

FACULTY SENATE
Tuesday, December 1, 2009
3:30 – 5:15 pm
Senate Chamber, Old Capitol

MINUTES

- Senators Present: D. Anderson, J. Beckman, H. Butcher, A. Campbell, M. Cohen, J. Cox, E. Ernst, J. Fieselmann, S. Gardner, J. Garfinkel, G. Jogerst, B. Justman, S. Kurtz, E. Lawrence, B. McMurray, J. Menninger, F. Mitros, P. Mobily, D. Morris, N. Nisly, J. Pendergast, B. Rakel, J. Reist, L. Richman, L. Robertson, M. Sauder, S. Schultz, C. Scott-Conner, C. Sponsler, N. Street, S. Stromquist, R. Valentine, T. Vaughn, S. Vincent, R. Wachtel, J. Wadsworth, L. Wang, E. Wasserman, J. Wilcox, R. Williams, S. Wilson.
- Officers Present: E. Dove, D. Drake, M. O'Hara, K. Tachau.
- Senators Excused: N. Andreasen, S. Bishara, G. Buettner, D. Hammond, C. Kletzing, T. Mangum, G. Russell, V. Sharp, S. Staggs, H. Stecopoulos, M. Wilson Kimber.
- Senators Absent: J. Bertolatus, D. Black, M. Fang, E. Gidal, T. Gross, C. Helms, K. Kader, L. Kirsch, J. Kline, T. Kresowik, D. Look, D. Macfarlane, C. McCarthy, S. McGuire, R. Mutel, J. Polumbaum, T. Schnell, W. Sharp, P. Snyder, T. Stalter, M. VanBeek, C. Woodman, N. Zavazava.
- Guests: B. Eckstein (Office of the Provost), S. Johnson (Office of the Provost), W. Loh (Provost), L. Maxson (College of Liberal Arts and Sciences), L. Zaper (Faculty Senate).

- I. Call to Order – President Drake called the meeting to order at 3:34 pm.
<http://www.uiowa.edu/~facsen/archive/documents/Agenda.FacultySenate.12.01.09.pdf>.
- II. Approvals
- A. Meeting Agenda – Professor Kurtz requested that one additional replacement be added to the list of committee replacements. He nominated Christina Bohannan (Law) to fill the unexpired term of Tung Yin (Law) on the Senate, 2009-11. Professor Richman moved and Professor Cohen seconded that the agenda be approved as amended. The motion was unanimously approved.
 - B. Faculty Senate Minutes (October 20, 2009) – Professor Cohen moved and Professor Justman seconded that the minutes be approved. The motion was unanimously approved.
 - C. Committee Replacements (Ed Dove, Chair, Committee on Committees)

- Scott Wilson (Internal Medicine) to fill the unexpired term of Michael Cohen (Pathology) on the Council, Spring 2010
- Erling Anderson (Anesthesia) to fill the unexpired term of Michael Cohen (Pathology) on the Senate, Spring 2010
- Gerald Jogerst (Family Medicine) to fill the unexpired term of Anne Sullivan (Family Medicine) on the Judicial Commission, 2009-10
- Susan Schultz (Psychiatry) to serve as a temporary short-term panelist on the Judicial Commission
- Christina Bohannon (Law) to fill the unexpired term of Tung Yin (Law) on the Senate, 2009-11

Professor Mitros moved and Professor Richman seconded that the replacements be approved. The motion was unanimously approved.

III. New Business

- *Consensual Relationships Policy (Susan Johnson, Associate Provost for Faculty)*
Associate Provost Johnson explained that this policy had been previously approved by the Faculty Senate (March 25, 2008). However, subsequent to the Senate's approval, a section on confidentiality (5.6) was added to the policy. Staff Council and UISG have already approved the addition to the policy. There was a further delay in bringing the revised policy back to the Senate for approval because of a potential conflict between this policy and the revised sexual harassment policy; it is unlikely now that there will be a conflict between the two policies. According to Associate Provost Johnson, the confidentiality section contains standard language for such a statement. She also pointed out two minor wording changes that the Council had made to the document (indicated in the comment boxes on pages 7 and 8). Associate Provost Johnson requested the Senate's approval of the revised policy.

