

FACULTY SENATE
Tuesday, February 9, 2021
3:30 – 5:15 pm
Zoom

MINUTES

- Senators Present: F. Ahmad, D. Andersen, S. Ashida, B. Ayati, S. Bodine, C. Bradley, A. Brian, C. Brochu, N. Brogden, J. Buckley, C. Campbell, M. Cantrell, J. Carlson, M. Charlton, C. Cherwin, M. Cunningham-Ford, A. Curtius, R. Curto, S. Elangovan, L. Erdahl, A. Estapa, A. Farag, A. Gerke, E. Gillan, L. Glass, A. Grooms, C. Grueter, J. Halekas, N. Handoo, K. Hegarty, Y. Imai, B. Janssen, A. Jaynes, L. Joseph, P. Kaboli, J. Kayle, A. Kitchen, M. Kivlighan, J. Kline, M. McDermott, A. Merryman, K. Messingham, D. Meyerholz, T. Midtrod, N. Nisly, J. Paige, A. Panos, K. Parker, H. Parrish, G. Pierce, M. Pizzimenti, A. Prince, Y. Sato, C. Sheerin, S. Sosale, A. Strathman, J. Streit, C. Swanson, T. Treat, A. Vijh, E. Welder, P. Wesely, D. Wilder, M. Zmolek.
- Officers Present: T. Marshall, A. Rodriguez-Rodriguez, J. Yockey.
- Senators Excused: A. Chauhan, G. Russell.
- Senators Absent: J. Barker, M. Bhatti, B. Dixon, S. Harwani, D. Jalal, P. Polgreen, L. Song, A. Vikram, L. Zingman.
- Guests: J. Anthony (Governmental Relations Task Force), G. Barta (Athletics), R. Dobyys (Governmental Relations Committee), A. Duarte (Charter Committee on Diversity, Equity, and Inclusion), A. Flaming (Center for Teaching), M. Gardinier (Emeritus Faculty Council), L. Geist (Provost's Office), A. Lamb (Charter Committee on Diversity), R. Lehnertz (Finance and Operations), A. Linden (Dance Marathon), B. Marcelo (Division of Diversity, Equity, and Inclusion), S. Martin (*Daily Iowan*), P. Matthes (External Relations), C. Reardon (Path Forward Work Group on Diversity, Equity, Inclusion, and Collaboration; University Human Resources), K. Saunders (Governmental Relations), L. Tovar (Division of Diversity, Equity, and Inclusion), D. Witt (Faculty Policies and Compensation Committee), C. Zaharis (Presidential Committee on Athletics), J. Zerwic (Path Forward Work Group on Diversity, Equity, Inclusion, and Collaboration; Nursing).

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

II. Approvals

- A. Meeting Agenda –Professor Gillan moved and Professor Kline seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Senate Minutes (December 8, 2020) – Professor Nisly moved and Professor Pizzimenti seconded that the minutes be approved. The motion carried unanimously.
- C. Committee Appointments (Teresa Marshall, Chair, Committee on Committees)
 - *None at this time*

III. New Business

- *Dance Marathon Involvement (Andrew Linden, Campus Relations Chair, Dance Marathon)*

Mr. Linden explained to the group that Dance Marathon is a student organization that *creates and sustains special projects to provide emotional and financial support and services for pediatric oncology and bone marrow transplant patients and their families treated at University of Iowa Stead Family Children’s Hospital*. He invited faculty members to join the Dance Marathon Faculty & Staff Steering Committee; committee members attend monthly meetings to stay informed about Dance Marathon activities and events and to learn about how they can get involved in the organization. An upcoming opportunity for involvement is the Stead Talk. This talk will feature presentations by staff members of the UI Dance Marathon Pediatric Cancer and Blood Disorders Center, located on Level 11 of UI Stead Family Children’s Hospital. Staff members will discuss the impact of the pandemic on their work, as well as the impact of Dance Marathon’s support on patients and their families.

This year, Mr. Linden indicated, Dance Marathon’s Big Event will take place virtually February 26-7. In order to participate, dancers must reach a fundraising minimum. The Dancers in Need list provides an opportunity for donors to support dancers who are having difficulty meeting their minimum requirement. Mr. Linden also noted that members of the Faculty & Staff Steering Committee will be invited to participate in the Big Event, including the opening ceremonies, the kiddo graduation, and the closing ceremonies. In concluding his remarks, Mr. Linden encouraged senators to contact him with questions. He added that Dance Marathon is a fantastic program and that his involvement with it has been a highlight of his university experience.

