

FACULTY SENATE
Tuesday, December 10, 2019
3:30 – 5:15 pm
Senate Chamber, Old Capitol

MINUTES

- Senators Present: F. Ahmad, J. Ankrum, J. Barker, C. Bradley, J. Carlson, K. Culp, M. Cunningham-Ford, A. Curtius, L. Erdahl, M. Foley Nicpon, L. Glass, C. Grueter, S. Harwani, K. Hegarty, Y. Imai, B. Kyles, C. Lang, L. MacGillivray, W. Maierhofer, M. McDermott, A. Merryman, D. Meyerholz, N. Nisly, T. Peters, M. Pizzimenti, J. Reinhardt, A. Rodriguez-Rodriguez, S. Sosale, A. Stapleton, T. Treat, S. Vigmostad, A. Vijh, S. Vos, J. Welburn Paige, M. Wright, D. Wurster, L. Zingman.
- Officers Present: S. Daack-Hirsch, R. Ganim, T. Marshall, J. Yockey.
- Senators Excused: G. Bardhoshi, C. Campbell, C. Kletzing, M. Lehan Mackin, T. Midtrod, G. Russell, E. Sander, D. Whaley.
- Senators Absent: S. Ashida, E. Bayman, S. Bodine, J. Buckley, A. Chauhan, A. Deshpande, B. Dixon, S. Elangovan, A. Gerke, N. Handoo, D. Jalal, A. Jung, P. Kaboli, T. Long, U. Mallik, K. Messingham, M. Nikolas, K. Parker, H. Parrish, C. Sheerin, L. Song, V. Steelman, J. Streit, A. Vikram, D. Wesemann.
- Guests: D. Barker (Board of Regents, State of Iowa), J. Florman (Center for Teaching), R. Fumerton (Philosophy), B. Harreld (President), E. Irish (Sustainability Charter Committee and Biology), W. Jacobson (Office of the Provost), J. Kerst (Iowa Student-Athlete Advisory Committee), M. Meuller (Iowa Student-Athlete Advisory Committee), F. Mitros (Emeritus Faculty Council), P. Snyder (Internal Medicine), L. Tovar (Athletics), T. Uden-Holman (Office of the Provost), D. Wilder (Biomedical Engineering), L. Zaper (Faculty Senate Office).
- I. Call to Order – President Daack-Hirsch called the meeting to order at 3:30 pm. She requested that senators move into the center section of seating and that all others move into the side sections. This seating arrangement would facilitate voting on the climate resolution.
- II. Approvals
- A. Meeting Agenda – Professor Pizzimenti moved and Professor Glass seconded that the agenda be approved. The motion carried unanimously.

- B. Faculty Senate Minutes (October 29, 2019) – Professor Foley Nicpon moved and Professor Vigmostad seconded that the minutes be approved. The motion carried unanimously.
- C. Committee Appointments (Joe Yockey, Chair, Committee on Committees)
 - Doris Witt (English) to the Faculty Policies and Compensation Committee, 2019-22
Professor Treat moved and Professor Stapleton seconded that the committee appointment be approved. The motion carried unanimously.
- D. Faculty Senate Elections 2020 Vacancy Tally – President Daack-Hirsch indicated that Senate approval of the Vacancy Tally is necessary before we can move ahead with our election process in the spring semester. Professor Vigmostad moved and Professor Foley Nicpon seconded that the Faculty Senate Elections 2020 Vacancy Tally be approved. The motion carried unanimously.

III. New Business

- *President Bruce Harreld*

President Harreld gave the Senate an update on the status of the proposed public-private partnership (P3) agreement for the university's power plant. He indicated that this morning, the Board of Regents, State of Iowa had received from UI administrators a series of proposals from interested companies, one proposal of which had the university's recommendation for acceptance. The Regents approved the recommendation unanimously. The Regents also approved the creation of a 501(c)(3) entity that will be earmarked for support of the university's strategic plan. The initial proceeds from the P3 agreement, an up-front payment of slightly less than \$1 billion, will be put into the 501(c)(3). The total initial proceeds were \$1.165 billion, but a portion of that money will be used for defeasance of some bonds and for other expenses. Noting that there has been concern raised in recent days about a perceived lack of transparency throughout the P3 consideration process, President Harreld pointed out that there have been over 16 public events about the P3 process held since February. He added that shared governance representatives have been significantly involved in the process. Members of the university's utilities infrastructure have also been involved. At least ten major articles about the proposed P3 agreement have appeared in various local news publications.

