

**FACULTY SENATE**  
**Tuesday, September 14, 2021**  
**3:30 – 5:15 pm**  
**Zoom**

**MINUTES**

- Senators Present: J. Achrazoglou, F. Ahmad, D. Anderson, B. Ayati, J. Barker, S. Bodine, C. Bradley, A. Brian, C. Brochu, J. Buckley, C. Campbell, M. Cantrell, J. Carlson, 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, P. Gilbert, E. Gillan, L. Glass, A. Grooms, C. Grueter, J. Halekas, N. Handoo, K. Hegarty, A. Hollingworth, Y. Imai, B. Janssen, A. Jaynes, L. Joseph, A. Kitchen, J. Kline, A. Merryman, D. Meyerholz, T. Midtrod, N. Nisly, A. Panos, K. Parker, H. Parrish, G. Pierce, M. Pizzimenti, P. Polgreen, A. Prince, S. Sosale, A. Strathman, J. Streit, C. Swanson, A. Vijh, E. Welder, D. Wilder.
- Officers Present: M. Lehan Mackin, T. Marshall, A. Rodríguez-Rodríguez, J. Yockey.
- Senators Excused: D. Andersen, N. Brogden, S. Girotra, J. Kayle, J. Murry.
- Senators Absent: M. Bhatti, A. Chauhan, B. Dixon, S. Harwani, D. Jalal, M. Kivlighan, Y. Sato, L. Song, A. Vikram, L. Zingman, M. Zmolek.
- Guests: A. Bassett (Office of Strategic Communication); T. Dean (Office of the President); R. Dobyns (Governmental Relations Committee); G. Drees (*Daily Iowan*), A. Flaming (Center for Teaching); R. Ganim (International Programs); M. Gardinier (Emeritus Faculty Council); L. Geist (Office of the Provost); K. Kregel (Provost); B. Marcelo (Division of Diversity, Equity, and Inclusion); L. McLeran (Office of the President); K. Perez (*Daily Iowan*); B. Wilson (President); L. Zaper (Faculty Senate Office).

- I. Call to Order – President Marshall called the meeting to order at 3:30 pm.
- II. Approvals
  - A. Meeting Agenda – Professor Nisly moved and Professor Brochu seconded that the agenda be approved. The motion carried unanimously.
  - B. Faculty Senate Minutes (April 27, 2021) – Professor Nisly moved and Professor Panos seconded that the minutes be approved. The motion carried unanimously.
  - C. Committee Appointments (Ana Rodríguez-Rodríguez, Chair, Committee on Committees)

- Anny Curtius (French & Italian) to fill the unexpired term of Teresa Treat (Psychological & Brain Sciences) on the Faculty Council, 2021-22
- Andrew Hollingworth (Psychological & Brain Sciences) to fill the unexpired term of Teresa Treat (Psychological & Brain Sciences) on the Faculty Senate, 2021-22
- John Murry (Marketing) to fill a vacancy on the Faculty Senate, 2021-24
- Kay Hegarty (Accounting) to replace Gary Russell (Marketing) on the Faculty Council, Fall 2021

Professor Nisly moved and Professor Bradley seconded that the committee appointments be approved. The motion carried unanimously.

### III. New Business

- *President Barbara Wilson*

New UI President Barbara Wilson greeted senators and began her remarks by observing that she has been in Iowa City for about two months. She commented that she is a Midwesterner and most recently spent 21 years at the University of Illinois. She received all of her degrees from the University of Wisconsin-Madison. When the opportunity arose to come to another great Big Ten institution, the University of Iowa, she was eager to take it. President Wilson, noting how kind, welcoming and open people are in Iowa, observed that “Iowa Nice” is a real thing. She has found “town/gown” relations here to be very cordial, unlike, for example, at the west coast university where she taught prior to coming to the University of Illinois, and she hopes to help sustain that positive relationship. The University of Iowa is comprehensively excellent across disciplines, which is also not the case at many other institutions, she added.