- *Central Academic Review Policy Revisions (Ed Gillan and Doris Witt, FPCC co-chairs; Lois Geist, Associate Provost for Faculty)*

The Senate then turned to the Operations Manual central academic review policy, revisions to which had been approved unanimously by the Faculty Council on January 26. Associate Provost Geist began the presentation by acknowledging that the central academic review policy was not a policy with which most faculty members were likely familiar. She thanked both the Faculty Policies and Compensation Committee (FPCC) members and the Faculty Senate officers for their input on the revision. Associate Provost Geist explained that the policy covers reviews of departments, colleges, programs, central administration, deans, and departmental executive officers (DEO’s). Scheduling for many of these reviews is mostly handled by the Provost’s Office. She noted that one of the main reasons for the revision was the significant number of

redundancies throughout the policy. Also, the revision sought to streamline the review process and align the process with current needs and practices. Another aspect of the revision was to remove some procedural details and place them on the Provost's Office website, so that changes and updates can be undertaken in a more timely and flexible manner. As an example of such a procedural detail, Associate Provost Geist mentioned a set of questions that are required to appear in surveys assessing the performance of deans. Survey experts in the Provost's Office have assisted in revising the current set of questions to make them more relevant and useful. Associate Provost Geist indicated that, as a result of the policy revision, colleges will now be expected to update their internal processes for reviews of departments and DEO's; these updates will likely not need to be extensive.

Professor Gillan, FPCC co-chair, indicated that the committee had received the proposed revisions in late October and studied them carefully over the course of several meetings. The Provost's Office responded to questions and feedback from the committee, and by January FPCC felt comfortable passing the revised policy on to Faculty Council. The key components, including faculty involvement, of the review policy have remained essentially the same. He commented that moving some of the procedural details onto the Provost's Office website made sense, especially for items that may change over time. When the policy was originally written in the 1980's, he observed, the Operations Manual had been the only place for all policy-related information to reside. Now, however, websites allow for timely updates to policy procedures and guidance. Professor Gillan pointed out two lines inserted by FPCC early in the revised policy that emphasize the reviews' opportunity for faculty *to have direct input on recommendations for improvements in academic administrative structure and function*, as well as the reviews' facilitation of productive communication among faculty, shared governance, and university administration. The committee members felt it was necessary to make a statement about the importance of the faculty voice in how the university functions.

President Yockey thanked those on FPCC and in the Provost's Office and General Counsel's Office for their work on this policy revision.

Professor Nisly moved and Professor Carlson seconded that the revised Central Academic Review Policy be approved. The motion carried unanimously.

- *Diversity, Equity, and Inclusion Update and Discussion (Liz Tovar, Executive Officer for Diversity, Equity and Inclusion; Bria Marcelo, Director, Diversity Resources, Division of Diversity, Equity, and Inclusion; Cheryl Reardon, Chief Human Resources Officer and Associate Vice President, and Co-chair, Path Forward Work Group on Diversity, Equity, Inclusion, and Collaboration; Julie Zerwic, Dean, College of Nursing, and Co-chair, Path Forward Work Group on Diversity, Equity, Inclusion, and Collaboration; Armando Duarte, Dance, and Faculty Co-chair, Charter Committee on Diversity, Equity, and Inclusion; and Angie Lamb, University College, and Staff Co-chair, Charter Committee on Diversity, Equity, and Inclusion)*

President Yockey explained that the Senate officers organized this agenda item following concerns raised in conversations at the December 8 Senate meeting. He added that today we would hear from several diversity, equity, and inclusion (DEI) leaders on campus about projects

they are working on and strategies they are employing, as well as how Faculty Senate can assist with and fit into these various efforts and initiatives. President Yockey congratulated Executive Officer for DEI Liz Tovar on being permanently named to her post and gave her the floor.

