

30 June 2020

**A RESOLUTION EXPRESSING THE FACULTY COUNCIL’S EXPECTATION FOR DUE CARE, TRANSPARENCY,
AND MEANINGFUL ENGAGEMENT WITH SHARED GOVERNANCE IN THE EXECUTION OF COLLEGIATE
BUDGETARY DECISIONS**

WHEREAS, the University of Iowa faces significant financial exigency as a result of the COVID-19 pandemic;

WHEREAS, the State of Iowa General Assembly passed legislation to reduce appropriations to Iowa’s three public universities, collectively, by \$8 million for the next fiscal year (FY21);

WHEREAS, on 8 June 2020, University of Iowa President Bruce Harreld issued a statement saying the university will lose more than \$70 million due to the pandemic through August of 2020, with UI Health Care facing losses of more than \$100 million during the same period;

WHEREAS, President Harreld’s statement on 8 June 2020 specified that colleges and units may consider hiring and salary freezes, salary reductions, temporary layoffs or furloughs, and permanent layoffs as options to reduce costs;

WHEREAS, President Harreld’s statement on 8 June 2020 specified that budget decisions would be made “at a local level” guided by the following principles:

Placing people first;

Preserving the core values of the institution (excellence, learning, community, diversity, integrity, respect, and responsibility);

Delivering on the mission of education, research, and delivery of health care;

Protecting the core activities of the university to ensure delivery of the mission;

Engaging shared governance.

WHEREAS, some colleges and units have already executed, or are reasonably expected to execute soon, significant cost-savings measures affecting faculty salary and employment interests, including but not limited to mandatory salary reductions and the non-renewal of Instructional Track faculty contracts;

WHEREAS, several faculty and Departmental Executive Officers (DEOs) in colleges and units affected by recent major budgetary decisions report a lack of communication from and opportunities to consult with collegiate leadership prior to the execution of those decisions;

WHEREAS, the Faculty Council is the administrative agency of the Faculty Senate, which, in turn is the representative and deliberative organization of the faculty of the University of Iowa;

WHEREAS, the Faculty Council represents the Faculty Senate when the Senate is not in session;

NOW, THEREFORE, BE IT RESOLVED,

The Faculty Council affirms that each college must enable meaningful faculty participation in budget planning to ensure faculty voice informs policy development and the decision-making process;

The Faculty Council affirms, in accord with the principle of placing people first, that faculty salary reductions, faculty furloughs, termination of faculty employment, and/or academic program discontinuance shall not be authorized by a college unless it can first be demonstrated without question by collegiate leadership that other cost-savings measures are inadequate because of adverse financial events and circumstances not reasonably foreseeable;

The Faculty Council affirms that any measures to implement faculty salary reductions, faculty furloughs, termination of faculty employment, and/or academic program discontinuance due to a pandemic-related emergency must be temporary, short-term strategies, and based upon specific pre-determined evaluative criteria set in place only after consultation with faculty and Department Chairs/DEOs;

The Faculty Council affirms, in accord with the university's values of advancing and protecting diversity, equity, and inclusion, that any measures to implement faculty salary reductions, faculty furloughs, and/or termination of faculty employment must not disproportionately impact faculty on the basis of age, race, gender, or other protected classification;

The Faculty Council affirms that faculty furloughs, termination of faculty employment, and/or academic program discontinuance shall not be authorized unless it is first clearly demonstrated that there will be no subsequent adverse effects on the university's education or research mission (e.g., through the creation of gaps in core course offerings);

The Faculty Council affirms that Instructional Track faculty should receive due process, including timely and adequate advance notice of any change to or non-renewal of contract terms;

The Faculty Council affirms that each college must consult with Department Chairs/DEOs prior to making any final budgetary decisions affecting the employment, salary, contract, scholarship, or research interests of faculty under the supervision of any said Department Chairs/DEOs;

The Faculty Council affirms that, in keeping with guiding principles of shared governance, each college must ensure meaningful faculty participation in decisions that materially impact curriculum and/or relate to the reduction of instructional, scholarship, outreach, and/or research programs;

The Faculty Council urges, as a showing of leadership, solidarity, and sacrifice, that the university President, Provost, and all senior vice presidents commit to taking material reductions to their salaries on or before the date when any faculty salary reduction, furlough, or termination is imposed;

The Faculty Council affirms that each college should develop, review with faculty governance, and implement a post-mortem evaluation process to review and assess the FY21 budget planning and decision-making process.