

**NEWSLETTER**  
**University of Iowa Chapter – AAUP**  
**June 3, 2011**

Lois Cox, Newsletter Editor  
Volume 8, Number 3

The Executive Committee doesn't meet during the summer months, so no meetings are currently scheduled. However, if you are ready to take a more active role in AAUP, volunteers would be welcome in the fall to serve on both the Executive Committee and Committee A on Academic Freedom and Tenure. Meetings of the Executive Committee are held in the evenings, usually once each month during the academic year. Committee A meets on an as-needed basis. If you would be willing to serve or would like more information, please contact President Marian Wilson-Kimber at [m-wilson-kimber@uiowa.edu](mailto:m-wilson-kimber@uiowa.edu) or Comm. A chair Lois Cox at [lois-cox@uiowa.edu](mailto:lois-cox@uiowa.edu).

**MESSAGE FROM THE PRESIDENT**

On February 23, the Executive Committee of Iowa's AAUP chapter met with (then) Interim Provost Barry Butler to express its concern over the large cut in the number of faculty career development awards and the suspension of the Faculty Scholar and Global Scholar Awards. Butler spoke about the Regents' support of CDAs, including President David Miles' editorial in the Des Moines Register, as well as their efforts on behalf of the University's retaining its painting by Jackson Pollock. Butler noted that the current 3% cap on faculty research leaves includes all faculty, not just eligible faculty. The bill subsequently passed by the legislature and signed by the governor contains a "sunset clause" for the cap, which means that it will expire in 2012. The Executive Committee expressed how essential it is for recruitment and retention of faculty that all support for research return to previous levels.

Marion Wilson Kimber

**LEAGUE OF WOMEN VOTERS' FORUM**

On January 29 the University of Iowa Chapter of the AAUP co-sponsored the League of Women Voters' Legislative Forum at the Iowa City Civic Center. Representatives of the AAUP, Iowa State Education Association, and the Iowa City Community School Board, posed questions to members of the Johnson County legislative delegation regarding levels of funding for higher education in the state. AAUP Chapter President Marian Wilson Kimber asked about the recent focus on cutting faculty research leaves, and Representative Mary Mascher responded that the motivation for singling out such leaves was clearly political. Legislators Mascher, Nate Willems, Robert Dvorsky, Mary Mascher, Joe Bolkom, and Dave Jacoby expressed frustration with the lack of bipartisan cooperation in the current Iowa legislature.

## **ANNUAL TENURE WORKSHOP**

The Annual Tenure and Promotion Workshop was held April 7 in the Adler Journalism Building. As in prior years, it was co-sponsored by AAUP, Faculty Senate, and the Office of the Provost. Speakers included former Associate Provost and Ombudsperson Susan Johnson, CLAS Associate Dean Raul Cúrto, Communications Studies DEO John D. Peters, AAUP Vice-President and Professor of History Katherine Tachau, Randall Ney of the Faculty Judicial Commission, and current Faculty Senate President Richard Fumerton. After presentations by members of the panel, attendees were able to ask specific questions about the tenure process and much valuable discussion followed. Iowa's AAUP Chapter has been presenting tenure workshops since 1987.

## **NEW AAUP DUES STRUCTURE**

At the 96th national annual meeting of the AAUP, delegates adopted a progressive, salary-based dues structure for members of non-collective bargaining chapters. The change in dues is a response to the increasing numbers of faculty members, even those working full-time, who make less than \$60,000 a year and who find the previous dues prohibitively expensive. The AAUP believes that the more equitable dues levels will allow the organization to recruit more beginning and lower-paid faculty members. To pay dues to the AAUP and the dues that support our local chapter (only \$10), contact treasurer Kathy Clark ([mary-clark@uiowa.edu](mailto:mary-clark@uiowa.edu)).

<b>2011 Dues</b>	<b>Academic Income</b>
\$ 45	\$30,000 and less
\$ 60	\$30,001–\$40,000
\$ 80	\$40,001–\$50,000
\$100	\$50,001–\$60,000
\$140	\$60,001–\$70,000
\$165	\$70,001–\$80,000
\$185	\$80,001–\$100,000
\$205	\$100,001–\$120,000
\$225	More than \$120,000

## **COMMITTEE A – RECENT ACTIVITY**

Committee A on Academic Freedom and Tenure exists to provide advice and assistance to members of the university community, both faculty and staff, who encounter procedural unfairness in connection with their employment. If you could benefit from Committee A's advice, or if you know someone who could, the person to contact is committee chairperson Lois Cox at [lois-cox@uiowa.edu](mailto:lois-cox@uiowa.edu).