Dr. Tovar began her remarks by expressing hope that 2021 was off to a better start than 2020. She thanked the Senate for this opportunity to provide an update on all of the terrific DEI initiatives underway across campus. During the first week of classes, she indicated, the Division of Diversity, Equity, and Inclusion wanted to celebrate not just their own work, but to highlight successes throughout campus. The Division also wanted not to forget the challenging events of last year, including protests and social and racial unrest. Therefore, the Division produced the Journey to Unity video, <https://www.youtube.com/watch?v=PopPHulxJnA>. The goal of the video project was to reflect some of our voices across campus and to support our campus climate survey results, as well as to provide an authentic voice for what this past year has meant to people. This is a dialog that the Division would like to continue. Related to this goal, Dr. Tovar indicated her intention to visit colleges and units over the next several months in order to listen to the perspectives of our faculty, staff, and students on what our priorities should be regarding diversity, equity, and inclusion. She wants to hear perspectives on our challenges, and on how we can overcome those challenges.

Turning to the results of the campus climate survey, Dr. Tovar noted that survey results show that overall the University of Iowa is considered a welcoming place where people feel valued as members of our community, but that some groups may feel differently. The survey also indicates that there are areas upon which the university can improve, such as increasing accountability in leadership across campus, so that DEI remains a priority. Dr. Tovar commented that what stood out to her from the survey results was that, like our country, our campus is divided in terms of acceptance of diversity, equity, and inclusion efforts. About 30% of survey participants responded that there is an overemphasis on diversity, equity, and inclusion efforts on campus. Dr. Tovar emphasized the need for the creation of spaces where people can have difficult conversations and can feel that their voices are being heard. She added that many senior campus administrators will be going through DEI leadership training, in the hope that this will improve our campus climate. In terms of accountability, we also need to examine our strategic plans, not just at the university level, but also at the collegiate and departmental levels. The survey results indicate that departmental climate is one of the challenging areas that needs to be addressed. Dr. Tovar welcomed feedback from senators about how to do this.

Regarding the two-year DEI action plan, Dr. Tovar noted that we are coming to the conclusion of this plan, but that DEI efforts are always ongoing. It is time now to step back and to see what we have learned from the action plan and to see if our priorities have changed since the plan was written. The plan has had some successes, such as an increase in resources to DEI initiatives. For example, this past fall, the Provost's Office allocated \$500,000 to collegiate DEI efforts in recruitment and retention, as well as to support for research in DEI. Also, university-wide there seems to be more ownership of DEI. Colleges are dedicating specific sections of their strategic plans to DEI initiatives; this was not necessarily the case several years ago. We are also

reviewing our policies and practices to ensure equity. Dr. Tovar praised this positive direction in which the university is moving, in spite of the challenges that remain.

As for future initiatives, the university has enlisted the help of Dr. Rusty Barceló, a UI alum with extensive experience with DEI in the academic setting. Dr. Barceló will be on campus this spring to provide leadership training across all levels of the institution, with the goal that during the summer months the university will host a symposium with several campus leaders. During the fall months, Dr. Tovar looks forward to engaging individuals outside the university around the topic of DEI. Her office is also preparing for the university's next strategic planning cycle. The Division will look at what items remain unfinished from the DEI Action Plan to determine if they should be included in the next strategic plan. The Division will also look to the results of the campus climate survey as a guide for addressing DEI in the strategic plan. Dr. Tovar invited senators to offer their input, as well, on DEI issues to address in the plan. She added that her office is currently examining how DEI is organized on campus, with the intention of moving to a more hub-and-spoke model. In addition to allowing for streamlined communication, this model will ensure that DEI is embedded in all units of the university. Dr. Tovar is also in conversation with other offices, such as Equal Opportunity & Diversity and Student Life, regarding reporting mechanisms. Dr. Tovar noted that she had recently met with a group of unit DEI leaders who are helping their units develop their DEI strategic plans. A fruitful discussion ensued regarding how the unit leaders could collaborate with each other and better understand the DEI needs throughout campus. In concluding her remarks, Dr. Tovar praised the work of the shared governance DEI committees and encouraged their members to continue communicating with her office.

