

FACULTY SENATE
Tuesday, February 13, 2018
3:30 – 5:15 pm
Senate Chamber, Old Capitol

MINUTES

- Senators Present: F. Ahmad, J. Ankrum, R. Balakrishnan, C. Benson, C. Bradley, J. Buckley, J. Colgan, K. Culp, R. Curto, S. Daack-Hirsch, A. Deshpande, F. Durham, A. Durnev, M. Foley Nicpon, T. Gallanis, A. Gerke, E. Gillan, P. Goswami, D. Hall, S. Harwani, A. Hosmanek, C. Kletzing, J. Kolker, A. Kwitek, B. Kyles, K. Lamping, M. Lehan Mackin, T. Long, D. Macfarlane, U. Mallik, T. Marshall, K. Messingham, T. Midtroed, J. Moore, T. Peters, L. Ponto, E. Prussing, J. Reinhardt, G. Russell, G. Ryan, E. Sander, A. Stapleton, J. Szot, K. Tachau, S. Vigmostad, S. Vos, E. Wasserman, J. Welburn.
- Officers Present: R. Ganim, P. Snyder, T. Vaughn, R. Williams.
- Senators Excused: D. Caplan, B. Elias, A. Jung, L. MacGillivray, R. Oral, D. Wurster, J. Yockey.
- Senators Absent: L. Allen, J. Barker, C. Barnhardt, R. Boudreau, B. Dixon, E. Finzel, L. Glass, K. Glenn, D. Gooblar, I. Grumbach, A. Hooks, J. Logsdon, M. Nikolas, R. Sah, D. Segaloff, J. Streit, C. Thomas, D. Wesemann, D. Whaley.
- Guests: C. McKinney (Office of Strategic Communication), C. Reardon (University Human Resources), J. Troester (University Human Resources), C. Westlake (Governmental Relations), L. Zaper (Faculty Senate Office).

- I. Call to Order – President Snyder called the meeting to order at 3:30 pm.
- II. Approvals
 - A. Meeting Agenda – Professor Lehan Mackin moved and Professor Mallik seconded that the agenda be approved. The motion carried unanimously.
 - B. Faculty Senate Minutes (December 5, 2017) – Professor Gillan moved and Professor Stapleton seconded that the minutes be approved. The motion carried unanimously.
 - C. Committee Appointments (Russ Ganim, Chair, Committee on Committees)
 - Shaun Vecera (Psychological & Brain Sciences) to replace Richard Tyler Priest (History) on the Sustainability Charter Committee, Spring and Fall 2018
 - Donna Parsons (Music) to replace Anita Jung (Art & Art History) on the Council on Teaching, Spring 2018

- Melissa Tully (Journalism & Mass Communication) to fill the unexpired term of David Dowling (Journalism & Mass Communication) on the Student Publications Board, Spring 2018
 - Megan Foley Nicpon (Psychological & Quantitative Foundations) to the Committee on the Selection of Central Academic Officials, 2018-21
- Professor Gillan moved and Professor Mallik seconded that the committee appointments be approved. The motion carried unanimously.

III. New Business

- *Update on Jobs@UIOWA and Health Benefit Review Process (Cheryl Reardon, Chief Human Resources Officer & Associate Vice President, and Joni Troester, Assistant Vice President, Human Resources)*

Associate Vice President Reardon commented that several new initiatives have been launched to transform the Human Resources experience at the university. One of these is TalentAcquisition@Iowa. Associate Vice President Reardon indicated that, as part of this effort, the university's current electronic employment application system, Jobs@UIOWA, will soon be replaced by a new cloud-based system, Taleo. This new, modern system will remove barriers in the approval process and improve the candidate experience, among other benefits. The estimated launch date for Taleo for staff (including in the hospital) is early fall 2018, while the launch date for faculty is late fall 2018.

