

**FACULTY SENATE**  
**Tuesday, October 23, 2018**  
**3:30 – 5:15 pm**  
**Senate Chamber, Old Capitol**

**MINUTES**

Senators Present: F. Ahmad, S. Ashida, C. Barnhardt, E. Bayman, R. Boudreau, D. Caplan, J. Colgan, K. Culp, A. Deshpande, F. Durham, A. Durnev, B. Elias, L. Farrin, A. Gerke, L. Glass, D. Hall, S. Harwani, A. Hosmanek, D. Jalal, A. Jung, B. Kyles, K. Lamping, M. Lehan Mackin, J. Logsdon, K. Messingham, T. Midtrodt, T. Peters, E. Prussing, A. Stapleton, V. Steelman, J. Streit, S. Vigmostad, S. Vos.

Officers Present: S. Daack-Hirsch, R. Ganim, P. Snyder, J. Yockey.

Senators Excused: G. Bardhoshi, S. Bodine, E. Finzel, M. Foley Nicpon, E. Gillan, C. Kletzing, J. Kolker, A. Kwitek, L. MacGillivray, U. Mallik, T. Marshall, M. Nikolas, R. Oral, G. Russell, K. Tachau, C. Thomas, E. Wasserman, D. Wurster.

Senators Absent: L. Allen, J. Ankrum, R. Balakrishnan, J. Barker, C. Bradley, J. Buckley, J. Carlson, B. Dixon, K. Glenn, D. Gooblar, P. Goswami, I. Grumbach, A. Hooks, P. Kaboli, T. Long, D. Macfarlane, M. Pizzimenti, J. Reinhardt, E. Sander, C. Sheerin, J. Szot, D. Wesemann, D. Whaley.

Guests: J. Florman (Center for Teaching), J. Garfinkel (Finance, FRIC), K. Gibson (Office of the Ombudsperson), W. Jacobson (Office of the Provost), C. Joyce (Office of the Ombudsperson), B. McAvoy (Department of Public Safety), C. McKinney (Office of Strategic Communication), F. Mitros (Emeritus Faculty Council), J. Troester (Human Resources), R. Williams (Office of the Ombudsperson), L. Zaper (Faculty Senate Office).

I. Call to Order – President Ganim called the meeting to order at 3:30 pm.

II. Approvals

- A. Meeting Agenda – President Ganim noted that a committee appointment was added to the agenda after the agenda was sent out. Professor Lehan Mackin moved and Professor Deshpande seconded that the revised agenda be approved. The motion carried unanimously.
- B. Faculty Senate Minutes (September 11, 2018) – Professor Lehan Mackin moved and Professor Durham seconded that the minutes be approved. The motion carried unanimously.
- C. Committee Appointments (Sandy Daack-Hirsch, Chair, Committee on Committees)

- Gerta Bardhoshi (Rehabilitation & Counselor Education) to fill the unexpired term of Joyce Moore (Psychological & Quantitative Foundations), 2018-20 Professor Vigmostad moved and Professor Lehan Mackin seconded that the committee appointment be approved. The motion carried unanimously.

### III. New Business

- *Funded Retirement and Insurance Committee Update (Jon Garfinkel, Finance; Co-chair, Funded Retirement and Insurance Committee)*

Professor Garfinkel indicated that the Funded Retirement and Insurance Committee (FRIC) has made its annual recommendation to the administration for health and dental insurance rates for calendar year 2019. FRIC has recommended a 2.5% increase for health insurance rates and a 0% increase for dental insurance rates. The health insurance increase is consistent with plan expenditures over the past year and with expected inflation in health care costs. Professor Garfinkel pointed out that the national rate of inflation in health care costs runs closer to 5 or 6%, but the university has cost controls in place, as well as a stable covered population, to keep our costs down. Estimating next year's plan expenditures was especially difficult because the university has recently moved 4200 insurance coverage contracts for merit staff into the pool and data collected thus far is insufficient for reliable analysis. FRIC concluded that a rate increase of 2.5% was therefore a safe move.

