

**FACULTY COUNCIL**  
**Tuesday, January 24, 2012**  
**3:30 – 5:15 pm**  
**Seminar Room (2520D), Old Capitol Centre**

**MINUTES**

Councilors Present: D. Black, D. Bonthius, S. Clark, E. Ernst, S. Gardner, B. Gollnick, N. Grosland, S. Kurtz, B. McMurray, J. Murph, N. Nisly, J. Pendergast, K. Sanders, S. Schultz, E. Wasserman, S. Wilson.

Officers Present: C. Bohannan, E. Dove, R. Fumerton, L. Snetselaar.

Councilors Excused: J. Solow.

Councilors Absent: K. Tachau.

Guests: G. Barta (Athletics Department), D. Drake (Office of the President), S. Dochterman (*Gazette*), A. Dwyer (*Daily Iowan*), D. Heldt (*Gazette*), R. Hichwa (Office of the Vice President for Research), B. Ingram (Office of the Provost), M. Pottorff (Office of the Provost), T. Rice (Office of the Provost), E. Schettler (*Press-Citizen*), L. Zaper (Faculty Senate).

I. Call to Order – President Fumerton called the meeting to order at 3:32 pm,  
<http://www.uiowa.edu/~facsen/archive/documents/Agenda.FacultyCouncil.01.24.12.pdf>.

II. Approvals

- A. Meeting Agenda – Professor Black moved and Professor Pendergast seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Council Minutes (November 15, 2011) – Past President Dove moved and Professor Kurtz seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (February 14, 2012) – Professor Black moved and Professor Pendergast seconded that the draft agenda be approved. The motion carried unanimously.
- D. Committee Replacements (Linda Snetselaar, Chair, Committee on Committees)
  - Anita Jung (Art & Art History) to replace Sukumar Ghosh (Computer Science) on the Council on Teaching (Spring 2012).
  - Brian Gollnick (Spanish & Portuguese) to replace Glenn Penny (History) on the Faculty Council (Spring and Fall 2012).
  - William Davies (Linguistics) to replace Glenn Penny (History) on the Faculty Senate (Spring and Fall 2012).
  - James Brown (Urology) to fill the unexpired term of Rick Axelson (Family Medicine) on the Faculty Senate (2012-14).

- Eric Epping (Psychiatry) to fill the unexpired term of Erin O'Brien (Otolaryngology) on the Faculty Senate (2012-14).

Vice President Snetselaar welcomed Professor Gollnick to the Council. Professor Black moved and Professor Kurtz seconded that the committee replacements be approved. The motion carried unanimously.

### III. New Business

- *Authorship Policy (Richard Hichwa, Senior Associate Vice President for Research)*

President Fumerton explained that the authorship policy had been crafted by a subcommittee of the Research Council. The subcommittee has already received feedback from several bodies, including the Faculty Senate's Faculty Policies and Compensation Committee. Professor Hichwa indicated that the university had no authorship policy prior to this attempt to create one. As part of their work on the policy, the subcommittee had reviewed the authorship policies of numerous other institutions, including some of the CIC, to determine a set of best practices. Professor Hichwa noted that some journals have their own specific authorship policies, so the UI policy takes this into account. The policy is flexible enough to accommodate a wide variety of disciplines. Professor Hichwa also mentioned that both the Office of the Vice President for Research and the Office of the Provost are occasionally faced with issues regarding authorship; therefore, the guidance of a university policy on this matter would be most helpful.

Professor Pendergast asked if this policy would address the types of authorship issues that Professor Hichwa just referred to; he responded that it would. As an illustration, he commented that occasionally junior faculty or students would come to his office, stating that they had contributed some data to a manuscript and asking if they should be included as authors of the manuscript. The policy explicitly defines who can be considered the author of a manuscript. Those who do not meet all the criteria for authorship could nevertheless receive acknowledgement for their contributions. Professor Black asked if many institutions now have their own authorship policies. Professor Hichwa answered that they do. Professor Wasserman praised the policy as thoughtful and well-prepared, but asked for clarification of a lengthy sentence at the end of d.(2)(b), beginning with "Also as appropriate or required by the publication venue..." Professor Hichwa responded that those acknowledged for contributions to a manuscript must give permission for the author(s) to acknowledge them. Professor Pendergast gave the example that in her research she has used data provided by a health insurance company. The health insurance company has made it clear to her that, although their contribution of data to the project can be *acknowledged*, this acknowledgement does not constitute an *endorsement* of the research findings. Professor Hichwa indicated that he would request that the subcommittee revise this sentence for greater clarity.

