FACULTY SENATE
Tuesday, February 8, 2011
3:30 – 5:15 pm
Senate Chamber, Old Capitol

MINUTES


Guests: B. Butler (Provost), G. Dodge (Chief Diversity Officer), D. Heldt (Gazette), M. Lukas (Office of the General Counsel), B. Morelli (Press-Citizen), T. Rice (Office of the Provost), J. Sayre (Parking and Transportation), A. Sullivan (Daily Iowan), M. Wright (Libraries/Parking and Transportation Charter Committee), L. Zaper (Faculty Senate)

I. Call to Order – President Dove called the meeting to order at 3:31 pm.
http://www.uiowa.edu/~facsen/archive/documents/Agenda.FacultySenate.02.08.11_000.pdf.

II. Approvals
A. Meeting Agenda – President Dove indicated that the item Old Capitol Update would be postponed until a later date. Professor Vaughn moved and Professor Pendergast seconded that the agenda be approved as amended. The motion carried unanimously.
B. Faculty Senate Minutes (December 7, 2010) – Professor Schoen moved and Professor Pendergast seconded that the minutes be approved. The motion carried unanimously.

C. Committee Replacements (Richard Fumerton, Chair, Committee on Committees)
   - Nicole Nisly (Internal Medicine) to fill a vacancy on the Judicial Commission, 2011-13.
   Past President Drake moved and President Dove seconded that the replacement be approved. The motion carried unanimously.

III. New Business
   - Report on Workshop on Support for Arts, Humanities, and Social Science Faculty Research (Ed Dove)
     President Dove reported that the Faculty Senate and the Obermann Center for Advanced Studies co-sponsored the workshop on Saturday, January 22. Attendees included Faculty Council members; many DEO’s from the arts, humanities and social sciences; Interim Provost Barry Butler; CLAS Dean Linda Maxson and staff from the Office of the Vice President for Research. Jim Leach, Chair of the National Endowment for the Humanities, was a guest speaker. The topic of the workshop was support for research time for faculty in the arts, humanities, and social sciences. Career Development Awards, cost-neutral alternatives and other possible supplemental research funding mechanisms were all discussed, along with other universities’ methods for funding such research. A white paper based upon these discussions will be produced and brought to the Faculty Council and Senate for consideration. White paper recommendations, if adopted, could impact all faculty at the university.

     Professor Menninger asked whether finances were discussed at the workshop. He referred to data indicating that arts and humanities departments generate greater funds for their institutions than they consume; this may not be widely known, especially by the state legislature. President Dove responded that the issue had not come up at the workshop, but he urged Professor Menninger to make this point again when the white paper is released. Professor Schoen asked when the white paper might be released and also if data on the percentage of faculty who apply for external grants would be included. President Dove responded that a release date for the white paper had not yet been set. He added that the white paper will include a data section indicating the numbers of faculty members who have applied for both internal and external research funding.

   - Anti-Retaliation Policy Revision (Judie Hermsen, Human Resources)
     President Dove indicated that the Faculty Policies and Compensation Committee had recently reviewed the revised Anti-Retaliation Policy and approved it for review by the Faculty Council. The Faculty Council reviewed the revised policy at its January 25 meeting and approved it for review by the Faculty Senate. Ms. Hermsen explained that she and Associate Provost Tom Rice co-chair the Conflict Management Advisory Committee, which had been charged by President Mason to review the Anti-Retaliation Policy. The Conflict Management Advisory Committee includes members from various offices on campus as well as from the governance groups. Past President David Drake had represented the Faculty Senate on the Committee.
Ms. Hermsen then described the revisions made to the policy. The committee had noted the emphasis on retaliation in response to whistle-blowing in the previous version of the policy and added language clarifying that the policy applies to retaliation in a wider context. The definition of retaliation was also broadened to include “purposeful exclusion from job interactions,” a phenomenon increasingly witnessed and reported by faculty, staff, and students. A paragraph was added to indicate that agreement to a confidentiality statement does not prohibit sharing information to report misconduct, unless such information-sharing is also prohibited by a law such as the Health Information Privacy and Accountability Act. Resources were added to the policy, including links to the websites of the Office of the Ombudsperson and other relevant offices. Definitions of “reporter” and “complainant” were clarified, as those terms could refer to different individuals. Language was included to extend policy coverage to persons with close associations with either reporters or complainants. Finally, examples previously included in the policy were removed, consistent with other university policies.

