

The University of Iowa
FACULTY COUNCIL MINUTES 2000-01
Tuesday, October 10, 2000
Penn State Room, Iowa Memorial Union 337

Members Present: Steven Aquilino, Jeff Cox, Lois Geist, Vicki Grassian, Jean Jew, Chuck Lynch, David Manderscheid, Ann Marie McCarthy, John Moyers, Paul Muhly, Morton Pincus, Gene Parkin, Craig Porter, Margaret Raymond

Members Absent: Lois Geist, Vicki Grassian, Jean Jew, Craig Porter

Members Excused: Caroline Carney Doebbeling, Debora Liddell, Gary Milavetz

Faculty Senate Officers in Attendance: Carolyn Colvin, President; Amitava Bhattacharjee, Vice-President; Teresa Mangum, Secretary; Jonathan Carlson, Ex-Officio President

Guests: Michael Chapman (student), Lee Anna Clark (Office of the Provost), Joyce Crawford (Secretary for Faculty Senate), Lola Lopes (Provost's Office), Margaret Mills (Chair, BLCOA), Edward Shreeves (Library), Christopher Squier (Office of the Provost), Jon Whitmore (Office of the Provost), Chao Xiong (*Daily Iowa*)

I. President Colvin called the meeting to order at 3:35 p.m.

A. Approval of the Agenda

Motion: Prof. Manderscheid moved to accept the Council meeting agenda, and Prof. Cox seconded. *The motion carried.*

B. Approval of the Minutes

Council members accepted the minutes with one change of wording.

C. Approval of the Senate Agenda for October 24, 2000

Motion: Prof. Cox moved to accept the agenda for the upcoming Senate meeting, and Prof. Lynch seconded. *The motion carried.*

D. Committee, Council, and Senate Replacements

Pres. Colvin noted that though she was not putting forward replacement recommendations at Council, she hoped to have a replacement for Caroline Carney to present to the Senate.

III. Announcements

A. Legislative Workshop

On Thursday October 26 from 3:30-5:00, Mark Braun and representatives of the Governmental Relations Office will hold a workshop to train interested Senators how to communicate effectively with legislators. Senators who plan to attend should contact Joyce Crawford.

B. Regent's Visit

Regent Owen Newlin will meet with Senate Officers and members of Faculty Council on November 14 in Room 181 of the Union from 4:30 to 5:30. He will update us on issues the Regents will be discussing this year. Pres. Colvin urged all Council members to attend. Any Council member who cannot attend should ask a Senator to participate instead. Please confirm your or your alternate's attendance with Joyce Crawford.

C. "Unfitness Policy" Progress

Pres. Colvin attempted to clear up recent confusion about the status of the so-called "unfitness policy." After our last Council meeting, at which Jeff Cox reported on the ad hoc committee's deliberations on the policy, the draft form of the unfitness policy was presented to the Liberal Arts Assembly. Members of the Assembly assumed that the policy had been endorsed by Faculty Senate. Pres. Colvin explained that she has been in contact with Rex Honey, chair of Liberal Arts Assembly, and has asked him to notify the Assembly that the document is still in committee and very much in process. Prof. Cox will attend the next meeting of the Assembly to clarify the status of the report. Prof. Cox also reported that a committee of the AAUP has produced its own report, different from the preliminary draft report of the ad hoc committee, but it too is, as yet, a mere draft. Prof. Cox will ask Mark Schantz, as Legal Counsel, to consider both the AAUP document and the ad hoc committee's draft report before presenting the committee's recommendations to the Senate.

IV. New Business

A. Emeritus Council Request— Presented by Sam Becker, Emeritus Professor

Prof. Becker requested that a member of the Emeritus Council be invited to join Faculty Council as a liaison with that organization. Prof. Becker explained that the university increasingly depends upon emeritus faculty members to take an active role in university life. For example, retired faculty members make regular public appearances to discuss the University with groups around the state. They also conduct exit interviews with faculty members who retire or leave the university. To facilitate the volunteer efforts of retired faculty members, Provost Whitmore and Vice President David Skorton set up a task force to study ways to involve emeritus faculty in campus life and ways for the University to serve its retired members more usefully. As a result, the Emeritus Faculty Association was formed; any faculty member who retires automatically becomes a member of this university organization. Soon after, the Emeritus Faculty Council was formed.

