

Minutes of the University Faculty Senate 23 March 2020

Senators in attendance: James Mattingly (Chair), John Burnight (Vice-Chair), Amy Petersen (Past Chair), Barbara Cutter (Chair of the Faculty), 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, Andrew Stollenwerk, Shahram Varzavand, Leigh Zeitz. (Quorum met; there are 19 voting senators, as Chair votes only in case of tie)

Guests in attendance: None, due to circumstances surrounding the COVID-19 pandemic.

Please note that a letter of support for Emeritus requests discussed during this meeting are appended to these minutes.

Call to order at 3:30 PM

A regular meeting of the University of Northern Iowa Faculty Senate began at 3:30 PM, using the ZOOM platform for online meetings, due to extraordinary circumstances surrounding the COVID-19 pandemic. The provisional meeting agenda was limited to processing requests for Emeritus status and discussing the extent that pending business of the Faculty Senate could move forward during the remainder of the academic year.

Announcements (audio [timestamp 5:00](#))

Remaining meetings, if any, would be held on Zoom, due to arrangements surrounding COVID-19.

Meetings will be recorded, and audio recordings will be posted to a web page at Rod Library. Due to extraordinary meeting circumstances, and due to difficulty with transcription service contractor, minutes for remaining meetings will be summarized instead of verbatim transcripts. Much conversation surrounded conventions for using the Zoom interface to conduct senate business, especially including means for being recognized by the Chair, making motions, and voting.

Minutes for Approval

The verbatim transcript for the March 9 senate meeting was unready for senate approval during this meeting, due to difficulty with the transcription contractor. Senators approved the minutes through email on March 25 (VOTE: 17-0, with 2 abstaining).

Calendar Items (audio [timestamp 5:50](#))

All three items on the senate calendar were included on a consent agenda and docketed in regular order for today's business.

Motions Cowley & Hall. The motion passed (VOTE: 17 yes; 0 no; 2 abstain)

1497 [Richard Knivsland Emeritus request \(Dept of Teaching\)](#)

1498 [Victoria DeFrancisco Emeritus request \(Communication Studies\)](#)

1499 [Bulent Uyar Emeritus request \(Economics\)](#)

Docketed Items (audio [timestamp 10:30](#))

All four docketed items were included on a consent agenda for a single vote.

The motion to approve all 4 Emeritus requests passed. Motions Varzavand & Zeitz (VOTE: 18 yes; 0 no; 1 abstain)

1373 [Gloria Holmes Emeritus request \(Curriculum & Instruction\)](#)

Leigh Zeitz spoke on her behalf

1374 [Richard Knivsland Emeritus request \(Dept of Teaching\)](#)

Megan Balong and Leigh Zeitz spoke on his behalf.

1375 [Victoria DeFrancisco Emeritus request \(Communication Studies\)](#)

The faculty in her department wrote a beautiful support letter, signed by numerous of her colleagues (see appendix).

1376 [Bulent Uyar Emeritus request \(Economics\)](#)

James Mattingly spoke on his behalf.

Other New Business (audio [timestamp 18:25](#))

Shall we delay revision of the General Education program?

Chair Mattingly wonders whether we can forge ahead with GenEd revision this year, and reports that the Provost has responded that the HLC expects to see progress before their visit.

Leigh Zeitz: understands Provost concern and thinks tech can accommodate; hopes that interested faculty can attend

Barbara Cutter: faculty have too much on their plates/feedback, participation will be low; Could decide in September, long before HLC's visit.

Leigh Zeitz: Chair Cutter's comments remind him that HLC should understand if we delayed.

Jim Mattingly: Is conflicted on the matter, we were nearly done -- faculty strongly support proposed structure in last survey, although only 159 responded. On the other hand, the quality of discourse when discussing in a ZOOM-enabled senate meeting may be so diminished that it would be irresponsible to continue.

Donna Hoffman: Wonders if GERC has been able, or will be able, to meet and respond to our feedback from the March 9 meeting, regarding the 3 hours that were removed from the earlier proposal. (Charles Holcombe informed us that the committee has not met). Thus, Senator Hoffman suggested that we might not decide today whether to continue hearing the GERC, but allow them some time to regroup, to determine whether it would be possible to move forward.

John Burnight: He agrees, as does Amy Petersen in the chat window.

Charles Holcombe: Agrees.

Chair Mattingly established that consensus seemed to be that we should allow the GERC to move forward this year, asking for others to object if that is not their interpretation.

