

FACULTY COUNCIL
Tuesday, April 13, 2021
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. Rodríguez-Rodríguez, J. Yockey.
- Councilors Excused: None.
- Councilors Absent: None.
- Guests: M. Breaux (Follett), A. Butali (International Travel Policy Committee), C. Campbell (International Travel Policy Committee), J. Caron (Follett), A. Duarte (Charter Committee on Diversity, Equity, and Inclusion), A. Flaming (Center for Teaching), L. Geist (Office of the Provost), A. Lamb (Charter Committee on Diversity, Equity, and Inclusion), R. Lehnertz (Vice President for Finance and Operations), S. Martin (*Daily Iowan*), H. Mineart (Staff Council), B. Nelson (IMU), K. Peters (Iowa Hawk Shop), A. Reams (Division of Student Life), S. Seagren (Division of Student Life), G. Smith (*Daily Iowan*), C. Wanat (Emeritus Faculty Council), 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 Brogden moved and Professor Glass seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Council Minutes (March 9, 2021) – Professor Treat moved and Professor Glass seconded that the minutes be approved. The motion carried unanimously.
- C. Draft Faculty Senate Agenda (April 27, 2021) – President Yockey noted that there would be two parts to this meeting (the final meeting of the current Senate and the organizational meeting of the new Senate). Information on candidates will be sent soon. The officer election will likely be carried out electronically again this year. Professor Russell moved and Professor Pizzimenti seconded that the draft agenda be approved. The motion carried unanimously.
- D. Faculty Senate and Council Election Results (Joe Yockey) – Professor Sheerin moved and Professor Pizzimenti seconded that the Faculty Senate and Council election

results be approved. The motion carried unanimously. Professor Yockey thanked departing Councilors Professor Sheerin and Professor Gerke for their service.

- E. 2021-22 Committee Recommendations (Teresa Marshall, Chair, Committee on Committees) – Vice President Marshall indicated that a few vacancies have yet to be filled. In response to a question, she explained that, in most cases, applicants had been contacted, but had not yet responded, and in a few cases, applicants were still being recruited. Professor Russell moved and Professor Glass seconded that the 2021-22 committee recommendations be approved. The motion carried unanimously.

III. New Business

- *Revisions to the UI Travel Policy (Azeez Butali and Colleen Campbell, International Travel Policy Committee)*

Professor Campbell explained that the International Travel Policy Committee is seeking feedback on the revised policy. Revisions to the policy were precipitated by complications university travelers experienced during the onset of the COVID-19 pandemic. Professor Butali indicated that a mechanism existed within the current policy to contact and recall *students* from abroad, but that there was no similar mechanism to contact and recall *faculty members*. Professor Campbell further noted that when a faculty member fills out trip information in ProTrav *prior* to departure, a travel insurance policy is then activated for that faculty member. If the faculty member waits to fill out trip information until *after* returning, then the travel insurance policy has not been activated and getting reimbursed for claim expenses can be difficult. ProTrav also allows for the designation of contact persons (both locally and at the destination), who can find the faculty member in case of an emergency.

Professor Joseph asked if the policy covered travel related to service for professional organizations, even if such travel is not funded by the university. Vice President Marshall commented that she enters all of her travel for professional organizations in ProTrav, even if that travel is not paid for by the university, because such travel is an extension of her faculty role. Professor Butali noted that, additionally, once the trip is in the ProTrav system, the travel insurance will be activated and the traveler will begin receiving U.S. State Department notices of any potential dangers in the destination location. Secretary Rodríguez-Rodríguez commented that she always enters her professional travel in ProTrav, as well, even if the university is not paying for the trip, because of the reasons indicated earlier, but also so that a record is created of her faculty work off campus.

President Yockey noted a passage in the revised policy that sparked some concern among the Senate officers; this passage indicates that a trip request could be denied by the university or by the Board of Regents. While it is unlikely that denials would be frequent, the officers wondered if academic freedom could be infringed by a trip denial. Professor Yockey urged Councilors to review the revised policy and convey any questions or feedback to Professors Campbell and Butali in the next few days. He noted that the Faculty Senate's Faculty Policies and Compensation Committee is also reviewing the revised policy and planning to send feedback.

