

FACULTY SENATE
Tuesday, March 25, 2008
3:30 – 5:15 pm
Senate Chamber (Old Capitol)

MINUTES

Present: D. Asprey; J. Beckman; J. Bertolatus; C. Catney; J. Cox; K. Culp; D. Drake; S. Fagen; J. Fieselmann; R. Glasgow; D. Filios; C. Green; R. Herman; G. Hope; G. Jogerst; B. Justman; C. Kletzing; S. Lutgendorf; T. Mangum; F. Mitros; A. Morris; A. Poremba; L. Richman; C. Ringen; T. Scruggs; L. Snetselaar; N. Street; S. Stromquist; K. Tachau; B. Thompson; M. VanBeek; S. Vincent; W. Vispoel; M. Wilson Kimber; J. Woodhead; C. Woodman

Absent: L. Ayres; G. Bergus; G. Bulechek; M. Cohen; S. Collins; M. Donovan; E. Dove; El-Khoury; C. Helms; T. Kresowik; S. Lagos Lavenz; J. Leddy; D. MacFarlane; R. Martin; N. Nisly; M. Noonan; K. Porter; D. Redlawsk; L. Robertson; G. Russell; B. Schutte; W. Sharp; C. Thomas; R. Williams; T. Yin

Excused: L. Boyle; G. Buettner; D. D'Alessandro; Y. Li; T. Lowe; M. Maktabi; S. Moorhead; F. Nothwehr; B. Plapp; J. Sa-Aadu; K. Schuh; K. Southard; A. Sullivan; T. Ton-That; R. Wachtel; S. Wolfe

Officers

Present: S. Kurtz (Past President); S. McGuire (Secretary); M. O'Hara (Vice President); and V. Sharp (President)

Guests: S. Cyphert (UIHC CEO Search Committee); C. Drum (University Relations); A. Duong (Faculty Senate); M. Greer (HCIS UIHC CEO Search); J Hermsen (UIHR); L. Lopes (Provost's Office); A. Shurson (The Daily Iowan); and L. Zaper (Faculty Senate).

I. Call to Order – President Sharp called the meeting to order at 3:30 pm.

II. Approvals

- A. Meeting Agenda – Professor Tachau moved and Professor Fieselmann seconded that the agenda be approved. The motion was unanimously approved.
- B. Faculty Senate Minutes (February 5, 2008) – Professor Thompson moved and Professor Justman seconded that the minutes be approved. The motion was unanimously approved.
- C. Senate Replacements – (Michael O'Hara)
 - Richard Smith, Otolaryngology, to replace Rita Frantz, Nursing, on the Honorary Degree Selection Committee
 - Katherine Tachau, History, to replace Sanford Markham, OB/GYN, on the Committee on Rules and Bylaws.

Professor Vincent moved and Professor Richman seconded that the replacements be approved. The replacements were unanimously approved.

III. Update on Provost Search (Michael O'Hara) – On-campus interviews have been concluded, and the Provost Search Committee handed in their report to President Mason on Friday, March 14. We can expect to hear something very soon.

IV. David Miles, Board of Regents

President Sharp introduced both David Miles (President, Board of Regents, State of Iowa) and Jack Evans (President Pro Tem, Board of Regents, State of Iowa) to the Senate. David Miles then addressed the Senate.

Mr. Miles thanked the Senate for the invitation to appear and also for the reception held in his honor just prior to the meeting. He stated that he had welcomed the call to serve on the Board of Regents for two reasons. First of all, higher education is a profoundly important and powerful agent for societal and individual development. He quoted John Maynard Keynes and Howard R. Bowen (the 14th president of the University of Iowa) on the power of ideas and education. Secondly, Mr. Miles stated that he cares deeply about his fellow Iowans, and in particular about the education of young Iowans, and nowhere do we make a bigger impact on the educational development of young Iowans than at our Regents institutions. He would like to see the Board of Regents, State of Iowa succeed in its vision of being the nation's higher education leader by developing the best educated state in the nation by creating new knowledge that improves Iowans' quality of life and by employing the resources of the Regents institutions to serve the needs of Iowa and the world. This cannot be done without the ideas, energy, and active assistance of the faculty of the University of Iowa, Iowa State University, and the University of Northern Iowa.

