

**FACULTY SENATE**  
**Tuesday, September 15, 2020**  
**3:30 – 5:15 pm**  
**Zoom**

**MINUTES**

Senators Present: F. Ahmad, D. Andersen, S. Ashida, B. Ayati, J. Barker, M. Bhatti, S. Bodine, C. Bradley, A. Brian, C. Brochu, N. Brogden, J. Buckley, C. Campbell, M. Charlton, C. Cherwin, M. Cunningham-Ford, R. Curto, S. Elangovan, L. Erdahl, A. Estapa, A. Farag, E. Gillan, L. Glass, A. Grooms, C. Grueter, J. Halekas, N. Handoo, S. Harwani, K. Hegarty, Y. Imai, D. Jalal, B. Janssen, A. Jaynes, M. Joseph, J. Kayle, A. Kitchen, M. Kivlighan, M. McDermott, A. Merryman, K. Messingham, T. Midtrod, N. Nisly, J. Paige, A. Panos, H. Parrish, G. Pierce, M. Pizzimenti, P. Polgreen, A. Prince, G. Russell, Y. Sato, C. Sheerin, S. Sosale, A. Strathman, J. Streit, C. Swanson, T. Treat, A. Vijn, E. Welder, P. Wesely, D. Wilder, M. Wright, L. Zingman, M. Zmolek.

Officers Present: T. Marshall, A. Rodriguez-Rodriguez, J. Yockey.

Senators Excused: A. Curtius.

Senators Absent: M. Cantrell, J. Carlson, A. Chauhan, B. Dixon, A. Gerke, P. Kaboli, J. Kline, D. Meyerholz, K. Parker, L. Song, A. Vikram.

Guests: K. Carter (Provost's Office), S. Daack-Hirsch (Nursing), A. Flaming (Center for Teaching), J. Florman (Center for Teaching), M. Gardinier (Emeritus Faculty Council), L. Geist (Provost's Office), D. Johnsen (Dentistry), K. Kregel (Interim Provost), B. Marcelo (Diversity, Equity, and Inclusion), H. Mineart (Staff Council), R. Wilson (*Daily Iowan*).

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

II. Approvals

- A. Meeting Agenda – Professor Treat moved and Professor Glass seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Senate Minutes (April 28, 2020 and September 9, 2020) – Professor Janssen moved and Professor Nisly seconded that the minutes be approved. The motion carried unanimously.
- C. Committee Appointments (Teresa Marshall, Chair, Committee on Committees)

- Cassie Barnhardt (Educational Policy and Leadership Studies) to fill the unexpired term of Maresi Berry-Stoelzle (Family Medicine) on the Financial Aid Advisory Committee, 2020-21
  - June Tai (Law) to fill the unexpired term of Faryle Nothwehr (Community and Behavioral Health) on the Council on Teaching, 2020-21
  - Anny Curtius (French and Italian) to fill the unexpired term of Margaret Zimmerman (Library and Information Science) on the Charter Committee on Diversity, Equity, and Inclusion, 2020-23
  - Teresa Treat (Psychological and Brain Sciences) to fill the unexpired term of Cornelia Lang (Physics and Astronomy) on the Faculty Council, 2020-22
  - Christopher Brochu (Earth and Environmental Sciences) to fill the unexpired term of Cornelia Lang (Physics and Astronomy) on the Faculty Senate, 2020-22
- Professor Glass moved and Professor Nisly seconded that the committee appointments be approved. The motion carried unanimously.

### III. New Business

- *Interim Provost Kevin Kregel*

President Yockey introduced Interim Provost Kregel, noting that he had most recently served as Executive Vice Provost and Senior Associate Provost for Faculty. Before taking on that role in July 2019, he had served as the Associate Provost for Faculty, a position he held for almost five years. Prior to joining the Provost's Office, he was a faculty member in the Department of Health and Human Physiology.

