

**FACULTY SENATE**  
**Tuesday, April 27, 2021**  
**3:30 – 5:15 pm**  
**Zoom**

**MINUTES**

- Senators Present: F. Ahmad, D. Andersen, D. Anderson, S. Ashida, B. Ayati, S. Bodine, A. Brian, N. Brogden, J. Buckley, C. Campbell, M. Cantrell, M. Carvour, M. Charlton, C. Cherwin, M. Cunningham-Ford, A. Curtius, R. Curto, S. Dayal, L. Durairaj, S. Elangovan, L. Erdahl, A. Estapa, A. Farag, A. Gerke, P. Gilbert, S. Girotra, E. Gillan, L. Glass, A. Grooms, J. Halekas, N. Handoo, K. Hegarty, Y. Imai, D. Jalal, B. Janssen, L. Joseph, A. Kitchen, M. Kivlighan, J. Kline, M. McDermott, A. Merryman, K. Messingham, D. Meyerholz, T. Midtroed, N. Nisly, J. Paige, K. Parker, H. Parrish, G. Pierce, M. Pizzimenti, P. Polgreen, A. Prince, G. Russell, C. Sheerin, L. Song, S. Sosale, A. Strathman, C. Swanson, T. Treat, A. Vijn, E. Welder, P. Wesely, D. Wilder, L. Zingman, M. Zmolek.
- Officers Present: T. Marshall, A. Rodriguez-Rodriguez, J. Yockey.
- Senators Excused: C. Bradley.
- Senators Absent: J. Barker, M. Bhatti, C. Brochu, J. Carlson, A. Chauhan, B. Dixon, C. Grueter, S. Harwani, A. Jaynes, P. Kaboli, J. Kayle, A. Panos, Y. Sato, J. Streit, A. Vikram.
- Guests: M. Biger (Sustainability Charter Committee); M. Breaux (Follett); B. Brown (*Daily Iowan*); A. Flaming (Center for Teaching); R. Fumerton (Election Committee); J. Garfinkel (Funded Retirement and Insurance Committee); L. Geist (Office of the Provost); L. Graham (Anthropology); E. Hildebrandt (*Daily Iowan*); E. Irish (Sustainability Charter Committee); D. Johnsen (Dentistry); M. Khandelwal (Anthropology); M. Lehan Mackin (College of Nursing); S. Martin (*Daily Iowan*); W. Nelson (IMU); K. Peters (Iowa Hawk Shop); C. Reardon (University Human Resources); S. Seagren (Division of Student Life); J. Troester (University Human Resources); C. Wanat (Emeritus Faculty Council); D. Witt (Faculty Policies and Compensation Committee); C. Zaharis (Finance); L. Zaper (Faculty Senate Office); J. Zerwic (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 Glass seconded that the agenda be approved. The motion carried unanimously.
- B. Faculty Senate Minutes (March 23, 2021) – Professor Jalal moved and Professor Gillan seconded that the minutes be approved. The motion carried unanimously.
- C. Faculty Senate and Council Election Results (Joe Yockey) – President Yockey presented the results of the 2021 Faculty Senate and Faculty Council elections. Professor Ahmad moved and Professor Sheerin seconded that the 2021 election results be approved. The motion carried unanimously.
- D. 2021-22 Committee Recommendations (Teresa Marshall, Chair, Committee on Committees) – Vice President Marshall presented the recommendations of the Committee on Committees for individuals to fill vacant positions on charter, university, and Faculty Senate committees beginning with the 2021-22 academic year. She noted that there are still some vacancies to be filled. These appointments will be approved in the Fall. Professor Gillan moved and Professor Treat seconded that the 2021-22 committee recommendations be approved. The motion carried unanimously.
- E. 2019-20 Motion Summary – Vice President Marshall presented the 2019-20 motion summary. Professor Treat moved and Professor Glass seconded that the motion summary be approved. The motion carried unanimously.

## III. New Business

- *Campus Bookstore Privatization (Bill Nelson, Associate Dean and Executive Director, IMU and Scott Seagren, Business Officer, Division of Student Life)*

Dr. Nelson explained that the decision whether to outsource the Iowa Hawk Shop bookstore has been discussed for years. In the spring of 2020, the IMU was finally directed to begin the request for qualifications (RFQ) process to secure an outside management company to operate the bookstore. Last summer, Dr. Nelson and Scott Seagren began talking to numerous campus partners (Provost's Office, IT, Finance & Operations, the Office of Teaching and Learning Technology, etc.) about this decision. In September, bookstore staff, followed by the campus community, were notified that the RFQ process had begun. Two industry experts were identified, Follett Higher Education Group and Barnes & Noble. Follett was eventually selected because of their care for the current bookstore staff, their financial terms, their strong relationships with publishers, their commitment to working with faculty, and their affordability for students. The contract was approved by the Board of Regents on March 12 and the transition process began the next week. Dr. Nelson added that all bookstore employees were retained who wanted to be retained and that special retirement arrangements were secured for several long-term bookstore employees. On April 22 the bookstore closed and then reopened yesterday, April 26, under Follett management.

