

3-23-2009

University of Northern Iowa Faculty Senate Meeting Minutes, March 23, 2009

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SUMMARY OF FACULTY SENATE MEETING

3/23/09

CALL TO ORDER

Chair Wurtz called the meeting to order at 3:20 P.M.

APPROVAL OF THE MINUTES

Chair Wurtz noted that the minutes of the March 9, 2009 meeting will be delayed until the April 13, 2009 meeting.

CALL FOR PRESS IDENTIFICATION

Emily Christensen, The Courier, was present.

COMMENTS FROM INTERIM PROVOST LUBKER

Interim Provost Lubker updated the faculty on a proposed early retirement plan, noting that they haven't decided on a particular plan yet and asked for the faculty's input. He noted that once the plan was in place UNI employees would have until June 30, 2009 to sign up with retirement by January 30, 2010.

COMMENTS FROM FACULTY CHAIR, JESSE SWAN

Faculty Chair Swan had no comments.

COMMENTS FROM CHAIR, SUSAN WURTZ

Chair Wurtz had no comments.

CONSIDERATION OF DOCKETED ITEMS

#887 2007-2009 Annual Report of the Military Science Liaison and Advisory Committee

Motion to receive report by Senator Soneson; second by Senator Schumacher-Douglas.

Dr. Kenneth Atkinson, Chair of the Military Science Liaison and Advisory Committee, and Lt.Col. Chris Lukasiewicz, Department of Military Science head and professor, were present to discuss the report with the Senate. Discussion followed.

Motion passed.

NEW BUSINESS

Troy Dannen, UNI's Athletic Director, was present to update that Senate on the Athletic Department with a power point presentation and to answer questions.

Mr. Dannen reviewed UNI's Athletic Department as it compares to other peer institutions and within the Missouri Valley Conference relating to funding, revenue and expenses, noting that in some areas we're doing better in than other schools and in some areas we're not doing as well. He noted that in response to the Senate's concerns about the Athletic Department's funding from UNI General Education Fund, he anticipates making a 23-24% cut in his budget for next year. A lengthy discussion followed.

CONSIDERATION OF DOCKETED ITEMS

885 Amended Resolution Regarding Funding of Auxiliary Enterprise Operations at UNI (tabled)

Motion by Senator O'Kane to take off the table; second by Senator Van Wormer. Motion passed.

The amended resolution before the Senate is, "Therefore, the University Faculty Senate resolves that the allocation of General Education Funds to Auxiliary Enterprise operations at UNI be limited to no more than three percent of the General Education, with particular attention to reducing the deficit due to Intercollegiate Athletics, and that the savings generated by cutting Auxiliary Enterprise spending be used to maintain the academic integrity of the university."

Senator Soneson added a friendly amendment that the reduction to three percent be accomplished in five years.

Discussion followed.

Motion to approve the amended Resolution Regarding Funding of Auxiliary Enterprise Operations at UNI, "Therefore, the University Faculty Senate resolves that the allocation of General Education Funds to Auxiliary Enterprise operations at UNI be limited to no more than three percent of the General Education, with particular attention to reducing the deficit due to Intercollegiate Athletics which shall be accomplished over five years, and that the savings generated by cutting Auxiliary Enterprise spending be used to maintain the academic integrity of the university." passed unanimously.

OTHER DISCUSSION

ADJOURNMENT

DRAFT FOR SENATOR'S REVIEW

MINUTES OF THE UNIVERSITY FACULTY SENATE MEETING

3/23/09

1663

PRESENT: Phil East, Jeffrey Funderburk, Doug Hotek, Bev Kopper, Julie Lowell, James Lubker, David Marchesani, Pierre-Damien Mvuyekure, Chris Neuhaus, Steve O'Kane, Phil Patton, Donna Schumacher-Douglas, Jerry Smith, Jerry Soneson, Jesse Swan, Katherine van Wormer, Carol Weisenberger, Susan Wurtz

Shelley McCumber was attending for Megan Balong

Absent: Maria Basom, Mary Guenther, Michele Yehieli

CALL TO ORDER

Chair Wurtz called the meeting to order at 3:20 P.M.

APPROVAL OF MINUTES

Chair Wurtz noted that the minutes of the March 9, 2009 meeting will be delayed until the April 13, 2009 meeting.