Turning to updates on various aspects of university activity, President Wilson noted that our enrollment numbers continue to be solid, in spite of the pandemic. We have just welcomed a very strong undergraduate class, the most academically prepared in our history. There are 4,521 new students in the class of 2025. One in five of these students is the first in their families to go to college. She urged faculty members to be aware of this fact and to support these students, who may face additional challenges. Twenty-two percent of the first-year class identify as a member of an underrepresented minority group; 60% of the class are Iowa residents. The Iowa students represent 94 of our 99 counties. Regarding the university’s place in recent *U.S. News and World Report* rankings, President Wilson emphasized that the university does not pander to rankings, but that students and their families do take them into account when making decisions, so we must pay attention to them. This year, the UI was listed as number 33 among public universities, up one spot from last year. The UI has also risen from number 88 to number 83 among all public and private universities and is tied with Michigan State University at that spot. The UI was tenth overall in a category called “writing in the disciplines;” all those above us are private institutions, including Harvard, Yale, and Duke. President Wilson commented that this is a phenomenal recognition of the strength of our writing programs and of our emphasis on writing and communication across the curriculum. This year there is a new ranking for nursing programs and our BSN program was ranked tenth. UI was in the top three of our peer group for number of classes offered for fewer than 20 students. We also have a smaller percentage of large classes compared to many of our peers.

The rankings indicate that we also have some areas to work on, President Wilson continued, including graduation rates and retention rates for our students. At the University of Illinois, for example, the first-year retention rate is 93%. The UI rate is 87%. The rate has gone up in recent years, but there is still room for improvement. The University of Texas is at 96%, the University of Wisconsin is at 95% and Ohio State University is at 94%. It is a moral imperative to improve our retention rate, not just as a matter of rankings. If we invite students to join our Hawkeye community, we must offer them support so that they can stay here and graduate. Our graduation rates are also below some of our peers, so we need to improve those rates, as well. The university remains laser-focused on improving both retention and graduation rates, so we should see improvement in the next few years. In general, President Wilson expressed excitement about the direction in which the university is moving and about the recognition we are receiving in the rankings for some of our signature programs.

The Board of Regents, State of Iowa will meet next week. One of the items on their agenda is the approval of a budget request. This request will then be sent to the state government for consideration. The Regents will continue to advocate for more funding for the three universities. President Wilson noted that approximately 30% of our general education fund is comprised of state support. This is about \$250 million. In this year's budget request, the Regents will seek \$4 million of new resources for student success initiatives. One of these initiatives will put more funding toward departments and courses that have larger enrollments, so that more resources can be directed toward increasing student success in gateway courses. Other initiatives will increase funding for mental health services for students and for degree programs such as education and engineering to respond to state workforce needs. The Regents will also ask for \$3 million of new resources to be directed towards university activities and entities that provide services to the state, such as flood resistance, the State Hygienic Lab, the research park, and family medicine training opportunities throughout the state.

Turning her attention to priorities that she has identified following numerous meetings across campus, President Wilson indicated that faculty recruitment and retention will be an important focus for her going forward. She noted that, when she was at the University of Illinois, she had created a fund at the president's level that would cover start-up costs for new faculty hires. Tenured faculty were targeted for recruitment because they could immediately pull other faculty together around different areas of expertise. She would like to implement a similar program here. Improvement of retention and graduation rates will also be a special focus for President Wilson. We can leverage our smaller size in relation to most Big Ten schools to provide our students with extra support so that they can succeed. Another priority that President Wilson has identified is mental health and wellbeing, not just for students, but for faculty and staff, as well. A program to offer 24/7 mental health services to students will soon be launched, as an early initiative in this area. Diversity, equity, and inclusion will also be a priority moving forward. One possible course of action could be the relocation of the cultural houses closer to the center of campus.

