

**FACULTY COUNCIL**  
**Tuesday, November 17, 2020**  
**3:30 – 5:15 pm**  
**Zoom**

**MINUTES**

Councilors Present: D. Andersen, C. Bradley, N. Brogden, J. Buckley, M. Cunningham-Ford, L. Erdahl, A. Gerke, L. Glass, B. Janssen, L. Joseph, M. Kivlighan, A. Merryman, N. Nisly, M. Pizzimenti, G. Russell, C. Sheerin, T. Treat.

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

Councilors Excused: None.

Councilors Absent: None.

Guests: R. Adams (ITS), E. Adeyemi (Anthropology), J. Anthony (Governmental Relations Task Force), M. Biger (Sustainability Charter Committee), J. Florman (Center for Teaching), E. Gabor (DITV), M. Gardinier (Emeritus Faculty Council), L. Geist (Provost's Office), L. Graham (Anthropology), E. Irish (Sustainability Charter Committee), M. Khandelwal (Anthropology), D. Kitchen (Anthropology), S. Martin (*Daily Iowan*), H. Mineart (Staff Council), L. Ortiz (Gender, Women's, and Sexuality Studies), L. Zaper (Faculty Senate Office).

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

II. Approvals

- A. Meeting Agenda – Professor Pizzimenti moved and Professor Russell seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Council Minutes (October 13, 2020) – Professor Bradley moved and Professor Treat seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (December 8, 2020) – Professor Sheerin moved and Professor Janssen seconded that the draft agenda be approved. The motion carried unanimously.
- D. Committee Appointments (Teresa Marshall, Chair, Committee on Committees)
  - *None at this time*
- E. Faculty Senate Election 2021 Vacancy Tally – President Yockey explained that Senate approval of the vacancy tally is necessary before we can move ahead with our election process in the spring semester. Professor Russell moved and Professor Sheerin seconded that the 2021 vacancy tally be approved. The motion carried unanimously.

### III. New Business

- *TIAA Farmland Investment Concerns and Possible Resolution (Laura Graham, Anthropology, and Members of the Sustainability Charter Committee)*

Professor Graham thanked the Council for the opportunity to present and the Sustainability Charter Committee co-chairs, Professor Erin Irish and Mattieu Biger, for their support and their willingness to ask tough questions. She also thanked her colleague, Professor Meena Khandelwal, for appearing with her today. Professor Graham began her presentation by commenting that, throughout her thirty years at the UI, she has assumed that TIAA (the entity responsible for managing our retirement accounts) has been upholding its stated public commitments to socially- and environmentally-responsible investing. She was shocked, however, to learn that a significant and growing portion of TIAA investments, its farmland portfolio, is anything but socially- and environmentally-responsible. She referred the group to the fact-based information sources cited at the end of the resolution presented here today. She has also spoken with researchers investigating TIAA farmland investments. Professor Graham recalled an incident in which a family farmer in Missouri spoke on a panel during a conference she attended who stated that TIAA is making the plight of family farmers, already under severe stress, even worse. Investor documents show that investors know that family farmers are going bankrupt, Professor Graham continued, and are using this opportunity to acquire land. TIAA and other investors are buying farmland in the Mississippi Delta, Illinois, and Indiana, along with scarce water resources in California. Family farms are at risk of going under, unless changes are implemented to protect farmers. As faculty members, Professor Graham commented, we can let TIAA know that we do not want them to profit from farmers' distress.

Turning to a part of the world on which she has done field research, the central Brazilian Cerrado, a sensitive, biodiverse, savanna ecosystem, Professor Graham commented that this is where TIAA has its most extensive land holdings. The Cerrado is also an environmental hotspot. Over the last nine years, TIAA has aggressively been buying up Cerrado farmland. It now owns over 800,000 acres. Over 40% of TIAA's acreage and 25% of its total farm assets are in Brazil's Cerrado. Professor Graham indicated that she has spent a good part of the last 30 years documenting the devastating effects of massive and unregulated agribusiness expansion and wanton pesticide use in this region. She has personally observed the environmental and social havoc that these phenomena are causing: deforestation and the drying up of river systems, contaminations of rivers and the world's largest freshwater aquifer, toxic pesticide drift, and dramatic increases in racism and human rights violations. Much of the Cerrado land that is purchased, deforested and then developed for agribusiness is laundered through a fraudulent system in Brazil called *grilagem*, from the Portuguese word for *cricket*. This is the practice of placing fabricated land title papers in drawers full of crickets that damage the papers so that they appear older, thereby falsely documenting fake histories of title transfer. Often this farmland is in areas in which other people have legitimate, even constitutionally-guaranteed claims to land. TIAA, however, maintains that it does not purchase land-grabbed farms or lands that are claimed by indigenous or other legally-protected groups.