President Harreld reminded the group that the P3 process had begun about eighteen months ago, when Governor Kim Reynolds encouraged the Regents institutions to increase philanthropy efforts, as well as to explore alternative financing techniques. He then showed a brief video explaining what a P3 is. This video can be viewed on the university's P3 Frequently Asked Questions web page, <https://pathforward.uiowa.edu/p3-faq>. President Harreld commented that, although the University of Iowa remains an outstanding educational institution, it is, in his view, "on a glide path to mediocrity." He noted that the university has been falling in national rankings, but has been underfunded relative to peers in the crucial areas of research support, faculty salaries, and student support. Although President Harreld did not advocate chasing rankings, he noted that the metrics underlying these rankings cannot be denied. The UI's retention rate is 86% compared to our peer average of 93% and our four-year graduation rate is 51% compared to our peer average of 63%. While our selectivity compared to our peers does factor into some of these metrics, we must also increase our support for our students. We know

how to do this, as evidenced by the high graduation and retention rates among student athletes, but we need increased resources to carry out the necessary efforts throughout the entire student body. The strategic planning process laid out the university's objectives in the areas of research and discovery, student success, engagement, and diversity, equity, and inclusion, but funding to carry out many of the critical tasks to accomplish these objectives remains insufficient.

An estimated \$33 million annually will be needed to fully implement the strategic plan, President Harreld indicated. This money will come from a variety of sources. The university has made efforts to automate and consolidate services wherever possible, leading to increased collaboration across units. These efforts are expected to save \$11-\$12 million per year. President Harreld noted that a new university budget model has recently been implemented. He acknowledged that the transition to this new model has caused some angst across campus, but he stressed that the new model brings increased transparency to resource allocation and also allows for greater engagement with the budgeting process. A combination of tuition increases and state appropriation increases are projected to contribute another \$7 million to the implementation of the strategic plan. The university has been seeking stability and predictability in both of these funding streams, partly through the new five-year tuition plan. The remaining required revenue of about \$15 million is anticipated from the P3.

Turning to the current structure of the university's utility system, President Harreld explained that a UI plant produces steam for heating and cooling, along with 25% of the electricity needed for campus. The university purchases the other 75% of its electricity from MidAmerican Energy. The university also has a water treatment plant that produces purified water for the research enterprise, among other functions. Each campus unit pays for its share of utility consumption. The utility plants have a total budget of \$98 million: \$41 million for fuel and purchased services, \$23 million for operation and maintenance, and \$34 million for debt and capital expenditures. Over 100 companies showed initial interest in the university's P3 proposal. Almost 20 companies followed up with serious interest. The two companies with which the university ultimately entered into an agreement are Engie, an operator/investor, and Meridiam, an investor. As part of the P3 agreement, the university will continue to own the utilities, but will lease them for a fifty-year period. The university will also pay the companies a yearly fee. In exchange, as President Harreld had indicated earlier, the university will receive a large up-front payment that will be put into a 501(c)(3) endowment. The university will use the earnings from the endowment to partially fund the strategic plan. Engie and Meridiam will have a long-term, reliable partnership with the university and will reap federal tax benefits that are not available to the university.

Engie, the parent company of which built the Suez Canal in the 1860's, describes itself as an energy services company, President Harreld indicated. The company's objective is to help companies become more sustainable and efficient. Engie has operated in North America for 50 years and has \$68 billion in global revenue. It operates about 300 utilities facilities around the world, about 100 of which are affiliated with educational or health care institutions. President Harreld noted that this past experience with health care institutions was important; the company understands that power outages are unacceptable because lives would be at stake in the hospital. Meridiam, founded in 2005, is also a global company, interested in long-term

financial relationships helping other entities become sustainable and carbon-free. Together, Engie and Meridiam have founded UI Energy Collaborative Holdings, LLC, and will each put up 50% of the funding for this enterprise.

