## Annual Meeting

The Annual Meeting of the University of Iowa chapter of AAUP was held on May 1 at IMU. Attendees heard a report from Executive Committee member David Baldus summarizing chapter activities over the past year, and elected officers for the 2004-2005 academic year. The highlight of the event was an address from Regent Bob Downer. He described Regents' activities and the Board's relationships with its various constituencies in an insightful way that was useful to his audience. Though realistic about the difficulties posed for the university by the state's budgetary woes, he pointed out several causes for guarded optimism. After the meeting, he joined the Executive Committee and other interested attendees for lunch to continue the conversation. It was a very successful event and the chapter thanks Regent Downer for his generous service to the university.

AAUP officers for the 2004-2005 academic year: Peter Hansen, Chemistry, President; Lois Cox, Law, Vice President; Richard Valentine, Engineering, Secretary; Kathy Clark, Nursing, Treasurer.

\*\*\*\*\*

## Incentive Pay Plans

As reported in the last newsletter, in March the chapter submitted to Faculty Council a policy statement concerning the Research Based Faculty Salary Incentive Program being operated in the basic science departments of the College of Medicine. The statement deplores the lack of consultation with Faculty Senate preceding the adoption of the program, discusses the advantages and disadvantages of the program, and calls on Faculty Senate to charge a committee with the task of evaluating the program. Faculty Council and Faculty Senate accepted the chapter's statement and joined in the recommendation that such plans be submitted to Faculty Senate for consultation prior to adoption. The Senate also adopted AAUP's recommendation that the University place a moratorium on new incentive plans until a Senate committee has had a full opportunity to evaluate the existing one. President Skorton has accepted this recommendation.

\*\*\*\*\*

## Periodic Review of Deans

Over the past academic year, Executive Committee member Ekhard Ziegler chaired an ad hoc committee to study the periodic review of deans. David Baldus also served on that committee. The committee made two major recommendations: 1.) that the reviews of collegiate deans be severed from the review of the college, and 2.) that the provost be required to share with the collegiate faculty a summary of faculty responses to the

questionnaire completed as part of the review of the collegiate dean. Faculty Senate adopted both recommendations.

\*\*\*\*\*

### Update to Procedures for Promotion and Tenure Decision-Making.

During the 2003-2004 academic year, Prof. Betsey Altmaier of the College of Education chaired an ad hoc committee charged with both reviewing the promotion and tenure procedures with a view to recommending improvements and modifications, and drafting new language. The Executive Committee suggested a number of changes to the ad hoc committee, and David Baldus served on the committee when it moved into drafting mode. AAUP's two principal recommendations were: 1.) that tenure candidates be permitted to see redacted copies of external reviews of scholarship in all instances (not only when there is a negative decision from the dean, as is now the rule), and 2.) that collegiate consulting groups be required to create some record explaining the reasons for their recommendations to deans on promotion and tenure matters. The first recommendation was rejected, leaving the current rule in place. The second recommendation was accepted in part, so that the consulting group should now create a record of reasons for a negative recommendation.

\*\*\*\*\*

### Promotion and Tenure Symposium

On March 31, AAUP and Faculty Senate co-sponsored the annual Promotion and Tenure Symposium. Approximately fifty people, almost all pre-tenure, attended the event. Speakers included Interim Provost Pat Cain, Executive Committee member David Baldus, Associate Provost Lee Anna Clark, former DEO and past president of Faculty Senate Jeff Cox, Associate General Counsel Marcus Mills, Ombudsperson Lon Moeller, and Faculty Senate president Margaret Raymond. Speakers made brief remarks and responded to a number of questions from attendees. Participants reported that the symposium is beneficial and should be continued on an annual basis.

\*\*\*\*\*

### AAUP Dues Reduction for New Members

In recent years, national AAUP policy has been to welcome new members by offering them a dues reduction of 50% during the first year of membership. In an effort to retain these new members and to attract more, the Iowa chapter has chosen to subsidize new members' dues to the same extent for an additional two years, so that new members may expect to pay only 50% of the announced rate of dues for the first three years of their memberships. If you or your colleagues are eligible for this rate, please contact the chapter treasurer, Kathy Clark, at [mary-clark@uiowa.edu](mailto:mary-clark@uiowa.edu).

\*\*\*\*\*

## Committee A

Committee A on Academic Freedom and Tenure exists to provide advice and assistance to members of the university community, both faculty and staff, who encounter substantive or procedural unfairness in connection with their employment. If you could benefit from Committee A's advice, or if you know someone who could, the person to contact is committee chairperson Ekhard Ziegler at [ekhard-ziegler@uiowa.edu](mailto:ekhard-ziegler@uiowa.edu)

\*\*\*\*\*

If you know of university colleagues who would like to join AAUP, membership information is available on the AAUP link on the Faculty Senate web page through the university's website. Alternatively, you may reply to this e-mail at [lois-cox@uiowa.edu](mailto:lois-cox@uiowa.edu) and I will forward membership forms to you.

Enjoy the summer!  
Lois Cox