

FACULTY COUNCIL
Tuesday, August 31, 2010
3:30 – 5:15 pm
Commons (302), Schaeffer Hall

MINUTES

Councilors Present: M. Billett, S. Clark, J. Cox, S. Kurtz, P. Mobily, D. Morris, N. Nisly, G. Penny, L. Robertson, K. Sanders, J. Schoen, R. Valentine, S. Wilson.

Officers Present: E. Dove, D. Drake, R. Fumerton, J. Garfinkel.

Councilors Excused: D. Hammond.

Councilors Absent: D. Bonthius, J. Murph, J. Reist.

Guests: C. Bartels (Treasury), J. Carlson (Office of the President), D. Heldt (*Gazette*), B. Ingram (Office of the Provost), J. Jew (Anatomy & Cell Biology, Emeritus), L. Lentz (Treasury), B. Morelli (*Press-Citizen*), T. Rice (Office of the Provost), A. Sullivan (*Daily Iowan*), E. Wasserman (Psychology), L. Zaper (Faculty Senate).

I. Call to Order – President Dove called the meeting to order at 3:31 pm. Councilors introduced themselves.

II. Approvals

- A. Meeting Agenda – President Dove stated that two items would be added to the “New Business” section of the agenda – a discussion of the Faculty Scholar and Global Scholar Awards (proposed by Professor Cox) and a discussion of the draft UI 2010-16 Strategic Plan (originally proposed to take place during executive session). Professor Schoen moved and Professor Morris seconded that the agenda be approved as amended. The motion carried unanimously.
- B. Faculty Council Minutes (April 13, 2010) – Professor Kurtz moved and Past President Drake seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (September 14, 2010) – President Dove stated that a discussion of the draft UI 2010-16 Strategic Plan would be added to “New Business” and that the executive session would be eliminated. Professor Kurtz moved and Past President Drake seconded that the agenda be approved as amended. The motion carried unanimously.
- D. Committee Replacements (Richard Fumerton, Chair, Committee on Committees)
 - Ken Mobily (Integrative Physiology) to fill a vacancy on the Council on Teaching, 2010-13
 - Kevin Mumford (History) to fill a vacancy on the Conflict of Interest in Employment Committee, 2010-13

- Ed Wasserman (Psychology) to replace Dee Morris (English) on the Faculty Council for the Fall 2010 semester
 - Katherine Wolfe (Music) to replace Dee Morris (English) on the Faculty Senate for the Fall 2010 semester
 - Matthew Hill (Anthropology) to fill the unexpired term of Michael Sauder (Sociology) on the Faculty Senate, 2010-12
- Professor Kurtz moved and Professor Cox seconded that the replacements be approved. The motion carried unanimously.

III. New Business

- *Report on Faculty Council/Administration Retreat (Ed Dove)*

President Dove reported that the August 19 retreat, well-attended by Councilors, administrators, and various invited guests, was divided into four sessions. The first session included a presentation by Provost Wallace Loh on the draft 2010-16 strategic plan, *Renewing the Iowa Promise*. This was followed by a discussion of student success and engagement, focusing on the first-year experience – specifically, recruitment, retention, diversity and wellness. The first afternoon session looked at student engagement and outcomes assessment beyond the first year. Next came a discussion of different academic models for delivery of education. The retreat concluded with a budget update by Senior Vice President and Treasurer Doug True.

- *Coalition on Intercollegiate Athletics (COIA) Annual Report (Jean Jew, Professor Emeritus, Anatomy & Cell Biology)*

Professor Jew explained that she has been serving on the Presidential Committee on Athletics, as well as being the UI representative to the Coalition on Intercollegiate Athletics, an alliance of Faculty Senates of Division I institutions, formed because of a perceived need for reform of intercollegiate sports. She distributed a report on the COIA Annual Meeting, which she attended January 22-24 at San Diego State University, and noted some highlights from her report.