Bria Marcelo, Director, Diversity Resources, Division of Diversity, Equity, and Inclusion, shared slides giving an overview of the 2020 Faculty and Staff Campus Climate Survey. She acknowledged the efforts that many campus individuals put into the survey, including Nichole Singer from University Human Resources, Associate Provost Lois Geist, Executive Officer for DEI Liz Tovar, and Professor Jacob Oleson from the College of Public Health. Ms. Marcelo displayed a list of guiding principles for the 2020 survey. Among these principles were the prioritization of actionable questions and responses, the alignment and coordination with student survey data, and the increase in survey integrity and participation. The overall response rate for the 2020 survey was 38%, with a 41% response rate from faculty. Professional and scientific staff were overrepresented among survey participants, while employees over 60, merit staff, and SEIU staff were underrepresented. Responses to the Likert-scale and open-ended questions could be grouped in three key areas: institutional commitment and accountability; workplace practices, policies, and culture; and awareness and education. Turning to two important takeaways from the survey, Ms. Marcelo commented that different social identity groups vary in their perceptions of campus climate and that there is a division across campus on the value of DEI efforts.

Expanding on the takeaway that campus climate perceptions vary across groups, Ms. Marcelo noted that general response data such as *80% of respondents feel valued at the university* were further broken down by job classification, age, race, gender, sexual orientation, ability, political orientation, religious preference, and military/veteran status. She encouraged

senators, when reading the full survey report, to focus particularly on these breakdowns of survey data. Looking at the area of institutional commitment and accountability, while 86% of respondents believe that the UI has a strong commitment to DEI, open-ended responses created a more complicated picture, with incongruence between university words and actions. There were numerous comments on leadership decisions around COVID-19 and Black Lives Matter protests, for example. In the area of workplace practices, policies, and culture, the survey questions sought to elicit responses illustrating the impact of negative (biased, intimidating, or hostile) treatment in the workplace. Erosion of confidence and issues with mental health were among the most highly cited impacts across all demographic groups. Negative treatment also led many of those who experienced it to consider leaving the university. For several identity groups, more than half of respondents considered leaving the university. Departmental climate/culture also has an impact on whether respondents considered leaving the university. Ms. Marcelo commented that this is an area where the Faculty Senate can intervene, by encouraging examinations of departmental culture, especially around reporting practices. In the third area of awareness and education, respondents' lack of confidence in their competence to discuss the importance of DEI reflects a learning gap that the Division strives to fill. Another aspect of this area that emerged from the survey was a perception that too much emphasis is being placed on DEI at the university (31% of respondents indicated this). As with other responses, these responses varied across demographic groups and the discrepancies could perhaps be addressed with education.

In conclusion, Ms. Marcelo encouraged senators to view the full report, located on the Division's webpage, <https://diversity.uiowa.edu/>. She added that, although a similar survey was carried out in 2018, collection and reporting differences between the two surveys have prevented a direct comparison of survey results. In February and March, Division leadership will visit colleges and units to present collegiate and unit responses in comparison to university-wide responses, as well as an overview of the college/unit's highlights and areas for improvement.

Dean Julie Zerwic of the College of Nursing indicated that she was one of the co-chairs for the Path Forward Diversity, Equity, and Inclusion Committee. She explained that the DEI committee was charged with implementing the DEI strategic plan. This plan included about 113 action items. Not all of these items have been implemented, while other items will continue to be works in progress for years. Representatives from faculty, staff, and student shared governance served on the committee and staff from the Division of DEI were heavily involved in the committee's work. We are currently in a period of transition, Dean Zerwic noted, during which DEI initiatives are moving down from the university level to the unit level. Each college is now considering how to incorporate DEI strategies that are meaningful for individual colleges. Those plans are under development and will be finalized in March. At that time, we will have the opportunity to ask, as a campus, given the perspectives of the units, how do we leverage those strategies to a campus level? Dean Zerwic emphasized the importance of this transitional time, as the university moves from a global approach to one that is embedded within the units, leading to greater ownership of DEI efforts.

Path Forward DEI Committee co-chair Cheryl Reardon, Associate Vice President and Chief Human Resources Officer, commented that there is now a more coordinated university-wide effort around DEI. Some items of the DEI action plan remain to be accomplished and will become part of the next action plan. One of these items was an aspirational goal for closer collaboration with the UI Foundation. This collaboration is now underway and is the first time that DEI has been included as a focus of the Foundation's work. Funding for more robust orientation programs, as well as for recruitment and retention of faculty members, are examples of initiatives for which the Foundation will seek donors. These initial efforts will create a strong base of success upon which the university can continue to build, through future DEI action plans. Vice President Reardon further commented that the new Path for Distinction program is a Provost's Office initiative which embeds implicit bias training in faculty searches and uses research-informed strategies to strengthen candidate pools. Data from departments that participated in the pilot program indicated that pools were more diverse. Now that the program has been adopted university-wide, when departments launch faculty searches, there will be a more robust effort around implicit bias training for search committee members in a coordinated approach.

