

University Faculty Senate Minutes

January 27, 2025

Online Zoom meeting

Please note that a complete audio recording of this senate meeting is available at [UNI Scholarworks](#). The timestamps noted throughout these minutes refer to that recording.

Meetings are open and any faculty member may attend.

If you wish to attend, email a member of Senate leadership for the Zoom link.

Senators in attendance:

Kenneth Elgersma (Chair), Alexa Clements (Vice-Chair), Melissa Dobosh (Faculty Chair, Past Senate Chair), Randall Harlow (Parliamentarian), Nick Bailey, Megan Balong, Erika Bass, Andy Berns, Cathi Bowler, Karen Breitbach, Rebecca Dickinson, Tim Dooley, Evette Edmister, Scott Giese, Melanie Hill, Rob Hitlan, Mark Hecimovich, Charles Holcombe, Julie Kang, Alexandra (Ana) Kogl, Syed Kirmani, Reza Lahroodi, Matthew Makarios, Dayna Miller, Susan Moore, John Preston, Shelley Price-Williams, Jimmy Reyes, Karla Steege Justice

(Fifty percent quorum met, with 27/31 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 [timestamp 0:00:00]

Call for Press Identification: *None Present*

Introduction of Guests:

Regular Guests: Mark Nook, José Herrera, Chris Martin (UF President), Robert Earle (UF Vice President), Lizbeth Montalvo (NISG President)

Other Guests: Amy Nielsen, Deirdre Heistad (Interim Associate Provost), Colleen Mulholland (Dean COE), Kristin Moser (Institutional Effectiveness & Planning), Benjamin Forsyth (Associate Dean COE), Ron Rinehart (Department Head, EPFLS, COE), Mark Welford (Co-Chair CM Placement Committee, Dept. Head Geography), Kathy Scholl (Dept. Head HRCS), Colin Weeks (Co-Chair CM Placement Committee, Faculty Chemistry & Biochemistry), Chris Schrage (Wilson College of Business, CM Placement Committee Member), Oksana Grybovych Hafermann, Chris Shaw, Robert Harmon, Robin Dada, Soh Meacham

Courtesy Announcements

Comments from President Nook [timestamp 00:00:55]

President Nook provided an update on the Governor's budget and activity in the state legislature. He encouraged senators to pay attention to proposed bills. He explained that when a bill is released, the Board of Regents is able to register as being in favor, opposed or neutral. Throughout a session, the BOR may change their registration on a particular bill. The Governor's budget included an increase of 2% to the UNI general fund. There is a 2.7% increase in inflationary costs to the university. The budget included the 3 million dollars for workforce development, and (if approved) this is expected to increase enrollment. The purpose of this workforce development would be to generate new workers into Iowa's economy, which could address the long running workforce shortage in the state. The Governor's budget does not include The UNI at Iowa Community Colleges request, and one million dollars for civic education was not included. The Regents Innovation Fund (\$3 million) was not funded. UNI will continue to lobby for its entire request. President Nook continued his comments by addressing the strategic plan. He reminded senators that the Board of Regents updated their strategic plan, and asked UNI to revise its plan to be in

alignment. Oksana Grybovych Hafermann and Kristin Moser co-chair the Strategic Planning Coordinating Committee (USPCC), and addressed these updates.

Kristin Moser updated the Senate on the process for updating the strategic plan and its timeline for making changes. She reviewed membership of the workgroup that specifically addressed these required changes and created a draft. The draft is due this Friday, and senators were encouraged to ask questions.

Comments from Provost Herrera [0:12:31]

Provost Herrera welcomed senators back to a new year and new semester. He stated that 8 Capacity Building grants will be going out to support faculty projects. He encouraged senators to bring questions, observations, and concerns about bills to faculty leadership or the Provost's Office. He then provided an update on enrollment and academic positioning. He included the link to the Academic Positioning website in the chat.

Comments from Faculty Chair Dobosh [0:15:45]

Faculty Chair Dobosh reminded senators that, as the legislative session unfolds, Jillian Carlson and Oksana Grybovych Hafermann will be holding monthly informational sessions. She then highlighted the CETL spring offerings and encouraged senators to look into these programs.