CALL FOR PRESS IDENTIFICATION

Emily Christensen, The Courier, was present.

COMMENTS FROM INTERIM PROVOST LUBKER

Interim Provost Lubker asked for a few minutes to update the Senate, and ask for their opinion, which doesn't have to be expressed here, it can be by email to either himself or President Allen, on the Early Retirement Plan. Iowa and Iowa State have fairly firm plans in place and on paper, which UNI is following very closely. We will probably do something but they haven't decided which way to go and that is why he's asking for input. In any case, it would be a very short window time-wise as they will be taking it to the Board of Regents (BOR) at their April meeting. Between BOR approval and June 30, the window will be open and anyone wanting to take advantage of this Early Retirement Plan would have to do so during that time period and they would then retire on or before January 30, 2010 per the Iowa State plan. Anyone university employee 60 years of age or older and who has been working for the institution ten years or more can go on to early retirement and for five years the university will pay health and dental benefits. The University of Iowa doesn't believe that's sweet enough to get very many people to do it in this day and age so they are proposing the health and dental, and for the first three years the university will pay their share and the employees share of TIAA/CREF and for the next two years they will pay the employers share of TIAA/CREF. UNI is still discussing which, if either, plan we would follow, or something in between. Administration would be delighted to hear viewpoints from faculty on this. It's obviously a way for the university to save money. Historically they have seen that the people that they'd least like to lose take advantage of it. If you're over 65 you can still do this, it doesn't stop at 65.

Mr. Tom Schellhardt, Vice President, Administration & Financial Services, added that they are viewing this as a bridge between 60 and 65. They have also looked at a minimum of 57 years with years of service totally 70, having 13 years of UNI experience, or maybe a 60 and 10 combination total.

Interim Provost Lubker added that he believes Iowa is using 57 and 13 or more. UNI has also talked about age plus years of experience totally 70. There are a lot of varieties to the plan

and they want to know if people would take advantage of it, and if so, which plan.

COMMENTS FROM FACULTY CHAIR, JESSE SWAN

Faculty Chair Swan had no comments.

COMMENTS FROM CHAIR, SUSAN WURTZ

Chair Wurtz had no comments.

Chair Wurtz noted that there has been a request that Docketed Item #887 2007-2009 Annual Report of the Military Science Liaison and Advisory Committee be moved forward on the agenda as there are guest present to discuss this with the Senate.

CONSIDERATION OF DOCKETED ITEMS

#887 2007-2009 Annual Report of the Military Science Liaison and Advisory Committee

Motion to receive report by Senator Soneson; second by Senator Schumacher-Douglas.

Dr. Kenneth Atkinson, Chair of the Military Science Liaison and Advisory Committee, and Lt.Col. Chris Lukasiewicz, Department of Military Science head and professor, were present to discuss the report with the Senate.

Lt.Col. Lukasiewicz noted that he is going on his fourth year and last year as head of the Department of Military Science.

Dr. Atkinson stated that the Military Science Department is doing an excellent job and is meeting their goals. The faculty have had no problems and it is a very diverse group of faculty with some more supportative of the program than others but they all say that the classes all meet the high quality of standards. The committee evaluates the academic quality of the courses. The unit has consistently been rated very high. This past summer he visited their summer training camp at Fort Lewis, Washington, and he was very impressed with the quality of the program there. What he saw was emphasis on critical thinking skills, and diversity and multi-cultural training. He was very

happy to see cadets receiving a top-notch education. He would rather have students go to a program like this here where they receive a very good general education liberal arts core education. Many other schools are military schools where students don't get such a good education with diversity and multi-cultural training. Cadets seem to really excel here at UNI.

Lt.Col. Lukasiewicz stated that one of the initiatives the Cadet Command has been trying to do is increase the number of scholarships to students. Currently he can give up to 12 incoming four-year scholarships, which has been an almost three-fold increase in the past 3-4 years since coming to UNI. When he first came to UNI they were receiving four; now they are giving 10-12 four-year scholarships. This has really been a push from Cadet Command to do this and these scholarships come directly from the government. The UNI ROTC Department also oversees the Military Science programs in Dubuque with the University of Dubuque, Loras College, and Clark College as well as the University of Wisconsin at Platteville so he is spread over those universities. A number of those scholarships are going to the University of Dubuque because of the high cost of tuition there. Tuition at Dubuque is about \$20,000 a year as opposed to about \$6,000 at UNI but he still has a fair share of scholarship dollars going to UNI. His staff is predominately made up of contracted employees and Army types like himself that are supported directly from the government. They only have one university employee, their secretary and everything else comes from the government.

