

FACULTY COUNCIL
Tuesday, January 28, 2014
3:30 – 5:15 pm
Executive Boardroom (2390), University Capitol Centre

MINUTES

- Councilors Present: F. Abboud, S. Ali, H. Bartlett, C. Bohannon, E. Ernst, C. Fox, E. Gillan, N. Grosland, P. Muhly, S. Schultz, S. Seibert, E. Wasserman.
- Officers Present: D. Cunning, R. Fumerton, E. Lawrence, A. Thomas.
- Councilors Excused: D. Black, S. Gardner, J. Kolker, J. Pendergast.
- Councilors Absent: P. Brophy.
- Guests: S. Agnew (*Press-Citizen*), B. Butler (Provost), O. Durumeric (Mathematics), D. Finnerty (Office of the Provost), D. Gonzalez (Board of Regents Office), E. Herman (Education), C. Higgins (*Daily Iowan*), B. Ingram (Office of the Provost), T. Johnson (Finance & Operations), G. Parkin (Engineering), T. Rice (Office of the Provost), L. Zaper (Faculty Senate).

I. Call to Order – President Lawrence called the meeting to order at 3:35 pm,
<http://www.uiowa.edu/~facsen/archive/documents/Agenda.FacultyCouncil.01.28.14.pdf>.

II. Approvals

- A. Meeting Agenda – Professor Bartlett moved and Professor Fox seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Council Minutes (November 19, 2013) – Professor Muhly moved and Professor Wasserman seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (February 11, 2014) – Professor Ali moved and Professor Gillan seconded that the draft agenda be approved. The motion carried unanimously.
- D. Committee Appointments (Alexandra Thomas, Chair, Committee on Committees)
 - Joseph Dillon (Internal Medicine) to replace William Haynes (Internal Medicine) on the Research Council, 2014-15
 - Robert Ketterer (Classics) to replace Carin Green (Classics) on the Research Council for the Spring 2014 semesterProfessor Gillan moved and Professor Fox seconded that the appointments be approved. The motion carried unanimously.

President Lawrence welcomed former Faculty Senate President Richard Fumerton, who will be filling in this semester as Past President.

III. New Business

- *NCAA, Funding for Athletes, and Other Relevant Topics (Faculty Athletics Representatives Ellen Herman, Education and Gene Parkin, Engineering)*

President Lawrence indicated that Faculty Athletics Representatives (FAR's) are appointed by President Mason to advise her on athletics issues, to monitor compliance with student athlete eligibility and other NCAA eligibility rules, and to help serve as the university's institutional voice at Big Ten meetings and other national conferences. President Lawrence commented that President Mason has indicated that she appoints FAR's to ensure that academics and athletics always complement rather than compete with each other.

Professor Herman explained that the FAR's report directly to President Mason and meet with her once per semester (and more often if necessary). The FAR's are also involved with the Presidential Committee on Athletics (PCA). This university-wide committee has four busy subcommittees, the Executive Subcommittee, the Academic Achievement Subcommittee, the Equity Subcommittee, and the Welfare Subcommittee. She stressed the need for faculty members to be appointed to the Presidential Committee on Athletics who are willing to take on this substantial workload. The FAR's also have weekly phone conferences with Athletic Director Gary Barta. The FAR's have a number of tasks that they are responsible for. Early in the academic year, they must sign off on all of the athletic teams' eligibility lists. These lists are then submitted to the Big Ten. They also need to sign off on outside competition waivers for student athletes. The FAR's travel to various Big Ten meetings throughout the year.

Turning to some current Big Ten issues, Professor Parkin explained that all Big Ten institutions are required to have a missed class day policy for student athletes. At UI, student athletes are allowed to miss up to eight class days per semester. An approval process is required for student athletes who wish to miss more than eight class days. The FAR's and one of the PCA subcommittees need to approve these requests. Professor Parkin commented that there is a natural tension between coaches and faculty members regarding the number of missed class days. The recent addition of the University of Maryland and Rutgers University to the Big Ten is a matter of concern because of the greater travel time to those institutions. Faculty members are playing a role in resolving scheduling concerns. Online classes are another current Big Ten issue. While most Big Ten institutions do not allow student athletes to take many online courses to complete their degrees, that is not the case with numerous other institutions around the country. He added that the Big Ten requires student athletes to be enrolled in at least twelve credit hours per semester; at UI, that requirement is fourteen credit hours.

Regarding the NCAA, Professor Parkin said that restructuring is an important issue. Working groups were put together several years ago on topics such as rules and enforcement, academic performance, and finances, to generate new approaches to these areas. The rules and enforcement working group, for example, modified the two-tiered level of violations, major and minor, into a four-tiered level of violations and clarified the types of sanctions imposed for each level of violations. NCAA governance is also a current topic of discussion; "practitioners" (athletic directors, senior women's administrators, faculty athletics representatives, academic

services professionals, etc.) are seeking a greater voice in the organization. Recent stories in the press have focused on whether the “big five” (high-resource) conferences should form a separate group within the NCAA. Professor Parkin explained that the high-resource institutions sometimes feel constrained by the low-resource institutions, because they are not allowed to spend their money in the ways they would like to. For example, several years ago, the Big Ten schools wanted to increase the amount of their scholarships closer to the cost of attendance, but this proposal was not passed by the NCAA because of opposition from low-resource institutions. The high-resource institutions are now interested in creating trust funds for student athletes who leave before completing their degrees, to come back later and finish those degrees. Health issues, such as concussions and mental health, are also significant NCAA concerns. Professor Parkin concluded by mentioning that a group of Northwestern University student athletes have just publicly expressed an interest in forming a union.