Professor Pendergast drew attention to the new section 11.6 Procedures a. Informal resolution (5) Informal complaints should be concluded within 30 calendar days of their inception. She found this language unclear and wondered what process was to be concluded within 30 days – the initiation of the complaint or the resolution of the complaint? Ms. Hermsen clarified that the investigation of the complaint should be concluded within 30 days. Professor Pendergast then drew attention to 11.6 Procedures b. Formal resolution (2) Investigations of formal complaints should be concluded within 45 calendar days of their inception and noted apparently conflicting language in these two passages. Ms. Hermsen pointed out that the latter passage referred to the formal resolution process which by definition might take more time because of the need for more investigation. Professor Pendergast urged that the language of the first passage be clarified. Maria Lukas, of the Office of the General Counsel, suggested that Investigations of informal complaints be substituted for the current language, in order to mirror the language of the second passage. Professor Pendergast then suggested that the word Non-organized be added before Professional and Scientific Staff in 11.6 Procedures b. Formal resolution (4) (d). The previous paragraph (c) referred to Organized Professional and Scientific Staff, so this clarification seemed necessary. Ms. Hermsen agreed to make that change as well.

Professor Pendergast moved and Professor Schoen seconded that the revised Anti-Retaliation policy be approved with the two wording changes for clarification suggested by the Senate. The motion carried unanimously.

- **Gary Barta, Athletic Director**
  President Dove introduced UI Athletic Director Gary Barta to the Senate. President Dove noted that Mr. Barta had previously held positions at North Dakota State University, University of Northern Iowa, the University of Washington, and the University of Wyoming before coming to the University of Iowa in 2006. Mr. Barta thanked the senators for inviting him to appear before them. He added that during his previous appearance he had told the Senate that athletics is not the most important thing that happens on campus, but that it is the most visible. He indicated that he believes those words are still true today.
Regarding academics, Mr. Barta stressed that the Athletics Department sets a goal of graduating student athletes at or above the rate of the general student body. For four of the past five years, the department has met this goal. This past year the graduation rate slipped, but the department anticipates meeting its goal again this year. The UI student athlete graduation rate exceeds that of many of its peer institutions. For example, the graduation rate for the football team is 64% compared to the national average of 55%. Mr. Barta indicated that there are a number of ways to measure graduation rates, but that the UI does well no matter what system is used. For example, using a measurement called the Graduation Success Rate (GSR), the UI scores at 84% compared to the national average of 79%. Within the Big Ten, the UI is ranked fourth. Mr. Barta credited Fred Mims, who has run the Athletic Department’s student academic services for nearly thirty years, with doing a tremendous job. Mr. Mims employs a full-time staff of fifteen people, along with tutors. Mr. Mims’ unit has a budget of $1.7 million annually and operates out of the Gerdin Athletic Learning Center. Student athletes from all the teams interact with each other there. Mr. Barta added that the Gerdin Athletic Learning Center was funded entirely with private support.

Touching on opportunities for faculty engagement with athletics, Mr. Barta noted the active role that Faculty Athletics Representative (FAR) Professor Betsy Altmaier has played for many years. President Mason has chosen Professors Ellen Herman and Gene Parkin to replace Professor Altmaier when she retires from the FAR position on July 1. Professor Herman is the current chair of the Presidential Committee on Athletics (PCA), a committee which offers an additional opportunity for faculty involvement with athletics. Mr. Barta noted that he has worked with both Professor Herman and her predecessor, Professor Charles Lynch. Mr. Barta reminded the group that prior to his arrival at UI, then UI President David Skorton named the PCA as advisory to the President and the Athletic Director. Adding that the PCA, along with the charter committees, is currently under periodic review by the President’s Office, Mr. Barta suggested that in the future faculty members with expertise in the areas of the PCA’s subcommittees be recruited for committee membership.

