

Minutes
Indiana University
BLOOMINGTON FACULTY COUNCIL
November 6, 2007
Indiana Memorial Union Oak Room
3:30 P.M. – 5:30 P.M.

Attendance

MEMBERS PRESENT: Moya Andrews, Jack Bielasiak, James Biles, Julie Bobay, Stephen Burns, James Capshew, John Carini, Angela Courtney, Aurelian Craiutu, Diane Dallis, Paul Eisenberg, Harold Evans, Christine Farris, Pat Foster, Luke Gillespie, Laura Ginger, Dennis Groth, Karen Hanson, Robert Hatten, Brian Horne, Kevin Hunt, Matt Jarson, Owen V. Johnson, Lloyd Kolbe, David MacKay, Eric MacPhail, Valerie Markley, Terrence Mason, Bryan McCormick, Michael McRobbie, Brian O'Donnell, John Paolillo, Lisa M. Pratt, Diane Reilly, John Scott, Jeanne Sept, Robert Shakespeare, Richard Shockley, Sarita Soni, Alex Tanford, Herbert Terry, Neil Theobald, David Waterman, Susan Whiston, James Wimbush

MEMBERS ABSENT WITH ALTERNATES PRESENT: Sari van Anders (Brian O'Donnell)

MEMBERS ABSENT: Eric Arnold, Lisa Bingham, Andrea Ciccarelli, Joseph DeJean, James Drummond, Robert Eno, Amy Holtzworth-Munroe, Csilla Kajtar, DeWitt Kilgore, Christina Kuzmych, James L. Perry, Jennifer Riley, Mike Robinson, Paul Rohwer, Robert Terrill,

GUESTS: John Applegate (Office of the President), Alan Bender, James Boyd (Herald-Times), Jennifer Brinegar, Grace Calhoun (Associate Director Athletics), Amanda Ciccarelli (Office of the Provost), Kevin Clark, Craig Dethloff (BFC), Scott Dolson, Tim Fitzpatrick, Jack Garrett, Rick Greenspan (Athletic Director), Michael Hamburger, Steve Hinnefeld (IU News), Bruce Jaffee (FAR), Bill Johnston, Jeff Kaden, Janet Kittel, Julie Knost (Affirmative Action), Julia Lamber, Larry MacIntyre (VPAGR), Kimya Massey, Lebo Molefi (BFC), Robin Murphy (BFC), Chris Reynolds, Daniel Robison (WFIU), Mary Ann Rohlender, Terri Smithson, Paul Sullivan (VPAD) Steve Weitzman, Brad Wheeler (OVPIT), Mattie White, Kurt Zorn

Agenda

1. Memorial Resolution
Memorial Resolution for Librarian Emeritus Polly S. Grimshaw
<http://www.indiana.edu/~bfc/docs/AY08/circulars/B5-2008.pdf>
2. Agenda Committee Business (10 minutes)
(Professor Lisa Pratt)
3. Presiding Officer's Business (10 minutes)
(President Michael McRobbie)

4. Question / Comment Period* (10 minutes)
(President Michael McRobbie and Professor Lisa Pratt)
5. Sudan Divestment Resolution [FIRST READING] (10 minutes)
(Professor Richard Shockley and Professor Elizabeth Johnson, co-chairs Fringe Benefits Committee)
<http://www.indiana.edu/~bfc/docs/AY08/circulars/B10-2008.pdf>
6. Progress Report from the Sustainability Task Force [DISCUSSION] (20 minutes)
(Professor Michael Hamburger, Associate Dean of the Faculties)
7. Brief Recess (5 minutes)
8. Annual Report of the Athletics Committee [PRESENTATION] (40 minutes)
(Professor James Wimbush, Athletics Committee Chairperson
Professor Julia Lamber, Member of the Athletic Committee
Professor Bruce Jaffee, Faculty Athletics Representative to the Big Ten
Rick Greenspan, Athletic Director)
<http://www.indiana.edu/~bfc/docs/AY08/circulars/B11-2008.pdf>
http://www.indiana.edu/~bfc/docs/AY08/circulars/AthleticsCOIAProposalReport_110107.pdf
9. Annual Report of the Athletics Committee [DISCUSSION] (10 minutes)
10. Old Business
11. New Business

Minutes

MCROBBIE: Can we get started? I'm delighted to be back among you and to see so many old friends from previous days at the BFC. I'm glad to see so many of you are back and some of you are back again who weren't here last year time around. So welcome back as well and welcome to the people who are here for the first time too; those who aren't members of the BFC. Firstly we have a memorial resolution that I'll ask Jeanne Sept to read.

PRATT: Jeanne if you would like to use a microphone, we have an extra one up here at the front.

AGENDA ITEM #1: MEMORIAL RESOLUTION

SEPT: I don't want to use my classroom voice. I'm going to read academic excerpts from the memorial resolution for Polly Grimshaw, which I invite all of you to read in more detail.

Polly Swift Grimshaw who was born in Maryland received her degrees from the University of Missouri and at Drexel, and began her professional career as a reference librarian in the Social Sciences and History Division of the Free Library of Philadelphia.

She moved to Bloomington in 1964 when her husband Allen joined our Department of Sociology at Indiana University and Polly assumed her position as bibliographer for sociology, anthropology and folklore with the Indiana University Libraries. She was active in establishing the program in Women's Studies (now Gender Studies), and assumed library responsibility for that as well. She was promoted to the rank of Librarian in 1978 and continued in that important role until her retirement at the end of 1995.

Polly was closely associated with each of the departments she served, participating in their professional organizations, offering library instruction to classes, and participating in team teaching. Her contributions were recognized with the added titles of Adjunct Professor of Women's Studies in 1986, and Adjunct Professor of Folklore in 1992.

Under Polly's expert curatorship, the international reputation of our Folklore Collection grew and in 1989 the folklore volume of the MLA Bibliography moved to Bloomington to be compiled under Polly's supervision. Polly's special interest in Native Americans and their interaction with white settlers led to the 1991 publication of her important book, *Images of the Other: A Guide to Microform Manuscripts on Indian-White Relations*.

Her colleagues in the library learned much from Polly's steady vision of the role of the IU library collections as a unified whole, serving users whose needs were not delineated by narrow subject divisions or classification schemes. Generations of students also benefited from her special gifts for sharing her knowledge, depending on her and learning from her as they progressed through a wide variety of academic programs. Her unique contributions were recognized by her colleagues in 1988 when she was presented with the Jenkins Award for "outstanding contributions to the Indiana University Libraries and to the library profession."

Despite the increasing toll of her long illness Polly was with us frequently on campus after retirement, continuing to enjoy a wide variety of intellectual activities with her many friends.

In recognition of her commitment and devotion to Indiana University and to her profession, be it resolved that this resolution be a part of the minutes of the Bloomington Faculty Council. Respectfully submitted by Nancy Cridland, Associate Librarian Emeritus.

MCROBBIE: Do we need a resolution to formally read that into the minutes, I'm not certain? Alex?

TANFORD: No.

MCROBBIE: We don't, we just take those as part of the minutes. Colleagues I wonder if you could join me standing for a moment of silence for Polly Grimshaw. Thank you very much.

AGENDA ITEM #2: AGENDA COMMITTEE BUSINESS

MCROBBIE: Agenda item #2 is Agenda Committee business, Lisa.

PRATT: I have a number of items to update you concerning their progress, so I'm going to march through this pretty quickly so it doesn't take up time. If you want more information you can either contact the BFC office or send me an email.

Let me start with where we stand on the Intellectual Property Policy. Many of you who have been on the BFC for a couple of years will know that this particular policy had a multi-year history of development by the BFC with numerous major contributors and multiple major revisions and editions. It was passed by both the BFC, the IFC and the UFC last year. Despite oversight by representatives from the IU Counsel's office in many of the meetings, the current document is long, some 16 pages, and it is not easily implemented due to ambiguous definitions and incongruent duplications of information. For this reason we have been asked by Dottie Frapwell's office to consider working collaboratively with them on a condensation of the document and the streamlining of it, which after a lot of discussion with Bart and the UFC, seems to be the right way to move this forward. So we are asking Dottie Frapwell, John Applegate, Dennis Gannon and Simon Atkinson to work collectively to clarify the document and condense it. And if Dennis or Simon think that the changes violate the spirit of the original document, then we will bring it back to the BFC to vote not on the document as a whole but on specific segments of the document. We'll try to do that very quickly because we need to get this policy to the Trustees' committee so that we can action on that this year. I'll remind you that there are reduced numbers of Trustee meetings.

There have been a number of concerns raised, by both the Faculty here in Bloomington and the faculty on a number of other campuses, voiced through the UFC about monitoring the Barnes and Noble operation of the Bookstore. Bart Ng and I have been working with John Applegate to get the administration to identify a liaison to discuss bookstore issues and that person has now been identified and because he was also a central figure in sustainability, he just happened to be here today. That's Paul Sullivan. Paul if you'll raise your hand. Thank you very much. We've had, I think, a very productive meeting with Paul to talk about how to monitor discussions and action items with the bookstore and we now have three outcomes that are in progress.

