

**FACULTY COUNCIL**  
**Tuesday, October 15, 2019**  
**3:30 – 5:15 pm**  
**2520D University Capitol Centre**

**MINUTES**

Councilors Present: C. Bradley, M. Cunningham-Ford, A. Deshpande, L. Erdahl, L. Glass, C. Lang, M. Lehan Mackin, A. Merryman, A. Rodriguez-Rodriguez, C. Sheerin, S. Vigmostad, D. Wurster.

Officers Present: S. Daack-Hirsch, R. Ganim, T. Marshall, J. Yockey.

Councilors Excused: M. Foley Nicpon, N. Nisly, M. Pizzimenti.

Councilors Absent: J. Buckley, A. Gerke.

Guests: M. Biger (Sustainability Charter Committee), M. Hammes (University Human Resources), P. Matthes (Office of the President), L. McLeran (Office of the President), F. Mitros (Emeritus Faculty Council), C. Reardon (University Human Resources), L. Zaper (Faculty Senate Office).

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

II. Approvals

- A. Meeting Agenda – Professor Lehan Mackin moved and Professor Deshpande seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Council Minutes (September 3, 2019) – Professor Erdahl moved and Professor Sheerin seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (October 29, 2019) – Professor Wurster moved and Professor Glass seconded that the draft agenda be approved. The motion carried unanimously.
- D. Committee Appointments (Joe Yockey, Chair, Committee on Committees)
  - Maxwell Lei Geng (Chemistry) to fill the unexpired term of Jay Christensen-Szalanski (Management & Organizations) on the Financial Aid Advisory Committee, 2019-20
  - Waltraud Maierhofer (German) to fill the unexpired term of David Gooblar (Rhetoric) on the Faculty Senate, 2019-20Professor Vigmostad moved and Professor Lehan Mackin seconded that the committee appointments be approved. The motion carried unanimously.

III. New Business

- *Parental Leave Policy Discussion (Cheryl Reardon, Chief Human Resources Officer & Associate Vice President and Megan Hammes, Director, UI Wellness)*

Prior to the parental leave discussion, Ms. Hammes distributed a one-page handout describing changes to be made to the liveWELL program, following a recent external peer review. The program has been in existence since 2006 without significant changes. In order to implement recommended enhancements to the program, the annual personal health assessment incentive will be discontinued and those funds redirected to new and expanded programming. Among the new programs will be one focused on chronic condition prevention. Ms. Hammes also commented that the *liveWELL* newsletter going forward will highlight faculty expertise on wellness topics, another recommendation from the review. Professor Lehan Mackin asked for clarification whether the Mindfulness-Based Stress Reduction program was free of charge. Ms. Hammes responded that when an employee's personal health coach refers him/her to the MBSR program, the fee is often waived.

Turning to the topic of parental leave, Associate Vice President Reardon explained that in 2017, a campus group was formed to look at implementing parental leave, for which Faculty Senate and Staff Council had both advocated. As the group explored how to do this, they discovered that the Iowa Code did not allow for sick leave to be used for anything beyond what was explicitly permitted by the Code. Consultations with the Board of Regents, the Iowa Department of Administrative Services, and state legal counsel confirmed that the university does not have the authority to institute parental leave using sick leave. Now, the university is exploring other avenues to accomplish this goal. The university is also pursuing a revised Catastrophic Leave Donations policy, expected to be approved by the Board of Regents in November and implemented in January. This revision was developed by a Faculty Senate task force over the summer, and then approved by the Faculty Senate's Faculty Policies and Compensation Committee, the Faculty Council, and the Faculty Senate. The revised policy allows nine-month faculty (who do not accrue vacation) into the pool of employees eligible to receive donations of vacation (from vacation-accruing employees) to convert into sick leave. The next proposed policy step is to find a way to allow nine-month, non-vacation-accruing faculty members to donate sick leave to other employees.

Professor Merryman asked why parental leave was premised on donating and receiving leave, rather than just being part of the benefits package. Associate Vice President Reardon responded that, in accordance with the Iowa Code, leave at the UI is divided into a sick leave pool and a vacation leave pool. We do not have any other pool to account for other types of leave. The UI also does not have a paid time off schedule, as some employees in the business world do. We would need to create a new pool to account for parental leave. Employees would then accrue this leave. The pool also needs to be funded somehow. Professor Merryman asked if there were efforts being made to address the issue at the state level. Associate Vice President Reardon indicated that Faculty Senate could take up this cause with the university's director of state relations. Legislation would be needed to change the Iowa Code. In response to a question, Associate Vice President Reardon specified that the relevant section of the Code that was cited to the university is 70A.1(5).