Senator Van Wormer noted that she is a member of the Military Science Liaison and Advisory Committee and had occasion to sit in on one of the classes. She was favorably impressed with the class in which the topic was ethics, which was very interesting. She wants to make her usual statement that she has been protesting all wars since the 1960's and ROTC on college campuses since 1970, and she is still opposing the presence of the military on a university campus.

Motion passed.

NEW BUSINESS

Troy Dannen, UNI's Athletic Director, was present to update that Senate on the Athletic Department with a power point presentation and to answer questions.

Mr. Dannen thanked the Senate for the invitation to talk with them and brought with him a presentation he put together for the University Council, which shows philosophically where he is at with the Athletic Department. He has been on board as UNI's Athletic Director since July 1, 2008. This presentation also gets into the financial aspects of the where the money flows and how it flows within the Athletic Department and was created to address misconceptions within the campus community and even within the Athletic Department itself.

He noted that there are 76 staff members in the Athletic Department with 25 administrative staff members and 51 in coaching. There are 18 sports this current year and 409 students participating in the program Fiscal-Year (FY) 2008. That number is pretty much the same this year, possibly increasing to 412. He noted that he refers to them as "students," not "student athletes." There are 193 students that work at one time or another over the course of the year for the department. He likes to bring that up because he has a profession in athletics not because of his Public Relations degree from UNI but because while as a student at UNI he worked four years in the Athletic Department and that opened some doors for him when he left. While it was his degree that gave him the tools to do the job it was the opportunities that he had while working in the Athletic Department as a student to pursue something he loved.

Mr. Dannen stated that there are a lot of things that athletics brings to the campus; one is from the diversity standpoint. They do have above the norm of the university in diversity. The second reason why he says athletics has had some degree of success here is because the recruit students to the school who fit the school more than recruiting students to the school to fit a particular athletic program. UNI is primarily an education and business university and athletics has a heavy population of students participating in athletics in those two colleges.

When he first arrived at UNI, Mr. Dannen noted, he told the coaches that they get to set the goals but he gets to set the objectives. Goals have to do with competitive success. Objectives have to do with the things that are absolute necessities for the department to exist in an academic institution. The number one objective for student athletes is attendance; not going to games but going to class.

The second objective is that student athletes graduate, which they do at a rate equal to or above the general student population.

The third objective is representation. This is an important one for him as it's his school, as well as ours, the campuses and the community's school. Student athletes will represent the institution positively or they will not be a part of our athletic department. There were some things that happened this past fall that brought very negative notoriety to the institution. As long as he has some control over it, he will not allow this institution to be represented poorly.

The fourth objective, Mr. Dannen continued, is ownership. He tells the coaches that he will evaluate them much in the same way that he will assume that a professor is evaluated or that a teacher at the secondary level will be evaluated. Twenty years from now, when a kid looks back on their life he wants them to be able to say they obtained some degree of success because of what they got out of participation in these programs. He wants the coaches coaching with that ultimate outcome in mind. If they coach with the ultimate outcome of competitive success in mind they will not last very long here at UNI. These objectives are the things that are absolutes from his standpoint and that they will all be measured by.

He also told coaches that he looks at the Athletic Department here as a business within an educational environment, meaning that they will serve two outcomes, student outcome and the fiduciary outcome. The first he feels they have served a lot better than the other over the years and the second they will do a better job of going forward.

For fall semester 2008, the total cumulative grade point average was 2.97 from scholarship students and 2.99 of all students in the department. He is addressing this because sometimes there is a misconception that walk-on athletes come in with higher GPAs such as 4.0 and bring the total GPAs up from the scholarship students that are just getting by. The cumulative GPA for campus overall was 3.5 so students athletes are hitting the standard that they need to be measured by from an academic standard.