Charles Holcombe informed us that the GERC would meet this Friday (he is a member). Chair asked if any wished to add anything to the conversation, none responded.

Adjournment approximately 4:10PM (Motion by Syed Kirmani; second by Megan Balong)

Letters of support for Emeritus requests discussed during this meeting are appended.

Dear Dr. Mattingly,

On behalf of the Department of Curriculum and Instruction, College of Education, I am pleased to recommend Dr. Gloria Kirkland Holmes for Emeritus status upon her retirement June 1, 2020.

Dr. Kirkland Holmes came to the University of Northern Iowa in August 1978 as a preschool-kindergarten teacher at Malcolm Price Laboratory School. She had a joint assignment in Curriculum and Instruction and taught early childhood classes in the evenings for the UNI Early Childhood Education program during her time there. She served as a Fellow in the Regent's Center for Early Developmental Education at UNI. She is currently an associate professor in early childhood, elementary education and provides leadership in diversity and inclusion at the University of Northern Iowa, especially in the College of Education. Her scholarship is focused on preparing teachers to work with all children and to close the achievement gap that has formed in the African-American, Latinx, and new comer populations.

She is best known at UNI for the African-American Read-In targeting elementary aged students. Now in its 14th year at UNI, the event takes place on February 27 with approximately 1000 children expected to attend from Waterloo and Hudson Schools. Dr. Holmes is also known for the African American Children and Families Conference that advocates for the transformation of communities so that needs of children and families are met through attitudinal changes and actions, as well as caring and sharing in better the lives of children and families. These two activities have touched the lives of so many young children who begin to think that maybe they would like to go to university. The African American Children and Families Conference has provided significant support to UNI teacher candidates and inservice teachers in understanding the needs of children who may not look like or have the experiences they have.

In 2018, Dr. Kirkland Holmes was awarded the Graven Award presented to a person whose life is nurtured and guided by a strong Christian calling and who is making a significant contribution to community, church, and society.

Over the years, Dr. Kirkland Holmes has led the encouragement and support for the UNI community to be a part of the "village" that ensures justice, peace, and understanding and good will toward each other. Her commitment has touched thousands of students over the years. Dr. Kirkland Holmes has long been engaged in community activities that nurture young male and female leaders of color known as the Shining Stars – Young Male Leaders Program. The program is designed to help youth (KG – Grade 8) grow, develop and excel cognitively, emotionally, socially, psychologically, physically and spiritually while assisting them in goal-oriented college-ready preparatory thinking. The goals of the programs include decreasing juvenile detention, suspensions, expulsions, and drop-out rates, as well as building self-esteem and confidence.

The Department of Curriculum and Instruction recognizes and values the immense contribution made by Dr. Gloria Kirkland Holmes in the field of education for all children. We support her Emeritus recognition.

Best regards,

A handwritten signature in black ink, appearing to read 'Robin Dada', with a large, stylized initial 'R'.

Robin Dada
Department Head, Curriculum and Instruction
College of Education
University of Northern Iowa

March 9, 2020

Faculty Senate
University of Northern Iowa
Cedar Falls, Iowa 50614

Re: Rick L. Knivslund
Emeritus Status

Dear Dr. Mattingly:

This recommendation letter summarizes Mr. Rick L. Knivslund's professional contributions to the University of Northern Iowa and informs a recommendation for emeritus status.

Rick began his career at the former Price Laboratory School of the University of Northern Iowa as a secondary art teacher in 1991. While teaching at Price Lab he was active with the Arts Educators of Iowa and a frequent presenter at professional conferences. He was the first nationally certified secondary art educator in the country. As an art teacher he was known for his genuine enthusiasm and joy for the arts which he imparted to students.

In 2012 he joined the UNI faculty as a tenured instructor in the Office of Student Field Experience. During his time on faculty he taught seminar and supervised art education students in their Level 1 and Level 2 field experiences. He developed partnerships with local educators across the Cedar Valley who valued his respectful, attentive and personable manner. He served on the Teacher Education Senate, COE Senate, and numerous search committees.

UNI benefitted from Rick Knivslund's expertise in architecture education which he generously contributed to the Schindler Education Center Feasibility Committee, Chair of the Schindler Education Renovation Committee and as the Schindler Building Representative on the Art and Architecture Committee. He had a leading role in the transition to a redesigned SEC. He frequently led tour groups through the building while it was under construction, answered questions and championed the decision for a more environmentally friendly LEED certified building. His enthusiasm about the flexible spaces and furnishings and central learning commons area helped the campus community through the remodeling transition.