Turning to finances, Mr. Barta stated that since 2007 the Athletics Department has operated entirely without support from the General Fund.* He explained that the Athletics Department has a $70 million operating budget and ranks 7th out of the twelve Big Ten schools in the size of its budget. This equates to 4% of the university budget (minus the hospital) which totals $1.72 billion. Mr. Barta commented that he agrees with the Knight Commission on the principle of responsible spending in collegiate athletics programs. [Senators had received the report of the Knight Commission on Intercollegiate Athletics, Restoring the Balance: Dollars, Values, and the Future of College Sports prior to the meeting.] He acknowledged that concerns exist regarding the sustainability of current budget trends in collegiate athletics but he feels that UI is striking an appropriate balance between competitiveness and fiscal responsibility. He added that although Athletics Department funds come from private sources, spending decisions are made through standard university procedures.

Mr. Barta then mentioned some recent challenges the Athletics Department has faced. One of these challenges has involved the arrests of two student athletes. The two football players were not allowed to participate in the December Insight Bowl game and were eventually
dismissed from the team. Mr. Barta pointed out that these two young men were high scorers and their absence was a loss for the team; nevertheless, he added, winning isn’t everything and he felt that the decision to exclude them from the Bowl game was appropriate. Another recent challenge has been the hospitalization of thirteen student athletes participating in off-season workouts. Investigations are proceeding to determine the root cause of the illness. All of the student athletes have been released from the hospital and are recovering. Mr. Barta commented that social media, in spite of its benefits, can add another layer of complication to these and similar challenges.

Mr. Barta concluded his remarks by commenting that he knows faculty have a range of opinions on collegiate athletics; some faculty are fans, while others question the necessity of maintaining athletics programs. He stated that his goal is to run the UI athletics programs ethically, responsibly and with integrity. He also noted the economic benefits of athletics; for example, last fall’s seven home football games generated over $100 million in economic impact. In terms of public relations for the university, thirteen football games were televised nationally to 30 million viewers, while thousands follow UI athletics via Facebook and Twitter. He ended by saying that athletics can foster the esprit de corps of the university and the state.

Following Mr. Barta’s remarks, President Dove indicated that the Faculty Senate Officers had worked with President Mason to develop a list of possible candidates to take over as Faculty Athletics Representative upon Professor Altmaier’s retirement from that position. He further stated that Professor Michael O’Hara, who had represented the UI at the annual meeting of the Coalition on Intercollegiate Athletics in January, would make a presentation on that event at the next Faculty Senate meeting. A permanent COIA representative, to replace Professor Jean Jew who retired from the university last year, is still being sought. President Dove also noted that he serves on the committee to review the Presidential Committee on Athletics (mentioned earlier by Mr. Barta). He added that there is faculty representation on the committee to investigate the root cause of the hospitalizations of the thirteen student athletes.

*ADDENDUM: Mr. Barta later proposed a revision to this statement: “Turning to finances, Mr. Barta stated that since 2007 the Athletics Department has operated without support from taxpayers.”

- **Capital Campaign (Lynette Marshall, President and CEO, UI Foundation)**

  President Dove introduced Lynette Marshall, President and CEO of the University of Iowa Foundation. Ms. Marshall accompanied her remarks with a Powerpoint presentation and began by announcing that the combined UI/UI Foundation endowment pool had just recently surpassed the $1 billion mark for the first time, putting the UI in the company of a relatively small number of universities with a similar distinction. UI also ranks highly in terms of endowment performance, growth and payout. She noted that there are only two athletic conferences, the Ivy League and the Big Ten, in which all the members have endowments over $1 billion. Ms. Marshall stated that gift productivity for the last six months of 2010 had substantially increased over the same period of 2009. While the amount of direct cash gifts to the UI Foundation had decreased slightly, the amount of pledges and deferred gifts had risen by over 50%. Meanwhile, university gift productivity, which typically includes grants from private
foundations and other organizations, had nearly doubled. Ms. Marshall then recounted stories of several recent donations, including funds to create a faculty chair and two professorships in the Psychology Department by an alumna (the largest gift ever to the Psychology Department); a gift fund to the College of Law by an alumnus who previously also established a gift fund for the College of Liberal Arts and Sciences; an unrestricted discretionary fund for the director of the School of Music by an alumnus; and a cash commitment to the College of Public Health building in honor of an alumnus of a UI health administration program and his spouse. Some of these donors have been contributing financially to the university for decades.

