

FACULTY SENATE
Tuesday, March 25, 2014
3:30 – 5:15 pm
Senate Chamber, Old Capitol

MINUTES

- Senators Present: F. Abboud, S. Ali, D. Anderson, T. Anthony, S. Baker, C. Bohannon, J. Brown, A. Budd, K. Chandran, J. Colgan, S. Daack-Hirsch, D. Dawson, E. Epping, E. Ernst, R. Ettinger, N. Fethke, K. Gerken, F. Gerr, E. Gillan, K. Glenn, N. Grosland, T. Havens, K. Kieran, J. Kolker, A. Kwitek, G. Lee, K. Markon, J. McNamara, A. Merino, P. Muhly, F. Nothwehr, J. Paulsen, J. Pendergast, L. Ponto, E. Prussing, L. Storrs, E. Wasserman, E. Ziegler.
- Officers Present: D. Cunning, R. Fumerton, E. Lawrence, A. Thomas.
- Senators Excused: I. Barbuzza, H. Bartlett, C. Getz, B. Hoskins, Z. Jin, K. Light-McGroary, D. Murry, R. Rocha, A. Rodriguez-Rodriguez, S. Schultz, T. Treat, D. Wilder, R. Williams.
- Senators Absent: J. Adrain, L. Ayres, C. Benson, D. Black, P. Brophy, J. Buatti, T. Burstain, D. Caplan, F. Durham, C. Fox, S. Gardner, G. Lal, N. Langguth, A. Lee, J. Murry, G. Penny, S. Richardson, Y. Sato, W. Schmidt, D. Segaloff, S. Seibert, J. Solow, B. Thompson, M. Voigt, S. White, T. Yahr.
- Guests: G. Barta (Athletics), B. Butler (Provost), C. Colvin (Research Council), R. Hichwa (Office of the Vice President for Research and Economic Development), G. Martin (Office of the General Counsel), L. Zaper (Faculty Senate Office).

- I. Call to Order – President Lawrence called the meeting to order at 3:35 pm.
<http://www.uiowa.edu/~facsen/archive/documents/Agenda.FacultySenate.03.25.14.pdf>.
- II. Approvals
- A. Meeting Agenda – Professor Ziegler moved and Professor Gillan seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Senate Minutes (February 11, 2014) – Professor Gillan moved and Professor Ziegler seconded that the minutes be approved. The motion carried unanimously.
- C. Committee Appointments (Alexandra Thomas, Chair, Committee on Committees)
- Thomas Schmidt (Physiology) to replace Jun Ni (Radiology) on the Council on Teaching, Spring 2014
- Professor Gillan moved and Professor Ettinger seconded that the appointments be approved. The motion carried unanimously.

III. New Business

- *Provost Barry Butler*

President Lawrence introduced Provost Barry Butler, indicating that he had received his engineering degrees from the University of Illinois at Urbana-Champaign. He has worked as a visiting research fellow for the U.S. Navy and as a visiting faculty member at a university in France. Provost Butler came to the UI in 1984, joining the department of Mechanical and Industrial Engineering in the College of Engineering. He served as dean of the College for ten years. In 2010 he became Interim Provost, and was permanently appointed to that position in May of 2011. President Lawrence added that last year Provost Butler had spoken to the Faculty Senate about one aspect of the strategic plan, outreach and engagement. This year, he planned to talk about another aspect of the plan, student success.

Provost Butler commented that he meets frequently with the Faculty Senate officers to discuss campus issues and that he finds the input of the Senate leadership to be highly beneficial. He also meets on a regular basis with the staff and student leadership. Provost Butler then thanked those faculty and staff members who recently have participated in the effort to compile information on short notice for the Deloitte efficiency review currently underway. He noted that many faculty and staff members were scheduled to participate in interviews with the reviewers next week. In response to a question, he commented that he did not know of any “hidden agenda” for the efficiency review. He added that a wide variety of data, on topics from finances to hiring, had been provided to the reviewers. Professor Pendergast asked why the university was required to pull together so much information in such a short time frame. Provost Butler responded that some of the information was readily available, while other data required interpretation. He added that all members of the campus community will have the opportunity to hear more about the goals and process of the efficiency review during the town hall meeting with Deloitte staff scheduled for later in the week.

Provost Butler then turned his remarks to the first pillar of the strategic plan – student success. He stressed that a strong liberal arts general education core serves as the foundation for our graduate and professional programs. Regarding the undergraduate level, Provost Butler noted that the pipeline to the university can start very early, with university-sponsored programs engaging children at a young age. When students arrive on campus, they are encouraged to strengthen their ties to the university through orientation, first-year seminars, and living-learning communities. As students progress through their university careers, various support mechanisms are made available to them, including tutoring, mentoring, health and wellness services, and job placement guidance. Learning spaces on campus are designed and structured around students’ needs. Service learning and research opportunities further enhance the educational experience. Students then graduate and become alumni who maintain an affinity for the university.

