University Faculty Senate Minutes

March 25, 2024 Online Zoom meeting

Please note that a complete audio recording of this senate meeting is available at UNI Scholarworks. The time stamps noted throughout these minutes refer to that recording.

These are open meetings to all faculty. If you wish to attend, email a member of senate leadership for a zoom link.

Senators in attendance: Melissa Dobosh (Chair), Kenneth Elgersma (Vice-Chair), Francis Degnin (Faculty Chair, Past Senate Chair), John Burnight (Parliamentarian), Imam Alam, Nick Bailey, Erika Bass, Andy Berns, Cathi Bowler, Karen Breitbach, Alexa Clements, Michael Conrad, Tim Dooley, Lindsey Squires (alternate for Evette Edmister), Scott Giese, Gretchen Gould, Randall Harlow, Mark Hecimovich, Melanie Hill, Rob Hitlan, Charles Holcombe, Wu-Ying Hsieh, Syed Kirmani , Alexandra (Ana) Kogle, Karla Krueger, Matthew Makarios, Shelley Price-Williams, Andrew Stollenwork, Matt Weedman
(Fifty percent quorum met, with 27/31 voting senators present; the Faculty Chair is non-voting, as provided in the Faculty Constitution, and the Senate Chair votes only in case of a tie.)

Call to Order at 3:31 PM [time stamp 00:00:00]

Call for Press Identification

Introduction of Guests
Regular Guests: Mark Nook, José Herrera, John Vallentine, Patrick Pease, Chris Martin, Fernando Calderon, Micaiah Krutsinger

Additional Guests: Kristin Moser and Cara Burnidge, Campus Climate Study Workgroup; Oksana Grybovych Hafermann, Board & Governmental Relations Chief of Staff; Deedee Heistad, incoming Interim Associate Provost for Academic Affairs

Courtesy Announcements
Comments from President Nook [time stamp 00:00:30]
Gave some legislative updates and the beginning of the state budgeting process. Highlighted Parker Keckeisen winning NCAA wrestling national championship and how well the wrestling team and the women's basketball team represented UNI this past weekend.

Comments from Provost Herrera [time stamp 00:09:51]
Noted there is an ongoing search for a new dean for CHAS and encouraged participation in that search process. Discussed delays with FAFSA and effects on enrollment. Despite that challenge enrollment is progressing well, including the new nursing cohort. Highlighted the upcoming open house for the renovated Applied Engineering building and the upcoming open house for Gallagher Bluedorm.

Comments from Faculty Chair Degnin [time stamp 00:16:37]
Echoed the provost's encouragement for faculty to engage with the CHAS dean search. Also

noted the Faculty Handbook Committee continues working on the issue of early tenure and promotion.

Comments from United Faculty President Martin [time stamp 00:17:22]
Chair Dobosh shared an invitation for the UF Faculty Appreciation day on behalf of UF.

Comments from NISG President Krutsinger [time stamp 00:17:55]
Noted that it is Ramadan and asked for faculty to be aware and considerate of students fasting and celebrating Ramadan. Discussed efforts to engage with federal legislative groups. NISG election happened last month with Lizbeth Montalvo and Joshua Walsh elected; they begin as new NISG president & vice president April 11. President Krutsinger shared his thanks and appreciation for our time working together this past academic year.

Comments from Senate Chair Dobosh [time stamp 00:20:14]
Voting for university at-large seats and college seats opens Monday 4/1, on a single ballot to streamline the process. A few seats remain open. A number of senate-approved policies are up for public comment through today. Ad hoc curriculum committee recommends two main things: 1) a more structured review plan of proposed curriculum changes in Faculty Senate, 2) a how-to / user guide to leepfrog to demystify the process of reviewing curriculum changes.

Minutes for Approval:
Minutes from February 26, 2024 [time stamp 00:22:43]
MOTION: Burns / Elgersma (24 in favor, 0 against, 0 abstention)

Consultations:
1596 Consultation: Campus Climate [time stamp 00:23:48]
Kristin Moser & Cara Burnidge reported final stages of the study. Now in the process of releasing data to campus and encouraging its use in other applications and in faculty research. Encouraging further conversations about the data as the team wraps up their work and passes on the conversation to groups on campus. Data summaries include some main high-level focus areas as well as a larger number of between-group comparisons. Suggesting a focus on statistically significant areas but also examining patterns even if they may not be statistically significant, with a reminder that this represents a snapshot in time. Encouraging continued conversation and examination of the data in units / departments / divisions across campus.

One take-away that stands out and could be examined further is why so many faculty considereed leaving and why faculty ultimately stayed if they did not leave. Also noted a positive pattern that in classrooms most campus community members feel valued and comfortable. Caveat: people who feel uncomfortable are experiencing that strongly. Another strength: faculty perceive the Faculty Handbook as clear; fair and consistent application of these clear policies is an area of concern. Similarly, flexible work options are perceived as a strength while concern exists around whether those options are applied consistently.

4 possible areas of improvement: 1) creation and / or communication of safety plans in response to external pressures coming from outside of campus. 2) Accessibility Accommodations – those with disabilities report greater levels of feeling uncomfortable on campus.Recommendations to

improve classroom accommodation procedures. 3) Focus on faculty who started between 2007 and 2016; this employee group perceives climate differently and experienced exclusion and observation of discriminatory practices in the workplace. 4) Considering childcare as a matter of retention.

