

## MINUTES OF THE UNIVERSITY FACULTY SENATE

April 13, 2020  
Online ZOOM meeting

**Senators in attendance:** James Mattingly (Chair), John Burnight (Vice-Chair), Amy Petersen (Past Chair, ex officio), Barbara Cutter (Chair of the Faculty, ex officio), Imam Alam, Megan Balong, Danielle Cowley, Francis Degnin, Gretchen Gould, Kenneth Hall, Thomas Hesse, Donna Hoffman, Charles Holcombe, Syed Kirmani, William Koch, Amanda McCandless, Matthew Makarios, Kenneth Elgersma, Nicole Skaar, Shahram Varzavand, Leigh Zeitz. (Fifty percent quorum met; 17 of 19 voting senators were present for all votes, whereas one senator sent his vote for one item via email due to difficulty logging in to the Zoom meeting. The Chair of the Senate votes only in case of a tie)

***PLEASE note that letters of support for Emeritus petitions discussed during this meeting are appended to these minutes.***

### **Call to Order** at 3:30 PM

To maintain order in this Zoom virtual meeting, in which there were very many attendees, Chair Mattingly closed the microphone for all attendees and asked that they open their microphone to speak only if recognized by the Chair. Senators were instructed to use the yes and no buttons to vote accordingly, when appropriate, and to press neither yes nor no, if they wish to abstain from voting.

### **Call for Press Identification**

There were no members of the press attending this meeting.

### **Introduction of Guests**

Regular Guests: Becky Hawbaker (President of United Faculty), Mark Nook (President), Jim Wohlpart (Provost), John Vallentine (Associate Provost for Faculty), Patrick Pease (Associate Provost for Academic Affairs).

Special Guests: Heather Asmus, Brenda Bass, Jonathan Chenoweth, Angie Cox, John Fritch, Damond Jones, Ryan McGeough, Steve O'Kane, Jeremy Schraffenberger, Doug Shaw (Members of the GERC). Scott Peters, HLC Co-liaison, was also available to speak on behalf of the GERC proposal.

### **Courtesy Announcements**

***Comments from President Nook*** (recording begins here; time stamp [0:00:00](#))

President Nook thanks the faculty and staff for the monumental task of transitioning our courses to remote online courses after Spring Break, due to circumstances surrounding the COVID-19 pandemic. He relayed his comments to the Board of Regents, in this regard, in which he asked board members to consider the scope of this task for our faculty members, given that many had never learned to use Zoom, or other tools involved in online or remote teaching. In addition to his own words of thanks, he also relayed a message from the Board of Regents, conveying their gratitude.

The President met with the University Budget Advisory Committee, and reiterated the 4 budget principles that have been previously presented in Faculty Senate: 1) put student success first, and long-term health of our institution; 2) honor shared governance arrangements and existing contracts; 3) ensure transparency, inclusion in budget conversation; 4) ensure investments (or reductions) are strategic, not opportunistic or across-the-board. An example offered is in filling faculty lines; thus, lines will be allocated strategically, instead of simply in departments where they are opened. Some open faculty lines may not be refilled, if budget cuts are necessary. CARES Act will provide \$7.7m total to UNI; half must be distributed directly to student aid, for students that need it most. We won't

know the budget for next year for several weeks, given that the legislature hasn't yet decided our state allocation, and the enrollment level for Fall is much less predictable than normal, given the circumstances. Based on normal indicators, Fall enrollment appears to be flat, year over year. However, we cannot be sure that our regular indicators will reliably predict this year's enrollment.

Question 1: Will there be any faculty reductions next year? We can't say we will or won't, at this point, it is still too early in the budget process to make such commitments.

Question 2: Do you have a plan for enrolling more students than expected? More students are easier to manage than fewer students. We are losing some large classes in the 2015 and 2016 freshman classes, but fall enrollment projections support a trajectory of flat enrollment year over year. We will continue to work with the University Budget Committee to make necessary adjustments, as budget information becomes available, especially the state appropriation and enrollment levels.