- *Campus Bookstore Privatization (Bill Nelson, Associate Dean and Executive Director, IMU; Kirk Peters, Associate Director, General Merchandise, Iowa Hawk Shop; Angie Reams, Associate Vice President and Dean of Students; and Scott Seagren, Business Officer, Division of Student Life)*

President Yockey commented that over the past several days, he had increasingly begun to hear from faculty members about concerns over procedures being developed around textbook purchasing as a consequence of the privatization of the campus bookstore, the Iowa Hawk Shop. High among these concerns was the financial impact of the changes on local bookstores, which have also supplied books for university classes. As background, Dr. Nelson explained that privatization of the campus bookstore has been discussed sporadically for many years. In late fall 2019 and early spring 2020, however, the directive was given to move forward with the privatization process, specifically by identifying a company to manage the day-to-day operations of the Iowa Hawk Shop and university bookstore. Scott Seagren, the business officer for the Division of Student Life, led this effort. Since last fall, news of the impending privatization has been publicized to the campus and the community. Follett Higher Education Group was eventually awarded the contract, because this company provided the best financial terms and the best care for the current bookstore staff, in addition to their industry expertise and relationships with publishers. In their bid, Follett also emphasized their support for faculty and their affordability options for students. On March 12, the Board of Regents formally approved the contract. The transition process began the next week. On April 22 the store will close and then reopen on April 26 under Follett management.

Dr. Nelson indicated that some changes would take place under the new management. For example, faculty members will be required to list their course materials with the Iowa Hawk Shop, but they will also be free to list their course materials with other vendors, if they choose to do so. When students log in to MyUI, they will find the Iowa Hawk Shop as the sole location for their course materials, but other vendors can be listed on course syllabi. The university's relationships with Unizin and ICON Direct for electronic materials will not change, however. Dr. Nelson and Mr. Seagren have been participating in numerous information sessions about the transition to Follett. Two information sessions for DEO's, departmental administrators, and faculty will be held on April 27 and April 28 and will be hosted by Follett officials.

Dr. Nelson then introduced Matthew Breaux, Follett regional manager, who in turn introduced Joey Caron, Follett Group vice president and also a member of the operations team that will support the bookstore moving forward. Mr. Caron emphasized that Follett's "job number one" is to ensure that the needs of the campus community are met through Follett's services. He indicated that Follett has in place a dedicated course materials team that is already working hard from afar to be ready to fill course material orders on time and at the right price. Kirk Peters, from the Iowa Hawk Shop, indicated that he has been with the bookstore for over 18 years and will now transition to the Follett team. He commented that he is eager to continue to serve the university going forward.

Professor Glass asked if any faculty members had been consulted about privatization of the university bookstore. He had gotten the impression that faculty members were completely surprised by this decision. Dr. Nelson responded that the first group consulted was the Provost's

Office, followed by central officials in finance and IT (including those involved in teaching technology). There was also a brief conversation with President Yockey. No faculty members, however, served on the committee that evaluated bids from companies. Professor Glass commented that there had been concern among faculty members that the Prairie Lights bookstore downtown would be negatively impacted financially by the new requirement that all textbooks be listed with the UI bookstore. Many faculty members in his department, for example, order their books exclusively through Prairie Lights. He added that, the more he learns about the new contract with Follett, however, he becomes less concerned about the impact on Prairie Lights, because faculty members will not be prevented from listing their books with entities other than the UI bookstore. He emphasized that this fact is not widely known yet among faculty members, leading to the concerns they have expressed to him.

Dr. Nelson acknowledged that communication to faculty members and departmental administrators will be essential in the coming weeks to clear up any confusion, hence the planning of the two informational sessions later this month. As more context for the privatization of the Iowa Hawk Shop, he reminded the group that the bookstore had to be closed as a result of the flood of 2008 and moved to the Old Capitol Centre. Although it eventually reopened in the IMU, it never really regained its footing there. The university bookstore industry has also changed tremendously since 2008. The IMU and the bookstore have been the drivers of very important student programs and initiatives, but recently the IMU has not been in a position financially to support these programs and initiatives to the extent needed. The contract with Follett will now allow the IMU to support very mission-central, strategic student life programming, initiatives, events and organizations to a degree not previously possible. Dr. Nelson added that several student organizations, such as the University Lectures Committee, have developed strong relationships with Prairie Lights that will certainly continue.

