

**University Faculty Senate Minutes**  
August 23, 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, Matthew Makarios, Steve O’Kane, Angela Pratesi, Andrew Stollenwerk, John Wiles (Fifty percent quorum met, with 20 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** [time stamp 0:00:00]

*Senate Chair Burnight convened the meeting and announced that because Danielle Cowley—who was to be chair this year—has left UNI, he will continue as chair during the fall semester. Vice-Chair Francis Degnin will then become chair in the spring.*

**Call for Press Identification**

*None present*

**Introduction of Guests**

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

Other guests: none

**Courtesy Announcements**

Comments from President Nook [time stamp 0:00:45]

*President Nook offered a welcome back message for the year and thanked the Senators for their work. He also welcomed the new NISG President Samantha Bennett and the new Provost José Herrera.*

Comments from Provost Herrera [time stamp 0:04:54]

*Provost Herrera remarked that he has enjoyed having the opportunity to meet and work with some faculty members since his arrival, and looks forward to the opportunity to meet more faculty during the coming weeks and months. He hopes to visit each department on campus over the course of the year, and plans to connect enrollment officials with faculty to coordinate and enhance our student recruitment efforts. He also noted that he has begun to meet with faculty and staff involved with UNI’s DEI and Covid response efforts.*

Comments from Faculty Chair Mattingly [time stamp 0:10:28]

*Chair Mattingly announced that the annual Fall Faculty Meeting would be held on Monday, September 20, at 3:00. Currently it is planned to be held in Lang Auditorium, and there will be a hybrid option for those who cannot attend in person. A meeting agenda will be sent out one week prior to the event that will provide instructions for virtual attendance. He also discussed the three new subcommittees created by the Senate at our final meeting of the year (April 26): Nominating, Policy, and Governance. These new subcommittees will meet on the second Monday of each month, with the full Senate meeting on the fourth Monday of each month. The first subcommittee meetings will be held on September 13; they will be convened by the Senate officers, with a new chair being elected for each and their charters discussed at those meetings. He encouraged Senators to consider whether they would like to run for chair of their respective committees.*

Comments from NISG President Bennett [time stamp 0:13:33]

*President Bennett acknowledged the anxiety felt by some faculty about the low rate of masking and teaching larger classes than they were comfortable with, and expressed her appreciation to faculty for their efforts to continue to provide a high-quality education during the COVID crisis. She invited faculty to contact her if there is anything she or other NISG representatives can do to help faculty feel supported by students, and remarked that she has sent emails to students urging*

*them to wear masks in class and to get vaccinated. She also noted that she and NISG Vice-President Alisanne Struck have expressed their support of United Faculty's complaint against the Regents regarding workplace safety.*

Comments from Senate Chair Burnight [time stamp 0:17:58]

*Chair Burnight welcomed our five new Senators: Nicholas Bailey, Michael Conrad, Angela Pratesi, Karen Breitbach, and Steve O'Kane. He announced an opening for a Faculty Senate appointee on the IAF (Intercollegiate Academics Fund) Committee, and asked anyone interested in serving on it to contact him. He also briefly discussed the three new Senate subcommittees, and asked the Senators to watch for emails with their respective agendas approximately one week before their first meetings on September 13.*

**Minutes for Approval** [time stamp 0:21:38]

April 26, 2021

MOTION: Kirmani/Elgersma (15 in favor-0 against-4 abstentions) *Minutes were approved without amendment.*

**Calendar Items** [time stamp 0:24:17]

1564 [Budget Consultation: Vice-President Michael Hager](#)

MOTION: Kirmani/Breitbach (16-0-3) *Docketed as item #1441 for our September 27 meeting*

1565 [Emeritus request for James McCullagh \(Social Work\)](#)

1566 [Emeritus request for Joyce Milambiling \(Languages and Literatures\)](#)

*Chair Burnight asked for a motion to docket these two emeritus requests for immediate consideration (requiring a 2/3 vote).*

MOTION: Balong/Bailey (17-0-2) *Docketed for immediate consideration as items 1442 & 1443*

**Docket Items**

1442 [Emeritus request for James McCullagh \(Social Work\)](#) [time stamp 0:26:50]

Motion: Hesse/Dobosh (17-0-2) *Senator Hesse spoke in support of the emeritus request for James McCullagh, and Chair Burnight read excerpts from the letter of support provided by his department head (appended below). The emeritus request was approved.*

1443 [Emeritus request for Joyce Milambiling \(Languages and Literatures\)](#)

Motion: Pratesi/Elgersma (18-0-1) *Senator Breitbach spoke in support of the emeritus request for Joyce Milambiling, and Chair Burnight read excerpts from the letter of support provided by her department head (appended below). The emeritus request was approved.*

**Other New Business**

*There was no other new business discussed.*

**Adjournment** at 4:01 PM [time stamp 0:31:17]

MOTION: Kirmani/Elgersma

Submitted by John Burnight, Chair of the University Faculty Senate

**Note: letters of support for the emeritus requests are appended to these minutes**

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May 23, 2021

To Whom it May Concern,

This letter is in support of Dr. James McCullagh's request for emeritus status at UNI. As one of the faculty appointed in the early days of the Department of Social Work, Dr. McCullagh has educated and influenced generations of social workers. He has been an exceptional instructor who is highly regarded by the students he taught. Devoted to student success, he established three scholarships to award to the highest achieving students in the Social Work major. Eager to join in the celebration of graduation, Dr. McCullagh served as Commencement Marshall every year for 39 years. He would have served his 40<sup>th</sup> year if COVID had not disrupted in-person commencement plans.