Dr. Nelson stressed that faculty members can continue to list their course book selections with community vendors, such as Prairie Lights, if they would like, but they *must* list their book selections with the Iowa Hawk Shop. All purchasing options can appear on the syllabus for a class. On MyUI, however, students will only see the Iowa Hawk Shop, ICON Direct, and the College of Law bookstore as options. Addressing various other concerns that have recently

arisen, Dr. Nelson indicated that the bookstore would offer a 20% departmental discount and a 10% individual faculty/staff discount. Gift cards purchased prior to the transition would still be honored. Dr. Nelson invited faculty members and departmental administrative staff to attend an information session tomorrow over the noon hour. Kirk Peters, director of the Iowa Hawk Shop, commented that he has been with the Iowa Hawk Shop for over 18 years and looks forward to serving the campus community with Follett.

- *Faculty Policy Discussion: Clinical Track, Instructional Track (Ed Gillan and Doris Witt, Faculty Policies and Compensation Committee Co-chairs)*

Professor Gillan explained that the Faculty Dispute Procedures are a large and complex policy located within the Operations Manual. While most faculty members may think of the dispute procedures as a recourse for a denial of tenure or promotion, the Provost's Office also can make use of the procedures to deal, for example, with unacceptable performance by a faculty member or with ethics violations. The dispute procedures were adopted when the tenure track was the only faculty track at the university. When the clinical track was created in the mid-1990's, the dispute procedures were made applicable to clinical-track faculty, as well. Access to the procedures was also granted to research-track faculty, when the research track was approved in 2008. In 2015-16, however, as the instructional-track faculty policy was being created, a separate dispute process was developed for that track. At the time, administrators appeared to have a long-term goal of merging all of the contract-based tracks into a set of dispute procedures separate from those for the tenure track. The Provost's Office is now in the process of drafting a set of dispute procedures applicable only to the contract-based tracks. The Faculty Policies and Compensation Committee (FPCC) has been invited to review and comment on the draft procedures. While some changes may be made to the dispute procedures for the tenure track, at this time it appears that those changes will be minor. In addition to reviewing the proposed drafts of UI dispute procedure policies, the FPCC is also investigating the dispute procedures in place at our peer institutions, both to determine whether our policies are outliers and to find possible models for our policies. Professor Witt added that the FPCC is considering surveying faculty in the affected tracks to elicit their views on proposed changes. Professor Gillan noted that the Council and Senate may see revised versions of the dispute procedures come before them for consideration next year.

Professor Glass speculated that pending state legislation related to free speech may generate disputes to be resolved via the Faculty Dispute Procedures. He urged the FPCC to make sure that the revised procedures can accommodate these types of disputes. In response to a question, Professor Gillan commented that faculty from a variety of tracks serve on the [FPCC](#). Additional members can be brought on as necessary to work on specific policy issues. President Yockey noted that the proposed revised dispute procedures have not yet been presented to the colleges for review. He urged Senators to stay informed regarding collegiate shared governance efforts to provide feedback on the proposed revision. He also reminded the group that the procedures can cover a wide range of disputes. President Yockey expressed the view that, around the country, when strong dispute procedures are in place with peer review as a central component, violation of faculty rights has been prevented. Professor Witt observed that this is an important reason to research procedures in place at other institutions.

Professor Ahmad asked for clarification regarding the anticipated changes to the procedures for all tracks. Professor Gillan explained that the procedures for the clinical and research tracks would become similar to the current procedures for the instructional track, thus creating a two-tiered system – one for the tenure track and one for the contract tracks. It is too early to tell what changes might come to the procedures for the tenure track, but some ideas being proposed might change the composition of the peer review panels. Small issues of timing and process might change, as well. Core components will likely remain in place, however. President Yockey thanked the co-chairs and the entire FPCC for their work this year. He also noted that the instructional-track policy will soon undergo its five-year review. The officers and FPCC co-chairs, in coordination with the Provost's Office, are working on identifying members for the review committee.

- *TIAA Farmland Resolution (Joni Troester, Senior Assistant Vice President & Deputy Chief Human Resources Officer and Representatives from the Sustainability Charter Committee)*

President Yockey reminded the group that the Sustainability Charter Committee had first introduced this resolution to the Faculty Council last fall. On March 9, the Council voted to approve the resolution and submit it to the Senate for consideration. The Council's vote had followed a series of three meetings that had included presentations by internal faculty and staff members and external guests from TIAA and several non-governmental organizations (NGO's). The Senate had received a packet of information to provide background on this issue.

