

**University Faculty Senate Minutes**  
March 22, 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), Danielle Cowley (Vice-Chair), James Mattingly (Past-Chair), Amy Petersen (Faculty Chair), Imam Alam, Megan Balong, Francis Degnin, Melissa Dobosh, Kenneth Elgersma, Gretchen Gould, Kenneth Hall, Mark Hecimovich, Thomas Hesse, Carolyn Hildebrandt, Charles Holcombe, Syed Kirmani, William Koch, Matthew Makarios, Tony Gabriele, Andrew Stollenwerk, John Wiles (Fifty percent quorum met, with 19 of 20 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** [time stamp 0:00:00]

**Call for Press Identification**

*None present*

**Introduction of Guests**

Regular Guests: Mark Nook, Jim Wohlpart, John Vallentine, Patrick Pease, Becky Hawbaker, Elle Boeding (NISG President).

Other guests: Mary Braun (Iowa Board of Regents), Darcie Davis-Gage (Chair of the Graduate Faculty)

**Courtesy Announcements**

Comments from President Nook [time stamp 00:18:40]

*President Nook provided an update regarding bills proceeding in the Iowa legislature. The bill to end tenure is inactive, but is still available for consideration during the legislative session. The bills that are proceeding are related to freedom of speech and on mandatory training for divisive topics. The freedom of speech bill mirrors the Board of Regents' recommendations in this regard and the other bill would bar mandatory training on topics that meet 9 criteria for divisiveness. Mary Braun, from the Board of Regents, provided context and explanation and included links to relevant bills in the Zoom chat (see appendix). Questions and discussion ensued, especially regarding boundaries of the meaning of divisive topics and a distinction between mandatory training and instruction.*

Comments from Provost Wohlpart [time stamp 0:00:55]

*Provost Wohlpart detailed COVID-related lost revenues and timing of the budgeting process for the 2021-2022 fiscal year, which begins July 1, 2021. He included a high level summary of figures related to lost revenues in the Zoom chat. He also discussed arrangements for two commencement venues: three commencement ceremonies face-to-face and a virtual commencement ceremony on Saturday, May 8. Faculty and others will not be invited to attend these face-to-face ceremonies in order to maximize seats available for students' guests, at the request of our student body.*

*Associate Provost for Faculty John Vallentine shared results of surveys regarding the distribution of faculty compensation increases for next year. Nearly 75% of faculty recommended distribution on a flat percentage allocation, whereas about 21% recommended use of merit scores in determining individual salary increases. Approximately 4% of faculty respondents registered no preference. In addition, Department Heads were also surveyed and 61% suggested that we do not use numerical ratings in salary increase calculations whereas 39% suggested that numerical ratings be used.*

*Associate Provost for Academic Affairs Patrick Pease shared an update regarding the current state of plans for the academic calendar for next year. A major new development is a strong preference for a 20-day Winter term, beginning the Fall semester on Monday, August 23 and ending the Spring semester on Friday, May 13. This is the academic calendar submitted and approved by the Board of Regents.*

Comments from Faculty Chair Petersen [time stamp 00:36:53]

*As we recently passed the 1-year anniversary of the onset of the COVID epidemic, Chair Petersen provided thanks to numerous individuals on the COVID Response Team who have met every day since then to do their best to keep us safe. She*

*also provided an update regarding the Provost Search Committee's progress, especially regarding open forums which should take place in late April and early May. Finally, she encouraged faculty members to nominate themselves and/or others for the Strategic Planning Committee, which President Nook recently announced.*

Comments from United Faculty President Hawbaker [time stamp 00:42:34]

*President Hawbaker echoed Faculty Chair Petersen's thanks to the COVID Response Team and also thanked Mary Braun for her work with the legislature and associated constituencies during the current legislative session. Finally, she thanked the faculty for their resilience, courage, and commitment during the last year, as we have navigated together the uncertainties of a global pandemic.*

Comments from NISG President Boeding [time stamp 00:45:12]

*Thanked faculty for our commitment to students throughout the pandemic, disclosing that she has heard from numerous students regarding the extraordinary care that faculty have provided, and relayed a personal experience regarding one special faculty member. She invited faculty leaders to reach out to her to discuss how NISG and faculty can better work together toward future common goals.*

Comments from Senate Chair Burnight [time stamp 00:49:23]

*Chair Burnight issued an open call for nominations for next year's Vice-Chair of the Senate, for which the election will take place during the final senate meeting of the year. He asked any interested Senators to contact him or any of the Senate officers for more information.*