As for COVID, President Wilson acknowledged that we are all feeling exhausted by the continuing pandemic. She emphasized, however, that we are in a very different place than we were a year ago. Our statistics on new infections show that we are containing the virus. She

noted that the university continues to monitor information from both UIHC and from self-reporting, and to test wastewater from all of the residence halls every week. She expressed the view that UI is managing the outbreak of the Delta variant of COVID as well as any institution. Our positive test numbers are much lower than last year, she pointed out. The university continues to strongly encourage vaccination. Although we do not have exact data on vaccination rates, it appears that the vast majority of our new students are vaccinated, as well as our faculty and staff. A new vaccine incentive program was launched today by student leaders. President Wilson indicated that she is in touch with the Board of Regents office each week and is actively working with the presidents of ISU and UNI, as all three institutions monitor their COVID rates. The university administration continues to study recent federal rules regarding COVID and will seek guidance from the Regents moving forward. President Wilson commented that she knows that these are challenging times and she expressed gratitude to faculty for all of their efforts. She concluded her remarks by saying that COVID appears to be with us for the near future, and we must keep people safe and calm, while still moving forward in as many ways as we can.

Professor Erdahl, speaking as a faculty member in the Carver College of Medicine (CCOM) and as a board member of the Iowa Medical Society, commented that, from what she has heard, the pandemic is not being contained, whether at the state level or at the university level. Intensive care units are at or near capacity across the state, particularly for staffed beds, which is a different metric from some of the state's reporting numbers. All three pediatric ICU's are operating at 90-95% capacity. CCOM faculty have just been asked to volunteer to staff the Influenza-Like Illness screening clinic, because there is increasing demand as the Delta variant surge grows. It appears that things are getting worse, so whatever we can do to mitigate spread and prevent losing the capacity to provide both COVID-related and regular health care, including emergency health care, would be helpful. President Wilson commented that she is in frequent contact with the CCOM dean and the UIHC CEO. She is aware of the extraordinary efforts put forth by our healthcare workers on the front lines at UIHC.

Professor Kline, a pulmonary critical care physician, observed that the mood in the UIHC intensive care unit is low, unlike during the first wave of COVID, when everyone was heroically extending themselves. Now, there is "compassion fatigue," because we seem to be struggling with the results of deliberate ignoring of best scientific practice. Professor Kline expressed the opinion that the executive team at UIHC had shown great leadership during the pandemic, but that the university leadership had lagged behind under the previous administration. He was disappointed to see that UI was the only Big Ten institution without a mask mandate. As a Regents institution, we would not seem to be subject to the law against mask mandates for K-12 education. He added that healthcare employees would feel better supported "in the trenches" if the university were taking all possible precautions against the virus. President Wilson responded that UI is *not* the only Big Ten institution without a mask mandate; this is inaccurate reporting. She added that UI is subject to the Regents' rules, regulations, and policies. She is in constant touch with the Board office. At this time, the Regents are supporting the governor, who is not inclined to change her mind on mask mandates. President Wilson commented that her goal was to try to control what we can control, working together as a community. We must also get our students to appreciate the challenges that we face. She noted that in her conversations with students, she emphasizes that, in order to continue holding classes in person, we must maintain

low infection rates. We can do that by wearing masks in classes and in crowded situations. President Wilson added that she was sorry to hear about the fatigue and exhaustion among our healthcare workers.

Professor Ahmad noted that President Wilson had referred to possible tension between state law and federal rules on COVID-related issues. He asked which one would supersede the other. President Wilson responded that this remains to be determined, perhaps through eventual lawsuits. Professor Glass commented that the Board of Regents now appears to be seriously legally exposed after the temporary restraining order on the ban on K-12 mask mandates. He also thanked the healthcare professionals for speaking out and for their enormous efforts to fight the latest COVID surge. Professor Brochu suggested that we not compare Iowa to other states, but rather compare our region to other regions. In the area around Northwestern University in Illinois, for example, he noted, masks and vaccines are taken far more seriously than they are in eastern Iowa. He also expressed skepticism about the effectiveness of faculty requests that students wear masks in the classroom. Without a mask mandate, students take masks off as soon as they leave the classroom, before they leave the building. We need to further educate students about the appropriate use of masks. President Wilson observed that, although there is a mask mandate in Iowa City, many people still do not wear masks, so mask mandates can present problems. Our challenge is to communicate, to work with each other, and to protect what we care about in a context that is very difficult. In conclusion, President Marshall welcomed President Wilson to campus on behalf of the Senate and appreciated her attention to issues that the university is facing. She also thanked President Wilson for speaking to the Senate today and for being willing to engage in discussion of the challenges presented by COVID.