Speaking on behalf of the Sustainability Charter Committee, in support of the resolution, was Professor Laurie Graham from Anthropology. Professor Graham explained that for the past 30 years she has been documenting the devastating social and environmental effects of massive, unregulated, monocrop agribusiness expansion in the Brazilian savanna, the Cerrado, which she characterized as one of the world's environmental hotspots. This agricultural practice is causing deforestation, drying of major river systems that feed the Amazon, massive fires, pesticide contamination, illness, and dramatic increases in racism and human rights violations. Professor Graham asserted that our TIAA retirement funds are fueling this devastation. TIAA's greatest concentration of farmland holdings is now located in the central Brazilian Cerrado. Often, this farmland is in areas where other people have legitimate, even constitutionally-guaranteed claims to land titles. Although TIAA maintains that it does not purchase land-grabbed farms, public lands, or lands that are claimed by legally-protected groups like indigenous communities, Professor Graham commented that it is impossible to verify these claims, given the information that TIAA discloses. A farmland map recently provided by TIAA does not indicate farm locations, but rather general areas. Professor Graham expressed the opinion that TIAA's reports are misleading; they "greenwash" and "social-responsibility wash." She added that international groups concerned about TIAA's farmland acquisitions have been investigating TIAA's claims. These groups have found numerous inconsistencies in cases where they have been able to identify and investigate TIAA-owned farms. Professor Graham stated that the resolution being proposed seeks to rectify the problem of verification by obliging TIAA to fully disclose information about its farms.

In December 2020, Professor Graham continued, Brazil's national land-regulating agency concluded that TIAA had violated a Brazilian law that limits foreign ownership of farmland. The

agency noted that TIAA was not able to demonstrate the legal origin of its land titles and recommended that all land purchases by TIAA's subsidiaries since 2010 (when TIAA entered the market) be annulled. Professor Graham commented that besides promoting land grabbing, destructive monocropping, deforestation, toxic pesticide pollution, and human rights violations, TIAA's illegal Brazilian farm investments hardly demonstrate responsible stewardship of our retirement funds. Results of TIAA's farmland commodification can be viewed closer to home, she continued, in places like Illinois, California, and the Mississippi Delta. She expressed the view that TIAA is creating a system in which U.S. farmers are no longer business owners, but tenants with leases who assume risks. She noted that TIAA representatives have suggested that this system allows farmers to expand their operations and operate at scale, so that they can afford new and better equipment and technologies. She countered that TIAA is instead buying up family farms and renting the land to larger farms, facilitating their expansion and edging out the smaller family farmer. An Iowa farmer, Patti Naylor, who spoke at the March 9 Council meeting, had stated that young people do want to farm, but cannot afford to buy land because investment firms like TIAA are driving up prices and turning farmland into a financial asset class for large-scale investment.

While at present farmland may be only a small percentage of TIAA's portfolio, Professor Graham observed, this is because financialization of farmland is a new phenomenon. TIAA is the world's largest institutional investor in farmland and has signaled its commitment to expanding the farmland market. As financial companies plow money into farmland, a massive transfer of land is on the horizon, advancing a huge change in farming practices and the production of food. In a letter included in the Senate's packet, Naylor wondered what would become of our once vibrant rural communities. Also, what would become of our local environments if farms are managed remotely by business investors who have no local stakes? Professor Graham took issue with TIAA representatives' claims that it is feeding the world, that it is producing the necessities of life, and that it is helping to meet the United Nations sustainability goal of zero hunger. She expressed the view that commodity monocropping contributes to food insecurity by eliminating crop diversity on lands that historically feed local communities. The crops produced are used for animal feeds, sugars, oil used to create fuels that contribute to greenhouse gas emissions, and processed foods that are major contributors to diet-related disease epidemics.

In 2017, Professor Graham was part of an expert delegation that met with TIAA representatives. The delegation had hoped to engage in meaningful dialogue regarding transparency and due diligence. The outcome of the meeting was disappointing to Professor Graham and convinced her that TIAA would only move toward implementation of more transparent and ethical investment practices under pressure from its clients. She noted that when TIAA learned of the resolution, it sent high-level representatives to meet with Faculty Council, confirming her conclusion that TIAA only responds to its clients' concerns. This is why Faculty Senate must pass this resolution, she stressed. Professor Graham reminded the group that in 2019, Faculty Senate passed a resolution committing to sustainability and environmental stewardship on our campus. Now, the College of Liberal Arts and Sciences has adopted a general education sustainability requirement. How ironic, therefore, she commented, that our retirement funds are supporting land-grabbing and one of the least sustainable investment enterprises on the planet.