Scholarships, Mr. Dannen noted, are the first misconception that he addressed when he met with the University Council. Of the 409 students that participate in athletics at UNI, 298 of them receive some degree of athletic aid; some as little as books and

131 receive 50% of a scholarship or more, with about 70 receiving 100% scholarships. The departments expense for FY 2008 scholarships was \$3.5 million. Of that \$3.5 million, \$1.8 of that is tuition and fees that go right back into the General Fund, and he's aware that there is a lot of concern about the amount of money from the General Fund to athletics. A significant portion of the funding from the General Fund to athletics is returned. Total spent on tuition, fees, and room and board from all 409 student athletes was \$6.2 million, including the \$2.7 million in scholarship aid for student athletes. Of the \$6.2 million, about \$3.6 million is tuition and fees that goes back into the General Fund.

The NCAA allows 213.7 full out-of-state scholarship equivalencies; UNI allows 184.83, which is split about 50/50 between in-state and out-of-state scholarship. UNI is not funding scholarships at the maximum level nor are they funding those existing scholarships that they do have at the maximum per NCAA regulations. There are some sports, men's basketball, women's basketball, volleyball and tennis, where the NCAA requires that any scholarship athlete be 100%. For every other sport at UNI they offer equivalencies of a full scholarship. Football is at 60.88 and UNI has about 25 football scholarships at 100% with the rest of the roster of approximately 90 players with some degree of equivalency or receiving no scholarship support.

The Code of Conduct states that it is a privilege for students to participate in intercollegiate athletics and there are expectations above and beyond the normal student because of that. If student athletes don't want to play by those rules that privilege will be given to someone else. This Code of Conduct has been in place since December and they have had zero violations. They had enough incidents in the fall that those kinds of things were not going to be tolerated.

Regarding fiduciary obligations, Mr. Dannen stated that he will be making comparisons that he is aware are not comparisons that most people would make from an academic standpoint. Athletic peer institutions and academic peer institutions are not identical across the board, however there are two that a common, Illinois State and Indiana State. The one thing that came out is that UNI is heavy in sports and heavy in students participating. When the decision to drop baseball came down they did recognize that the average number of sports offered throughout the Missouri Valley Conference was 16 and UNI was offering 18.

Total UNI expenditures for FY 08 were \$266,753,691; athletic expenditures were \$10,775,954, which represented 4.0% of total UNI expenditures. When discussing UNI athletic expenditures he uses \$14,180,945 (\$14.1 million). The Equity in Athletics Disclosure Act (EADA) was enacted about 10-7 years ago. Prior to that, there were many institutions that were hiding expenses in their foundations. The EADA requires each institution to represent every dollar that passes through its athletic department in an identical way. \$14.1 million is the only comparable number to other institutions and includes \$10.1 million operations fund expenses, \$2.2 million non-operating fund expenses, which include the NCAA revenues of \$940,000. The revenue from two football playoff games in FY 08 was between \$500,000 and \$600,000 and it is not UNI's money. It passes right though to the NCAA but it does get accounted for in the total of \$14.1 million.

Mr. Dannen continued, noting that UNI receives guarantees for some opponents we play such as Brigham Young; we also pay some guarantees to some opponents to come here to play. The net amount of those guarantees is included in the \$10.7 million; the gross income and expense of guarantees are shown in the \$2.2 million. Things such as camp revenues and concessions raise about \$400,000. The Athletics Foundation Fund Expenses are \$795,890, which is mostly in-kind giving. In-kind gifts are not recorded in the total of \$10.7 million and are only recorded if they are used as they don't use all that they receive. The EADA total expenditures are \$14,180,945.

Compared to other Missouri Valley Conference school, UNI's athletic expenses are on the high side of average. Scholarship expenses for UNI were \$3,533,520. Some schools with higher tuition have fewer scholarships.

Mr. Dannen reviewed athletic expenses at UNI, noting that the athletic budget at UNI will be cut by approximately \$500,000 - \$600,000 next year. About \$400,000 will be saved by eliminating baseball and the remaining \$200,000 through travel reductions, with schedules being regionalized as much as possible to save money. Recruiting expenses are low because UNI recruits kids that fit the institution, focusing mainly in Iowa, Illinois, Wisconsin, and Minnesota. Student athletes at UNI are approximately 60-65% Iowa kids versus 90% at the institution level.