- *COVID Discussion (Teresa Marshall)*

President Marshall invited senators to share thoughts and opinions on the COVID situation, in order to determine if there was any action that the Senate could take. She indicated that the Faculty Council had endorsed a statement developed by the College of Liberal Arts and Sciences Faculty Assembly. The Senate may also choose to endorse this statement. Senators may propose additional action to take, as well.

Professor Glass moved and Professor Pizzimenti seconded that the Senate endorse the CLAS Faculty Assembly statement.

The statement reads as follows:

*We, the members of the College of Liberal Arts and Sciences Faculty Assembly, urge courage and action that is aligned with science and responsive to this moment, which is distinct from that of May 2021. We urge the University of Iowa's leadership to take action to mitigate the spread of COVID-19 on our campus and in our community. Faculty Assembly calls upon the University of Iowa and Board of Regents, State of Iowa, to initiate an immediate mask mandate and flexibility about modality of instruction in all the College's courses, and implement a vaccine mandate by November 8, 2021, the first day of early registration for spring semester 2022, in order to preserve public health and safety.*

President Marshall announced that voting on the statement would take place online following the meeting. [**UPDATE:** in a Qualtrics vote following the meeting, the motion was approved.]

Professor Swanson commented that she has heard anecdotal reports that students are underreporting COVID symptoms because they do not want to “ruin the semester” by causing classes to move online in response to high COVID infection numbers. She thought that the currently published number of student cases seemed unusually low when compared to the number of faculty and staff cases. Professor Swanson also wondered whether data from wastewater testing might help us determine a more realistic estimate of student COVID cases. She added that it was difficult to locate data from the wastewater testing program on university websites, so it is not clear what kind of information the university is gleaned from the testing program. President Marshall noted that students are not required to report cases of COVID, so this may contribute to our published low numbers of student cases. Underreporting of cases is indeed suspected. Regarding the wastewater testing, President Marshall has been told that the level of COVID infection detected by the testing is very low thus far. Data from the program cannot be used to correlate to the number of cases in the residence halls. The testing program can be used to predict a possible surge of COVID, however.

Professor Brian asked for clarification regarding whether the recent ruling on the temporary restraining order on the ban on K-12 mask mandates had any impact on the university’s ability to enact a mask mandate. President Marshall responded that she has been told that the law banning K-12 mask mandates never applied to the Regents institutions, so the restraining order on that law will have no impact on us, either. The governor strongly supports no mandates, she continued, and the Regents are working with the governor. Professor Wilder expressed surprise that so few masks were worn by students at last month’s Kinnick stadium event during which first-year students gathered on the field for a photograph. Professor Erdahl commented that the wastewater detection technology used by the university is quite new, so there is not a lot of information yet regarding its benefits. It is her understanding, from speaking with a national preventive health expert, that the technology was designed to detect the presence of disease, so that mitigation efforts can then be implemented to prevent widespread epidemics. The low level of disease detected in the wastewater would seem to indicate that the university should act now to implement mitigation efforts, but the university is not doing that.

Professor Prince asked whether other mitigation efforts could be enacted, not related to masks and vaccines, such as limitations on student gatherings. President Marshall indicated that she has been told that nothing could be done that would discriminate against those who are not vaccinated or favor those who are vaccinated, but she would continue to explore possibilities in this area with administrators. Professor Wilder drew the group’s attention to a comment on a *New York Times* article in which the commenter, indicating that they were a UI graduate student, criticized the university leadership and advised students to stay away from UI. Professor Glass noted that one issue of great concern to faculty in his college was a regulation that allowed faculty members to move only two classes to Zoom after a positive COVID test. He suggested that the Senate advocate for allowing faculty members to teach on Zoom until they have completed their COVID quarantine. It seemed to him that the university had gone further

than necessary in this policy, especially since the Regents have not issued any guidance on such situations.