COIA is working with the Curley Center for Sport Journalism at Penn State University to develop a survey regarding how well athletics are integrated into universities' academic mission. Sixty institutions responded to the survey and data analysis should be completed soon. Also, there was a panel discussion featuring members of the National Association of Academic Advisors for Athletics who voiced concern about the effects of NCAA reforms regarding admissions standards. In recent years, the replacement of minimum requirements in standardized test scores and GPA by a sliding scale has resulted in a widening gap in academic achievement between non-athlete students and student athletes admitted under special admissions policies. More student athletes now find themselves in the at-risk category and there may be instances of inflated grades and other abuses. The panelists urged faculty to work closely with academic advisors of student athletes, as well as to maintain control of admissions, including athletic special admissions.

John Columbo, a University of Illinois School of Law faculty member specializing in tax law, discussed the possibility of using the tax code to reform intercollegiate athletics. Professor Columbo expressed the opinion that Congress should participate in the reform of intercollegiate athletics; otherwise, it is unlikely that reform will ever occur. Another speaker, Brad Wolverton,

from *The Chronicle of Higher Education*, talked about the large sums of money spent by athletics departments on capital projects. He also noted the increasing percentage of gifts for Division I universities that are directed toward athletics. Professor Jew presented statistics indicating that the percentage of UI Athletics revenue from gifts has increased from approximately 16% to approximately 26% from 2004 to 2009. She added that the most recent report of the Knight Commission on Intercollegiate Athletics, *Restoring the Balance: Dollars, Values, and the Future of College Sports*, can be found online, http://www.knightcommission.org/index.php?option=com_content&view=article&id=503&Itemid=166/. The report proposes recommendations for financial reform of intercollegiate athletics in an environment of escalating athletics spending, shrinking state budgets and institutional endowments, and conference realignment. Two additional speakers, Wally Renfro, Senior Adviser to the President of the NCAA, and Richard Lapchick, of the DeVos Sport Business Management Program at the University of Central Florida, discussed the search for a new NCAA president [Mark Emmert, President of the University of Washington, was subsequently hired] and the lack of diversity among athletics coaches, respectively.

Following her report on the COIA annual meeting, Professor Jew distributed data on the University of Iowa's academic progress rate and graduation success rate among student athletes. She explained that each year university athletic programs must submit to the NCAA the number of athletes who are eligible to continue their studies and the number of athletes who are retained. Each athlete is then assigned one point for eligibility and one point for retention. These points are added up and divided by the total number of possible points. The quotient is multiplied by 1,000 to determine the university's score. Every Division I institution must maintain a score of at least 925 for their academic progress rate (APR). Professor Jew noted that for the year for which she presented data (2008-09), the APR for men's basketball had fallen below 925; however, it is the multiyear APR which NCAA monitors. She added that the handout also provides cumulative data from other institutions for comparison with the UI APR. Professor Jew's handout on the six-year graduation success rate for UI athletes listed figures calculated according to NCAA criteria and to federal criteria. The former allows for the inclusion of data on transfer students and on students who leave their programs in good standing and then return and eventually graduate.

Professor Cox commented that faculty efforts to exert academic control over university athletics have been going on for over a century, with the issues involved remaining surprisingly consistent. He acknowledged the university's progress in addressing academic issues of student athletes. He also noted that the University of Iowa no longer supports its athletics programs with any general education funds. Professor Jew observed that the athletics department's financial self-sufficiency gives rise to a feeling of independence from the university. She encouraged faculty to continue to monitor academic aspects of the athletics program. She also noted that the Presidential Committee on Athletics was no longer a policy-making entity, but an advisory body to the university president.

Professor Kurtz introduced and President Dove seconded a resolution on behalf of the Faculty Council recognizing Professor Jew for her service as the University of Iowa Faculty Senate representative to the Coalition on Intercollegiate Athletics. The Council unanimously

supported the resolution. Professor Jew's term as COIA representative is now ending and a new UI COIA representative will need to be appointed.