Charter Committee on Diversity, Equity, and Inclusion staff co-chair Angie Lamb, from University College, explained that her committee is one of the few committees in the DEI realm that includes faculty, staff, and students. The committee's charge is *to advise on the formulation, review, and application of policies and guidelines that promote and support the full contributions of all of the University's diverse faculty, staff, and students; to consider and recommend actions that will help support and fulfill diversity-related commitments made by the university under the strategic plan and other programs, plans, and policies; and to provide a forum to which faculty, staff, and students may refer questions and recommendations concerning University diversity-related policies and procedures*. She commented that this a big, while also both vague and specific, charge. One of the committee's challenges lately has been the turnover in the position currently held by Dr. Tovar. Each time a new leader is appointed, the committee must start over and determine that person's priorities and expectations for the committee. However, with Dr. Tovar's appointment to the position permanently, the committee anticipates greater stability.

Prior to the pandemic, the committee had been asked to investigate what peer institutions were doing in the realm of DEI expectations for faculty. She noted that DEI is embedded in many staff job descriptions, as well as in staff job advertisements. Staff are also evaluated on DEI-based competency in their annual reviews. Information on DEI expectations for faculty at peer institutions has proven difficult to locate, however. The many different types of faculty positions have further complicated the search. After a pause for the pandemic, the committee has again taken up this work and plans to present it to administrators when it is complete. She added that the committee will also be reviewing the DEI-related goals of the Sustainability Charter Committee's action plan.

Faculty co-chair of the Charter Committee on Diversity, Equity, and Inclusion Professor Armando Duarte, from the Department of Dance, commented that the committee has been discussing its role on campus, especially during this time, and how it can become a more

significant presence at the university. The committee has decided to pursue several efforts towards this end. These efforts include, among others, establishing clarity and transparency on how the committee's role relates to decision-making and planning at all university levels; scheduling a time each semester for the university president to attend a committee meeting; and confirming that the committee reports to the executive officer for DEI, as well as clarifying the executive officer's expectation of the committee. It is essential for the executive officer for DEI to advocate for the committee, so that the committee can move into a more prominent position. The committee is seeking the authority to do tangible work, Professor Duarte explained, so that it can provide feedback when needed (it is currently unclear to whom the committee can provide feedback). This work could lead to potential intersections with shared governance and also to increased interactions with campus units, for example in advising on draft DEI-related policies. The committee needs to be able to move planning to action, Professor Duarte emphasized; right now the committee's relationship to action is nonexistent. One immediate opportunity for the committee could be to provide input on the new DEI action plan throughout the process of its development.

Professor Nisly commented that she has participated in DEI-related activity throughout her 30 years at the university. Even though the 2020 survey may have differed from previous surveys in various ways, she wondered if it was still possible to compare the results of surveys over time, to lend a historical perspective to our current situation. She also suggested that good ideas generated in the past but never brought to fruition could be reexamined and perhaps put into practice. Dr. Tovar responded that a lack of consistent data has been a challenge to the Division. The intention going forward is to adopt a standard survey model (such as the Working @Iowa effort has done) to facilitate the comparison of results over time. Ms. Marcelo added that some information has been elicited regularly, from common questions such as whether one feels valued or has considered leaving the university. A task force has been created to gather and make available some of this information from previous surveys. The current DEI action plan calls for tracking the history of DEI at the university and it is likely that this action item will be moved into the next plan, as well. Ms. Marcelo encouraged those who have been at the university for a long time to observe their units to see if long-term DEI goals are progressing, reflected, for example, in increased satisfaction with unit climate and resource allocation. Professor Nisly urged that our previous action plans around DEI be reviewed to determine progress made and to implement worthwhile but forgotten ideas.

President Yockey thanked the presenters for all of their work and indicated that the Senate officers would continue to communicate with Division staff and with the Charter Committee on DEI co-chairs. He encouraged senators to reach out to the officers with any concerns or suggestions around DEI.

