

University Faculty Senate Minutes

October 25, 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, ~~Steve O'Kane~~, Andrew Stollenwerk, John Wiles (Fifty percent quorum met, with 18 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

Call for Press Identification

None

Introduction of Guests

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

Other guests: Amy Igou, Andrew Morse, Jennifer McNabb

Courtesy Announcements

Comments from President Nook [time stamp 0:00:30]

President Nook recounted the October 11 event in the CME to introduce the Mission Stewardship Statement, which was very well attended. The [statement](#) was developed over the course of more than a year in collaboration with the Meskwaki and other Native American groups across the Midwest, some of whom participated in the event, including students and alums. He also mentioned the upcoming Board of Regents meeting, scheduled to take place on UNI's campus on November 3-4, and some of the issues to be discussed with respect to enrollment and outreach.

Comments from Provost Herrera [time stamp 0:05:41]

Provost Herrera discussed enrollment, noting that the numbers for new freshmen seems to be positive so far. He also mentioned the effects of the recently completed free application week. He stated that the data sets from Phase I of Academic Positioning are being analyzed, and indicated that he hoped details about next steps could be rolled out within the next month.

Comments from Faculty Chair Mattingly [time stamp 0:10:30]

Faculty Chair Mattingly discussed the Green Dot program on bystander awareness for violence prevention, and urged faculty to become Green Dot facilitators if they are able.

Comments from UF President Hawbaker [time stamp 0:12:04]

UF President Hawbaker mentioned the connection between our faculty union and the larger labor community, and encouraged UF members to show their support for the United Auto Workers at John Deere who are out on strike. She noted the formation of a new statewide charity, Local Union Community Charities ([LUCC](#)), formed after the United Way scaled back its collaborations with labor unions. She indicated that she will be sending out an email with more information about the charity. She also discussed the Steve O'Kane situation, and indicated that UF had reached out to the AAUP for guidance and advice. The AAUP will be issuing a case letter in the next few days, advising our union and administration that it was out of compliance with AAUP standards when discipline was imposed without a faculty hearing.

Comments from NISG President Bennett [time stamp 14:34]

NISG President Bennett thanked Faculty Chair Mattingly for bringing up the Green Dot program, and urged faculty to

accept facilitator invitations if they receive them and also encourage their colleagues to do so. She also mentioned that International Education Week would run from November 15-19, and shared a [link](#) in the Zoom chat room for further information so that interested faculty could participate and promote it.

Minutes for Approval [time stamp 16:41]

September 27, 2021

MOTION: Makarios/Hecimovich (16 in favor-0 against-2 abstentions)

MINUTES APPROVED WITHOUT AMENDMENT.

Docket Items

Note: Associate Provost for Academic Affairs Patrick Pease summarized all of the UCC's curriculum packages (docket items 1449-1454), including the numbers of added, deleted, and edited programs and courses, at the outset of the discussion of #1449. He also noted that certificates seem to be becoming much more popular. The Senate then voted on each of the proposals separately.

1449 [UCC and GCCC Program Changes](#) [time stamp 17:58]

MOTION: Elgersma/Hecimovich

Associate Provost Pease began by thanking the UCC, remarking that it is in his opinion one of the hardest working committees on campus, conducting their reviews with great professionalism and attention to detail. With respect to item #1449, among the changes are two new majors: A B.A. in Business Analytics and a B.S. in Automation Engineering Technology. Chair Burnight asked a question about the length of the new Automation Engineering Technology with respect to the moratorium on extended majors, since it appears that this would be a new 74-credit major. Associate Provost Pease explained that typical B.A. programs cannot exceed 62 credit hours and a B.S. program cannot exceed 68, but that within the guidelines there are exempted hours that are in the major and also are counted in the LAC—i.e. “double counted”—that do not have to be counted towards the cap in terms of being an extended major. The original rationale for this seems to have been that students had to take those LAC hours in any case, though Associate Provost Pease noted that this did not always turn out to be the case because it required students had to have that knowledge early on to take the necessary courses. It also did not account for students who changed majors. He remarked that we need to think about what might happen to some programs if some of the double-counted courses do not make it into the new UNIFI general education program, which would by default because some majors to violate the Senate's rule against programs becoming extended (or extended programs becoming more extended).