Professor Vigmostad expressed concern about unequal implementation of existing policies across departments and colleges. She asked if any progress has been made to ensure consistent application of leave policies throughout the university. Associate Vice President Reardon

responded that during the past eighteen months all leave questions have been funneled to University Human Resources, where leave experts work with collegiate personnel to ensure consistency in application of leave policies across campus. Professor Erdahl commented that, in her experience, some departments have been at the forefront of finding solutions and correcting inconsistencies. She and Past President Ganim noted that better communication to faculty members regarding leave policies would be helpful. Ms. Hammes commented that there is information on the University Human Resources website that points new parents towards resources and guidance. Professor Erdahl also raised concerns about the sharing of leave between spouses who both work at the university. Associate Vice President Reardon concurred that leave sharing could damage recruitment and retention efforts and noted that she would look into this issue. She concluded her remarks by reiterating that the university is diligently searching for creative, legal ways to provide appropriate leave to employees.

- *Endorsement of UISG and GPSG's resolution: A resolution that acknowledges the past one hundred years of student governance at the University of Iowa (Sandy Daack-Hirsch)*

President Daack-Hirsch explained that the Faculty Council has been asked to endorse a resolution marking the 100<sup>th</sup> anniversary of student governance at UI. This resolution was passed at a joint meeting of UISG and GPSG in August. President Daack-Hirsch noted that student governance has been in existence longer than Faculty Senate.

Professor Sheerin moved and Professor Wurster seconded that the endorsement of UISG and GPSG's resolution acknowledging the past one hundred years of student governance at the University of Iowa be approved. The motion carried unanimously.

- *Resolution in Support of the Declaration of a Climate Emergency (Matthieu Biger, Staff Co-chair, Sustainability Charter Committee)*

Mr. Biger gave a brief historical overview – both worldwide and at the university – of climate concerns, noting that already in 1896, a Swedish scientist predicted the scope of climate warming from wide-spread coal burning. In 1956, a *New York Times* article discussed how accumulating greenhouse gas emissions would lead to long-lasting environmental changes, while in 1988, an inter-governmental panel concluded that the greenhouse effect was already changing our climate. Turning to events at the UI, Mr. Biger noted that during President Mason's April 22, 2008 Earth Day speech to the Faculty Senate, she stated that "sustainability must and will become a central priority of all aspects of our university enterprise – our operations, our academic mission, and our responsibilities to the greater society." In 2016, Mr. Biger added, world leaders from 175 countries recognized the threat from climate change and the urgent need to combat it by signing the Paris Agreement. A year later, President Harreld stated that "sustainability is the most important issue facing the twenty-first century." The United Nations, in 2018, released a special report which projected that limiting warming to 1.5°C in this century will require an unprecedented transformation of every sector of the global economy over the next 12 years. Later in 2018, the federal government issued a study about the massive effects of climate change. Local governments soon began issuing declarations of climate emergencies. Here, both the Iowa City Community School District Board and the Iowa City Council have passed resolutions to declare a climate crisis.

Turning to the resolution that he was presenting to the Council for approval, Mr. Biger explained that over the summer, UISG joined with student governments at the other Big Ten institutions to declare a climate emergency. The UI student shared governance groups have also issued a joint climate change call to action, <https://uisg.uiowa.edu/assets/All-Legislation-19-20/11-3-2019-Upload/JR-2.pdf>. The Sustainability Charter Committee has decided to support a version of the declaration of climate emergency passed at the Association of Big Ten Students Summer Conference. Mr. Biger had slightly adapted this resolution to fit the Faculty Council and Senate. He noted, however, that the joint resolution passed by UISG and GPSG, unlike this resolution, contains some specific sustainability goals for the university. In conclusion, Mr. Biger indicated that Senior Vice President for Finance & Operations Rod Lehnertz has convened a meeting on October 31 to focus on next steps for sustainability at the university. President Daack-Hirsch added that the co-chairs of the Sustainability Charter Committee have been invited to attend that meeting as shared governance representatives of faculty, staff, and students.

President Daack-Hirsch commented that the Senate officers are generally supportive of the resolution, although they do have some questions about it. For example, while she praised a passage that commits the Council and Senate “to an internal set of sustainability goals,” she indicated that we would need to know what those goals are before we can add “a sustainability component into the Faculty Council and Senate constitution and/or bylaws.” She added that she would like to see some attainable, specific action steps that the Council and Senate would be proud to stand behind. Mr. Biger acknowledged this concern and indicated a willingness to work with the Sustainability Charter Committee to revise the language, perhaps to include some university-wide sustainability goals, although the Council and Senate would likely not have significant control over the progress to attain these goals. Professor Lang asked about the goals listed in the UISG/GPSG joint resolution. Mr. Biger responded that some of those goals were a 45% reduction in carbon dioxide emissions by 2030 and “net-zero” emissions by 2050.