Mr. Dannen noted that the \$5.3 million from UNI's General Fund is viewed as allocated revenue. Of the \$14.1 million, \$6.5 is from the institutional side (student fees and General Fund allocation). There are four ways that they can generate money, of which they have generated \$600,000 more this current FY than last FY. Funding from NCAA, guarantees, and sports camps, \$2.5 million, is something that they don't have a whole lot of control over as it depends on whether they host NCAA events. They could do better with the camps and will be doing better with the guarantees because they will not be traveling out of state.

Contributions and endowments, and ticket sales, \$4.1 million, are the two areas that they will focus on to reduce the allocated amount to athletics. They are in the middle of a campaign right now and have not seen a lot of pulling back of contributions. Ticket sales are at \$1.8 million. During football season he caught a lot of grief because he charged for tickets when the public was used to free or greatly reduced ticket prices and as a result football revenue was up \$300,000. In response to the economy they will be cutting ticket prices for the public next season to \$20 per ticket down from \$26. Advertising and royalties generated a little over \$1 million and comes from corporate sponsorship. Prior to coming on board with UNI, Mark Farley, Interim Athletic Director, signed a ten-year contract for UNI's with Learfield, and they guaranteed about \$1 million per year. In all, UNI generates about \$7.8 million and we generate at a better rate than other schools in our league.

Mr. Dannen noted that the level of football that UNI plays, FCS, IAA Football, is not the economic engine that it is elsewhere. There are 60 sixty schools in the country that have that kind of success with football and UNI is not one of them; no one at our level is that successful. It's basketball that's so strong in our league. Compared to Missouri Valley schools, UNI generates about 54.3% of its revenue compared to the Missouri Valley Conference median of 39.5%. Most schools of our ability only generate about a quarter of their operational expenses.

The Panther Scholarship Club campaign for FY 08 was \$818,000. Interest off the \$2.9 million endowment was \$160,848 but he is assuming that the endowment is less and the interest will no longer be \$160,000, which means it is a loss of a revenue source.

Panther sports properties, which is the Learfield agreement that he spoke earlier about that has a guarantee for ten years for a

total of \$9,925,000, had a total revenue for this year of \$925,000 which will be the base for next year. Two years ago that number was \$600,000; three years ago it was \$400,000. There are other sponsorships that are not part of this guarantee that equal about \$300,000. He noted that the athletic department has been bulking up the corporate marketing side the past three years. Camps and miscellaneous on-campus expenses equal \$391,864.

In discussing Title IX and gender-equality, Mr. Dannen noted that UNI's student body is 57% female to 43% male. In athletics at UNI the proportion is 38% female to 62% male, and there are no funds to support the under-represented gender. They have eighteen programs and they have to evaluate them all, and if only seventeen survive there's a reason for it. Even prior to the budget concerns they were consistently evaluating their programs.

Mr. Dannen thanked the Senate for the opportunity to speak today.

Chair Wurtz thanked Mr. Dannen for his time and presentation.

In response to Senator Hotek's question, Mr. Dannen reported that the Athletic Department will break even this year; they will operate in the black. In the past UNI's Athletic Department operated regularly enough in a deficit that money from the reserve was used to meet their expenses. That reserve is now down so low that it is untouchable and he doesn't have that luxury.

Senator Smith commented that operating in the black still presumes the allocation of funds from the General Fund. He also commented on ticket sales, noting that at some institution poor ticket sales reflect poor team performance but UNI's teams are very competitive and yet we have poor ticket sales. Given the fact that our teams are doing well and have had large capacities at games but we still don't generate large ticket sale revenues, what are the reasonable and plausible prospects for substantially increasing ticket sales?

Mr. Dannen responded that there has to be a shift in expectations. The community has been brought up to expect free tickets. In his mind it was a poor business decision and he has to change the expectations, noting that people are not used to buying tickets but these are good events. Last year they averaged 16,000 in attendance at football games; 3,000 of those

were free tickets and another 3,000 paid only \$5.00 per ticket. They are generating a lot more revenue this year. Until six years ago basketball ticket sales were extremely low, averaging less than 1,000 per game. Basketball in this area doesn't begin until football ends. The momentum of crowd support for basketball doesn't begin at the beginning of basketball season even if the team is good and fun to watch, it begins the end of the football season.

Senate Smith continued, asking if they were to sell out the UNI Dome and the McLeod Center for every event at prices Mr. Dannen is talking about, how much will that generate?