Interim Provost Kregel began his presentation by expressing his appreciation to faculty members for their extra time and efforts to persevere through this very challenging semester. He provided an update on the number of positive COVID-19 cases in Johnson County. There has been a large drop in positive cases since late August and at this point there does not seem to be significant community spread. He then turned to an overview of university enrollment. He showed a slide displaying data on first-time, first-year fall undergraduate enrollment for resident, non-resident, and international students over the past seven years. Following a peak in 2016 at 5,643, total enrollment for this population now sits at 4,530 (456 fewer than last fall). Data on a slide showing enrollment by all student groups also indicated a gradual decline in total enrollment after a peak in fall 2017, with a total of 31,730 this fall (down 805 from last fall). This trend generally mirrors enrollment numbers for undergraduate students. Enrollment for graduate, professional, and postgraduate students has remained stable over the past seven years, although with a slight rise in graduate student enrollment this year.

A graph displaying data on total undergraduate enrollment indicated that UI undergraduate enrollment is down about 1,000 students from last year. Interim Provost Kregel commented that this was not unexpected, given the pandemic, and was consistent with trends at many universities nationwide. Over the past several years, UI has seen a growing proportion of resident students within the undergraduate population; the current percentage of resident students in the first-year class is 58%. The number of international undergraduate students has been trending downward since fall 2016, similar to the trends at other institutions. The number of first-time, first-year international undergraduate students dropped from a high of 614 in fall 2015 to a low of 69 in fall 2020. The average high school GPA of the fall 2020 first-time, first-

year undergraduate students was 3.78, reflecting a gradual trend upward over the last several years. Interim Provost Kregel attributed these outstanding GPA numbers to the tireless efforts of the Office of Admissions, headed by Dr. Brent Gage, to attract high-ability students to the university. Another slide of enrollment data showed slight drops in the number of first-time, first-year students who are first-generation students and who are Pell Grant recipients, but these numbers have been generally consistent over the last several years. The number of first-time, first-year undergraduate members of underrepresented minority groups has gone up slightly over the past several years. All three of these groups are the targets of dedicated recruitment efforts. Regarding graduate and professional students, Interim Provost Kregel noted that there has been a strong uptick in Masters program enrollment. Doctoral/professional program enrollment has been steady, while PhD enrollment has been trending downward, similar to other institutions. Total graduate and professional enrollment is over 7700 this year.

Interim Provost Kregel's next slide displayed student credit hours by delivery mode, broken down by undergraduate, graduate, and professional credit hours. Some of this information has been sent out in the coronavirus campus updates. The vast majority of undergraduate lecture classes are now online, although related discussion sections could be face-to-face or hybrid. Temporary Alternative Work and Learning Arrangements are available in order to accommodate vulnerable populations (those who are at higher risk for COVID-19 or those who live with high-risk individuals). Employees, including faculty, can apply for modifications to their work arrangements such as an alternative work location, enhanced protective equipment, or a virtual teaching option. Students can apply for accommodations such as remote learning, a modified class schedule, or enhanced protective equipment.

Turning to the university budget, Interim Provost Kregel noted that the Board of Regents, State of Iowa had originally requested a \$7 million budget increase for UI for this fiscal year. Instead, the Iowa General Assembly reduced funding to the Regents institutions by \$8 million. The UI's share of that decrease was \$3.1 million. We have a smaller incoming first-year class this fall and a related projected decrease of \$14.8 million in tuition revenue. There is also a projected reduction in indirect cost recoveries (\$0.2 million) because of a pandemic-related decrease in federal research activities. The university is clearly facing challenging budgetary circumstances at the present moment. Tuition makes up 63.6% of UI FY21 revenue, while state appropriations make up 29.6% (6.8% of revenue comes from other sources). Overall, the UI budget has been reduced from \$746 million in FY20 to \$727.9 million in FY21. Interim Provost Kregel reminded the group that with the university's new budget model, colleges and units are empowered to set their own annual budgets based on projected revenue. Budget decisions should be based on the following guiding principles: preservation of the institution's core values, protection of the institution's core activities to ensure mission delivery, and engagement with shared governance.