Number one, Paul is going to try and establish an email address @indiana.edu, that would be used for complaints from all the campuses and that email address would distribute both to Paul and to the relevant manager of the bookstore here in Bloomington and Indianapolis or at one of the regional campuses. This way Paul's office can monitor the nature of the complaints and then we will ask Barnes and Noble to cc: Paul when they respond to the complaint. In that way we can also keep track of the timing of the actions that are taken. Hopefully then by the end of the spring semester we'll have some kind of understanding of what the nature of the implementation complaints are. Now there of course is the problem that we weren't doing this in the past so we don't really know what the situation was prior to outsourcing. But at least we'll help the faculty think about where we are and it will actually help Paul as they renegotiate new contracts; we'll have some kind of understanding of what the average level of problems is and how long it takes to get those problems resolved. Number two, Barnes & Nobles will establish an advisory committee with faculty and student representatives and the faculty representatives will be solicited from the BFC via the Nominations Committee. I think that's quite a positive thing and apparently that is the normal way in which Barnes & Nobles in their university bookstore part of the operation that is normally what they do they just haven't had a chance to put that in place

here in Bloomington. They hope to have that in place before the end of this semester. And finally number three, Barnes & Nobles will develop hopefully collaboratively with the administration a survey tool to look at customer relationships and service and we hope that that survey will be distributed again sometime within the next three or four months. On the topic of the BFC-UFC Family Leave Policy I'm happy to say it is progressing through a collaborative committee that includes faculty, administrators and trustees. We think that the basic document is now in pretty good shape. The difficult step of assessing financial impact, we hope that that can be completed by the end of the fall semester so we anticipate discussion and a vote here on that document by the BFC in early January. Again we have to move this along quickly in order to get it to the Trustees with their reduced meeting schedule. The Agenda Committee of the BFC has had a meeting last week with Michael, and among the many things that were talked about we raised our concerns about the lack of input from Bloomington to the Indiana higher education commission. Michael is aware of that problem and he's looking at possible solutions, so progress is being made there. Finally a reminder that ballots were sent to all the tenure and tenure track faculty asking for a vote on one, a change of language to formalize the elimination of the title "Chancellor" on this campus, the creation of the Provost title and the division of the duties with regard to the BFC for the Provost and the President, and number two voting on the new voting unit for non-tenure track faculty. The vote will simply be determined by a majority of respondents so please urge the people in your representational units to participate in that vote. These are important additions to the constitution and important governance issues and it would be very nice to see a level of engagement reflected in a fairly high percentage of faculty voting on that. The deadline for that vote is Tuesday November 13th. And finally one last matter and I don't know if they're here or not, the BFC office did send an invitation to the Foundation to be here today and listen as we think about the discussion on the Sudan divestment, but I'm not sure if they're here or not. So that is a very condensed, fast update from the BFC.

AGENDA ITEM #3: PRESIDING OFFICER BUSINESS

MCROBBIE: Thanks Lisa. I have four matters that I just want to comment on relatively briefly. Firstly, let me thank all the many people in this room looking around who I know were at my inauguration, I greatly appreciate you taking your time to do that. It was very good of you. I don't intend to repeat the whole speech, but I just want to comment on just a few things. Firstly as you know, I announced a lot of initiatives and for those of you who haven't seen it, it's on the web, the written version, where you can find out the details of the things I announced. Some of those can be gotten out of the way pretty quickly, some are going to take some work to get them moving. That I see as being one of the major things I'm going to be doing over the next two or three months, is getting many of those things under way. Many of them were actually based on quite a bit of pre-existing study that was done by various committees and working groups and so on, many of which I actually established when I was in the provost role so I'm able to use a lot of that work to build on. A couple of the highlights obviously were the various building projects that I announced. I talked about rejuvenating the rank of Distinguished Professor. I met in fact just a couple of hours ago with the committee that makes recommendations to me, and talked to them about what I'm hoping to do, what I'd like them to do there and how I see that rank being rejuvenated. I also announced the formation of the Herman B. Wells Presidential Professorships. I'll be putting in place a group to assist in defining exactly how that will work. Obviously I've got a lot of that thought through, but I want to formalize that in appropriate ways in the

university as well. I talked about an intercampus research fund between Bloomington and Indianapolis and a series of other major initiatives on this campus and elsewhere in the university. I can probably take some questions on some of those later if people have got questions, but I don't really want to dwell any more on that given that I spent a lot of time talking about it and there's a lot of detail there, but I expect that a lot of those issues are going to be issues that I'll be working on with many people in this room and already am doing so as well. The second thing I want to talk about is the Matching the Promise campaign. Last Monday we announced the public phase of the fund raising campaign Matching the Promise and we announced that we had already raised, the university had raised, for this campus a total of \$652 million dollars towards the final goal of a billion dollars in endowments and other funds. A significant portion of this, over \$200 million dollars has gone towards the creation of about 700 new scholarships and fellowships and one of the important points that we made last week was the impact of these 700 new scholarships and fellowships have had on affordability and accessibility of an education on the Bloomington campus. And what it has meant is that this year for the thousand students, roughly a thousand students, who come from families with incomes of \$50,000 dollars or less an IU education at Bloomington is now almost free. It costs a total of only \$341 dollars on average. This is by combining the 700 new fellowships, the presently existing fellowships, federal financial aid through things like the Pell program, state financial aid through things like the 21st Century Scholar program; and if you average this out and take all this into account of those roughly a thousand students the average cost now is only \$341 dollars and that's compared to a yearly cost of both tuition and accommodation of roughly \$14,000 dollars so the generosity of thousands, many thousands of donors to the university I think has had really quite a profound effect on the affordability of an education at Indiana University – Bloomington and to making this campus accessible to anybody appropriately qualified from, no matter what their background is, no matter what their socio-economic conditions are. And the good news doesn't really end there either because at the same time it has also had an impact on students whose family income is in the range of \$50, 000 to \$100,000 and there the cost of an IU education to those people who register for financial aid in that particular area is now reduced by about 40% so it is only costing people in that particular cohort about \$8,000 dollars for an education at IU Bloomington. I'm hoping that by the time we complete the campaign we may have brought that down even closer to 50% so about half the cost of the actual full cost of an IU Bloomington education. These I think are really quite remarkable achievements, achievements that we should all be immensely proud of and I think we should be, all that have contributed should be very proud of the impact that they have had and this I think is really one of the great strengths of higher education in this country is the immense influence that private philanthropy can actually have on the future of an institution. And here it has had a direct impact on, as I said, the accessibility and the affordability of IU Bloomington education. So this brings me then to the third point, and I just want to comment briefly on this, unfortunately on Tuesday the day after I made this announcement of course we, rather than this announcement receiving the full attention it probably deserved, we had another story about issues of basketball and people were all aware of this. I've said publicly that I have not been happy with the situation in the basketball program and in response to the issues that occurred there, appropriate sanctions were taken by the Athletics Director which I have endorsed. These issues clearly distract us from what really are the main issues in the university, the claims made in my inauguration and the accomplishments of the Matching the Promise campaign as well. So I'm hoping that later on today when we get to Agenda Item 4, which is the report on the Coalition on Intercollegiate

Athletics, we can actually get a report, we will get a report on the broader scope of everything that's going on in athletics, where I think there are many, many very positive stories and where our programs are I think being very successful. And I think we can also be gratified that all our programs and practices so closely track the recommendations of the COIA report as well. I know that's a matter that's coming up for discussion. I think this just reminds us on how important it is to remain focused on the big picture and our fundamental missions of education and research. So having said that, I'm happy, Lisa and I are happy to take any questions that you may have. Questions? Yes, Paul.

AGENDA ITEM #4: QUESTION/COMMENT PERIOD

EISENBERG: Yes in planning for increased space, are you and others taking into account the desirability of having offices quite generally for emeriti who wish to have them whether they're in some narrow sense continuing to be productive or not? Even people who are not our old friends, the people who are may have wise advice to give the younger faculty and so on, that is of course you know which decisions will go into that so my question is...

MCROBBIE: Well I'm well aware Paul of the enormous contributions that emeriti faculty still make to the university. I get letters from time to time from emeriti faculty telling me about their three books that are published in the previous year and so on at the ripe old age of eighty something. I'm just amazed at the productivity of some of the emeriti faculty, I mean it's just a wonderful thing. I know that the space is made available by some of the schools. I think this is something that, in my experience, the deans are very sensitive to and have tried to be accommodating to the needs of emeriti faculty who are still productive. I think in the case of, that should be the main criteria, whether the emeriti faculty are still contributing to the academic programs of the school or to the university more generally. In my experience deans have been pretty helpful in that regard. Yes?

HUNT: Your plans for building are very inspiring and research is an important priority. One of the things we were talking about in the BFC and one of the things this year, one of the things we hear from our colleagues is the need for classroom space, and I wondered if you could talk just a little bit about what your plans are for helping with the relief with the pinch we have in classroom space here at IU.