Mr. Dannen replied that there are three different priced tickets, senior ticket prices, youth and adult general admission tickets. Broken down, he estimates \$1 million gross revenue for football; possibly \$1.3 million maximizing all ticket sales, with basketball almost double that.

Senator Smith noted that still means more than \$4 million to be taken from the General Fund.

Senator Hotek asked why travel expenses for the men's basketball team are so much higher than that for women's basketball?

Mr. Dannen responded that the schedules vary and the men's basketball team travels by air much more than the women's basketball team does.

Senator Soneson stated that Mr. Dannen had noted that our student fees are relatively low, accounting for about 8% of the total budget. Is there a possibility of increasing student fees to the point where we would get 38% of the budget?

Mr. Dannen replied that that is a question he can't answer because he doesn't know what procedure we would have to go through to do that.

Senator Soneson continued, that that might be a possibility.

Interim Provost Lubker responded that we are limited; we can't increase student fees any more than the increase in tuition.

Senator Smith noted that he has always felt that our athletic program is well run and our student athletes are good students. He appreciates Mr. Dannen's comparisons to other institutions but for him the point is with intercollegiate athletics in

general, particularly the fact that they don't make money and take resources away from the institution. Putting himself in the position of taxpayers, the people that support all this, and as a taxpayer, how do they, the athletic department, justify this kind of support with a lot of money that is going to higher education which is in fact going to support intercollegiate athletics, and not just at UNI but also at community colleges? How can we justify asking the taxpayers of Iowa to support the intercollegiate athletic program with the costs we're talking about here of millions of dollars a year? Why should scarce taxes be used for that purpose? What's the benefit to the state of Iowa? What's the benefit to the economy? How is this a good thing to do with these resources?

Mr. Dannen responded that the bottom line is that the institution has to decide what it is they want to provide. It comes down to what does the institution offer a kid? Why is there a value in coming to UNI? It's what we as an institution decided is important for the students. The intercollegiate athletic program is an essential part of the students' experience and students whose parents are taxpayers would in essence support intercollegiate athletics, that it is important to our students. The institution has to decide what's important. Is it important enough to support? If not, get rid of it.

Senator Patton noted that when you look at the institution as an enterprise, it's only fair to look at all the segments. As we look at potential agreements for athletics we need to look and reconsider all the other aspects of the university, not just look at this one entity. If the institution does its job thoroughly and wisely it looks at all aspects and then decides what's best.

Senator Soneson commented that he likes Senator Smith's question. He likes athletics and was very disappointed when the men's tennis program was dropped. UNI's athletic program has been a very good program yet at the same time we are at a point where we need to re-evaluate what we want as an institution, what kind of institution do we want to be. In thinking about that in terms of athletics, a couple of things occur to him. One is that athletics has changed historically in the United States over the last 50 to 75 years. It was never the kind of high priority, big business type of thing as it is today. It has changed from something that was much more intramural in character to something that is really much more professional.

The second thing that occurred to him, Senator Soneson continued, is that European institutions, which are some of the very best institutions in the world, have no athletics at all. They sort of look at us and wonder why we are bothering with spending all that money and attention on athletics? These are some of the things that we need to be thinking about now when we think about what kind of institution we want to be. Maybe there is something really important here that we don't quite see that has academic value or that has value for the good of Iowa. He asked Mr. Dannen if he could help us understand why this is so important.

Mr. Dannen replied that there is something innate about whether you do or do not value athletics. He doesn't know if he can say one thing but he can tell us why he thinks there is a value to this particular institution. There's an inherent student value not just for those that participate. In his own experience he had professional opportunities because of UNI's athletic program, not because he was an athlete. There is a component of student life and there's an interaction among students that takes place in those athletic facilities and settings. Two hundred thousand people a year come onto this campus, many who know nothing about UNI but come onto this campus because of athletics. It's a chance for us to expose our campus and our university to people outside this institution.

Senator Soneson asked if we became a Division II or Division III or even an intramural only institution, would there be the same kind of student interaction that he's speaking about?

Mr. Dannen responded that it occurs at all levels.

Senator Lowell noted that it amazes her in looking at the numbers of students actively involved in athletics that are receiving enormous benefits. The ratio of the athletic academic advisor to the athletics is much smaller than that of the other people in that office who serve a much larger proportion of students. There is an enormous amount of resources and an enormous amount of money going to serve a small population of students.

