

University Faculty Senate Minutes

December 6, 2021 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.

Senators in attendance: John Burnight (Chair), Francis Degnin (Vice-Chair), James Mattingly (Faculty Chair), Gretchen Gould (Secretary), Imam Alam, ~~Nick Bailey~~, Megan Balong, Karen Breitbach, Michael Conrad, Melissa Dobosh, Kenneth Elgersma, Mark Hecimovich, Thomas Hesse, Rob Hitlan, Charles Holcombe, Syed Kirmani, Karla Krueger, Matthew Makarios, Andrew Stollenwerk, John Wiles (Fifty percent quorum met, with 18 of 19 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 3:30 PM

Call for Press Identification

None

Introduction of Guests

Regular Guests: Mark Nook, José Herrera, John Vallentine, Patrick Pease, Becky Hawbaker, Samantha Bennett (NISG President).

Other guests: Amy Igou, Kristin Woods, Kristin Moser, Terry Crumley, Brenda Bass, Jeremy Schraffenberger, Lisa Riedle

Courtesy Announcements

Comments from President Nook [time stamp 0:00:25]

President Nook offered his congratulations for nearing the end of the semester and expressed his appreciation to the faculty for their continuing work and adaptability during the last 20 months. He congratulated UNI's women's rugby team for finishing second in the nation. He discussed UNI's collaborative efforts with Iowa community colleges, particularly with respect to online programs for place-bound students, and detailed applications to the state and federal governments to help fund these programs and reduce financial barriers for students. Senator Elgersma asked if the President had any new information about the federal regulations mandating vaccines for employers with over 100 employees and for federal contractors. President Nook responded that there had been very little conversation on the issue with the state government, probably due to the governor's opposition to the regulations. Senator Hecimovich expressed his appreciation for the collaborations with Iowa community colleges, and asked if there might be a mechanism to fund UNI faculty visits to the community college campuses, as well as the possibility that such faculty efforts might be recognized on the FAR. President Nook said that while the ARP request would not fund this, UNI administration has been discussing other ways to get faculty out to the community colleges to meet prospective students. Kristin Woods remarked that administration would be happy to work with faculty who are interested in making such recruitment visits.

Comments from Provost Herrera [time stamp 0:16:41]

Provost Herrera also discussed the collaborative efforts with community colleges, and remarked that the new UNIFI general education program and corresponding streamlined process for transferring in AA degrees was generating excitement and could enhance enrollment. He also noted that he had been

working with Associate Provost Vallentine and department heads to reimagine the Faculty Activity Report, with a goal of reducing the burden on faculty and department heads. He also updated the Senate on the search for a new Dean for the College of Education.

Comments from UF President Hawbaker [time stamp 0:20:20]

UF President Hawbaker echoed Senator Elgersma's COVID concerns, and noted that UF is monitoring legal developments. She also discussed the AAUP's case letter sent regarding Steve O'Kane's case, and that the administration is working with faculty to develop temporary and permanent standards that better align with AAUP guidelines. She stated that one of UF's main emphases with respect to the UNI Benefits Committee this year is childcare, and that they are working to develop a survey for faculty. She invited Senators to share any recommendations they might have for individuals to assist in these efforts. She also stated that UF are hearing a lot of concerns from faculty about not having search requests granted, with some departments indicating that it will be difficult to sustain some programs unless lines are replaced. She also asked the Senate to reconsider last spring's decision to discharge the Senate's Budget Committee. She remarked that UF does hope to have a Faculty Appreciation event this spring (after not having one for the last two years due to COVID), and said that more information would be forthcoming.

Comments from NISG President Bennett [time stamp 25:10]

NISG President Bennett discussed NISG SSR 2216, a resolution that deals with budget and hiring, in particular with respect to the Theater Department. She also mentioned SSR 2217, which asks the university and the Board of Regents to recognize Juneteenth as a holiday. She also noted that two students are on the President's Budget Advisory Committee.

Comments from Senate Chair Burnight [time stamp 28:01]

Senate Chair Burnight noted that the Senate will elect a new Vice-Chair early next semester, and asked Senators to consider running. Any Senator who would like to know more about the role and its responsibilities is encouraged to contact Senator Burnight or Senator Degnin for more information. He also asked for Senate volunteers to serve on the Regents Award for Faculty Excellence Committee, which will meet in February to select the winner(s) of this year's award.

Minutes for Approval [time stamp 29:53]

October 25, 2021

MOTION: Mattingly/Kirmani (14 in favor-0 against-4 abstentions)

MINUTES APPROVED WITHOUT AMENDMENT.