Vice-Chair Degrin expressed concern that there does not appear to be a limit with respect to how many courses can be double-counted in this way, since this seems like it's violating the spirit of not having the extended majors (particularly with respect to Gen Ed courses that are also major requirements instead of electives). Chair Burnight shared Vice-Chair Degrin's concerns, and suggested that some of our new Senate Committees and Councils might have conversations on this issue.

Senator Hitlan asked, in cases where a department planned to submit new course proposals, where along the approval process would it be determined if the department had the necessary resources to get the courses up and running. Associate Provost Pease answered that it was determined first at the department level, and then the Dean level. Senator Hitlan asked if by department, it was meant that a department head could make this determination without a vote by the faculty. Associate Provost Pease noted that the department's curriculum committee would be involved in developing the curriculum package before it gets into the Leepfrog System. Chair Mattingly added that there are a number of different models: some with curriculum committees, some with committees of the whole, and that it would be troubling if department heads were putting proposals forward without faculty members being involved and voting on them. Doing so would violate the Faculty Constitution.

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

1450 [COB Curriculum Proposals](#) [time stamp 34:36]

MOTION: Stollenwerk/Makarios

Vice-Chair Degrin stated that we may want to have a discussion about the use of zero-credit courses to bypass the credit limits for majors, in connection with a conversation about extended majors more broadly. Associate Provost Pease remarked that these courses were connected to the PRP (Professional Readiness Program) in the College of Business.

Students do not pay tuition for these courses.

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

1451 [CSBS Curriculum Proposals](#) [time stamp 37:31]

MOTION: Elgersma/Conrad

MOTION PASSED, 13 in favor-1 against (Hitlan)-4 abstentions.

1452 [COE Curriculum Proposals](#) [time stamp 38:34]

MOTION: Balong/Elgersma

MOTION PASSED, 13 in favor-0 against-5 abstentions.

1453 [CHAS Curriculum Proposals](#) [time stamp 39:26]

MOTION: Degnin/Dobosh

MOTION PASSED, 13 in favor-0 against-5 abstentions.

1454 [Additional Curriculum Proposals](#) [time stamp 39:26]

MOTION: Degnin/Elgersma

MOTION PASSED, 12 in favor-0 against-6 abstentions.

Chair Burnight thanked Associate Provost Pease and the UCC, and Associate Dean Gabriela Olivares and the GCCC, for all of the excellent work the committees did on these curriculum proposals. Associate Provost Pease said he would do so, and remarked that in addition to the upcoming work on UNIFI proposals the UCC was also undertaking a project to define the criteria of certificates as distinguished from minors.

1455 [Strategic Planning Committee Update \(Andrew Morse\)](#) [time stamp 43:24]

Chief of Staff for the President Andrew Morse updated the Senate on the activities of the Strategic Planning Committee, starting with a background about the beginning of the Future Visioning process three years ago and the selection of the committee through an open call process in collaboration with shared governance groups. He then mentioned two important considerations: 1) rapid demographic change, and 2) an extremely competitive market for prospective learning. Early SPC meetings this year have focused on establishing overarching goals and strategies with feedback from campus and community input sessions. Further sessions are planned for January and March, with a goal to have the Strategic Plan approved by the Board of Regents in April. He noted that updates will be being posted at the Strategic Plan webpage (<https://strategic-plan-development.uni.edu/future-vision>). Faculty Chair Mattingly added that in the Strategic Planning sessions, the Academic Positioning material has been very helpful. He encouraged faculty to engage in these conversations.

1456 [Emeritus Request for Martha Reineke \(Philosophy and World Religions\)](#) [time stamp 59:50]

MOTION: Degnin/Hesse

Vice-Chair Degnin and Chair Burnight offered comments in support of the emeritus request.

MOTION PASSED, 14 in favor-0 against-4 abstentions.

1457 [Emeritus Request for Barbara Weeg \(Library\)](#) [time stamp 1:03:31]

MOTION: Elgersma/Hitlan

Secretary Gould offered comments in support of the emeritus request.

MOTION PASSED, 14 in favor-0 against-4 abstentions.