Mr. Dannen noted that he would be a big advocate of mandating participating in organized sports. Having intramural sports in place of intercollegiate sports is not something he agrees with philosophically.

Senator Van Wormer stated that she's done some research on football because she's concerned about violence among students as well as alcohol abuse. There is a study out that looks at football fans and the drinking that goes on connected with these games. Arson is also something that has been connected with football fans and drinking. In hearing what students in her addictions class have told her about tailgating parties and all the drinking that goes on she wants to point out that there is a negative impact that has to do with the fans, whether the team wins or loses. Students rioted years ago in association with a UNI football game.

Senator Hotek commented that he is a professor of Industrial Technology and he prepares students to be high school teachers as well students going out into industry. In working with high schools and high school superintendents, students with participation in athletics on their resumes have a better chance of getting hired.

Senator Neuhaus asked about salaries, that a lot of us look at some of these salaries, especially high school coaches, and think that for half that money I could be out there doing that. We all wonder about the value.

Mr. Dannen noted that substantial changes will never be considered unless mandated by the NCAA.

Faculty Chair Swan stated that the Faculty Senate is considering asking for less support to athletics from the General Fund, from 6% to about 3%. He's curious what Mr. Dannen thinks about that kind of policy?

Mr. Dannen replied that he was hired knowing that he would have to find ways to decrease athletics dependence on university funding. Athletics did not have a strategic goal when he came on board. He has only been at UNI nine months but is working on developing a business and financial plan and is exploring all options.

Mr. Schellhardt, Vice President for Administration & Financial Services, remarked that Mr. Dannen has done quite a bit in a very short period of time and he knows what his objectives should be. In comparing UNI, as we always do, to our peers all FCS institution average about 5% of their total budget to athletics, ours is 4%. For football championship series institutions, for every dollar spent, 27% is generated and 72% is either provided by state or student fees. UNI has 48% state

or student fees support with the rest generated, and we're going to go down. You can't just look at athletics, because within Auxiliary Enterprises you have some entities in there that aren't there at other places. In looking at academic support you will find expenses that you won't see at other places. You have to look at the total enterprise, which is university wide and athletics will do their part. UNI has an athletic director that will return every year to the Senate, if invited, and we'll see that he knows where his revenue is coming from, knows what's happening to his students and is very involved in every aspect.

Faculty Chair Swan commented that the original motion that the Senate considered was to work at reducing Auxiliary Enterprises support from the General Education fund, which is in contrast to the motion that the Senate is now considering to take the reduction primarily from athletics. It sounds as though Mr. Schellhardt would prefer reductions from all areas, not just athletics.

Mr. Schellhardt responded that it's very difficult, unless there's a transition for several years, to ask one unit within Auxiliary Enterprises to reduce their portion. You have to look at every unit, and when you do that you might as well take a look at the entire university.

Frank Thompson, Finance, noted that he got into this particular study because he teaches financial planning. In talking with his students he finds that they are very concerned about a number of things including the quality of their education. This particular issue really involves the issue of needs versus wants. He certainly would like and want to have teams that win the NCAA in basketball and football. But in talking with students and parents, the need is to receive a quality education at an affordable price. It becomes a question of priorities. When they eliminated the UNI tennis program he became the faculty advisor to UNI's Tennis Club. There are 60 students that are now playing tennis; they are enjoying it and getting a lot out of the experience, and they will have on their resumes that they've had experience with club tennis. UNI has a number of sports that are played at the club level. If we reduce the funding from the General Fund to athletics, does that mean that we'll have a lesser school because of it? He's not certain that a compelling argument can be made that somehow the quality of this institution will be lost when we seek to try to reduce the amount that's going into the athletic program.