Vice President Marshall asked if UI bookstore gift cards will be accepted by Follett. Mr. Caron indicated that a seamless process is being put into place to honor such gift cards.

- *Senate Officer Election Resolution (Teresa Marshall)*

Vice President Marshall reminded the group that Senate officer elections are typically held via paper ballots at the last Senate meeting of the academic year. Last year, because the Senate was meeting virtually as a result of the pandemic, the elections were conducted electronically prior to the meeting. This method was perceived to be more confidential and more secure than voting over a Zoom poll. Vice President Marshall proposed a similar process for the officer elections this year. Candidate statements would be sent out prior to the election along with a call for nominations (this call would normally be made at the in-person meeting). Voting would likely open on April 21 and close on April 26. Professor Richard Fumerton, chair of the Committee on Elections, would then attend the April 27 Senate meeting to announce the results of the election. In response to a question, Vice President Marshall and President Yockey noted that the election turnout was higher last year with the electronic election than it was in previous years with paper ballots.

Vice President Marshall then introduced the following resolution for Council approval:

WHEREAS, the University of Iowa has advised that university meetings take place in an online format during the 2020-2021 academic year to reduce risk of exposure to COVID-19; and

WHEREAS, because of the advised virtual meetings, all University of Iowa Faculty Council and Faculty Senate meetings for the 2020-2021 academic year must occur remotely through an online video conferencing platform; and

WHEREAS, by holding all Faculty Senate meetings in an online format, the 2021 Faculty Senate Officer Elections can no longer occur in person on April 27, 2021; and

WHEREAS, the ability to conduct the 2021 Faculty Senate Officer elections is necessary to ensure the viability, sustainability, and continuing operational capacity of the Faculty Senate;

THEREFORE, the Faculty Council of the University of Iowa resolves as follows.

RESOLVED, that the Faculty Council recognizes the circumstances created by the COVID-19 pandemic in relation to the Faculty Senate's ability to conduct meetings and elections during the 2020-2021 academic year.

RESOLVED, that the Faculty Council authorizes the Faculty Senate Committee on Elections to conduct the 2021 Faculty Senate Officer elections remotely through the secure Qualtrics online voting system in lieu of in-person balloting.

Professor Treat moved and Professor Brogden seconded that the resolution supporting movement of the 2021 Faculty Senate officer elections from in-person balloting to online voting be approved. The motion carried unanimously.

- *Council Roundtable: 2021-22 Planning (Teresa Marshall)*

President Yockey indicated that this agenda item was an opportunity for Councilors to suggest policy initiatives for the Senate to consider pursuing in the coming year. Vice President Marshall further commented that, after the past year of COVID-19, civil unrest, leadership instability, and other challenges, she anticipated that we would eventually see a new normal, but that may take some time to evolve. She also hoped for leadership stability and the creation of a better environment for our underrepresented minority faculty, staff, and students. In the recent past, the Council has generated some suggestions that the officers have worked to address, but it is unclear if these issues are still pertinent today. There may now be more pressing issues to focus on. Vice President Marshall asked the Councilors to suggest topics to address in the coming year.

Professor Nisly urged that the Faculty Senate's cap (no more than 20% of the collegiate delegation, or one senator, whichever is greater) on clinical-track representation be reconsidered. She noted that the clinical track is today a very vibrant part of the Carver College of Medicine. Clinical-track faculty are currently serving in CCOM leadership roles and making a large variety of contributions to the college. Professor Nisly added that the cap was established many years ago when there was a different view of faculty contributions; it is now time to lift or change this cap, so that Senate representation more fairly matches faculty composition. Vice President Marshall commented that the cap likely reflects the early days of the clinical track,

when colleges kept their percentages of clinical-track faculty very low. Since then, the percentages of clinical-track faculty in the colleges have greatly increased.

Professor Joseph suggested that we continue to strengthen shared governance at the university, perhaps through the implementation of new mechanisms or new forms of communication, so that shared governance and administration are better aligned. President Yockey commented that the transition to a new UI president could give us the opportunity to pause and analyze the relationship between shared governance and administration, to see where improvements could be made. He added that the candidates for the UI presidency are being asked to describe their approaches to shared governance clearly and in detail, both at the university level and within the colleges. Vice President Marshall noted that, as the Faculty Senate president-elect, her interactions with the new UI president will likely set the stage for Senate-president relations for years to come.