Professor Kurtz drew the group's attention to the first sentence of that same paragraph [d.(2)(b)]: "All authors, in their manuscripts submitted for review and publication, must disclose the source(s) of support for the work." He interpreted this sentence as requiring disclosure only for the manuscript and not for the published version of the work, but thought that the policy was likely trying to imply that disclosure should be required in both versions. Professor Kurtz also asked about the consequences of the UI policy conflicting with the authorship policy of another institution, at which a UI faculty member may have a co-author on

a project. Professor Hichwa responded that the UI policy was general enough that conflict was unlikely; at most, one policy might make a statement on a particular issue while the other institution's policy is silent. Referring to Professor Kurtz' first point, Professor Ernst commented that some journals may not print disclosures that are submitted by authors. Professor Pendergast added that some journals may not want disclosures to be submitted until after the journal decides whether to publish the article, as reviewers may be influenced by the disclosures. Professor Hichwa stressed that the policy could not be written with specifics for every journal and every discipline, but that the subcommittee considered the existing language to be the most inclusive. President Fumerton suggested the following revision, "All authors...must disclose (*when permitted*) the source(s) of support for their work."

Professor McMurray asked what should be done about students who contribute to an article but then leave the university and cannot be found prior to publication. Professor Hichwa responded that the subcommittee will add some language about this type of situation, indicating that efforts should be made to contact all contributors prior to publication. Secretary Bohannon drew the group's attention to c.(1)(a). She suggested that the word "or" be added before "data collection and analysis" to emphasize the distinct types of intellectual contribution that can be made to a project. She further suggested that the Conflict of Interest and Commitment Policy in the Operations Manual be cross-referenced in the passage in d.(2)(b) that requires authors to disclose relevant financial interests that could be viewed as a conflict of interest. Professor Hichwa expressed concern about confining conflict of interest as understood in the authorship policy to the definitions supplied by the Conflict of Interest and Commitment Policy. President Fumerton suggested that a non-limiting phrase such as *for additional discussion of conflict of interest, see the Conflict of Interest and Commitment Policy* be added to the cross-reference.

Secretary Bohannon then observed that it appeared that parts of the policy were mandatory, while other parts were only aspirational. She pointed out language (such as "ideally," "it is expected that," and "may") that is problematic from a legal perspective and asked whether the policy was indeed mandatory. She also expressed concern about the degree of power given to the Research Integrity Officer to investigate complaints and pursue disciplinary action. Professor Hichwa responded that if the policy is too rigid, it cannot cover the wide range of disciplines at the university, so the policy was intentionally written to be somewhat vague. If it later turns out that the policy is not tenable, it can be revised. Regarding complaints, the intention of the policy is that complaints would first be handled at the departmental or collegiate level, where understanding of the discipline is the greatest. Only if the complaint cannot be resolved at this level would it come to the Research Integrity Officer. Professor Kurtz suggested that the sentence beginning "For publication venues where such concerns are manifest..." in d.(2)(b) be revised to clarify what types of concerns are implied, as that is not obvious from the preceding sentences. He also asked whether the policy permits a deceased co-author to be listed as the author of a subsequent edition of a book. Professor Hichwa responded that the policy does not take a position on this issue, as complaints are unlikely. President Fumerton thanked Professor Hichwa for his presentation and commended the Research Council subcommittee for producing a well-crafted policy. Professor Hichwa indicated that he would take the group's suggestions back to the subcommittee and bring a revised version of the policy to the next Faculty Senate meeting.

Professor McMurray moved and Past President Dove seconded that the authorship policy be approved for consideration by the Faculty Senate. The motion carried unanimously.

