

**FACULTY COUNCIL**  
**Tuesday, April 14, 2020**  
**3:30 – 5:15 pm**  
**Zoom**

**MINUTES**

- Councilors Present: C. Bradley, J. Buckley, M. Cunningham-Ford, A. Deshpande, L. Erdahl, M. Foley Nicpon, A. Gerke, L. Glass, C. Lang, M. Lehan Mackin, A. Merryman, N. Nisly, M. Pizzimenti, A. Rodriguez-Rodriguez, G. Russell, C. Sheerin, S. Vigmostad, D. Wurster.
- Officers Present: S. Daack-Hirsch, T. Marshall, J. Yockey.
- Councilors Excused: None.
- Councilors Absent: None.
- Guests: A. Flaming (Center for Teaching), J. Florman (Center for Teaching), E. Hildebrandt (*Daily Iowan*), M. Payne (*Daily Iowan*), 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 Pizzimenti moved and Professor Foley Nicpon seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Council Minutes (March 3, 2020) – Professor Buckley moved and Professor Pizzimenti seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (April 28, 2020) – President Daack-Hirsch noted that the meeting would be divided into two parts, the last meeting of the current Senate and the first meeting of the new Senate. She added that, because the Senate will be prohibited from meeting in person, election of new Senate officers will take place electronically prior to the meeting. Election results will still be announced at the meeting. Candidate statements will be distributed at the end of this week. Professor Sheerin moved and Professor Vigmostad seconded that the draft agenda be approved. The motion carried unanimously.
- D. Faculty Senate and Council Election Results (Sandy Daack-Hirsch) – Professor Vigmostad moved and Professor Bradley seconded that the Faculty Senate and Council election results be approved. The motion carried unanimously. Professor Daack-Hirsch thanked those Councilors whose terms were ending: Megan Foley Nicpon, Sarah Vigmostad, Melissa Lehan Mackin, Dale Wurster, and Anjali Deshpande. She and Vice President Yockey expressed their appreciation for the Council’s thoughtful engagement this year.
- E. 2020-21 Committee Recommendations (Joe Yockey, Chair, Committee on Committees) – Vice President Yockey noted that some applicants had not yet

responded to requests to serve on committees. Professor Nisly moved and Professor Buckley seconded that the 2020-21 committee recommendations be approved. The motion carried unanimously.

### III. New Business

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

President Daack-Hirsch reported that the search for the new dean of the Tippie College of Business is underway. Vice President Yockey is serving on that search committee. The first round of interviews has been completed. The search committee for the new Associate Vice President for Diversity, Equity, and Inclusion has been named. Russell Ganim, Associate Provost and Dean of International Programs, and Nadine Petty, Executive Director of the Center for Diversity & Enrichment, in the Division of Diversity, Equity, and Inclusion, have been appointed as the co-chairs. Several faculty members are serving on the search committee, including Faculty Senator Teresa Treat from the Department of Psychology and Brain Sciences.

- *COVID-19 Discussion (Sandy Daack-Hirsch)*

As a result of the COVID-19 pandemic spreading through the nation, on March 17, during spring break, university administrators directed those employees able to work from home to do so indefinitely. Administrators also extended spring break by one week and directed faculty members to move from in-person to online teaching for the rest of the spring semester. President Daack-Hirsch began this discussion of the pandemic's impact on the university by reassuring the group that shared governance is still active. She indicated that the Senate officers continue to meet on a regular basis with President Harreld, Provost Fuentes, Executive Vice Provost Kregel and Senior Vice President Rod Lehnertz, along with other administrators. The presidents and vice presidents of the faculty, staff, and student governance groups are also in communication with each other. President Daack-Hirsch noted that she recently submitted comments on salary and compensation to the Board of Regents, State of Iowa. This is an annual expectation of the Faculty Senate president and President Daack-Hirsch has made these remarks available to Councilors.