Professor Treat observed that there has been an increase in concerns about mental illness over the past year for various reasons. We need to make sure that the university has the resources to provide adequate mental health support for our constituents. In her own teaching experiences recently, she has encountered many more students than usual who require mental health services. If our current level of counseling support is not adequate to meet the need, we might consider advocating for additional resources. Professor Erdahl added that counselors should reflect the diversity of those who are seeking mental health services. Vice President Marshall noted that food and housing insecurity also impact our students. President Yockey observed that there have been efforts to embed counseling services within individual colleges.

- *Closing Policy Update (Joe Yockey)*

President Yockey turned to an update on policy initiatives first proposed by the Council over a year ago, just prior to the pandemic. One of these initiatives was to develop processes at both the university and the collegiate level for the faculty evaluation of academic administrators (“evaluating up”). For guidance, the Senate officers looked to the College of Education, which has already implemented a successful model for a “360 degree” evaluation of the dean. Thus far, the officers have held some preliminary conversations with the Provost’s Office about creating a process that could be included within the existing Operations Manual reviews of deans and other administrators. President Yockey pointed Councilors toward a document circulated to them prior to the meeting. This document, *Guide to Evaluating Collegiate and Departmental Academic Administrators 2020-21*, proposes survey questions to elicit feedback on administrators’ performance. These questions were adapted from both the UI College of Education survey instrument, as well as from similar survey instruments from peer institutions, especially the University of Illinois.

President Yockey continued, noting that his hope was that, after the Council and the Faculty Senate’s Faculty Policies and Compensation Committee had reviewed the document, going forward there would be two tracks of activity. One track would be continued conversation with the Provost’s Office in order to establish a university-wide policy. The other track would involve collegiate shared governance in an effort to implement the policy on the local, collegiate level. As part of this latter effort, President Yockey will make a presentation to the Council of Deans about the proposed policy. He encouraged Councilors to engage their collegiate faculty shared

governance groups in conversations about the proposal, as well. Professor Joseph commented that a similar review process already exists in the College of Nursing. She asked who should be considered an administrator for the purpose of the review; the dean and associate deans are reviewed in her college, but not the assistant deans, even though the assistant deans have extensive interaction with faculty. She suggested that the proposed policy specify who is to be reviewed. President Yockey commented that the current proposal is flexible on this issue, given the wide variety of administrative roles across colleges.

- *Charter Committee on Diversity, Equity, and Inclusion Co-Chairs Armando Duarte and Angie Lamb*

President Yockey welcomed the co-chairs to the Council. He commented that, from recent conversations with Executive Officer and Associate Vice President, Division of Diversity, Equity, and Inclusion Liz Tovar, it appears that there is a desire to refine and clarify reporting systems and chains of communication so that all units on campus engaged in diversity, equity, and inclusion (DEI) work are not duplicating efforts or acting at cross-purposes. President Yockey explained that the Faculty Senate had formed a task force on DEI last year. This task force had developed proposals, but some of the proposals were duplicative of other efforts on campus. He asked what model would work best for Faculty Senate and Council to utilize for ideas about DEI reform or policy proposals. Should these ideas first be submitted to the charter committee for review? He added that last fall the Senate had approved two recommendations developed by the Senate DEI task force (making Election Day a university holiday or a no-class day and establishing a DEI-themed week each fall semester). The Council has proposed the development of new ways to recognize faculty achievement; there may be some intersection with DEI issues.

Ms. Lamb indicated that she is Assistant Director in the Office of Academic Support and Retention. Much of her job is focused on DEI efforts, including work with first-generation students. Ms. Lamb went on to explain that the Charter Committee on Diversity, Equity, and Inclusion has struggled in recent years to find its footing. During her five years on the committee, there have been four different people serving in the role currently filled by Dr. Tovar. Each time the committee decided on a direction, there would be a change in leadership, so the process would need to be started over. The charter committee also does not have any funding, and it has very little agency. When Dr. Tovar assumed her new role, the charter committee members expressed their concerns about this situation to her. She suggested that one role for the charter committee, as the only DEI-related committee at the university level that includes faculty, staff, and students, could be to serve as a collector of information on campus-wide DEI activity. In keeping with this role, next year the charter committee will begin inviting as many DEI-related campus committees as possible to report on their activities to the charter committee. The charter committee can then convey all of this gathered information back to Dr. Tovar.