During the spring semester, faculty members approached Committee A with a concern that, as a result of a newly adopted departmental policy, faculty members in one of the university's academic departments will be required, during academic year 2011-2012, to undertake teaching duties in excess of the department's normal 2-2 teaching load if the

individual faculty member's history of publication fails to meet or exceed quantitative standards prescribed by the departmental DEO. Moreover, the final decision as to whether any particular faculty member shall be required to perform this extra teaching rests with the DEO alone. Committee A met with the faculty members raising the issue and considered with them the question of whether or not this newly adopted policy conflicts with, and is thus in violation of, the university's "Post-Tenure Effort Allocation" policy, found at III, Human Resources, Div. I, Section 10.6 of the University Operations Manual. They considered specifically section 10.6 b (6) of that policy which provides as follows:

(6) The use of individualized portfolios within a unit must advance the teaching, research or service missions of the unit or the University, must not significantly compromise the unit's teaching, research, and service mission, and should be consistent with the career goals of the faculty. **Because of this, no faculty member is entitled to, or can be compelled to have, an individualized portfolio.** Furthermore, when considering the advisability of an individualized portfolio, both the DEO and the faculty member should consider how such a portfolio would fit with the goals of the unit, the University, and the faculty member. (Bold print added.)

Committee A is of the strong opinion that no departmental policy may override or directly conflict with a university policy as set forth in the Operations Manual. To the extent that the departmental policy in question authorizes the DEO to require unilaterally that a faculty member undertake differential teaching responsibilities over the faculty member's objections, that would seem to be in clear conflict with the language quoted above, which provides that "no faculty member...can be compelled to have an individualized portfolio." It is also worth noting that the Operations Manual policy on Peer Review of Tenured Faculty Members, revised by the Regents this spring, takes a developmental approach to issues of faculty productivity. See III, Human Resources, Div. I, Section 10.7. Specifically, section 10.7 c (1) provides, in part, that "[t]he developmental nature of post-tenure review mandates that a faculty member being reviewed should be accorded adequate time to respond to the review and to improve performance where necessary, prior to initiation of any proceedings which may be viewed as adversarial or punitive." Section 10.7d describes procedures for developing plans to improve deficient performance, which involve significant consultation with the faculty member.

Committee A believes that the limitations set forth in the university policy comport with our common experience as faculty members. Of course, individualized portfolios may serve important functions when accepted voluntarily. But when significant additional teaching responsibilities are required of faculty members whose research agendas are stalled or in a rough patch, the demands of additional teaching may well make it very difficult, if not impossible, to resume research productivity.

With regard to post-tenure review, the national AAUP has adopted a policy statement entitled "Post-Tenure Review: An AAUP Response" which speaks directly to the importance of voluntariness in a remediation plan in the same way that the university's policies on Post-Tenure Effort Allocation and Peer Review of Tenured Faculty Members

do. In its Minimum Standards for Good Practice, point #7 provides in relevant part as follows:

If the system of post-tenure review is supplemented...by the option of a formal development plan, that plan cannot be imposed on the faculty member unilaterally, but must be a product of mutual negotiation. It should respect academic freedom and professional self-direction....The standard here should be that of good faith on both sides – a commitment to improvement by the faculty member and to the adequate support of that improvement by the institution – rather than the literal fulfillment of a set of nonnegotiable demands or rigid expectations, quantitative or otherwise. (AAUP POLICY DOCUMENTS AND REPORTS, Tenth Edition, Johns Hopkins University Press, 2006, p.65.)

In light of Committee A's opinion that the unilateral requirement of differential teaching, imposed by a DEO over the objection of a faculty member, is in direct conflict with the relevant provisions of the Operations Manual, the committee sent a letter setting forth its objections and requesting clarification to the department's DEO, copied to the dean, Associate Provost, Provost, and Ombudsperson. Other than an acknowledgement of receipt from the Ombudsperson, no response has been received. Committee A will continue to monitor this situation and assist the concerned faculty members as appropriate.

#### **ADVICE FROM AAUP'S NATIONAL PRESIDENT**

In the May-June 2011 issue of AAUP's magazine *ACADEME*, national president Cary Nelson wrote an insightful article entitled "A Faculty Agenda for Hard Times." It is available at the link below and is reprinted with permission of the American Association of University Professors.

<http://www.aaup.org/AAUP/pubsres/academe/2011/MJ/Feat/nels.htm>

**For further information about other chapter activities see our website:**

<http://www.uiowa.edu/~aaupweb/index.html>

Enjoy the summer!

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