In 2017, Professor Graham continued, she was part of an expert anthropological delegation that met with TIAA representatives to discuss transparency, due diligence, and best

sustainability practices in relation to its Brazilian farmland portfolio. TIAA maintains that it follows best practices, but, Professor Graham commented, anyone familiar with agriculture in Brazil knows that TIAA's business model is severely deficient in terms of social and environmental responsibility. For example, TIAA representatives showed the group maps that TIAA's subsidiary consults when it considers farmland purchases. They maintain that TIAA does not purchase land in or near indigenous areas. However, they use data based on information from Brazil's Bureau of Indigenous Affairs that does not come close to adequately representing the potential for stepping into areas claimed by, or potentially claimed by, indigenous peoples or communities of slave descendants who have constitutional rights to land. Currently, there are 155 pending cases of indigenous land claims in Brazil. Many of these are in areas of agricultural expansion. These pending claims do not show up in the data that TIAA consults. Moreover, because Brazil's indigenous peoples have constitutionally-guaranteed rights to their traditional lands, there is very real potential that indigenous peoples may claim lands that do not now show up on government maps.

Professor Graham noted that within the last 20 years, one indigenous group that she works with has succeeded in reclaiming from farmers six areas that were fraudulently taken from them in the 1960's. One of these areas was once's Latin America's largest landholding. This is just one example of the many battles going on in Brazil today. Some indigenous groups are now drawing their own maps. Commenting that violence related to land is extremely high in the Cerrado, Professor Graham indicated that over the past ten years members of indigenous ethnic groups have been constantly harassed, threatened, attacked, and murdered. In 2019, violence against indigenous peoples drastically increased, more than twice what it has been in over twenty years. Fraudulently-grabbed lands in Brazil have a huge potential to become stranded investments. Local and indigenous peoples can and do assert their rights to land, and investors are then unable to recoup their losses. Investments in and near protected populations also have great potential to become public relations nightmares. Many indigenous groups object to and protest agribusiness adjacent to their lands. Their roadblocks hold up travel and commerce for hours. Some groups take their cases to high-profile international arenas, such as United Nations meetings.

Turning back to the U.S., Professor Graham explained that in 2013, TIAA's actions to acquire land in Wisconsin, extending even to trying to change state laws limiting corporate and foreign ownership of farmland, faced resistance and protests from farmers' groups, which began reaching out to faculty and staff at colleges and universities. This eventually led to resolutions passed by the Wisconsin chapter of the American Federation of Teachers in 2017, and in 2019, by the University of Wisconsin-Madison Faculty Senate. The resolution Professor Graham was presenting today is modeled on the latter resolution, updated and with additional information. Her meeting with TIAA representatives in 2017 convinced her that TIAA would only move toward implementation of more ethical investment practices under pressure from its clients, that is, from us.

Professor Graham noted that President Yockey had indicated that the co-chairs of the Funded Retirement and Investment Charter Committee have offered to invite members of the TIAA farmland investment team to meet with the Faculty Council at its January meeting. Since

TIAA repeatedly would not honor a similar request for dialogue from a team of anthropologists in 2017 and 2018, she found this willingness to meet with the Faculty Council extremely telling. She commented that a TIAA meeting with Faculty Council would confirm her understanding that TIAA does not really take human rights abuses, land-grabbing, and deforestation seriously. These issues have been pointed out to TIAA for years. She expressed the opinion that TIAA only takes the dissatisfaction of its clients seriously. Therefore, she urged the Faculty Council to pass this resolution now. She added that the resolution is simply a formal declaration that UI faculty want TIAA to take action. Without the resolution, nothing will change. She reminded the group that in 2019, the Faculty Senate passed a resolution expressing its commitment to sustainability and environmental stewardship on our campus. She urged the faculty to honor our university's commitment to sustainability and to follow the example of UW and become a leader of a growing movement to hold TIAA to its commitment to real social and environmental sustainability. We share a moral responsibility to hold TIAA accountable for implementing best practices for socially- and environmentally-responsible farmland investments with our money. In conclusion, Professor Graham urged councilors to vote for this resolution now.