The Association and Council are overseen by the Provost's office and have by-laws on the web version of the *Operations Manual*. In order to be informed about campus concerns and thereby to serve the University effectively, the Emeritus Council would like to appoint a non-voting member to the Faculty Council. Prof. Becker requested that the emeritus representative be given the right to the floor as a representative member but not be given voting rights.

Motion: Prof. Carlson moved that Faculty Council adopt a standing rule that a representative of the Emeritus Council or a member of the Emeritus Faculty Association shall have a seat at the Faculty Council table and a right to speak at Faculty Council meetings. Prof. Pincus seconded. *The motion carried.*

Prof. Becker will notify Pres. Colvin when a representative is selected.

- B. Report from the Board in Control of Athletics concerning student athletes and academics—Presented by Prof. Margaret Mills, Chair, University of Iowa Board in Control of Athletics, and Prof. Bonnie Slatton, Faculty Representative to BICOA (see attachment)

Prof. Colvin introduced Margaret Mills and Bonnie Slatton, who were attending to answer questions about the recent reorganization of the leadership of the athletic program. This change took place following the retirement of Women's Athletics Director Christine Grant. The task force of BICOA has proposed that Bob Bowsby, former director of Men's Athletics, should now oversee both men's and women's athletic programs. Task force members considered the many reasons why it might be best to administer men's and women's sports separately. The University of Iowa has long been a national leader in women's sports and has had an unusually rich history of keeping women in prominent leadership roles in athletic programs. They also considered the dismaying statistics which show that on other campuses, when men's and women's sports ceased to be administered separately, a sharp decline in the number of women coaches and administrators has consistently resulted. (For this reason, the Faculty Senate had recommended to the task force that the programs continue to employ separate directors.) Ultimately, however, the task force agreed with Pres. Coleman that to achieve a consistent, strong financial base, the women's teams would be better served if one athletic director supervised all programs. Bob Bowsby will therefore now oversee men's and women's sports and will report to Mark Schantz.

In an attempt to maintain a balance between the interests of men's and women's sports, the task force report further recommended that a new position, yet to be given a title, should be created. Prof. Mills noted that a search committee is now being formed, which she will chair. One of the ambitions of the committee will be to find a highly visible woman in athletics to serve in one of two chief executive officer positions in the athletic program, Affirmative Action restrictions

permitting. The task force also put safeguards in place to guarantee financial support for women's athletics.

The Council responded with questions about the nature of this new position. Why should the person in this new position not remain in charge of women's athletics? How will Iowa maintain the tradition of keeping women in meaningful leadership roles? Will this new position have financial clout? Will the person have the ability to determine how financial decisions are made and how income from sports is budgeted? Is the purpose of this change to unite revenue and expenditure pools? Prof. Slatton noted that, ironically, similar mergers at other universities have not led to great savings. What has changed is that separate and inequitable budgets have been put on a fairer and more consistent footing, in part because one person is accountable for the budget. At Iowa, under this new organization, the athletic director will work closely with budgetary administrators and faculty advisors. Prof. Lynch asked how donations will be allocated. Prof. Slatton replied that though this is still being negotiated, in the past specific groups such as the I Club and the Women's Iowa Plus Board have focused fund-raising efforts on women's sports. Often donations are earmarked for a particular sport, in any case, and so would not find their way into a general budget. Prof. Becker pointed out that even donations targeted for a particular sport, such as football, free up general funds for other teams. He also recommended that UI Foundation fund raisers be educated about these changes and encouraged to educate donors. Prof. Becker warned that unless women continue to maintain an active speaking role at Big 10 meetings and press conferences, we would find ourselves sending a new and unfortunate message about the relative importance of women's leadership roles to the public and to athletes. Prof. Moyers concluded this portion of the meeting by thanking Prof. Mills and Prof. Slatton for such a thorough, thoughtful account of the task force's work.

C. Regents' Interinstitutional Library Task Force Report—Presented by Ed Shreeves, Associate Director, University Library (see attachment)

Prof. Shreeves described the work of his committee, consisting of three members from each of the three Regents' institutions. The committee is studying the impact of rising costs of journals on library collections and considering coping strategies. One of the major objectives of the task force is to educate faculty about the changes in scholarly communication and to involve them in the process of deciding how to circulate their scholarship in an equitable, cost-effective manner. To this end, Prof. Shreeves will be holding meetings on campus with editors of scholarly journals and others to discuss how the library can work to meet the needs of scholars on campus, particularly scientists and health sciences researchers, whose journal prices have leapt rapidly. In addition, Prof. Shreeves reported that national and international groups, including the American Association of Universities, the Association of Research Libraries, and numerous scholarly societies, have drawn up a list of Principles for Emerging Systems of