Comments from United Faculty President Martin [0:17:52]

UF President Martin noted that this Friday at 10 am, United Faculty will start its negotiations with the BOR. The initial proposal will address short-falls in UNI's average salary relative to inflation.

Comments from NISG President Montalvo [0:18:45]

President Montalvo commented that campaign season and election season for NISG is underway. NISG Engagement Week starts today at 6 with events throughout the week. She encouraged senators to attend these events.

Comments from Senate Chair Elgersma [0:20:40]

Chair Elgersma welcomed everyone back to the semester and thanked senators for their work to support shared governance.

Minutes for Approval [timestamp 0:21:21]

Motion to Approve Minutes from December 2, 2024

MOTION: Berns/Balong (23 yes, 0 no, 1 abstain)

Consultations:

1628 [Consultation: Construction Management Placement Committee](#) [timestamp 0:22:34]

Colin Weeks and Mark Welford, co-chairs the CM Placement Committee, presented an update to the Faculty Senate. They reviewed the composition of the committee and its charge. They discussed the distribution of surveys to gain feedback to help inform their decision. Surveys were sent to construction management students, representatives from the construction management industry, and to faculty and staff. They announced that a Construction Management Town Hall meeting will be held to give suggestions and input to the committee this Friday in Maucker Union. The invitation to the town hall will be forthcoming. They invited senators' questions.

Discussion:

Senator Dooley asked if there will be other fact finding outside of asking constituents on campus. Welford and Weeks responded that a survey was sent out to industry representatives across the Cedar Valley area and state-wide.

Chair Dobosh thanked the members of the committee for taking on this charge, acknowledged the short timeline given to complete the task, and asked if the timeline was still achievable. Dr. Weeks responded that a delay in forming the committee has resulted in a delay in sending out surveys and receiving responses. He concluded that completing a careful evaluation of responses and having data informed discussions by the original February 8 is unlikely. He asked for the date of the Board of Regents Meeting, and Provost Herrera responded that it is February 27. Chair Dobosh stated that we are willing to provide support to the committee.

1634 [Consultation: COE realignment effort](#) [timestamp 0:31:41]

Ron Reinhart and Colleen Mulholland presented on COE realignment work. Dr. Mulholland provided background on the need for realignment, which began when some programs and faculty moved from the COE to CSBS. This move resulted in an uneven distribution of faculty among five academic departments. A COE alignment committee was created and is composed of 12 members from faculty, P&S staff, merit staff, and administration. This committee identified six core principles to guide realignment efforts. In August 2024, the committee presented two models as a point to engage a broader conversation within the college on these efforts.

Dr. Reinhart continued the presentation and discussed the listening sessions and departmental tours that occurred last fall. After the first three listening sessions, the committee decided to revise their proposed organization structure models. In order to address imbalance, there needed to be a shift from 5 departments to 4. This resulted in a balanced but siloed model. To reduce silo-ing, they propose a matrix organization structure. He continued to discuss the structure of the proposed matrix model and described the new department structure and programs that reach across departments.

Discussion:

Chair Elgersma asked if the items identified in the Near Term Work slide were intended to be completed by July 1, 2025. Reinhart responded yes and acknowledged that it is a heavy lift, but many of these items are already in motion.

UF President Martin asked what the asterisks on the Near Term Work slides mean. The double asterisk is the CRC. The department heads and PAC chairs will meet to evaluate PAC standards and criteria. The single asterisk means there will be task forces established.

Senator Bailey commented on the matrix structure. He asked if this structure will include department heads and program coordinators. Reinhart confirmed this. Bailey continued that these structures can result in power struggles between heads and directors, and that this human element is a weakness in matrix structures.

Chair Dobosh commented that Shared Governance was identified as a Near Term objective and asked what that work would look like applied to this effort. Dr. Reinhart responded that the teacher preparation shared governance model is a little complicated, and provided a review of the structure.

President Nook commented that he liked the work that has been done to support the departments and programs. He stated that current departments are set up with programs inside departments. What the COE has done with this structure is realize that departments serve faculty and programs serve students.

Chair Elgersma asked where comments and questions should be sent. Both presenters would be able to receive this feedback.