- *Gary Barta, Athletic Director*

Mr. Barta began his presentation by noting that athletic activities may not be the most important activities that occur on campus, but they are among the most visible. He indicated that, generally speaking, the Athletics Department strives to accomplish three goals: to graduate their student-athletes, to win, and to do it the right way. Academically, Athletics experienced its best year ever last year. The graduation rate for student-athletes last year was 74%, the highest it has ever been. This rate is higher than the graduation rate for the general student body (70%). Moreover, for ten of the last eleven years, the graduation rate for student-athletes has exceeded the rate for the general student body. Of the 70 football teams that participated in bowl games, the UI's football team had the eighth highest graduation success rate. All of the UI athletic teams exceed the minimum Academic Progress Rate (APR) established by the NCAA. Turning to finances, Mr. Barta indicated that in 2007, the Athletics Department set a goal to become self-sustaining, so that no tax dollars or student fees go toward funding athletics. That goal has been achieved. The Athletics Department's current year budget is \$75 million. Iowa's athletics budget ranks eighth among Big Ten institutions and comprises about 4-5% of the overall university budget. Although the sources of funding for the Athletics Department are different, the Athletics budget still needs to go through the normal university channels of approval, including the Office of the Vice President for Finance and Operations, the Office of the President, and the Board of Regents, State of Iowa. On the national scene, NCAA policies are currently undergoing a period of substantive change regarding graduation rates, scholarship rules, and other important matters. Mr. Barta concluded his brief presentation by commenting that he and members of his staff strive to remain in contact with various entities on campus such as the Council of Deans, Staff Council and Faculty Senate.

Professor Wasserman praised the academic success achieved by student-athletes in the past few years as exemplary. He expressed disappointment, however, with the Athletics Department's association with the gambling industry. He asked Mr. Barta to explain to the Faculty Senate, when he appears before that group, the decision process that led to this association. Professor Wasserman also asked about planned future approaches to contractual arrangements with coaches, in light of an ongoing financial commitment to a former coach. Regarding the latter question, Mr. Barta responded that he would not have made a different decision about hiring the coach in question with the knowledge that he possessed at that time. He added that the marketplace strongly influences the financial packages offered to prospective coaches. As for the association with the gambling industry, Mr. Barta explained that this association is only with the state lottery. A relationship with the lottery had existed for many years until an unsatisfactory television commercial led to the severing of the relationship. However, the university later resumed a limited relationship with the lottery and Mr. Barta commented that he was comfortable with the current terms of that association.

Professor Nisly asked if student-athletes from underrepresented minority groups do as well academically as non-athletes from those same groups. She also asked if opportunities existed for

minority students to gain leadership experience in athletics. She noted that while nationwide many minority students participate in athletics, not many coaches or other athletic leaders are minorities. Mr. Barta recalled that the academic achievement rates of minority student-athletes were similar to those of non-athlete minority students. He indicated that such statistics were maintained by the Athletics Department and could be made available to those interested. Regarding leadership opportunities, Mr. Barta responded that some opportunities such as internships do exist. Beyond this, the Athletics Department has a strong commitment to diversity in recruiting and hiring. Professor Kurtz observed that there has been talk in the national press about paying college football and basketball players a “fair wage.” Mr. Barta responded that he did not support paying student-athletes. Citing his own experience as a student-athlete, he stressed that being a student-athlete is a privilege. Athletic scholarships already cover tuition, room and board, travel expenses, equipment, etc. Mr. Barta stated, however, that he would be interested in looking at the possibility of need-based additional aid for qualified student-athletes. He added that student-athletes can be eligible for financial aid such as Pell Grants in addition to their scholarships, and that the Athletics Department has access to funds for occasional needs such as winter clothing or emergency personal travel expenses.

Professor Pendergast praised recent university commercials emphasizing that most student-athletes go on to professional careers in areas other than athletics. She also commented on a possible movement among the CIC institutions to cap coaches’ salaries. Mr. Barta responded that salaries are primarily a resource allocation issue for the Athletics Department, just as they are for academic departments. He added that unless the federal government provides an anti-trust exemption, it is illegal for colleges to band together to put a cap on coaches’ salaries. He thought it unlikely that the government would issue such an exemption. Professor Murph thanked Mr. Barta for his leadership and commended the Athletics Department for becoming self-sustaining. She observed that student-athletes enjoy a high level of academic support and asked if non-athletes could somehow share in those resources, perhaps through discretionary funds in the Athletics Department budget. Mr. Barta responded that this would require diverting funds that the Athletics Department currently allocates to other campus areas toward this new effort. Associate Provost for Undergraduate Education Beth Ingram commented that Athletics Department staff freely share best practices from their academic support expertise with other entities across campus.

