

**FACULTY COUNCIL**  
**Tuesday, April 14, 2009**  
**3:30 – 5:15 pm**  
**Penn State Room, 337 IMU**

**MINUTES**

Councilors Present: M. Cohen, J. Cox, D. Hammond, B. Justman, T. Mangum, P. Mobily, A. Morris, L. Richman, L. Robertson, G. Russell, K. Tachau, R. Valentine, J. Woodhead.

Officers Present: D. Drake, M. O’Hara, V. Sharp, S. Stromquist.

Councilors Excused: D. D’Alessandro, R. Williams.

Councilors Absent: J. Reist, J. Tomkovicz.

Guests: C. Drum (University Relations), B. Eckstein (Office of the Provost), R. Friedrich (Emeritus Faculty Council), D. Heldt (*Gazette*), B. Ingram (Office of the Provost), S. Kurtz (Law), A. Lothson (*Daily Iowan*), 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 3:33 pm.

II. Approvals

- A. Meeting Agenda – Professor Mangum moved and Professor Justman seconded that the agenda be approved. The motion was unanimously approved.
- B. Faculty Council Minutes (March 10, 2009) – Professor Tachau moved and Professor Cohen seconded that the minutes be approved. The motion was unanimously approved.
- C. Draft Faculty Senate Agenda (April 28, 2009) – Professor Mangum moved and Professor Valentine seconded that the agenda be approved. The agenda was unanimously approved.
- D. Faculty Senate and Council Election Results (Mike O’Hara) – President O’Hara read the names of the newly-elected Councilors and Senators.
- E. 2009-2010 Committee Recommendations (David Drake) – Professor Valentine moved and Professor Hammond seconded that the list of committee recommendations be approved.

Professor Cox stated his intention to vote against the slate of proposed committee appointments and to encourage other members of the Senate to do likewise. He felt that the College of Liberal Arts and Sciences (CLAS) did not have adequate representation on several important committees: Committee on Committees, Elections, Faculty Policies and Compensation, Selection of Central Academic Officials, and the Funded Retirement and Insurance Charter

Committee. Vice President Drake explained that appointments to committees are made from the pool of applicants who respond to the recruitment call. Any possible imbalances in representation on committees, whether by college, gender, or some other category, would reflect imbalances in the pool of applicants. Professor Tachau commented that in the past, the Committee on Committees members had actively recruited new committee members. Vice President Drake responded that, as in the previous several years, the Committee on Committees had largely confined itself to the pool of applicants. Professor Mangum mentioned that when she was a member of the Committee on Committees, she encouraged colleagues to apply for vacancies. Also, she observed that some of her colleagues in the humanities perceive that their committee service is not valued. Professor Richman pointed out that other large colleges were not proportionally represented on some committees. Past President Sharp reminded the group that some committees are required to give seats based on college or discipline. President O'Hara said that it appeared that quotas for committee membership might be needed. Professor Cox responded that he was not in favor of quotas. President O'Hara added that he and the other CLAS member of the Committee on Committees had not perceived a lack of CLAS representation.

Professor Cohen called the question.

Professor Morris observed that since there is flexibility in the procedure, perhaps the Faculty Senate officers and the Committee on Committees could seek committee members if there is a perception that any college is lacking in representation. President O'Hara asked the group for clarification on how many members from a college is considered sufficient, in the absence of quotas. There was further discussion of the issue of quotas. Secretary Stromquist asked about collegiate distribution of the chairs, but the full list of chairs was not available. Vice President Drake reminded the group that faculty members are given adequate notice of the opportunity to apply for committee vacancies. They need to apply if they are interested in committee work. Professor Justman commented that those who apply clearly have an interest and will most likely be very committed; those who are recruited in other ways may not show as much of a commitment. Vice President Drake commented that the Committee on Committees could try to obtain the list of applicants several weeks prior to their meeting so that they can "beat the bushes" if any college lacks sufficient representation.

In a hand vote, the motion was approved with two dissenting votes.

Professor Mangum commented that there should be more active recruiting for committee vacancies in the future. Secretary Stromquist observed that there is a larger problem: many newly-tenured faculty and newly-promoted professors have a perception that faculty governance is a "closed circle" and that it is not clear how to enter this circle. The Faculty Senate needs to reach out to faculty and convince them that they can participate in faculty governance and play a useful role. Past President Sharp urged Councilors and Senators to help recruit committee members from their own colleges. Professor Tachau recalled that a recommendation had been made some years ago for the Committee on Committees to meet in the fall to determine what vacancies will arise for the next year and to plan recruitment strategies.

### III. New Business

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

Professor Kurtz reminded the group that he had appeared before the Council in March to describe revisions being made to the Constitution and Bylaws by the Committee on Rules and Bylaws. At that time, the Council had suggested some additional changes, which were incorporated into the document. Professor Kurtz explained that a vote of the Senate was required for approval of revisions to the Constitution and Bylaws. Changes to the Constitution then require a faculty referendum, the approval of the University President, and the approval of the Board of Regents, State of Iowa.