Emeritus Requests:

1629 [Emeritus request: Robert Dise](#) [timestamp 0:54:00]

Motion to approve request

MOTION: Holcombe/ Berns (25 yes, 0 no, 0 abstain) *motion passes*

Discussion

Senator Holcombe commented that he has known Bob since he first came to UNI and he falls under the category of a beloved professor. Chair Elgersma commented that from the letters, it is clear that Bob is the kind of teacher we all aspire to be.

1630 [Emeritus request: Mohammed Rawwas](#) [timestamp 0:54:45]

Motion to approve request

MOTION: Holcombe/ Berns (25 yes, 0 nos, 0 abstain) *motion passes*

Discussion:

Chair Elgersma highlighted that Professor Rawwas has received multiple rewards, many related to his scholarship. He was particularly struck with the comments on his mentoring efforts to build up other's careers.

1631 [Emeritus request: Chris Neuhaus](#) [timestamp 0:58:08]

Motion to approve request

MOTION: Moore/Clements (26 yes, 0 no, 0 abstain) *motion passes*

Discussion:

Senator Moore reflected on the major impact that losing Chris will have on the library. She commented that Chris has done thousands of instruction sessions and research consultations, and worked closely with students. He has been a familiar face in Rod Library. Senator Holcombe highlighted the importance of Chris's instruction for his classes. He echoed that Chris will be missed. Senator Price- Williams added that Chris was an irreplaceable resource to her when she started at UNI. He built a website which now holds a vast range of resources for students, and this website will continue to be used in her class.

1632 [Emeritus request: Shuaib Meacham](#) [timestamp 01:01:20]

Motion to approve request

MOTION: Price-Williams/Balong (25 yes, 0 no, 0 abstain) *motion passes*

Discussion

Senator Price-Williams commented on shared committee work and serving on dissertation committees together. She commented that Dr. Meacham always provides encouraging feedback to students. Colleen Mulholland recognized that Dr. Meacham was unapologetic about ensuring that students understood that diversity matters, that kids who look different than teachers matter, and when we know better we do better. She expressed her gratitude to Dr. Meacham's commitment to celebrating diversity. Chair Elgersma commented that Dr. Meacham engages the broader community.

1633 [Emeritus request: Radhi Al-Mabuk](#) [timestamp 01:04:44]

Motion to approve request

MOTION: Balong/ Clements (25 yes, 0 no, 0 abstain) *motion passes*

Discussion:

Dr. Reinhart commented that Radhi spoke on the forefront of the field Forgiveness Education and hosted many international students. Senator Balong commented that Radhi was her professor when she was a student, and when she started his class she did not want to be a teacher. By the end of the semester she knew that she wanted to be a teacher, and she attributes that, in part, to Radhi.

New Business: None Raised

Motion to Adjourn

MOTION Bass/ Balong

Adjournment by 5:00 PM

Minutes prepared and submitted by Vice Chair Alexa Clements

Appended Chat

- 00:17:55 Colleen Mulholland: Colleen Mulholland - Dean, COE
- 00:17:55 Kristin Moser: Kristin Moser, Institutional Effectiveness & Planning
- 00:18:13 Benjamin Forsyth: Benjamin Forsyth Assoc Dean, COE
- 00:18:20 Ronald Rinehart: Ron Rinehart - Department Head, EPFLS, COE
- 00:18:25 Mark Welford: Mark Welford, co-chair of CM Placement Comm; Head of Geography
- 00:18:28 Deirdre Heistad: Deirdre Heistad, Interim Associate Provost
- 00:18:35 Kathleen Scholl:Kathy Scholl, Dept. Head. HRCS
- 00:18:37 Colin Weeks: Colin Weeks, Co-chair Construction Management Placement committee (faculty, Chemistry & Biochemistry)
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- 00:18:48 Christine Schrage: Chris Schrage, Wilson College of Business, member of the CM Placement committee.
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- 00:29:34 Susan Moore: Good work.
- 00:29:45 Kenneth Elgersma: If you are a guest today and have not done so already, please put your name and affiliation in the chat so we can record your presence with us today. Thank you.
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- 00:32:11 Jose Herrera: <https://provost.uni.edu/academic-positioning>