There were questions / comments about statistical significance / sample size / effect size, procedures for access and use of data, and why so many faculty are considering leaving UNI.

Senate will consider how to develop action items next academic year based on these recommendations.

Items Requiring Senate Votes:
1600 Update to Free Speech Syllabus Statement [time stamp 00:52:05]
MOTION: Degnin / Burnight (23 in favor, 0 opposed, 2 abstentions)
There was some discussion about the history of why this short addition is being considered. Senator Harlow proposed an amendment to reword the language with a more welcoming tone more in line with the university mission statement; motion seconded by Faculty Chair Degnin, with a further amendment to insert a line break; seconded by Senator Holcombe. Amendment passed (24 yes, 0 opposed, 1 abstention).Amended motion passed.

Motion to append "All UNI employees, students, applicants and campus visitors are welcome to disclose their personal pronoun preferences, though no one shall be compelled to do so." to the free speech syllabus statement passed.

Emeritus Requests:
1597 Emeritus Request: Patrick Pease [time stamp 01:03:56]
MOTION: Elgersma / Gould (26 in favor, 0 opposed, 0 abstentions)
Jose Herrera spoke of the work Patrick has done as department chair and in the provost's office. Faculty Chair Degnin spoke of how even through conflict with administration he's grown to respect Dr. Pease, and how much he has done to support the UCC. Dr. Burnight also highlighted how much work he put into keeping campus running during the COVID pandemic.
Motion to approve emeritus request passed.

1598 Emeritus Request: Vince Gotera [time stamp 01:09:34]
MOTION: Clements / Berns (24 in favor, 1 opposed, 1 abstentions)
Chair Dobosh talked about highlights from his support letter, including the fact that he is Iowa's poet laureate and has been very prolific in recent years.
Motion to approve emeritus request passed.

1599 Emeritus Request: Cynthia Juby [time stamp 01:11:19]
MOTION: Bass / Clements (25 in favor, 0 opposed, 0 abstentions)
Chair Dobosh related highlights from her support letter, especially the amount of change that she shepherded her department through. She also demonstrated a high level of commitment to UNI by delaying her own plans for retirement to work through accreditation.
Motion to approve emeritus request passed.

New Business

Adjournment by 4:50 PM
MOTION (Bass / Burnight)

Submitted by Kenneth Elgersma, Vice Chair, University Faculty Senate

Zoom chat is appended:

00:10:40 Kristin Moser: Kristin Moser, Climate Study Workgroup update

00:10:41 Cara Burnidge: Cara Burnidge, co-Chair Campus Climate Study

00:11:08 Lindsey Squires: Lindsey Squires, I'm sitting in for Evette Edmister today from Communication Disorders

00:11:38 Deirdre Heistad: Deedee Heistad, incoming Interim Associate Provost, Academic Affairs

00:12:15 Karen Breitbach: Check to see if you are muted! I'm hearing typing.

00:23:59 Christopher Martin: state speech showcase

00:24:09 Melissa Dobosh: IHSSA

00:24:25 Christopher Martin: Reacted to "IHSSA" with 👍

00:27:38 Melissa Dobosh: United Faculty invites you and your family to our annual Faculty Appreciation "Sunday Funday" on Sunday, April 28, 11 a.m.-1:00 p.m. at the UNI Wellness and Recreation Center. The leisure pool, climbing wall, racquetball courts, and gyms will be open from 11 a.m.-1 p.m. A lunch buffet will be available at noon with a short awards ceremony starting at about 12:45 p.m.

Please RSVP here:

https://docs.google.com/forms/d/1bzZmcTiKZ6XGbS2AQ9X5lKNrPcPGgxXToeMvmZ7mnuc/edit

00:27:44 Jose Herrera: For Deans search: FYI

00:27:49 Jose Herrera: Candidate #2

Monday, March 25, 2024

2:00 - 2:30 p.m. Public Open Forum Presentation, Sabin (SAB) 002

2:30

- 3:00 p.m. Public Open Forum Q&A, SAB 002

Candidate #3

Wednesday, March 27, 2024

2:00 - 2:30 p.m. Public Open Forum Presentation, Sabin (SAB) 002

2:30

- 3:00 p.m. Public Open Forum Q&A, SAB 002

Candidate #4

Monday, April 1, 2024

2:00 - 2:30 p.m. Public Open Forum Presentation, Sabin (SAB) 002

2:30

- 3:00 p.m. Public Open Forum Q&A, SAB 002

00:28:10 Francis Degnin: Thanks Jose!

00:29:31 Micaiah Krutsinger: Lizbeth Montalvo <montalad@uni.edu>, Joshua Walsh <walshjah@uni.edu>

00:35:03 Kristin Moser: https://uni.edu/resources/climate-study/climate-study-portal

00:36:05 Cara Burnidge: You can use the data in your own research or consider using it in your classes too!

00:57:10 Kristin Moser: Kristin.moser@uni.edu

01:09:03 Randall Harlow: All UNI employees, students, applicants and campus visitors are welcome to disclose their personal pronoun preferences though no one shall be compelled to do so

01:24:01 Karen Breitbach: beads and string