COVID-19 campus operations meetings have been taking place weekly, down from three times per week earlier in the crisis, President Daack-Hirsch noted. She explained that the priorities of the institution continue to be health care and the clinical enterprise; virtual education; research; safety and well-being of students, faculty, and staff; and critical business and administrative functions of the university. The participants in these meetings include representatives of the Critical Incident Management Team (CIMT), the Council of Deans, University of Iowa Hospitals and Clinics, University Human Resources, the Office of Student Life, the Office of Finance and Operations, the Office of Risk Management, the Office of Strategic Communication, and the Office of the General Counsel. The four shared governance body presidents and liaisons to the city, state, and federal governments attend, as well. The COVID-19 campus update mass email messages are sent out following these meetings. Information from the meetings also appears in the *Iowa Now* electronic newsletters that come out on Thursdays. President Daack-Hirsch urged Councilors to stay informed through these updates. She added that if there are any issues that are not being addressed but should be, Councilors should bring those issues to the Senate officers' attention.

President Daack-Hirsch noted that the Senate officers recently initiated a conversation with administrators to extend the tenure clock during this unusual time. She expressed pride in the inclusive process through which the decision to extend the tenure clock was made. Her counterpart at another Big Ten institution was excluded from these conversations on her campus and did not find out about the decision until it was announced. President Daack-Hirsch also noted that the Senate officers, along with the Faculty Senate Governmental Relations Committee, submitted a letter to administrators regarding wages for student employees. This input was well-received. The letter has also been made available to Councilors. Campus focus has now begun to shift towards recovery. Federal stimulus packages that impact universities will aid in this recovery. The packages include funds for health care, education, research, and state stabilization. Because of the UI's experience with navigating federal programs after the 2008 flood, we have people in place ready to write grants and provide other information necessary for obtaining access to federal funds to assist in the COVID-19 financial recovery process.

President Daack-Hirsch commented that she had the opportunity to give faculty input at a recent COVID-19 campus operation meeting. At that time, she had not yet heard from many faculty members, who were no doubt preoccupied with transitioning their classes to an online format and modifying their research programs. Based on what she had heard, however, she had expressed the faculty's appreciation for what the university and collegiate leadership has been doing to successfully adapt the university to these new circumstances, as well as the faculty's pride in how well the transition was carried out. She had also expressed confidence that administrators were aware how hard that faculty were working to make this transition successful. She had urged that, in the future, opportunities to publicly recognize the extra efforts of faculty members during this difficult time be found. While the tenure clock extension is appreciated, faculty of all ranks have had to put projects and other important tasks on hold while they not only move to online teaching, but also heavily support students through this transition. Faculty members are not necessarily seeking financial remuneration for these extra efforts, but rather a recognition that the work time lost during the pandemic could have career repercussions far into the future. President Daack-Hirsch indicated that she has advocated for faculty contracts to be made available to faculty members as soon as possible. We also need to find a way to capture information on the difficulties and barriers faced by individual faculty members during this crisis. She concluded her remarks by recommending a series of videos, on *Pandemic Insights*, by the Obermann Center for Advanced Studies, <https://www.youtube.com/playlist?list=PLsNGRdSNTLggoXeExLn7pavjypuCMaKux>. She then opened the floor for discussion of the impacts of COVID-19 on faculty members.

Professor Russell commented that there have been some technical glitches with software during online teaching. The virtual desktop system used at UI does not always work well. More importantly, he noted, he has observed that some students are in psychological distress. Seniors have seen job offers evaporate. Some are studying at home with poor internet connections. We need to be concerned about not just the continuing students, but also the graduating students who are leaving the university for a very uncertain world. Professor Foley Nicpon concurred that student psychological stress is a significant problem. She noted that the University Counseling Service, <https://counseling.uiowa.edu/>, offers a wide array of services for students in need. She also commented that UCS has embedded counselors in various units on campus, including in

the colleges. Councilors agreed that the existence of these resources, especially the embedded counselors, needs to be more widely publicized.