MCROBBIE: Kevin I have two responses to that. One is I think in the various buildings that I announced would be working to get established all of them will include classroom space, the international studies building in particular. I'm very mindful that the needs of those departments, of those kinds of departments and the area studies programs and so on who will be associated with that, for small classroom space, space to be able to hold classes of twenty-five or less and so on because of the special instructional needs those areas have. I'm certainly well aware of our shortages in certain ways and I think we also have an opportunity to build some larger lecture theatres which I know we're pretty short on as well. I think the BFC and the faculty can be helpful too, the fact that there's a perception that the classrooms are underutilized on Fridays in particular and Mondays is a matter I know that Lisa has been taking up, and I think that some attempt to at least be seen to be addressing that is going to be helpful to those of us who need to be able to find the resources to put these new buildings in place. Any other questions for Lisa or

me? Okay, there being no questions why don't we move to Agenda Item 5, the Sudan Divestment Resolution. It's a first reading. Mr. Shockley are you...?

AGENDA ITEM #5: SUDAN DIVESTMENT RESOLUTION

SHOCKLEY: I'm Richard Shockley representing the Fringe Benefits Committee. The resolution in front of you comes to you largely due to the work and hard efforts of Prof. Steven Weitzman who is professor of Religious Studies and the Director of the Borns Jewish Studies Program here at Indiana University Bloomington. Steve approached the BFC last spring asking for some action with respect to the divestment of investments in the Sudan. The Agenda Committee referred him to the Fringe Benefits Committee. Steve joined the Fringe Benefits Committee this fall and crafted the resolution you see in front of you which was unanimously endorsed by the Fringe Benefits Committee at our first meeting this fall. Steve has joined us in the room and he's in the back to answer any hard questions. I'd like to introduce the resolution by making three relevant points. The first is that both the United States and the United Nations have officially declared the situation in Darfur as a genocide and this is the first time in history that a genocide has been officially recognized as such while it's still going on, and I think there are two things to draw from this. First of all, it's not too late to do anything about it, and second, there's no real excuse for inaction. My second point is that recent history shows us that the Sudanese government is susceptible to economic and moral pressures. For example, in 1990 it responded to such pressures by ceasing its practice of harboring terrorists. Finally this past summer Governor Daniels passed into law Indiana House Enrolled Act 1067, an amendment to the state's pension code which requires the managers of the state's public employees' retirement fund or PERF and the Teachers' Retirement Fund or TRF to identify any of their portfolio holdings that are scrutinized companies that do business in the Sudan or with the Sudanese government to contact those companies asking them to cease doing such business and to divest of holdings of the companies that do not act to cease those business activities. HE 1067 provides an explicit definition of a scrutinized company as well as the very detailed procedures that the PERF and TRF managers must follow. In other words, it provides an excellent roadmap for our divestment policy. So the resolution before you simply calls for the investment managers at Indiana University and the Indiana University Foundation to adopt as their own policy the divestment program or roadmap laid out in HE 1067. In other words, to voluntarily do what the state now requires of its own portfolio managers. I'd like to point out to you that this resolution does not speak to your own retirement investments which you own and control through the Indiana University retirement or supplemental retirement plans.

MCROBBIE: Professor Shockley what I'd, just from the Chair, let me make a couple of comments being forewarned that this measure would be moved, we checked on the situation and my understanding from Mary Frances, Mary Frances McCourt, the University Treasurer who's also checked with Gary Stratten and the IU Foundation and the exact words are that neither IU nor the Foundation has invested in any companies with headquarters or primary business functions in the Sudan. That's the formal position from those two people.

SHOCKLEY: That is correct. We verified that. Of course this resolution speaks to a broader set of investments, not just those that are headquartered in the Sudan or doing their primary business in the Sudan, but rather doing significant business in Sudan or with the Sudanese government.

MCROBBIE: Let me just make one other comment too and that is again from the Chair, and this is really the business of the BFC, how they want to decide with this matter, but there are clearly some fairly odious governments in this world. I think all of us would find repellent recent activities in Burma for example and I would find it helpful if there were some, if some thought was put into defining more generally what were the kinds of criteria for defining when a government was, or a country was acting in such a way as to require the university to take some form of action, number one. And number two, I think being in a university it might be useful for us to actually think about or to investigate what is the most effective form of action that can be taken as a university faced with particularly egregious behavior by some nation state. For example, is closer interaction with the human rights and democracy movements in those countries of, would that be more helpful or equally as helpful and so on and so on. I realize that every country is probably different in terms of what's most appropriate there, but from the point of view of the university and how to take positions in these very delicate and very difficult matters some more general thought as to how to address these issues would be of considerable use to me. Any comments please?

SHOCKLEY: I think Prof. Weitzman would like to say something.

WEITZMAN: I'm Prof. Weitzman and I wanted to speak to that last concern. You can see that it would be impractical for the university to address every humanitarian crisis in the world. I would on the other hand suggest, raise the question of whether there are any humanitarian concerns that would prompt this kind of action and would respectfully submit that genocide is the threshold that would clearly be established for that kind of action on our part. And second of all that we have the guidance of our own state legislature and the governor who felt that this action was, this situation required action on the part of the state.

MCROBBIE: I understand. Other comments?

TERRY: A question maybe for both of you. Is the definition the state has adopted, a "scrutinized company" more or less what you said, with some efforts to determine if an enterprise that does substantial business in and with the Sudan?

SHOCKLEY: It's very detailed actually. It takes more than a page of the act to...

TERRY: Do you know if it's something the state of Indiana invented or is this coming from the national movement?

SHOCKLEY: I do not. Steve, do you know?

WEITZMAN: It was developed in consultation with the Sudan divestment task force, which is a, the results are certified by an independent agency.

MCROBBIE: Yes sir?

BURNS: Yeah, I just want to say that I agree that when the State Department and the state have moved something to the level of genocide, it's time for the university to be involved as well.

MCROBBIE: Other comments?

PRATT: Let me just make a comment about process. It is our intention to again ask the Foundation if they wish to address us at the next meeting of the BFC on this matter with regards to their specific portfolio. We will then ask the members of the BFC to be prepared to vote on this resolution...(end of tape – some comments lost)

MCROBBIE: (Comments lost)

GROTH: ...this resolution is indirect in that it says we resolve to do what the house resolution does, wouldn't we need something here that specifically directs the investors to do something as opposed to say 'Do what the state already is saying?' Or is the house rule only this simple? Does this make sense?

SHOCKLEY: I'm not sure we have the authority to dictate the policy which is why we're resolving that they do.

PRATT: I think the state policy does not direct anyone to take action except those specific retirement accounts so we're recommending parallel action from our Foundation following the guidelines they put into law.

GINGER: Would you like a copy available of the entire act?

GROTH: Well I guess what I'm saying is that this doesn't say what those guidelines are it just says that we begin to follow these guidelines...

SHOCKLEY: Right. The act is sixteen pages and we felt it was much cleaner just to make reference to it.

GINGER: We could certainly send a link so people can read it before the next meeting to the statute itself.

MCROBBIE: Yes, Herb?

TERRY: At the moment I'm content with moving forward to next time with the Sudan Divestment Resolution, but I think your suggestion that we take a broader look at the world's trouble spots and how we might effectively respond perhaps sometimes through divestment, perhaps sometimes through other avenues is also something we could pursue. But I agree with the comments, given this Darfur regime, the consensus of national and international bodies that this is genocide, it is unlikely to draw up a line that exempts that from most of the sanctions by internet we might bring to bear.

MCROBBIE: Other comments? Any other comments? Yes?

KOLBE: I noticed that there isn't in this language any wording about the UN. Is there any particular reason for that? Has the UN acted on this, have sanctions been passed on it?

WEITZMAN: The UN has acted on it. Maybe just an oversight that it's not in the resolution, but the UN had authorized a supplement to the African peacekeeping troops that are now in Sudan and those additional troops have yet to be allowed into the country, but it's taken global action.

KOLBE: Wouldn't it be useful just to have that as a "Whereas" or is that superfluous?

BIELASIAK: If I may just clarify, the UN has not recognized the Darfur crisis as genocide. The US, both the executive and legislative branches, have. The UN has called it 'gross violation of human rights,' which is a standard just below genocide. It has, however, passed a number of resolutions. Last year resolution 1706 and 1709, this year 1769 which are very forcefully asking UN member states to intervene in the crisis in Darfur, to stop these gross violations of human rights. I just want to be clear, it's not a new issue. The UN has not risen to the standard of genocide, the US has.

MCROBBIE: Other comments? Yes?

PAOLILLO: It sort of surprises me that there would be a discussion of this matter to this extent. Particular questions of, on the one hand the efficacy, and on the other, the standard that we look to in order to make this sort of decision. In terms of efficacy, I think we can all recall in the 1980's when the South African divestment movement swept the United States. That was a very difficult movement to get in, to get going, but when it was going it was very highly effective. Second in terms of the standard I think that genocide is far too high a standard to consider for this type of thing. Genocide was not what the issue was in South Africa, and so I think that we need to reflect on the history of this type of thing, you know, before sort of glibly calling into question whether we should do this.

MCROBBIE: Which is my point about Burma. There's no genocide there.

PAOLILLO: That's right.

