

FACULTY SENATE
Tuesday, October 27, 2020
3:30 – 5:15 pm
Zoom

MINUTES

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

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

Senators Excused: N. Brogden, A. Chauhan, A. Curtius, S. Harwani, D. Jalal, M. Pizzimenti, G. Russell.

Senators Absent: D. Andersen, J. Carlson, B. Dixon, A. Gerke, A. Grooms, D. Meyerholz, Y. Sato, L. Song, C. Swanson, A. Vjih, A. Vikram, L. Zingman.

Guests: R. Dobyns (Governmental Relations Committee), A. Flaming (Center for Teaching), J. Garfinkel (Funded Retirement and Insurance Committee), L. Geist (Provost's Office), L. Johnson (*DITV*), C. Krejci (*Press-Citizen*), S. Martin (*Daily Iowan*), V. Miller (*Gazette*), H. Mineart (Staff Council), J. Troester (University Human Resources), C. Wanat (Emeritus Faculty Council).

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

II. Approvals

- A. Meeting Agenda – Professor Ahmad moved and Professor Gillan seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Senate Minutes (September 15, 2020) – Professor Glass moved and Professor Gillan seconded that the minutes be approved. The motion carried unanimously.

- C. Committee Appointments (Teresa Marshall, Chair, Committee on Committees)
- Silvia Secchi (Geographical & Sustainability Sciences) to replace Heather Sander (Geographical & Sustainability Sciences) on the Sustainability Charter Committee, Fall 2020
 - Anya Prince (Law) to fill the unexpired term of Brian Kaskie (Health Management & Policy) on the Funded Retirement and Insurance Committee, 2020-21
 - David Drake (Dows Institute-Dental Research) to fill the unexpired term of Jane Paulsen (Psychiatry) on the Research Council, 2020-21
 - Sohit Kanotra (Otolaryngology) to fill the unexpired term of Janette Taylor (Gender, Women's & Sexuality Studies) on the Charter Committee on Diversity, Equity, and Inclusion, 2020-22
 - Keiko Kawamuro (Mathematics) to fill the unexpired term of Sandra Daack-Hirsch (Nursing) on the Hancher Advisory Charter Committee, 2020-22
- Professor Glass moved and Professor Bodine seconded that the committee appointments be approved. The motion carried unanimously.

III. New Business

- *Funded Retirement and Insurance Committee Update (Jon Garfinkel, Co-chair, Funded Retirement and Insurance Committee and Joni Troester, Senior Assistant Vice President and Deputy Chief Human Resources Officer, University Human Resources)*

Professor Garfinkel began the presentation by commenting on insurance rates for the 2021 calendar year. Insurance rates are discussed annually by the Funded Retirement and Insurance Committee (FRIC) early in the fall semester. He reminded the group that 2020 was the first year in which UI employees could choose between two plans, UI Choice and the new UI Select. Both plans will see a monthly premium increase in 2021 of 5%. This is lower than the national average, which is about 6%. Professor Garfinkel noted that there had been a migration of about 11% from UI Choice to UI Select when the latter plan was first implemented in 2020. Estimates indicate that there might be an additional 10-15% migration to UI Select for 2021. The 0% cost share for the employee-only and dual spouse family options under UI Select will continue in 2021.

Those employees who migrated from UI Choice to UI Select in 2020 indicated satisfaction with the new plan, Professor Garfinkel commented, because of the lower premiums, the 0% cost share for the options mentioned above, and the continuing high standards of care. Employees who migrated were also pleased with the guest membership opportunities for dependents living out of state. Professor Ahmad asked about the demographics of the employees who have migrated to UI Select. Professor Garfinkel and Ms. Troester responded that these employees tended to be younger people.