Mr. Miles commented that he had only been a Regent for a short time and did not have a "twelve-point program" for the future of the Regents institutions. His primary purpose in coming to the Senate meeting today had been to listen to faculty and learn of ways that we can all make the Regents institutions the best that they can be. However, he would like to share his initial impressions as a Regent. He noted that there is a steep learning curve for a new Regent, in spite, in his case, of his previous experience on a university board and familiarity with the challenges that universities face. He added that he understands and embraces the concept of shared governance. The scope, scale and complexity of the Regents institutions, however, are of a different order of magnitude. This is a 3.6 billion dollar enterprise, employing 45,000 Iowans (the largest employer in the state), and maintaining 34 million gross square feet in facilities. We purchase 300 million dollars in goods and services just from Iowans annually. One in five dollars (approximately 720 million dollars) of our support comes from Iowans through the state appropriations. We are therefore subject to the state's open meetings and public records laws. Those laws have a profound and largely – but not entirely – positive effect on the governance of the universities. The Regents universities are outstanding research institutions. One third of our faculty and staff is funded by external research dollars. For every dollar that the state appropriates to our general education budget, the universities generate another \$1.58 in grants, contracts, gifts, and non-resident tuition. Most importantly, the Regents universities educate students, more than 69,000 of them in the fall of 2007. Nearly 75% of these students were Iowa residents. Many thousands more Iowans took courses through distance education.

Mr. Miles noted that he had not fully appreciated the quality of the Regents institutions until joining the Board of Regents, State of Iowa, and listed a few examples: the University of Iowa has ranked among the 25 best public universities in the country in each of the last seven years. Seventeen of the graduate or specialty programs rank in the top ten in the nation. During the last fiscal year the university received a record three hundred and eighty-two million dollars in research and education grants. Writers with Iowa connections this year alone have received two National Book Awards and an Oscar. The UIHC has consistently been ranked among the country's best hospitals. It is essential that we maintain and enhance the quality of the Regents institutions. The Board of Regents needs to do a better job of communicating the value of our Regents institutions to the citizens of Iowa. The Regents institutions individually have developed strong connections to their students, alumni, parents and their local communities, but the funding is received collectively as "the Regents institutions." Mr. Miles offered the example of the University of Maine system which bills itself as "Maine's public universities." The Board of Regents should develop a communication plan similar to this, and also do a better job of listening to citizens' concerns regarding the universities.

The long-term financial health of the three schools must be protected. The challenge in recent years is decreasing support from the state. In 1981, more than seventy-seven cents of every dollar in the general fund came from state appropriations. In fiscal year 2001, that ratio began to change significantly, falling to a low of forty-eight cents in fiscal 2007. Last year marked the first increase in the proportion of our general education funding coming from state appropriations in many years. That support is by no means assured. Today's state appropriations remain essentially unchanged from 1999 levels. Therefore, our faculty remain underpaid in comparison to our competitors. Since 1999, tuition has nearly doubled. Our traditional sources of funding will not carry us forward. There will be continued pressure on state budgets, and the public will have little tolerance for large percentage increases in tuition. Research funding, licensing and royalty revenues, and fundraising are revenue sources that we will need to tap more effectively.

Mr. Miles expressed concern regarding affordable access for Iowa's neediest students. In 1980, the Pell grant covered 72% of public university costs. By 2006, it covered only 30%. Nationwide, state governments provide per capita grant aid of approximately \$1000 per fulltime entering freshman. In Iowa the public universities receive \$115 per fulltime entering freshman. As a result, 68% of Regents institutions students graduate with student debt, the second highest in the country. Their average balance is about \$23,000, the sixth highest in the country. Nationally 74% of students work, averaging about 25 ½ hours per week. Mr. Miles will soon be asking the Board office to look into the issue of access for low-income students.