Turning then to a discussion of the UI Foundation’s new comprehensive campaign which it is coordinating on behalf of the university, Ms. Marshall explained that in the fall of 2009, President Mason had called upon the deans, directors and vice presidents to identify the university’s most pressing needs that could be supported with private funds. By May of 2010, most units had submitted their priorities for philanthropy. This campaign planning process coincided with the Provost’s strategic planning process for the university. Last spring, President Mason charged a Priority Review Committee with reviewing these lists of priorities and evaluating whether the priorities were urgent, relevant, and compelling; the extent to which the priorities aligned with university-wide themes outlined by President Mason in the fall; whether some were interdisciplinary in nature, involving “big ideas” (which tend to attract big gifts); and whether in the aggregate the priorities revealed potential cross-campus synergies. The Priority Review Committee, composed of faculty and administrators, included faculty members Jordan Cohen, Sarah England, Nancy Hauserman, Lola Lopes, Tom Rocklin, Jerry Schnoor, Vickie Sharp, and Craig Syrop. The recommendations were submitted to Interim Provost Barry Butler and Vice President for Finance and Operations Doug True in the fall for feedback before the final recommendations were submitted to President Mason in early November. Currently discussions are being held with on- and off-campus constituents and stakeholder groups about the themes and priorities that have emerged through this process.

Ms. Marshall reminded the group that one of the purposes of a comprehensive university campaign is to raise money for the university. The last capital campaign ended on December 31, 2005, and raised over $1 billion. The working goal for the current capital campaign is $1.5 billion, with an internal additional goal of increasing philanthropy by 5% each year of the campaign. Aside from that, however, a comprehensive campaign also “enlarges the culture of philanthropy” on campus. The Foundation is committed to making the impact of philanthropy more visible on campus. Ms. Marshall cited the example of Dance Marathon, in which students raised $1.22 million for the Pediatric Oncology unit of the hospital, as one way in which the Foundation, together with the Office of Student Life, reaches out to students and works with them in terms of philanthropic support. The Foundation has also established a student philanthropy group that works with the Foundation on outreach events and has created a Facebook page, “Phil Was Here,” illustrating how philanthropy impacts the campus. In the future, the Foundation plans to work with Faculty Senate and Staff Council on a faculty/staff aspect of the comprehensive campaign. Ms. Marshall noted that over three thousand faculty members had donated more than $2 million in the past year to the university. She then continued, stating that comprehensive campaigns allow for the university’s vision to be clarified
and prioritized, along with giving the university leadership the opportunity to communicate this vision to the public and providing a powerful branding platform.

Ms. Marshall reiterated that the working goal of the comprehensive campaign was $1.5 billion, but that this figure may change. She explained that some current campaigns will be folded into the comprehensive campaign, including those of UI Health Care, Carver Hawkeye Arena, and the colleges of Dentistry, Law, and Public Health. Five key campaign themes that emerged from the campaign planning and strategic planning processes are now being tested. These themes are 1) preparing our students—tomorrow’s leaders—to succeed in a global economy 2) contributing to a healthier world through discoveries in health, environmental science, and other fields 3) enriching Iowans’ quality of life—making our state attractive for both newcomers and natives—by tapping the University’s strengths in the arts, humanities, social sciences, and more 4) fostering a better-informed and engaged citizenry, which is essential to our civil society and to a functioning democracy that serves as a model for other nations and 5) empowering UI students and faculty to share their ideas and innovations with the nation and world. She added that the Foundation is well aware of the need for faculty development opportunities, resources, and support and that the Foundation and the university leadership are confident that the comprehensive campaign will yield increased resources for faculty, not just in the form of endowed chairs and professorships, but also in terms of faculty fellowships, development funds and visiting faculty awards. She then indicated the following proportions for preliminary distribution of campaign priorities: 21% for student support, 20% for faculty support, 34% for programmatic initiatives, 17% for facilities, and 8% for annual fund or unrestricted support. Ms. Marshall requested feedback from senators regarding the comprehensive campaign and referred them to a Foundation brochure describing the campaign that had been distributed. She asked specifically if the themes and strengths resonated with senators and if the proportions for the campaign seemed right. She noted that each college would have its own campaign priorities. Collegiate campaign marketing materials would more narrowly reflect the appropriate priorities for each college. The Foundation will now undertake a listening tour to hear feedback on these five themes; following the tour, a case statement for the campaign will be crafted.