Professor Bartlett asked if there was a correlation between graduation rates and class days missed and/or number of online courses taken by student athletes. Professor Parkin responded that he was unaware of any data, and that graduation rates are often linked to entrance requirements. Professor Abboud asked if NCAA decisions are made by votes by its members. Professor Herman explained that the policy used to be “one institution – one vote,” but now votes are taken by conferences. Professor Wasserman expressed concern about faculty members’ lack of input on athletics funding issues, including those related to gambling and alcohol promotion. He reminded the group that Professor Mike O’Hara, the university’s representative to the Coalition on Intercollegiate Athletics, had previously suggested that a committee be formed that would give faculty members a voice on these types of issues, given the constraints faced by the PCA. Professor Parkin commented that President Mason occasionally meets with the PCA and is aware that some faculty members have reservations about Athletics’ ties with the gambling and alcohol industries. She has indicated that she will seek greater faculty input in the future when these situations arise. Professor Wasserman acknowledged the complexity of the funding issue, especially since Athletics is financially self-sufficient and contracts with an outside sports marketing firm to develop relationships with businesses; however, he reiterated that many faculty members are not happy with the university’s position on these connections between Athletics and the gambling and alcohol industries.

Secretary Cunning asked how mental health needs of student athletes are addressed. Professor Herman responded that a psychologist was hired two years ago and works with student athletes on a wide range of concerns. Noting recent news stories about high illiteracy rates among student athletes at another institution, Vice President Thomas asked if this was a concern at UI. Professor Herman commented that there is a program that assists those students who need extra academic support. Associate Provost for Undergraduate Education Beth Ingram added that the university does not do holistic admissions, as many other universities do, so very few students are admitted who do not meet the UI’s admissions criteria.

- *Accenture Study (Barry Butler, Provost and Terry Johnson, Associate Vice President and University Controller)*

President Lawrence explained that several efficiency studies are currently in progress. One is being carried out at the UI only and will be the topic of discussion today. An additional efficiency study is being conducted by the Board of Regents, State of Iowa and focuses on all three Regents

institutions. It will look specifically at performance-based budgeting. Regarding the former, the consulting firm Accenture has been engaged to carry out the study and will look at the College of Liberal Arts and Science, the College of Dentistry, and the Department of Internal Medicine.

Terry Johnson commented that concerns about the administrative burden placed on faculty and staff, particularly the burden involved in overseeing grants and contracts, had prompted the central administration to seek the services of a consulting firm. Mr. Johnson stressed, however, that it will be up to the deans and those who oversee the administrative functions of the chosen entities to decide which of the consultants' future recommendations to adopt. The project began in early December. The College of Liberal Arts and Sciences was chosen for the project because it had already begun a process of streamlining administrative functions. The College has about forty departments, many of which are small, so an effort is being made to group departments so that they can share administrative functions. The Department of Internal Medicine is already highly centralized, while the College of Dentistry falls somewhere between the two. Professor Abboud observed that the departments within CLAS are very distinct, which may prevent any effort to centralize the college to the degree that Internal Medicine is centralized.

Professor Bohannon asked for clarification of the goals of this efficiency project. Mr. Johnson stated that the purpose was to reduce costs and to make us more efficient and effective in what we do, not only within units, but also between units and central administration. Provost Butler commented that the UI's administration is lean compared with that of its peers, and is perhaps the leanest in the Big Ten. He added that as a state institution, we are accountable to the taxpayers of Iowa for how we use our state appropriation. The university also has a process of internal audit, with about ten units across campus undergoing an audit at any given time. The results of those audits are reported to the Board of Regents, State of Iowa. Inevitably, some audits will reveal concerns in unit operation, in such areas as finance, or information technology security. Making units more efficient and effective should decrease the chances that an audit will discover any serious concerns.

Past President Fumerton urged that Accenture staff speak with departmental executive officers in units where there has been administrative restructuring, so that their input can be obtained. He pointed out that efficiency strategies that sound good, may not turn out to be useful in practice. Mr. Johnson responded that discussions thus far had mainly included administrative staff. Secretary Cunning asked if any follow-up studies had been done at institutions which had implemented recommendations made by Accenture, to see if those institutions had attained the desired level of efficiency. Mr. Johnson responded that some colleges had informally inquired about the experiences of other institutions when determining whether to undertake an efficiency study. Provost Butler commented that the university has already taken steps to reach greater efficiency in areas such as energy consumption and financial transactions. Resources saved through these efforts can be directed toward academic endeavors.