Professor Graham emphasized that the proposed resolution is not radical. It is simply a formal declaration that the university faculty want TIAA and its subsidiary companies to honor its stated commitments to sustainability and to act more responsibly and transparently. If Faculty Senate does not pass this resolution, nothing will change. We share a moral responsibility to hold TIAA accountable for implementing best practices with our money. On behalf of the Sustainability Charter Committee, Professor Graham urged Senators to honor the university's commitments to sustainability and to become a leader in what is now a growing movement to hold TIAA to its commitments to real social and environmental sustainability. She urged Senators to follow Faculty Council's lead and vote in favor of this resolution.

Speaking against approval of the resolution were Joni Troester, from University Human Resources, and Professor Catherine Zaharis from Finance. Professor Zaharis, describing the UI retirement fund as a whole, explained that it is a 403(b) plan. A 403(b) plan is a defined contribution plan into which both employees and employer contribute. About 42,000 members (current and former UI employees) are enrolled in the plan. There are 59 fund options within the retirement plan. Today's conversation has centered on the TIAA Traditional fund, which is the only fund that contains farmland investment. Approximately 19,000 of our members are invested in the TIAA Traditional fund. About 4,000 members are retirees receiving guaranteed lifetime income. TIAA Traditional is just one option out of many, Professor Zaharis reiterated, and one can opt in or out of this fund, which is now 24% of the assets (\$2.2 billion) of our plan. This fund is very different from our other funds in that it is an annuity, so it provides a lifetime guaranteed benefit. The fear with retirement funds, Professor Zaharis noted, is that the retiree will run out of money. An annuity is one way to mitigate that fear. Removing the fund will take this choice of guaranteed income away from our plan members. Ms. Troester added that removing this fund would have a substantial financial impact on our members.

Turning to TIAA, Professor Zaharis noted that TIAA has an established practice of responsible investing dating back to the 1970's. TIAA has now also integrated environmental, social, and governance (ESG) investing into all of its funds across asset classes. Professor Zaharis then addressed components of the resolution. Regarding the call for TIAA to *develop and apply guidelines for transparent, time-bound engagement with portfolio companies*, she indicated that this is already taking place in all of TIAA's activities. TIAA also does audits of its farmland holdings on a periodic basis. As for public disclosure of *all information about TIAA's farmland holdings in the U.S. and abroad*, she commented that this is provided in TIAA's annual report and interactive map. Addressing the call for TIAA to *commit to recognizing human rights concerns*, Professor Zaharis responded that TIAA is involved in the United Nations Principles for Responsible Investment in Farmland. It also does social assessments prior to acquisition. Following acquisitions, TIAA arranges for independent audits to be carried out. Bargaining procedures are in place for employees. A zero deforestation policy was instituted in 2018, thus complying with the call for *recognizing deforestation concerns*.

Regarding the call for allowing faculty and staff *a straightforward, efficient, and accessible way to exclude companies from their investments that are linked to significant levels of deforestation, human rights abuses, etc.*, Professor Zaharis explained that this is not possible

with an annuity, the way it might be with other funds, because an annuity is a type of insurance contract. Individual companies cannot be excluded from this type of fund. She added that the current default fund (the Lifecycle fund) does not include any investment in farmland holdings. Also, UI is working with TIAA to make sure that as much information as possible is accessible to clients on the UI TIAA website. As for the call that TIAA implement *best practices for socially responsible and sustainable investment at all levels of its portfolio*, Professor Zaharis indicated that TIAA's activities and ESG levels are very strong in the industry on a relative basis.

In conclusion, Professor Zaharis indicated that UI is working with TIAA to educate plan members on responsible investing issues. TIAA is committed to responsible investing and providing transparency about investment information. She reminded the group that UI is the plan sponsor with fiduciary responsibility for the retirement plan. Therefore, choice must be provided to the plan members. Dropping the TIAA Traditional fund would be a substantial decision that needs to be very carefully thought out.

Professor Nisly commented that there seems to be discrepancy between the two presentations on TIAA's intent regarding transparency and sustainability. She observed that those who are concerned about TIAA's activities say that the reports and maps provided by TIAA are too vague to allow for third-party verification of sustainability practices and that there is no adequate documentation of TIAA's land purchases (leading to the current legal proceedings in Brazil). The latter might put at risk the entire TIAA Brazilian landholding portfolio, causing financial loss to clients. Ms. Troester responded that there is indeed pending litigation regarding TIAA's Brazilian landholdings. UI is in contact with TIAA regarding this litigation and will be informed of the decision when the legal process is concluded, as well as of TIAA's response to the outcome. She emphasized that TIAA is committed to transparency.