MCROBBIE: Other questions? Any other questions or comments? I believe that as a first reading this thing comes back for a second reading at the next meeting.

SHOCKLEY: Thank you.

PRATT: Thanks.

MCROBBIE: Thank you very much.

AGENDA ITEM #6: PROGRESS REPORT FROM THE SUSTAINABILITY TASK FORCE

MCROBBIE: Next a progress report from the sustainability task force. Professor Hamburger?

HAMBURGER: Hello everybody I'm pleased to be back here amidst my friends in the BFC it's been a long time. I come back to BFC meetings many times in my dreams and I, well the medicine seems to be controlling it quite well. What we're here for today is what I guess is perhaps correctly described as a progress report, but what we hope it is really is the initiation of a very long term and intense discussion among all the members of our community about rethinking many of the ways that we do business as an institution. What we've provided for you today is kind of the tip of the iceberg. There's a document that looks like this. We've added our little contribution to deforestation today, and this is the executive summary, a draft of the executive summary of the report that represents six months of very intensive work by the IU task force on campus sustainability and so what I want to do is briefly report on the status of this task force's work and hopefully over the course of the next few weeks involve all of the BFC and many other parts of the IU community in reviewing this document and the extended document it represents and providing us with some constructive feedback about how to move forward. The sustainability task force was established about six months ago by Vice President Clapacs. It's an unusual organization in that it is split evenly between the academic side of the campus, there are about six or seven faculty in the task force, three students and half representing the operational side of campus. It's, extending from this task force, is seven working groups that now involve well over a hundred faculty members, staff, community members. We've had about twenty student volunteers over the past six months who have been working on some very specific projects related to sustainability. We've developed the beginnings of what we hope will be a very high profile student volunteer program called Volunteers in Sustainability that we hope will extend the student engagement far beyond the bounds of the task force. Upon our initiation we divided into seven focus groups to invest our energies on specific topics related to sustainability; one on academic initiatives, one on energy, one on the built environment, transportation, resource use and recycling, environmental quality and land use and one on food. The task force has been generously supported by Vice President Clapacs and then Provost McRobbie and now Provost Hanson in helping this process move forward. I want to acknowledge at least three of the task force members who are here, Paul Sullivan from the Vice President for Administration Office, Jeff Kaden from the university architects office, the Chief Engineer and your own President, Lisa Pratt who hasn't been quite so involved since she became President of the BFC, and many other students and faculty who've been involved in this, and staff who've been involved in the process. So the report is nearing completion this week. I think within a week we will be able to provide you with the full document which I'm sure will be well over a hundred pages with very detailed recommendations on each of those major aspects of campus sustainability. Our hope is that again this will be the beginning of several weeks of extended discussion, deliberation and campus engagement on these issues. We will end our formal involvement before the end of this semester with a final report, but hopefully the beginning of what will be a long term process on this campus. What we're ending up with is a very ambitious proposal for a very large scale and integrated approach to addressing campus sustainability issues ranging from operational issues on how this enormous cooperation of our campus is run,

how the academic community addresses sustainability issues and how we interact with the community that surrounds us. I guess to get to one of the main bottom lines of our recommendations is the creation of a permanent office of sustainability that would provide some institutional support and some focus for sustainability related efforts on this campus as many of our peers have done. I guess I should come to the definition of sustainability which many people use in many different ways, we've adopted the simplest possible definition for sustainability which is meeting the needs of the present without compromising the ability of future generations to meet their own needs. This can encompass a wide variety of aspects of our communal life, but much of it is focused on efforts to minimize the environmental impact of human activity, to improve our stewardship of precious natural resources to allow for future generations and to promote positive economic and social growth to reduce inequities in our society. So briefly what are the reasons why IU should jump in in a big way into the sustainability movement; I think first many of us on the task force and I know many of you share a sense that there is really a growing need to address both individually and in our lives and collectively as social institutions a growing list of environmental challenges and I think the most prominent now perhaps particularly with the awarding of this year's Nobel Prize is the recognition of global scale impacts of human activity on the global climate system. Second, it's the sense that academic institutions have a unique role to provide leadership in addressing all kinds of societal issues, the subject we just discussed now is one example, anything from eradicating poverty to addressing problems of disease to global terrorism to environmental challenges. The institutions of higher learning have an opportunity to use the strengths of their research and creative activity, the opportunity to teach the next generation and to interact with the community in an important way to address these pressing societal issues. Of course what we're talking about here is happening at campuses all over the country sometimes called the 'greening of the campus' movement. Many of the leading institutions in the nation, particularly the top research institutions, the major public universities across the country have adopted major efforts in the arena of sustainability and I think we can take a prominent role in that. For me one of the really exciting things about this, is this issue has the possibility to have a truly transformative effect on the whole university. It's hard to think of any issue that so deeply cuts across every aspect of academic life, of students' residential life, of the operational aspects of operating an institution of higher learning and it offers enormous opportunities for crosscutting educational opportunities. IU has some particular strengths in this arena; obviously the School of Public and Environmental Affairs is one of our leading organizations that combines both environmental science and public policy expertise, but also growing strengths in environmental sciences in the college, our strengths in international studies, in the life sciences, the presence of a large School of Education on our campus with enormous opportunities for K-12 outreach, the very impressive programs in environmental education and health policy in the school of HPER, new efforts in the School of Informatics offer vast opportunities for us to enhance sustainability efforts, enormous opportunities for external funding, very rich opportunities for engaging with all of the stake holders, the public, the legislature, our alumni, to enhance resources for this kind of work, the growing number of foundations that are providing resources for sustainability related work. The funding section of our report has a very detailed compilation of some of the very impressive economic benefits to many universities who've moved into this arena. In the area of the high importance to the campus of attracting and retaining high quality students, faculty and other community members to our venture, environmental issues are going to be a growing part of our national profile and many of you saw perhaps in today's IDS a mention of our ranking. You may dismiss these

rankings as unimportant, but in fact IU has gotten in many cases some undeserved bad press and it doesn't do well when we're attract the best and the brightest to our programs in SPEA and environmental science and other related programs. This offers an enormous opportunity for us to extend interaction between the campus and the community. Programs involved with sustainability turn both the campus itself and the community that surrounds it into a living laboratory that can engage all aspects of student learning particularly a kind of the glue that holds this together is the idea of service learning where students can in a very intensive way take the learning that they do in their classrooms and use it to address very practical problems that face us as a campus and us as community. I guess just want to mention there's one negative thing to think about is there's an opportunity cost that we must pay if we elect not to move in this direction that many of our peer institutions, particularly those in the Big Ten and beyond who are competing with are moving very aggressively in this area and we lose opportunities for attracting students and faculty and funding for our enterprise if we choose not to. So let me, of course there's a lot of detail in this report, and I'm not going to get into all the details, I wanted to mention a few, kind of the overarching themes that go through all of these working groups' reports. One is emphasizing that there are a great deal of strengths and a great number of success stories already in the IU Bloomington campus. There's a lot of achievements that we've already made in almost all of these arenas. We need to find ways to build on those strengths to coordinate them to integrate them and to extend them and to perhaps get better press coverage which is why the press is here today I'm sure. And second, many of these issues are really long term issues, they're not ones that can be resolved overnight, so one of the critical processes where this can take place is the arena of strategic planning, and I know one of the high priority items on President McRobbie's table is to address strategic planning issues for this campus and for the other campuses. This is precisely the place where sustainability concerns have to be brought into the process when we're thinking about the new campus, the new expansion of the campus, over the next decades. Third is the need for specific metrics. What we can't measure, we can't control. So one of the very interesting intern projects this summer was examining the degree to which the buildings on campus actually have some kind of metering systems to actually measure how much electricity and heat and water are used and it is shocking; one, how many don't have any metering systems and two how many meters exist that are never read. There is virtually no system of accountability for any of our units to take responsibility for the resources they consume in their endeavor. Next there's an issue, there are of course vast economic issues that are involved in this but many of these involve not expenditures, but actual cost savings as the price of oil veers towards \$100 a barrel we are going to be more and more concerned with energy costs as a growing part of our budget. There are tremendous opportunities not only to do the right thing, but also to increase, effectively increase, resources for other academic and sustainability related initiatives. Some of these involve substantial infrastructure investments but what many universities are doing is using savings for example from energy conservation to fold into infrastructure investments that will help in the long term to reduce energy use and reduce costs. Next is the idea of some formal institutional commitment, and I'll mention a detail in a moment, but the fact of creating an office of sustainability and a focused sustainability effort here makes a mark not just within the university, but to the greater community that Indiana University is a institution that is committed to positive change in our society. And again it may be very much like the resolution that you just discussed. It may be less important, the specific impact of the IU Foundation's investments in a few corporations, but the message it sends to the greater community about our interest in taking action on these