Professor Glass commented that non-tenure-track faculty are very anxious that any funding cuts that may occur in the future will disproportionately affect them. These faculty members are wondering if they could receive extensions comparable to the tenure clock extensions. President Daack-Hirsch indicated that she has brought this issue up several times with administrators. Professor Glass offered to collect relevant data for use in conversations with administrators. He mentioned that many faculty on research leave, especially those who had planned to travel, have been unable to accomplish their goals for their research this semester. These faculty members are wondering if their research leave could be adjusted somehow. President Daack-Hirsch commented that there will likely need to be some kind of individualized responses to faculty members' pandemic-related research barriers; some faculty members may end up changing the focus of their research entirely because the window of opportunity for some topics may have closed permanently.

Professor Nisly raised the issue of the health care staff (nurses, medical assistants, etc.) who are working with COVID-19 patients around the clock. These staff members tend to be younger and female, often with considerable childcare responsibilities. They are facing challenging workplace circumstances often without adequate childcare. While most of these employees are not faculty members, faculty can use their voice to advocate for them. Professor Nisly speculated that this situation would only worsen in the coming weeks. Professor Erdahl commented that hospital departments not involved in the treatment of COVID-19 patients have appropriately scaled back their activities, but this has left staff in those departments without work to do. The staff members have been asked to take paid or unpaid leave. The topic of forced leave should be part of any conversations about economic hardship for UI employees.

Professor Sheerin commented that students have been very concerned about what is going to happen in the fall on campus – will in-person classes resume or will we continue with online teaching? If the latter, some students are wondering if they should take leave for one year. She asked if tailored solutions are being contemplated, for example, having a mix of in-person and online classes, depending on class size. Professor Nisly raised the possibility of tailoring based on health status; those at higher risk could be given the online option, while those with lower risk could attend classes in-person. President Daack-Hirsch indicated that administrators are just now turning to the question of what fall teaching will look like. All of these issues have been raised, but no final decisions have been made. Professor Russell urged that decisions about the fall be made sooner rather than later, so that faculty have adequate time to prepare for teaching online. Professor Pizzimenti commented that an earlier decision would be helpful for non-tenure-track faculty to know what their options are for the fall. Professor Nisly added that students and their parents would also be helped by an earlier decision, so that they can consider whether students should attend this fall or postpone until next fall. President Daack-Hirsch noted that the Office of Admissions has been actively tracking the enrollment progress of this year's incoming students, although we will not ultimately know how many decide to enroll until they actually arrive. International students are in a particularly difficult situation, because travel is so uncertain right now. Professor Glass wondered when we might know what our state appropriation will be. President Daack-Hirsch commented that the university is still trying to

determine the impact of the federal stimulus packages. Professor Glass also asked about the fate of the proceeds from the public-private partnership (P3) agreement. President Daack-Hirsch responded that those funds are safe.

Professor Nisly observed that, as a result of the crisis, she is now able to use telemedicine on a regular basis, to treat patients living far from the university and also to treat patients in the evening and on weekends. This opens up the possibility of treating a larger number of patients than prior to the pandemic. Online education could open up the possibility of a larger number of students for the university, although the impact of additional students on faculty members would be substantial. Professor Merryman asked about students' current living arrangements, now that classes have moved entirely online. President Daack-Hirsch indicated that fewer than 100 students needed to continue being housed in the dorms after spring break. Off-campus students who have purchased campus meal plans can continue to access meals from the dining halls. Of course, the university has limited influence on landlords of off-campus housing. Regarding student employment, President Daack-Hirsch reminded the group that the Senate officers had recently written to university administrators about maintaining student salaries.

Professor Deshpande raised the issue of experiential learning programs. She noted that many students in her college (Public Health) are required to have such experiences in order to earn their degrees, but that these programs may no longer be accessible in the summer or the fall. Professor Pizzimenti commented that in his college (Medicine) practicum experiences have been rearranged to focus on the didactic portions of the experiences in the spring and the clinical portions of the experiences in the summer or fall, in the hope that circumstances then will allow for in-person clinical work. Professor Lang noted that students in her department (Physics & Astronomy) have still been able to secure internships in national laboratories, but that these internships will take place remotely. Students may be sent instruments to use in carrying out their work and UI faculty will assist the students as necessary. Professor Nisly commented that video visits with patients allow for interns and medical students to participate, as well, to advance their learning. President Daack-Hirsch added that her college (Nursing) is adopting a more flexible schedule for clinical experiences, scheduling them for a time when the university will likely be open. Secretary Marshall noted that her college (Dentistry) is also being flexible regarding when clinical and extramural experiences take place.