There have been several leadership transitions lately, Interim Provost Kregel noted. Harriet Nembhard has been named dean of the College of Engineering and Sara Sanders has been named interim dean of the College of Liberal Arts and Sciences. Also, Liz Tovar has been named Interim Associate Vice President for Diversity, Equity, and Inclusion and Tabitha Wiggins has been named Interim Director of the Center for Diversity and Enrichment. Interim Provost Kregel then commented on several Provost Office initiatives related to diversity, equity, and

inclusion. Faculty involved in search and hiring processes can now benefit from the Path to Distinction pilot program, which offers research-informed best practices to advance diversity and equity. Several years ago, the Distinction through Diversity Fund pilot program established a partnership of the Department of Intercollegiate Athletics, the Provost's Office, and the Division of Diversity, Equity, and Inclusion to support the recruitment and retention of underrepresented minority faculty and students. The pilot has been successful and funds are being sought to continue the program beyond the pilot stage. And, the university's membership in the National Center for Faculty Development and Diversity provides a variety of resources (webinars, online mentoring, etc.) available to UI faculty.

Interim Provost Kregel reminded the group of the recent announcement that the spring semester would start one week later than originally planned. This would allow for a lengthened winter session to teach high-impact classes during that time. Also, one more week of the flu season would have elapsed before bringing the majority of students back to campus. Because of this late start, there will be no spring break. Interim Provost Kregel explained that the purpose of eliminating spring break was to keep the community in place and therefore avoid the spread of COVID-19 that might occur if students dispersed across the country during the break. The number of instruction days will remain the same and the semester will still end on its scheduled date of May 14, 2021. Spring semester class formats will likely be the same as this fall.

Strategic planning has been significantly modified because of the pandemic. Interim Provost Kregel explained that the strategic planning timeline has been delayed by a full year. Colleges and units are now required to submit drafts of their own strategic plans to the President and the Interim Provost in March 2021. The first draft of the university-wide strategic plan is expected by November 2021, with implementation now scheduled for July 2022. Regarding a related topic, public-private partnership (P3) funding, Interim Provost Kregel noted that a call for proposals will occur this fall. About \$7.5 million will likely be available for this fiscal year (FY21). The four Path Forward Work Groups, aligned with the pillars of the strategic plan (student success; research and discovery; engagement; diversity, equity, and inclusion), will be involved in the proposal process. Proposals that address the impact of the pandemic and social and/or racial injustice will be prioritized.

The Provost's Office is providing support to faculty during this difficult time. Interim Provost Kregel noted that early last spring an adjustment to the tenure clock was announced. He showed a slide listing websites where resources for teaching (<https://teach.uiowa.edu/keep-teaching-iowa>), research (<https://covidresponse.research.uiowa.edu/>), and child care (<https://hr.uiowa.edu/well-being/family-services/child-care/just-time-child-care-resources>) could be found. Support for the retention and success of students, especially of those who have experienced pandemic-related learning disruption at the high school or university level, is a high priority for the Provost's Office. Also, a redesign of gateway courses in which large numbers of students receive grades of D, F, or W is underway. The expanded 2020 winter session will offer high-priority courses targeted to students in need. Increasing the persistence and graduation rates of underrepresented minority students, first-generation students, and Pell-eligible students remains a significant priority for the Provost's Office. The First Gen Hawks pilot program seeks to provide peer mentoring, academic support and coaching, and engagement

opportunities. Data from Excelling@Iowa will be analyzed to help create effective interventions for students who are struggling with belonging and persistence.

Interim Provost Kregel concluded his presentation by describing several of the Provost's Office priorities around diversity, equity, and inclusion. The Office continues to work on tasks identified by the Diversity, Equity, and Inclusion (DEI) Action Plan. Also, the co-chairs of the DEI Path Forward Work Group have partnered with the UI Center for Advancement to identify strategic areas to become the focus of some fundraising initiatives. The university's DEI efforts will be highlighted through the creation and implementation of a unified campus communication plan. And, future strategic planning efforts for the Division of Diversity, Equity, and Inclusion will be guided by campus climate survey data.