Professor Garfinkel continued, noting that the university implemented a dependent eligibility confirmation requirement over the summer. A third-party vendor was engaged to verify dependent eligibility based upon documentation (birth certificates, etc.) provided by plan members. The response rate was well over 90%. Professor Logsdon commented that complying with the request for documentation was onerous for some plan members, such as for those with dependents born outside the United States. He enquired about the cost for this effort and for the expected cost savings. Professor Garfinkel indicated that the university was required to undertake this verification effort as a result of a recent audit. Joni Troester, Assistant Vice President in Human Resources, responded that the vendor charged the university \$136,000 for its services. Final information on cost savings to the university as a result of the verification process will be posted soon on the Human Resources website, but about 600-700 dependents were deemed ineligible for university benefit coverage. The eventual cost savings will far exceed the amount spent on hiring the vendor. Professor Logsdon asked if the verification process could have been carried out by university staff, rather than by an outside vendor. Ms. Troester indicated that the extensive effort combined with the short time span far exceeded the capabilities of existing Human Resources staff, hence the need to hire the outside vendor.

Resuming his update, Professor Garfinkel noted that specialty pharmaceuticals have been moved entirely to UIHC. He explained that these are expensive pharmaceuticals, not widely used. Previously, such pharmaceuticals could be obtained from other providers, in addition to UIHC. This change was made to better coordinate care, but also to realize some cost savings. Also, a health benefits advisory group, which includes some faculty and staff members of FRIC, is currently at work benchmarking our health insurance plans relative to those of our peers (local employers of similar size as well as peer universities, especially those with medical centers). There has been continuous communication between the advisory group and FRIC,

because FRIC is the representative body for faculty and staff in the realm of benefits. Professor Garfinkel concluded by reminding the group that open enrollment for 2019 benefits begins on November 1.

Professor Steelman asked how much cost savings are associated with the move of all specialty drugs to UIHC. Ms. Troester responded that the cost savings are anticipated to be .5% to 1%. It is difficult to more accurately pinpoint anticipated savings without data of a full year of merit staff participation in the insurance plan. There will also be an improved patient experience, including some financial assistance available. Past President Snyder asked what types of recommendations the advisory group was expected to propose. Professor Garfinkel responded that it is too early to make public statements about this. He added that he is aware of other organizations that have gone through a similar benchmarking process and they have found it to be very useful, both in terms of providing attractive benefits packages to employees and of keeping health care costs down.

- *Paid Parental Leave (Joni Troester, Assistant Vice President, Total Rewards, University Human Resources)*

Ms. Troester indicated that about 18 months ago, the Operations Team asked a small committee to look at a number of enhancements to opportunities for faculty and staff, such as paid parental leave, tuition assistance, etc. In December 2017, the committee sent to the President's Cabinet a recommendation advocating for allowing employees to use existing sick leave accruals to take parental leave. A workgroup was then formed to explore the issue more fully. The workgroup investigated related policies of peer institutions as well as Iowa code regulations regarding parental leave.

Ms. Troester explained that the university currently allows up to 12 weeks of paid time off for the birth mother, assuming that the birth mother has accrued that much vacation and sick leave. Up to 80 hours of family care-giving leave are available to the biological father. New adoptive parents can use 40 hours of regular sick leave. Our policies are silent on surrogacy and foster care. The proposed policy that Ms. Troester presented today is viewed as a first phase, not the final result, for expanding paid parental leave. The proposal calls for making available up to 120 hours per calendar year of existing regular sick leave accrual for use for parental leave. Ms. Troester added that this use would apply to a non-birth biological parent, surrogate parent, adoptive parent, and foster parent. Faculty and staff would need to be FMLA eligible to receive this benefit.

Now that Ms. Troester has presented this proposal to the Faculty Senate and to Staff Council, the next steps call for the proposal to be moved forward to the Board of Regents by senior administration, because Regents approval would be required for this policy change. There is not a definitive timeline yet, but Ms. Troester expected that the policy would be moved forward as quickly as possible. Ms. Troester stressed again that this is a first step and that opportunities to expand the policy further and develop it into a separate policy may well arise in the future. President Ganim asked about staff reception of the proposed policy. Ms. Troester indicated that staff feel that this is a positive step in the right direction.

Professor Jalal asked for further clarification of the proposal. Ms. Troester responded that currently, an employee cannot use accrued sick leave for paid parental leave if the employee is not the birth mother. The new policy would expand the definition of sick leave to encompass employees who are not sick but who wish to use accrued sick leave for parental leave. Ms. Troester noted that many employees accrue large quantities of sick leave that they do not have occasion to use. Therefore, no additional resources would be needed to implement this policy. A senator asked if advance notice to the employee's supervisor would be required in order to use this leave. Ms. Troester responded that, because the employee must be FMLA eligible to use this benefit, the paperwork associated with FMLA leave would serve to notify the supervisor. President Ganim asked about the planned rollout of the policy to departments and units. Ms. Troester responded that after Regents approval is obtained, there will be some technical adjustments made to the Human Resources online system. Then, the information will be disseminated to the university's Human Resources community and to the supervisor networks.