Professor Scott-Conner moved and Professor Cohen seconded that the revised Consensual Relationships Policy be approved. The motion was unanimously approved.

- *Update on Professional Development Awards (Wallace Loh, Executive Vice President and Provost)*

Prior to Provost Loh's presentation, President Drake briefly discussed the state and university's budget situation. He reminded the Senate that the state's Revenue Estimating Conference had forecast a dismal revenue picture for Iowa at its last meeting in October. Consequently, Governor Culver had ordered 10% across the board budget cuts for all state entities. This had given the Regents institutions only a few weeks to develop comprehensive plans for making these reductions on their campuses, and the Faculty Senate leadership worked closely with university administration to determine where to make these cuts. The universities presented their plans to the Board of Regents, State of Iowa at the late October meeting. On the UI campus, one of the primary areas identified for reduction was the university's contribution to employees' TIAA-CREF retirement plans (diminished from 10% to 8% until June 30, 2011). An early retirement program was also proposed. Because a significant amount of ARRA funds remained unspent, the university was able to use these monies to make up the difference in the budget cuts. Consequently, there has been no need to implement furloughs, significant layoffs, or pay reductions. By contrast, Iowa State University and the University of Northern Iowa are unfortunately experiencing mandatory furloughs and pay reductions.

Still, our university has been required to cut a total of \$66 million from its budget during a period of one year; this equals about 27-29% of the total state appropriation to the university. It currently seems unlikely that this money will be returned to the university soon, for the state is facing a projected deficit of \$1 billion. The administration is generally predicting that next fiscal year (2011), the state will encounter a “budget cliff.” This is the background behind the Board of Regents’ request that the university presidents consult with their faculties regarding the possibility of not funding any Professional Development Awards (PDA’s) for the 2010-11 academic year. All three universities, however, have defended their need for PDA’s.

At this point, Provost Loh was invited to speak to the Senate. He stated that the university administration is committed to supporting faculty research. He recognized that the amount of outside funding opportunities for faculty in the humanities and arts is not comparable to that available for faculty in the sciences, and he added that faculty research supported by General Education Funds is essential to the university’s research mission. Nevertheless, the university being decentralized, PDA’s are funded at the collegiate level rather than by the Provost’s Office according to Provost Loh, and decisions regarding which PDA applications to submit to him are made by the colleges. Meanwhile, the deans are currently working on their plans to incorporate \$34 million of cuts into their budgets for FY2011 and have not yet begun working on plans to incorporate the additional 10% budget cut mandated by the governor. One effect of the \$34 million budget cut that we already know, is that at least 150 teaching assistantships will be eliminated. Unfilled positions and early retirements will also decrease the number of continuing faculty lines. This, Provost Loh explained, is the environment in which deans were asked to consider how many PDA’s they could afford to fund in FY2011.

Provost Loh then used a Power Point presentation to provide background information on the PDA’s themselves. The first several slides showed the number of applications and the success rates for the Faculty and Global Scholar Awards as well as the Career Development Awards. A total of 56 PDA requests have been made to the Board of Regents for FY2011. Provost Loh calculates the cost of these PDA’s as \$1,917,000 (a sum including research funding, estimated replacement teaching, and reallocation costs). Provost Loh expressed the opinion that this was an acceptable cost for 56 faculty members to carry out their research. Research and creative “outcomes” for FY2008 PDA’s numbered 688 – “outcomes” that included new books and articles, new courses, artistic performances and events, and grant applications funded and pending. This, Provost Loh said, means that each PDA results in about 10 “intellectual products.” As he indicated on another slide, the UI requests for PDA’s to the Board of Regents had ranged from 74 to 100 over the previous few years,. While over the previous few years the deans’ PDA approval rate had ranged from 81% - 92%, the current approval rate (that for FY2011) has dropped to 54%,. Provost Loh projected that when the economy recovers, the rate of approvals will also increase.