Dr. Thompson continued stating that he also wonders about the relationship between the guarantees Mr. Dannen spoke about. We had a basketball game that was played in Sienna, New York, and one that was played in Portland. There was an article in the Courier about the scheduling of UNI games. He finds it interesting that they don't try to pursue match ups within the mid-west such as Chicago. At the end of the article it says, "By no means, however, will the Panther cheering section be empty. A charter plane carrying the team, pep band, cheerleaders, dance team, coaches, and fans left Tuesday from the Waterloo Regional Airport. "I think there's about 130 people on the plane," said Mark Jastorff, President and CEO of UNI Alumni Association." His question is, was the cost of that charter plane offset, did they make money or lose money? Again, it goes back to priorities. Regarding the budget, he finds it interesting, as many others may, that we pay twice as much to the men's basketball coach as we do the women's basketball coach. We spend \$291,000 on athletics promotion and marketing. We spend \$291,000 on the university's Honors Program. We spend \$171,000 on sports information. We spend \$90,000 on sports branding, and he's not even sure what that is. Certainly there are ways in which we could economize, particularly if we're talking about the quality of education and the needs of our students to get a quality education.

Senator East stated that at almost every meeting the Senate has a statement from Interim Provost Lubker about the budget and the cuts that will have to be made. Is the Athletic Department planning on making any cuts next year?

Mr. Dannen replied that he is looking at making a 23-24% cut.

Mr. Dannen again thanked the Senate for the opportunity to talk with them.

Chair Wurtz thanked Mr. Dannen for presenting his information to the Senate.

CONSIDERATION OF DOCKETED ITEMS

885 Amended Resolution Regarding Funding of Auxiliary Enterprise Operations at UNI (tabled)

Motion by Senator O'Kane to take off the table; second by Senator Van Wormer. Motion passed.

Associate Provost Kopper read the amended resolution, "Therefore, the University Faculty Senate resolves that the allocation of General Education Funds to Auxiliary Enterprise operations at UNI be limited to no more than three percent of the General Education Fund, with particular attention to reducing the deficit due to Intercollegiate Athletics, and that the savings generated by cutting Auxiliary Enterprise spending be used to maintain the academic integrity of the university."

Senator Soneson added a friendly amendment that the reduction to three percent be accomplished in five years.

Senator Funderburk the second, noted that he's concerned that we're getting too specific.

Senator Soneson responded that if we don't put a limit on it it could go on forever.

Senator Funderburk agreed with Senator Soneson's amended motion.

Senator Van Wormer asked why not two or three years? Five years seems like a long time.

Chair Wurtz stated that the Senate just heard what she interpreted to be a sincere, good faith effort to do the right thing, understanding that the Mr. Dannen and the Athletic Department are in the process of figuring out what that is.

Senator Weisenberger noted that she agrees with the five years. She wondered if Mr. Schellhardt could respond as to whether that is feasible in five years or not.

Mr. Schellhardt asked if that reduction applies to athletics or all those Auxiliary Enterprise operations?

Chair Wurtz replied that it's with particular attention to athletics.

Mr. Schellhardt continued, noting that the five years is appreciated. Much of it has to do with the Iowa economy. Our priority is more and more to generate revenue. Five years certainly gives us an opportunity to create a game plan where less than five years would certainly make it more difficult. We all realize that if we don't get there we'll have documented reasons. Updates to the Senate can be provided yearly or as often as the Senate would like.

Senator Hotek noted that the allegation is that in five years it will never go higher than it is right now, to be gradually reduced over the next five years.

Chair Wurtz asked for a friendly amendment to include language that recognizes the good faith intent of all involved in dealing with this situation.

Senator Soneson noted that that was his intention, suggesting the cooperative effort and acknowledging the good faith intent of all, and that this is a partnership.

Chair Wurtz asked for a formal acknowledgment the good faith attempt, the intent for an ongoing working relationship, that the Athletic Department is inviting the Senate to continue to receive reports that they will be happy to provide, and that this is a partnership.

Senator East stated that the minutes of this meeting will reflect this.

Senator Funderburk called the question; second by Senator Soneson. Motion passed.

Motion to approve amended Resolution Regarding Funding of Auxiliary Enterprise Operations at UNI, "Therefore, the University Faculty Senate resolves that the allocation of General Education Funds to Auxiliary Enterprise operations at UNI be limited to no more than three percent of the General Education, with particular attention to reducing the deficit due to Intercollegiate Athletics which shall be accomplished over five years, and that the savings generated by cutting Auxiliary Enterprise spending be used to maintain the academic integrity of the university." passed unanimously.

ADJOURNMENT

Motion by Senator O'Kane to adjourn; second by Senator Funderburk. Motion passed.

The meeting was adjourned at 5:00 P.M.

Respectfully submitted,

Dena Snowden
Faculty Senate Secretary