Professor Kitchen cast doubt on the effectiveness of continuing to educate students about the benefits of masking, because in his experience, that has been counterproductive. Addressing President Wilson's statements about possible financial consequences for the university if we defy the Regents or the state government on mask mandates, he commented that the legislators would likely cut the university's budget anyway, as it did last year even when there was a state surplus, so concern about upsetting them seems misplaced. As a research university, we should follow the research on COVID mitigation measures, just like our peer institutions have done. President Marshall indicated that the Senate officers have discussed this with administrators. Professor Joseph raised the issue of university employees coming to work while ill with COVID. President Marshall commented that she had asked administrators whether supervisors should communicate to employees when positive COVID cases arise in the workplace. She was told that Johnson County Public Health is in charge of contact tracing, so if the ill individual did not report the positive COVID test, the county cannot follow up.

Professor Farag observed that President Wilson had emphasized recruitment of new faculty as a priority in her remarks. Retention of current faculty is an important issue, too, that cannot be overlooked, she noted. President Marshall commented that retention is linked to issues of COVID and general faculty stress. Professor Ahmad indicated that, as the director of a clinical training program, he was told that he is not allowed to ask for or share any information about vaccination status, illness, etc., unless it is self-reported, in which case he can refer people to the employee health clinic. He also noted that he and some of his physician colleagues have been the subjects of complaints by patients for suggesting vaccination. Professor Brian commented that her heart goes out to colleagues on the healthcare side of campus for all of the challenges that they are facing. Professor Joseph added that we should put serious thought into developing actions that we can take to support our healthcare colleagues on the front lines of the COVID crisis. Professor Nisly, a physician, commented that she appreciated the support of her east side colleagues, but observed that they were on the front lines, as well, because they are facing students who may have COVID and they are afraid of getting COVID, while teaching in crowded classrooms. We are all in this together, she added. Professor Dobyns, the chair of the Faculty Senate Governmental Relations Committee and also a physician, noted that, at the hospital, everyone is masked and healthcare employees have access to personal protective equipment. It is a different situation on the other side of campus, he commented, and he and his physician colleagues recognize that and are appreciative of the work that east side faculty are doing. Professor Swanson suggested that perhaps some videos from UI physicians explaining what they are facing in the hospital with patients ill with COVID might be helpful in persuading more students to wear masks. Professor Glass expressed the opinion that the Regents were failing us, and wondered if there were grounds for a vote of no-confidence in the Board. President Marshall responded that the Senate has the ability to take such a vote, but that the grounds for the vote would be subjective. It would be a big step, but we can keep it in mind and discuss it further, if the Senate were so inclined, she added. President Marshall thanked senators again for the conversation today and encouraged them to contact her with additional thoughts and concerns.

She hoped that we could come up with strategies that would enhance safety for everyone on campus.

- *Office of the Vice President for Medical Affairs Review Report (Russ Ganim, Chair, Office of the Vice President for Medical Affairs Review Committee)*

Associate Provost Ganim noted that the review committee's report was being submitted later than anticipated and he thanked senators for their patience. He explained that the review was authorized in the summer of 2019. The review committee spent the fall of 2019 putting together the interview schedule and organizing the visit of the outside reviewer. The interviews were conducted in December 2019, not long before COVID upended our lives. Associate Provost Ganim had started a new position at that time, as well, as associate provost and dean of international programs. When COVID appeared, the International Programs office had to shift into "disaster mitigation mode," bringing students back from abroad and providing assistance to international students. Associate Provost Ganim indicated that, because of all of these disruptions, he was unable to resume work on the review until winter break. Several drafts of the review reports were then written. Following Operations Manual policy, two reports were created, one a review of the Office of the Vice President for Medical Affairs and the other a review of the Vice President himself. The latter will remain a confidential personnel document, while the former is presented to the Senate today.