Referring the group to a handout containing data from the Student Experience of the Research University (SERU) survey, an initiative of the Center for Studies in Higher Education at the University of California at Berkeley, Provost Butler indicated that about one-third of UI students typically respond to the survey when it is administered each year. He urged that departments invite Wayne Jacobson, Director of Assessment in the Office of the Provost, to

discuss detailed results of the survey with their faculty members. Provost Butler noted briefly that the survey indicates that UI students have a high rate of satisfaction with their academic and social experiences at the university and a strong sense of belonging on campus. Students give equally high marks to the quality of the instruction they receive from faculty members. Provost Butler then touched upon the financial literacy efforts that the university is making to help students understand the consequences and management of higher education debt.

Turning to graduate and professional programs, Provost Butler commented that services are in place at both the departmental and Graduate College level to facilitate the success of our graduate and professional students. He added that a number of accelerated graduate programs have emerged recently, in both the College of Public Health and the College of Law, allowing particularly strong undergraduate students to enter graduate programs early. In conclusion, Provost Butler stated that retaining and graduating undergraduate students are topics that have been in the national press quite a bit lately and that the university is doing well in these areas; he thanked faculty members for their contributions to these efforts. President Lawrence commented that in her experience Provost Butler has been very responsive to the concerns of the Faculty Senate officers and she thanked him for his commitment to shared governance.

- *Gary Barta, Director of Athletics*

President Lawrence introduced Gary Barta, now entering his eighth year as Director of Athletics. She noted that Mr. Barta has presided over an expansion of UI athletics. There are currently more than 600 student athletes and more than 225 coaches, administrators and support staff. During the 2012-13 academic year, eight teams participated in national championships. There has also been steady progress in terms of facilities improvements. Regarding academics, UI student athletes this year attained a 72% graduation rate.

Mr. Barta thanked the senators for the opportunity to appear before them. Following up on Provost Butler's remarks, he commented upon the Athletics Department's involvement in retention efforts, noting that the department offers a first-year seminar and plays a role in orientation events. He added that athletics may not be the most important endeavor on campus, but that it can help foster a sense of belonging among students. Mr. Barta drew the group's attention to the three-legged milking stool he had brought with him to illustrate the three components of the Athletics Department's strategic plan. The three "legs" of the plan are *to win*, *to graduate*, and *to do it right*. If any one of these three legs is removed, he added, the stool will tip over; in other words, the Athletics Department would fail in its mission.

Turning to academic achievements among UI's student athletes, Mr. Barta noted that student athletes had achieved a 72% graduation rate this year. Last year's rate had been 77%, a record high. For eleven of the past thirteen years, student athlete graduation rates have exceeded rates for the general student body. He noted that while student athletes have access to extensive tutoring services, they also devote a great deal of time to athletics. Mr. Barta then explained that the NCAA has developed a metric called the graduation success rate. The university has attained a record high of 88% this year by that measurement. The football team's graduation success rate reached 82%, putting the UI in 17th place among the 72 institutions that participate in the bowl games. Among the Big Ten institutions, the UI football team typically

places third after Northwestern University and Penn State University. Mr. Barta noted faculty involvement in athletics issues through the Presidential Committee on Athletics, chaired by Professor Bill Hines, and the Faculty Athletics Representatives, Professors Ellen Herman and Gene Parkin.

Athletic teams have achieved some notable successes this year. The women's basketball team is in the midst of the NCAA tournament, and is the only Big Ten team that has appeared in the tournament for seven consecutive years. The men's basketball team made a brief appearance in the NCAA tournament, after an absence of nine years. The football team participated in the Outback Bowl on January 1. Only seven institutions nationwide achieved this triple accomplishment this year. Attendance rates at the games of these three teams are among the highest in the country. A number of other teams have made it to a high level of competition this year, including soccer, wrestling, and golf. He added that faculty members would undoubtedly be impressed by the vast majority of the over 600 student athletes on campus. In spite of busy schedules filled with academics and athletics, they also find time to engage in volunteer activities within the community.

Mr. Barta commented that athletics at UI is self-sustaining and has been since 2007. He added that in his experience faculty members tend to fall into three categories regarding athletics. Some are strong and enthusiastic supporters, others are only mildly interested or indifferent, while a third group questions the very existence of athletics on a university campus. Regarding this last group, Mr. Barta said that the goal of his department is to run the athletics program in such a way that this group of faculty members would at least have confidence that athletics is being managed in a positive way.