Professor Gillan asked for further clarification regarding the resolution. He observed that the resolution urges that two university committees, the Funded Retirement and Insurance Committee (FRIC) and the Human Resources Retirement Fund Investment Committee (RFIC), publicly call on TIAA to take certain actions, but does not indicate consequences, such as divestment, if this does not happen. The resolution mostly seems to be a request for additional information. He asked if this was the correct interpretation. Professor Nisly commented that it was her understanding that the resolution is a non-binding statement. The resolution indicates that we, as clients, are not happy with TIAA's transparency and sustainability practices and that we would like for those practices to change. Other universities are also passing versions of this resolution. This pressure from multiple clients may lead TIAA to change its behavior. Consideration of the resolution also brings to light the ongoing litigation in Brazil, as well as concerns from NGO's, that many TIAA clients in the U.S. are probably not aware of.

Professor Zaharis reiterated that removing the farmland investments from the TIAA Traditional fund is not possible because of the type of fund. Professor Graham emphasized that the resolution is not requesting any divestment. The resolution does request that TIAA be more transparent and allow for third-party verification of its landholdings and practices in Brazil. She commented that, based on her experience conducting research in Brazil, it is not possible to verify TIAA's specific landholdings there. Professor Zingman asked, from the standpoint of

University Human Resources, what the practical consequences would be for investors in this fund if the Senate voted in favor of the resolution. Ms. Troester responded that trying to exclude companies from individual clients' investments, as requested in the resolution, would impede the university's fiduciary responsibility to provide investment choice and diversification to our plan members. If the farmland investments were specifically excluded, this would financially impact the thousands of our members who have invested in the TIAA Traditional fund. Also, any decision to alter our fund lineup should only be taken after extensive consideration. Professor Girotra asked what the timeline for the resolution of the Brazilian litigation was anticipated to be. He also asked if there was any pending litigation regarding TIAA practices in the U.S. Ms. Troester responded that she was unaware of any pending litigation in the U.S. She did not know the timeline for the Brazilian litigation.

Professor Nisly moved and Professor Zmolek seconded that the Resolution of the University of Iowa Faculty Senate Urging FRIC and RFIC to Ask TIAA to Address Transparency and Sustainability Issues Related to Rural Land Grabs be approved.

Professor Zmolek commented that he teaches a class in sustainable development. He expressed the view that in the coming decades, the issue of land use will become increasingly acute. One way to look at this discussion, he added, was as an opportunity to become more deeply involved as agents of change in the transition to sustainable agriculture.

Via a Zoom poll, the motion carried with 42 voting in favor, 7 voting against and 2 abstaining.

President Yockey indicated that he would keep the Senate posted on further developments resulting from the approval of the resolution.

- *UI Presidential Search Update (Joe Yockey)*

President Yockey thanked all those Senators who participated in the open forums with the presidential candidates, who met with the finalists, and who provided feedback through the search website survey instruments. Regarding next steps, the search committee will meet tomorrow morning to compile and review the results of the feedback surveys. On Thursday morning, the committee will meet in person with the full Board of Regents here on campus to relay the feedback and discuss evaluations of the candidates. The Regents will then, over Thursday and Friday, interview each of the presidential candidates. On Friday afternoon, the Regents will meet and are then expected to announce their choice for the new UI president.

Noting that, as a member of the search committee, he was somewhat constrained in what he could say, President Yockey then addressed questions regarding process and other issues that he had received. One concern that has been raised relates to the demographics of the four finalists and the lack of racial diversity. He indicated that demographic information on the candidate pool was not provided to the search committee, nor was it collected by the search firm or the Regents. However, he continued, at each stage of the deliberations and the candidate review process, the search committee applied to every candidate the criteria that was described in the position announcement. The search committee was advised throughout the process by Executive Officer for Diversity, Equity, and Inclusion Liz Tovar, who also served on the search committee. And, the search committee underwent the diversity, equity, and inclusion training that is



provided by Human Resources and by the Provost's Office as part of the [Path to Distinction](#) program. Finally, the search committee asked every candidate multiple questions about diversity, equity, and inclusion issues.

President Yockey indicated that he has also heard numerous concerns that the problems that affected the 2015 search might also be affecting this search. He emphasized that it is the task of the Regents to select the next UI president; however, he noted, this search has been following, with the Regents' agreement, the [presidential search best practice document](#) that was created after the 2015 search and the AAUP sanction. This document does not guarantee the selection of a particular type of candidate, but, President Yockey pointed out, we have new Regents now and faculty members make up the majority of the search committee. He expressed pride in the way that the faculty members on the search committee have carried out their duties, and he now hopes that the Regents will carry out their duties as seriously and conscientiously as the search committee has. At this point, he has faith that they will.