President Harreld stressed that the P3 is not a strategy to eliminate jobs. Throughout this process, no financial projections were created that showed the utilities operating with fewer employees. He noted that Engie only takes on projects in which there is an existing fully-qualified staff, such as we have at UI. Engie will offer jobs to all of the current UI power plant employees. There may be some differences in salary and benefit structures. Any UI employee who chooses not to take a job with Engie will be offered a position at the university. The P3 is also not an attempt to forgo the university's responsibility to the environment or to forgo the UI's research opportunities on alternative fuels, President Harreld indicated. Engie will respect the university's commitment to be coal-free by 2025, if not sooner. UI will maintain the right to purchase all of the fuels used by the utilities system, as well. President Harreld emphasized that it is time that we look ahead to our sustainability goals for 2030 and beyond. Finally, President Harreld stated that the P3 revenue is in no way a replacement for state appropriations, which currently amount to \$219 million annually.

Turning to more specifics about the P3 agreement, President Harreld indicated that the UI will pay an annual fixed fee to Engie for the fifty-year life of the agreement. The fee is set at \$35 million for the first five years and will then increase by 1.5% each year thereafter. The UI will also pay for the employees, the fuel, and capital. Engie will operate the utilities system. The operating agreement will include provisions for key performance indicators and a commitment to becoming coal-free. As mentioned earlier, UI will receive an up-front payment from Engie and Meridiam for \$1.165 billion and will use a portion of that money to pay off existing utility bonds and consulting fees. The remainder of the payment, about \$999 million, will be invested through the establishment of a 501(c)(3) endowment.

President Harreld emphasized that, through the P3, we have a unique ability to fully fund our strategic plan and make the UI a destination university. Of course, we must invest our up-front payment wisely. The P3 endowment must support \$3.03 billion in cash flow over 50 years, so that there is a pay-out of \$15 million annually to fund projects related to the strategic plan. President Harreld praised Professor Tom Rietz of the Department of Finance in the Tippie College of Business for his advice to administrators on these issues. The 501(c)(3) will be managed by a three-member board, comprised of the UI's Senior Vice President for Finance and Operations (currently Rod Lehnertz), a Board of Regents appointee, and a Faculty Senate appointee. The board will remain small so that it can make decisions rapidly. Its tasks will include meeting quarterly to review the operation of the fund, managing the investments, and determining the yearly allocation to the university. The board will hire third-party money managers to help them in their work.

Projects to be funded by the P3 proceeds should be very programmatic in nature, President Harreld indicated. Proposals for one-time grants to implement strategies in support of the strategic plan can be submitted by members of the university community. Grant proposals could, for example, seek to increase retention and graduation rates, improve students' time to

degree, or increase outreach and engagement across the state. These grants can last for one to five years. If the grant-funded projects turn out to be successful, then other types of funding can be explored to continue them. Proposals will be selected through the existing, transparent Path Forward process. This process will involve review of proposals by one of the four Path Forward work groups, each of which focuses on one component of the strategic plan (student success, research and discovery, engagement, and diversity, equity, and inclusion). The work groups will triage proposals for movement to the Path Forward Steering Committee. This committee will determine which proposals move up to the Budget Review Board, the group that will make the final decisions on proposals to fund. Success of the proposals will be judged by how well we meet the goals of the strategic plan, such as by keeping students in school, graduating students in four years to decrease potential debt, increasing peer-reviewed research, etc. In concluding his presentation, President Harreld observed that public higher education is experiencing a drop in state funding across the country. The P3 provides UI with a wonderful opportunity to advance our goals in spite of this difficult financial environment.

Professor Glass expressed concern that the P3 would still lead to a decrease in funding from the state. He also was dismayed that no P3 revenue could be put toward funding new faculty lines. President Harreld responded that, to the contrary, a proposal for new faculty lines could be submitted and considered, as long as creation of the new lines supports the goals of the strategic plan. Regarding potential decreases in our state appropriation because of the P3 revenue, President Harreld acknowledged that there are no guarantees that this will not happen, but added that our Regents are working with state legislators to help them understand that the P3 revenue is not a substitute for state funding. President Harreld observed that the university's financial situation with the state can indeed change from year to year, and he reminded the group that we are all voters who should hold our elected officials accountable for their actions in relation to public higher education. President Daack-Hirsch thanked President Harreld for his remarks to the Senate today and indicated that two public forums on the P3 were scheduled for Thursday. She added that, while President Harreld described one possible allocation model today, the Senate officers are still in conversation with administrators regarding other potential models for allocation of the P3 funding.