Turning to the Board of Regents' performance-based funding model task force, Provost Butler explained that other states are also looking into tying universities' funding to outcomes such as graduation rates or other measures mutually agreed upon between the institutions and their governing boards. He stressed that generally, for states already using this model, only

about 5%-10% of an institution's total budget is affected. The Regents task force is still in the early stages of gathering information. Professor Wasserman asked why performance-based funding is of such interest across the country at this time. Provost Butler responded that in Iowa, the legislature has long been allocating funding to the three Regents institutions in a 40-40-20 pattern; 40% each to the University of Iowa and Iowa State University, and 20% to the University of Northern Iowa. The Board of Regents feels that it is time to re-examine this practice. He added that nationally, some states have been trying to work out appropriate performance-based funding models for years. Some states have even tried them out and later moved away from them.

- *Updates to Conflicts of Commitment and Interest Policy (Diane Finnerty, Office of the Provost)*

Diane Finnerty, Director of Faculty Human Resources and Development for the Office of the Provost, explained that the Conflicts of Commitment and Interest policy had been under revision for about two years. The revised policy went into effect on October 1, 2013. In order to facilitate compliance with the annual reporting requirement of the policy, an online disclosure portal has been created to direct faculty and staff members to the correct online forms. Minor text edits have since been made to the revised policy, some of which clarify the process involved with the online portal. An additional change to the policy is its application now to employees at 50% or greater time (previously the policy only applied to full-time employees). This change has impacted fewer than 100 faculty members. These modifications to the policy have been approved by the Faculty Senate's Faculty Policies and Compensation Committee and the Staff Council Executive Committee. Faculty and staff will be notified of the online disclosure system next week.

- *Are Iowa High School Students Prepared for College? Evaluations of the Iowa Core Curriculum (Paul Muhly, Mathematics and Diana Gonzalez, Office of the Board of Regents, State of Iowa)*

President Lawrence explained that the Iowa Core Curriculum defines a minimum set of knowledge in science, math, and English that high school students are expected to master before graduating. There is a corresponding national Core Curriculum.

Professor Muhly distributed data on UI students' performance on the ALEKS mathematics test, a diagnostic tool used to place new students in the appropriate math course on campus. The data indicated that 73% of incoming CLAS students were unprepared for a college-level calculus course. Those students need to take remedial math courses to prepare for calculus. Significant numbers of incoming students in the Tippie College of Business and the College of Nursing are also unprepared for calculus. Professor Muhly indicated that no mathematician, scientist, or engineer participated in the development of the Iowa Core and he expressed concern about the ties to a textbook company of one of the primary architects of the Iowa Core. He suggested that faculty form a committee to advise teachers and education administrators about what subject content high school students should master before entering the university.

Diana Gonzalez, Chief Academic Officer of the Board of Regents, State of Iowa, explained that the effort to develop and adopt a Common Core of skills and knowledge for high school students was led by the National Governors Association. Each state was allowed to add to the

competencies required by the Common Core; this is how the Iowa Core originated. In order to assess students' mastery of the Core, two consortia were formed to develop assessment tools, Smarter Balanced Assessment and the Partnership for Assessment of Readiness for College and Careers (PARCC). Iowa is participating in the former consortium. It wasn't until two years ago, however, that post-secondary institutions began playing a role in these consortia. Dr. Gonzalez was appointed the representative of Iowa higher education in the Smarter Balanced Assessment consortium and created an advisory team of faculty members in the appropriate subject areas from around the state. The first task of the Smarter Balanced Assessment consortium has been to create achievement level descriptors, a range of competencies that a student should possess when tested in the Core. Dr. Gonzalez went on to say that there is an effort underway to develop transition guides for students entering the Regents institutions from community colleges; this effort involves faculty members from both groups of institutions. Guides have already been written for chemistry and for the biological sciences. Similar guides are needed for the transition from high school to higher-education institutions. Faculty from the University of Northern Iowa will be leading this effort, but faculty members from other institutions will be invited to participate.

Professor Abboud observed that while it is necessary to define what high school students should master, it is also important to ensure that students actually master it during their high school careers. He asked what efforts are being made toward this end. Dr. Gonzalez responded that the Iowa Core is divided into grade levels. The skills and competencies for each grade have been identified. Through the use of adaptive testing, the student's skill level is assessed. Transition courses are being developed for students who do not reach the required level of competency, especially for those students in 11th grade.

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

V. Announcements

- 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 13.
- The online committee recruitment drive is scheduled to begin tomorrow, Wednesday, January 29. Please encourage your colleagues to participate.
- Online nominations for Faculty Senate elections begin on Friday, January 31. Please encourage your colleagues to participate.
- The next Faculty Senate meeting will be Tuesday, February 11, 3:30-5:15 pm in the Senate Chamber of the Old Capitol.
- The next Faculty Council meeting will be Tuesday, March 4, 3:30-5:15 pm in room 2520D of the University Capitol Centre.

VI. Adjournment – Professor Gillan moved and Professor Fox seconded that the meeting be adjourned. The motion carried unanimously. President Lawrence adjourned the meeting at 5:25 pm.