Provost Loh next invited Dean Linda Maxson of the College of Liberal Arts and Sciences to provide additional comments. Dean Maxson indicated that while in the past it was possible to fund nearly all the good PDA applications, because of the current budget situation her college

had to confine itself to funding only the best applications. The first task of the college had been to rank the applications according to quality. She added that, in comparison with other CIC institutions, the University of Iowa falls at the more generous end of the spectrum, treating faculty as eligible to apply for PDA's after approximately ten semesters, while other institutions may award them after approximately twelve to fourteen semesters. Early in the budget crisis, CLAS had lengthened the time period for receiving subsequent awards to eleven and then twelve semesters, thus providing some savings to the college. CLAS also had established a policy whereby, once the applications had been ranked according to merit, priority would then be given to those faculty who were applying for their first PDA, as career development support is especially critical early in a faculty member's career. She noted that CLAS faculty are not eligible for PDA's until after they have earned tenure. The deans had also examined applications for potential impact on the department's teaching mission and the individual's scholarship. The college had received 58 applications of which the deans recommended 28, the lowest number in many years. According to Dean Maxson, the college had approved so few because it did not have the fiscal resources to support more. She noted that, although faculty are willing to take on the courses of colleagues who are on leave, this cannot always be done, especially if someone is the lone specialist in a certain area in the department; therefore, some replacement instructors must be hired. Moreover, in addition to the 28 faculty recommended for PDA's, the Dean remarked that there are another 13 faculty who have continuing Faculty Scholar Awards. The Dean stated that having so many faculty with CLAS-funded awards adds up to a great cost for the college, which no longer even has a discretionary fund that could be used to hire visiting faculty. She noted also that in general the college has fewer faculty and more students than before and it is not always possible to increase class sizes. She compared the notion of allowing faculty occasional PDA's to the practice of rotating crops; when the faculty return they reinvigorate their colleagues and their students.

Discussion began with Professor Cox arguing that this particular funding cut goes to the heart of the research enterprise: the university has spent many years building a world-class reputation in the humanities and faculty sabbaticals play an essential role in maintaining that reputation. Professor Cox then took issue with the claim that the cut in PDA funding was linked to the state's budget crisis. He stated that no General Education Fund savings would be achieved through reducing the number of PDA's awarded, as those funds must still be used to pay the salaries of faculty regardless of whether they are on leave. Dean Maxson responded that in fact additional funds must be found to pay replacement instructors when faculty go on leave. Professor Cox acknowledged some cost for this, but expressed the opinion that the costs to the General Education Fund were minimal. He also perceived a discriminatory aspect to this issue, as it is mainly humanities faculty who apply for these awards, due to the limited outside funding available in the humanities. Therefore, humanities faculty are disproportionately affected by these funding cuts. That being so, he believes that these cuts send the message that humanities research is of less value than are other types of research.

Provost Loh acknowledged that most faculty who receive PDA's are in the humanities and fine arts, where there is less outside funding support available. He commented that great efforts have been made to protect the budgets of the departments most affected by the flood, particularly in the fine arts. Provost Loh added that the university's budget had been cut by

25% over the past year, yet the university managed not to implement furloughs or temporary reductions in pay. If it had, perhaps there might have been funds available for a higher number of PDA's. Provost Loh stated that he must balance this need for humanities research funding with a large variety of other needs. Dean Maxson added that another consideration for the college was whether a faculty member could continue research on campus (in a laboratory, for example) or needed instead to go somewhere else (e.g., an archive) to carry out the planned research; in her opinion, the college was aware of the research needs of faculty in the various disciplines.

Professor Wilcox pointed out that, although there is a cost to funding replacement instructors, there is a greater cost to CLAS in replacing faculty who choose to leave the university due to diminishing opportunities here for research leave. Dean Maxson responded that the university is facing unprecedented budget difficulties this year. She added that UI is the only CIC institution that provides Faculty Scholar Awards and typically about 30% of the applicants receive one. This sends a message regarding the university's strong support of faculty research.