opportunities. Again most of these working group reports were very focused on potential for links between the campus and the community, opportunities for student engagement and service learning opportunities within classes co-curricular opportunities, volunteer opportunities for students to engage in these issues. I should mention one little point that struck us very strongly when at the end of the spring semester about three days before the end of the exam period we announced the creation of the sustainability internships worried that nobody would respond at all within a week we had 200 applications from an incredibly engaged and energetic and bright group of students. This is something that students are energized by and very interested in. I think there's great potential for student engagement here. So a few of the specific items that the groups have proposed; for example the energy group proposes a focused, integrated energy use plan that's based around a large scale greenhouse gas inventory. Jeff, I neglected to write down the numbers, is it 460,000 tons? Is that correct? The inventory has come up with an estimate of an annual expenditure just from on campus operations of 460,000 tons of carbon into the atmosphere. This in itself can make a significant impact into our contribution to global climate. We propose an ambitious program to reduce that carbon footprint and in the process to conserve, reduce energy use and in return reduce cost. This can be done through utility metering, through creation of economic incentives to reduce those costs, to building in these lead certification standards into new construction and into high quality renovation of existing buildings. The environmental quality and land use group focused very much on the strategic planning issue; how can we bring in broad scale planning into everything we do, into managing the lands that are owned by the university, into thinking about the ways we deal with pests and invasive species to develop an integrated pest management program that uses less chemicals, less pesticides and herbicides to control the things we want to keep out of campus to focus an effort on restoring the central watershed, the Jordan river, which is very much threatened to date; the focus on development of new models of running some of the campus operations like the purchasing organization to develop green purchasing techniques to reexamine the way that we use chemicals in our undergraduate chemistry teaching to minimize the amount of material that's going into toxic wastes. Our transportation group has proposed an ambitious program to basically change the modal split that exists on campus between the number of people that are driving single passenger vehicles to get to work and those who are using public transit, bicycles, pedestrian and other alternatives. There's been kind of a dramatic revolution over the past several years. I don't know how many of you have noticed, but the campus buses are filled with students and staff and sometimes even faculty that has made enormous impacts into the transportation system. Big changes have taken place and are anticipated in recycling and resource use that can drastically decrease our use of materials, and basically reduce the amount of materials that are sent to landfills from our campus. In the academic arena we envision a whole range of new interdisciplinary structures and incentives to bring together some of these disparate academic programs that are somewhat siloed within campus units and to try to create an integrated program. Many of our peer institutions are creating major new academic programs, degree programs, minors, undergraduate programs, I think Arizona State is the first to create a school of sustainability. I think that is something that we are very well poised to do here to enhance our education and research opportunities.

PRATT: Michael you...

HAMBURGER: It's time?

PRATT: Yeah.

HAMBURGER: Okay.

PRATT: Because I'd like to just take at least a couple questions.

HAMBURGER: So let me just close with kind of, our kind of organizational recommendations. Again, we want to focus on setting up some kind of administrative structure, an office of sustainability that will allow the temporary work of this task force to extend into the future. We examined several different models from looking at what our peer institutions are doing. We've made some recommendations for several different alternatives that might fit well into the IU Bloomington structure. We've also made a very specific recommendation about one of several of these public forms of commitment to sustainability. Many of you know that there's an American College and University President's Letter now signed by over 425 institutions across the country including many of the nation's major public universities that makes a formal commitment to working towards reducing greenhouse gas emissions and reducing those institutions' impact on the global environment. Our task force has recommended IU's becoming a signatory to that agreement, but also has explored a number of other initiatives that are perhaps equivalent kinds of institutional commitments that signal the university's engagement in these issues. So from here I guess I hope this is the start of an extended conversation and one that I hope all of us will take part in. Thank you.

MCROBBIE: Thank you, Michael. Let me just say, let me commend you and the committee on the extraordinary energy and hard work you've put into this. I'd say I'm sure that comes across to everybody. I'm very impressed with some of the creativity that's gone into some of the recommendations. I know this is still a draft. When do you believe the final version will be ready?

HAMBURGER: So again, I think what we envision is a period at least of several weeks to engage as much public comment and engagement, and of course comments and engagement from the administration is critical and I think we want to take as much of the feedback as we can get, incorporate it into a, you know, revisions to the existing document. I think at some point we have to cut off the debate and say, 'Okay this is our task force's best recommendation on everything we've received,' and I'm anticipating within a month as our target.

MACROBBIE: Maybe just, given the time, just a couple of questions for Michael from anybody. Any questions? No questions for Michael? Michael you've overawed them.

HAMBURGER: Yes, I guess so.

MCROBBIE: Thanks very much. We'll take just a brief break to set up for the next couple of sessions.

BRIEF RECESS

AGENDA ITEM #7: ANNUAL REPORT OF THE ATHLETICS COMMITTEE

MCROBBIE: James, I believe that you're going to start the presentation. You're going to give the Annual Report of the Athletics Committee.

WIMBUSH: That's correct. Good afternoon, I'm James Wimbush, Chair of the University Athletics Committee, and joining me to present the annual report of the university athletics to the BFC will be Julia Lamber who is the Chair of the Student Welfare and Equity subcommittee, Bruce Jaffee who is the Faculty Athletics Rep and also the Chair of the sponsorship subcommittee and our Athletics Director, Rick Greenspan. I also wanted to mention that we have several members of the Athletics Committee here: John Applegate was the representative from the President's Office, Prof. Kurt Zorn who is also the Chair of the finance subcommittee. We also have several members of the Athletics staff, some of whom are members of the Athletics Committee: Mattie White, Kimya Massey, Kevin Clark, Terri Smithson, Tim Fitzpatrick, Jack Garrett, Mary Ann Rohleder, Janet Kittel, Scott Dolson, Chris Reynolds and Grace Calhoun. And as you can see, there are lots of people who can answer questions related to university athletics, and I see Jennifer Brinegar who I missed. What I want I want to do is to briefly provide you a summary of the activities of the Athletics Committee. You have on your handout the highlights from the past academic year along with a listing of all the members of the committee. I am going to briefly cover the highlights since it's presented in a little more detail in the report, I'll just briefly cover it and as all of you know the main responsibility of the Athletics Committee is to provide oversight over all issues related to academics and student welfare of our student athletes. We also have an advisory and consultation role on all other matters related to student athletes and athletics within the department. Over the past academic year we have actually dealt with issues related to the full scope of our responsibility. We actually started the previous academic year with a special meeting, a special meeting to discuss facilities. All of you know that the Board of Trustees passed a facilities plan last September that enhanced our athletics facilities, renovated space for academic support services, in addition to improving some of our fields, building new practice facilities for basketball, enclosing Memorial Stadium. We actually had not just one special meeting, but two special meetings and the Athletics Committee fully supported that endeavor. We then had lots of issues of the, what we would consider to be the normal variety, where we dealt with various student related issues, student support services, so that we could be sure that our student athletes were having not only the opportunities that they needed to be successful on the fields, courts, whatever their venue for their sport, but also to make sure that they were having opportunities for success as any student would as a student at Indiana University. We, of course with the rest of the Indiana University family, we mourned the loss of our beloved friend and coach, Terry Hoepfner. We also took time to celebrate the commitment of Adam Herbert to university athletics. We also after years, not just this past academic year, but after years of discussion, debate, and then more discussion, we recommended unanimously from the committee to the department to find a more equitable way of allocating faculty and staff seating for men's basketball and for football. The department accepted our recommendation and that new seating policy is currently being implemented. We then ended the year sort of in the same way that we started and that is with another special meeting, a special meeting regarding facilities. The Athletics Committee considered the assessment of Assembly Hall. We felt that as had been a product of the assessment, the recommendation that it did not

make sense to renovate Assembly Hall, but instead to replace it. We understood that, but we also understood that a more deliberative process needed to be undertaken to make sure that we made the right decisions towards determining where a new Assembly Hall should be, making sure that many of the ramifications of building a new Assembly Hall were also considered. Therefore, we submitted a letter to the Trustees asking that we have what I would call a 'go slow' approach in moving forward with decisions regarding Assembly Hall. So as you can see we had a very busy year, I am most grateful for the relationship that we have enjoyed working with the BFC Agenda Committee. As we have done in previous years, the faculty of the committee met with the Agenda Committee again this year. We have had your President, Lisa Pratt, attend a meeting and discuss issues with us already and she along with other members of the committee are welcome to come back. And we have already tackled this academic year an issue that is of importance to you and that is the issue of the COIA proposal. Julia Lamber is going to talk about an assessment that we did of our current practices relative to the proposals and you have a document among your handouts that will provide you with the results of our assessment which Julia will discuss it briefly now.