- *Higher Learning Commission Review Outcomes (Wayne Jacobson, Assessment Director, Office of the Provost and Tanya Uden-Holman, Associate Provost for Undergraduate Education)*

Dr. Jacobson reminded the group that he had appeared before the Senate several times during the past two years for feedback on materials to be submitted as part of the Higher Learning Commission (HLC) review process. About 150 faculty, staff, and students participated in assembling these materials in preparation for the campus visit of the HLC reviewers last March. The outcome of that visit was that the university retained its accreditation at the highest level that the HLC offers. Dr. Jacobson thanked the Faculty Senate and the Faculty Council for their input into the reaccreditation process. Associate Provost Uden-Holman added that they were grateful for the participation of all of the faculty, staff, and students involved.

Turning to specific aspects of the review, Dr. Jacobson indicated that the reviewers look for evidence that university practices are transparent and that institutional governance is sound. He

noted that UI personnel had been concerned about how the sanction by the American Association of University Professors (AAUP) might be perceived, but the reviewers took the collaboration by the Faculty Senate and the Board of Regents to lift the sanction and create a new process for presidential searches as evidence that the university is responsive and engaged when problems arise, as they inevitably do at large and complex institutions. The reviewers also affirmed the university's efforts in the realm of diversity, equity, and inclusion, but cautioned against any slowdown in these efforts. Two areas of concern were raised, for learning outcomes in both graduate programs and distance programs for which there are no disciplinary accreditation agencies. The university is already working toward addressing those issues. Dr. Jacobson noted that accreditation is now a continuous process, with updates due from the university every year. Although the next site visit won't take place for ten years, a virtual review will occur in 2022. At that time, the reviewers will look for substantial progress on the issues noted above. Following the virtual review, the university will have the opportunity to carry out and assess a three-year quality initiative.

Past President Ganim commented that, as a peer reviewer himself, he thought that UI's site visit this year went very smoothly. He expressed the opinion that it is clear that the strong role that shared governance plays on campus contributed to the review's favorable outcome. Professor Nisly commented upon declining numbers of underrepresented minority students and asked about the Office of the Provost's response in terms of support for these students and leadership to direct these support efforts. Associate Provost Uden-Holman responded that the Office of the Provost is committed to implementing the Diversity, Equity, and Inclusion Action Plan, and is already engaged in many collaborative campus initiatives to recruit, retain, and graduate underrepresented minority students.

- *Liz Tovar, Associate Athletics Director for Student-Athlete Academic Services; Jason Kerst, Iowa Student-Athlete Advisory Committee and UISG; and Marissa Mueller, Iowa Student-Athlete Advisory Committee and UISG*

Dr. Tovar indicated that she has been on campus for seven years and that this was her first appearance before the Faculty Senate. She explained that she oversees all of the academic support services for 650 student-athletes on 24 sports teams. This is her 21st year working in college athletics and throughout that time she has been employed in a variety of institutions. She commented that what she is most proud of about UI is that we are a community with great faculty and staff who give our student-athletes tremendous support.

Turning to Student-Athlete Academic Services, Dr. Tovar indicated she and her colleagues take a personalized academic approach to every student-athlete. UI student-athletes have had great success in the classroom, with a 90% graduation success rate and over a 3.0 GPA across all student-athletes. Also, this past year, there were 215 Academic All-Big Ten honorees at UI. Dr. Tovar explained that every new student-athlete is given a series of assessments and that student-athletes' academic progress is evaluated at the start of every semester. As an academic profile of each student-athlete is developed, weekly plans, that may include tutoring, advising, and meeting with instructors, can be created. The academic progress of all student-athletes is carefully monitored. Athletics staff reach out to faculty members for feedback on each student-athlete, as well. Tutoring sessions are recorded and reviewed daily so that goals and outcomes

for the sessions are established. The Gerdin Athletic Learning Center has recently been renovated to encourage more student-athletes to study there. Dr. Tovar expressed pride in the relationships that her office has established with faculty and staff from across campus. She indicated that student-athletes report being well-treated by UI faculty and staff.