Ms. Troester continued with the presentation, noting that access to Level One providers has been consolidated to UI Health Care partners only, across both UI Choice and UI Select. UI Health Care has now expanded into Washington, Muscatine, and Cedar Rapids. Performance guarantees around access have been established for UI beneficiaries. Those targets are reported to FRIC on a monthly basis, to ensure that UI Health Care can meet the access needs of our covered employees and their families. For primary care, the target achieved was an appointment

scheduled within 10 business days of request 90% of the time, for a specialty appointment the target achieved was 80% of the time, and for a sub-specialty appointment the target achieved was 75% of the academic medical center benchmark. Also, UI Health Care expanded telehealth capacity beginning with the early months of the pandemic, thereby limiting further exposure to COVID-19 from patients coming to in-person appointments.

A new voluntary deferred compensation retirement 457(b) plan was implemented on January 1, 2020, Ms. Troester indicated. University employees already had access to another voluntary retirement plan, a 403(b) plan. This second voluntary plan allows an employee to invest up to \$19,000 pre-tax. About 300 employees are using this new plan on a monthly basis, while approximately 3,000 employees are using the 403(b) plan. Ms. Troester commented that participation in the 457(b) plan is likely to grow. She reminded the group that no employer contributions are made to this voluntary plan.

Turning to the university's COVID-19 response related to benefits, Ms. Troester noted that health plan coverage was expanded to include 0% cost share for COVID-19 testing services during this public health emergency, along with 0% cost share for inpatient, in-network COVID-19 treatment through December 31, 2020. This 0% cost share applies to both UI Choice and UI Select. Telehealth visits are covered as office visits on both plans. No-cost telehealth visits were expanded through August 2020. Federal mandate allowed for mid-year changes to plans without qualifying events through August 31, 2020. FRIC continues to monitor additional legislative expansions affecting health benefits. As for retirement plans, the IRS released clarification regarding some of the COVID-19 provisions that were passed at the federal level in April. There was an expansion of qualified distribution from accounts prior to December 31, 2020. Expanded loan limits went into effect through September 23, 2020.

Professor Kline noted that the Influenza-Like Illness (ILI) Clinic has begun offering pre-travel COVID-19 testing for those individuals who need to have a negative test result before leaving. He asked if the 0% cost share for COVID-19-related items applied to these pre-travel tests. Ms. Troester said she would look into this and see what could be done. Professor Kline commented that the clinic is currently charging \$188 for these tests.

- *Presidential Search Discussion (All Senators)*

President Yockey reminded the group that on October 1, President Harreld had announced his plans to retire. The Board of Regents, State of Iowa then began preparations for identifying a replacement. They named co-chairs for a presidential search committee – John Keller, dean of the Graduate College and associate provost for graduate and professional education, and Sandra Daack-Hirsch, associate professor of nursing and interim executive associate dean of the College of Nursing. Professor Daack-Hirsch also served as Faculty Senate president last year. Over the weekend, President Yockey continued, the search co-chairs reached out to shared governance leaders to describe the process for seeking input on whom to appoint as members of the search committee from the leaders' respective constituencies. The co-chairs, in consultation with the Regents, will be deeply involved in the selection of the search committee members. The Regents plan to announce and vote on the search committee members at their November 18 meeting (although the names of the proposed committee members will be listed in the meeting docket,

published one week before the meeting). This week or next, in *Iowa Now*, a list will appear of the expected categories (faculty, staff, students, alumni, etc.) of the search committee members.

Thus far, President Yockey noted, public statements by the co-chairs and by the Regents indicate that the search will follow the presidential search best practices guidelines, <https://faculty-senate.uiowa.edu/news/2018/09/presidential-search-best-practice-documents>, created following the sanction of UI by the American Association of University Professors (AAUP). Professor Daack-Hirsch chaired the committee that produced these guidelines. Some of the key aspects of the guidelines include calling for at least one half of the search committee to consist of faculty, and for the majority of those faculty members to hold non-administrative positions. President Yockey indicated that he would consult with Professor Waltraud Maierhofer, chair of the Faculty Senate's Committee on the Selection and Review of Central Academic Officials, on the selection of the Senate's nominees to the search committee. He welcomed suggestions from senators for proposed nominees, as well. He anticipated that the Senate's nominees would be representative of a diverse range of disciplines and tracks. In choosing nominees, we will remain cognizant of the university's diversity, equity, and inclusion goals, as well. President Yockey noted that a request for proposals has gone out for a search firm. The co-chairs were consulted on that request for proposals and they will also be consulted prior to the selection of a search firm.