Dr. McCullagh's scholarship is vast and, more recently, examined and chronicled the Cherokee tribe in Oklahoma. He gained respect of the tribe after a visit to the reservation in the early 2000's and established long-term relationships with their leaders. He is currently a member of the Cherokee National Historical Society and plans to continue his scholarship as emeritus faculty.

His knowledge of the child welfare system and his experience as a practicing attorney who specialized in juvenile delinquency and children in need of assistance helped Dr. McCullagh secure the Child Protective Training Academy contract in 1994. In that role he helped educate the Iowa DHS workforce by hiring quality trainers and scheduling an array of trainings.

Dr. McCullagh's 41-year career in the Department of Social Work at UNI has been outstanding. His exceptional teaching and extensive scholarship have contributed widely to the education of students and practitioners across the state and country. I strongly support Dr. McCullagh's transition to emeritus faculty.

Sincerely,



Cindy Juby, Ph.D.  
Department Head of Social Work

cc: File

August 19, 2021

To Whom It May Concern:

It is my pleasure to nominate **Dr. Joyce Milambiling**, from the Department of Languages and Literatures, for Emeritus Faculty Status. Dr. Milambiling received a Bachelors degree in Liberal Studies from Boston University, an M.A. degree in Scandinavian Languages from the University of California, Berkeley, and a Ph.D. in Linguistics from the City University of New York Graduate Center. Before joining the UNI Faculty in 1997, she served as an Associate Examiner for the Educational Testing Service in New Jersey, as a teacher, and as a language teacher educator in the United States, the Philippines, and Indonesia. Since 2004, Dr. Milambiling has served as the graduate coordinator for the TESOL (Teaching English to Speakers of Other Languages) program, collaborating with her colleagues to develop both outreach and on-campus versions of this program as well as a unique TESOL/Spanish program. Under her leadership, these programs have nurtured the careers of hundreds of language teachers from Iowa, the United States, and countries across the world. Dr. Milambiling's leadership style fosters the whole student and draws on her international reputation as a language teacher and pedagogical theorist.

Dr. Milambiling's research interests are in English language learning in multiple contexts—as a foreign language, as a second language, among adult learners, among children, in mainstream classrooms, in intensive English classrooms, and in many different countries. She has published two book chapters and fifteen articles in journals such as *TESOL Quarterly*, *Theory into Practice*, *The English Teaching Forum*, and *Academe*. Such a broad approach beautifully situates her to address issues for international and domestic students in the TESOL programs as well as those who plan to teach in the United States or abroad. Her expertise has been recognized at the highest levels; she has served as an English Language Teaching Specialist for the U.S. Department of State and has received two Fulbright Awards, one for research and teaching in Indonesia (2004) and one for research and teaching in the Philippines (1994-5).

Her approach to teaching is to be what she terms a "warm demander;" she establishes trust as well as high expectations from students. The word "approachable" is the one that appears most frequently in her student assessments and is given additional force by comments such as these: "She has the best stories and always keeps the learning interesting (Language Development, fall 2010). She is "hard-working" (Research Paper Writing, spring 2015) and "extremely engaging and helpful" (Bilingual Ed in Public Schools, spring 2012). She has personally developed online versions of many of the courses we offer for the MA TESOL program and students in these classes especially appreciate her thoughtful and well-research approach to this platform. This student, for example, comments, "I never thought I would be able to cope with this new technology as I have never used it in my country. But the instructor's support made everything easy in a professional manner. This class was the best throughout my program"(Second Language Acquisition," spring 2010). My own observation of her teaching reaffirms her caring, well-prepared, stimulating approach to teaching. It is clear that she lives up to her teaching statement when she says, "For my part, I have come to view teaching as a great privilege as well as a huge responsibility."

Dr. Milambiling's leadership of the TESOL program as MA Coordinator has been crucial to this program's success and impressive growth. She has regularly served more 50-80 advisees between the on campus, online, and teaching endorsement programs at the MA level. This is an enormous number of graduate students to advise through coursework and research papers. The TESOL program has only four faculty members reading papers, so the work in guiding research papers and exams is both voluminous and demanding. In addition, she led the program by drafting the 2015 Academic Program Review self-studies for the TESOL programs (both MA and BA), which resulted in significant curricular changes.

Dr. Milambiling's commitment to graduate education at UNI encompasses more than the TESOL and TESOL/Spanish programs. She has served as a Graduate Council member, as a committee member for the Outstanding Dissertation Award and the Outstanding Master Research Paper Award, and as a judge for the annual symposium. She served for more than ten years on the Honorary Degree committee. Moreover, she was instrumental in designing lessons for Burmese refugees in the community.

It is hard to envision how the TESOL programs at UNI could have thrived as they have without the clear vision and warm heart that Dr. Milambiling has brought to her leadership of them. We will miss her in the Department of Languages and Literatures and wish her well in retirement. Please convey Emeritus Faculty Status on her.

Sincerely,

Julie Husband  
Professor, Department of Languages and Literatures