

THE UNIVERSITY OF IOWA
FACULTY SENATE
Tuesday, October 23, 2007
3:30-5:15 pm
Senate Chamber, Old Capitol

MINUTES

Present: D. Asprey; D. Balderston; J. Beckman; J. Bertolatus; G. Buettner; C. Catney; J. Cox; K. Culp; D. D'Alessandro; E. Dove; D. Drake; G. El-Khoury; S. Fagan; J. Fieselmann; D. Filios; V. Grassian; C. Green; R. Herman; G. Hope; G. Jogerst; B. Justman; C. Kletzing; J. Leddy; Y. Li; T. Lowe; S. Lutgendorf; M. Maktabi; T. Mangum; N. Nisly; M. Noonan; F. Mitros; A. Morris; N. Nisly; M. Noonan; F. Nothwehr; B. Plapp; A. Poremba; D. Redlawsk; L. Richman; C. Ringen; J. Sa-Aadu; K. Schuh; L. Snetselaar; K. Southard; S. Stromquist; N. Street; A. Sullivan; T. Christie; B. Thompson; J. Tomkovicz; T. Ton-That; W. Vispoel; R. Wachtel; R. Williams; M. Wilson Kimber; J. Woodhead;

Absent: L. Ayres; G. Bergus; G. Bulechek; J. Carlson; M. Cohen; S. Collins; M. Donovan; C. Helms; G. Jogerst; T. Kresowik; S. Lagos Lavenz; R. Martin; L. Robertson; B. Schutte; T. Scruggs; W. Sharp; M. VanBeek; S. Wolfe; C. Woodman

Excused: L. Boyle; S. Moorhead; G. Russell; S. Vincent

Officers

Present: S. Kurtz (Past President); S. McGuire (Secretary); M. O'Hara (Vice President); and V. Sharp (President)

Guests: T. Charlton (University Libraries Committee); A. Duong (Faculty Senate); C. Drum (University Relations); C. Hogan (Daily Iowan); P. Kelley (Emeritus Faculty Council); L. Lopes (Provost's Office); B. Morelli (Press Citizen); T. Rocklin (Provost's Office); R. Saunders (Benefits Office); D. Schoenfelder (University Libraries Committee); and L. Zaper (Faculty Senate)

I. Call to Order – President Sharp called the meeting to order at 3:35 pm

II. Approvals

- a. Meeting Agenda. President Sharp stated that the agenda would be amended to delete the item, Promotion Policy for Adjunct Faculty. Professor Drake moved

and Professor Dove seconded that the meeting agenda be approved as amended. The motion was unanimously approved.

- b. Faculty Senate Minutes (September 11, 2007). Professor Cox made a correction to the minutes to clarify his remarks regarding President Sandy Boyd on page 7 of the minutes. Professor Cohen moved and Professor Dove seconded that the minutes be approved as amended. The motion was unanimously approved.
- c. Replacements (Michael O'Hara). Past President Kurtz moved and Professor Sa-Aadu seconded to accept the Senate replacements as follows:
 - Robert Glasgow (Art & Art History) to replace Daniel Balderston (Spanish & Portuguese) on the Faculty Senate for Spring 2008 (to represent CLAS, Group 1)
 - Tim Lowe (Management Sciences) to replace Ken Brown (Management & Organizations) on the Faculty Senate for the Tippie College of Business, for the remainder of the 2007-08 academic year.The motion was unanimously approved.

III. Guest Speaker – Lola Lopes, Interim Executive Vice President and Provost

President Sharp introduced Interim Executive Vice President and Provost Lola Lopes. Interim Provost Lopes noted that the previous year had been difficult for the university community. She stated her support for the new president, Sally Mason, and her intention to help the Provost's Office maintain the academic momentum of former Provost Mike Hogan. The Provost's Office will move ahead on various projects this year, such as the reviews of the University Libraries, one college and three deans. A search for a new dean of the College of Public Health is underway, and Vice Provost Tom Rocklin is overseeing the university's pursuit of re-accreditation from the North Central Association's Higher Learning Commission. It is important to continue Mike Hogan's efforts to improve undergraduate education. The quality of incoming undergraduate students is improving, and the number of honors students is increasing. The average faculty salary is now in the middle rank of our peer group. We are developing cross-campus resources, such as the Writing University. The Student Success Task Force has begun its work, while we must act on the findings of the Gender Equity Task Force, particularly in the areas of dual career couples and parenting issues. These are tough issues to grapple with. Mike Hogan's Provost's Office was at the heart of the academic enterprise. Interim Provost Lopes wants to maintain that momentum and keep moving forward.