Docket Items [time stamp 31:03]

1458 [Proposed changes to the Regents Admissions Index \(Kristin Moser, Kristin Woods, Terri Crumley\)](#)

Kristin Woods from Enrollment Management & Student Success, Kristin Moser from Institutional Effectiveness & Planning, and Terri Crumley from Admissions discussed the proposed changes to the Regents Admissions Index (RAI), including the creation of an additional alternative path to admission which would not require ACT or SAT scores. They noted that a number of states have already done so (or eliminated standardized testing entirely). Kristin Moser noted that a review of student data indicates that while there is a correlation between ACT scores and first-year retention, ACT has been losing its predictive power over time and has no predictive value with respect to 4- and 6-year graduation rates. Senator Degnin asked for clarification regarding the graphics of the histograms in the slide show. Senator Hesse expressed concern about high school grade inflation, and how the removal of a common testing standard might make it more difficult to make comparisons across different schools. Faculty Chair

Mattingly asked if there was an explanation in the literature as to why the ACT seems to be losing its predictive value over time. He also asked about concerns that have been expressed with respect to test bias. Senator Stollenwerk remarked that for the sciences the ACT still has predictive value, and he would not be in favor of removing the ACT requirement. Senator Elgersma argued that the change should go even further: not just creating an alternative path, but removing the test entirely.

1459 [Emeritus request for Catherine Zeman \(Health, Recreation, and Community Services\)](#) [time stamp 47:53]

MOTION: Degrin/Balong

Vice-Chair Degrin offered comments in support of the emeritus request, and Chair Burnight noted elements from her letter of support.

MOTION PASSED, 16 in favor-0 against-2 abstentions.

1460 [Emeritus request for JoAnn Schnabel \(Art\)](#) [time stamp 50:36]

MOTION: Elgersma/Balong

Chair Burnight read elements from her letter of support.

MOTION PASSED, 17 in favor-0 against-1 abstention.

1461 [UNIFI curriculum proposals](#) [time stamp 51:49]

MOTION: Makarios/Mattingly

UCC Chair Patrick Pease and UNIFI Co-Chairs Brenda Bass and Jeremy Schraffenberger offered comments on the process and proposals. UCC Chair Pease thanked the UCC for their hard work in reviewing the proposals. UNIFI Co-Chair Bass thanked the UCC, the Senate, and the college Senates for their efforts; Senate Chair Burnight echoed these thanks and expressed his appreciation to the UNIFI Committee. UF President Hawbaker asked if it seemed like there will be enough choices in the categories to work, or are there still gaps. UNIFI Co-Chair Schraffenberger stated that he had shared that concern initially, but that there should be enough coverage and in fact more choices for students. UNIFI Co-Chair Bass also noted that the committee will do further outreach with respect to certificates. Faculty Chair Mattingly added an additional thanks to the college Senate Chairs for their efforts in processing these proposals.

MOTION PASSED, 15 in favor-0 against-3 abstentions.

1462 [Additional CHAS Science/TECH graduate curriculum proposals](#) [time stamp 1:01:12]

MOTION: Elgersma/Makarios

Lisa Riedle, department head from Applied Engineering and Technical Management, summarized the proposals. Senator Hesse asked about the proposal's plan to have industry pay tuition for some of the students in the program, and expressed concern, based on his past experience with such arrangements at a different university, that this could lead to undue pressure on professors to grade in a certain way. Vice-Chair Degrin wanted to be sure that the courses would be taught by UNI faculty, and was assured that they would be.

MOTION PASSED, 16 in favor-0 against-2 abstentions.

Other New Business [time stamp 1:07:11]

Adjournment at 4:38 PM [MOTION: Gould/Mattingly]

November 1, 2021

Dear University of Northern Iowa Faculty Senate,

I am deeply humbled and honored to serve as the designated representative from the College of Education (Department of Health, Recreation, and Community Services) to nominate my longtime colleague and friend, Dr. Catherine Zeman, for Professor Emerita status.

Dr. Zeman is widely recognized at UNI and nationally in her field as an award-winning, exceptional servant scholar and brilliant researcher. She received her Ph.D. in Preventive Medicine at the University of Iowa in 2000 with a specialty in Environmental and Occupational Health, after completing undergraduate and graduate work in Environmental Science, Physical Anthropology, Human Ecology, and Biology through Southern Illinois University. In addition to her academic training, Dr. Zeman also has clinical expertise as a Registered Nurse and Certified Holistic Health Practitioner through the American College of Health Sciences. Dr. Zeman started her career at UNI in 2000 as an Assistant Professor, was promoted to Associate Professor with tenure in 2004, and then became Full Professor in 2012 in the School of Health, Physical Education, and Leisure Services in the College of Education. Dr. Zeman also carried a split appointment with the College of Natural Sciences as Center Director of the Recycling and Reuse Technology Transfer Center for 15% of her time at UNI.