President Yockey noted that, following last week's Senate meeting that focused entirely on COVID-19, he had received several questions about the degree of consultation that the Critical Incident Management Team (CIMT) had with epidemiologists and infectious disease specialists at UIHC and the College of Public Health. He requested that Interim Provost Kregel explain how that dialog is occurring and who is being consulted. Interim Provost Kregel indicated that the process involves engaging regularly with the epidemiologists and infectious disease specialists at UIHC. Dr. Dan Fick, the medical officer on the CIMT, participates in meetings with those specialists. Both Dr. Fick and Dean Edith Parker of the College of Public Health are members of the contingency planning work group that Interim Provost Kregel oversees. This work group reports to the CIMT and funnels information about COVID-19 from local experts to the CIMT. Professor Nisly commented that it was her understanding that until recently decisions had been made by Dr. Fick in consultation with local public health officials but not with UIHC specialists. She asked if this process had changed. Interim Provost Kregel responded that consultation with UIHC epidemiologists is certainly occurring now. Professor Nisly urged that these specialists be consulted frequently, given the unprecedented pandemic we are facing and the need for high-level expertise to inform our decision-making.

Vice President Marshall conveyed a question from the chat function asking Interim Provost Kregel to comment on the nationwide trend of declining enrollment in doctoral programs. He responded that one reason for this decline is the difficulty in finding tenure-track positions once one has completed a PhD program. Other questions from the chat concerned spring break – would there be any type of smaller break during the semester and what would happen to the short courses that are taught during spring break? Regarding the latter, Interim Provost Kregel indicated that the Provost's Office would work with departments that teach such courses to find solutions. As for smaller breaks, the Provost's Office is looking into scattering some non-instruction days throughout the semester, to give both students and faculty members a brief respite. Another question from the chat asked about strategies UI leadership is considering to address the decrease in state appropriations and its effect on how the university functions. Interim Provost Kregel responded that UI leadership engages in very active and consistent advocacy on behalf of the university, presenting its needs, accomplishments, and contributions to the state and explaining why the university is a great investment for Iowa's taxpayers. In conclusion, he acknowledged that this has been a challenging semester and he thanked senators for all their extra efforts in teaching, research, and service.

- *Climate Assessment Survey (Lois Geist, Associate Provost for Faculty and Brianna Marcelo, Director, Diversity Resources, Division of Diversity, Equity, and Inclusion)*

Associate Provost Geist explained that a series of surveys would soon be released to the campus. The first of these is the Faculty and Staff Campus Climate survey. It will be followed later in the fall by the Working at Iowa survey. A separate version of the Working at Iowa survey will be released to healthcare staff. Associate Provost Geist noted that the Faculty and Staff Campus Climate survey was administered for the first time in 2018. This year's version is more streamlined, in terms of both structure and delivery. She commented that, as an institution, we highly value diversity, equity, and inclusion and we appreciate that there is still much work to be done in this area. We want to listen to and learn from our campus constituents so we can put plans into place to address issues raised in the survey. The survey will open on September 21 and run through October 2. Faculty, staff, and postdocs will all receive invitations to fill out the survey. The individual responses will be confidential. Plans for dialog and action following the survey are already underway.

Associate Provost Geist emphasized that, as an institution, we strongly feel that this should be an inclusive campus and that everyone should find a home at the university regardless of social identity. The survey will ask about participants' experience as part of the campus community. Data from the survey will help us identify gaps and inform strategic plans. Survey questions will evaluate the personal experience on campus. There will also be a set of questions related to beliefs and values about diversity, equity, and inclusion in general. Additional questions will allow participants to provide their perceptions of the institutional commitment to diversity, equity, and inclusion. Survey results will likely be distributed before the end of the fall term. Conversations around next steps will occur early in the spring term.

The Working at Iowa survey will be available to campus October 19-30, with a separate version of the survey going to healthcare employees October 5-26. Associate Provost Geist reminded the group that the Working at Iowa survey goes out every two years and has a brief, defined set of questions. The Working at Iowa survey is designed to help the university understand the campus community's experience of work and also to ask questions around engagement. Associate Provost Geist emphasized that the Campus Climate survey and the Working at Iowa survey focus on two different areas, so it is important for participants to fill out both surveys. Overall results from the Working at Iowa survey should be released in December, with college and division reports available at the beginning of the winter term.