**Minutes for Approval** [time stamp 0:50:04]

March 8, 2021

MOTION: Degrin/Dobosh (17-0-2) *Minutes were approved without amendment.*

#### **Calendar Items**

**1551** [Emeritus request for Deborah Tidwell \(Curriculum & Instruction\)](#) [time stamp 0:51:06]

MOTION: Balong/Elgersma (17-0-2) *Petition was moved to the docket.*

**1552** [Regents Award for Faculty Excellence](#) [time stamp 0:51:47]

MOTION: Makarios/Hecimovich (18-0-1) *Petition was moved to the docket.*

**1553** [Emeritus request for Lea Shaddox \(Kinesiology\)](#) [time stamp 0:52:33]

MOTION: Elgersma/Cowley (18-0-1) *Petition was moved to the docket.*

**1554** [GERC: proposed name and program philosophy for the new gen ed program](#) [time stamp 0:53:09]

MOTION: Hall/Koch (18-0-1) *Petition was moved to the docket.*

#### **Docket Items**

**1427** [Emeritus request for Arthur Cox \(Finance\)](#) [time stamp 0:54:02]

MOTION: Mattingly/Makarios (18-0-1) *The request for Emeritus status was approved.*

Kenneth Elgersma spoke in support of Art Cox's request for Emeritus status, on the basis of his experience of Dr. Cox's service in the local community.

#### **Other New Business**

*No other new business was introduced.*

**Adjournment** at 4:27:35 PM [time stamp 00:57:17]

MOTION: Balong/Elgersma

Respectfully submitted by James Mattingly, Immediate Past-Chair of the University Faculty Senate

***NOTE: See the appendix for Zoom chat during the meeting and Emeritus support letters discussed during the meeting.***

**Following are Zoom chat entries made during the meeting:**

00:15:51 James Mattingly: Remember to start the recording:-)

00:23:25 Elle Boeding(she/her): The dream team!!!

00:27:08 Jim Wohlpart: 35.3M in Lost Revenue and Additional Costs due to COVID-19

00:27:45 Jim Wohlpart: 33.8M in Offset Funds and Reduced Expenses, including 22M in Federal Gov funds (all three packages) and 11M in Reduced Personnel and Expenses

00:28:16 Jim Wohlpart: Gap is 1.5M, which will grow, and which we will cover through some one time funds we are trying to squirrel away

00:34:37 Mary Braun: <https://www.legis.iowa.gov/legislation/BillBook?ga=89&ba=hf744>

00:35:00 Mary Braun: <https://www.legis.iowa.gov/legislation/BillBook?ga=89&ba=hf802>

00:49:22 Jim Wohlpart: Here is the language in the bill:

00:50:21 Jim Wohlpart:  
4.Thissectionshallnotbeconstruedtodoanyofthefollowing:25c.Prohibitdiscussingdivisiveconceptsaspartofalarger26course  
ofacademicinstruction.

00:50:48 Jim Wohlpart: All of this is included in the bill, which I would encourage all of you to read

00:50:52 Jim Wohlpart: <https://www.legis.iowa.gov/legislation/BillBook?ga=89&ba=hf802>

00:50:58 Danielle Cowley (she/her/hers): Some topics that feel a little grey within these 9 concepts are privilege, implicit bias, and the myth of meritocracy.

01:03:10 Elle Boeding(she/her): [boedinge@uni.edu](mailto:boedinge@uni.edu)

February 17, 2021

To the Faculty Senate:

It is an honor to be writing this letter of support for Art Cox's Emeritus status application. However, I somehow never thought I would be writing this letter. Art seemed like such an intrinsic part of this university and CBA, it was as if he would always be here. Yet, here I am writing my letter of support for Art's application for Emeritus Status. While I am happy for Art for his well-earned retirement, I am sad that he is no longer going to walking our halls and teaching our students. I will miss him a lot.

Art is an excellent teacher and cares deeply for his students. He is largely responsible for building the Real Estate program at the College of Business Administration. In this context, he has worked tirelessly to build a strong network across the state of Iowa for this program. We know that he was successful in his endeavor because Art is well known in the state of Iowa, which means that UNI's Real Estate program is well known as well. Art helped UNI build a niche, which is the Real Estate program. Many students come to UNI because of the reputation of the Real Estate program. Art has ensured that all Real Estate graduates find gainful employment after they graduate. This program can proudly boast a placement rate of 100%. This is Art's legacy. Therefore, Art Cox may retire but his legacy will live on and his name will be associated with the Real Estate program at UNI forever.

