

FACULTY COUNCIL
Tuesday, March 10, 2009
3:30 – 5:15 pm
Penn State Room, 337 IMU

MINUTES

Councilors Present: M. Cohen, J. Cox, D. D'Alessandro, B. Justman, T. Mangum, A. Morris, L. Richman, K. Tachau, J. Tomkovicz, R. Valentine, J. Woodhead.

Officers Present: D. Drake, M. O'Hara, V. Sharp.

Officers Excused: S. Stromquist.

Councilors Excused: P. Mobily, J. Reist, G. Russell.

Councilors Absent: D. Hammond, L. Robertson, R. Williams.

Guests: B. Eckstein (Office of the Provost), D. Heldt (Cedar Rapids *Gazette*), B. Ingram (Office of the Provost), D. Kieft (Office of the President), B. Morelli (Iowa City *Press-Citizen*), R. Sayre (Emeritus Faculty Council), L. Zaper (Faculty Senate)

- I. Call to Order – President O'Hara called the meeting to order at 3:32 pm.
- II. Approvals
 - A. Meeting Agenda – President O'Hara noted that Mr. Kieft's presentation would be moved to the first item on the agenda. Professor D'Alessandro moved and Professor Cohen seconded that the agenda be approved as amended. The motion was unanimously approved.
 - B. Faculty Council Minutes – (January 20, 2009; January 26, 2009; March 2, 2009) – Professor Cox asked about the status of the ad hoc committee to review post-tenure review. President O'Hara answered that the officers are still working on this issue. Professor Justman moved and Professor Richman seconded that the minutes be approved. The motion was unanimously approved.
 - C. Draft Faculty Senate Agenda (March 24, 2009) – President O'Hara noted that the Senate meeting location was incorrect on the agenda that had been emailed. The Senate will meet in the Senate Chamber of the Old Capitol. Professor Richman moved and Professor Mangum seconded that the draft agenda be approved. The motion was unanimously approved.

III. New Business

- *Budget Website Update (David Kieft, Office of the President)*

Mr. Kieft said that the website has been active since February 10. There have been 10,445 unique visitors (IP addresses) to the site. The average visit is two times per person. The peak read time is between 12 noon and 1 pm. The website is continually kept up-to-date with the latest budget news. There have been 235 email responses to the request for suggestions to save money for the university. They are divided among human resource, energy, and miscellaneous suggestions. About ninety percent of the responses come from merit and P&S staff, while about ten percent come from faculty. Over half of the responses have come from UIHC. The responses are very thought-provoking and interesting. As responses are received, they are passed on to the chairs of the six working groups. Identifying information is removed before the responses are posted on the budget website.

Professor Cox asked about a university website that he had recently learned about, <http://outreach.uiowa.edu>. This website contains information about the impact of the university in each of Iowa's counties. University Relations has been involved in the creation and maintenance of this website. Professor Cox noted that the information supplied by the website is extremely useful, and expressed thanks to those responsible for the website.

- *Revision of Faculty Senate Constitution and Bylaws (Shelly Kurtz, Chair, Rules and Bylaws Committee)*

President O'Hara explained that during the past year the Rules and Bylaws Committee has been reviewing the Faculty Senate Constitution and Bylaws to update them and make sure that current practice matches the text.

Professor Kurtz distributed a list of the more notable edits to the document and asked for Council feedback on these issues. Professor Tachau noted that the revised Constitution (but not the Bylaws) must be approved by the Board of Regents.

The edits were as follows:

Summary of Constitution Issues

Definitions

- a. *Excludes Research Faculty (b)(3)(d).*
- b. *Defines Central Academic Official (b)(3)(e)* – Professor Kurtz noted that the University President is not included among these individuals but is always specifically named throughout the document. The definition still includes the vice presidents, but has been broadened to include all those directly reporting to the University President (as shown on the university organizational chart). This includes individuals who are interim, as well as those who are permanent. Professor Cox asked if someone who reports directly to the University President along with to another individual, such as the provost, is included. Professor Kurtz responded, yes. Professor Cohen asked if this includes all of the University President's staff, no matter the level. How are we to draw the line? Historically, this term has applied only to vice presidents. Professor Kurtz suggested that we could say, "people who head divisions" who report directly to the University President, or we could exclude general staff, or we could say, those individuals who are in the VP group. Professor Mangum defined the difference as between people in positions to establish policies that affect faculty and people who carry out the policies. Professor Cohen suggested that feedback from President Mason be obtained. Professor Cox noted a difference between advisors and administrators. Professor Tachau added that faculty feedback on a potential

presidential advisor would be useful. Professor Kurtz commented that the issue here is the difference between institutionalizing the need for the University President to get advice as distinguished from the fact that at any time the University President can seek advice. Professor Mangum commented that if the statement is too broad, faculty are less likely to be consulted, as it would appear that faculty are trying to micro-manage and would therefore lose credibility. Professor Kurtz suggested that an alternative could be “those for whom a search committee is appointed.” It appeared that the Council wanted to narrow the scope of this statement. The Rules and Bylaws Committee will work further on this issue.