- *2020-21 Agenda Planning (Sandy Daack-Hirsch)*

President Daack-Hirsch reiterated the need for advance planning for the Senate to identify and carry out goals for the coming year, rather than simply to react to issues that arise during the year. She shared a table with the group that listed focus areas previously identified by Councilors for future work. These focus areas include the decline in tenure-track hires; faculty recruitment and retention, prioritizing under-represented minorities and systematic improvement across all demographics; creation of a system to evaluate collegiate and departmental leadership annually; COVID-19 recovery; and continued improvement to catastrophic leave and parental leave policies.

The table included some possible strategies for addressing these issues. President Daack-Hirsch indicated that among strategies for enhancing recruitment and retention were efforts to reform the evaluation of teaching, as described during a presentation at the last Council

meeting, and programs for faculty recognition (a virtual faculty Hall of Honor and a mechanism for scholarship donations to academic departments in honor of specific faculty members), as proposed to the Senate officers by Professor Jim Torner. While some changes have been made to the catastrophic leave policy this year, the Senate officers plan to continue pursuing improvements to the policy through a work group comprised of faculty and staff that will begin meeting in May. They are also looking into partnering with the Family Issues Charter Committee on improvements to the parental leave policy.

Vice President Yockey commented that COVID-19 recovery will likely need to be of the greatest focus in the short term, but as time permits, the other initiatives will receive attention. Noting that some of these projects do not fall neatly into the purview of existing committees, he indicated that the Senate officers have been considering the creation of a faculty advancement committee. This group could serve as a type of think tank, generating suggestions for presentation to the administration. Membership for this new committee could be drawn from existing Senate and charter committees, some of which have lost focus over the years. He added that, while we have discussed these issues for years, we have not really produced any blueprints for possible solutions. With ideas generated by this think tank, however, we may finally make some headway on these issues over the next several years.

Professor Nisly suggested that recruitment and retention issues be considered separately from COVID-19-related promotion and tenure issues. Professor Lang urged that diversity, equity, and inclusion (DEI) issues be the subject of continuing focus by the Faculty Senate. She expressed concern that student, faculty, and staff who were already the most vulnerable prior to the pandemic are the ones who would suffer the most as a result of the pandemic. Professor Lang added that departments are likely the best settings for difficult conversations about DEI; perhaps the Senate could provide guidance for faculty leaders to launch these conversations in their units. She praised the short DEI presentation given at the February Senate meeting and hoped that these could continue in the future. Professor Glass concurred and urged faculty to advise DEO's on the value of programs presented by the Division of Diversity, Equity, and Inclusion. Vice President Yockey commented that the DEI short presentations to the Senate would likely be continued next year. He added that Bria Marcelo, Director of Diversity Resources in the Division of Diversity, Equity, and Inclusion, has indicated a willingness to make these same presentations in the colleges.

Professor Glass commented that, while some existing committees may no longer be as effective as they have been in the past, part of this phenomenon could be attributed to the formation of new task forces or committees by administrators. These new committee and task forces therefore bypass the existing governance structure. President Daack-Hirsch reminded the group that part of the focus of last summer's Faculty Council/Administrative Retreat was on the charter committee structure. The retreat served to remind, or in some cases, inform administrators of the existence of these committees and their usefulness within the shared governance structure. This year, the shared governance leaders have been reviewing the charter committees that have been struggling most, and all of the committees are now taking up their charges with renewed energy and increased support from administrators. Professor Glass reported that some of his colleagues are concerned that the pandemic will be used as a pretext

by administrators to make significant changes to the university. If austerity measures must be undertaken, Professor Glass stressed that shared governance must be part of the conversation.

