

Contact: Rachel Boon

MINUTES OF APRIL 19, 2017, COMMITTEE MEETING

**LIED MULTIPURPOSE COMPLEX – COMMUNITY ROOM
IOWA SCHOOL FOR THE DEAF
COUNCIL BLUFFS, IOWA**

Committee Members

Sherry Bates (Vice Chair)
Katie Mulholland (Chair)
Rachael Johnson
Rachel Boon, Board office

Sue Curry, University of Iowa
Jonathan Wickert, Iowa State University
Jim Wohlpart, University of Northern Iowa

Others

Deborah Cates, Iowa School for the Deaf
Steve Gettel, Iowa School for the Deaf

Chair Mulholland called the meeting to order at 1:00 p.m.

Minutes of February 22, 2017, Committee Meeting

- MOVED by Wickert, SECONDED by Wohlpart, to approve the minutes from the February 22, 2017, Committee meeting. MOTION APPROVED UNANIMOUSLY.

Presentation at Iowa School for the Deaf: Statewide Services for Parents, Teachers, and Interpreters of Deaf Children”

Superintendent Gettel welcomed ISD Sign Language Program Coordinator Dr. Deborah Cates. Dr. Cates gave a presentation on statewide services offered to children and families who are deaf and hard of hearing. There are 60 participants around the state. Much of the work is in professional development for teachers, a statewide lending library of sign language resources, and sign language proficiency screenings (in person and online). There are 123 interpreters working in schools in the state of Iowa. Much of the focus is on professional development of interpreters with the goal of moving as many as possible to a skill level eligible for permanent licensure.

In response to a question from Regent Bates about the participation in workshops, Dr. Cates said there are many participants from all age groups of kids.

Regent Mulholland asked where Dr. Cates wants the program to be. Dr. Cates indicated she wants to move past the triage mode and into a greater sense of anticipating needs and increasing proficiency levels.

- The Committee received the presentation by GENERAL CONSENT.

2015 – 2016 Report on Faculty Resignations

Director of Institutional Research Jason Pontius gave a presentation on the 2015-16 report on faculty resignations with Dr. Kevin Kregel from the University of Iowa. There were modest fluctuations over a 10-year period. The biggest area of increase in resignations was for faculty leaving to enter private practice. Dr. Kregel shared that most of this comes from Carver College of Medicine clinical track faculty. The most concern is with those who leave for a position at another institution.

In response to a question from Regent Mulholland about support for assistant professors, Provost Curry said there are institution-level, college-level, and department-level for mentoring and on-boarding. The biggest issue is often after they've been there a few years and start experiencing salary compression. Provost Wickert said the hiring process is a critical point to ensure a good fit for faculty coming in for any position. Some of the emphasis is on work-life balance and dual-career families.

All new faculty at ISU get mentors and are given many opportunities to develop community. Provost Wohlpart noted ongoing professional development and colloquia throughout the year to support faculty orientation and Provost's Leadership Academy.

Regent Mulholland asked Dr. Pontius about the comparison of resignation rate to peer institutions.

- The Committee received the report by GENERAL CONSENT.

Annual Governance Report on Faculty Tenure

Interim Chief Academic Officer Rachel Boon gave a brief overview of the governance report.

- MOVED by Johnson, SECONDED by Wickert, to recommend that the Board:
 - ▶ Approve the tenure and promotion recommendations for the 2017-2018 academic year; and
 - ▶ Receive the annual governance report on faculty tenure for 2016-2017.

Dr. Dawn Bratsch-Prince from Iowa State University, Dr. Nancy Cobb from the University of Northern Iowa, and Dr. Kevin Kregel from the University of Iowa spoke about the promotion and tenure process for tenure-track faculty. They emphasized the importance of the pre-tenure year, the tenure year, and the post-tenure years in the cycle. Post-tenure annual performance evaluations are conducted with the department head or chair. At Iowa State, when deficiencies are identified, action plans are crafted to set specific benchmarks for improvement. Post-tenure peer reviews are also implemented at all institutions to address productivity and expectations. Promotion to full professor is less prescriptive but often occurs 6-9 years after tenure was awarded.

With legislative changes in 2017, evaluation procedures sunset on June 30 at UNI. Provost Wohlpart is working with a committee of faculty to determine what elements of the previous master agreement to roll over to a new policy and process for faculty evaluation.