***Comments from Provost Wohlpert***

Provost Wohlpert had to arrive late to the meeting today, due to a prior commitment, and did not make announcements.

***Comments from Faculty Chair Cutter*** (time stamp [00:15:20](#))

Thanked administration for continuing to work closely with faculty leadership through this difficult time. Wished to assure faculty that faculty leadership is still meeting weekly to coordinate issues across branches of faculty governance. Encouraged faculty to reach out to faculty leaders at any time, to share success stories or issues they are facing as they attempt to make the best of a difficult situation.

***Comments from United Faculty President Hawbaker*** (time stamp [00:16:55](#))

Thanked faculty and staff, and celebrate the hard work of managing difficulties of work-life balance, especially those who have children at home. Second wave is challenge of endurance and persistence, as well as the challenge of the unknown, given uncertainties of budget and of the fall semester looming. Know that United Faculty will have your back, and reach out to us to let us know how we can help you, and to let us know your challenges and successes. Thanks to administrative leaders for your exceptional responsiveness to faculty and faculty leaders during this emergency situation. Finally, the annual Faculty Appreciation Dinner that had been planned will be cancelled for this year. United Faculty will find some other way to celebrate the hard work of faculty, and to mark the passing of its beloved former Executive Director, Chuck Quirk.

***Comments from NISG President Jacob Levang***

NISG President Levang was absent from the meeting and had no announcements to share.

***Comments from Senate Chair Mattingly*** (time stamp [00:20:40](#))

Chair Mattingly reminded all senators, at the urging of Vice-Chair John Burnight, that an election for the next Vice-Chair of the senate would be held in executive session during the next (and final) senate meeting of the year, April 27. Senators were urged to contact any senate officer (Jim Mattingly, John Burnight, Amy Petersen, and Gretchen Gould) to discuss the Vice-Chair's duties and to self-nominate. There will also be a call for nominations during the election process at the next meeting.

***Minutes for Approval*** (time stamp [00:22:15](#))

Minutes for the March 23, 2020 meeting were approved without changes.

MOTION: Balong/Zeitz (Passed 16-0; 1 abstention)

***Calendar Items***

The following calendar items were bundled for a single vote on a consent agenda. All were docketed for the next senate meeting.

MOTION: Makarios/Skaar (Passed 15-0; 2 abstentions) [time stamp [00:24:35](#)]

- 1500 [Emeritus request Phil Mauceri \(Political Science\)](#)
- 1501 [Emeritus request Ronald Gorton \(Criminology\)](#)
- 1504 [Emeritus request Douglas Hotek \(Technology\)](#)
- 1505 [Emeritus request Paul Waack \(Kinesiology\)](#)

The following items were handled separately, in regular order.

- 1502 [Proposal to Change Faculty Senate Membership](#) (time stamp [00:26:50](#))

MOTION: Skaar/Balong (Passed 15-0; 2 abstentions)

Past-Chair Amy Petersen has discussed this item numerous times in prior senate meetings. The ad-hoc committee is now ready to make recommendations, which will be discussed at the next senate meeting. The item was docketed, with no debate.

- 1506 [Consultation: Faculty Handbook Committee](#) (time stamp [00:28:05](#))

MOTION: Koch/Degnin (Passed 15-0; 2 abstentions)

Chair Mattingly explained that this is the annual consultation with the Faculty Handbook Committee (FHC), as provided in the Faculty Handbook. Members of the FHC will be on hand to discuss proposed changes with the senate. The item was docketed, with no debate.