- *Research Misconduct Policy Revision (Richard Hichwa, Senior Associate Vice President for Research)*

Senior Associate Vice President Hichwa explained that the university's research misconduct policy covers instances of fabrication, falsification, and plagiarism in research. This definition of research misconduct has emerged from the federal funding agencies, and most modifications to the UI policy seek to make the policy consistent with those agencies' regulations and to clarify language. Additionally, the revised policy addresses an issue that has posed some difficulties in the past during the investigation process. The current policy calls for the creation of an ad hoc investigative committee, once the Research Integrity Officer deems an allegation of misconduct substantive enough to warrant further examination. This ad hoc committee is required to be composed of a faculty member from each of the eleven colleges. The revised policy, as proposed by the Research Council, sets the size of this committee at seven members, with no more than one member from any one college, because a smaller committee is easier to manage in the tight time frame during which an investigation must be carried out. The seven members would be drawn from a standing pool of about twenty available faculty members. In response to a question, Senior Associate Vice President Hichwa indicated that discipline-specific experts could be brought in to advise the seven-member committee on technical issues, if necessary.

Professor Pendergast moved and Professor Ziegler seconded that the revised Research Misconduct Policy be approved. The motion carried unanimously.

- *Human Rights Policy Revision (Ed Gillan, Conflict Management Advisory Group)*

Professor Gillan, a member of the Conflict Management Advisory Group, explained that last June President Mason had received an internal audit of some of the university's community policies. The audit indicated that while detailed policies exist for sexual harassment, violence, etc., human rights received only one brief paragraph. President Mason gave the Conflict Management Advisory Group, chaired by Associate Provost for Faculty Tom Rice and Director of Administrative Services in Human Resources Judie Hermsen, the task of expanding the human rights policy. Representatives of the shared governance bodies and the Offices of Equal Opportunity and Diversity, the Ombudsperson, Student Life and the General Counsel also served on the committee. Using the anti-harassment policy and existing anti-discrimination procedures as models, the group revised the human rights policy. Following approval by the Offices of the General Counsel and Equal Opportunity and Diversity, the revised policy moved through the approval process for the Faculty Policies and Compensation Committee and the Faculty Council. Professor Gillan noted that, unlike the other community policies, the respondent in the Human Rights policy could be a person *or* a unit. Like most of the other community policies, however, the human rights policy provides for both formal and informal complaint procedures.

Professor Pendergast asked if contractors or other individuals not working for or studying at the university, but on campus nevertheless for business or other endeavors, would be covered by the policy. Professor Gillan responded that this had been a point of discussion during the revision of the policy, but that the focus of the policy is on faculty, staff, and students. Professor Bohannon observed that it is the Office of Equal Opportunity and Diversity that makes the actual decision on whether a violation of the policy has occurred. She questioned why the policy stated, in section 3.3 c. *The purpose of the investigation is to establish whether, by the preponderance of the evidence, a reasonable basis exists to conclude that the respondent violated the Policy on Human Rights.* She found this to be a lesser standard of proof than simply *by the preponderance of the evidence.*

Professor Ziegler moved and Professor Bohannon seconded that the revised Human Rights Policy be approved with the phrase *a reasonable basis exists to conclude that* stricken from section 3.3 c. The motion carried unanimously.

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

V. Announcements

- A public meeting on the Deloitte efficiency study will be held on Friday, March 28, at 10 am in 100 Phillips Hall. Members of the Board of Regents, State of Iowa, along with President Mason and representatives from Deloitte will be present. All members of the UI community are invited to participate. President Lawrence encouraged faculty members to attend. The Faculty Senate officers will meet with Deloitte personnel on Friday, April 4, and she requested that senators send her questions or comments to pass on about the efficiency review.

- Faculty Senate officers from all three Regents institutions will be requesting that members of the Board of Regents have regularly-scheduled luncheons with faculty members when Regents meetings are held on each campus. This will be an opportunity for the Regents to learn more about what faculty do and to open lines of communication between faculty members and Regents. Luncheons will likely focus on specific themes, for example, faculty members who have just completed career development awards will talk about the impact of those awards on their careers.
- Online Faculty Council elections begin on Friday, March 28. Please encourage your colleagues to participate.
- The annual Tenure Workshop, sponsored by the UI AAUP, Faculty Senate, and the Provost's Office, will be held on Monday, March 31, 6:30-9:00 pm, in room 116 of Art Building West. The workshop will provide practical advice on how to be successful in obtaining tenure. Please encourage your tenure-track colleagues to attend.
- The next Faculty Council meeting will be Tuesday, April 8, 3:30-5:15 pm, University Capitol Centre 2390.
- The next Faculty Senate meeting will be Tuesday, April 29, 3:30 – 5:15 pm, Senate Chamber, Old Capitol. Election of officers will take place.

VI. Adjournment – Professor Havens moved and Professor Pendergast seconded that the meeting be adjourned. The motion carried unanimously. President Lawrence adjourned the meeting at 4:40 pm.