Other New Business [time stamp 1:05:56]

- Senator O’Kane asked Chair Burnight to read his letter of resignation from the Senate. It is appended below.
- [Time stamp 1:08:05] UF President Hawbaker remarked that she has started to hear that there is a hiring freeze in place, and asked Provost Herrera if he had any comments on the situation. Provost Herrera responded that the administration is keeping tabs on three revenue streams that will guide decisions: state appropriations, enrollment, and tuition. He stated that they will hold off on approving new lines until there is a better sense of where these

revenue streams will end up, and that if things look good then lines will be granted to where the deans indicate they need to go.

Adjournment at 4:44 PM [MOTION: Gould/Hitlan]

Submitted by John Burnight, Chair of the University Faculty Senate

Note: letters of support for the emeritus requests are appended to these minutes, along with the text of Senator O’Kane’s letter of resignation from the Senate.

August 31, 2021

UNI Faculty Senate

Greetings!

I write in support of Dr. Martha Reineke's application for emeritus status. Martie arrived at UNI in 1984, after receiving her B.A. at Earlham College, and her M.A. and Ph.D. at Vanderbilt University. Over the course of her 37 years at UNI, Martie has exemplified the idea of the teacher-scholar, and has made significant contributions to the institution and the discipline. Martie has the distinction of being the faculty member I am aware of who has received university-level awards in teaching, research, and service at UNI.

Martie is a stellar teacher. Over the years, she has developed numerous courses, and taught them to enthusiastic students. She is always reading pedagogy, paying attention to trends in education, and updating her courses to make them relevant and appealing to current students. One could easily say that Martie is usually—if not always—on the cutting edge of whatever is happening in teaching: she was one of the first professors to develop a course in UNI's technologically-enhanced CAT Classroom, and she has taught numerous first-year-only courses and worked with numerous peer mentors. She led the development of our departmental learning-outcomes-based majors, and spearheaded early efforts in student outcomes assessment in the College of Humanities and Fine Arts. Her efforts have been recognized with the Class of 1943 Teaching Excellence Award, the Liberal Arts Core Outstanding Teaching Award, and the Excellence in First-Year Teaching Award from UNI. The high quality of Martie's has also been recognized by her peers in the discipline with the Teaching Excellence Award from the American Academy of Religion, which is the national professional organization for scholars of religion.

Her research portfolio in religion, gender analysis and psychological theory is significant and wide-reaching. While other feminist scholars were criticizing the work of theorist René Girard, Martie was the first scholar to recognize its feminist potential, engaging it and other theories to develop a model for the analysis of sexually differentiated violence. Her first book, *Sacrificed Lives: Kristeva on Women and Violence* (1997), puts Girard and Julia Kristeva in conversation, and remains, according to one of her peers, "groundbreaking twenty years after its publication." Her next book, *Intimate Domain: Desire, Trauma, and Mimetic Theory* (2014), marks, according to another colleague, "a milestone in mimetic theory." In addition to a third book, a co-edited volume on the work of Ana-Maria Rizzuto, Martie has published 15 articles in peer-reviewed journals, with another three forthcoming, 13 book chapters, many of which were invited, and 2 articles on pedagogy, a scholarly output in our field more likely to be seen at an R1 than a regional comprehensive. Her excellence in research has been recognized with the James F. Lubker Faculty Research Award. She is eager to continue her research in retirement.

Martie's service to the institution and the profession has also been consequential. During her time as Director of the Women's Studies Program in the 1990's, she not only grew the undergraduate program

and initiated the CROW Forum lecture series for “current research on women,” she also initiated, planned, and sought approval for the Master of Arts in Women’s Studies. She has served as Chair of the UNI Coordinating Committee for Disability Accommodations, Chair of the Graduate Faculty, Chair of the Human Rights Panel, and Co-Chair for the Students-First capital campaign. She served as a member of the Gender Equity in Sports Committee, which participated in the development of a plan to achieve gender equity in intercollegiate athletics at UNI. Over the course of her career, she has also given over 100 presentations to community organizations on timely issues in the area of women, religion, and public policy. Martie has also made significant contributions to the profession. She has served on the Program Committee for the American Academy of Religion, and is currently President of the Colloquium on Violence and Religion. And, she is the “go to” faculty member for any and all time-consuming departmental tasks. A full list of Martie’s service to UNI, the community, and the profession would take at least another two pages of single-spaced prose. In recognition of her service, she received the Ross Nielsen Award for Outstanding Service, the UNI Diversity Matters Award, the Way Up Recognition Award for outstanding contributions to the advancement of women in higher education, and the Regents’ Award for Faculty Excellence—to mention a few.