- *Employee Payroll Deduction (Cynthia Bartels, Director, Treasury and Laurie Lentz, Treasury Operations)*

Ms. Bartels began her presentation by commenting that the Treasury Office this year had received a deluge of calls from faculty and staff wondering why they could no longer use their identification cards for charging purchases on campus. She explained that this was not caused by cards malfunctioning; rather, it was because charging privileges had been turned off as a result of overdue outstanding balances. This situation has arisen because some campus merchants (such as the hospital) have implemented automatic payroll deduction for all monthly university employees who make purchases at their facility using their university ID cards, while other campus merchants (such as the IMU) use the U-bill system for employee charges on the ID cards (unless the employee him/herself has elected automatic payroll deduction). Many employees mistakenly assume that all ID card charges will be automatically deducted from their paychecks and therefore ignore U-bill notifications. To end this confusing situation, the university will now give non-student employees the opportunity to allow all ID card charges to be automatically deducted from their paychecks.

Ms. Lentz described the publicity that will surround this effort to notify employees of the option to elect automatic payroll deduction for all ID charges. Non-student employees will be contacted via email about this option. Employees will be able to elect payroll deduction on their self-service website. Signage will also be posted near campus merchants' cash registers. The system will be fully implemented on October 1. In response to a question from Professor Kurtz, Ms. Bartels clarified that employees will only be able to use their ID cards to charge purchases at all on-campus merchants after October 1 if they have elected automatic payroll deduction through self-service. Professor Robertson asked if there was any benefit to using the ID card rather than a credit card for these purchases. Ms. Bartels responded that there was most likely benefit to the merchants, as they do not then have to pay the fees associated with credit card transactions. It is also more convenient to employees to use the ID cards rather than credit or debit cards.

- *Sexual Harassment Policy Revision (Jonathan Carlson, Office of the President)*

President Dove reminded the group that the Faculty Council had approved a revised version of the sexual harassment policy at the April 13, 2010, meeting. When it was brought before the Faculty Senate, however, at the April 27, 2010, meeting, several senators expressed concerns about the revised policy and no vote was taken. The policy was further revised to take into account these concerns.

Before describing these most recent revisions, Professor Carlson briefly recounted the overall history of the revised policy. Following the alleged sexual assault that took place in the Hillcrest residence hall, the Board of Regents, State of Iowa, directed the Regents institutions to adopt sexual misconduct policies. President Mason then engaged the same consultants who assisted the Regents with that project to work with a university committee to revise the sexual harassment policy so that it remained consistent with the sexual misconduct policy and with best practices. Following the April Senate meeting, Professor Carlson had emailed the Senators and asked for comments on the revised policy. Professor Carlson corresponded and met with several Senators and the policy was again revised to reflect those conversations.

Professor Carlson then went on to point out these revisions. One of the major concerns, expressed by Professor Menninger and others at the Senate meeting, dealt with the rights of the

accused during an informal resolution, especially when the accused is not informed of the allegation. It has always been the practice that the institution will try to address complaints informally without notifying the accused if that is what the complainant wants and it seems appropriate to handle the case in this way; however, some senators were not happy with changes recently made to this aspect of the policy regarding rights of the accused, so these changes were removed, essentially leaving the policy as it was before the revision. Professor Carlson directed the group to line 409 of the marked-up copy of the draft revision to illustrate this. He further noted that, beginning on line 418, disciplinary action cannot be taken against an accused during an informal resolution and no record can be kept of the allegations in the accused's personnel file unless the accused is notified of the allegations and has an opportunity to respond. This is also identical to current practice. Lines 424-426, newly inserted, state clearly that any disciplinary action that is taken will be governed by procedures and rules set out further on in the document.

Professor Kurtz noted that in line 367 of the clean copy, the word "respondent" is used to refer to the accused. He suggested that "respondent" continue to be used throughout the rest of the paragraph to refer to the accused instead of "person." Professor Billett asked for clarification regarding whether records of the allegations would not be kept at all, or whether they would just not be kept in the personnel or student disciplinary file. Professor Carlson confirmed that it was the latter. Secretary Garfinkel followed up by referring the group to lines 434-5 of the clean copy, which indicate that a written report must be made to the Office of Equity and Human Rights Investigations (OEHRI). In response, Professor Carlson directed the group to the paragraph beginning with line 442, which indicates that names of the parties involved will not be disclosed to OEHRI if the accused was not informed of the allegations. He added that he didn't think there was anything that could be stated in the policy that could eliminate any reference to the allegations anywhere.