Associate Vice President Reardon explained that the TalentAcquisition@Iowa initiative aligns with the university's strategic plan in the goals of recruiting and retaining faculty and staff with broad diversity and of remaining competitive in a knowledge-based economy. Feedback from across campus has indicated that improving the job application process is the highest priority in the area of human resources. In order to acquire and retain talented employees, the university must *recruit, attract, and engage* them. The new electronic employment application system will be a means for recruiting high-quality employees. Attracting and engaging employees involves how we talk about working on campus and living in our community, along with how we create pipelines for talented individuals to move into the pool of applicants for campus positions. Preparations can be made long before specific positions are actually advertised. Associate Vice President Reardon noted that Purdue University recently released an announcement that over 30 engineering faculty members will be sought in the near future. This is one strategy for creating a pool of interested applicants prior to the posting of specific job advertisements.

Professor Gillan observed that a late fall launch date for Taleo for faculty does not align well with the academic job search cycle. Associate Vice President Reardon responded that any faculty searches begun with the old system next year will conclude with that system. Vice President Ganim asked if training sessions would be held for faculty and staff to teach them how to use Taleo. Associate Vice President Reardon indicated that training would start in the summer for staff, while training for faculty would begin in the early fall. A senator asked how the Taleo system would modernize the employment application process. Associate Vice President Reardon responded that it would be possible for an applicant to upload materials directly from another site, e.g., LinkedIn, rather than having to create a profile on the university's job application

website. Also, Taleo will be part of the onboarding experience for new employees as they fill out necessary forms. Advertising will become easier, because the system will be able to submit job ads to a wide variety of sites. Changes like these will save applicants and administrators much time and effort. The senator asked what security measures would be taken to safeguard applicants' information. Associate Vice President Reardon indicated that the university would work closely with the cloud-based system's vendor to ensure that strong firewalls and other protections are in place. Professor Tachau asked if the Taleo website would be accessible to people with disabilities. Associate Vice President Reardon responded that it would be. She indicated a willingness to speak to the Senate again in the future as the new talent acquisition initiative is implemented.

Assistant Vice President Troester explained that a comprehensive review of our health plans (medical, dental, and flexible credit system) for current faculty and staff has been initiated. There are several reasons for conducting a review at this time. A provision of the Affordable Care Act will impose an excise, or Cadillac, tax on some health plans. Large employers providing self-funded plans, such as those at the university, need to monitor this legislation. The federal tax reform legislation passed in 2017 calls for this provision to be enacted in 2022. Also, with changes to state collective bargaining laws, about 4200 merit employees have entered the university's self-funded plans. This is a good time to examine whether our health plans meet the needs of our entire population. Finally, it is simply good practice to perform periodic reviews; the last review took place in 2009-2010.

Turning to the process for the review, Assistant Vice President Troester indicated that members of a campus stakeholder/advisory group were announced in November. This group has been meeting monthly. Faculty members of the group include Jon Garfinkel (faculty co-chair of the Funded Retirement and Insurance Committee [FRIC]) and Katherine Tachau (also of FRIC). Shared governance has also been brought into the process through the involvement of this charter committee. A survey of faculty and staff is planned for this calendar year. Input from the university's human resources community is ongoing. Related to recruitment and retention, employees consistently report that the excellent benefits package is one of the reasons that they choose the university as their employer. The university has engaged an outside consultant, Aon Hewitt, to assist with benefit re-design. A tentative timeline calls for initial recommendations to be considered following review of the survey data. A campus discussion will take place thereafter, with final approval of recommendations to follow and implementation to occur during calendar year 2020 open enrollment at the earliest.

The stakeholder/advisory group is comprised of individuals representing the areas of University Human Resources, UI administration, merit staff, UI Health Care, SEIU staff, FRIC, the campus health officer, and diversity/inclusion. The group is charged with the creation of a *long-term benefit philosophy* that is in alignment with our institutional values and our focus on retention and recruitment. The group has also been asked to develop some guiding principles upon which to make recommendations regarding health benefits and to serve as the voice of multiple stakeholders on campus. While the group will advise on recommendations, final decisions on implementation will be made by the central administration.