Professor Khandelwal, also a faculty member in the department of Anthropology, indicated that, although her research work focuses on India rather than on Brazil, there were some larger issues raised by Professor Graham that were at the heart of her teaching and research: gender, race, coloniality, deforestation, climate change, and globalization. Therefore, she felt compelled to take action. Professor Khandelwal noted that the TIAA farmland investment practices outlined by Professor Graham encompass a wide range of concerns. Among these concerns are the health impacts of industrial farming, such as environmental toxins and less nutritious diets, especially for the people producing commodity crops. She added that medical anthropologists have shown that a healthy gut, or microbiome, is not separate from social and economic arrangements, or from our natural environment. Other concerns are climate change, third world sovereignty, the displacement of people worldwide from rural livelihoods and their subsequent migrations to cities and to rich countries, and gender and racial justice. It is difficult to address climate change without addressing social justice. Professor Khandelwal commented that food security is a feminist issue. All over the world, women are producers of food, especially on small-holder farms. Women in rural and urban contexts are overwhelmingly responsible for feeding their families. Food charity, whether that means food pantries in Iowa or food aid to poor countries, is no substitute for food sovereignty. Our students are deeply concerned about the environment and social justice, Professor Khandelwal noted, and faculty members are likely concerned about at least one of the issues raised above. If TIAA does not feel the need to be accountable to indigenous people in Brazil who live far away and have little power, they may feel the need to be accountable to us, their customers. She expressed hope that councilors would support this important resolution.

Professor Erin Irish, faculty co-chair of the Sustainability Charter Committee, indicated that Professor Graham had made a compelling presentation to the committee members, who subsequently expressed uniform strong support for advancing the proposal to the shared governance bodies. She thanked councilors for listening to the presentation today. President Yockey reiterated that the leadership of the Funded Retirement and Insurance Charter Committee (FRIC), which oversees retirement and health benefits for faculty, offered to have the

TIAA employees responsible for farmland investment speak to the Council at the January 26 meeting. Professor Graham commented that, in her experience, TIAA insists that it follows the letter of the law, but that following the letter of the law in Brazil does not mean much, especially in regard to environmental devastation and the use of pesticides, for which there is virtually no regulation. She added that the current Brazilian presidential administration is encouraging the deforestation of the Amazon. There is, however, she noted, more deforestation going on in the Cerrado region than in the Amazon, which is more highly regulated. This is why the land-grabbing is occurring in the Cerrado.

Professor Janssen asked if the resolution passed by the UW Faculty Senate resulted in any tangible change to the TIAA farmland investment practices. Professor Graham responded that there had not been any change as a result of the resolution from this one university; however, a movement is growing to hold TIAA accountable for its actions. She added that TIAA is not at all transparent about its investments. For example, TIAA staff will not show the locations of its farmland holdings. Professor Graham believed that TIAA will only change its current practices if more of its university clients become involved in this movement. Mr. Biger, staff co-chair of the Sustainability Charter Committee, noted that the UW Faculty Senate passed its resolution in April of 2019 and that TIAA more recently may have changed its messaging on this topic. Also, some of the entities that TIAA has worked with may have changed their names, adding to an already considerable lack of transparency about TIAA's activities. He reminded the group of the university's 2030 proposed sustainability goals, <https://sustainability.uiowa.edu/our-vision/ui-2030-sustainability-goals-framework-proposal>, but commented that we should not limit our concern to the local environment. Professor Graham added that foreign ownership of land at scale is illegal in Brazil and that TIAA operates therefore through shell companies. She questioned these apparently illegal practices by TIAA.

President Yockey indicated that the Council could choose to vote on the resolution offered here today, or it could wait to hear from TIAA representatives at the January Council meeting and then decide whether to take action. Professor Nisly, a member of the Funded Retirement and Insurance Committee (FRIC), commented that she had had the opportunity to speak with Professor Jon Garfinkel, faculty co-chair of FRIC, about this topic. Professor Garfinkel also serves on a committee charged with evaluating TIAA's portfolio of investments. A sub-committee is already investigating the concerns raised here. Professor Nisly added that, as a native of Brazil, it is important to her that the rights of indigenous peoples to their land be respected. However, it is also important to hear TIAA's side of the story. President Yockey recommended that the Council speak with TIAA representatives in January before voting on the resolution. Professor Brogden requested additional information on the topic from today's speakers. Professor Graham indicated that she would put together a reading list for the group. She also reminded the group that the resolution includes a number of information sources.