President Sharp asked Interim Provost Lopes to comment on the faculty task force on alcohol issues that will soon be appointed. Interim Provost Lopes noted that there is insufficient information available on these issues, hence the need for a fact-finding task force. Legal issues certainly must be explored. There does not appear to be much of a penalty for bar owners who serve under-age patrons; it is students who suffer through arrests. Interim Provost Lopes requested that she be notified with nominations for the task force.

IV. Provost Search Update – Vice President Michael O’Hara

Vice President O’Hara reported that he and CLAS Executive Associate Dean Raúl Curto have been named the co-chairs of the search committee. A news release should appear shortly listing the entire membership of the search committee. A distinguished, diverse search committee has been put together. The committee has already met and drafted a job description. Ads will be placed in the appropriate venues. On-campus interviews are expected to take place early in the spring semester. The committee plans to move as efficiently as possible. Vice President O’Hara urged Senate members to promote this position among colleagues at other universities. A website should be up soon. Please contact Vice President O’Hara or Executive Associate Dean Curto with nominations.

There was a question whether headhunting firms would be used. Vice President O’Hara stated that they would not be. There was also a question regarding how much Regent involvement in the search could be expected. Vice President O’Hara indicated that the committee was not interacting with the Regents, and that the Regents had not requested involvement. The Regents will eventually, however, need to approve the selected candidate.

V. New Business

Authors’ Rights Issues

(Deborah Schoenfelder, Chair, University Libraries Charter Committee)

Deb Schoenfelder, current chair of the University Libraries Charter Committee, had been asked to appear before the Faculty Council and Senate to speak on the *CIC Statement on Publishing Agreements* (attached). Professor Schoenfelder noted that the Libraries Committee has frequently discussed scholarly publishing, although not yet this particular document. The committee has discussed such issues as the problems and challenges of open access journals (including their level of prestige) and institutional repositories. University Librarian Nancy Baker has spoken to the committee about the high cost of journals and the tight budgets in today’s academic libraries. Journals have been cut or bundled to reduce costs. The committee will continue to monitor publishing issues. Professor Schoenfelder stated that many of the CIC institutions had already endorsed this *Statement*. It was now time for the University of Iowa to determine if it endorsed the *Statement*.

Senators noted that some senior faculty have tried to implement a similar type of policy with their publishers. There was a question whether there had been any feedback from publishers about the proposed addendum. None was known of.

Professor Ringen moved and Professor Balderston seconded that the Senate endorse the *CIC Statement on Publishing Agreements*. The motion was unanimously approved.

Issues from FRIC

Benefits: Plan Design Changes for January 1

(Richard Saunders, Senior Associate Director of Human Resources)

Director Saunders began his presentation by reminding the Senators that the open enrollment period was approaching (November 5-23). He noted that the university has been struggling with an increase in health costs. The university is a self-insured entity when it comes to health insurance. Wellmark only administers the health insurance program. The Funded Retirement and Insurance Committee (FRIC) has looked at the university's health insurance plans in an effort to figure out what to do about increasing costs. Two of the plans, Chip III and UICare, have high premiums because they are not being used by many employees. It was decided to close down Chip III and UICare. Almost 7,000 employees participate in UI Select, but that plan has some weaknesses. UI Select will also be closed down, and a plan called UIChoice has been created to maintain the best elements of UISelect, but also incorporate some improvements. Chip II will not undergo any changes. Director Saunders referred the group to the handout entitled *Health Insurance Options* that he had provided. He explained that under the UIChoice plan, there will be three levels of providers. The first two levels (UI providers and statewide providers) had been offered under UI Select, but Level 3 (essentially, out-of-state providers) has been added. This new level of providers would allow for out-of-state dependents (e.g., college kids) to be covered by the plan, or for employees to seek specialized care outside of Iowa. There will be a different co-pay for office visits depending on which level provider is seen. Director Saunders reviewed the section on Out-of-Pocket Maximum. He noted that about 2 ½ million dollars has been saved by the free generic drug program, which will continue next year. Immunizations (including travel shots) will now be free under both new plans, and there is a benefit increase for hearing aids. Out-of-state emergency room care, if coded as an emergency, will be reimbursed at levels 1 and 2, but if not coded as an emergency, then will be reimbursed at level 3. These are the primary changes to the health plans.