Mr. Kerst, a fourth-year student studying Management in the Tippie College of Business, currently serves as chair of the Iowa Student-Athlete Advisory Committee (ISAAC) and also as an at-large senator in UISG. He commented that it has been a rewarding experience to bridge the gap between the student-athlete environment and the general campus through serving on UISG. He added that he is grateful for the phenomenal support he has had from faculty and staff on campus. Ms. Mueller, a junior studying Biomedical Engineering, currently serves as vice chair of ISAAC. She commented that a permanent position of UISG student-athlete representative has been implemented. This is a non-voting position, but nevertheless gives student-athletes a voice in UISG. She added that UISG has been making efforts in recent years to integrate student-athletes more into university programming, while also helping other students understand the student-athlete experience. Several joint projects have already been carried out involving ISAAC and other student organizations on campus, most notably an effort to raise funds for hurricane relief in the Bahamas, home of one of Ms. Mueller's teammates.

Commenting upon how athletics and academics impact each other in her life, Ms. Mueller noted that student-athletes learn to excel in time management, punctuality, and attention to detail. She expressed thanks to faculty for all of the support they have shown to student-athletes, especially for accommodations for practice, training, and travel schedules. Mr. Kerst added that Athletics staff are deeply concerned about the academic progress of student-athletes and that he has appreciated the interest of his professors in his athletic endeavors. Professor Lang, a member of the Path Forward work group on student success, asked what has been the most impactful support practice by Student-Athlete Academic Services that could be replicated across campus to help all students succeed academically. Dr. Tovar responded that academic support is provided during all four years of a student-athlete's time on campus. Student-athletes must always check in periodically with an advisor, thus creating an environment of accountability. Ms. Mueller concurred that this high level of accountability, although sometimes onerous, is key to academic success. Professor Wilder, one of Ms. Mueller's professors, noted the importance for students to be able to explain complex, technical topics in simple terms. At his request, Ms. Mueller then demonstrated and explained to senators how to throw a javelin. Senators were impressed!

- *Review of the Office of the General Counsel Report (Pete Snyder, Chair, Office of the General Counsel Review Committee)*

Professor Snyder commented that this review is one of a series of reviews of central administrative offices that are jointly conducted by the Faculty Senate and the Office of the President. The reviews not only serve as a resource to the office being reviewed, but also provide an opportunity for faculty to learn about the vital work of these important offices. The review of the Office of the General Counsel began in the spring. Other members of the review committee were Carolyn Colvin, Education; Richard Fumerton, Philosophy; Caroline Sheerin, Law; and an outside consultant, Raymond Taffora, Vice Chancellor for Legal Affairs at the University of

Wisconsin-Madison. Professor Snyder thanked the members of this phenomenal committee for their work.

The committee began its work by reviewing the self-study completed by the office, Professor Snyder indicated. Then, committee members conducted interviews with the office attorneys and other staff, university administrators who frequently utilize the office's services, the Iowa Assistant Attorney General, and the General Counsel of the University of Michigan. Committee members also conducted surveys of deans, unit heads, and other central administrators. Turning to a description of the structure of the office, Professor Snyder explained that Carroll Reasoner, the General Counsel, has headed the office since 2008. She reports directly to President Harreld and also serves as Vice President for Legal Affairs. In this role, she serves on the President's advisory cabinet. There are five additional attorneys in the office, along with two legal assistants. Professor Snyder noted that the UI office is very small compared to those of our peers. Ohio State, for example, has 36 attorneys, Wisconsin has 13, Indiana has 15, and the University of North Carolina-Chapel Hill has 18. In spite of its small size, the office performs a diverse and wide range of work. The attorneys are generalists; however, they have all developed specialized areas of expertise, in response to the complexity of the legal issues in higher education, and therefore each frequently works with a specific subset of administrators.