- *Diversity, Equity, and Inclusion Recommendations from Governmental Relations Task Force (Jerry Anthony, Chair)*

President Yockey reminded the group that a task force led by Professor Anthony had developed these diversity, equity, and inclusion (DEI) recommendations after wide consultation during the summer. Discussion had begun on the recommendations at the last Council meeting,

but there had not been sufficient time to discuss each recommendation in depth. The group was returning to this topic today for the purpose of a longer conversation. Prior to the meeting, the Senate officers and Professor Anthony had decided to take a more staggered approach to approval of the recommendations, and so had narrowed down the list of recommendations to be considered for approval today to three items. These items were thought to require the least amount of planning and development over the long term, and therefore could be implemented the most quickly. These recommendations were (a) to make Election Day an official university holiday or a no-class day, (b) to encourage faculty to have a DEI component in their courses, and (c) to establish one focused DEI in-teaching or theme week each Fall.

Directing the group's attention to the recommendation (b) that faculty be encouraged to have a DEI component in their courses, Professor Russell asked if this was appropriate for all courses. Professor Anthony acknowledged that this recommendation might not be appropriate for all courses; therefore this is not a mandate, but rather strong encouragement, for faculty. Professor Russell noted that highly technical courses, such as statistics, biology, or physics, could not easily incorporate a DEI component. Professor Anthony concurred that it would be difficult to fit in a DEI component into pure theory courses. However, he noted, if there is an applied aspect to the course, such as in statistics, the instructor could look at, for example, loan denial rates for whites and for blacks and bring this up for discussion. Professor Erdahl countered that even in theoretical courses, we must touch on DEI issues. She observed that she has seen many disparities in studies which do not reflect the population as a whole. Results from such studies are not reliable. President Yockey noted that the recommendation calls for the provision of resources to faculty members to assist them in bringing DEI into their course content. Professor Anthony added that he and President Yockey had met with Jean Florman, director of the Center for Teaching, who indicated that the Center has staff members who are well-qualified to provide DEI-related support to faculty members.

Professor Glass commented that he thought it was significant and consequential that all faculty members make an ethical commitment to DEI in terms of their treatment of students in their syllabus. His department is working on a boilerplate statement that can be inserted into syllabi, as well as encouraging all faculty members to take diversity workshops. Students have indicated strong interest in knowing whether faculty members have taken these workshops. Professor Russell commented that there is a difference between how an instructor treats students and how a course is constructed. He added that it would be helpful if suggestions for how to incorporate DEI into different types of courses were presented. President Yockey said this was consistent with what Ms. Florman had offered. Professor Buckley concurred with Professor Glass that, even if a DEI component is not clearly part of the course structure, students' perceptions of how a course is envisioned and delivered does change when they believe, hear, and are shown that the instructor has a commitment to DEI. When students feel that their whole identities are seen and welcomed into the course, that itself can have an impact on students' perceptions of what a course is. She encouraged her colleagues to make visible, to verbalize, and, to the extent possible, to work our commitments to DEI into our courses.

Professor Sheerin, speaking as a lecturer, commented that she has seen colleagues make good faith, serious, substantial efforts to introduce DEI topics into their classes, but that these efforts backfired. Moreover, after these unsuccessful attempts, the instructors were not

supported by administrators. She urged that we tread carefully when it comes to DEI, and that we offer training and support to all of our faculty members in their efforts. Professor Glass agreed that rushing in to do DEI work without being trained and without being sensitive to the constitution of a particular classroom does have risks. He advocated for resources and training for faculty members so that they can address DEI topics in a sensitive and professional way. President Yockey indicated that the recommendation could be rephrased to emphasize a push for resources. Or, the recommendation could be tabled for further elaboration. Perhaps Ms. Florman could be invited to speak to the Council about the resources available at the Center for Teaching. Professor Nisly supported the effort to bring DEI into the classroom on a regular basis, but recognized the need for training of faculty members, so that they can carry out these efforts successfully. Professor Joseph shared an experience of teaching briefly on a DEI-related topic on behalf of another faculty member and of feeling that she had not had a sufficient amount of training to be able to respond adequately to students' questions and doubts about the fact-based information she was presenting.