Art has established an Advisory Board for the Real Estate program comprised of well-known and highly influential individuals in the field of real estate. These people either own their own business or work in high-demand jobs and are wealthy beyond measure. They respect and support Art personally and professionally and they are committed to the success of the Real Estate program. They are happy to take time out of their busy schedules to support the program that Art has built. We should be proud to have the support and advocacy of this group, much of which is thanks to the strong relationship Art has built with them and the leadership he has shown.

Art Cox has also built and nurtured strong relationships with his students and colleagues over the years. After they graduate students do not remember which classes they took but they remember the people, they remember how they are treated, and they remember relationships. They remember how Art reached out to them, how he helped find an internship for them, how he made sure they were prepared to hit the ground running after graduation, how he helped them find a job, and how he stayed in touch with them and their employer/s well after they had graduated. The same can be said about his relationships with faculty members. He is a nurturing and friendly person and he mentors young faculty without being asked to do so.

I met Art when I joined UNI as the head of the Economics and the Finance Departments. I felt quite lost as the Head of the Finance Department since it is not my home department. However, Art welcomed me and made me feel like I was part of the department. I respect Art professionally for being an excellent and dedicated teacher, a strong researcher, and for his service to the department, college, university and his profession, but I care much more deeply for him as a dear friend and a kind and caring human being. The relationships Art has built at UNI are also part of his legacy.

He is and will be cherished as a valuable and highly respected faculty member and Director of the Real Estate program. He has earned his retirement and his emeritus state. As such, his application for emeritus status has my highest support.

Regards,

A handwritten signature in cursive script that reads "Sharmistha Self". The signature is written in black ink and is positioned below the "Regards," text.

Sharmistha (Shar Self)



February 17, 2021

To the Faculty Senate:

It is my honor and privilege to pen this letter in support of the Emeritus nomination for Art Cox. Art was the interim head of the Finance Department in 2010, the year he hired me as an assistant professor. Since that time, Art has become a valued colleague and a strong personal friend. Looking back over the last 10 or so years, there are several things I have learned about Dr. Arthur Cox.

First, Art knows most of the state of Iowa, or, more aptly, most of the state of Iowa knows Art. During the 32 years of his time at UNI, primarily spent as the director of the Real Estate program in the Finance Department, Art has traveled throughout the state of Iowa networking with professionals in the areas of real estate and banking. He tirelessly spread the word about UNI's program and its students. He logged many hours in his car and on his phone, strengthening those relationships in the real estate industry. His name has become synonymous with real estate in Iowa.

Second, Art was strong in the classroom, stronger than many of his colleagues and students realized. One key accomplishment was his development of the Advanced Real Estate Cases course as a capstone experience for real estate majors. In this course, students walk through the process of constructing a property development report that is presented to real estate industry experts and representatives of the property. To prepare for this course, Art would use his contact network to locate an undeveloped property in Iowa, primarily in the Des Moines area or the Cedar Valley. Students received the experience of the start-to-finish actions required for a real estate development proposal, an unbelievable immersion in the process to which many would be exposed after graduation. Despite some grievances of difficult exams or what appeared to be a very hands-off teaching style, graduates soon came to learn the value they received in Art's classes, the real estate skills and the soft skills that so many employers seek from our students.

Finally, and the most important characteristic that I learned from Art, is his connection with the students. Everything he did for the finance and real estate programs at UNI put the students first. He sought to ensure that the real estate graduates could enter the workforce with all of the tools that employers look for and all of the traits that make each student a better person. Art would often relate stories about going on a vacation or a long weekend. Prior to his trip, whether it was short in distance or long, he would contact UNI real estate alumni, his former students, and schedule a visit, just to stay in touch. I know very few...no,

I do not know anyone in my 15 years of teaching that exhibited that habit. Art always put his students first. This is the one trait that I hope I can someday emulate, but it is a high bar to pass over.

UNI, the Finance department, the Real Estate program, his colleagues, and his students will certainly miss Art. His work ethic was unmatched in the College of Business Administration, where his office was usually occupied six days a week throughout the year, sometimes seven. He has been a great colleague, has been a strong advocate for the university, and continues to be a good friend. We are lucky to have had Dr. Arthur Cox roam these hallways for the past 32 years. I strongly support and recommend his nomination for Emeritus Professor status.

Regards,

A handwritten signature in blue ink, appearing to read "Brett C. Olsen", with a long horizontal flourish extending to the right.

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