Assistant Vice President Troester indicated that communication with the university community would be ongoing. Regular updates will be provided to the shared governance groups. A website has been established, <https://hr.uiowa.edu/health-benefits-review>, and an email address has been created, hr-benefits-review@uiowa.edu, for questions or feedback. Key messages to be conveyed regarding this effort are that this is a transparent and inclusive process, that both institutional talent and outside consultation will be utilized, and that the focus will be on providing high-quality benefits for faculty and staff while maintaining a sustainable cost structure for the institution. Another key point is that the university has a three-fold role of employer, provider, and educator.

Professor Balakrishnan asked for clarification regarding the impetus for this review. He asked if there were cost concerns or employee complaints. Assistant Vice President Troester commented that, aside from simply good plan management, the excise tax that she had referred to earlier was originally scheduled to be implemented in 2020. If the university's health plan was deemed high-cost, the university would be subject to a 40% tax per person. Over time, this would be a significant financial burden to the university. Also, merit staff transitioning into the university's plan would pay higher premiums than they had previously on their state plan. She added that the university has one of the most robust health plans in the state, so customer dissatisfaction was not an issue, nor were there budgetary concerns from the administration.

- *Online Advocacy System (Casey Westlake, Office of Governmental Relations)*

Ms. Westlake indicated that the Office of Governmental Relations works closely with the university's state relations director, based in Des Moines, and the federal relations director, based in Washington, D.C. As part of its legislative outreach, the Office has introduced a new online tool, aimed at allowing faculty, staff, students and other university supporters who have an Iowa address to quickly and easily send an email message to state legislators. Pre-written messages, based on current legislative activity, will be available on the Office's website. These messages can be altered and customized before being sent. Faculty and staff should use personal email accounts, not university accounts, to send the messages, in accordance with Operations Manual policy. Ms. Westlake then showed the group the website, <http://hawkeyecaucus.com>, where this tool is available. She indicated that one should click on *Take Action* in the upper right portion of the website. This will open a page with a pre-written message (that can be edited) and a form for filling in personal contact information. Once the message is sent, the user will be notified regarding the state senators and representatives who will receive it. There will also be an option to share this activity on social media.

Professor Mallik commented that it would be useful to find out the recipients of the message before it is sent, rather than after. She also wondered if it was possible to choose recipients. Ms. Westlake indicated that, once a user has entered an address in the online form, messages are automatically targeted to the senators and representatives for that address. This is particularly helpful for students, who are dispersed around the state. Professor Tachau asked if messages could occasionally be targeted to legislators serving on particular committees, when specific bills are being considered by those committees. Ms. Westlake indicated that this was possible.

Professor Gallanis asked about the effectiveness of these types of email efforts to sway legislators. Ms. Westlake responded that the more customized a message is, the more effective it is. She added that, although there are no guarantees that the university will not be the subject of negative legislative action, such as budget cuts, the email campaign does show legislators that voters care about these issues. Vice President Ganim asked how students and their parents would be introduced to this online tool. Ms. Westlake indicated that a presentation was made to UISG several weeks ago. The UISG president then notified all students via mass email about the online tool and encouraged them to share it with their parents. A senator asked if a count was kept of all messages sent through the online tool. Ms. Westlake answered that about 2500 messages were recently sent regarding the Iowa Senate's plans for de-appropriation of the Regents institutions.

Professor Durham asked how long it would take to change legislative behavior regarding the Regents institutions. Ms. Westlake thought that this was a long-term goal, requiring at least several legislative sessions. She added that feedback from legislators indicates that they are taking notice of these messages from their constituents. Professor Lehan Mackin observed that the Hawkeye Caucus website asks individuals to identify their relationship to the university (faculty, staff, student, etc.). Ms. Westlake explained that this was for internal data collection only; this information is not shared in the emails to legislators. Professor Kletzing commented that this should be made more clear on the form or elsewhere on the page. Professor Macfarland suggested that information regarding senators' and representatives' home districts also be accessible from the website. Ms. Westlake indicated that she would look into this with the vendor.