Professor Erdahl reiterated concerns that she had brought up earlier about the search process, especially about how we incorporate diversity, equity, and inclusion into our search processes. She suggested that in the future we seek to put provisions into contracts with search firms that allow for the institution to reject a candidate pool if it does not represent the institution's desired level of racial and ethnic diversity. The search firm would then need to redo the search at no additional cost to the institution. She emphasized that, at these highest administrative levels, where the most power is wielded, we need to put special effort into recruiting for diversity.

IV. From the Floor – Professor Glass moved that the Faculty Senate approve the following resolution in honor of President Yockey:

WHEREAS the University of Iowa faculty are members of a community that values and benefits from dedicated, skillful, and collaborative leadership and

WHEREAS President Joe Yockey has been an exceptional leader, serving tirelessly and with unwavering dedication in his role as Senate Secretary, Senate Vice President and Senate President and

WHEREAS President Yockey has led the Faculty Senate during a year of exceptional challenges generated by the global COVID-19 pandemic, working closely with the President's Office and the Critical Incident Management Team to ensure that faculty across colleges had a voice in and were kept informed and updated on the University's ongoing policy responses, and

WHEREAS President Yockey ensured that faculty are consulted in budgetary responses to the crisis of COVID-19 by issuing "A Resolution Expressing the Faculty Council's Expectations for Due Care, Transparency, and Meaningful Engagement with Shared Governance in the Execution of Collegiate Budgetary Decisions," and

WHEREAS President Yockey ensured that Faculty Senate join other shared governance bodies in voicing objections to Presidential Executive Order 13950 addressing the content of diversity and inclusion training programs offered by federal contractors and federal grant holders, and

WHEREAS President Yockey has worked tirelessly to ensure that all executive searches, including the current presidential search, are conducted with integrity, transparency, and appropriate faculty representation on search committees, including issuing "A Resolution

Expressing the Faculty Senate’s Expectation for Joint Faculty Participation in Decisions to Appoint Academic Leaders,” and

WHEREAS President Yockey has rigorously and responsibly kept the faculty updated on developments in the current legislative session and the many bills that threatened academic freedom; diversity, equity, and inclusion initiatives; and budgetary integrity at the University, and

WHEREAS President Yockey has consistently adhered to AAUP policies and best practices regarding Academic Freedom, Shared Governance and Due Process, and

WHEREAS President Yockey has ensured that faculty were adequately informed on TIAA-CREF’s Farmland Investment policies, and

WHEREAS President Yockey has been a tireless advocate for all faculty regardless of status and rank,

BE IT RESOLVED that We the Senate express our most profound gratitude to President Yockey for his admirable and collaborative leadership and service to us all.

Professor Sheerin seconded that the resolution be approved. The resolution was unanimously approved via applause.

#### V. Announcements

- Recognition of Positive Student Participation on Shared Governance Committees (Joe Yockey)

President Yockey announced that, at the suggestion of former Senate president Carolyn Colvin, he would like to recognize student members of shared governance committees who have performed above and beyond the call of duty on their service contributions during the past year. Professor Colvin had stated that she and the Senate officers “have become convinced that recognizing student members on university-wide committees is one way that we as a Senate can help endorse what it means to be a good citizen of the university.” He then recognized the following students: Family Issues Charter Committee – Jessica Cupps; Financial Aid Advisory Committee – Anders Frieberg, Adam Burgduff, Carolina Herrera, Erin Golden, and Stephanie Gutierrez; Hancher Advisory Committee – Kate Struble; Lecture Committee – Hannah Schrader and Jocelyn Roof; and Sustainability Charter Committee – Emily Manders.

- Recognition of Senators Rotating Off the Senate (Joe Yockey)

President Yockey thanked the following Senators for their dedicated service: Sato Ashida (Public Health), Alicia Gerke (Medicine), Peter Kaboli (Medicine), Kelly Messingham (Medicine), and Caroline Sheerin (Law).

- Michael J. Brody Awards for Faculty Excellence (Joe Yockey)

President Yockey announced the recipients of the 2021 Michael J. Brody Awards for Faculty Excellence in Service to the University and the State of Iowa: George Bergus (Family Medicine), Venise Berry (Journalism and Mass Communication), Michael Pentella (Epidemiology), Peter Snyder (Internal Medicine), Jodi Tate (Psychiatry), and Adrien Wing (Law). He also thanked those who served on the selection committee.