In closing her presentation, Associate Provost Geist requested that senators actively encourage their colleagues to participate in both surveys and that they speak positively about the surveys' potential to help facilitate change. She reiterated that the Campus Climate survey focuses on personal experiences as part of the university community, while the Working at Iowa survey assesses engagement at work. Professor Sheerin commented that university employees are asked to fill out many surveys, but often feel as if no tangible results emerge from the data gathered. She asked if there were any examples of beneficial change that we could point to that resulted from past versions of either of the two surveys. Associate Provost Geist responded that most of the changes that resulted from the Working at Iowa surveys have been implemented at

the local level, because the survey feedback goes primarily to the local level. University-wide changes involving staff hiring practices have been made, however, as a result of the survey. Ms. Marcelo added that the 2018 version of the Campus Climate survey led to the creation of the Diversity, Equity, and Inclusion Digest, a comprehensive compilation of UI DEI initiatives that enhanced collaboration across units. The survey results also informed the two-year DEI action plan. For the 2020 survey, feedback to the units will be expedited, so that changes can be made on the local level, where previous survey results have indicated that they will have the most positive impact on faculty.

- *Center for Teaching Update (Anna Flaming, Associate Director)*

Dr. Flaming commented that this has been a very challenging year for teaching and she emphasized that support is available for faculty through the Center for Teaching. She noted that the Center is beginning its 25<sup>th</sup> year as a Board of Regents-approved UI center under the Provost's Office. Since 2014, the Center has been part of the Office of Teaching, Learning, & Technology, reporting to the Chief Information Officer. The Center's mission is to advance teaching and learning excellence and to promote a university culture that values and rewards exceptional teaching. The Center is focused on professional development related to teaching and enhancement of student learning. There are six full-time staff members, all scholar-practitioners, who publish in the field of educational development and have taught in a range of disciplines. The Center's programs include the Early Career Faculty Academy, the graduate student and postdoc program in teaching excellence, the annual course design institute and the new cornerstones for course design webinars, the TILE program for active learning, and support for scholarly work on teaching and learning at UI. The Center provides confidential, voluntary, one-on-one consultations on any aspect of teaching and learning, ranging from addressing problems in the classroom to developing innovative new teaching ideas. The Center also facilitates ongoing faculty learning communities and provides a range of one-time workshops and multi-day institutes. Dr. Flaming provided a link to a list of the Center's fall programming events, <https://teach.its.uiowa.edu/sites/teach.its.uiowa.edu/files/fall2020cftposter.pdf>. Through resources such as the Center's monthly newsletter and website, and the Keep Teaching Strategies podcast, the Center staff connect with instructors and administrators, as well as with a network of teaching centers at peer institutions. At the institutional level, Center staff are often at the table for strategic planning regarding teaching, through participation in Path Forward, the Provost Investment Fund projects, the ACE Task Force, and the First Gen Task Force. The Center partners with faculty members and administrators across all of the colleges. Dr. Flaming invited Senators to reach out to the Center with ideas and questions.

President Yockey asked about the Center's most common types of assistance to instructors currently. Dr. Flaming responded that the Center provides guidance on the most effective types of technology to facilitate student learning in virtual environments. Center staff also do a lot of "thought partnering," for example, helping instructors think through the process of moving a class online while still retaining the most essential aspects of that class and while maintaining a sense of inclusion in the online classroom environment. Center resources for virtual teaching can be found here, <https://teach.uiowa.edu/keep-teaching-iowa>.

- *Diversity, Equity, and Inclusion Short Presentation: Identifying and Addressing Microaggressions in the Classroom (Brianna Marcelo, Director, Diversity Resources, Division of Diversity, Equity, and Inclusion)*

Ms. Marcelo explained that the purpose of this pilot program of DEI short presentations was to determine whether participants could grow their awareness, increase their knowledge, and take away a meaningful skill in less than 20 minutes, by focusing on one specific DEI topic. The objectives of today's short presentation were to raise awareness of what constitutes a microaggression, to understand how microaggressions marginalize people, and to strengthen our strategies for identifying and addressing microaggressive behavior. Harvard Professor Chester Middlebrook Pierce first used the term *microaggressions* in the 1970's to describe casual insults and dismissals directed at African Americans in health care settings. The concept was expanded by Columbia Professor Derald Wing Sue in the 2000's to apply to any socially marginalized group. Ms. Marcelo commented that she and her colleagues describe microaggressions as everyday communications that target marginalized groups and group membership. This communication could be verbal, nonverbal, or environmental. It may or may not be intentional. It could be hostile or derogatory with the intention of sending an insult or slight to someone who is part of a group membership.