The committee felt it was necessary to produce two supplements to the original review report of the Office. These supplements covered the pandemic and last year's racial and social unrest. The final report was submitted to the President's Office in mid-May, during a time of transition from President Harreld to Interim President Keller. At this time, the review committee has not yet received a response from President Wilson regarding the report.

Professor Campbell observed that the report focused primarily on the medical school and the physician scientists, but not much on other graduate programs in the Carver College of Medicine. Associate Provost Ganim agreed with that assessment and commented that because the College and the health system are so big, the review committee had to make decisions regarding what to focus on. Unfortunately, that meant that certain components of the organization were not included in the review. Professor Campbell further noted that there is concern among her colleagues about the lack of women in leadership roles, such as among division directors and department heads. Associate Provost Ganim indicated that this issue was discussed by the review committee, but was not looked at in detail. The point is well taken, however. Although not explicitly mentioned in the report section on diversity, equity, and inclusion, the concern is certainly a salient and valid point, he commented. Retention issues among tenured faculty were mentioned in the report, but Professor Campbell thought that the retention issue could have been explored more deeply. Associate Provost Ganim responded that one of the functions of these review reports is to give the reviewed unit some guidance concerning issues that need to be followed up on in subsequent years. The reports are to be seen as resources and the exercise of raising questions is meant to be useful for the reviewed unit, the faculty, and senior administrators.



President Marshall indicated that the Senate officers accept the report and she thanked Associate Provost Ganim and the review committee members for their work.

- *Diversity, Equity, and Inclusion Short Presentation (Anna Flaming, Director, Center for Teaching and Brianna Marcelo, Director, Diversity Resources, Division of Diversity, Equity, and Inclusion)*

President Marshall explained that a few years ago the Senate had begun hosting diversity, equity, and inclusion (DEI) presentations to enhance our understanding of this topic and to learn DEI strategies to implement in our classrooms. In this first presentation of the new academic year, Ms. Marcelo indicated that she hoped to see how these sessions shape or change senators' experience with DEI-related strategies over time. Senators participated in polls asking for level of agreement with the statements, *I have clear strategies to enhance diversity, equity, and inclusion in my professional context* and *I feel confident in applying diversity, equity, and inclusion-related strategies in my professional context*. At the end of the year, senators will be asked to respond to the same poll questions, in order to measure progress. Ms. Marcelo then explained that this short presentation series has been reimaged as a collaboration among Faculty Senate, the Center for Teaching, and the Division of Diversity, Equity, and Inclusion. The goals of this new "Sparkshop Series" will be to *explore quick skills and tips around relevant DEI-related topics, increase connection and exposure to larger initiatives across campus, and build confidence around inclusive and equitable practices*. She added that it is important to remember that the sparkshops are part of a much larger menu of DEI-related initiatives across campus. Links to some of these initiatives were provided in the chat:

(Center for Teaching: Fall Poster:

[https://teach.its.uiowa.edu/sites/teach.its.uiowa.edu/files/fall\\_2021\\_cft\\_poster\\_with\\_links.pdf](https://teach.its.uiowa.edu/sites/teach.its.uiowa.edu/files/fall_2021_cft_poster_with_links.pdf)

and DDEI: Training Program: <https://diversity.uiowa.edu/programs/training-programs>).

In order to achieve the goals listed above, Ms. Marcelo continued, for each sparkshop we must identify the *what*, or *What is the issue, challenge, or need to explore?* Then, we need to consider the *so what*, or *what could be some pitfalls, unintended consequences or impacts if not addressed?* The final piece would be the *now what*, or *What is the first step? What resources or skills do I need to address this issue, challenge, or need?* For example, she reminded the group of a previous short presentation on practicing pronouns. The *what* focused on in that session was the *misgendering of students and colleagues*. The *so what*, if not addressed, related to *sense of belonging, negative learning environment, isolation, and misrepresentation of your values*. The *now what*, within the context of the classroom environment, was a series of classroom strategies such as having a statement about pronouns in the syllabus and listing pronouns in the faculty member's email signature. On the personal level, the *MAKE it better* framework was encouraged: *Match language, Apologize, Keep focus, Evaluate*.