Professor McMurray observed that the Athletics Department is frequently in the position of articulating the values of the university. He asked how Athletics determines what those values are. Mr. Barta responded that he seeks to hire coaches who subscribe to “Iowa values,” just as when he was hired, he was told that the university was seeking an athletic director who shared such values. He added that President Mason would not hesitate to let him know if she felt he said or did something that did not align with Iowa values. Professor McMurray wondered if there was room for greater input from students or faculty on Athletics decisions that reflect the university’s values. Mr. Barta said that he has had no shortage of feedback, via email, from members of the university community on decisions he has made. The Iowa Student-Athlete Advisory Committee and the Presidential Committee on Athletics provide additional channels of communication. Mr. Barta indicated that he is always willing to speak with groups on campus

and he noted that some members of the Athletics Department have served the university with great dedication for decades. He expressed the conviction that the basic values of the Athletics Department align with those of the university overall. President Fumerton thanked Mr. Barta for speaking with the Faculty Council.

- *Revised Extra Compensation for University Faculty and Staff Policy (Tom Rice, Associate Provost for Faculty and Marge Pottorff, Coordinator, Faculty Human Resources, Office of the Provost)*

Associate Provost Rice indicated that no changes were made to the original Extra Compensation policy. The revision consists only of the addition of a new section, *17.17(6) Extra Compensation for Teaching Academic Courses*. Associate Provost Rice explained that the policy had not previously included any language on “overload” teaching. Several years ago, it had come to light that a number of faculty members were making large sums of money through overload teaching. Concern arose among Regents, legislators, and the public that this extra teaching might lead to the neglect of faculty members’ regular teaching, service and research duties. A policy to regulate overload teaching was quickly put together and placed on the website of the Office of the Provost. However, since overload teaching seemed naturally to fall under the Extra Compensation policy in the Operations Manual, Associate Provost Rice eventually sent the overload teaching policy to the Faculty Senate’s Faculty Policies and Compensation Committee for additional revision with the goal of inserting the policy into the Operations Manual. He then drew the group’s attention to the new section 17.17(6), to the subsection entitled *Course Number and Enrollment Limitations*. He pointed out that the policy here permits faculty members to teach up to two courses per academic year for extra compensation, but added that exceptions could be made if necessary.

Professor McMurray commented that in some departments informal arrangements may exist whereby a faculty member might, for example, teach five courses two years in a row, because of extenuating circumstances such as another faculty member on leave, and then teach only two during a subsequent year to make up for that previous extra workload. Associate Provost Rice responded that this policy would not be applicable to that type of situation, since the faculty member in question would not be earning any extra salary while teaching the extra courses. Professor McMurray then asked about situations in which a department might teach a course needed by another department. Associate Provost Rice answered that there were procedures in place to handle such situations.

Professor Pendergast asked why a student limit was placed on guided independent study courses but not on distance education courses. Chet Rzonca, Associate Provost and Dean of Continuing Education, responded that class size did not tend to be an issue for term-based classes, as the number of students rarely exceeds 40. Associate Provost Ingram recalled that when the original Extra Compensation policy was revised in 1999, instructors were paid per student for guided independent study courses, but instructors of term-based courses were paid a flat fee.

Secretary Bohannon moved and Professor Clark seconded that the revised Extra Compensation for University Faculty and Staff Policy be approved and forwarded to the Faculty Senate for consideration. The motion carried unanimously.

IV. From the Floor – There were no items from the floor.

V. Announcements

- The next Faculty Senate meeting will be Tuesday, February 14, 3:30-5:15 pm in the Senate Chamber of the Old Capitol.
- The next Faculty Council meeting will be Tuesday, March 6, 3:30-5:15 pm in the Seminar Room (2520D) of the University Capitol Centre.
- The call has gone out for nominations for the Michael J. Brody Award for Faculty Excellence in Service to the University and the State of Iowa. Please encourage your colleagues to nominate someone. The deadline to submit nominations is Thursday, March 8.
- The online committee recruitment drive is scheduled to begin on Wednesday, January 25. Please encourage your colleagues to participate.
- Online nominations for Faculty Senate elections begin on Friday, January 27 at 10 am. Please encourage your colleagues to participate.

VI. Adjournment – Professor Pendergast moved and Past President Dove seconded that the meeting be adjourned. The motion carried unanimously. President Fumerton adjourned the meeting at 5:00 pm.