- *Office of the Ombudsperson Annual Report (Kristal Gibson, Cynthia Joyce, Rachel Williams, Ombudspersons)*

Professor Williams stated that the UI Office of the Ombudsperson uses the standard of ethics from the International Ombudsman Association. Therefore, the UI Office is confidential, neutral, informal, and independent. She noted that the Office has grown from handling 83 cases in its first year (1985-86) to 737 cases last year (2017-18). The number of cases in 2017-18 increased 10% over the number of cases in 2016-17. The Office sees a wide range of visitor types. In 2017-18, 51% of visitors were staff, 25% were students, 17% were faculty, and 7% fell into the category of "other" (patients, parents, etc.). Regarding visitor demographics, women made up 69% of Office visitors, while making up only 57% of the university community. Professor Williams explained that this situation likely arose because a high percentage of visitors to the Office were staff members (and a large number of UI staff members are women). Racial and ethnic minorities were also disproportionately represented among Office visitors relative to their presence on campus (23% of visitors vs. 16% on campus).

About 60% of cases in 2017-18 involved a perceived risk to the organization, Professor Williams continued. These risks included loss of productivity, policy violations, grievances, and turnover, among others. Half of all visitor concerns related to hierarchical relationship issues (difficulties between supervisors and those they supervise). Other concerns involved career or academic progression, peer relationships, policy violations, etc. Faculty concerns mirrored those of visitors overall. Hierarchical relationship issues, for example, comprised 53% of faculty concerns. Career or academic progression issues comprised 14%, peer relationship issues comprised 14%, and policy violations comprised 4% of faculty concerns. Ms. Gibson pointed out that policy violation issues may have involved situations in which someone reported a policy violation as well as someone who was accused of a policy violation. Disrespectful behavior, which the Office has been tracking for years, was cited in 31% of visitor concerns.

Ms. Gibson noted that the Office has recently begun providing a new service, consultations, for those seeking to handle difficult situations in which they are not directly involved. Departmental administrators and Human Resource staff are the target users for this service. The number of consultations rose from 79 in 2016-17 to 98 in 2017-18. Professor Williams

commented that the Office carried out 41 presentations and 79 workshops, involving 1901 participants, in 2017-18. Two campus issues that the Office has chosen to highlight in the annual report are graduate students with serious health concerns and abrasive behavior. Regarding the former, these students often find themselves in dire circumstances when major health issues arise, preventing them from carrying out the requirements of their academic programs or employment situations. As for the latter, Ms. Joyce explained that abrasive behavior could be described as bullying that is not intentional. It is often displayed by individuals perceived as “high performers,” who hold themselves and those around them to very high standards. These individuals can behave in ways that cause great emotional distress to colleagues. The behavior can be difficult for supervisors to detect because it usually only manifests itself down the hierarchical chain, not up. Because these are high performers, there can often be reluctance to address the problem, also, due to the benefits these individuals bring to the university.

Concluding the presentation, Ms. Joyce noted that former faculty ombudsperson Professor Susan Johnson retired over the summer and her place has been taken by Professor Williams. She added that the Office sends out surveys to visitors. Satisfaction with the Office’s services was indicated by 85% of respondents (with a 39% response rate) in 2017-18. Professor Steelman asked if the university has a provision for whistle blowers. Ms. Joyce responded that there are different avenues for different units of the university. For financial matters, there is an anonymous online reporting program, for example. There is also an anonymous reporting mechanism in the hospital. Noting the 85% satisfaction rate, Professor Caplan asked about the reasons the other 15% gave for not being satisfied. Ms. Joyce responded that it often comes down to visitors not being able to get what they want out of a situation.

President Ganim asked how closely the Office works with the Office of Equal Opportunity and Diversity and with the Office of the Title IX Coordinator. Ms. Joyce responded that the Office works closely with both of those entities. Ms. Gibson and Professor Williams added that visitors to the Office are informed that the ombudspersons cannot interfere in formal investigations and also cannot accompany visitors to investigative interviews. President Ganim then asked about the Office’s interactions with the newly-formed Campus Inclusion Team (CIT). Ms. Joyce explained that the Office was heavily involved in the creation of the CIT, which was modelled on the Office in many ways. There is good communication between the Office and the CIT. The CIT sometimes refers cases to the Office.