Dr. Flaming indicated that, in order to plan for this year's presentations, there were several learning objectives for today's session: *to propose relevant issues, needs, or challenges that should be covered in this series; to consider preferred methods of engaging as a learning community; and to engage in an equitable facilitation strategy*. Some examples of future sparkshop topics could include valuing name pronunciation, utilizing inclusive online practices, mindful scheduling, creating an inclusive syllabus, managing personal requests, and impromptu

mentoring with care. Dr. Flaming then led the group through an exercise in which they responded to the prompt *The specific topic I most want to learn about is \_\_\_\_\_* via the chat, with everyone submitting their answers at the same time. The next two prompts were *The way I would like to practice a new idea during a Sparkshop is \_\_\_\_\_* and *What would turn conversation into action for me is \_\_\_\_\_*.

Turning to the *what-so what-now what* framework explored earlier, Dr. Flaming noted that the *what* in this exercise was concern over *not hearing from multiple voices and perspectives*. The *so what* included the consequences of *perpetuating power structures, not valuing various points-of-view, and limited few have primary influence*. The *now what* strategy learned was this “chatterfall,” which allows for simultaneous input from many individuals not influenced by each other’s responses.

In conclusion, Ms. Marcelo and Dr. Flaming will review the responses received and will return at the next Senate meeting with a new sparkshop activity based on today’s input from senators.

- *President’s Report (Teresa Marshall)*

Following up on Associate Provost Ganim’s presentation of the report on the review of the Office of the Vice President for Medical Affairs, President Marshall noted that additional central administrative reviews have temporarily been put on hold because of the time and capacity burdens that COVID has placed on faculty members and on administrators throughout campus. She then brought several more items to the group’s attention. Additional volunteers are sought for the Judicial Commission, the pool of faculty members from which panelists are chosen for faculty dispute procedure hearings. A review of the instructional track is underway; the review committee is headed by Professor Caroline Sheerin from the College of Law and Professor Anne Stapleton from the College of Liberal Arts and Sciences. The Faculty Senate’s Faculty Policies and Compensation Committee will be focusing their work this semester on proposed revisions to Operations Manual policies on faculty tracks and on faculty dispute procedures. The University Libraries has launched an Open Educational Resources (OER) initiative that will support the development of free and/or open-licensed teaching resources for faculty to use instead of commercial textbooks. Grants are available to faculty for adopting, adapting, and creating OER to use in the classroom. This initiative will save students money. Contact Mahrya Burnett, Scholarly Communications Librarian, [mahrya-burnett@uiowa.edu](mailto:mahrya-burnett@uiowa.edu), for additional information. Lastly, President Marshall noted that University Human Resources, in a reversal of a previous decision, is now allowing for carryover of unspent personal contributions to flex spending healthcare accounts. Although temporarily permitted by federal law because of the pandemic, the university had not originally allowed for this, partly because of technology-related constraints.

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

V. Announcements

- The next Faculty Council meeting will be Tuesday, October 12, 3:30-5:15 pm, Executive Boardroom (2390), University Capitol Centre.
- The next Faculty Senate meeting will be Tuesday, October 26, 3:30-5:15 pm, Senate Chamber, Old Capitol.

VI. Adjournment – Professor Ahmad moved and Professor Barker seconded that the meeting be adjourned. The motion carried unanimously. President Marshall adjourned the meeting at 5:15 pm.

***Appendix I – Follow up report on questions raised during the September 14 Senate meeting (distributed electronically to senators on September 23, 2021)***

Dear Senators,

The purpose of this email is to address COVID pandemic related questions raised during the 9/14/21 Faculty Senate meeting. We met with President Wilson, Provost Kregel, Associate Provost Geist, and Vice President for External Relations Peter Matthes on Monday, 9/20/21. Senator questions were the primary focus of the meeting.