- *Athletic Director Gary Barta and Presidential Committee on Athletics Chair Catherine Zaharis*

Mr. Barta began his remarks by expressing appreciation for the opportunity to hear the previous speakers. He praised Dr. Tovar, who has held positions in the Department of Athletics, for her willingness to step up at this time and take on a new role as Executive Officer of DEI. He also indicated Athletics' full support for embedding DEI goals within units and tracking progress

towards those goals. He noted that Broderick Binns was recently hired as Athletics' Executive Director for DEI. Mr. Binns is engaged in conversations with current and former student athletes and in creating sport-specific DEI action plans with measurable goals (Athletics has created DEI goals in its overall strategic plans, but not for individual sports).

Noting that he usually makes a yearly appearance before the Senate, Mr. Barta commented that academics and athletics have had a strong connection on the UI campus. The Presidential Committee on Athletics (PCA), serving in an advisory role to Athletics, is one such manifestation of this connection. Also, the Faculty Athletics Representatives (FAR's), Professor Nicole Grosland (Engineering) and Professor Liz Hollingworth (Education), report to President Harreld and work with Athletics on a near-daily basis, to assist students with their academic challenges and needs. The FAR's are also liaisons to the Big Ten and to the NCAA.

Mr. Barta thanked everyone at the meeting for their work to keep the university running during the pandemic. He praised the efforts of Athletics staff that have allowed intercollegiate sports to continue functioning. He noted that last spring, the department, along with the Big Ten and the NCAA, worked to find ways for intercollegiate athletics to return safely. The Big Ten has the most comprehensive medical protocols of any conference in the country. A student athlete who tests positive has a minimum of 17 days before they return to training and competition. Testing and screening of students and staff are widespread. These extensive protocols have allowed our athletes to train and compete safely. In August, Mr. Barta reminded the group, it had appeared that no fall sports would take place, but student athletes and parents protested. The Big Ten presidents and medical teams needed to make sure, however, that athletics could be conducted safely in the fall. All UI teams are now training and most are competing. There have been some positive COVID-19 tests among student athletes, but most of those cases have been asymptomatic. There have not been any serious illnesses or hospitalizations. Some teams have undergone "pauses" in activity because of a spike in positive test results. Medical personnel, not administrators or coaches, make determinations whether to pause activity.

In spite of the challenges of COVID-19, Mr. Barta commented, our student athletes continue to excel. UI student athletes had an overall cumulative 3.1 GPA. Marissa Mueller, a student athlete on the track team, was named a Rhodes Scholar. Competitively, our football team was ranked 15th in the country. The men's basketball team is currently ranked 15th in the country and team member Luka Garza is now considered the best collegiate player in the country. The women's basketball team is expected to participate in the NCAA tournament; one of the team's players, Caitlin Clark, is considered the best freshman in the country. Wrestling is ranked 1st. The women's gymnastics team has had its highest-ever ranking.

Turning to Athletics' financial situation, Mr. Barta acknowledged that the department has suffered a financial setback because of COVID-19. He indicated that before the decision was made to play football this fall, the department's estimated deficit was \$75 million. A limited football schedule, without fans in the stands, helped to reduce this deficit to \$50-\$60 million. As a self-sustaining unit, Athletics intends to pay that deficit back with interest over the next several years. To address the deficit, salaries were cut first, then operating budgets, then positions. Debt was also refinanced. Finally, unfortunately, the department decided to eliminate

four sports teams (men's gymnastics, men's tennis, and men's and women's swimming) after this season. The affected student athletes are still being supported, with assistance to transfer, if they decide to do so, or honoring their scholarship through graduation, if they decide to stay. A Title IX lawsuit has been brought against the department by some members of the women's swimming team. Mr. Barta could not comment on the lawsuit, but he emphasized that the university's commitment to Title IX continues to be strong.