Dr. Zeman has been honored frequently for her outstanding teaching with recognition at the university and state level, including the Iowa Regents Award. Always extremely popular and in demand with her students in environmental science, public health, and related biology fields, Dr. Zeman's courses are well remembered for their student engagement and applied experiences. She had the ability to present complex ideas in a simplified and direct fashion that are understandable, exciting, and meaningful for students. She used numerous examples from throughout the world and provided detailed explanations of complex concepts. Interestingly, Dr. Zeman was able to translate many of these skills even to her online classes, which were equally thorough, detailed, and very engaging. Dr. Zeman was a strategic thinker in her coursework and trained several decades of young professionals on climate change topics, environmental security, complementary and alternative medicine, and other pressing issues that were often ahead of their time. To her credit, Dr. Zeman remains actively in touch with many of her former students as their lifelong mentor in their professional careers. Typically, approximately 94-100% of her student evaluations rated her teaching as effective or highly effective over the past several decades at UNI. On a personal note, as a scholar of Native American heritage, Dr.

Zeman was particularly active in training and mentoring students of color in the sciences in her courses and research.

Dr. Catherine Zeman has a continuous and sustained record of rigorous scholarship focused on environmental and occupational health. Several of her main areas of research have included non-cancer disorders related to blood; environmental justice; sustainability; and the nexus between climate change and human health. Dr. Zeman has distilled an effective scholarly focus in each of these areas leading to a number of important peer reviewed publications and presentations. Her work not only reflects a local focus but also a national and international one. In particular, her work in rural populations of Romanian and Roma individuals from Transylvania, Romania is noteworthy, with publications and lead pieces in *The Journal of Exposure Analysis and Environmental Epidemiology*, *Journal of Environmental Health* and *Environmental Health Perspectives*, as well as conference proceedings. As a Fulbright Scholar, her work in Romania enabled her to build a relationship with the Luliu Hatienganu University of Medicine and Pharmacy in Cluj Napoca that resulted in the publishing of several technical reports and papers. Her work focused on health disparities has been reflected in publications such as *The International Electronic Journal of Health Education*, and *Ethnicity and Health*. These publications reflect a keen interest by Dr. Zeman in how poverty, race, and ethnicity influence health behaviors and the quality of one's health.

Dr. Zeman was extremely productive from a scholarship standpoint while at UNI. Altogether, Dr. Zeman published approximately 100 scientific articles in peer reviewed, scientific, or other professional publication venues. She has been the lead author of the vast majority of these publications. Dr. Zeman is well respected at UNI and in her field for mastery and passion for conducting complex quantitative scientific research projects. Her studies are thorough, accurate, detailed, and relevant to multiple audiences. She has disseminated her findings beyond written journals by being an active speaker and conference presenter at more than 100 different events since she came to UNI, with at least a quarter of these presentations being at highly prestigious international conferences. Much of her work reflected her tireless advocacy for environmental justice in diverse and underserved communities.

From a service standpoint, Dr. Catherine Zeman's professional contributions have been truly outstanding and extensive. She served for many years as the Director of the Recycling and Reuse Technology Transfer Center (RRTTC) on campus, which provides valuable technical assistance, research, training, and outreach to tens of thousands of lowans each year. In addition, she served on multiple professional boards and a number of committees including the Editorial Advisory Board for the Open Environmental Journal; Environment and Public Health Committee of the Multi-State Working Group; Editorial Committee, International Journal of Global Health; and Editorial Committee, Foxwell & Davies Italia srl, Env. Science Division;

Review Fellowship Program, Environmental Life Sciences Panel; Environment and Public Health Committee of the Multi-State Working Group; Iowa Governor's Green Advisory Board; Board Member, Pesticide and Occupational Safety and Health Advisory Committee of the Iowa Department of Public Health; Board Member, Iowa Environmental Health Association; President, Iowa Recycling Association; Panel Member, EPA Region 7 Mercury Task Force; Liaison, University of Northern Iowa/University of Iowa, Joint MPH Program; Iowa Energy Center, Board of Directors; Member, Advanced Technology Environmental Education Center Curriculum Council; and Board of Directors, American Institute of Sustainable Science and Technology. Most recently, Dr. Zeman was very active in helping guide Iowa and the University of Northern Iowa through the COVID pandemic as an active member of the Black Hawk County Board of Health and the UNI Incident Command Team for COVID.