Describing other recent work of the charter committee, Ms. Lamb explained that the members have been seeking information about how faculty members at peer institutions are evaluated on their DEI work. There are many faculty members on our campus who devote considerable time to this work, but they do not get any credit for it professionally. She expressed the opinion that this is a problem. The compiled report can be made available to the Senate.

Professor Duarte continued, explaining that we all must evaluate within our departments and programs what DEI efforts are working and which are not. We also need to determine what areas have been neglected. This is a time of great momentum regarding DEI. We should listen carefully to the presidential candidates as they speak about DEI, so that we can separate the real substance of their remarks from the “sugar coating.” It is essential going forward that everyone is invited to the table for open, honest discussion. We can all analyze our own disciplines to determine how best to incorporate DEI into our faculty work. How should DEI work be incorporated into evaluation, promotion, and tenure decisions? These are also important questions to consider.

Professor Nisly commented that she had once served as the faculty co-chair for the Charter Committee on Diversity, Equity, and Inclusion. The charter committee had at that time also struggled with defining its role on campus. The charter committee was supposed to advise the UI president and the provost, but in fact never met with either of them. She found the charter committee to be most effective when it had a close relationship with the then-chief diversity officer. Professor Nisly advised that the charter committee serve as a vehicle for bringing the numerous campus diversity committees and councils together to find common ground and develop joint projects and initiatives. Professor Duarte responded that these were indeed issues that the charter committee members had discussed with Dr. Tovar. He added that the charter committee members had raised the question of whether they would be consulted prior to the implementation of DEI-related plans. The charter committee members also advocated for increased communication between upper administration and all the DEI-related committees on campus, perhaps through a once-per-semester informal gathering. Even those individuals who are not part of a committee but are passionate about DEI could be invited.

President Yockey commented that such gatherings could be a way for DEI-interested individuals to find ways to join with others to carry out initiatives. The charter committee could play a valuable role as a liaison in bringing people together. Secretary Rodríguez-Rodríguez thanked the co-chairs for the charter committee’s valuable work. She observed that we do not have the chance to hear stories about the daily lives of our faculty members, for example, what is it like to be an African-American faculty member on campus? The charter committee could create opportunities for those stories to be heard. Professor Duarte commented that the charter committee members had begun sharing their DEI-related stories among themselves; this has contributed to a stronger bond among them. Ms. Lamb added that the committee is uniquely positioned to serve as a venue for bringing people together.

- *Presidential Search Update (Joe Yockey and Teresa Marshall)*

President Yockey noted that the first of four presidential candidates had just finished her visit to UI for on-campus interviews. Feedback forms become available when each candidate’s name is announced and will remain open throughout the on-campus visits. Meetings with shared governance take place on the second day of each candidate’s visit; Councilors have been invited to participate.

- *President's Report (Joe Yockey)*

President Yockey reminded the group that two high-level administrative internal searches have been launched, for the associate provost for graduate and professional education/dean of the Graduate College and for the faculty ombudsperson. Applications should be received by April 15 for best consideration.

The Senate officers are still in the process of formulating the review committee for the instructional-track policy. This is a Senate committee but will be formed in consultation with the Provost's Office.

Turning to legislative issues, President Yockey noted that the bill to ban tenure did not survive the second funnel. The free speech and divisive topic bills are still alive, however, and the university continues to follow developments closely.

Professor Treat asked about any impact that the Senate's *Resolution Expressing the Faculty Senate's Expectation for Joint Faculty Participation in Decisions to Appoint Academic Leaders*, approved by the Senate last month, has had. President Yockey responded that, while there has been no direct response from UI administrators, the first presidential candidate was aware of the resolution.

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

V. Announcements

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

VI. Executive Session

Vice President Marshall moved and Professor Pizzimenti seconded that the Council move into executive session. The motion carried unanimously.

President Yockey announced the recipients of the 2021 Michael J. Brody Award for Faculty Excellence in Service to the University and the State of Iowa. This information will be publicly announced at the April 27 Faculty Senate meeting.

Professor Treat moved and Professor Pizzimenti seconded that the Council move out of executive session. The motion carried unanimously.

VII. Adjournment – Professor Treat moved and Professor Russell seconded that the meeting be adjourned. The motion carried unanimously. President Yockey adjourned the meeting at 5:20 pm.