Professor Gillan, who served as a member of the committee that created the best practice guidelines, commented that the committee had had a good working relationship with the Regents throughout the development of the guidelines. He expressed a high degree of confidence in Professor Daack-Hirsch as co-chair of the search committee and in the process of the new search. President Yockey, who served as Faculty Senate vice president when Professor Daack-Hirsch was president, also expressed confidence in her leadership of the search committee, as well as in Dean Keller's leadership. He encouraged senators to contact him with any questions or concerns about the search.

- *COVID-19 Update (Joe Yockey)*

President Yockey commented that since October 21, the university has stated that 41 students and 9 employees have self-reported positive COVID-19 tests. That is a slight uptick over the immediate prior period, when there were single-digit self-reports. He commented that he has been following the Iowa data on the covidactnow.org website, which indicates that as of today, the positive test rate for Johnson County is 14%. It was at 7.5% on October 1, and 9.3% one week ago. The Senate officers will meet with President Harreld and Interim Provost Kregel tomorrow; this increase in COVID-19 cases locally will be one of the topics of discussion. The officers want to be sure that administrators are closely tracking this data and that the campus is prepared for a new surge in cases. President Yockey also noted that there has been a revision to the university's face covering policy; face shields without masks and neck gaiters will no longer be categorized as appropriate face coverings on campus. Instead, masks must be worn at all times. The university has purchased a large supply of transparent face masks, for use in situations in which it would be helpful to see one's mouth, such as in foreign language classes. Transparent masks can be obtained through departments.

Professor Gillan observed that in his large lecture class of 1,000 students, he is once again being notified of positive test results among his students, after a period of time with no positive test results. Professor Nisly asked if the university was still planning to move to 100% online teaching after Thanksgiving break. President Yockey responded that yes, this was his understanding. She further asked if any residence halls would remain open for students who cannot or choose not to leave campus. Vice President Marshall commented that she was under the impression that students would have a choice regarding whether to remain in the residence halls through Thanksgiving break and potentially through winter break.

Professor Nisly noted that, given our rising positive test numbers, Iowa and the Midwest might be entering a third wave of the pandemic. She expressed the hope that university administrators are preparing for this new surge, so that we fare better than we did during the August surge, that occurred when students were returning to campus. President Yockey indicated that he would pass this message along to administrators. He added that university testing capacity is now much higher than it was at the beginning of the fall semester. Professor Ahmad asked where the test samples are sent, to the hygienic lab or to UIHC? President Yockey responded that some tests are processed through Test Iowa, while those conducted by Student Health Services are sent to UIHC. Professor Prince asked how positive test results are attributed. For example, if a student from Dubuque County tests positive, is that test result counted for Dubuque County or for Johnson County? President Yockey indicated that the self-reporting data in the university's COVID-19 updates is not necessarily tied to the testing data. The testing data, however, is tied to the county in which an individual takes the test.

- *President's Report (Joe Yockey)*

President Yockey began his remarks by thanking senators for their extraordinary efforts during this very difficult semester. He acknowledged that in addition to the strains of online teaching and increased service this fall, many faculty members are also dealing with childcare challenges and caregiving for ill family members.

Turning to some brief updates on administrative searches, President Yockey noted that three candidates for the position of dean of the Tippie College of Business would soon be making virtual visits to campus. These visits will include virtual open forums. Two weeks ago, the search for the next Associate Vice President for Diversity, Equity, and Inclusion (AVP for DEI) came to an end. An announcement sent to campus indicated that the search was suspended because several candidates either withdrew or indicated an intention to withdraw after President Harreld announced his retirement. President Yockey explained that Interim AVP for DEI Liz Tovar will continue in her role for the foreseeable future. A letter written by a subset of that search committee was circulated to senators. The letter included recommendations for best practices for future searches for this particular position. The Faculty Council will consider an endorsement of this letter at its next meeting.