- 1503 [General Education Revision Committee Proposed Structure](#) (time stamp [00:29:50](#))

MOTION: Cowley/Degnin (Passed 17-0; 1 abstention) [Senator Varzavand experienced difficulty logging in to the Zoom meeting, but indicated his support in email during the meeting, as noted in the recording by Vice-Chair John Burnight]

Although there was no debate regarding whether this item should be docketed, it is important to note that senators were reminded in communication prior to the meeting of the several options available to them beside docketing, pertaining to Senate Bylaws provision 7.7. The item was docketed with no debate. United Faculty President Hawbaker thanked the GERC for being responsive to the faculty's feedback since the senate meeting of March 9.

Brenda Bass was nominated by the GERC to speak, acknowledging that docketing this proposal is momentous for our university. She stated that while the GERC believed the 34-credit model proposed at the March 9 meeting coherently fulfilled the student learning outcomes, in response to Senate and other faculty feedback a course was restored to bring the current proposal back to the 37 credits proposed in the fall. This course can be taken either as a fourth course in a Tier 3 certificate, or as an elective course from either Tier 2 or Tier 3. Brenda conveyed that the GERC believes that the current proposal offers thorough coverage of the student learning outcomes and is responsive to faculty feedback.

Question 1: (Bill Koch) Were student learning outcomes changed in the latest proposal? No; the learning outcomes haven't been changed since the senate approved them, although they have been re-ordered, with new numbers.

Question 2: (Becky Hawbaker) Wants to ensure that faculty do not lose control of conceptual framework, although she hears marketers have already been involved. Brenda Bass explained that marketers (in CHAS & CSBS) have only been brought in to begin thinking about language that might be used in messaging to communicate the General Education Program structure, when it is complete. The labels included on the levels of the framework were developed solely by the GERC's faculty.

Jeremy Schraffenberger explained that the GERC knew there should be a conceptual framework that conveys the nature of student experience. The next committee will need to decide a framework that describes the student experience of the General Education Program, in a way that invokes the University's mission and engages students.

Chair Mattingly disclosed that senate officers have begun to develop the elements of a charge for the next General Education committee, and has invited this committee to comment

on those elements. These should be available to discuss as new business during the next senate meeting.

### **Docketed Items**

A motion brought these items forward to be handled on today's docket, instead of the next meeting, since there was time remaining in the meeting and the items were non-controversial.

MOTION: Holcombe/Zeitz (Passed 15-0; 2 abstentions) [time stamp [00:47:35](#)]

A second motion requested approval of these Emeritus requests.

MOTION: Cutter/Holcombe (Passed 16-0; 1 abstention) [time stamp [00:48:30](#)]

1377 [Emeritus request Phil Mauceri \(Political Science\)](#)

Donna Hoffman interviewed at UNI in 2001, when Phil was out on a Fulbright Scholarship. He was Department Head in Political Science and then as Dean of CSBS. He was Provost at SUNY-New Paltz, and then on the faculty. He was a thoughtful colleague, a supportive Department Head, and helped CSBS navigate treacherous waters, and hopes the senate will honor his request.

1378 [Emeritus request Ronald Gorton \(Criminology\)](#)

Becky Hawbaker thanked Joe for his mentorship and support, and his leadership through some very dark times for United Faculty. Although their leadership styles are different, their core values are the same. His vocabulary of colloquialisms is entertaining and expansive. [Also see Becky's letter of support appended to the minutes.]

Barbara Cutter commented that she's known Joe for some time, and explained that he recruited her for the UF Executive Board, then Vice-President of UF, then Chair of the Faculty. He is motivated by a commitment to social justice, and wouldn't ask anyone to work harder than he does. He works very hard for us, in many roles on campus, in the community, and as an organizer in local and regional politics and labor organizations. His retirement is a loss for UNI, but a gain for the larger community. Joe will be missed on our campus.

Matt Makarios spoke on the research he and Joe have done to improve the lives of inmates and guards for prisons, and to move people with mental illness out of prisons, especially at the local level.

1379 [Emeritus request Douglas Hotek \(Technology\)](#)

1380 [Emeritus request Paul Waack \(Kinesiology\)](#)

There were no senators in attendance that could speak on behalf of Douglas Hotek or Paul Waack.