Director Saunders stressed that all employees currently enrolled in UI Care, UISelect, and Chip III must choose a new health insurance plan during the open enrollment period, November 5-23. Those currently enrolled in Chip II do not need to act; their enrollment will automatically rollover. There will be constant communications to employees reminding them that they must enroll in a health plan or they will lose their health insurance coverage as of January 1, 2008. The Benefits Office has scheduled numerous meetings across campus to help get the word out.

Regarding flex spending accounts, there will be a cap of \$9,000 for next year. This will only affect a small number of people. This cap is primarily symbolic at this point. The university is obligated to reimburse an employee for spending expenses as it is requested. There is a risk that an employee will be reimbursed for the entire possible yearly amount and then leave the university.

Senators questioned why anyone would enroll in Chip II. Director Saunders indicated that some employees had originally signed up for that plan, and simply stayed with it. Others choose it because they do not anticipate having any medical care expenses, or

because some area providers do not accept UISelect. How is pricing determined? The university is a self-insured entity. Wellmark administers the plans and then bills the university. Premium prices are a result of the previous year's claim activity. For Chip II, why is the employee/spouse plan the most expensive? It has to do with age; older couples use more care (especially preventive and maintenance). Other large expenses are related to orthopedic care, cancer treatment, and heart problems.

If an employee (other than one enrolled in Chip II) does not sign up for a health insurance plan during open enrollment, his/her current coverage will end as of January 1, 2008. COBRA notification and a certificate of creditable coverage will be sent to that person. Late applicants will be allowed to choose a plan, but there will be no retroactive coverage. The university plans do not have pre-existing condition clauses, so this will not cause a problem for late enrollees. Employees on leave and abroad will all be notified.

Issues from FRIC

Flex Credits

(Sheldon Kurtz, FRIC co-chair)

Past President Kurtz urged Senators to spread the word regarding the changes in the health insurance plans. Few employees would choose Chip II if they looked closely at the differences between the two plans, so everyone must look carefully at their health insurance plan for the coming year. Past President Kurtz then reported that the Funded Retirement and Insurance Committee (of which he is the co-chair) is currently looking at the flex credit system structure. Last year approximately 20 million dollars was not used by faculty and staff for the intended purpose, which is to purchase life, health, dental, and disability insurance coverage. Perhaps this 20 million dollars could be spent elsewhere. There are equity issues involved, as well. If both spouses work at the university, or if a university employee is covered under a non-university spouse's plan, that employee could accumulate a lot of money in his/her flex spending account. Past President Kurtz advised the Council that changes will likely come to the flex credit system. FRIC would like as much employee input as possible, so please convey any thoughts/ideas about the flex credit system to the committee. Approximately a half million to two million dollars are returned to the system annually by employees who do not spend their extra flex credits. The university is required to keep this money within the benefits system; thus far it has been used to pay for wellness programs. There was a comment that it appeared that our benefits were declining as were our funds to pay for them. It was observed that some employees use flex credits to pay for child care. There was a question regarding whether or not an employee could automatically be enrolled in a health insurance plan, as automatic re-enrollment has become a habit with many employees; however, this is not allowed by law. The suggestion was made that funds be set aside for any employees who neglect to enroll, but then experience a medical care crisis.

21-Only Ordinance

President Sharp reported that Professor Richard Dobyms had made a presentation to the Faculty Council at their September 25 meeting regarding student drinking and the proposed 21-Only Ordinance. At their October 9 meeting, the Faculty Council

determined that, instead of having Professor Dobyms make his presentation to the Senate, two documents listing the pros and cons of the 21-Only Ordinance would be distributed to Senators to form the basis of Senate discussion.