Scholarly Publishing. (See <http://www.arl.org/scomm/tempe.html> for details). Members of the Interinstitutional Library Task Force will present this document to their respective faculty senates, asking senators to endorse the document this fall. The principles will then be presented to the Board of Regents. Prof. Shreeves sought permission to ask the University of Iowa Senate to endorse these principles at the October meeting. His hope is that if the Regents and, later, members of the Iowa legislature see that we are working to transform scholarly publishing and to address inflation that these organizations will be more forthcoming in providing resources to Regents' institution libraries.

Members of Council expressed concern at the seriousness of the problem and asked a series of questions. Is this a matter for Congress since the research infrastructure in the country is threatened? Prof. Shreeves replied that he and his colleagues are very reluctant to involve the government in any way that might threaten the free exchange of information. Prof. Cox noted that in a past presentation to Council, Prof. Shreeves had said the library was cutting back on the purchase of books, perhaps disproportionately, to avoid reducing journal purchases. Shouldn't we also be considering ways to support university presses? Prof. Shreeve responded that many believe rising journal costs are at the heart of the financial problems faced by university presses. Prof. Bhattacharjee asked whether escalating prices were due to rising costs of existing journals or start-up costs of the proliferation of new journals. Because continued subscriptions are the basis for rising costs, the library often simply can't subscribe to new journals, Prof. Shreeves explained. Prof. Lynch wondered why scholars and presses were not working together, but Prof. Shreeves pointed out that while scholars want to disseminate ideas, presses need to make money. Prof. Lynch then asked whether universities should boycott presses, but we were reminded that such action could be construed as illegal "restraint of trade."

Pres. Colvin called for a motion to endorse these principles and to present them to Faculty Senate.

Motion: Prof. Cox moved that the Faculty Council endorse the Principles for Emerging Systems of Scholarly Publishing and that these Principles be presented to the Faculty Senate at the next meeting of the Senate. Prof. Manderscheid seconded. *The motion carried.*

Prof. Cox urged Faculty Council members and the Regents' Libraries Interinstitutional Task Force to continue, also, to consider ways to support the publication of monographs,

D. University Mediation Service—Presented by Randall Ney, Director of Mediation Service and Ombudsperson, the President's Office (see attachment) Randall Ney described the resources offered through this office. Previously, while faculty members could turn to the Ombudsperson's Office to pursue grievances,

no informal forum existed where parties from any level of the university could resolve conflicts. Mediation Service was established a year ago to fill this gap. Mr. Ney is employed as part-time director. He oversees training of volunteer mediators, who are on call when a party seeks to resolve conflicts with the help of a mediator. Once the office receives a complaint and both parties agree to participate in mediation, the mediation leader takes three steps. First, the mediator asks each party to articulate her or his position. Second, the mediator attempts to spark empathy by asking each party to listen with an open mind to the other party's point of view. Third, the mediator tries to help the participants find common ground upon which to negotiate their differences. Often, the problem involves conflict within the workplace. In fact, the service was prompted by repeated complaints about increasing incivility in the workplace. Cases involving discrimination or harassment are not handled by Mediation Service but are referred to the appropriate campus office. Unlike other responses to disputes, mediation asks the parties themselves to find strategies to solve their problems.

Most of the calls to Mediation Service have come from department chairs or supervisors of employees rather than from the people directly involved in the conflict. The Ombudsperson's Office also makes referrals. The Union has been resistant to their members using Mediation Service, and the office specifically does not mediate issues covered by collective bargaining. However, a union member can seek permission from union officials to involve Mediation Service in an attempt to resolve conflicts. In the past year, the office has received approximately twenty calls which were appropriate for the services it offers. In eight cases, one party did not wish to participate. In two other cases, the parties could not reach common agreement. At least six cases have had favorable outcomes. Prof. Moyers pointed out that by resolving even six conflicts, Mediation Service saved the University money and helped improve a significant number of workplace relationships. Randall Ney encouraged members of Council to circulate information about Mediation Service and welcomed referrals or requests for information.

V. Adjournment

The meeting adjourned at 5:25 p.m.

The next Council meeting will be held on November 7, 2000 in the Penn State Room, 337 IMU.

Respectfully submitted,

Teresa Mangum, Secretary