President Yockey commented that the Council could go ahead and vote on recommendations (a) and (c) and send those items on to the Senate for consideration. Regarding item (b), the Council could examine training items in more depth at the January meeting. Professor Glass expressed the view that none of the reservations raised today undermined any of the language of the recommendations. He particularly supported the intention of item (b) to challenge each individual faculty member to contemplate how to incorporate DEI into their courses. Professor Treat indicated her full support for item (b), but expressed concern about moving forward with a recommendation that is not adequately resourced. She worried about the staff at the Center for Teaching becoming overwhelmed by the level of support needed. Reaching a level of comfort with teaching DEI-related topics takes time and effort; a single workshop is likely not enough preparation.

Professor Nisly moved and Professor Russell seconded that the Council approve Governmental Relations Task Force recommendations (a) and (c), but revisit item (b) at the January meeting with consultation from the Center for Teaching. The motion carried unanimously.

- *Proposed Endorsement of Recommendation Letter from Search Committee for Associate Vice President for Diversity, Equity, and Inclusion (Joe Yockey)*

President Yockey explained that a subset of the search committee for the next Associate Vice President for Diversity, Equity, and Inclusion (AVP for DEI) had composed this letter and presented it to university leadership and to the shared governance groups in mid-October. He indicated that, after consultation with members of this search committee subset, the Senate officers suggested that the Council and Senate consider an endorsement of the letter in order to formalize the recommendations and to provide support and encouragement to the administration to adopt and to follow the recommendations during the next search for the AVP for DEI (the current search had been called off following the announcement of President Harreld's retirement).

Professor Russell asked what had precipitated the writing of this letter. He wondered if there was an implication that the current search was not held to the high standards described in the letter. President Yockey responded that there has been a perception that UI has struggled in

searches for this position. The letter does not reflect a commentary on what has happened before, but a guide for looking forward and using the lessons from prior searches, to the extent that those lessons are relevant, to shape searches in the future. This is similar to the approach taken by the Senate's AAUP Sanction Removal Committee following the last presidential search. Professor Treat, a search committee member who signed the letter, added that, on the basis of their experience, the search committee members felt that they were in a position to make concrete recommendations about how to move things forward in ways that were somewhat analogous to the ways in which the Senate, other shared governance groups, the Regents, and administrators moved forward after the last presidential search. This was an effort to be constructive, forward-looking, and positive in the midst of being disappointed about the committee being disbanded.

Professor Glass moved and Professor Nisly seconded that the Council endorse the recommendations put forth by the Search Committee for the Associate Vice President for Diversity, Equity, and Inclusion. The motion carried unanimously.

- *COVID-19 Update (Dan Fick, Campus Health Officer)*

Dr. Fick reminded the group that a surge in COVID-19 infections occurred at the beginning of the semester with the return of students to campus, but that measures taken regarding facilities and operations served to bring the infection numbers down quickly. Student cooperation with safety procedures was also essential to the fast decline. The university has remained in close contact with the Johnson County Department of Public Health; weekly meetings allow for the sharing of information about infection numbers. An increase in infection cases occurred in early November, most likely as the result of Halloween parties, but the number of cases is now going down again. The percentage of positive cases for students was in the middle 30's two weekends ago, but last weekend was in the teens. Students may also begin leaving campus in the next few days because classes will move to a 100% online format after next week's Thanksgiving break. This will lead to another significant drop in cases reported. The governor's proclamation closing bars at 10 pm and the consequent inhibiting effect on downtown nightlife will discourage some students from staying in Iowa City. UIHC's data on infection rates for the 19-24 age group (many, but not all, of whom are UI students) showed a positive test rate in the 70's last week but was down to the 20's this week. Student Health Services also tracks a small group of students. The positive test rate for this group had been up to 25%, but has now gone below 15%. Regarding faculty and staff, Dr. Fick noted that about 28 faculty members and 200 staff members have self-reported COVID-19 infections to date. These are relatively small numbers, not only for our campus population, but also compared to our peers. Our community has done well compared to the rest of the state, but it was inevitable that higher numbers across the state would eventually be reflected in our own numbers.