The documented work of Martie Reineke in teaching, research, and service is considerable and noteworthy. But, I would be remiss if I didn’t also mention the less obvious, though also influential work that Martie has done as a mentor. Martie has pored over numerous Master’s theses, engaging and challenging students to do their best thinking and writing. She has nurtured our majors’ intellectual curiosity and guided students through the process of applying for graduate school, editing numerous personal statements along the way. She has mentored peer mentors in her FYO classes. And, she has been a confidant, colleague, and mentor to numerous faculty members at UNI and elsewhere. In our department, if you want advice about pretty much anything, you seek out Martie, who will always give you her best thinking on the topic at hand. She has guided many untenured faculty—including me—through the tenure process and beyond. It is her interest in people, in helping others fulfill their academic potential as students and teachers and scholars that exemplifies her passion for, and dedication to, the work of the academy. Dr. Martha Reineke is officially retiring, but I suspect that this work—like all of her other work—will continue well into the future, when she takes on the new title of Dr. Reineke, Professor Emerita.

Sincerely,

A handwritten signature in cursive script that reads "Susan E. Hill".

Susan E. Hill, Head
Department of Philosophy & World Religions

October 12, 2021

John Burnight
Chair of University Faculty Senate
University of Northern Iowa

Dear Chair Burnight,

I write in support of Barbara E. Weeg's appointment as Professor Emeritus at the University of Northern Iowa. As a library faculty member for over 40 years at UNI, Ms. Weeg has contributed through librarianship, scholarship, and service, and it is my privilege to write on her behalf. Ms. Weeg has over 40 years of creditable, full-time service in higher education.

On July 1, 1981 Barbara E. Weeg was hired at the University of Northern Iowa as an instructor (the practice at UNI at the time) and advanced through the academic ranks to her current rank as a tenured professor. She began her library career as a Reference Librarian and assumed increasing responsibility for developing and managing the library instruction program, becoming the first Library Instruction Coordinator. She initiated and developed the role of Library Disability Services Coordinator, and then simultaneously served as a Reference Librarian, a Bibliographer, and as Library Disability Services Coordinator. Ms. Weeg now serves as a Collection Strategist Librarian for the social sciences and physical sciences. Her scholarship includes book chapters, journal articles, and professional presentations at state and national venues. Ms. Weeg is currently co-editing a book, *Academic Library Mentoring: Fostering Growth and Renewal*, to be published by the Association of College and Research Libraries, the key professional association for academic librarians in the United States.

As a Reference Librarian Ms. Weeg provided instruction to thousands of students in graduate seminars and courses; in research methods courses in psychology, family services, social work, education, communication studies, and other disciplines; and in College Writing and Research, Oral Communication, and Cornerstone. She also taught students, faculty, and staff in one-to-one reference interactions, in scheduled research consultations, and, as a Collection Strategist Librarian, in consultations about new information sources.

A faculty member with whom she collaborated to foster graduate students' library research and critical thinking skills has written, "Ms. Weeg is an exemplary partner in teaching, consistently lending her expertise to course development and implementation in ways that support learning excellence...Weeg developed core learning modules that assisted students in developing graduate-level library research methods...As a consequence of Weeg's carefully stair-stepped assignments, by the end of the course, the students' perspective on library research was transformed."

Since July 2015 Ms. Weeg has served as a Collection Strategist Librarian. In this role she selects information sources (books, journals, videos, and more); analyzes the adequacy of library holdings; seeks greater funding; and prepares library reports for academic department or program re-accreditations, program reviews, or curricular changes. For over 30 years, either as a Bibliographer or Collection Strategist Librarian, she has consistently selected library information sources for psychology and counseling. Her intellectual curiosity in wide-ranging subjects is evidenced by her ability to assume responsibility from 2015 to 2020 for selecting information resources, conducting library assessments, and preparing library reports in biology, chemistry & biochemistry, counseling, family services, gerontology, physics, psychology, social work, technology, and for the Library's Career Collection. Throughout her service she has sought, and been awarded, Student Technology Fee or other monies to increase the breadth and depth of information resources in her areas of subject responsibility to better meet the information needs of students, faculty, and staff.