The Board of Regents needs to better fulfill its responsibility as the state's higher education leader. The Regents institutions are the flagships of higher education in the state. As such, we have the opportunity and responsibility to make the case for the social and societal value of higher education generally and the Regents institutions in particular. The Board should be the voice of higher – and perhaps all – education in the State of Iowa. Iowa must not lose its standing as the education state. Only the Regents institutions have the stature and legitimacy to take an active role in all issues affecting education in the state, to work with independent and community colleges and

universities, and to work with leaders of the pre-K-12 system. Major challenges face us. We can only prevail by working collaboratively with faculty and administration at each university.

It is not unusual for those in the business community to be puzzled by the role of faculty in higher education. There is no comparable group in the business world. Faculty are not employees in the traditional sense. The soul of any university is its academy. Mr. Miles said he would look to faculty to take the lead on matters relating to curriculum, methods of instruction, research, and faculty status. Faculty are the “keepers of the flame,” that is, the institutional memory and the guardians of the academic standards and culture of our institutions. The best way for Regents and faculty to work together is through respectful collaboration. We share a common interest in the success of the university; only by working together can we make the University of Iowa the best that it can be.

In 1847 the Iowa legislature made the decision to invest in their state’s and their children’s future by creating a state-funded university. Since that time, hundreds of thousands of Iowans have attended our public universities, enriching not only their own lives, but the economic and cultural vitality of our state. Mr. Miles thanked the entire University of Iowa faculty for their contributions to research, education and service at the university, and challenged all of us to provide the essential leadership to ensure that we continue to build on the academic excellence of the university and higher education across the state. Iowa will be a stronger, more competitive, and more vibrant state because of our efforts. Mr. Miles then took questions from the audience.

Professor Tachau commented on the need to get the word out regarding how hard faculty work; surveys indicate that this is about 55-60 hours per week. Mr. Miles responded that he has no doubt that faculty work extremely hard, but welcomed any data that he could be provided with to show others. Secretary McGuire questioned how the academic mission of the university could be preserved when the university is faced with pressure to be an economic engine for the state. Mr. Miles responded that the universities already are economic engines for their communities. He acknowledged that there is some dissatisfaction among the public regarding how much of the research done at the universities is turned to economic profit. We must do a better job of communicating what economic engines the universities already are. Secretary McGuire commented that the universities’ role in “educating well” is an essential contribution to the economic well-being of the state.

Professor Mangum expressed thanks to Regent Miles and Regent Evans for serving on the Board of Regents. She noted that her field, English, does not often generate a lot of money, but can contribute substantially to the quality of life of Iowans. Those in less-understood fields such as English and History would seek opportunities to further educate the Regents on the contributions of their fields. Mr. Miles commented that this is another message that needs to be widely reported throughout the state. Also, pressure to generate revenue through research does not usually fall on fields such as English, and there is no push to make the Regents institutions into vocational colleges. Still, it would be helpful for faculty in these fields to make connections throughout the state.

Professor Cox encouraged Mr. Miles to be less pessimistic regarding state funding for higher education. In his experience living in different states, Iowans are quite willing to provide funding for education.

Mr. Miles asked the senators what the Regents should know. Vice President O'Hara commented that the University of Iowa is distinct from the other Regents institutions, not better, just distinct. The Regents have historically treated the three schools as if they were the same, for example when differential admissions standards are discussed. Perhaps the three schools could be allowed to pick their own paths and follow them more independently. Secretary McGuire noted that faculty are engaging with the state in ways that were not done previously. Mr. Miles commented that Iowa State University, through its extension programs, and the University of Northern Iowa, through its teacher preparation program, have developed ties throughout the state. The University of Iowa does not have a similar sort of extensive outreach at this time.