The principal roles of the attorneys can be divided into several different areas, Professor Snyder continued. Those roles are to provide legal and policy advice and representation to the President; to inform the President about legal issues and risks; to provide legal advice and representation to university administrators, faculty, and staff, in their official capacities as employees of the university; to represent the university in internal grievances and other legal matters, such as tenure disputes; to provide training on legal matters to the university community; and to serve as a liaison with and provide support to the Iowa Attorney General, who represents the university in the courtroom, except in cases involving Carver College of Medicine (CCOM) physicians (who are represented by outside attorneys). As for the main message of the review, Professor Snyder indicated that Vice President Reasoner and the Office of the General Counsel provide highly effective legal representation to the university. The individuals interviewed and surveyed were universal and effusive in praise of the work done by the office. There are clearly strong and trusting relationships between UI administrators and the office attorneys. Legal work and the advice provided is of high quality. The attorneys are well-regarded, responsive and approachable with an open door policy. The physical proximity of the attorneys to their most frequent clients in Jessup Hall provides for seamless communication and breaks down barriers to receiving legal advice. The review committee recommended that this physical proximity should be maintained during any future administrative relocations.

Professor Snyder explained that the review committee developed a set of recommendations based on current challenges that the office faces; these challenges are principally related to inadequate staffing and resources. Even though the work of the office is outstanding, the small number of staff does impact this work, leading to increased turn-around time, especially for issues not thought to be highly urgent. The attorneys lack thinking time necessary to address systemic issues and to craft and revise policies – proactive efforts that could prevent problems from arising. There is also a lack of resources for continuing legal education for the attorneys.

Because there is a high risk for adverse outcomes for the office due to insufficient staffing and resources, the review committee recommended the hiring of at least two additional attorneys, along with additional support staff. Funding for ongoing legal training of the office attorneys was also recommended. Another recommendation was to purchase a digital case management system for enhanced workflow. Because the university is a highly-regulated environment, the review committee recommended the establishment of a centralized office of compliance.

Another area evaluated by the review committee was the relationship of the office with attorneys located outside the office. The University of Iowa Hospitals and Clinics maintains its own legal office, the head (the Associate Vice President for Legal Affairs) of which reports to the Vice President for Medical Affairs. The four attorneys in this office specialize in matters relating to health care and medical malpractice and they claim jurisdiction over all matters arising from the health care enterprise and the CCOM, including faculty academic issues. This independent arrangement is unusual among our peer institutions, most of which have incorporated their health care legal offices into their general counsels' offices. The review committee recommended that all faculty academic matters be handled by the General Counsel's office, no matter the college from which they arise, so that consistency can be maintained across campus. Secondly, the committee recommended that the university institute a dual-reporting relationship for the Associate Vice President for Legal Affairs, reporting to both the General Counsel and to the Vice President for Medical Affairs. Noting that the Office of the General Counsel has a close and productive working relationship with the Iowa Attorney General's Office, which conducts litigation for the University of Iowa, Professor Snyder indicated that the committee did not formally review this relationship because it is under the purview of the Board of Regents. However, it was the opinion of the committee that, due to the small sizes of both offices, it might be useful to have procedures in place to hire outside counsel in situations in which additional expertise or staffing seems required.

In conclusion, Professor Snyder stated that the Office of the General Counsel provides high quality legal services to the UI community on a broad range of issues. The attorneys and legal staff are talented and have strong, trusting relationships with their clients. Vice President Reasoner provides exceptional leadership to the office and serves as a trusted advisor to President Harreld and other members of senior leadership. The challenges facing the office are principally related to inadequate staffing and resources. Professor Vigmostad asked if there were any plans to follow up on these very important recommendations. Professor Snyder responded that the recommendations would be delivered to President Harreld in late January. It will be up to President Harreld to implement the recommendations. Professor Snyder noted that most of the recommendations would require funding to implement; it is likely that requests for additional funding would need to go through the new budgeting process for approval. President Daack-Hirsch noted the extensive work involved in carrying out these reviews and she requested that Professor Snyder convey the Senate's gratitude to the review committee for their efforts.