The Council did not object to moving this further-revised policy to the Senate for its consideration once again. Professor Cox suggested that along with the clean and marked-up copies, a document briefly describing important recent changes be sent to the Senate, as well. Professor Kurtz suggested that a brief summary of the policy also be provided, for the benefit of new senators.

- *Faculty Scholar and Global Scholar Awards (Jeff Cox)*

Professor Cox referred to a mass email message sent to faculty on August 30 by Associate Provost for Faculty Tom Rice. This message indicated that the Faculty Scholar and Global Scholar Awards will be suspended this year, as they were last year. Professor Cox took issue with some of the language used in the mass email message to justify this decision. He reminded the group of a discussion that took place with Provost Loh during the December 1, 2009, Faculty Senate meeting when Provost Loh indicated that the 50% reduction in the number of Career Development Awards (CDA's) and the suspension of the Global Scholar and Faculty Scholar Awards (programs that faculty across many disciplines, including the arts and humanities, rely on to fund their research) at that time was a result of the budget shortfall in general fund money facing the university. Professor Cox stated, however, that there was no savings attained in general fund money by reducing these awards because the money spent for them comes nearly all from faculty salaries, which must be paid anyway. Professor Cox was particularly dissatisfied with the term "unfunded mandate" used in the message to refer to the Faculty and Global Scholar Awards because of this term's negative connotation in local government circles. These awards have always been funded by the general fund, so the term is not even applicable. Instead, Professor Cox saw an effort by administration to move faculty from research to teaching duties in the current political and economic environment.

Associate Provost Rice responded that there have been intense discussions going on among the Faculty Senate Officers, the Board of Regents and the Provost's Office for many months regarding these research awards and their economic and political costs. The Provost's term "unfunded mandate" arises from feedback from deans who have indicated that there are costs involved in "backfilling" positions for faculty who are Faculty and Global Scholars – costs that are borne entirely by the colleges. Professor Cox countered that those financial costs are relatively small, although there are additional non-financial costs such as increase in class size and increase in workload for faculty who are not on leave. He asserted that this is a policy decision (not just a financial decision) by administrators to favor teaching over research with general fund monies. Professor Morris observed that DEO's must indicate how they will cover teaching duties without additional funds when faculty members apply for any of these awards. These research grants are so crucial to College of Liberal Arts and Sciences faculty during this time of financial constraint that DEO's are willing to make the necessary arrangements to support faculty on research leave. She stated that, given that no funding to support these efforts comes from the Provost's Office, this willingness on the part of departments to sacrifice for the sake of research should be respected. Associate Provost Rice acknowledged the importance of these awards for CLAS and other faculty but reiterated that the language used in the message was drawn from feedback from the deans.

Professor Valentine declared that these research awards are central to the identity of the university, which must invest in its faculty members' research endeavors. He observed that the increase in the number of students had brought about an increase in revenue, yet this increased revenue apparently cannot be used for the benefit of faculty in their research. He continued, noting that these research awards create a culture in which faculty are willing to make sacrifices on behalf of their colleagues; this generous attitude cannot be mandated by the administration and it will suffer if research awards are eliminated. Professor Kurtz took issue with the apparently political, rather than financial, nature of this decision. He added that the presence or absence of research awards will not impact the university's state appropriation or students' education. Therefore, decisions on research awards should be left to deans and DEO's. President Dove commented that last year the Board of Regents had been prepared to eliminate the Career Development Awards entirely. Former Faculty Senate President David Drake had worked with the Regents to reinstate 50 awards. This year, there will no longer be a cap on the number of CDA's awarded. Vice President Fumerton added that the research awards could be viewed as a luxury during this time of economic constraint. Also, rising enrollments, without a corresponding increase in faculty size, put greater pressure on faculty left to carry out additional teaching and service duties while colleagues are on research leave. He considered the trade-off of no cap on CDA's versus suspension of the Faculty and Global Scholar Awards to be acceptable given the current economic and political circumstances.