Past President Kurtz thanked Mr. Miles on behalf of the Faculty Senate for his leadership and the leadership of the "reconstituted Board" for bringing back a sense of openness and collegiality to the running of the public universities in Iowa. He stated that this was an enormous service to the state.

President Sharp thanked both Regent Miles and Regent Evans for coming to today's Senate meeting.

V. New Business

- *Consensual Relationships Policy (Judie Hermsen, Human Resources)*

Ms. Hermsen stated that the university was a pioneer in establishing such a policy in 1986, when the policy was a part of the Sexual Harassment policy. The Consensual Relationships policy became a separate policy in 2001, as these are two different issues. In situations where both policies might apply, the Sexual Harassment policy would take precedence. The Consensual Relationships policy recognizes the importance of professionalism, mutual respect, and mutual trust, and also recognizes the inherent power imbalance in relationships involving an instructor and a student. The section on discouraged relationships has been removed, as healthy relationships may develop in a university community, and it is difficult to define and manage a "discouraged relationship." The term "faculty" was changed to "instructors" because the definition of individuals included under this term was expanded to encompass academic advisors, coaches, residence hall professionals, anyone who can evaluate a student in an instructional context. The term "instructional context" was also defined. The definition of "student" was likewise broadened to include post-doctoral fellows, medical residents, and summer camp students. Under the policy it is the responsibility of the instructor to disclose the consensual relationship, but there is a provision for a third party to disclose the relationship; this is what happens most often. Once the potential violation is brought forward, the policy provides for establishment of a management plan to manage the relationship, similar to the management plan that is suggested under the Conflict of Interest in Employment policy. Most management plans would primarily consist of removing the instructional context between the instructor and the student. The management plan would be provided to the instructor, who can either comply with it or challenge the determination that the violation has occurred.

Professor Tachau moved and Professor Drake seconded that the revised Consensual Relationships Policy be approved. The motion was unanimously approved.

- *Proposed changes to the Operations Manual for DEO and Program Director Reviews (Michael O'Hara)*

Vice President O'Hara explained that this is a policy that was developed in response to a change made several years ago to the process of decanal review. At that time, the review policy for deans was separated from the review policy for DEO's and program directors. A comprehensive policy was developed only recently for DEO's and program directors, who must undergo review no later than the fifth year following initial appointment or prior to reappointment. The proposed policy has been reviewed by the Office of the Provost and approved by the Faculty Council.

Professor Fieselmann noted that the policy does not mention diversity. He suggested that such language could be added to item d.(3) of the policy. President Sharp commented that the Gender Equity Task Force had recommended that accountability on diversity issues be required of departmental and unit leadership. There was some discussion regarding how this should be worded, but it was decided that Vice President O'Hara would draft some language and bring the revised policy to the next Faculty Council meeting. Professor Tachau suggested checking if similar language was included in the review policy for deans.

VI. Gary Barta, Athletic Director

President Sharp introduced Athletic Director Gary Barta. Mr. Barta thanked the Faculty Senate for inviting him and indicated that he would be willing to make yearly appearances before the Senate. He commented that athletics is not the most *important* thing that happens on this campus, but it is arguably one of the most *public* things. He had very high expectations upon taking the position of athletic director here; he has had various challenges along the way, but the position has far exceeded his expectations. He noted recent team successes in wrestling, women's basketball, and field hockey. The Athletics program has a strong commitment to academic success, because of both expectations and tradition. Student athletes usually graduate at rates at or above the general student body. The four-year graduation rate for student athletes is 68%, while the rate for the general student body is 64%. Our student athletes graduate at a rate higher than our national peers (84% at Iowa, 77% nationally). Our athletes are also very competitive against our Big Ten peers academically (Iowa is in 4th place).

The University of Iowa does more with less. The university's budget (minus the hospital) is 1.5 billion dollars, with 61.5 million, or 4% of the overall budget, going to Athletics. None of that money, however, is from the general fund. It is all self-generated, from sales of tickets, television, radio, fundraising, tee-shirts, etc. Iowa has the sixth largest athletics budget in the Big Ten.