President Yockey reminded the group that several weeks ago, training programs with a DEI focus were paused as a result of an executive order from the White House on race and sex stereotyping in the context of training programs. It appears that almost all of our training

programs with a DEI focus have now resumed. He invited anyone with continuing questions or concerns about the executive order to contact the Senate officers.

As a final item, President Yockey directed the group to the Office of the Ombudsperson's Annual Report, <https://ombudsperson.org.uiowa.edu/reports-and-documents>. Normally, the Ombudspersons would visit the Senate to present the report, but this year they have posted a presentation online, <https://uicapture.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=dobb108d-bb8c-4232-a92b-ac5c01546ab2>.

- *Governmental Relations Committee Update (Richard Dobyms, Chair)*

Professor Dobyms introduced himself to senators and commented that he was appointed as chair of the committee beginning this fall. Professor Jerry Anthony previously served as the chair for a number of years. Professor Dobyms noted that all of the shared governance bodies on campus have committees that are responsible for interactions with governmental entities; similar committees exist at the other Regents institutions, as well. Describing his experience with elected and appointed local bodies, Professor Dobyms indicated that he previously served on the Iowa City City Council and on the Johnson County Board of Health. He has also been active in his political party and has managed political campaigns. Years ago, he spearheaded an effort to change the bar entry age in Iowa City because of his concern over the high rate of binge drinking among our students.

The Faculty Senate Governmental Relations Committee will be moving in a new direction this year, Professor Dobyms explained. The other two Regents institutions, Iowa State University and the University of Northern Iowa, appear to be held in higher regard by many legislators than is UI, he continued. Large and visible agriculture and engineering programs at ISU resonate with the political agendas of many of our state leaders. As Iowa's "teachers' college," UNI has been able establish statewide relationships with legislators, as well. On the other hand, there have been occasional areas of tension between legislators and UI faculty. In order to improve this situation, Professor Dobyms has asked the members of the Governmental Relations Committee to form authentic relationships with individual state legislators of both parties, not for the purpose of lobbying, but to become a source of substantive and relevant information in areas that the legislators are engaged in as part of their committee work. Neutrality is key; the committee cannot be tied to one particular party. Professor Dobyms observed that he has already been involved in such activity himself, relating to medical marijuana and to vaccination opposition.

Professor Nisly asked how we can be sure that the information sharing suggested by Professor Dobyms remains free of personal bias. She cited the example of medical marijuana. Professor Dobyms responded that advocating for a particular position on a "hot topic" such as medical marijuana would not be appropriate, given that there could be differences of opinion among faculty. Information sent to legislators should generally reflect unanimity of opinion. Professor Gillan commented that recently the Regents had revised policy language on academic freedom. While the Regents certainly respect the right to express oneself as an individual, implying that one's personal views also reflect the university's views is a different matter.

Professor Dobyns observed that UI faculty are not part of the UI central administration, but that the committee seeks a cooperative, not an adversarial, relationship with the administration. Nevertheless, the committee's task is to represent the Senate. Through the chat function, Professor Campbell asked for guidance on appropriate use of university email accounts and other IT resources. [Following the meeting, President Yockey sent out this link to the Provost Office's Guidelines Regarding Political Activity by Faculty, <https://provost.uiowa.edu/political-activity-guidelines>.] Professor Janssen asked about the committee's strategy for reaching out to legislators from outside Johnson County. Since most faculty would not be the constituents of such legislators, would the outreach be issue-based? Professor Dobyns responded that this would be the primary approach.

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

V. Announcements

- The next Faculty Council meeting will be Tuesday, November 17, 3:30-5:15 pm, via Zoom.
- The next Faculty Senate meeting will be Tuesday, December 8, 3:30-5:15 pm, via Zoom.

VI. Adjournment – Professor Gillan moved and Professor Cherwin seconded that the meeting be adjourned. The motion carried unanimously. President Yockey adjourned the meeting at 4:35 pm.