- Concluding Remarks of the 2020-21 Faculty Senate President Joe Yockey

President Yockey thanked Senators for their participation this year on Senate and Council during an immensely challenging year like no other. He noted that there were countless other issues, both personal and professional, requiring their attention, so their willingness to share their time in this way was a wonderful testament to their dedication to the institution. The same thanks goes to the Senate committee chairs and members. He commented that he was the first and only Senate president to have presided over an entirely virtual term and that he hoped to be able to meet Senators in person before too long.

Addressing his fellow officers, Vice President Marshall and Secretary Rodríguez-Rodríguez, President Yockey stated that he thinks the world of them and he has loved every second of working with them. He added that, outside of his family, he has probably spoken more to them than to anyone else this past year. He struggled to think how he might have managed without their support, wisdom, and advice. President Yockey stated that the Senate will be in good hands next year with Vice President Marshall, who brings values, judgement, experience and a moral compass that the campus will need during this time of transition. He also thanked former Senate president Sandy Daack-Hirsch, a friend and role model, who defines for him what a shared governance leader should be. Professor Daack-Hirsch has always given him honest feedback and honest support in ways that are in very short supply, and he looks forward to working with her in some capacity in the future. He also thanked Faculty Senate Administrative Services Specialist Laura Zaper for her work.

As we look forward to a new academic year and a new university president, President Yockey urged Senators to continue to speak up for faculty rights and faculty interests. Regardless of who is selected on Friday to be the new UI president, the Senate must stay very engaged. He noted that a colleague of his at the College of Law wrote a blog in which he discussed public K-12 education and policy. On the front page of his blog he included the following quote from Frederick Douglass, “Power concedes nothing without a demand. Find out just what any people will quietly submit to and you have found out the exact measure of injustice and wrong which will be imposed upon them.” President Yockey commented that Douglass’ words have clear application to faculty shared governance. The Faculty Senate is and will continue to be a vital institution. However, as demonstrated this year, the Senate must remain vigilant and speak out when we perceive things going off track at the university. If we ever stop doing this, then he feared we risk being left behind. Speaking critically isn’t easy and it takes courage, but one of the immense benefits of the Senate, in his view, is its strength in numbers. Like our recent resolution on shared governance participation in searches, we can and should use our voice when something doesn’t seem right or we feel something needs to change. If our questions and concerns are not addressed to our satisfaction, then we simply need to speak louder or more often until they are.

While the collective faculty voice is important in shared governance, President Yockey noted the special role that tenured faculty can play. He acknowledged that tenure is first and foremost about academic freedom, but that tenured faculty can also use their voice to protect faculty rights and governance. If we are not satisfied with our national rankings, if we feel campus priorities are being misplaced, if we feel that some faculty are not being well-served by administrative decisions, if we think resources are being misallocated, if we think our campus

climate is unacceptable, if we have credible reasons to think any of these things, then we are obliged to make those sentiments known to the administration, to the Regents, to our colleagues, and perhaps even to our state legislators and to our alumni. These groups expect much from faculty, and rightly so, but we should also expect and demand much from them. By the same token, when we are proud of the actions and decisions made by others, we should speak up about those things, too. We should be positive examples – fair-minded, evidence-based, and vocal about both the bad and the good. In conclusion, President Yockey commented that he was thankful for the commitment that Senators displayed this year, but he urged Senators to remain active and informed, to support each other, to not be bystanders, to insist on accountability, and to insist on respect for shared governance. He was confident that Senators would do this, and he commented that he couldn't wait to see what the Senate would do next year. He said it has been his honor and privilege to be their president.

VI. Adjournment – Professor Gillan moved and Professor Campbell seconded that the meeting be adjourned. The motion carried unanimously. President Yockey adjourned the meeting at 5:05 pm.

**FACULTY SENATE**  
**2021-22 ORGANIZATIONAL MEETING**  
**Tuesday, April 27, 2021**  
**4:45 – 5:15 pm**  
**Zoom**

**MINUTES**

I. Call to Order – President Marshall called the meeting to order at 5:05 pm.

II. Opening Remarks of the 2021-22 Faculty Senate President Teresa Marshall

President Marshall welcomed Senators to the opening meeting of the 2021-22 Faculty Senate. She commented that one year ago, she was honored and humbled to be elected to the position of vice president. She acknowledged that she had also been a little bit terrified, knowing that we were in the early stages of what will likely be our generation's most significant public health crisis and not knowing what was in store for us. And what a year it has been. We, our Councilors, our Senators, and our faculty, have faced threats on multiple fronts associated with the COVID pandemic, racial and social unrest, political instability, and local leadership transitions. These threats have impacted, and will continue to impact, our emotional, physical, and mental health. We are living in uncertain times. Also important are the continuing threats to the heart of academia, nationally and locally. The devaluation of higher education and assault on academic freedom are exemplified locally by the questioning of free speech and tenure policies combined with continuing inadequate funding of higher education.