Dr. Fick continued, commenting that local testing capacity has grown considerably in recent months, now reaching about 1200 tests daily. Students are encouraged to go through Student Health Services for testing. A surveillance testing system is being contemplated for when students return in January. Initially, we did not have a good source of tests for asymptomatic people. The guidance followed by UIHC called for testing of symptomatic individuals and those who had come in close contact with infected individuals. By January, we should be able to



obtain a sufficient quantity of testing supplies for asymptomatic individuals to support a testing surveillance program. Some of our peers have been carrying out a variety of surveillance testing options, such as saliva and antigen tests, which have lower sensitivity than polymerase chain reaction (PCR) tests. Test results from campuses around the country tend to mirror the test positivity rates of their surrounding communities. Dr. Fick noted that the group working out the details of the testing surveillance program includes representatives from UIHC epidemiologists, the College of Public Health, and the State Hygienic Lab. Regarding vaccines, Dr. Fick commented that early indications are that the vaccines currently under development have better-than-expected efficacy rates. Vaccine distribution is anticipated to begin in December, likely following an emergency-use authorization. Distribution will be overseen by federal, state, and local governments. High-priority recipients include health care workers and long-term care facility residents. Distribution of the vaccine on campus will be targeted to health care workers, and then possibly to employees in areas such as public safety, IT, or housing and dining. Student Health Services can provide vaccinations to students. Given the logistics of the vaccines (second dose required, different brands cannot be mixed), there will probably not be a campus-wide campaign similar to the annual UI flu vaccine campaigns. Most likely, faculty and staff will be vaccinated through their primary care providers, without any significant time delay. Everyone at UI could conceivably be vaccinated by the end of the spring semester. Current public opinion indicates that many people would prefer to wait before receiving the vaccine, unfortunately. It appears that an immunity rate of about 60% is needed for herd immunity; this may take several years to achieve.

Professor Nisly thanked Dr. Fick for his work as campus health officer. She commented that she frequently provides care in the Influenza-Like Illness (ILI) clinic. Early in the semester she had expressed concern about ill students on the east side of campus needing to go across the river to the hospital for COVID-19 testing. She was glad to see that a testing site had since been opened in the Old Capitol Town Center. However, she was still concerned about students who fall ill in the residence halls and do not have transportation to the testing sites, nor do they seem to be aware of any assistance available to them. Dr. Fick responded that this is a common, although frustrating, communication situation. Resident assistants and floor clerks have been given information about how to help ill students, while students themselves routinely receive text and email messages about resources available to them. This information is also posted in bathrooms and in other locations within the residence halls. In spite of this deluge of information, it never seems to reach everyone who needs it. Student Health Services is also a source of abundant information, as well as 24/7 transportation for ill students. Professor Nisly requested that the staff of the ILI clinic also be provided with frequent, ongoing updates on resources available to students. Professor Erdahl noted that physicians from many different departments have been asked to staff the ILI clinic, so information about student resources should be put into the scripts that they follow when speaking with student patients. Referring to the numbers of infected faculty and staff that Dr. Fick had mentioned earlier, Professor Erdahl asked if health care workers were included in those totals. Dr. Fick indicated that the UIHC staff totals are separate. On the university's COVID-19 dashboard, there is a statement indicating that UI Health Care numbers are reported separately. The UI Health Care numbers are included, however, in the university's reports to the Big Ten and to the state. Professor Erdahl asked about CDC guidance on the type of surveillance testing program that the university is planning to

initiate. Dr. Fick responded that the CDC and the Iowa Department of Public Health are still not recommending wide-spread asymptomatic surveillance testing for students, although the White House has recommended this. There is concern about false positive tests. The sensitivity of non-PCR tests (such as saliva tests) is pretty low. Some of the tests used by our peer institutions have not even received FDA emergency-use authorization. Dr. Fick commented that there is a trade-off regarding testing. If it were possible to use a very inexpensive test that is given weekly to students, but would only identify about one third of the infection cases, is that better than waiting to test students until they become symptomatic? The answer is not really clear at this point. For now, it appears that no institution located in a place with a high rate of infections seems to have held down campus infections through wide-spread asymptomatic lower-sensitivity testing. The PCR test is very good, but it can also detect previous infection in people who are no longer contagious. Ultimately, Dr. Fick noted, we have done well on campus compared to where we started in August. Thus far, it appears that there has not been transmission of the virus from student to instructor in the classroom setting at UI. Professor Erdahl agreed that targeted surveillance testing, rather than testing the entire student population, was likely the best approach. Dr. Fick commented that it can be difficult to attract students, who may be reluctant to reveal their most recent social contacts, to a voluntary testing program, while a mandatory testing program might not be feasible.