Mr. Barta observed that in the national arena, collegiate athletics is undergoing a major shift that could be described as a modernization of college sports. Some recent innovations are cost of attendance stipends added on to scholarships and relaxation of nutrition restrictions. Mr. Barta noted that some practices already in place at UI have now been extended throughout the country, such as moving from year-to-year scholarships to four-year scholarships and the provision of medical care beyond the span of college attendance for injuries suffered while competing. There is a movement toward allowing college athletes to profit from their name, image, and likeness (NIL), such as through selling photographs or acting as a corporate spokesperson. The NCAA has not handed down any rules around NIL yet, creating a vacuum that is being filled by federal and state legislative proposals and by court decisions. Mr. Barta said that he personally supports modernization of collegiate athletics, but that he fears unintended consequences if we do not do it the right way. Some of these consequences could include sports booster involvement, pressure on sports that do not generate revenue, and Title IX issues. Any changes that are made, he continued, should be grounded in education and in broad-based opportunities for the 400,000 student athletes across the country. In concluding his remarks, Mr. Barta thanked Professor Catherine Zaharis, chair of the PCA, and the members of the PCA for their dedicated service.

President Yockey requested that Mr. Barta expand a bit more on NIL and on the concept of "pay for play," which is also gaining in popularity. Mr. Barta explained that student athletes on scholarships receive tuition, room, and board. They also receive medical support, additional food, and academic support. The estimated cost for all of this support is about \$75-\$80 thousand annually, provided by Athletics. Through NIL, a student athlete can earn money outside the university. For example, Mr. Barta commented, Hy-Vee is a corporate sponsor of UI athletics. The company pays for the opportunity to have public exposure to our fan base. If a student athlete decided to do a commercial for Fareway, the student athlete would be paid directly by Fareway, causing direct competition between Hy-Vee and Fareway. Hy-Vee's sponsorship of UI athletics benefits all UI student athletes, while the Fareway payment would only be made to one student athlete. In this situation, the individual's right has superseded the department's ability to make money. This is a complicated issue, Mr. Barta acknowledged, that the NCAA is trying to address. Professor Dobyms asked if a student athlete would be prohibited from wearing UI logos while engaged in the paid activities. Mr. Barta indicated that this is one of the issues that the NCAA is looking at, along with the development of a transparent reporting mechanism for outside income.

- *President's Report (Joe Yockey)*

In the interest of time, President Yockey indicated that he would send his report to the senators in an email message. [Text from the distributed report is appended to these minutes.]

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

V. Executive Session: Governmental Relations Update (Pete Matthes, Senior Advisor to the President and Vice President for External Relations and Keith Saunders, Director of State Relations, Office of Governmental Relations)

Vice President Marshall moved and Professor Carlson seconded that the Senate move into executive session, inviting Mr. Matthes, Mr. Saunders, Professor Dobyns (current chair of the Governmental Relations Committee), and Professor Anthony (former chair of the Governmental Relations Committee) to remain. The motion carried unanimously.

Mr. Matthes and Mr. Saunders provided an update on governmental relations and answered questions from senators.

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

VI. Announcements

- Regents Awards for Faculty Excellence Recipients
President Yockey announced the recipients of the 2021 Regents Award for Faculty Excellence: Charles Connerly (School of Planning & Public Affairs), Claire Fox (English), Brian Hand (Teaching & Learning), Jeffrey Murray (Pediatrics), Stanley Perlman (Microbiology & Immunology), Michelle Scherer (Civil & Environmental Engineering)
- The next Faculty Council meeting will be Tuesday, March 9, 3:30-5:15 pm, via Zoom.
- The next Faculty Senate meeting will be Tuesday, March 23, 3:30-5:15 pm, via Zoom.

VII. Adjournment – Professor Brochu moved and Professor Pizzimenti seconded that the meeting be adjourned. The motion carried unanimously. President Yockey adjourned the meeting at 5:15 pm.

Appendix I – Items from President's Report (distributed electronically to senators on February 10, 2021)

- The Faculty Senate is now accepting nominations for the Michael J. Brody Award for Faculty Excellence in Service to the University and the State of Iowa. Recipients will receive \$1,000 and a commemorative object that was designed by a graduate art student. This is one of the finest recognitions for faculty; it was created by faculty, for faculty, and is awarded in memory of [Professor Michael J. Brody](#). Nominations are due

by Friday, March 5. More details about the nomination process are available on the Faculty Senate [website](#).

- Faculty Senate election season is rapidly approaching. Candidate nominations are being finalized for the four Colleges conducting elections this year: Business, Law, Medicine, and Public Health. Voting in each College's election will run from February 26 to March 6. More information is available [here](#).