Professor Kurtz then described the following revisions made since the March Council meeting:

b.(3)(b) The phrase “non-tenured faculty” will be changed to “tenure-track faculty” here and throughout the document. Professor Cox raised the issue of faculty who are hired on the tenure track, but who have not yet acquired their degrees; these individuals are usually given the title of instructor. Instructors are excluded from participation in Faculty Senate.

b.(3)(e) The phrase “all other individuals” has been changed to “all other vice presidents.” This change was made following extensive discussion of this issue at the March Faculty Council meeting.

c.(1)(d) The following text in bold italics will be added: “The Senate receives and reviews the reports from all committees having faculty appointed by the Senate and such other reports as may, from time to time, be submitted to the Senate by the Senate President, ***the University President***, or any Central Academic Official.”

Professor Kurtz pointed out that the University President is not considered a “Central Academic Official.”

c.(5)(f) The following text in bold italics will be deleted: “No one may hold two offices simultaneously ***or serve consecutive terms in the same office.***” The item in bold is already stated in c.(5)(d). Also, c.(5)(f) will be moved up to come right after c.(5)(d).

In response to a question, Professor Kurtz clarified that proxy votes in officer elections are not allowed.

d.(2)(a) The following text in bold italics will be added: “The Council is composed of ***the officers and*** members of the Senate elected by the faculty to serve on the Council.”

d.(3)(d) The following text in bold italics will be added: “Upon expiration of a three-year term, a faculty member is not eligible to be elected to the Council again until a full year has passed following the end of that term, ***or no other faculty member from the same college agrees to serve on the Council.***”

d.(4) The phrase “***except as provided by (3)(d) above***” will be added.

In the Bylaws, Section 3, 6.(b)(i), the following item has been added to the list of duties of the Committee on Awards and Recognition: “***(e) encouraging colleagues to nominate individuals for appropriate awards.***”

Professor Mangum thanked Professor Kurtz and the Committee on Rules and Bylaws for their work.

Professor Tachau moved and Professor Hammond seconded that the revised Constitution and Bylaws be approved. The motion was unanimously approved.

- *University of Iowa President Sally Mason*

President O’Hara welcomed University of Iowa President Sally Mason to the Faculty Council. President Mason thanked the Councilors for their service to the university.

President Mason commented that she has been doing a series of open forums for university members to share their concerns, especially on budget issues. Unfortunately, she did not have any new information about the state budget situation. It is anticipated that the state legislature will finish their session next week. The university budget will then be discussed at the Board of Regents meeting at the end of the month. The university may face a large budget cut. It is unclear at this time if the university will benefit from federal stimulus money.

At the open forums, President Mason has been stating some guiding principles. Among these is the need for protecting quality and therefore protecting people. She has heard a constant theme from a variety of sources within the university community: people would rather give up pay or time if it would preserve jobs. The economic situation only gets worse as more people are out of work. Another principle is protecting affordability. Our General Education Fund is made up of two components: state appropriations and tuition. There has been a modest and reasonable 4.2% tuition increase for in-state students proposed for next year. We hope there will not be a need to re-visit this proposal. Another principle involves trying to increase cost-savings and increase revenue, over a multi-year timetable. We have been doing this all along, but perhaps we can find ways to do this better. Identifying selected opportunities for innovation and excellence remains a principle. Now is not the time to give up on “hopes and dreams,” but to figure out ways to attain them. Other principles include articulating the university’s strategic vision and priorities that will inform making hard budget choices. We had been engaged in this process, but postponed it while the Regents worked on their own strategic planning. More information on the Regents strategic planning should be available at the next Regents meeting. The last principle is consultation. President Mason has been making her yearly visits to the colleges and listening to people’s concerns. The suggestions on cost-saving that have been submitted to the budget website have been very good. The university faces challenges with both budget cuts and flood recovery, the latter perhaps even more challenging than the former. We will get through the budget cuts in the same way we got through the flood – by pulling together. President Mason is heartened by the legislature’s work on the bonding initiative to assist the university in rebuilding after the flood.

Professor Cox expressed concern about an unavoidable increase in undergraduate classroom size as well as the reduction of non-tenure track instructors in the College of Liberal Arts and Sciences. Can federal stimulus money help here? President Mason responded that it was her understanding that stimulus funding could help plug budget holes; however, this funding is

temporary. A future goal for the university is to plan how to bring back lost faculty lines. The university has already done a great job in improving faculty salaries, although given the economic situation it is difficult to predict where we will be in the future on salaries. Huge increases in class size are not predicted. For the long term we will set a healthy minimum class size and try to bring back tenure-track faculty lines. Professor Tachau commented that a “one-size-fits-all” approach to dealing with class size is inappropriate, as instructors in different disciplines use various types of assignments, for example, multiple choice vs. essay exams, that can consume different amounts of instructors’ time. President Mason agreed that this is a matter that requires careful thought.