### **Adjournment by 5:00**

MOTION: Koch/Elgersma [time stamp [00:58:52](#)]

***PLEASE note that letters of support for Emeritus petitions discussed during this meeting are appended to these minutes.***

March 11, 2020

James Mattingly, Chair  
University Faculty Senate  
Sent via Email

Dear Chair Mattingly:

I write to request Faculty Emeritus status on behalf of Philip Mauceri, who left the University of Northern Iowa in 2012 and recently retired as a faculty member at the State University of New York—New Paltz and will soon be moving back to the Cedar Valley.

Dr. Mauceri meets the requirements under Policy 4.21 Emeritus/a Status. He served as a faculty member and/or academic administrator in higher education for nearly 30 years, beginning with his time as a Visiting Assistant Professor at the University of Connecticut-Storrs in Fall 1990 through his retirement in 2019. He spent 19 years at UNI starting with his appointment as Assistant Professor in the Department of Political Science in Fall 1994.

A scholar of Latin American politics, Dr. Mauceri taught the non-western course within the Liberal Arts Core, as well as comparative politics, terrorism, human rights, and international political development courses within Political Science. He earned promotion to Associate Professor with tenure in 1998 and was promoted to Professor in 2005. Much of his scholarship investigated ethnic conflict and other problems related to the transition to democracy, including how countries deal with insurgencies. He published ten peer review articles or book chapters, authored two books, and coedited three volumes. During his time at UNI, he received two Fulbright awards, one in Colombia and the other in the Dominican Republic.

Dr. Mauceri served as interim Department Head beginning in August 2003 and was named Head in December 2004. During his time as Head, the Department recruited six new faculty members, improved its communication with alumni by creating an annual newsletter, and helped the Department codify some of its traditions and norms via written tenure and promotion standards and Department by-laws.

In 2009, Dr. Mauceri became Dean of the College of Social and Behavioral Sciences. As Dean, he oversaw the renovation of Sabin Hall, which became UNI's first LEED-certified building, and he created CSBS's first college advisory board and Distinguished Alumni Day events. In 2012 he left UNI to become Provost at SUNY-New Paltz and returned to the faculty in 2015. He retired in December 2019.



Dr. James Mattingly  
March 11, 2020  
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Dr. Mauceri will be returning to the Cedar Valley, where he still has many friends. The Department intends to make him feel at home by inviting him to campus events and social functions. In recognition of his many years of service to UNI and his contributions to the profession, we would like him to be able to do so as a member of the Department's emeritus faculty.

I understand that this is an unusual request and I appreciate the Senate's willingness to consider it. Please feel free to get in touch if you have any questions or concerns.

Sincerely,

A handwritten signature in cursive script, appearing to read "C. Scott Peters".

C. Scott Peters  
Professor and Department Head

March 27, 2020

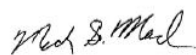
Members of the Faculty Senate,

Please accept this letter of support for Joe Gorton's Emeritus request. Dr. Joe Gorton was a respected faculty member at the University of Northern Iowa from August 1998 to June 2020. During this time, some of his most noteworthy contributions included publishing one scholarly book and six articles in refereed publications. He was the primary investigator for six externally funded grants totaling \$162,637, chaired six successful graduate thesis committees, and served as the Graduate Program Coordinator for the Criminology Master's Degree Program from 2007-2010.

During his tenure at UNI, Dr. Gorton served as President of United Faculty, UNI Chapter of the American Association of University Professors, from 2013 through 2018. During 2015 and 2016, he was instrumental in initiating a university wide suicidality reduction project. This included leadership for creation of the One Is Too Many program and serving as a member of the grant writing team for the successful application of a federal suicidality reduction grant in the amount of \$360,000. From 2011 to 2013 Dr. Gorton was the Faculty Advisor for UNI's Military and Student Veterans Association. In this position, he helped this organization grow substantially, established a long-term leadership development plan, and worked with students and the administration to create the UNI Military and Student Veterans Center. For this work, Dr. Gorton received the Meritorious Service Award, University of Northern Iowa Military and Veterans Association in 2013.