Ms. Marshall concluded by commenting that the development of a comprehensive campaign is a long process but one that allows for engaging people who care the most about the university. It allows the university to coalesce around important themes and to generate support that will maximize the campaign’s impact on the life of the university. She reminded senators of the historic nature of the building in which they were meeting. The cornerstone of the building was laid on July 4, 1840. In December 1846 Iowa was recognized as a state. Just two months later, the University of Iowa was founded in the Old Capitol. The Old Capitol was built of Devonian limestone, which strengthens with age. Ms. Marshall drew a comparison between the limestone and the Foundation, in existence for 55 years now, noting that the Foundation helps strengthen the university. She stressed that the Foundation does its work on behalf of the university and it is privileged to do so.

President Dove then opened the floor for questions. In response to a question regarding the expected duration of the comprehensive campaign, Ms. Marshall stated that the campaign is intended to last for eight years, consistent with the practices of other major universities. The
public phase of the campaign should begin in 2013 and the campaign will conclude in July 2016. Following up on that question, Professor McMurray asked what would happen if new priorities emerged during that eight-year time frame. Would it be necessary to wait for the campaign’s conclusion before those priorities could be addressed? Ms. Marshall commented that campaigns are continually evolving. Universities inevitably go through changes, especially in leadership, during such a long time period. And, while the university may have a list of priorities, donors’ priorities play a pivotal role in shaping the campaign, as well. Professor Menninger asked what fraction of alumni and of faculty and staff are donors to the university. Ms. Marshall responded that about 13-16% of alumni donate to the university in any given year, a figure consistent across the Big Ten institutions. Unfortunately, this number is dropping slightly, but the size of individual gifts is growing. Percentages for faculty and staff donors were not immediately available. Professor Robertson requested clarification of how endowments work. Ms. Marshall explained that there are minimum contribution levels to create an endowment. For example, if someone wished to create a scholarship that would go on in perpetuity, a donation of at least $50,000 would be required. This money would then be invested for the very long term. This is how donations get into the endowment “pot.” The endowment payout is about 5% annually. Ms. Marshall thanked senators for the opportunity to speak to them.

- **Parking Rates (Dave Ricketts, Parking & Transportation Services)**
  
  Mr. Ricketts informed the group that the three faculty members serving on the Parking and Transportation Charter Committee are David Cunning (Philosophy), Frauke Bleher (Mathematics) and Paul Hanley (Urban and Regional Planning). He referred the group to the handout indicating proposed parking rate increases for FY2012-FY2016. He noted that parking rates have not risen in the past three years. There are, however, some long term trends that the Office of Parking and Transportation faces that have now led to increased rates. The first of these is the doubling of capacity from 8,000 to 16,000 parking spaces in the last twenty years or so. Twenty years ago about 17% of capacity was in parking structures; it is now about double that amount. Much of the growth therefore has occurred in parking structures and in remote lots served by Cambus. The amount of surface parking in the center of campus has not changed much over this time period, as there is nowhere to add it. This increased reliance on parking structures has driven up costs. Another trend has been an increase in employee demand of about 3% annually for the past twenty years. About 10,000 fulltime employees (out of 15,500) regularly utilize university parking. About 2,000 employees participate in the bus pass program, while another 3,500 are not in a formal transportation program (they walk, take the bus, drive and park elsewhere or carpool informally). Student demand had grown also during that time, but now is going down. Demand for storage parking in particular by students living in dorms has dropped. Students are also using less hourly parking. The rise in fuel costs may be a cause of the decline, but so is the expansion of apartment complexes close to campus, making a car unnecessary for those who live off-campus. It is unclear whether this is a permanent trend. Employee demand has not stopped but it is not increasing as steadily as before. The final trend has been a shift in emphasis regarding overall parking costs. Ten years ago there was an emphasis on public parking subsidizing employee parking. Now, however, the emphasis is on having permit parking pay for itself, which it now nearly does. In the future, emphasis will shift back to the public parking, with rates there expected to rise faster than the rates for permanent
parking. Mr. Ricketts noted as well that the previous multi-year parking rate increases (FY2005-FY2008) were higher than the one now proposed.