Dr. Zeman's professional service at the University of Northern Iowa has also been remarkable. She served brilliantly for several years as Chair of the Division of Health Promotion and Education. She was also a member of the College of Natural Sciences' Diversity Committee; Member, COE Diversity Committee; Member, COE Intensive Study Area Committee, ISA; Member, President's Committee on Sustainability and engagement sub-committee; UNI Labor Management Committee on Health Care Cost Containment; Faculty Judge for Graduate Research Poster Competition, Graduate Student Research Symposium; Member, University Health and Safety Committee; Graduate Advisor, Health Division, School of HPELS; Faculty Associate, Iowa Center on Health Disparities; Advisory Board Member, UNI Yards for Kids Project; Current and Past Member, HPELS Curriculum Committee; Advisor, University of Northern Iowa, Native American Student Union; Advisory Board Chair, UNI Leadership Studies Program; At large representative, Administrative Council, United Faculty; Member, Campus Conversations: whitepaper group on communication; Member, Associate Vice President for Sponsored Programs Search Committee; Member, Award Selection Committee, UNI Graduate College, Outstanding Graduate Teaching; Member, HPELS Graduate Committee; Member, HPELS Technology Committee; Chair, University of Northern Iowa Intellectual Properties Committee; Chair, University of Northern Iowa Provost Committee on Digital Copyright Policy; Member, University of Northern Iowa Technology Transfer Committee; and Advisor, UNI, Student Environmental Action Coalition.

Remarkably, Dr. Zeman served as the Chair of 23 masters and 8 doctoral committees and led these young scholars through demanding scientific research in her lab on campus. Dr. Zeman was also an active recipient of competitive grants and contracts totaling nearly \$6,000,000 at UNI. She has received numerous honors and awards including: The Iowa Governor's Award for Environmental Excellence; Recycler of the Year, Iowa Recycling Association; the Regents Award; UNI College of Education, University Book and Supply, Outstanding Teaching Award; and the UNI Graduate College Outstanding Graduate Faculty Teaching Award.

In sum, Dr. Catherine Zeman reflects great evidence of excellence in all of the aforementioned categories. She was an outstanding faculty member who was beloved by her students and deeply respected by her peers while employed at UNI. To put it bluntly, we miss her greatly and are saddened to not have her actively working with us any longer. As Professor Emerita, Dr. Zeman will no doubt demonstrate a wealth and depth of service to her profession and the University of Northern Iowa far beyond that which is expected by retired faculty. She is the epitome of an interdisciplinary Community Engagement scholar who has masterfully integrated teaching, service, and scholarship with the academic community, the professional world, and the lay public. Thank you for your consideration of this exceptional candidate's application for Professor Emerita status.

Very respectfully,

Dr. Michele Devlin, RN, EMT
Professor of Arctic and Global Health
Department of Health, Recreation and Community Services
College of Education
University of Northern Iowa

9/16/21

To Chair Burnright, Faculty Senators, and Colleagues:

Please consider this letter as my strong support and recommendation to grant emerita status to Ceramics Professor JoAnn Schnabel.

JoAnn has taught at UNI since 1990. In her 31 years of service, she has developed a comprehensive and highly successful ceramics studio. She has overseen countless BA and BFA students; she has taught Art classes from Foundations to Professional Practices; she has advised Northern Iowa Potters (NIPS); and she has advocated for the best equipment to help hone student skills and understanding of multiple methods of firing and glazing. She has also served on countless university, college, and departmental committees, helping shape the department, college, and UNI over the years.

Moreover, JoAnn is an active professional artist; she received the illustrious Fulbright Fellowship to be senior lecturer at Anadolu University in Eskishehir, Turkey, in 2016; she has had numerous artist residencies, including in Kecskemét Hungary (2010), New Castle, Maine (2011), and Rome, Italy (2016); her work has been published in national and international art journals since 1991; she continues to be invited to exhibit at regional, national, and international venues; she has been commissioned for public art projects here at UNI and in Maine; and she has served on the board of directors for the Watershed Center for the Ceramic Arts since 1993.

JoAnn's commitment to and promotion of UNI, the Art Department, undergraduate students, and ceramics as a medium, is exemplary. Her years of teaching, creative activity, and service here at UNI show her to be deserving of emerita status.

Sincerely,
Dr. Elizabeth Sutton

Professor and Head
Department of Art
104 Kamerick Art Building
Cedar Falls, IA 50614