Professor Richman asked if President Mason could share her thoughts on a worst-case scenario for the budget situation. President Mason said that would involve budget cuts in state appropriations of about 12-13% (in the range of about 30 million dollars). Ideally we would be able to backfill those cuts with federal stimulus funds. However, a year or two from now we may face the same magnitude of cuts without the federal funds. Therefore, we should think very carefully about the uses we make of any stimulus funds we may receive. We have already put off projects such as technology and classroom upgrades, but perhaps we should make those upgrades in anticipation of leaner years ahead.

Professor Mobily referred to a situation earlier in the year when faculty had been restricted from teaching on an overload basis. Having fewer classes available may prevent students from making timely progress toward degrees and may lead to larger class sizes. Also, faculty in the lower salary ranges would lose this option for augmenting their income. President Mason responded that faculty have not been entirely prevented from teaching extra classes; instead, limitations have been placed on the amount of extra classes, so that there are no inequities. She also commented on the outreach efforts of the College of Nursing, which has established joint programs with community colleges in Des Moines and in Eastern Iowa that will allow students in those areas to pursue BSN degrees without having to travel to Iowa City. The College of Nursing has established a presence in every county of Iowa. The more involved the university is in the state, the better off it is. Also, the university will be exploiting technology to a greater degree for outreach and distance education in the future.

Professor Cohen asked President Mason to comment on what she considered to be strategic priorities for the university. President Mason responded that one of her top priorities was sustainability; the university must help find answers for the major environmental problems facing the globe. Another area of priority is the university’s exceptional strength in humanities and the arts, especially writing. She noted Iowa City’s recent designation as a UNESCO City of Literature. The interface between basic, clinical, and translational research is also an area in which the university can excel.

Professor Mangum asked if President Mason had a sense of how the institutions we consider peers are faring in this budget crisis. President Mason commented that many of our peer institutions are in a situation similar to ours – they are facing budget cuts and are still unsure of the effect of the federal stimulus money. Some of the Big Ten schools, such as Indiana, appear to be in a better situation, but others, such as Michigan, appear to be in a worse situation. Other institutions around the country, Arizona and California for example, are facing severe budget cuts.

Secretary Stromquist asked what progress could be made on diversity and internationalization during this difficult financial time. President Mason responded that these areas would always be

important for the university. Diversity is expected to increase in the new freshman class. Diversity is also increasing in Iowa. Student financial aid will increase next year by three million dollars. The university also received an anonymous gift of seven million dollars, with five million to be used for scholarships for women and minority students and two million for the university's highest priorities.

Professor Tachau asked about Pell Grants, the funds of which have recently been increased by Congress. Will more students be able to take advantage of Pell Grants? President Mason responded that it is too early to say. She also noted that some universities are raising tuition; this may have a snowball effect at universities around the country. The University of Iowa, however, is still considered a bargain, especially to Iowa residents. Professor Russell asked if we should anticipate that the declining state funding of the university's budget would remain at the current low level in the future even if the economy improves. President Mason said that when financial times are good, the state is generous to education. The university needs to protect itself from the "roller coaster effect" of fluctuations in state funding.

President O'Hara thanked President Mason for visiting the Faculty Council meeting.

#### IV. Announcements

- The AAUP-Faculty Senate-Office of the Provost Tenure Workshop will be held on Wednesday, April 15, 6:30-9:00 pm, in the Galagan Auditorium of the Dental Science Building. Please encourage junior faculty members to attend.
- The President's Reception for current and newly-elected Faculty Senators will be held on Thursday, April 23, 5:00-6:30 pm, at 102 Church Street. Please RSVP.
- The next Faculty Senate meeting will be Tuesday, April 28, 3:30 – 5:15 pm, Senate Chamber, Old Capitol. Election of officers will take place during the second portion of the meeting.

#### V. Executive Session

- a. Michael J. Brody Award recipients
- b. Regents Award for Faculty Excellence recipients

President O'Hara announced the winners of these two faculty awards. Public announcement of the winners will be made at the April 28 Faculty Senate meeting. The awards will be presented during an awards dinner in the fall.

President O'Hara commented that this Faculty Council meeting was his last as Faculty Senate President. He expressed appreciation for the work of the Council this past year, and said that it has been an honor and privilege to work with the Councilors. President O'Hara thanked the Council for allowing him to serve. He said it has been an exciting and wonderful experience for him and he looks forward to having Vice President David Drake "pick up the gavel" as president in a few weeks.

Professor Cohen requested that the minutes show the Faculty Council's gratitude for President O'Hara's leadership during the past year.

Professor Richman moved and Professor Mangum seconded that the Council return to open session. The motion was unanimously approved.

VI. Adjournment – Professor Tachau moved and Professor Cohen seconded that the meeting be adjourned. The motion was unanimously approved. President O'Hara adjourned the meeting at 5:10 pm.