April 18, 2005

President David J. Skorton
101 Jessup Hall
Campus

Dear President Skorton:

I am enclosing the final report of the Merger Review Committee (Committee). As you know, you commissioned our Committee in August, 2004 with the task of reviewing the merged athletics department in light of the recommendations of the original Task Force and then-President Coleman’s response. You also denoted 10 specific items for us to address.

The Committee has worked diligently this academic year to carry out our charge, and I wish to commend the conscientiousness and positive attitude of the Committee members. I believe the Committee has worked especially hard to gather relevant data – we interviewed 124 people, considered a wide range of documents and information, and extensively toured athletic facilities.

Overall, the Committee would characterize the merger as a positive action that brought men’s and women’s athletic programs into alignment and that created a single department with shared academic and athletic goals. For the student-athletes we interviewed, who we believe are the most important constituency in our review, the merged department is clearly desirable.

In any endeavor as complicated as this one, there are inevitably difficulties to resolve, and our report notes areas which we believe merit continued attention. We also provide a series of recommendations that we formulated to address specific concerns and to promote a deeper appreciation of gender equity within the department. I should note that the Committee report is a consensus document. In the main, the Committee was unanimous in its findings and in its recommendations. In two places, the Committee was not unanimous; we did not vote, but the report articulates the two different perspectives in the Committee regarding those issues. Both issues have to do with charge item 3. One issue is described in the Findings regarding the facilities oversight responsibilities of Dr. Jane Meyer and the other is contained in the Recommendations regarding the identification of a particular individual within the department to serve as an advocate for gender equity.

It is our sense that the department, particularly as it begins its NCAA recertification process, is in an ideal position to position itself to become a truly outstanding department that prizes the contributions of all its student-athletes, coaches, and staff and that sincerely contributes to the overall aims of the University of Iowa. We trust our report will be a
positive stimulus toward that end.

Sincerely,

For the Committee:

Elizabeth Altmaier
Professor and Interim DEO
Psychological and Quantitative Foundations
Faculty Athletics Representative

Dan Anderson
Professor
Department of Mathematics
College of Liberal Arts and Sciences

Margaret Burchianti
Graduate Student
Department of Anthropology
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Mark Kresowik
Undergrad Student
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Rod Lehnertz
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Campus and Facilities Planning
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Lola Lopes
Associate Provost for Undergraduate Education
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David Manderscheid
Professor and Chair
Department of Mathematics
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Pam Trimpe
Curator
UI Museum of Art and Pentacrest Museums

Charlotte Westerhau
Assistant to the President and Director of the UI Office of Equal Opportunity and Diversity