Professor Pendergast asked if there was a plan to move all the parking facilities to card-access gated lots. Mr. Ricketts responded that there was no plan to put gates on all of the lots. Professor Pendergast then asked about access to all lots at off-peak times for permit holders who have access cards to specific lots. Mr. Ricketts responded that permit holders should be able to enter most lots after 4:30 pm and park for free if they go through the cashiered exit and show their permit hangtags. In the future that process may be automated via the access cards. Professor Wadsworth asked if parking-generated revenue goes back to the Parking Office. Mr. Ricketts responded that yes, it does; parking operations are entirely self-supporting. Professor McMurray noted that many faculty do not remain in one place all day, but need to travel throughout campus to do their work; he asked if this was a situation that the Parking Office had considered. Mr. Ricketts commented that departments could purchase departmental business placards which allow vehicles with permit hangtags access to many campus lots in three-hour increments.

A question was raised as to why tickets are issued in gated lots; presumably a car parked in a gated lot has legitimate access to that lot, even if the permit hangtag is not displayed. Mr. Ricketts responded that sometimes unauthorized people do indeed run the gates, driving either around or through them. He added that the Parking Office collects only about $600,000 annually from parking violations out of a budget of $15 million. Generally, gated lots protect parking spaces for use by authorized university employees. Professor Jeske asked for clarification of Mr. Ricketts’ earlier statement that public parking still subsidizes to some degree employee lots. Mr. Ricketts explained that the average cost of maintaining a parking space in a structure is about $165 monthly, while the monthly permit rate is only $82, so some public parking revenue continues to subsidize permanent parking, although less than before. Professor Jeske commented on the parking cost burden for families visiting loved ones in the hospital, perhaps for the entire day, and thereby subsidizing employee parking. Mr. Ricketts responded that previously the decision to build a parking structure would not be made unless there was enough anticipated revenue to cover the structure’s costs. However, surface lots have been disappearing because of new building construction, leaving ramps as the only other option near campus. Professor Wadsworth asked if there was any consideration of building a parking structure on the site of Lot 11, given increased public demand there because of the new Campus Recreation and Wellness Center. Mr. Ricketts responded that the slightly increased demand in Lot 11 does not warrant the construction of a ramp there at this time. If a ramp is eventually built there, it will be because some surface parking has disappeared elsewhere on campus.

Professor Steven Levy asked about the possible elimination of hospital parking structures because of planned additions to the hospital. Mr. Ricketts responded that costs associated with re-located or eliminated parking spaces sometimes simply have to be absorbed.

IV. From the Floor – Professor Steven Levy asked to what extent the Faculty Senate should undertake discussion of the current debate in the state legislature regarding funding for the university, particularly funding for faculty Career Development Awards. He also asked what senators could do to support the efforts of the Faculty Senate Officers in this regard. President
Dove responded that the 58 previously-approved Career Development Awards will still be funded. He noted that House Bill 45 includes an eighteen-month hiatus for CDA’s; however, it is unlikely that this bill will pass the Senate. Even if it should pass, future CDA’s may be funded via other mechanisms than the General Fund. The Faculty Senate Officers are seeking a meeting with the governor, and have been and will continue to meet with state legislators. The Faculty Senate Officers are making the case that funding public higher education yields many benefits for the people of Iowa. President Dove added that individual senators could advocate for the university to local legislators as opportunities to do so arise.

V. Announcements

- The next Faculty Council meeting will be Tuesday, March 8, 3:30-5:15 pm, University Capitol Centre 2520D.
- The next Faculty Senate meeting will be Tuesday, March 29, 3:30 – 5:15 pm, Senate Chamber, Old Capitol.
- The call has gone out for nominations for the Michael J. Brody Award for Faculty Excellence in Service to the University and the State of Iowa. Please encourage colleagues to nominate someone. The deadline to submit nominations is Thursday, March 10.
- The online committee recruitment drive is underway with a deadline of Friday, March 4. Please volunteer to serve on a committee and encourage your colleagues to participate.
- Vice President Fumerton reminded senators that the search for a permanent provost is underway. Please encourage qualified individuals to apply. Also, feel free to forward names of potential candidates to the co-chairs of the search committee: Richard Fumerton, richard-fumerton@uiowa.edu, and Keith Carter, keith-carter@uiowa.edu.

VI. Adjournment – Professor Robertson moved and Professor Pendergast seconded that the meeting be adjourned. The motion carried unanimously. President Dove adjourned the meeting at 5:07 pm.