To summarize, Dr. Joe Gorton was a passionate, dedicated faculty member at UNI from 1998 to 2020. Thus, it is my honor to support his Emeritus request.

Sincerely,



Mick G. Mack, PhD  
Interim Department Head  
Department of Sociology, Anthropology & Criminology

## MEMO

**To:** Faculty Senate  
**From:** Department of Technology  
**Date:** March 23, 2020  
**Subject:** Emeritus Support Letter

This letter is from the Department of Technology in support of Dr. Doug Hotek's request for emeritus status.

Dr. Ali Kashef says this about Doug's career. Doug is a meticulous colleague who has a positive attitude towards education and is very decisive in his quest for academic growth. He was trustworthy and professional. He has demonstrated high proficiency in his knowledge and skills. He did a great job to keep the labs clean and organize. His expertise and passion have led the Technology education program to make great improvements to serve the teachers in Iowa.

Dr. P.N. Rao indicated "He was instrumental in starting the Project Lead the Way (PLTW) teaching in the department which is part of the STEM teaching. He is the lead author of a refereed paper at the Historic 100th Mississippi Valley Technology Teacher Education Conference. Rosemont, IL. November 11-12, 2013. Hotek, D. R. and Greenhalgh, D. S. (2013). Integrative k-12 STEM education: Fact or fantasy? A Publication of the Papers Presented At the Historic 100th Mississippi Valley Technology Teacher Education Conference. Rosemont, IL. November 11-12, 2013".

Dr. Nilmani Pramanik indicated that "Doug played a vital role in the process of changing our department's name from the Dept of Industrial Technology to Department of Technology. In 2008, Doug along with Dr. Pecan, submitted a white paper to the faculty of our department justifying changing the name of our department".

Dr. Hotek has been an advocate for the Technology & Engineering Education program since his arrival at UNI. He worked for grants and UNI funding to create a teaching lab that students could learn curriculum management, safety and a dedication to the teaching profession. Doug worked across the state of Iowa to connect teachers to one another and UNI to support the field of Industrial Technology teachers.



March 3, 2020

Dear James Mattingly,

I am writing this letter in strong support of the Emeritus Request application of Paul Waack. Mr. Waack was a teacher and coach for lab school and a well-respected faculty member for the Department of Kinesiology. He was well-liked by students and had great student evaluations. Students commonly commented on the practicality of the content they learned in Mr. Waack's classes and high quality of his instructions.

Besides being a great teacher, Mr. Waack was also an exceptional coordinator to the coaching minor. He led curricular changes in the minor across the years and supervised a great number of internships. As the internship coordinator for the minor, he was organized, pushed the students to challenge themselves during their internship experiences, and always made sure that students were adequately placed for optimal experiences.

Mr. Waack has provided great contributions to the Department of Kinesiology, COE, and the University of Northern Iowa. Besides for the significant contributions to a variety of Departmental and College committees, Mr. Waack was always a willing supporter of the department. For example, Mr. Waack has always been willing to cover diverse course content within the department which has helped protect newly-hired faculty members.

Mr. Waack is greatly missed by the students and faculty in the Department of Kinesiology. His constant willingness to help students are difficult to replicate. Mr. Waack is a great representative of kinesiology related professions and the University of Northern Iowa.

Sincerely,



Fabio E Fontana, Ph.D.  
Head of the Department of Kinesiology  
University of Northern Iowa  
319-273-6854  
[fabio.fontana@uni.edu](mailto:fabio.fontana@uni.edu)

April 27, 2020

Joe Gorton has been on the faculty for more than twenty years. I'm sure that others who know his teaching and scholarship better will speak to his talents in those areas, I know Joe best through his service. Throughout his career at UNI, Joe Gorton has demonstrated outstanding commitment to service, both internal and external.