Athletics recently completed a strategic plan, patterned after the Iowa Promise. The plan includes facilities, budgets, academics, etc. Our goal is to win, to graduate, and to do it the right way. Mr. Barta commented on off-the-field football issues; there has been a higher than normal incident rate this year. Athletics is working to make sure this is an abnormality, but is taking it very seriously. In spite of educational programs, mentoring, etc., we must find a way to do better. He is pleased at the way Coach Ferentz has handled this issue, swiftly and consistently. The media needs to report on the bad decisions of some student athletes, but Mr. Barta reminded the group that Iowa has over 700 student athletes who are wonderful young people. He thanked Chuck Lynch and the

other faculty on the Presidential Committee on Athletics, and also Betsy Altmaier (Faculty Athletics Representative to the Big Ten Conference and the NCAA), for their work.

Professor Fieselmann asked Mr. Barta to comment on the Big Ten Network, especially in connection with spreading the university's message around the state. Mr. Barta responded that this is the number one issue that the Big Ten is working through right now. It is a great network; 31 million homes have it, 50% of homes in Iowa get the network. There are ongoing talks with cable companies regarding distribution. Once this problem is solved, it will be a great asset to the Big Ten conference and the university. The passion of Iowa and Big Ten fans is the reason why network executives believe it will be successful. Ninety million homes will eventually be able to watch Iowa athletics. Professor Cox asked if sponsors other than beer companies could be found for the radio broadcasts of athletics events. Mr. Barta noted that no alcohol advertising is allowed in athletic venues or other campus facilities; the one exception is radio advertising, which has been going on for a long time and there are no plans to change that. Professor Tachau noted that the purposes of advertisers and network executives sometimes differ from our own. Games are scheduled in such a way that sometimes makes it difficult for student athletes to attend class regularly. Although Mr. Barta didn't disagree with much that was said, the data regarding academic success of our student athletes indicates that we are not being negatively impacted by these schedule changes. We also have a policy prohibiting student athletes from missing more than eight classes per semester (for athletic events). We need to manage this issue in a way that works for us and yet still be competitive. It is not a perfect world, but overall the positives of university athletics outweigh the negatives.

VII. New Business (continued)

- *Revision to the Operations Manual policy regarding clinical faculty as PI on grants (Lynn Richman)*

Professor Richman noted that this recommendation has already been approved by the Faculty Council. In the current wording of this policy in the *Operations Manual (III.17.17(4))*, the phrase "clinical faculty" was used in the sense of volunteers in clinical settings (now called "adjunct"), and does not refer to the faculty members now carrying the title of "clinical." What is proposed is to eliminate the word "clinical" (faculty) from the list of those prohibited by this policy from serving as project directors on university grants and contracts.

Professor Fieselman moved and Professor Woodhead seconded that the policy wording regarding clinical faculty as PI on grants be edited as proposed. The motion was unanimously approved.

- *University SSN plan update (Jane Drews, Information Technology Security Officer)*

Ms. Drews appeared on behalf of the University Social Security Number (SSN) Committee. She stated that activities were well underway to convert the central university-level applications and computer systems away from using social security numbers wherever possible. This effort has been going on for several years, with a deadline of June 30, 2008, for completion. She also explained that a communication

had recently gone out requesting cooperation from faculty and staff to assist in eliminating SSN's from desktop and laptop computers wherever possible. Departmental file servers will also be scanned for SSN's. Many colleges have followed up this initial communication with instructions of their own.