In spite of these challenges, President Marshall emphasized that faculty are central to the mission of the university. We educate the undergraduate, graduate, and professional students. We shape Iowa's future humanists, scientists, artists, educators, lawyers, engineers, business

professionals, and health care workforce. We both create and translate knowledge, ranging from vaccine development, to removal of pollutants from our water system, to space plasma physics, all designed to improve our state and our world. We also serve our communities. We share our knowledge within our disciplines and with Iowans. We provide health care. We provide creative artistic musical and theatrical experiences. We engage our communities to thrive. By nature, faculty are resilient creatures. We would not have survived graduate or professional school, early course evaluations, grant reviews, or manuscript rejections without developing resilience. It is in our nature to take a moment to evaluate feedback – what can we learn from the situation we are facing, the associated positive and negative of the situation, or, in this case, the pandemic, the racial and social unrest, and the political landscape, in order to move forward and create a better academia, a better place for faculty, particularly for our underrepresented minority peers.

Her perspective on the role of the Faculty Senate is very similar to Past President Yockey's vision, President Marshall commented. That is, Faculty Senate's role is to facilitate the faculty's ability to succeed, to achieve their academic hopes and dreams, whether it is connecting with students through the development of novel instructional materials, discovering some previously-unknown creature living in the deep sea, or engaging their community to develop economic capacity. As we are evolving, ideally, to a post-COVID new norm, it is essential to recognize the impact COVID has had on faculty, as individuals and as academicians. We need time and space to re-group and continue our individual and collective missions, related to teaching, scholarship, research, and service. How do we provide support to faculty without penalizing future tenure and promotion opportunities? There is no easy answer. Perhaps we are not even asking the right questions. This is an example of a COVID-related issue that we are facing. Councilors have also identified better communication with administrators to ensure continued shared governance and the mental health of campus constituents as areas of concern to address in the next academic year.

A year ago, President Marshall campaigned with the acknowledgement that successful shared governance – faculty engagement with administration, staff, and students – is vital to address the challenges facing faculty in higher education. During the past year, we have welcomed new administrators and we will soon welcome a new president. A priority for Faculty Senate and our officers is to establish a strong working relationship with our new administration to facilitate communication and to inform decision-making from the faculty perspective.

As we begin the 2021-22 session of the Faculty Senate, President Marshall took the opportunity to thank last year's Faculty Senate officers, Councilors, and Senators, who created the level of shared governance that we currently enjoy. Former president Sandy Daack-Hirsch is a thoughtful, balanced, and forward-thinking role model. Not only did she chair the shared governance committee to identify best practices in presidential searches, she is currently executing those practices as co-chair of the presidential search committee. Past President Yockey is always calm, with a legal mind that informs his thinking and the shared governance perspective in the face of multiple issues. President Marshall was thrilled to have him serving as past president to provide ongoing support. She also thanked Vice President Rodríguez-Rodríguez, who served as secretary last year, for her warmth and sincere positivity, communicated by her smile. Behind that smile is a deep appreciation for the daily issues

impacting faculty in the classroom and beyond, and a knack for identifying the barriers that impact faculty's ability to do their jobs. President Marshall also appreciated the support of her dean, David Johnsen, of the College of Dentistry and her DEO, Dan Caplan, on this journey. She also thanked Administrative Services Specialist Laura Zaper for her work.

Concluding her remarks, President Marshall commented that it has been a rough year, as each of us has faced challenges, although the nature and depth of the burdens have varied. As we appear to be crawling out from under this COVID pandemic, she asked Senators to take time over the summer to be kind to themselves, to take time to chill and to find their happy place. We need to be healthy to address both ongoing and any new issues waiting for us in the fall. She looked forward to serving as president.

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

IV. Announcements

- Officer Election Results – Officer elections were held online prior to the meeting, because the virtual format would not allow for the paper ballots traditionally used at Senate meetings. President Marshall thanked Professor Fumerton, chair of the Faculty Senate Election Committee, for the committee's work this year. Professor Fumerton thanked all of this year's outstanding candidates for running. He commented that the Senate officers make an enormous time commitment and play a critical role in shared governance at the university. He then announced that the new Faculty Senate Vice President is Ana Rodríguez-Rodríguez and that the new Secretary is Melissa Lehan Mackin. All candidates were given a round of applause.
- 2021-22 Meeting Schedule – President Marshall reminded Senators that the meeting schedule for 2021-22 could be found in their meeting packets.

V. Adjournment – Professor Treat moved and Professor Pizzimenti seconded that the meeting be adjourned. The motion carried unanimously. President Marshall adjourned the meeting at 5:15 pm.