Professor Glass wondered how Council and Senate passage of this resolution would affect some of the recent controversies around the university and environmental action, such as a faculty member publicizing climate activist Greta Thunberg’s recent appearance in Iowa City. Mr. Biger commented that passage of the resolution might allow for greater collaboration with area activists. Professor Cunningham-Ford asked if the Council and Senate would be obligated to develop metrics for measuring progress on the resolution’s six “resolved” statements if the resolution were passed. Mr. Biger responded that the Council and Senate would likely only measure progress on efforts directly under its control. He added that the wider impact of the resolution would be as an acknowledgement that a climate crisis exists. Professor Erdahl commented that advocating for climate change awareness and calling on the university to pursue its sustainability goals seemed to be more appropriate actions for the Council and Senate than establishing an internal set of sustainability goals.

Professor Lang commented that, as the current chair of the College of Liberal Arts and Sciences General Education Curriculum Committee as well as a member of another committee that is taking a high-level look at the general education curriculum, she is working with other committee members to propose a sustainability requirement for the general education

curriculum. The initiative for this requirement originated within the Sustainability Charter Committee some years ago and was particularly advocated for by the student members of the committee. Vice President Yockey suggested that it would be useful to find out what progress the university has already made towards achieving its existing sustainability goals. Mr. Biger noted that becoming coal-free by 2025 is the most ambitious of the university's existing goals. He added that some consider this timeline too slow. Secretary Marshall commented that an accelerated timeline might not be feasible, given costs involved. Those costs must be thoroughly researched before we alter the timeline. Mr. Biger pointed out that we have individuals on campus with expertise on the relevant topics; those local experts can help us determine the appropriate timeline for this and other goals. Professor Glass and President Daack-Hirsch advocated for inserting language into the resolution that calls for exactly this. President Daack-Hirsch noted that faculty already seem to be involved in these efforts to some extent. Professor Lang added that the members of the Office of Sustainability Advisory Board, many of whom are faculty, have extensive expertise on climate-related topics. Our resolution should advocate for greater collaboration among all entities engaged in sustainability.

President Daack-Hirsch suggested that the Senate officers work with Mr. Biger to revise the resolution with language more appropriate for the Council and Senate and then present the resolution to the Council again on November 19.

- *President's Report (Sandy Daack-Hirsch)*

President Daack-Hirsch explained that University Human Resources is working with partners across campus to develop a required training program for all faculty and staff supervisors. This program would be relevant for faculty members who supervise staff in a lab or other similar settings, rather than for DEO's. The program grew out of the recommendations of the employment practices review that took place several years ago. A need for this training was also identified through the Working @Iowa campus climate surveys. Faculty members are involved in various aspects of the program: Jeff Banas (Dentistry) sits on the steering committee, Laurie Croft (Education) assists with the online development of the course content, faculty from the Management and Organizations department (Business) are looking at specific modules that relate to their areas of expertise and providing feedback, and Liz Hollingworth (Education) is providing guidance for the overall evaluation of the program. The program roll-out is expected in Spring 2020.

The shared governance body presidents are working with Scott Beckner, Assistant Vice President and Director of Public Safety, and Peter Matthes, Vice President for External Relations, on a Frequently Asked Questions document for faculty, staff, and students pertaining to stun guns on campus.

Regarding the use of student identification cards for voting purposes, President Daack-Hirsch noted that the UISG and GPSG leadership are working with university administration and state and county officials to remedy this situation (UI student ID cards are currently not recognized as appropriate identification for voting purposes). A short-term solution – a new temporary university ID card to serve as the photo identification – is in place. In the future, UI student ID cards can be modified to fit the voting identification requirements.

President Daack-Hirsch noted that the Faculty Senate social event at the “Thursday Nights at Hancher” on September 26 was a success and she invited Councilors to the next event on October 24.

As for administrative searches, candidates for the position of dean of the College of Engineering are visiting campus. A search committee has been formed for the position of associate provost and dean of International Programs. The search for the associate provost for faculty has concluded and an announcement is expected soon.

A committee, chaired by Past President Russ Ganim, has been formed to review the Office of the Vice President for Medical Affairs. This review is one of the Senate’s required reviews of central administrative offices.

- *Executive Session: Pete Matthes, Vice President for External Relations and Senior Advisor to the President and Laura McLeran, Associate Vice President for External Relations and Senior Advisor to the President*

Professor Vigmostad moved and Professor Lehan Mackin seconded that the Council move into executive session. The motion carried unanimously.

Councilors discussed the proposed public-private partnership with Vice President Matthes and Associate Vice President McLeran.

Professor Wurster moved and Professor Lehan Mackin seconded that the Council move out of executive session. The motion carried unanimously.

IV. From the Floor – At the request of Vice President Yockey, Councilors briefly discussed whether the 2020 Faculty Council/Administrative Retreat should be held in August or moved to May. Councilors generally favored continuing to hold the retreat in August.

V. Announcements

- The next Faculty Senate meeting will be Tuesday, October 29, 3:30-5:15 pm, Senate Chamber, Old Capitol.
- The next Faculty Council meeting will be Tuesday, November 19, 3:30-5:15 pm, University Capitol Centre 2390 UCC.

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