Professor Morris stressed that the UI provost must publicly defend the difference between research and teaching universities and therefore, defend research opportunities for faculty. The provost must maintain a wider perspective than the deans are able to do. Professor Wasserman added that several times in the past the university has been called upon to document the scholarly production generated by sabbaticals; this information should be located and presented again. Vice President Fumerton and President Dove responded that the Faculty Senate Officers had been working for the past year to ensure that research opportunities for faculty will be maintained. Secretary Garfinkel noted that the Faculty Scholar and Global Scholar Awards are generous programs compared to what is offered by peer institutions. The CDA's reach a greater number of faculty than the other two award programs. Professor Kurtz stressed that UI administrators need to defend the university's research mission as well as its teaching mission.

Professor Penny commented on the beneficial role of the Faculty Scholar and Global Scholar Awards in recruitment efforts. He expressed dissatisfaction with the new draft strategic plan which, in contrast to its predecessor which stressed both the research and teaching missions as well as faculty quality, instead seems to adopt a community college model for the university.

- *UI Draft Strategic Plan (Ed Dove)*

Associate Provost for Undergraduate Education Beth Ingram explained that a crucial question facing the university is the appropriate size of the undergraduate class. Discussions on this topic have been going on for the past eighteen months, within the strategic initiative task forces and in discussions on the strategic plan. She indicated that an increase in the size of the undergraduate class is critical to carrying out the initiatives described in the plan. The strategic plan also focuses on how to attract students who will be successful at the UI and how to support students throughout their time at the university. Strategies to be used are based on proven methods at this and similar campuses. There is also a focus on the success of graduate and professional students. Associate Provost Rice explained that one of the major initiatives regarding faculty and research in the strategic plan is the proposed cluster hiring of faculty. Professor Kurtz asked for clarification whether these cluster hires would be in place of normal department replacement hires. Associate Provost Rice responded that they would not be, although it is not possible to guarantee that every faculty vacancy would be filled. He further explained that 50 of the cluster hires would be financed by the Provost's Office and the other 50 would be financed by the colleges and he added that a number of the cluster hires would be disciplinary hires.

Professor Schoen commented that she found it disconcerting that, at this time of budget constraint, the strategic plan seemed to favor "flashy" things (such as cluster hires) over funding needed faculty hires and research opportunities. Decisions such as these have major repercussions. Professors Kurtz and Morris advocated for outreach to faculty to obtain their support for the strategic plan initiatives. Professor Cox expressed dissatisfaction with what he perceived as a tone of defeatism in the strategic plan regarding state appropriations. He cautioned against putting forward a message that appropriations would inevitably continue to decrease and urged the university administration to make the case for using public resources for a public good such as higher education, as tuition alone cannot possibly fund all the initiatives listed in the strategic plan.

President Dove commented that this was only the beginning of the discussion of the strategic plan. Also, he has been in conversation with Associate Provost Rice about a joint retreat sponsored by the Faculty Senate and the Office of the Provost on the topic of fostering research support during this time of tight budgets. Plans for the retreat are still being formulated, but the invited attendees will most likely include Faculty Senators and administrators. Professor Nisly urged that a historical perspective on UI research funding be presented at the retreat. Past President Drake stated that support for research funding has been a central concern of the Faculty Senate officers for at least the past year.

Professor Kurtz asked if there was any news regarding the appointment of an interim provost. President Dove responded that an interim provost should be named shortly. Past President David Drake has been appointed chair of the Committee on the Selection of Central Academic Officials and that committee will begin compiling names of potential members of a search committee for a permanent provost.

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

V. Announcements

- The next Faculty Senate meeting will be Tuesday, September 14, 3:30-5:15 pm in the Senate Chamber of the Old Capitol.
- The next Faculty Council meeting will be Tuesday, October 5, 3:30-5:15 pm in the Seminar Room (2520D) of the University Capitol Centre.

VI. Adjournment – Professor Morris moved and Past President Drake seconded that the meeting be adjourned. The motion carried unanimously. President Dove adjourned the meeting at 5:15 pm.