The Department of Teaching and the College of Education have benefitted from the leadership of Rick Knivslund in the educator preparation program. He has made lasting contributions to the redesign of the Schindler Education Center and arts education at the University of Northern Iowa. I support his request for the honor of emeritus status.

Respectfully,



Mary Donegan-Ritter, Ph.D.
Associate Professor
Interim Department Head, Department of Teaching

February 14, 2020

To whom it may concern,

We write this letter to enthusiastically support Dr. Victoria DeFrancisco's request to be awarded emeritus status. Since earning a PhD in 1989, Dr. DeFrancisco has spent her entire academic career at UNI, earning tenure in 1994 and being promoted to full professor in 2001. During that time, Dr. DeFrancisco has been a valued colleague, a dedicated teacher who constantly improves her craft, a productive scholar who creates publication opportunities for colleagues and students, and an integral member of the department and university who provides extensive and meaningful service.

Dr. DeFrancisco is known as a rigorous teacher who deeply cares for students and their wellbeing. She directed over 30 graduate theses (many of which won awards) and served on even more committees. She taught courses that uniquely and significantly enhanced the curriculum's attention to diversity (notably, Gender Issues in Communication and Intercultural Communication). She consistently revised her courses to meet changing student needs and to reflect evolving research. She translated her commitment to teaching into two textbooks: *Gender in Communication* (in its 3rd edition) and *Foundations of Communication Research Methods* (a free web-based textbook she co-authored with department colleagues to meet the unique needs of UNI Communication Studies majors).

Dr. DeFrancisco's scholarship extends beyond textbooks. Dr. DeFrancisco's range of publications is noteworthy because it represents interdisciplinary work with both faculty and students in Women's and Gender Studies and Communication Studies. Peer reviewed journal publications have appeared in the *Howard Journal of Communication*, *Feminism and Psychology*, *Women & Language*, *The Western Journal of Communication*, *Studies in Linguistic Sciences*, and *Women's Studies in Communication*. Book chapters have appeared in *Gender, Discourse & Ideology*, *Untying the Tongue*, *Gender, Language and Power*, *Gender Actualized: Cases in Communicatively Constructing Realities*, and *Communication and Sex Role Socialization*. In addition, Dr. DeFrancisco edited a special issue of *Women's Studies in Communication* on self-esteem and co-edited the collection *Women's Voices in Our Time: Statements by American Leaders*. This list does not include the many invited works and the scores of conference presentations.

Dr. DeFrancisco's service is noteworthy. She fulfilled numerous leadership roles and consistently acted as an advocate for diversity across the university and globe. In 1995, Dr. DeFrancisco was a UNI Representative at the United Nations Non-Governmental Organizations Conference on Women in Beijing, China. Closer to home, she was Director of Graduate Studies in the Communication Studies Department 1990-1994, director of the undergraduate Women's and Gender Studies program from 1994-1999 and again in 2006 and 2016, acting Associate Dean of the Graduate College 2007-2008, and assistant to the acting head of the Communication Studies Department in 2010. Notable about these roles is the number of times she stepped in for a semester or year to serve in an acting role because she had the experience and her skills were needed. Repeatedly, colleagues and administrators have looked to Dr. DeFrancisco when leadership was needed during moments of instability and transition. She also was a Diversity Fellow in the Office of the Executive Vice President and Provost from 2010-2015. During that time, she mentored dozens of people into leadership roles as UNI

NCBI facilitators who provided over 10,000 hours of volunteer participation on the UNI campus to over 1,200 faculty, staff and students who attended UNI NCBI workshops, including RAs, the Summer Orientation Staff, and the WRC workers.

The merits of Dr. DeFrancisco's teaching, scholarship, and service have already been recognized by a number of awards, including the Iowa American Association of University Women Distinguished Faculty Award in 2002, UNI's Ross A. Nielsen Professional Service Award for Faculty in 2003, the Iowa Board of Regents Award for Faculty Excellence in 2004, the UNI Outstanding Graduate Faculty Teaching Award in 2011, and the UNI Diversity Matters Award in 2014. It is only fitting that this impressive list of awards be capped off with the awarding of emeritus status.