Vice President Marshall asked about the vaccines now under development. She wondered how long the immunity from the vaccine would last, and if booster vaccinations would be required. Dr. Fick responded that the immunity from coronaviruses tends to last more than three months after infection, although the actual length of immunity is not known yet. There seem to be anecdotal reports of reinfection. Physicians involved in the vaccine trials have indicated that the immunity from the vaccine lasts much longer, perhaps several years, than the immunity following the disease itself. If we can get nearly everyone vaccinated in the next few years, then we should be okay for quite some time. He added that the big emphasis among health care providers this spring will be to get the vaccine to everyone who wants it.

- *President's Report (Joe Yockey)*

President Yockey reminded the group that last Friday Governor Reynolds had issued a proclamation by which she granted state employees two additional paid days off as a gesture of good will in light of the difficulties employees have experienced because of the pandemic. For university staff, along with faculty on twelve-month contracts, it is a seamless process to add the two extra days because these employees accrue vacation. For faculty who do not accrue vacation because they are on nine-month contracts, the question arises, how can the university recognize the benefit of the two extra days for these faculty? Chief Human Resources Officer and Associate Vice President Cheryl Reardon has requested feedback from the Faculty Council on this issue. President Yockey noted that one way to incorporate these two days into nine-month faculty's calendars would involve giving faculty January 20 and 21 off (the spring pay period begins on January 20, while classes begin on the 25<sup>th</sup>; the paid days during the previous week are provided for teaching preparation). Associate Provost for Faculty Lois Geist commented that another suggestion had been to add a day to the Thanksgiving break and a day to the winter break. However, it was thought that, since meetings and other events had already been planned for the end of the semester, it was too late to do this. Nine-month faculty are also not in-scope during

the holiday break. The two days during the spring semester that have been declared non-instructional days (in place of spring break) are also a possibility. President Yockey requested that councilors send him thoughts on this issue by the end of the next day, so that he could pass them on to CHRO Reardon.

Professor Sheerin observed that her college has instructional days on January 21 and 22, so the proposed solution mentioned by President Yockey would not be feasible for all colleges. In response to a question, Associate Provost Geist indicated that a plan for how the university would use these two extra days must be presented to the Board of Regents, State of Iowa. Professor Pizzimenti followed up by asking if flexibility in the plan was possible. Associate Provost Geist responded that flexibility was limited. Vice President Marshall, while she appreciated the thought behind the proclamation, observed that the faculty would still need to get their preparation done prior to the start of the semester, so it is unclear how the two paid days in January would be helpful to faculty. Associate Provost Geist acknowledged this observation; she added that it is unlikely that the particular circumstances of nine-month faculty were in mind when the proclamation was issued. Vice President Marshall wondered if two extra sick days would be more useful. Professor Brogden suggested using the two days as a partial substitute for the loss of spring break. Associate Provost Geist commented that instructional needs would still need to be filled on those days. Professor Glass asked if the two days could be donated to staff. Associate Provost Geist responded that this was not possible, since nine-month faculty do not accrue vacation to begin with. Professor Sheerin asked if the days could be converted to sick leave and then donated. President Yockey noted that our plan must be revenue-neutral, so this conversion might not be possible. Secretary Rodriguez-Rodriguez spoke in favor of the two days in January, noting that it would give people who might be away during January two more days before they must return to campus.

President Yockey reported that the members of the presidential search committee have been named, <https://now.uiowa.edu/2020/11/ui-presidential-search-committee-announced>. The first search committee meeting will be held on December 4. Regarding the search for the new dean of the Tippie College of Business, President Yockey indicated that three candidates, one internal and two external, came to campus for interviews. We are now awaiting a final hiring decision.

- *Councilor Round Table (All Councilors)*

President Yockey noted that there was not sufficient time for a discussion, so he invited councilors to contact him with any concerns they might have about issues in their colleges. He also asked if there were any issues arising during the fall semester about which faculty should be surveyed.

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

V. Announcements

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

- The next Faculty Council meeting will be Tuesday, January 26, 3:30-5:15 pm, via Zoom.

VI. Adjournment – Professor Erdahl moved and Professor Janssen seconded that the meeting be adjourned. The motion carried unanimously. President Yockey adjourned the meeting at 5:20 pm.