LAMBER: In September Bob Eno and Herb Terry gave the background of the Coalition on Intercollegiate Athletics to this group. COIA is, as they said, is a group of Division I-A faculty senates. This summer they issued a report with 28 recommendations or what we might think of as best practices for intercollegiate athletics at that level. The BFC was interested in how we at Indiana University on the Bloomington campus fare in terms of those recommendations. I chaired a Student Welfare and Equity subcommittee and it was our task to complete the review for the Athletics Committee as well as for you, and as Lisa showed the visual aid looks like this. On the, what we did in the report is list the recommendations on the left side on the right side is a description of our practice, and we used a rating system or a number system of one through four. One is 'yes we're doing this,' four is 'no we're not doing it and we don't really plan on doing it.' Two and three are, as you might imagine, are in between. Two is 'good idea, we're working on it,' and three is 'well we'll think about it.' As we suspected, our practices are really quite in line with the Coalition's recommendations. Out of the 28 recommendations there are only two that get fours, and those two instances that get fours are instances we think, we think we're right, that what we're doing is in fact the appropriate for our campus. I think even the Coalition says in their recommendations, there are some recommendations that just don't fit certain institutions and that's what we think about those two recommendations. We, in the process and because of those, the recommendations of the Coalition, there is one thing we would like to change. It's not really a, it's a recommendation from the Athletics Committee, it's not really to this body, but more to the President and that is the Coalition recommends that Faculty Athletic Representatives, which is what Bruce is, where'd he go? What Bruce is, should have a term of office and should be reviewed as part of having that term of office. It's not something that we've done here, but we as the Athletic Committee think that's a good idea so as I said, it's not really a recommendation to this group, but more a recommendation to the President. So, you want questions now or later?

PRATT: I think we should take questions as we hear from individuals.

MCROBBIE: Sure. Questions? Questions, yeah?

MCCORMICK: In looking at the COIA proposals in violation, one of the concerns I've had persistently has been this competition and practice scheduling and while it says here currently we have to follow this protocol, there continue to be challenges with practices being scheduled well into the middle of the morning particularly the teams that use a limited number of resources, to the point where, you know, I have students who have to miss an introductory level class or they have to drop out of their sport. I mean, yeah, so we're sort of stuck in trying to offer classes somewhere between 10:30 in the morning and 3:00 in the afternoon if we want to accommodate all possible athletics schedules and so I would really question whether or not this, the policies here are consistent with the 2.23 that I'm looking at on page, I don't know which page it is, page 3 of the document. I mean I do have some concerns having often times had students who are good academically but, you know, when I can offer classes, or when we can offer classes directly conflicts with a certain athletic team's practice schedule.

LAMBER: I don't think we mean to suggest that it doesn't conflict, but that the point is to try to accommodate as much as we can with as much full knowledge as we can.

CALHOUN: Julia do you want me just to take a quick stab at that?

LAMBER: Yeah.

CALHOUN: Hi, I'm Grace Calhoun I'm the Associate Athletic Director for Student Development and Compliance and we actually build student schedules after we've requested practice schedules for the next semester. So we do look at all students' practice schedules, try to find practice times that are in the least conflict with those, the class schedules as possible. And we make it very clear to our student athletes and coaches that if, for some reason a course needs to be taken at a particular time that conflicts with practice, they're clear on the fact that they go to that class and practice happens either before or after. We have found our coaches to be very cooperative in working around special needs of students when they do arise. So again that the practice is I think the opposite of what you've described we try to build the practice schedules after we've looked at the course schedules.

MCCORMICK: That's not been my experience as an advisor, I'm afraid.

MCROBBIE: Herb.

TERRY: First of all as official representative to COIA, let me say that I wasn't surprised by the results of your review. When I met with the other members COIA at Stanford in the summer, the horror stories that they had to tell about things at their universities were things I could not match. So...

LAMBER: Thank you

TERRY: ...I was not surprised you were in substantial agreement with COIA and I would second your endorsement that we knew that these guidelines could not possibly apply to every institution because of institutional differences. So I think this is a good faith effort to compare what the Athletics Department does here with the COIA standards and it reveals about what I

was expecting. I have a couple comments. One is on the issue just raised. If President McRobbie is successful and we get more classes on Friday, if Friday becomes part of the prime teaching schedule, will that have an effect on athletics? Can you accommodate that?

CALHOUN: I can probably talk to that a little bit. Bruce Jaffee can as well. We are bound by Big Ten regulations in terms of amount of missed class time that's acceptable. We're limited to eight days a semester so certainly if it involves weekend travel and there are additional classes on Friday it could have some impact. Certainly that would need to be taken into consideration in building competitive schedules, but generally I would say, and I should Kimya Massey and Mattie White, our two Assistant Athletics Directors that work most directly with student athletes and scheduling, we find that our student athletes are really spread out across the board right now in terms of what they're studying, when they're taking classes and we've been able to effectively accommodate those institutional and Big Ten policies right now. We do occasionally have waivers that are filed, very occasionally, I think we generally process about two a year. So it could cause some additional problems but I'm not anticipating that it wouldn't be anything that we couldn't accommodate within the scheduling.

MCROBBIE: Owen?

JOHNSON: Point 1.2.1. specifies "no academic programs or majors should be designed specifically for student athletes or created for the purpose of allowing student athletes to maintain their eligibility." It's my understanding that over the years there's been an increase in the number of athletes majoring in General Studies. Is that a continuing problem? Has it been addressed? What's the situation there?

CALHOUN: I can probably best field that one as well. We just recently because of a Freedom of Information Act request looked at the student athlete majors in revenue sports we did find that student athletes study General Studies at a higher percentage than the general student body. That's not the case with our non-revenue sports, and in looking at that there are a variety of reasons why we feel that that's happening at present other than just being interested in a very broad, general major. With the NCAA and Big Ten eligibility requirements it's very difficult at Indiana to transfer from one major to the next and to become eligible immediately in the second major. So oftentimes the declared majors at appointment time could be a bit deceiving and that there are students who are certified in a particular major but don't ultimately plan to graduate within that major. So it's certainly something that we look at, our Athletics Committee will be reviewing that data this year as well so we feel comfortable that there are a lot of eyes on the process and that decisions are being made for good reason. I feel very comfortable that with Kimya and Mattie and their staffs that they're helping student athletes to truly find majors that they're interested in and that we're not just selecting things solely on the basis of how they can be certified eligible, or the best way to keep them within standards.

MCROBBIE: David?

WATERMAN: Yes could you elaborate on 1.25 what are the Big Ten Conference eligibility standards and are they generally different from those applying to the rest of the student body?

LAMBER: The first thing is the recommendation here is, the COIA recommendation is that to use a two-point average as the eligibility standard and the first thing we want to say is that we think our student athletes ought to be held to the same standards as other students on the Bloomington campus. Students can be on probation for lots of different reasons, and still eligible to take advantage of extracurricular activities and so forth. So that's the first thing is we want to make sure that the student athletes are held to the standard that other students are on the Bloomington campus. Yes, there are indeed lots of different Big Ten standards and NCAA standards and progress towards degree standards and then Grace will have to talk again, if you want to know those specifically.

CALHOUN: Maybe it'll give me a chance to stand up. We have in addition to our institutional standards, we're governed by our conference and the Big Ten does have the most rigorous eligibility standards in Division I, so certainly there are things that our student athletes have to do in terms of making progress toward a degree, frequently at a faster rate than a general undergraduate student would have to. Each term we're looking at number of credit hours passed towards the degree. There are things, if we look at conference standards - can you make sure I say these properly? - but after the third academic year in residence a student athlete must have completed 78 credits toward their declared degree, after the fourth year in residence, 105 hours toward the declared degree. If you look at NCAA standards, we call them 40-60-80; 40% after the second year, 60% after the third year, 80% after the fourth year to be certified as eligible. And they do that, and the overarching goal within the Big Ten Conference is that you have to be able to show at any given time that any student athlete can graduate within five years because they again the tone of the Big Ten Conference is that graduation comes first and if you can't be certified to graduate within five years at any given point you're declared ineligible.

TERRY: This is just a brief comment on how all this came about in COIA. As Grace mentioned conference standards vary this was actually targeted at conferences that have standards considerably lower than the Big Ten.

CALHOUN: Sure.

MCROBBIE: I'm mindful of the time and there's a bit more to go through so I hope we can make that the last question on COIA. Rick are you up next I think?

GREENSPAN: I think Dr. Jaffee was.

MCROBBIE: Oh sorry, Bruce. Yeah Bruce, please.

