
UI AAUP Sanction Removal: Background

Peter Snyder
Past President
Faculty Senate

October 26, 2018



© The University of Iowa 2007. All Rights Reserved.

Presidential Search

Summer/Fall 2015

- Search committee formed
 - Chaired by Interim President (Jean Robillard)
 - 7 faculty (of 21 members)
 - 3 regents
- 4 finalists (2 provosts, 1 president, 1 business executive)
- Search committee disbanded
- Campus visits, including open forums and Faculty Council interviews
- Feedback compiled by Faculty Council and AAUP
- Strong support for 3 candidates; lack of support for one (Harreld)
- Strongly conveyed to BOR President, and members
- Bruce Harreld appointed President September 3, 2015

The Aftermath

- Faculty Senate voted “no confidence” in BOR September 8, 2015
“blatant disregard for the shared nature of university governance”
 - No confidence votes by student governance groups and statement of disappointment by Staff Council
 - 8 Big Ten faculty governance groups signed letter of support



The Aftermath

- President Harreld stated, embrace of academic values including shared governance, and reached out to faculty
- Rift in the faculty developed
 - Condemned process but advocated to work with President Harreld (Faculty Senate Officers)
 - Obstruct President Harreld
- Protests (President's office, BOR meeting, campus forums)
- Senate officers and Senate formed good working relationship with President Harreld

AAUP Sanction

College and University
Governance:
The University of Iowa
Governing Board's Selection
of a President¹

- Local AAUP chapter asked national AAUP office to “take official interest in the issues of academic governance raised by the events of the search.”
- Investigating committee (2 members) made campus visit (Oct, 2015)
 - interviewed faculty
 - Administration and BOR declined to meet
- Issued findings December, 2015
 - search lacked transparency
 - violated AAUP principles for faculty involvement in presidential search processes
 - advocated that faculty work with President Harreld

AAUP Sanction

- Senate officers and Faculty Council worked to prevent sanction by the AAUP
 - UI wasn't responsible for actions
 - strong history of shared governance at UI
 - previous sanctions were for more serious breaches of university governance
- National AAUP voted to sanction UI (June, 2016)
- Faculty Council publicly denounced the sanction
- National AAUP Senior Program Officer (Hans-Joerg Tiede) attended Faculty Senate meeting to discuss sanction (September, 2016)
- Senate formed a committee to explore a path for removal of AAUP sanction (September, 2016)
- Sanction runs against university, but imposed for actions by BOR
 - AAUP policy not to sanction governing boards
 - BOR controls search, so limited ability of faculty/university to take action to remove sanction

We've been sanctioned, now what do we do?

**Form a committee!
(Sandy Daack-Hirsch,
Frank Durham, Russ
Ganim, Ed Gillan,
Justine Kolker, Sherri
Bates, and Rachel
Boon)**

October 26, 2018



Issues



- **The resolution:** Whereas the Faculty Senate understands the seriousness of the AAUP sanction and wants to work toward the lifting of that sanction, the Faculty Senate would like to **appoint a subcommittee to work toward a way to lift the sanction and the Senate charges the Faculty Senate leadership and the Faculty Council to work with the University President and the Board of Regents to work toward removal of the sanction.**
- **The charge:** Explore mechanisms and recommend, as appropriate, actions aimed at the removal of AAUP sanctions.

The Sanction

(College and University Governance: The University of Iowa Governing Board's Selection of a President, 2015)

- Faculty representation on search committee
- Job description
- Decision related to the use and selection of a search firm
- Lack of rules or guidance on what could and could not be said in public about the candidates under consideration
- Committee access to candidate information
- Commitment to equal opportunity and affirmative action
- Equal treatment and requirements of candidates with respect to the candidates submitted materials
- Lack of decision process
- Truncated faculty involvement in the process
- Lack of meaningful system to collect, tabulate, and evaluate faculty reaction and sentiment regarding candidates

Gather and synthesize critical information

- Met with Dan Powers co-Chair of the UNI Presidential search committee to gather information about the current UNI search process.
- Met with the local AAUP chapter's executive committee
- Developed a historical overview of previous UI searches to identify best practice (1995-2015)
 - Press and memo documents
 - Faculty senate minutes
 - BOR meeting minutes

Write “Best practice” specific to the sanction report and supported by the information sources (April-November 2017)

- S. Daack-Hirsch and Pete Snyder met with BOR leadership on August 22, 2017
 - We invited the BOR to name members to the committee in order to collaborate on refining the Best Practice Document and lead adoption of the document among BOR
- Regent Sherry Bates and Dr. Rachel Boon from the BOR (September 6, 2017)
 - Refine the draft of the Best Practice with BOR input
- Regular updates provided to:
 - UI Fac council and senate
 - The UI AAUP chapter
 - National AAUP regarding their prospective reaction to our approach
 - Faculty Senate officers met regularly with President Harreld or his designee

Approval

- Beginning in December of 2017 the preamble and best practice document went through iterative reviews among FSO, the local AAUP ex committee, Faculty Council and Senate, and the BOR.
- Mid-March 2018 all of the above had signed off on the documents
- April 5, 2018 AAUP campus visit
- April 25, 2018 AAUP Committee on College and University Governance voted to recommend to the Association's Council and its annual meeting to remove the University of Iowa from the list of institutions sanctioned for infringement of governance standards.
- June 16, 2018--sanction lifted!!!!

Lessons Learned

- Collaborative effort with BOR, willing partner
- Build trusting relationship—buy-in from all parties before any action taken (Faculty Senate, BOR, AAUP, administration)
- Process of working to remove the sanction was more important than the document that was produced
 - helped to repair relationship between faculty, AAUP, and BOR
 - strengthened shared governance
 - demonstrated to people outside the university that we can work together
- President Harreld has been strong advocate for shared governance