Ms. Marcelo went on to explain that microaggressions could be divided into two categories. *Microinsults* convey rudeness or demean someone based on their identity. *Microinvalidations* negate or nullify someone's experience based on their identity. What sometimes happens in a classroom setting, Ms. Marcelo observed, is that an individual believes that they are speaking with another individual, but in fact what is happening is that the individual is speaking as a member of a group to another individual as a member of another group. The interaction is influenced by the perceived histories of those two groups. Ms. Marcelo then provided a series of example statements and she guided senators through considering whether each statement was a microinsult or a microinvalidation. She noted that *micro* does not necessarily refer to *small*, but rather to *subtle*. She went on to explain that in the classroom, microaggressions can show up in a variety of ways. These ways can include jokes or comments, repeated misidentification, exclusion from opportunities, and tokenization (asking someone to speak on behalf of an entire group). Some of the consequences of unaddressed microaggressions could include the creation of a hostile campus climate and mental or physical health problems of recipients. Ms. Marcelo added that if we are not serving as role models in our units, we send cues that different and undermining kinds of treatment of some groups is acceptable and that it is okay to perpetuate inequalities. In conclusion, Ms. Marcelo provided several intervention strategies for addressing microaggressions. She invited Senators to participate in classes offered by the Division of Diversity, Equity, and Inclusion, especially the highly-interactive BUILD certificate program, <https://diversity.uiowa.edu/build-program>. President Yockey asked if the virtual format of so many classes today has led to any particular type of microaggressions. Ms. Marcelo responded that perceptions of lack of engagement on the part of students who may be having technological or other difficulties with online classes have been common lately. One reason for this lack of empathy may be the general weariness that we are all currently feeling because of the pandemic.



- *President's Report (to include a COVID update and discussion) (Joe Yockey)*

Before beginning his report, President Yockey took the opportunity to welcome all new Senators. As follow-up to last week's Senate meeting focused entirely on COVID-19, he indicated that any questions to the presenters submitted through the chat function that were not answered during the meeting have been forwarded to the presenters for responses. When those responses are received they will be passed on to the Senators.

President Yockey urged Senators to read the COVID-19 Campus Update email mass messages that come out several times a week. These messages are filled with important information. The most recent statistics on COVID-19 infection rates indicate that student reports of positive COVID-19 tests, semester-to-date, are 1804. For employees (faculty and staff), semester-to-date positive COVID-19 test reports are 27. This number is not further broken down because the very low number of faculty members who test positive might lead to identification of those faculty members. This is advice from the General Counsel's Office regarding privacy issues. At the last Faculty Council meeting, President Yockey reported, the Council voted to recommend that the four shared governance presidents be appointed to the university's Critical Incident Management Team (CIMT). As a result of this recommendation, the four shared governance presidents were made formal liaisons to the CIMT and will now have weekly ninety-minute update sessions, during which they will hear from CIMT work groups and provide input. Analyses of the latest testing and self-reporting data are also given at those meetings. As noted earlier by Interim Provost Kregel, the four shared governance presidents have been members of the CIMT Contingency Planning Work Group since the summer. This is not a decision-making group, but instead provides input on what the university's plans might entail if decisions need to be made.

Reminding the group that parental leave had come up as an important topic at the Faculty Council/Administrative Retreat last summer, President Yockey noted that the Senate has formed a work group, to include several Councilors, that will meet in early October with Chief Human Resources Officer Cheryl Reardon to talk about the current parental leave environment, the obstacles and problems people are facing, what kind of reforms are possible, and what strategies we can utilize to overcome any roadblocks.

#### IV. From the Floor

#### V. Announcements

- The next Faculty Council meeting will be Tuesday, October 13, 3:30-5:15 pm, via Zoom.
- The next Faculty Senate meeting will be Tuesday, October 27, 3:30-5:15 pm, via Zoom.

VI. Adjournment – Professor Wilder moved and Professor Campbell seconded that the meeting be adjourned. The motion carried unanimously. President Yockey adjourned the meeting at 4:55 pm.