Professor Tachau questioned if individuals would be removing their own SSN's from their computers. Ms. Drews responded that that was a personal decision, but recommended that people do so and noted some recent security breaches involving stolen laptop computers, etc. All non-essential storage of SSN's should be eliminated. Another senator asked if the University SSN Committee had coordinated their efforts with the hospital. Ms. Drews stated that there were hospital staff on the committee, and it has been working with UIHC on this issue. Research data is of special concern here. Professor Kletzing asked if there had been consideration of providing encryption solutions to protect other student information such as grades, etc. Ms. Drews answered that encryption resources are available now. She added that encryption needs to be used correctly to be effective. Professor Tachau noted that SSN's cannot be removed from the payroll system, and many people now receive salary letters, etc., electronically. Does this mean such items should not be stored electronically? Ms. Drews commented that Professor Tachau was correct. Although Human Resources is required to store SSN's, HR reports have been modified so that SSN's appear on them only when absolutely necessary. Financial systems (E-voucher, ProTrav, etc.) are the last to be converted, and must be converted in conjunction with each other by June 30.

- *UIHC CEO Search Committee (Mary Greer, Health Care Information Systems and Stacey Cyphert, Health Science Governmental Relations)*

Mr. Cyphert accompanied his remarks with a Power Point presentation. He explained that the dual title of the individual being sought is Associate Vice President and Chief Executive Officer of the University of Iowa Hospitals and Clinics. There is broad membership on the large search committee; it includes people from the hospital and the College of Medicine, as well as two Regents, hospital employees, medical residents, and community representation. A search firm, Heidrick and Struggles is also being used. The search began on February 5, when Vice President Jean Robillard gave the committee its charge. The committee is in the stage of identifying qualifications for the position and will then seek and screen candidates and make a recommendation. Regarding the timeline, the committee plans to interview off-site in early May, and then in late May or early June bring candidates to campus. Mr. Cyphert requested that names of possible candidates be phoned in to Kathleen Barbee (353-8465). Also, if you have thoughts on what this individual should accomplish in this position, please convey that to the search committee.

Professor Tachau recommended that the search committee maintain its own database of nominations, separate from that of the search firm.

- *Promoting a More Sustainable Campus (Jim Throgmorton, Urban and Regional Planning)*

Professor Throgmorton explained that he was appearing on behalf of a group of faculty, staff, and students, who believe that "it is time for this university to take some big strides toward becoming a much more sustainable place, and by doing so to become an exemplar for action in Iowa City, the region, the state, and perhaps the U.S. as a whole.

A convenient but incomplete way to put this is to say that now is the time for The University of Iowa to become one of the ten greenest (most sustainable) universities in the country.” The group had submitted a motion to the Faculty Council at their February 19 meeting; the Council amended and approved that motion. Professor Throgmorton was now submitting a resolution based on that motion to the Senate. He then read the full text of the resolution.

Past President Kurtz moved and Professor Scruggs seconded that the Faculty Senate Sustainability Resolution be approved.

Past President Kurtz went on to suggest two revisions to the text of the resolution; one, that the word “by” in the second line be removed, and the other, that the phrase “jointly with them” be removed from paragraph seven, as the Faculty Senate cannot compel the presidents of UISG and Staff Council to do this. Professor Tachau suggested the language, “...and urge them to join with our officers in encouraging President Mason to...”

The motion was unanimously approved.

VIII. Announcements

- The next Faculty Council meeting will be Tuesday, April 1, 3:30 – 5:15 pm, Commons Room, 302 Schaeffer Hall.
- President’s Reception for Faculty Senate, Wednesday, April 2, 5:00 – 6:30 pm, 102 Church Street
- Faculty Senate Symposium on benefits, Tuesday, April 8, 3:30-5:30, Senate Chamber, Old Capitol.
- AAUP-Faculty Senate Tenure Workshop, Tuesday, April 8, 6:30-9:00 pm, Galagan Auditorium, Dental Science Building. Please encourage junior faculty members to attend.
- The next Faculty Senate meeting will be Tuesday, April 22, 3:30 – 5:15 pm, Senate Chamber, Old Capitol. Election of officers will take place.

IX. Adjournment – President Sharp adjourned the meeting at 5:05 pm.