Senators questioned what the 21-Only Ordinance was. The proposed ordinance would restrict people under the age of 21 from being in a business licensed to sell alcohol for consumption on the premises, after 10 pm. The current ordinance restricts people under the age of 19 from being present after 10 pm.

Professor Ann Sullivan, who specializes in adolescent health, stated that the brains of adolescents are still “under construction.” Science tells us that we should not expose these adolescent brains to alcohol. There will be less of a health problem if those under 21 are not allowed in bars after 10 pm. As faculty, we should promote student health, and look at what the scientific evidence says.

Ann Sullivan moved and Jim Tomkovicz seconded: that the Senate consider whether or not to vote to endorse the 21-Only Ordinance.

Discussion:

Professor Cox asked whether the Faculty Senate should take a position. Also, this is not just a public health issue; our university buildings are mixed in with bars. Students are told that it is okay to drink, but then the penalty burden falls on them when they are caught. Ten percent of male undergraduate students are arrested each year. Our students are an over-policed group of people. This is an academic issue, as students often cannot be accepted into law school and other graduate programs if they have arrest records. Past President Kurtz questioned whether it was appropriate for the Senate to vote on an issue that is up for referendum in Iowa City. Although the issue does impact us, is this our role? Let’s debate the issue, but not vote. Some Senators agreed that the Senate should not vote on issues to be decided on by a larger electorate. Professor Thomas and Professor Tomkowicz noted that a vote would illustrate our concern for the health and well-being of students. Past President Kurtz commented that many political issues affect our students, but the Senate does not vote on them. Professor Li suggested that the Senate not vote, but take a stand. Professor D’Alessandro noted that many of the Senate’s votes are advisory, this one could be as well. Professor Mangum stated that the university’s student life staff have been aware of the student drinking problem for decades, and feel that they have no support from faculty. Iowa City residents have come to accept that drunken crowds of students and high arrest rates for alcohol possession are a normal part of life here. It would be useful to hear about how other universities handle this problem. Professor Mangum has discussed the issue with her students, and has told them that she is concerned about their health. Perhaps we do not need to vote, but we could make a strong statement against excessive student drinking. Senators commented that whenever we want to make changes we first look to other universities, but we are clearly different from other universities on this issue due to our students’ high rates of alcohol consumption; there were also some concerns regarding the credibility of the statements made in the two distributed documents. Senator Cox questioned why there were so few bars in Ames,

compared to Iowa City – this is because bar owners here make money on our students. The downtown’s proximity to the university is an investment magnet for bar owners. Senator Tomkovicz stressed that it was important to speak of this as a health issue, and that the Senate now has an opportunity to do something about this problem by taking a stand.

In a hand vote, twenty-seven Senators opposed the motion and twenty Senators supported the motion. The motion was not approved.

Senator Li proposed a statement that explained faculty are committed to working on the issue of underage drinking by University of Iowa students.

Professor Mangum stated that what goes on with underage drinking in Iowa City is not normal, and perhaps the Senate could send five or six informational points to faculty members to express to students key points of the health issues involved.

Secretary McGuire stated that the wording of the motion mattered because while the Senate had chosen not to take a position on the 21-Only Ordinance, nonetheless the vote would be read by the community and that it would be difficult for those outside the room to discern that faculty decided not to vote on a public referendum but were not in support of underage drinking. Secretary McGuire proposed wording of a motion, seconded by Professor Sullivan : “faculty feel that underage drinking is a serious problem on campus and recognize the serious harm that it does to students, and therefore the faculty is committed to work through the task force that Interim Provost Lopes will appoint to suggest ways to curb underage drinking”. The motion passed unanimously.

VI. Announcements

President Sharp announced that the next Faculty Council meeting will be Tuesday, November 13, 2007, 3:30 – 5:15 pm, in the Penn State Room, 337 IMU and the next Faculty Senate meeting will be Tuesday, November 27, 2007, 3:30 – 5:15 pm, in the Senate Chamber, Old Capitol.

Also, the annual CIC Faculty Governance Conference will be hosted by the University of Iowa this year and held on November 2-3, 2007.

VII. Adjournment