President Snyder commented that once an individual signs up on the Hawkeye Caucus website, s/he will receive email notifications of legislative activity of interest to the university community. He also stressed that personal email accounts must be used when sending messages to legislators. He added that the Iowa legislature's website, <https://www.legis.iowa.gov/>, is a useful resource for legislators' home districts and contact information. Professor Balakrishnan noted that the website appeared to be the creation of an external vendor. He asked about the cost for this service. President Snyder did not know the cost, but commented that this is an effort to allow us to advocate for the university. Professor Kletzing raised concerns about data mining by the external vendor. President Snyder indicated that he would communicate those concerns to the Office of Governmental Relations.

- *President's Report (Pete Snyder)*

President Snyder urged the group to take the diversity, equity, and inclusion survey for faculty and staff before the survey closes at the end of the month.

Regarding the various searches currently ongoing, President Snyder noted that the search committee for the Dean of the College of Liberal Arts and Sciences has been announced. Co-chairs will be Sarah Gardial, Dean of the Tippie College of Business and David Ryfe, Director of the School of Journalism and Mass Communication in the College of Liberal Arts and Sciences. Candidates for the Dean of the College of Public Health participated in airport interviews recently. Past President Vaughn serves on that search committee. On-campus interviews for

candidates for the Dean of the College of Law are taking place this week. The search committee for the Vice President for Research and Economic Development is engaged in evaluating the structure of the office and will soon make recommendations. Once this phase is completed, the committee will move on to the actual search process. Ken Kates, Chief Executive Officer of the University of Iowa Hospitals and Clinics, has announced his retirement. Pat Winokur, Executive Dean in the Carver College of Medicine, will head the search for his replacement. Lon Moeller, Associate Provost for Undergraduate Education and Dean of the University College, has announced that he is leaving to become senior vice president for academic affairs and provost at Embry-Riddle Aeronautical University. An internal search for his replacement will begin soon.

The Faculty Senate and the Office of the President are conducting a review of the Office of the Vice President for External Relations. Joint reviews of central administrative offices are carried out periodically. The Office has completed a self-study and a review committee has been formed. Vice President Ganim will chair the review committee.

Turning to state legislative affairs, President Snyder noted that the topic of most concern currently to the university is a possible de-appropriation. President Snyder and Faculty Senate Governmental Relations Committee Chair Jerry Anthony recently traveled to Des Moines to speak with legislators about this.

Regarding strategic planning, President Snyder indicated that the Academic Organization 2020 process is moving forward. Secretary Williams is a member of that committee, which is preparing a report. The Path Forward process has also made progress. This is the committee working on implementing the university's strategic plan. Working groups for each pillar of the strategic plan have been named and a communications plan is being developed.

President Snyder concluded his remarks by indicating that Senate officer elections will take place at the April 24 meeting. A new vice president and secretary will be elected. Commenting that it has been an amazing experience serving as an officer, President Snyder encouraged interested senators to consider running for office.

- *Executive Session: AAUP Sanction Removal Committee Best Practices Draft Document (Sandra Daack-Hirsch, Chair, AAUP Sanction Removal Committee)*

Professor Tachau moved and Professor Kwitek seconded that the Senate move into closed session. The motion carried unanimously.

Senators discussed the report and proposed best practices draft documents created by the AAUP Sanction Removal Committee with Chair Daack-Hirsch and committee members.

Professor Tachau moved and Professor Gallanis seconded that the Senate move out of closed session. The motion carried unanimously.

Professor Gallanis moved and Professor Tachau seconded that the best practices documents and report created by the AAUP Sanction Removal Committee be approved with today's suggested changes incorporated into the final versions. The motion carried unanimously.

IV. From the Floor – There were no items from the floor.

V. Announcements

- The next Faculty Council meeting will be Tuesday, March 6, 3:30-5:15 pm, University Capitol Centre 2390.
- The next Faculty Senate meeting will be Tuesday, March 27, 3:30-5:15 pm, Senate Chamber, Old Capitol.

VI. Adjournment – Professor Lehan Mackin moved and Professor Foley Nicpon seconded that the meeting be adjourned. The motion carried unanimously. President Snyder adjourned the meeting at 5:15 pm.