Ms. Weeg was awarded the Ross A. Nielsen Professional Service Award in 2017 for her service to the university, her profession, and the Cedar Valley community. She is the first library faculty member to earn the award. The director of a Cedar Valley social service agency, a veteran professional in the child welfare field, wrote of Ms. Weeg, "She voluntarily put herself into situations where she saw the pain and ugly experiences that some children have as part of their life stories, and she didn't hesitate to come back again and again to offer herself as a shield and support. She came on her own, and was a beautiful representation of what the University of Northern Iowa has to offer."

At UNI of particular note is Ms. Weeg's dedication to advocating for information accessibility and assistive technologies. She served on the UNI Disability Advocacy and Advisory Committee, under its various names, from 1994 to 2018. A former committee chair observed of her service, "...Barb's highly influential service to this committee not only required knowledge of the law and years of diligent (and seemingly interminable) work to document accessibility needs, but also the very personal commitment to act in an advocacy role – a role that she has fulfilled with quiet sincerity and steadfast integrity...I came to appreciate so deeply the singularity of Barb's commitment to the work of making UNI a place of true inclusion not only for people with disabilities but for all of us. The detailed work she performed over the years to improve the availability of assistive technology at UNI is an accomplishment in and of itself...[M]any may be unaware of the advances in accessibility and the expansion of inclusivity that have taken place on the UNI campus over the years...And, to my knowledge, Barb has been at the center of this yet unfinished transformation for longer than any single individual who has embraced this mission." In addition, Ms. Weeg was awarded the Panther First Award several times, most recently in 2020 for her mentoring, both formal and informal, of library faculty, merit employees, and student assistants.

Ms. Weeg's scholarship has been primarily in three areas: mentoring, the application of psychology to academic librarianship, and the improvement of library instruction. For example, she is examining the conflict of interest that arises in faculty mentoring if faculty members serve as both mentors and as professional evaluators of their mentees for tenure and promotion in her forthcoming book chapter, "Conflict of Interest and Ethical Boundary Setting in Library Faculty Mentoring." She examined the application of Csikszentmihalyi's theory of psychological flow in

her book chapter, "Flow in Librarianship: An Exploration of Employee Motivation," published in *The Psychology of Librarianship* (Library Juice Press). Pedagogical publishing has included her co-authored book chapter, "Assessing Information Quality: The Web Site Evaluation Guide," in *Teaching about Mass Media in the Classroom* (American Sociological Association); a co-authored article, "Library Outreach and Instruction to Academic Departments of Military Science and ROTC Cadets," in *Internet Reference Services Quarterly*; and a solo-authored article, "Library Skill Development in a Women's Studies Course," in *Feminist Collections*.

I wholeheartedly recommend Barbara E. Weeg for status as Professor Emeritus at UNI.

Sincerely,

A handwritten signature in purple ink that reads "Gretchen Gould". The signature is written in a cursive, flowing style.

Gretchen Gould
Chair, Library Faculty and Library Faculty Senate, 2021-22
Interim Resource Management Unit Coordinator & Collection Strategist Librarian

October 25, 2021

Dr. John Burnight, Chair and Senators
University Faculty Senate
University of Northern Iowa

Dear colleagues,

At UNI, in classrooms, laboratories, art studios, workshops, game courts, and ball fields people are variously required to wear masks, helmets, hair nets, knee pads, safety goggles, welding masks, ear plugs or earcups, lab coats, and other items to protect the health and well-being of students, staff, and faculty. The University even requires some vaccines for students to attend. When it comes to protection from the virus that causes Covid-19, however, we are by policy not permitted to require masks in areas where people congregate. This policy, we know, is foisted upon us for entirely political reasons by the Board of Regents and is enforced by the upper administration, primarily the provost.

Because I have, in violation of this policy but following the precepts of my conscience, required that my students wear masks in my classroom to lessen the chance of viral transmission among the students and the university and the wider communities, I am being both punished and humiliated.

For many years I have gladly and enthusiastically served UNI at every level. I find that my enthusiasm for this service at the higher levels has disappeared because of the way I am being treated. Therefore, this letter serves as my resignation, effective immediately, from the University Faculty Senate.

Politics, from both the left and the right, is gnawing at and degrading the centuries-old mission of institutions of higher learning to better our lives by increasing our understanding of ourselves and the world we live in. Fight the beast wherever and whenever you smell it.

Sincerely,



Steve L. O'Kane, Jr., PhD, FLS