Powers and Duties of the Senate

- c. *Has Senate President (SP) appoint members of Senate and Charter committees with advise and consent of Senate. (c)(1)(c).* – This follows standard current practice; it is not actually the Senate who appoints these individuals, but the Senate President. Professor Cox noted the inclusion of the Faculty-Staff Budget Committee in this paragraph and asked if it was wise to have this entity written into the Constitution. Professor Kurtz responded that the paragraph does not create the committee, so this should not be a problem if the committee were disbanded or re-structured in the future.
- d. *Has SP with advise and consent of Senate and with the Committee on the Selection of Central Academic Officials (not the Senate as currently provided in the constitution) advising BOR on selection of UI President. (c)(1)(e).* – This would ensure a role for the Senate President in the selection of additional faculty to serve on these search committees. Professor Cox commented that he had assumed it was merely a courtesy for the Board of Regents to seek advice from the Senate President on this. Professor Kurtz noted that if the Board of Regents approves this revision, then they will be bound by this. This has already been the tradition for many years.
- e. *Both Graduate College and University College are part of CLAS for purposes of Senate representation. (c)(2)(a)* – The addition here is University College, which has a very small number of faculty.
- f. *Representation formula moved to bylaws from the constitution. (C)(2)(b).* – This move was made so that if in the future it becomes necessary to change the formula, it will be easy to do, as only Senate approval is required for Bylaws changes.
- g. *Sets forth explicitly that Senator’s terms begins immediately following the close of last regular meeting in the spring and closes at end of the last regular meeting. (c)(3)(a).*
- h. *Makes the past-president an officer of the Senate. (c)(5)(a).* – Although the past president has traditionally served as an officer, this was not in the Constitution.
- i. *Any newly elected, continuing and departing member of the Senate or any other person who has served in the Senate for at least three years can be elected as an officer. (c)(5)(b)* – This change was made because of the occasional difficulty in recruiting individuals to run for election to an officer position.
- j. *Past-president is the Senate parliamentarian. (C)(5)(g).*
- k. *Senate meets at least 6 times a year, not less than twice a semester. (c)(7)(a)(i).* – This was changed to reflect current practice. Professor Mangum questioned use of the phrase “at least;” sometimes there might not be pressing issues for a meeting. Professor Kurtz suggested adding “normally” or “ordinarily.”
- l. *In open meetings of the Senate and Council, Senate President on his or her own can grant floor privileges to persons other than those listed in Constitution as*

- having floor privileges. (c)(7)(d)(6); (d)(6)(d)(6).*
- m. *Teaching schedules to accommodate service in Senate and Council (f).* – Professor Cox asked if “teaching” also implies patient care for clinical faculty. Professor Kurtz responded that the intention had not been to interfere with patient care. Professors Sharp and D’Alessandro commented that this passage gives extra support to those who seek to change their clinic times/days in order to attend Council and Senate meetings. The Rules and Bylaws Committee will find appropriate wording.

Summary of Bylaws Issues

1. *Committees*
 - a. *Adopts the advise and consent model (Article III, Section 2((1)).*
 - b. *States that Senate President appoints committee chairs or recommends same to President in case of Charter and certain other committees. (Article III, Section 2((5)).*
 - c. *More exact rules on make up of Committee on Selection of Academic Officials, Committee on Rules and Bylaws, Committee on Faculty Policies and Compensation, Committee on Elections Governmental Relations Committee and Committee on Awards and Recognition. (Article III, Section 3).* – Professor Kurtz noted that the Senate President is named as an ex-officio voting member of the Committee on the Selection of Central Academic Officials. This clarifies that the Senate President is a voting member and reinforces participation. Professor Richman commented on his experience serving on this committee, when the committee considered taking a vote on whether or not to disband. The Senate President would have the option to abstain. Professor Kurtz also noted a passage requiring that at least two members of the Committee on the Selection of Central Academic Officials be appointed to any search committee for a University President or a central academic official. Professor Kurtz acknowledged that the Board of Regents could ignore this requirement, but the passage sets a normative standard. Professor Kurtz then drew the group’s attention to the Committee on Awards and Recognition. Professor Tachau explained that she had served on a committee that had recommended this committee’s creation, in order to address various issues. Finding individuals to serve on the award committees (for Brody and Regents Awards) can be difficult; members of the Awards and Recognition Committee can both serve on these committees and identify others to do so, taking this burden off the Faculty Senate officers. Also, there have been problems in the past with deans and associate deans being given awards; a standing committee can interpret eligibility requirements and ensure that these awards go to faculty, not administrators. The committee can also ensure that the rules for Honorary Degrees are followed. The Faculty Senate had voted to establish the Awards and Recognition Committee. The Rules and Bylaws Committee will re-examine the function of this committee.