JAFFEE: I'm just going to make a few quick comments on some of the national legislation and trends and some of the implications here for Bloomington. Before I do that though, I want to add in response to the last question, I believe the Big Ten is the only conference in the country that has an academic standard for freshman between the first and second semester. That is, I mean, candidly it's not the highest standard in the world, but if students don't make that after the fall semester, say in any sport, basketball, baseball, that competes in the second semester that student athlete cannot compete in the second semester. Other conferences just have a standard, if they have a standard at all, for the end of the freshman year. I want to just mention very briefly three

things that I think are quite important. One is that at several times earlier this year, the Board of Directors of the NCAA which consists solely of university presidents reiterated the centrality and importance of academic standards in the performance or the business of intercollegiate athletics. One thing they're doing that's starting in the fall of 2008, the number of core academic courses that any student athlete needs to complete successfully in order to be eligible to compete once he or she makes it to college is moving from 14 to 16 core academic courses. Grace just a few minutes ago indicated this 40-60-80 standard and the quantitative numbers of the Big Ten that essentially say as a student athlete you must make progress toward a degree. You can't in the pejorative just major in eligibility and take hours. It is costly in terms of making it difficult for a transfer student to choose any major he or she wants and it makes changes of majors difficult and just again Grace pointed out temporarily students may look for a holding pattern which on, given our curriculum, tends to be General Studies. Possibly in the senior year then they can switch to another major. And the third aspect of it which is going to get a lot of attention in the spring is a transparency and sunshine on various measures of academic performance by intercollegiate athletic programs. There are three measures. There's a federal rate of graduation, that's been around for many years, in the last few years we've had a GSR, a Graduation Success Rate, that's probably a measure of graduation, and for the past few years there's an Academic Performance Rate, an APR, for which there are significant penalties that will be imposed, that have been imposed already, but will be imposed on more programs and schools starting in the next academic year. And the Board of Directors essentially reiterated the importance of that. The Board also on a second issue has taken a significant action to attack one sport nationally that has had poor graduation rates and poor retention rates, namely baseball. And there are major changes in baseball in terms of eligibility, scholarship allocation, transferability issues that will be instituted this year in terms of scholarship. And I think those are great changes. They generally have not been major issues in the Big Ten but they have been in schools in the southwest and the south. The Board is also moving to the other, and probably, candidly the toughest issue to work for on academics, and that's men's basketball. And a major task force has been set up by the NCAA to maybe try to get the same success it got with baseball with men's basketball and unfortunately some of the issues in women's basketball are catching up to the men's in that regard too. So that's a national issue and it's also an issue both in the conference and here at IU. The last thing I want to mention is an issue that really reflects the actions of this council and our Trustees to both raise and change our admissions standards to IU Bloomington putting more emphasis on the standardized test scores in particular. That caught a disproportionate number of student athletes during the 2006-2007 application period. As you know we have a sponsorship program and as is indicated in the report for the fall of 2007, 35 student athletes came in under the sponsorship program. But ironically although that was an increase from 26 to 35, our percentage of all sponsorships on this campus dropped from roughly a third in the fall of 2006 to 25% in the fall of 2007. I want to mention very quickly though that we follow a very specific process in order to have a student athlete getting a sponsorship. There's no back door for a coach to go to the admissions office or an athletics director to go to the admissions office. We have basically a four step process. One is that a prospective student athlete must be a NCAA qualifier, second there must be a letter of support from the head coach in writing indicating that why the person did not do that well in high school yet the person could make it through IU Bloomington and what kind of support the coach, him or herself will provide when that student comes here. Third, Grace and her staff provides a letter that they think that this person can make it at IU Bloomington and they will provide, can provide, adequate support for that student athlete

and finally there's a committee made up solely of faculty members, four faculty members, that review each case and vote on whether that prospective student athlete can be admitted to Bloomington. Only at that time will the committee seek out a faculty sponsor, several of whom are actually in this room to sponsor a student athlete for admission and then there is close communication throughout that first year between Grace Calhoun's staff and the faculty sponsor to monitor how that student athlete's doing. It's a program that candidly maybe ought to be tweaked but it actually is a program that is very highly respected within the conference both for the mentoring we do and the transparency in terms of how student athletes, who obviously have athletic talents, are admitted to the university. We're really up front in how that's done.

MCROBBIE: Thanks Bruce. Questions for Bruce?

TANFORD: I have one.

MCROBBIE: Yes, Alex?

TANFORD: How are the four members of this faculty review committee selected?

JAFFEE: Well they're selected by the Chair of the Athletics Committee, who assigns all the committees.

WIMBUSH: And they're all faculty members of the committee.

MCROBBIE: Herb?

TERRY: This is one point where I'm not clear that you're fully following what the COIA likes, and that's point 1.1.3 which you just talked about, I know. Everything said here indicates that a lot of attention goes into deciding whether or not there are special ____ university staff and you just added that there's review during the first year. What COIA had in mind was that academic performance should be reviewed at least annually by the campus athletic board or the campus faculty governance board. What review is conducted of the performance of these special admits after the first year?

JAFFEE: Oh, that's a good question. They are reviewed, actually we get a review every year and traditionally the database is good enough to review the academic performance of every student athlete going back I think a good twenty or twenty-five years who is admitted under the sponsorship program.

MCROBBIE: David? Make it the last question then to let Rick have plenty of time. Yes?

PRATT: John.

MCROBBIE: Oh yes, John. Sorry.

CARINI: So are students ever turned down?

JAFFEE: Yes. They're actually turned down. I think they're turned down in really three different ways. Obviously the committee can and has turned people, but I think the more effective filter is, I think probably the most effective filter is when we ask a head coach to put his or her name down in writing that says 'I want you to admit Joe.' And there's a feedback in two directions if my hypothetical 'Joe' doesn't make it. First of all the committee will be very skeptical of granting a sponsorship for that coach and that sport in the future, and Rick can probably speak to this better. I think this also gets fed back in terms of his annual evaluation of the performance of the coaches.

MCROBBIE: Thanks Bruce. Now let me welcome the Athletics Director, Rick Greenspan. Rick?

GREENSPAN: President McRobbie, BFC President Pratt and Provost Hanson, I have some prepared remarks which might prove to be a bit redundant from some of the speakers that you've heard...(end of tape – comments lost)...So let me move through these. I believe this is the third consecutive year that I've had the opportunity to speak to this group and as I said I believe during my first two presentations, I would be happy to and honored to provide an overview on an annual basis if this body chooses to have me here. Throughout the year our athletic administration has worked closely with the faculty athletic committee and the faculty athletic rep. James Wimbush and Bruce Jaffee have both generously shared their time, advice and advocacy, and for that I thank you. This as most years has been both challenging and exciting and I'll try to provide an overview of several key areas and then make myself available for those questions. I will also point out that several members of my senior administrative staff are here, and as you've already heard they're the subject matter experts be it facilities, budget, academics, compliance and others. Let me start by sharing some information in terms of the academic performance of our student athletes. In general IU student athletes perform well in their academic pursuits. For example, Indiana student athletes have earned 90 academic All-American honors since 2000, one of the top totals in the Big Ten. In 2007, 456 out of approximately 625 student athletes, or about two-thirds of all of our student athletes, had a 3.0 GPA or higher in one or both semesters. Dr. Jaffee spoke a bit about these recently developed real time academic progress metrics which have been created by the NCAA and its membership. The board has recently reaffirmed its support of academic reform in general and these metrics specifically. The metrics are the APR, the Academic Progress Rate, and the GSR, the Graduation Success Rate. The APR assesses eligibility and retention on a real-time basis, while the GSR resembles the federal graduation rate with adjustments for transfer activity, student athletes transferring in or out. Both of these measurement tools despite in my opinion some worrisome flaws in their methodology are developed to provided additional sport specific data, establish warning signals and have the potential for historical and contemporaneous penalties for failure to achieve at these specific points. In general, our statistics are very strong. I'll give you some examples; 20 of 24 of IU's teams have APR's above the Division I average and our all-sport GSR is 82% which is 5% higher than the national average. Our student athletes who have exhausted their eligibility have an impressive 92% graduation rate as recorded in the latest cohort report. In general, IU's women's sports have achieved at a very high level on all these metrics, APR, GSR, GPA, etc.... 10 of our 11 women's teams had GSR's above 90% with 7 teams scoring a perfect 100% graduation rate. In addition 10 of the 11 women's teams have cumulative team GPA's above 3.0 with two teams posting cumulative team GPA's above 3.6, a significant

accomplishment. On the men's side, our student athletes generally achieve well with some areas of concern that mirror both the Big Ten and the national trends. The sports of baseball, wrestling and basketball have shown lesser APR's nationally due to cultural, professional draft issues and other reasons. We are working aggressively with these programs on our campus to improve their academic metrics as well as participating in conference and national dialogues to improve the academic and culture in these sports. Related to academic performance, I'd also like to thank this body for your willingness to continue to support student athlete priority registration as this group evaluates the data. I believe when it was passed several years ago, it had a sunset provision and is still under review. Based upon our internal studies through the current registration period I can tell you that the vast majority of our student athletes continue to rely on and take advantage of their priority registration dates. And that priority registration is an invaluable tool in ensuring that student athletes are to honor both academic and athletic commitments with minimal inconvenience to others. I'll talk briefly about the financial performance of our department. Several years ago our department was struggling to meet operational expenses and run a balanced budget. Over a 10 year period an accumulated operating deficit of about \$8 million dollars had accrued. We have begun making debt reduction payments this year in accordance with our approved business plan. At the direction of the President and the Board of Trustees, we presented a five-year financial plan for review, comment and approval. We have operated under these guidelines and met the goals of this plan or have exceeded the goals of this plan in each year. Last year we modified the five-year plan consistent with our strategy of developing and enhancing facilities for student athletes. This plan effectively became a ten-year plan. These plans as well as our annual budget are reviewed quarterly by the University CFO as well as Dr. Kurt Zorn who's here today who chairs the Finance Committee of the Faculty Athletic Committee. We are pleased with the financial progress we have made as a result of revenue enhancement, primarily in the areas of media dollars, football revenue, basketball revenue and annual giving. Additionally, we have negotiated new contracts with some of our major supplies, shoe, apparel and healthcare providers to try to minimize expense growth in areas that frequently exceed the CPI. Shortly we will announce a new \$21 million dollar, 8 year agreement with a shoe and apparel provider. This increased revenue will offset costs of supplying and outfitting our 24 teams and approximately 625 student athletes. Of these 24 intercollegiate teams only two, football and men's basketball, generate any revenue of any significance. This past summer we were able to fully repay two loans; one internal to the university for approximately \$1.75 million dollars for the field hockey field and soccer practice field and as some of you will recall the field hockey field was a critical element in our own gender equity review, and the external loan to the IU Foundation for the press box renovation which was done several years ago in the amount of \$2 million dollars. Both of these loans were fully paid ahead of schedule from departmental revenue and by our estimates we will save approximately \$1 million dollars in interest payments that would have accrued. Our annual giving has hit an all time high last year due to aggressive measures to educate and solicit funds from alumni and friends. Last year we raised \$7.41 million dollars and combined with our interest earnings from our athletic endowment and our matching funds from "Matching the Promise" campaign totaled \$9.5 million dollars. Additionally we have entered into our first Athletic Department capital campaign for the student athlete. Our goal of raising \$80 million dollars in annual support, endowment support and capital support is being worked hard through our Varsity Club and key "For the Glory of Old IU" volunteer leaders. Our campaign is part of the university's Matching the Promise campaign. To date we have exceeded our endowment