Professor Stromquist acknowledged that the university may be more generous in providing research funding; it also faces more obstacles in recruiting the best faculty. Research funding opportunities are an important recruiting tool. Reducing the number of research awards leads to even greater obstacles in recruiting. Moreover, he continued, the PDAs do not cost nearly the amount included as "replacement" costs in the Provost's slide, because departments generally do not hire replacement instructors; instead, the faculty take on more students or teaching duties on behalf of their colleagues who are on leave, and this is the primary way in which PDA's are funded. Any funds spent on replacement instructors are a tiny fraction of the university's budget.

President Drake expressed agreement with the comments made. He stressed that the Faculty Senate Officers, as well as Provost Loh, fully understand the importance of the PDA's, and that Provost Loh has conveyed the importance of these awards to the Board of Regents. He urged that senators look at this proposed reduction in light of the possibility that the Board of Regents may decide that *no* PDA's be funded this coming fiscal year. Professor Wadsworth asked whether there are fields in which not receiving this type of award may severely damage one's career. Dean Maxson stressed that even during these difficult financial times, CLAS has tried to fund as many of the PDA's as possible in order to nurture people's careers. She added that perhaps the Regents and others might suppose that if the university can manage to let 70 faculty go on leave each year, then the university does not need as many faculty as we have; but in fact this is how a Research I university functions. Nevertheless, having faculty in the classroom rather than on leave next year will allow the university to teach more students and bring in more tuition dollars, revenue that is urgently needed. She encouraged the senators to think beyond the current crisis about the longterm well-being of the college and university.

Secretary Tachau commented upon the general benefit to the state of the PDA's. She compared them to continuing education efforts in other professions and noted that faculty who spend time at other institutions develop networks that can be used to place students after

graduation. President Drake commented that, as a scientific researcher who receives outside funding, he was impressed by the high success rate of PDA applicants. Grant applicants in his field experience a 10-15% success rate. Provost Loh noted that, although this recession is particularly severe, historically every recession comes to an end. What the university must do for now is take temporary measures to contain costs until the economic situation improves. One such measure is the temporary cut to TIAA-CREF employer contributions; this cut to the PDA's is another.

Professor Kurtz noted that other universities are managing their budget cuts through furloughs and layoffs. He added that he had heard a rumor that there is a perception that the UI is not trying hard enough to save money since there had been no furloughs and layoffs. President Drake responded that he believes there may be such a perception. Provost Loh noted that Iowa has a projected budget shortfall of one billion dollars. Additional budget cuts are, therefore, inevitable and it is not clear whether the university will be able to avoid layoffs and furloughs in the future.

Professor Menninger reiterated that PDA's are funded primarily by faculty members who take on the students or courses of those on leave and suggested that this funding through internal reallocation be emphasized to the Regents. On the other hand, he noted, the Regents may perceive this "additional productivity in reserve" as an indication that the university can make do with fewer faculty overall. Professor Scott-Conner also commented on the perception that if the university can send so many faculty away on leave at one time, then those faculty must not be needed. Professor Nisly suggested that we reach out to colleagues who are denied PDA's. She also stated that it is essential to protect jobs at this difficult time. President Drake agreed but added that we must protect the research mission as well. Professor Pendergast commented that we will most likely continue to experience economic difficulties for some time and we therefore must readjust our expectations.

IV. From the Floor – Professor Cox invited senators to the AAUP "budget blues" happy hour at Takanami immediately following the Faculty Senate meeting.

President Drake commented that he had attended the CIC Faculty Governance Conference at the University of Minnesota several weeks ago and that his colleagues there were impressed by the strength of the shared governance system at UI. He urged that we protect this "Iowa model," which the UI President and Provost strongly support.

V. Announcements

- The annual Faculty Senate/Iowa City Area Chamber of Commerce reception for area legislators will take place on Thursday, December 3, 4:30-6:00 pm.
- The next Faculty Council meeting will be Tuesday, January 19, 3:30-5:15 pm in the Penn State Room (337) of the IMU.
- The next Faculty Senate meeting will be Tuesday, February 2, 3:30 – 5:15 pm in the Senate Chamber, Old Capitol.

VI. Adjournment – Professor Wilson moved and Professor McMurray seconded that the meeting be adjourned. The motion was unanimously approved. President Drake adjourned the meeting at 5:05 pm.