Faculty Councilors expressed their support of the agenda plan presented today, with the understanding that future Senate activity would not be confined only to these items and that addressing the impact of the COVID-19 pandemic on campus would take first priority.

- *Officer Election Procedures (Joe Yockey)*

Vice President Yockey explained that, because all in-person meetings have been canceled by the university in response to the COVID-19 pandemic, the Senate cannot meet in person for its organizational meeting at the end of the month. Elections of new Senate officers on paper ballots would have taken place at that meeting. Along with Election Committee Chair Richard Fumerton, the Senate officers have been exploring alternative methods for electing new officers. They have devised a plan to conduct the officer elections electronically, similarly to the Senate and Council elections held earlier this year. Vice President Yockey then outlined the proposed plan to conduct the officer elections. At the end of this week, the officer candidate statements would be released to the senators, in accordance with the stipulation in the Senate constitution that candidate statements be released ten days prior to the election. A call would also be issued for the nomination of additional candidates (i.e., “candidates from the floor” at an in-person meeting). Online voting would open on April 23. The ballots would include the names of the candidates nominated by the Election Committee, as well as any candidates put forward in response to the call for nominations. The voting pool would consist of all continuing and incoming senators. Voting would close on April 27. This would allow for three business days and two weekend days of voting, reflecting best practices in some collegiate shared governance elections. Professor Fumerton would then announce the election results at the April 28 meeting, just as he would have done at an in-person meeting.

Vice President Yockey shared a resolution explaining the rationale and process for conducting electronic officer elections this year:

*WHEREAS*, the University of Iowa has suspended all non-essential in-person meetings and events for the duration of the Spring 2020 semester in response to the COVID-19 pandemic; and

*WHEREAS*, because of the suspension of in-person campus meetings, all remaining University of Iowa Faculty Council and Faculty Senate meetings for the Spring 2020 semester must occur remotely through an online video conferencing platform; and

*WHEREAS*, by moving all Faculty Senate meetings to an online format, the 2020 Faculty Senate Officer Elections can no longer occur in person on April 28, 2020, as previously scheduled;

*WHEREAS*, the ability to conduct the 2020 Faculty Senate Officer elections is necessary to ensure the viability, sustainability, and continuing operational capacity of the Faculty Senate;

*THEREFORE*, the Faculty Council of the University of Iowa resolves as follows.

*RESOLVED*, that the Faculty Council recognizes the exigent circumstances created by the COVID-19 pandemic in relation to the Faculty Senate’s ability to conduct meetings and elections during the Spring 2020 semester.

*RESOLVED*, that the Faculty Council authorizes the Faculty Senate Committee on Elections to conduct the 2020 Faculty Senate Officer elections remotely through the secure Qualtrics online voting system in lieu of in-person balloting.

Professor Wurster moved and Professor Bradley seconded that the resolution calling for and describing the electronic process for officer elections this year be approved. The motion carried unanimously.

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

V. Announcements

- The next Faculty Senate meeting will be Tuesday, April 28, 3:30 – 5:15 pm, via Zoom. Election of officers will take place online prior to the meeting.

VI. Executive Session

Secretary Marshall moved and Professor Pizzimenti seconded that the Council move into executive session. The motion carried unanimously.

- Regents Award for Faculty Excellence recipients
- Michael J. Brody Award recipients
- P3 Allocation Update

President Daack-Hirsch announced the recipients of the 2019-20 Regents Award for Faculty Excellence and the recipients of the 2020 Michael J. Brody Award for Faculty Excellence in Service to the University and the State of Iowa. This information will be publicly announced at the April 28 Faculty Senate meeting.

President Daack-Hirsch also described a faculty-proposed process for the allocation of proceeds from the public-private partnership (P3).

Professor Glass moved and Professor Lang seconded that the Council move out of executive session. The motion carried unanimously.

VII. Adjournment – Professor Glass moved and Professor Erdahl seconded that the meeting be adjourned. The motion carried unanimously. President Daack-Hirsch adjourned the meeting at 5:00 pm.