- *Richard Kerber Memorial HeartSafe Campus Initiative (Bruce McAvoy, Fire Safety Coordinator)*

Mr. McAvoy began his presentation by providing some background information about Professor Richard Kerber, of the Carver College of Medicine, who passed away in 2016. Professor Kerber’s wife Linda is a faculty member of the College of Liberal Arts and Sciences. Professor Richard Kerber began his academic career in 1970 at UIHC as a cardiologist, after serving as an army doctor. Early on he became involved with the American Heart Association’s Emergency Cardiovascular Care Committee, an entity that contributed to the creation of emergency cardiopulmonary resuscitation (CPR) procedures. Professor Kerber was instrumental in the development of smaller-sized defibrillators, which could be made available in public places such as airports.

Mr. McAvoy went on to explain that in 2001, the UI created a public access defibrillation committee. This committee oversaw the placement of defibrillators in campus buildings. In 2010, the Department of Public Safety took over inspection responsibility for the campus defibrillators, which now number 113. In addition to increasing the number of defibrillators available on campus, the university is seeking to provide training to the campus community in the use of CPR. This training is carried out by the Department of Public Safety (DPS). DPS staff will come to departments and other units across campus to provide the training. Early CPR and early defibrillator use are key elements in a response strategy that leads to an 83% chance of recovery from a cardiac event.

UI is working towards earning the HeartSafe Campus designation from the National Collegiate Emergency Medical Services Foundation, Mr. McAvoy indicated. In order to obtain this designation, the campus must have certain policies and procedures in place, as well as having at least 5% of the campus population trained in CPR. There must also be a public access defibrillator program. President Ganim asked how to obtain a defibrillator for an academic building. Mr. McAvoy responded that the process begins with submitting an interdepartmental requisition to his attention. He noted that since 2015, there have been four cardiac saves on campus. The DPS website contains a map of locations of campus defibrillators.

- *Higher Learning Commission Accreditation (Wayne Jacobson, Director, Assessment, Office of the Provost)*

Dr. Jacobson indicated that the UI is undergoing peer review as part of the Higher Learning Commission (HLC) accreditation process. A site visit will occur on March 25-26. UI has been accredited by HLC for over one hundred years. The last review was concluded shortly before the 2008 flood. Since that time, HLC has changed its review processes. Previously, every ten years, institutions were required to compile vast quantities of documents and assemble a massive self-study describing all campus activity prior to a site visit, during which reviewers would study these materials and then write a report. The new process includes six or seven different stages over ten years. Each year, institutions are required to submit an online institutional update. In the tenth year, a federal compliance review is also required, along with an assurance review.

The assurance review is somewhat similar to the old self-study, but it is a much more constrained document, allowing only for a 35,000 word summary describing how the institution meets the accreditation criteria, Dr. Jacobson continued. It is a paperless portfolio, submitted entirely online along with supporting evidence. There are five accreditation criteria, with 3-5 components each, for a total of 21 points to be addressed. The five accreditation criteria include *Mission, Integrity: Ethical and Responsible Conduct, Teaching and Learning: Quality, Resources, and Support, Teaching and Learning: Evaluation and Improvement, and Resources, Planning, and Institutional Effectiveness*. The Teaching and Learning criteria cover both undergraduate and graduate programs and all colleges. These two criteria relate to how we create, monitor and improve academic programs. Unlike collegiate accreditation reviews, the HLC review does not focus on narrow professional competencies. Instead, the HLC review seeks to determine whether an institution has sound systems and sound governance in place, and that it is attentive to any issues that arise and is deliberate in its response.

Dr. Jacobson indicated that this month and last month, he and the other authors of the assurance argument have been visiting with members of the campus community, inviting them to review the document and provide input on additions and improvements. About 60 people have reviewed the document by now. During the next two months, this feedback will be incorporated into the document, which will then be finalized and submitted to HLC. A team of eight reviewers will come to campus March 25-26 for the site visit. Standard meetings will take place with university leadership and various constituencies. There will also be open forum sessions. The reviewers may request additional meetings based upon what they read in the assurance argument. For example, the reviewers may want more information about our student success initiatives or about our new budget model. We can also suggest meetings to highlight aspects of our activities that have changed since the last review.