- *Resolution in Support of the Declaration of a Climate Emergency (Erin Irish, Co-chair, Sustainability Charter Committee)*

President Daack-Hirsch explained that early in the semester UISG and GPSG had passed a resolution declaring a climate emergency. The support resolution under consideration today is a

joint resolution coming from Faculty Senate and Staff Council. Professor Irish further explained that the resolution declaring a climate emergency had been authored by UI undergraduate students over the summer and then presented to the Association of Big Ten Students, where the resolution was endorsed by this organization of the Big Ten student governments. Earlier this semester, the resolution was brought to the Sustainability Charter Committee, which is now seeking the endorsement of the other shared governance groups before bringing the resolution to President Harreld for his support. Staff Council is expected to endorse this joint resolution tomorrow. The College of Engineering and the College of Liberal Arts and Sciences Faculty Assembly are also planning to endorse similar types of support resolutions. While all of these resolutions differ somewhat, Professor Irish commented, the differences lie mostly in the action steps outlined; the goals of all the resolutions remain the same. The Senate's resolution involves acknowledging that there is a climate crisis, recognizing that the university is in a position to do something about it, and pledging to gather our talents to assist locally in this global effort.

Professor Glass moved and Professor Carlson seconded that the resolution expressing the Faculty Senate and Staff Council's commitment to sustainability and environmental stewardship at the University of Iowa be approved. The motion carried unanimously.

President Daack-Hirsch then explained that shared governance representatives, along with other concerned members of the campus community, met with Senior Vice President for Finance and Operations Rod Lehnertz on October 31 to discuss the university's sustainability efforts. As a result of this discussion, several work groups have been formed to address aspects of the university's sustainability work. The focus areas of these eight work groups are 2020 Sustainability Plan Progress, UI Investment and Purchasing Practices and Requirements as Related to the Fossil Fuel Industry, Students' Call-for-Action Items, P3 Climate/Sustainability, "Systems Thinking" Coursework, Sustainability Scientists & Scholars Database, Exploration of Additional Efforts, and the 2030 UI Sustainability Plan. The Sustainability Charter Committee will coordinate the activities of these work groups. President Daack-Hirsch requested that anyone interested in serving on any of these work groups contact her.

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

President Daack-Hirsch informed the group that the search for the new dean of the College of Engineering has been completed, but an announcement has not been made yet. Professor Amy Kristof-Brown has been named the interim dean of the Tippie College of Business. A national search will be conducted for Dean Sarah Gardial's permanent replacement. Past President Ganim has been named the new Associate Provost and Dean of International Programs. Senators congratulated him with a round of applause. The search committee for the Vice President for Student Life has been constituted. The committee is now accepting nominations from campus for this internal search. Interviews and open forums had originally been scheduled for the busy end of the semester, but the search committee had requested that this timeline be pushed back to early in the spring semester, so that the campus community could devote full attention to the process. President Daack-Hirsch thanked President Harreld for agreeing to this change in the timeline.

The Board of Regents has approved the proposed revisions to the Catastrophic Leave Donations Policy (allowing for non-vacation-accruing faculty and staff to receive donations of vacation leave for use as sick leave), President Daack-Hirsch reported. The revised policy will go into effect on January 1. The next steps will be to explore possible changes to the process for requesting donations and potential donations of other types of leave.

Central administrative reviews continue. The review of the Office of the Vice President for Medical Affairs is underway; Past President Ganim chairs this review committee. President Daack-Hirsch thanked the members of the review committee for their work. The review of the Office of the Vice President for Research will get underway shortly. The four branches of shared governance are participating in a review of the charter committee structure. The general charter and several individual charter committees (Financial Aid Advisory, Information Technology Advisory, and University Safety and Security) are being reviewed.

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

V. Announcements

- President Daack-Hirsch invited senators to attend the reception for senators and our state legislators immediately following the meeting today.
- The next Faculty Council meeting will be Tuesday, January 28, 3:30-5:15 pm, University Capitol Centre 2390 UCC.
- The next Faculty Senate meeting will be Tuesday, February 11, 3:30-5:15 pm, Senate Chamber, Old Capitol.

VI. Adjournment – Professor Vigmostad moved and Professor Pizzimenti seconded that the meeting be adjourned. The motion carried unanimously. President Daack-Hirsch adjourned the meeting at 5:07 pm.