- *University Budget Issues (Mike O’Hara)*

President O’Hara posed two questions to the Council to form the basis of discussion about the university budget. He stated the intention to gather input from the Council to pass on to the university president and provost. Temporary reductions in pay (TRIP’s) are still being

considered for faculty and staff. The questions are first, should there be equal participation or flexibility across units and colleges, and second, should there be a flat percent reduction for everyone or should it be progressive by salary or rank.

Professor Tachau urged the Council to “argue from a position other than self-interest” (in the words of a former colleague). Professor Cox commented that there is also a third issue: while taking cuts, we must do things that will cause the least long-term damage to the university. Therefore, we must protect faculty compensation, faculty size, and faculty resources. Those are the key components of our education; this is what the university’s rankings are based on. Recent university policy has called for a smaller but better-compensated faculty. The provost now says that we need to have TRIP’s in order to keep the faculty size from shrinking – there must be a trade-off. But how can we quantify this? It would need to be made visible to faculty by the provost that TRIP’s protect us from something worse, such as shrinking faculty size. Professor Morris expressed concern about the differential in the percentage of cuts among colleges. CLAS seems to be singled out for a higher percentage of cuts. This could be interpreted as an attack on undergraduate education. If there is a differential, it should be actively and transparently defended. Professor Cohen said the TRIP’s must be equitable across colleges, with flexibility at the collegiate level. The question is, do we want to be compensated in time or money? Also, this is as much about symbolism as anything else. There is a risk of faculty not appearing in a good light if they did not “share in the pain.” Professor Richman commented that the provost had also noted the symbolic nature of TRIP’s. Vice President Drake commented that it is important to show the state and the legislators that faculty and the university share in the current economic pain. We need to show that we are all in this together. There should be flexibility within the colleges, however. Professor D’Alessandro commented that from a parent’s standpoint, fairness to children is not always equal. Flexibility is essential. Professor Justman added, however, that there should be a minimum, so that everyone is sharing in the effort. Professor Morris asked if anyone would be exempt. President O’Hara responded that promotion raises and retention offers might be among the limited exceptions to TRIP’s.

Professor Valentine suggested that the university state not only the minimum, but also the maximum, as some faculty will be receiving cuts greater than the minimum and might resent this. Professor Cox stressed that we do no long-term harm to the university. President O’Hara responded that he believes that TRIP’s will save jobs. Some progressivity as that proposed in the Carver College of Medicine makes sense. We also need to look strategically at budget cuts across the university. TRIP’s are not only symbolic; they will save millions of dollars. Psychologically, it is important that everyone share in this effort. The faculty must set a standard, as everyone looks to faculty as the leaders on campus. We must recognize and shoulder this burden during these difficult times. Professor Tachau spoke in favor of progressivity. However, the majority of cuts should not come out of funding for CLAS faculty, who mainly teach undergraduates and are among the lowest-paid faculty. Also, the legislature believes that the state money is going primarily towards undergraduate education. There are also few grant opportunities available to many CLAS faculty, so they cannot be blamed for not bringing in grant money. All sorts of people around campus who are paid well should be affected before lesser-paid employees. This will help dissipate any resentment that may build up.

President O’Hara asked if there was a consensus within the group, as the elected representatives of the faculty, to endorse pay cuts if there were equity across the units along with some progressivity. Professor Woodhead noted that little had been said to suggest that the Council

would not support this. Professor Cox suggested that the provost explain to faculty how the long-term quality of the university would be better served by TRIP's than by other options. Professor Morris noted two stages in efforts to deal with the budget crisis. The first would be giving back money to the state, followed by a radical re-structuring of the university. She advocated for the faculty having a strong voice in any re-organizing of the university. President O'Hara and Vice President Drake commented that the TRIP's give us some breathing room to make thoughtful changes. Vice President Drake added that our options have narrowed as the budget situation has worsened. Professor Mangum acknowledged support for leadership and shared sacrifice, but expressed concern that this TRIP option cannot be used year after year if the economic situation continues to worsen. She also advocated for colleagues who have had major accomplishments this year. Professor Sharp noted that we are just talking about base salaries now, not bonuses or other types of merit-based compensation. President O'Hara thought that outstanding accomplishments are not being ignored by the deans even in this difficult time. Also, we must begin to focus on long-term planning. Professor Tachau advocated for making any cuts temporary, so that long-term benefits are not affected.

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

V. Announcements

- The online Faculty Senate election is underway and ends Saturday, March 14, at midnight. Please encourage your colleagues to vote.
- The next Faculty Senate meeting will be Tuesday, March 24, 3:30 – 5:15 pm, Senate Chamber, Old Capitol.
- The next Faculty Council meeting will be Tuesday, April 14, 3:30-5:15 pm, Penn State Room, 337 IMU.

VI. Adjournment – Professor Justman moved and Professor Mangum seconded that the meeting be adjourned. The meeting was adjourned at 5:08 pm.