Regent Johnson asked about the role of student evaluations and how they are engaged in tenure and promotion reviews. Dr. Kregel said all student evaluations go to faculty, chairs, deans and provost as needed. Provost Wohlpart said they are using them as formative feedback to help faculty continuously improve. Provost Wickert said all student evaluations are part of the process and faculty are asked to reflect on those in the promotion process.

Campus Safety and Security Subcommittee Report

Regents Bates and Johnson provided an update on recent activities of the Campus Safety and Security Subcommittee. The meeting was held on April 6 at the University of Northern Iowa. The 2016 Campus Security Reports were received. Reports from the university security heads included information on violent incident training at UNI, the roles of student security officers at the University of Iowa, and the use of social media and video monitoring systems at Iowa State University.

The committee discussed concerns about 3rd party reports in the Campus Security Reports lacking consistency across institutions. Mandatory Clery reports were described as much more robust and universities wish to avoid duplication.

The next Campus Safety and Security Summit is scheduled for Wednesday, October 25, 2017 at Iowa State.

The movie *The Voiceless* was screened for the committee. It was produced by University of Iowa graduate student Vanessa McNeal and focuses on men who have experienced sexual assault.

Regent Mulholland noted the high importance of dealing with these issues.

- The Committee received the report by GENERAL CONSENT.

University of Iowa

Interim Provost Sue Curry explained the proposed changes with assistance from Associate Provost Moeller and Associate Provost Keller.

Dr. Keller noted the expansion of graduate offering for Tippie College of Business offered through this practitioner program. Associate Provost Moeller noted the student interest and work place demand for the Bachelor of Science in Environmental Engineering.

The termination of the Bachelor of Science in Athletic Training is driven by changes to the profession. A plan is in place to transition students.

The Carver College of Medicine desires the department name change for Microbiology to reflect the expertise of the faculty. The Immunology Ph.D. program will remain separate because it is an interdepartmental program already.

- MOVED by Bates, SECONDED by Johnson, to recommend that the Board approve:
 - ▶ The following new programs:
 - ◆ Master of Science Program in Finance; and
 - ◆ Bachelor of Science in Engineering Program in Environmental Engineering;
 - ▶ A request to terminate the Bachelor of Science Program in Athletic Training; and
 - ▶ A request for the following department name change: from Department of Microbiology to Department of Microbiology and Immunology.

MOTION APPROVED UNANIMOUSLY.

Iowa State University

Provost Jonathan Wickert explained the proposed changes. The Master of Human Computer Interaction is geared towards professionals not interested in research careers. The Nanovaccine Institute is an outgrowth of President Leath's efforts to seed interdisciplinary research. The is a cross-institutional effort with the University of Iowa and the University of Nebraska Medical Center. All funding will come from extramural sources. The Crop Bioengineering Center is also interdisciplinary and is entirely funded from extramural sources.

The department name change from Women's Studies to Women's and Gender Studies aligns the degrees with the current department name. This also fits with national trends, and Iowa State's diversity, equity and inclusion efforts.

Renaming the Center for STEM Education aligns with the current vernacular and incurs no costs.

- MOVED by Johnson, SECONDED by Wohlpart, to recommend that the Board approve:
 - ▶ A request to establish the following new program: Master of Human Computer Interaction;
 - ▶ A request to establish the following new institute: Nanovaccine Institute;
 - ▶ A request to establish the following new center: Crop Bioengineering Center;
 - ▶ A request for the following program name change: from Bachelor of Arts and Bachelor of Science Programs in Women's Studies to Bachelor of Arts and Bachelor of Science Programs in Women's and Gender Studies;
 - ▶ A request for the following center name change: from Center for Excellence in Science, Mathematics, and Engineering Education to Center for STEM Education

MOTION APPROVED UNANIMOUSLY.

Regent Bates thanked Regent Mulholland for her work on the Board and the Academic and Student Affairs Committee.

2017 Academic and Student Affairs Committee Work Plan

- The Committee received the Work Plan by GENERAL CONSENT.

Chair Mulholland adjourned the meeting at 2:15 p.m.

The corresponding docket memorandum for each agenda item, an integral component of the minutes, is available on the Board of Regents website: <http://www.iowaregents.edu>. Copies of these memoranda can also be obtained from the Board Office by calling 515-281-3934. Audio of the meeting is also available on the website.