On campus, Joe is well known as the President of United Faculty (UF) 2013-2018. Under his leadership, UF has adopted a more collaborative, trusting working relationship with UNI administration following the disastrous "troubles" of 2012. Joe worked closely with the new administration of Bill Ruud and the national AAUP officers to address and correct the most egregious abuses and issues and thus avoided an institutional censure by AAUP. He continued to build on that relationship to make significant gains including the establishment of a salary equity study group that led to more than \$155,000 in salary adjustments for 51 faculty members. He successfully pushed for the establishment of a Labor Management Committee to examine Insurance and Faculty Evaluation. When UF lost many of its collective bargaining rights with changes to Chapter 20 by the Iowa Legislature, Joe worked with administration and colleagues to ensure that most of the more than forty years of negotiated rights would remain enshrined in a new Faculty Handbook. However, Joe's most important union work is less well-known as he worked tirelessly on confidential issues for individual faculty; as he networked with politicians, labor leaders, and other officials; and spread the message of unity and equity among faculty. In addition, he has worked to mentor new leaders within the union and to increase and diversify union membership.

Joe has also served UNI as the faculty advisor for two important organizations: The UNI Veterans Association (2010-2014) and the Financial Literacy Club (2012-present). A veteran himself, Joe has a passion for the addressing the unique needs of students who are veterans and giving these students a voice. Under his leadership and collaboration with Jenifer Suchan, the Veteran's Association grew substantially, fought for dedicated space for a Military and Student Veterans Center and the hiring of a full-time Military and Veteran Student Services Coordinator, and developed a leadership development plan. His support and guidance had a major impact on many student veterans in the organization, and together they developed greater institutional support for student veterans in the future. As adviser of the Financial Literacy Club, Joe has worked with Mike Finley to provide free semester-long classes for hundreds of students and others to better understand investments, budgets, savings, and other critical topics.

Another issue Joe cares deeply about is suicide prevention. In 2012, he organized an initiative that brought together UNI managers and administrators, professional staff, and NISG leaders to create a public health approach to reducing suicidality at UNI. From that effort grew the One is Too Many program that focused on helping faculty to better understand suicidality and how to foster faculty-student relationships to reduce the prevalence of suicide at UNI. Joe worked with David Toale, Mark-Row-Barth, Shelley O'Connell, and the staff of Health and Recreational Services to secure a \$300,000 Suicide Prevention grant from SMSA to further this important work.



**Department of Teaching**

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As a criminologist, Joe has generously shared his expertise and technical assistance with local law enforcement and government agencies. He was a co-Principal Investigator on a number of grants to evaluate county programs and analyze data to improve quality. He evaluated the Tri-County Drug Enforcement Task Force's work related to methamphetamines; the Black Hawk County's Mental Health Diversion Program; and he is currently evaluating a program of swift, certain, and fair sanctions in Iowa's First Judicial District. He has also served on the State Traffic Records Coordinating Committee and the Iowa Citizens for Community Improvement Payday Lending Committee and has given speeches to local and state organizations on various topics in criminal justice.

As he began phase retirement, he founded the Iowa Chapter of Brady United: <https://www.facebook.com/bradyunitediowa/>, a group founded to fight the epidemic of gun violence in our country. I expect to see him apply his political acumen, lobbying skill, and his articulate advocacy long after he fully retires from UNI, in this area and many others.

These are but a handful of examples of Joe's work. I will miss his fierce advocacy, his colorful Texas colloquialisms and sayings, and how effective his dogged persuasion and arm twisting was. I am thankful for his continued support of UF, UNI, and the issues he cares deeply about. I count myself very lucky to have known Joe and to have had the opportunity to learn from him as UF Vice President.

In Solidarity,

Becky Hawbaker