goal. We are on target to pass our annual goal and have raised over \$10 million dollars for our capital projects. Just to demonstrate some salesmanship, we have brought some fundraising material for your review. We'd be happy if you would review that and send that in with a check, but we thought that it would be helpful for you to have a comprehensive view of some of these initiatives that we have. Perhaps as critical as any in our plan is a new student athlete academic center of approximately 18,000 square feet, which will occupy the east side of the football stands where our current football offices are located. We have about 2500 square feet right now for 625 student athletes and as I've shared with you before, it's not at all rare for students and student athletes to be working in hallways and sitting in restrooms and all kinds of other places during the evening to try and get some of their work done and get access to computers and others. The north end zone will also house a weight room, the primary weight room that we use, the development weight room that we use is the same room that was built when Assembly Hall was built. It floods regularly and is the most disregarded spot on any recruiting trip that we have. We'll build some office space, a Hall of Champions, a new basketball practice facility connected to Assembly Hall by a gerbil tube and eventually a baseball and softball facility. Much like other parts of the campus we are operating at great financial, facility and personnel deficiencies in comparison to our Big Ten competition. We are at or near the bottom of the Big Ten in almost all measurable financial assessments. Ohio State University recently announced a \$110 million dollar Athletic Department budget. In comparison we will approach a \$50 million budget this year. We will be in the black again this year. We will never be the biggest budget in our league, based on our state population, our football stadium size and other economics. Our goals are to be the most efficient financially, competitively and academically. Others have spoken about the role of the Athletic Committee and its subcommittees, the Big Ten, the NCAA and other governing bodies' work and oversight of student athletes and athletics programs. Currently, as President McRobbie referenced, we are dealing with an issue involving men's basketball and it relates to prior NCAA sanctions and possible violations. The important thing to remember as this process unfolds from my perspective is the following. The issues that were reported, the phone issues that were report were identified by the campus through our compliance people and self-reported to the NCAA. The President, legal counsel, faculty athletic reps and other key senior administrators were kept up to speed and involved in this discovery and the development of this report. And we are working within the governance guidelines, as well as FERPA and other guidelines, with the NCAA to resolve this matter. I will add a bit of an editorial comment here and tell you that I am profoundly disappointed, personally and professionally embarrassed by any of these activities which have or will bring discredit or negative perception to this university. As I've said many times in the past, I am most appreciative of the opportunity to serve as your Athletic Director. Thank you.

MCROBBIE: Thanks Rick. I'm mindful we have a hard closing time of, so to speak, of 5:30. We've got about 8 minutes for questions. Questions for Rick or for any of the other people who have spoken? Questions? Yes.

FOSTER: What is the breakdown of the football profit and debit?

GREENSPAN: What is the breakdown for...?

FOSTER: For football specifically. What is the financial situation?

GREENSPAN: In terms of profitability?

FOSTER: Yeah.

GREENSPAN: It's a hard, a very hard answer to give you. I can tell you what our ticket revenue is for football which will exceed \$5 million dollars, which is well and above our operating cost. Other attributed revenue to football becomes a little bit more ambiguous because the next largest contribution to football revenue comes from media contracts. Those contracts are encompassed within Big Ten relationships. The Big Ten Network, for instance, if we were to assign a value to that distributed amongst sports would probably be 75% of the income from that to football and 25% of that to men's basketball and all the other sports would be immaterial. Does that help?

FOSTER: Pretty much, but the ticket revenues, are they increasing?

GREENSPAN: Ticket revenues have increased.

MCROBBIE: You mean this season?

GREENSPAN: This is I believe, and Tim is here I believe, our third consecutive year where we have exceeded our football budget. Some of that is a function of a scheduling plan whereas you seem to have seven home games but still per cap is up and next year we will have eight home football games.

MCROBBIE: And if we go to a bowl, Rick might be able to deal with some other loads too probably. Other questions? Other questions for Rick or Bruce or James?

JAFFEE: If I could just quickly add to, I'm the head of the Finance Committee for the Big Ten, and I think in simple terms the Big Ten is basically a socialist organization when it comes to revenue. Basically a ton of the revenue like broadcast revenue and the Big Ten Network's revenue is put in a pot and split eleven ways. Football revenue, with limits, is split equally so it's too bad we only have 40,000 at a game, but we get the benefits of the crowds when we play at Ohio State, for example or at Michigan. Neither of which we did for this year or next year for that matter. But there's a tremendous amount of revenue sharing for which we are the beneficiaries certainly on football and we're probably the net loser candidly on basketball in terms of attendance.

GREENSPAN: The other point that I'll make to you because there's been a lot of discussion about the Big Ten Network and I think as I've shared before, the Big Ten Network was part of our modified business plan to use revenue from that business plan to provide debt service fulfillment to assist in building some facilities as we've talked about. There's a fundraising component and a debt component. The dollars from the Big Ten Network are guaranteed dollars via Fox and as Bruce is aware sitting on, or chairing the Big Ten Finance Committee, the model used for revenue distribution is, shows zero profitability. So it was a conservative estimate based

upon the deep pockets and Rupert Murdoch and Fox as a 49% owner where the Big Ten channel owns 51%.

MCROBBIE: Other questions? Other questions? Yes Herb?

TERRY: I guess more of a comment than a question. When COIA met in June we were joined by Myles Brand and one of our greatest concerns was what would happen in the spring when the APR figures hit, especially when they get them for basketball and all I wish to say is that I hope, COIA hopes, that schools that suffer a penalty or a loss of scholarship when basketball APRs are computed in the spring will take the fall. We have to look at that before getting any kind of appeal. If there are grounds for an appeal, if they are justified in saying, 'We don't think we should suffer that sanction,' I know there are internal NCAA ways that we can do that, but if a school really deserved an APR sanction I hope that we will be willing to stand behind the academic reform movement and accept that.

GREENSPAN: Herb I think I'm in full agreement with that. In my comments I did mention that I think there are some methodology flaws in the calculations and some of those, I might be corrected by my staff, but the transfer out of a student athlete in good standing for instance provides you with a hickey of some significance in terms of your APR. We can have a young man who transfers, and I think this is the case, who can leave in good academic standing and go to a private school that's in a league called the Ivy League and be admissible and we can take a hit on our APR. So some of the methodology is as true in all these things is applicable. I think it's changing some of the dynamics. 40% nationally of all entering basketball players in Division I schools, 40% enter with a SAT score below 900 currently I believe it's the statistic.

MCROBBIE: We have time for one more question. Yes, David?

WATERMAN: Yes, how far into the future is the Big Ten Network's commitment to the revenues to IU extend?

GREENSPAN: The Big Ten Network contract is a twenty year commitment with Fox and there are certain checkpoints along the way where equity ownership can transfer, some percentages can transfer based on profitability and other things. But it's a twenty year contract.

WATERMAN: But there's a specific amount of money for the next year that's obligated right to the university, how does that...?

GREENSPAN: There's a specific amount for the twenty year period, correct.

WATERMAN: The twenty year period.

GREENSPAN: Correct. It's guaranteed over twenty years and it adjusts both on an inflationary measurement and it adjusts if the Big Ten Network chooses to sell some equity ownership based upon the value of that market share. The Big Ten does not own the Big Ten Network. It's a stand alone company with a board of directors. It's not a 501c3 correct?

JAFFEE: It's for profit.

WATERMAN: But there's actually dollars that are specified out for twenty years...

GREENSPAN: Oh, absolutely.

WATERMAN: ...regardless of what might happen.

GREENSPAN: Absolutely. Fox is on the line for that which provides them some significant incentive in terms of growing what's called 'the carriage' and that's the exposure, whether it be with Comcast or TimeWarner or others.

MCROBBIE: Thanks Rick. Thanks to everybody else. It being 5:30 and a quarter now. I declare this meeting adjourned.

Meeting adjourned 5:31 pm