Sincerely,

Communication Studies Department faculty members

Ch Palczuk
Melissa Schick
Nichole Harker
Lori Lyngren
Sara Chen
Andrea K. Dinitz
Renee Luep
Laura Luep
Bettina Fier
Ce R. Mc
Tom Hall
Karen Mitchell
Cyan McLaughlin



February 27, 2020

Letter in support of Emeritus status for Bülent Uyar

It is my pleasure to write this letter in support of Emeritus status for Professor Bülent Uyar. Professor Uyar has been serving as a faculty member in the Economics Department since 1991. He has been teaching Statistics for Business Analytics and Public Finance. I am going to focus on Bülent's teaching, research, and service contributions in this letter.

Teaching

Bulent is an excellent teacher, teaching courses that students know to be a tough course. His Statistics for Business Analytics course is a required course for all business majors. Students who take Bülent's Statistics for Business Analytics course say Bülent is "very organized, tough, demanding but fair", which seems to sum up Bülent's teaching very well. Bülent has been the coordinator of that course for the entire College of Business Administration (CBA) for the last 28 years. In addition, some students who took his Public Finance course stated on evaluations that Bülent should teach it as a required course for all majors at UNI.

Bülent's students, some from even 15-20 years ago, keep in touch with him and often thank him for "making a difference" in their lives or for "being there" or for convincing them to not drop out of college. Some write to tell him they discovered a few years after getting a job that what they learned in his courses were what distinguished them from other candidates. Over the years Bülent has received several teaching awards and recognitions from the CBA as well as from student organizations.

Research

Here I wish to touch upon the impact of some of Bülent's academic publications. One article identified a simple but important problem with the regression routine in one of the best known and most-widely used statistical software packages in the world. The routine was eventually re-written. Two of his articles introduced the Hierarchical Linear Modeling (HLM) method to the housing economics literature. Authors from China, Turkey, Latin America and some EU countries who use that estimation method ask him for input on their papers, and some journals ask him as the "expert" or "pioneer" in the field to review submissions. Two articles on student performance in the business statistics course appear to have inspired research which has applied versions of their model in different fields.

Service

Bülent has served on a number of committees during his nearly 30 years at UNI. He is most proud of his contributions to UNI and the CBA through two committees. One is CARR (Committee on Admission, Readmission, Retention) on which he served for more than a decade. He was always keenly and painfully aware of the potential impact the Committee's decisions had on the students' lives. It also clearly demonstrated to him how each cohort group and the issues they have to cope with are different to



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the previous groups and that we (the professors and the administrators alike) have to evolve to respond to the challenges. His work on that Committee has proved to be a much-unexpected journey of self-discovery for him.

The other committee is the CBA Faculty Research Committee (FRC). He was first a member of the FRC and then, for the last 10-plus years, its chair. He led the FRC, with faculty input, in establishing a tier system for academic and professional conferences which the Committee uses in awarding funding to the CBA faculty who travel to conferences to present their research. They prepare annual guidelines for the purchase of "research-related activities and expenses" by the faculty. During his tenure as its Chair, the FRC played a key role in developing the initial list of "accepted journals" for the CBA faculty to target. They established guidelines for faculty-reassigned time awards for research and they receive and rate the applications for the annual award for action by the CBA Dean and the Heads. As the chair of the FRC, Bülent played an important role in these endeavors.

Bülent has also made some important contributions to Iowa's economy through his community service. The Iowa State Department of Revenue is required by the State Legislature to track and write periodic reports on the impact of each Iowa State income tax credit. They contacted our Economics department in 2012 for help with this project and Bülent volunteered. Since then, he used his background in public finance and statistics to contribute to the writing of ten such reports as a member of an Advisory Panel. The results are presented and the final report submitted to the State Legislature at the beginning of every legislative session.

I would like to end by saying that Bülent is much loved and respected by his students and colleagues. Over the years Bülent has touched many lives and made many friends. I consider him a personal friend and a most valuable colleague. He seems to have infinite patience and is always willing to listen if anyone approaches him with a question. He is often sought out for his ability to think objectively and give valuable advice and guidance. The department and college will certainly feel his absence but it is also a better place to work in having had someone like Bulent as a faculty member.

Bülent Uyar has my highest support for his well-earned Emeritus status.

Thanks and regards,

A handwritten signature in black ink, reading "Shar Self". The signature is fluid and cursive, with the first name "Shar" being more prominent than the last name "Self".

Shar Self
Professor and Head of the Department of Economics
Head of the Department of Finance