President Ganim commented that he has served as an HLC reviewer on other campuses. He added that shared governance has figured prominently in our assurance argument. The concept and the practice are covered well. He suggested that senators do a word search for shared governance in the document and review those sections. Shared governance is discussed most frequently under the *Integrity: Ethical and Responsible Conduct* criteria. HLC had particularly asked for information regarding the sanction removal and the reviews of central administrative offices. Dr. Jacobson noted that HLC is not looking for flawless institutions, but rather institutions that recognize when they have problems and strive to address those problems.

A senator observed that shared governance does not always work the way we want it to. He asked to what extent that notion appears in the report and if there is a way to leverage it. Dr. Jacobson and President Ganim responded that the reviewers could highlight issues that are a cause for concern in their report. Dr. Jacobson added that long before the university would fail an accreditation review, many steps would need to occur, giving the university plenty of opportunity to address issues identified in the review.

- *BTAA Academic Governance Conference (Russ Ganim)*

President Ganim stated that the UI Faculty Senate will host the annual BTAA Academic Governance Conference October 25-27 on campus. He invited senators to drop in on the conference if they are available. The conference is a good opportunity for faculty shared governance leaders from the BTAA institutions to share experiences and consult with each other as we address issues common to our universities. President Ganim briefly commented on the agenda for the conference. The first conference session will focus on fixed-term and part-time faculty and will begin with a presentation from Assistant Provost for Faculty Diane Finnerty describing the various categories of faculty at UI. A panel of conference participants will then lead a discussion of various campuses' approach to this important issue. Two more sessions will focus on the removal of the AAUP sanction on UI and on the AAUP censure of the University of Nebraska-Lincoln. One session has been set aside for the discussion of various topics suggested by the attendees, such as the roles of elected vs. appointed leaders in shared governance. The final two conference sessions will focus on the topics of Purdue Global (Purdue University's new online entity, the former Kaplan University) and the promotion of shared governance within colleges.

- *President's Report (Russ Ganim)*

President Ganim thanked senators for their input at the September 11 Senate meeting regarding the statement on center and institute closures. That feedback was incorporated into the final version of the statement, which was posted on the Faculty Senate website, <https://uiowa.edu/facultysenate/> following an electronic vote of approval. President Ganim felt that this document expressed the Senate's extreme consternation with the closures while looking forward in a spirit of collaboration to the newly-created shared governance task force. Reaction to the statement has been either neutral or positive. President Ganim directed the group's attention to the handout listing the members of the new Shared Governance Advisory Task Force on Academic and Research Centers, Institutes, and Activities. The task force had been created in response to the closures with the purpose of adding another level of advice and assessment in case more closures are in the offing. At this time, the state's budget numbers look positive, so perhaps no action will need to be taken this year. The task force's first meeting will be November 9. The task force membership strikes a balance among administrators, shared governance leaders, and faculty.

Turning to an update on administrative searches, President Ganim noted that the third of four candidates for the position of dean of the College of Liberal Arts and Sciences is on campus today. He thought that the new dean would be named before the end of the calendar year. Regarding the provost and vice president for research searches, airport interviews are scheduled to take place the week after Thanksgiving for both positions. An announcement regarding the new Chief Entrepreneurial Officer is expected shortly. This person will be in charge of the new Innovation Center (to be housed in the old art building). The position was created as a result of the decoupling of economic development from the Office of the Vice President for Research.

In policy matters, the Senate will consider a revision of the Intellectual Property policy at the December meeting. The Faculty Policies and Compensation Committee has been providing feedback on the revision to the Office of the Vice President for Research. Regarding central administrative reviews, Secretary Yockey is currently chairing the committee to review the Office of the Vice President for Finance and Operations and Past President Snyder next semester will chair the committee to review the Office of the General Counsel. The Office of the Vice President for External Relations was reviewed last spring. The schedule for future reviews is posted on the Faculty Senate website. A periodic shared governance review of charter committees is expected to get underway soon, beginning with a focus on three committees: Campus Planning, Diversity, and University Libraries.

IV. From the Floor – Several senators expressed their disappointment that an open forum for a CLAS dean candidate was held at the same time as the Faculty Senate meeting.

V. Announcements

- The next Faculty Council meeting will be Tuesday, November 13, 3:30-5:15 pm, University Capitol Centre 2390.
- The next Faculty Senate meeting will be Tuesday, December 4, 3:30-5:15 pm, Senate Chamber, Old Capitol.

VI. Adjournment – Professor Caplan moved and Professor Vigmostad seconded that the meeting be adjourned. The motion carried unanimously. President Ganim adjourned the meeting at 5:15 pm.