**Question #1:** What is the validity of COVID reporting by students, faculty, and staff? For example, student absences are not consistent with the reported numbers.

*Response: All positive COVID tests from the ILI, UIHC, or private clinics and positive tests of Johnson County residents analyzed through the State Hygienic Lab via TEST Iowa are reported to the Johnson County Public Health Department and appear in UI numbers. Individuals using home test kits would not be included unless they self-report.*

*Recently, there has been an increased number of para-flu cases with respiratory symptoms. Para-flu can result in missed class days.*

**Question #2:** While Hawkeye football games have not been associated with increased COVID in Johnson County, are we sure that we are not contributing to increased COVID statewide?

*Response: The majority of fans attending Hawkeye games reside in Johnson and Linn Counties; neither county has seen a substantial uptick in cases since football started. Furthermore, there has not been a dramatic statewide increase in COVID that one would typically associate with a super-spreader event. The primary increases in COVID throughout the state are in the under 17 population.*

**Question #3:** We have anecdotal reports of individuals reporting to work with COVID – what are the guidelines and what should a coworker do when aware of a COVID positive individual in the workplace?

*Response: Individuals who tested positive for COVID should not be at work (<https://coronavirus.uiowa.edu/returning-campus/showing-symptoms>). The COVID-related absence policies (additional leave benefits) remain in place <https://hr.uiowa.edu/support/faculty-and-staff-disability-services/covid-19-leave-absence-information-and-resources>.*

*Coworkers are encouraged to contact their HR representative if they are aware of an individual at work with COVID. If uncomfortable raising the issue with one's respective HR, one can report anonymously.*

**Question #4:** Efforts to recruit top faculty were discussed – what are plans for retention?

*Response: The provost's office has provided ~\$4 million to Colleges through multiple funding strategies to retain 70+ (including URM) faculty during the past year. They have targeted individuals identified by their DEOs as at risk of being recruited as well as those with offers in hand. The President's office is working on additional retention strategies.*

**Question #5:** CLAS – Why are we provided 2 class sessions for a COVID illness or exposure necessitating quarantine when our disease or quarantine time might extend over 4 to 6+ sessions?

*Response: COVID quarantine – Per CDC guidelines, if an individual is fully vaccinated and not showing symptoms, they do not need to quarantine. They should wear a mask indoors for 14 days or until a negative COVID test at ~3-5 days. <https://www.cdc.gov/coronavirus/2019-ncov/your-health/quarantine-isolation.html>*

*COVID related-illness - CLAS is currently following their pre-COVID policies on instructor absences. As written, individuals are allowed up to two class modality changes (i.e., moving on line) at will due to illness, COVID or otherwise. Given COVID illnesses are likely to last longer than 2 class periods, the instructor is expected to work with their DEO and/or Dean to identify the best approach moving forward. Depending on the expected timeframe given the initial severity of disease, options include a substitute instructor, a guest lecturer, proctored video and discussion groups, or other options provided by the DEO.*

***There is no blanket policy for COVID-related illnesses** – the 2 day at will modality change is designed to enable the instructor, DEO, and others involved adequate time to determine the best approach to cover the classroom during the instructor's absence. The goal (per Board of Regents policy) is to keep students in the classroom – engaged in the content with their peers.*

*I spoke with Dean Sanders who appreciates that each situation is different and is invested in identifying reasonable solutions balancing instructor health, student safety, and in-person instruction.*

**Question #6:** Given that we do not have a vaccine or mask mandate, can we limit large gatherings of students (i.e., organizational meetings) or require online meetings?

*Response: NO, consistent with no requirements for social distancing*

In addition, I missed a question in the 'chat' – who was I referring to when I said 'who' and 'them'? The 'who' and 'them' were in reference to the multiple meetings Faculty Senate Officers attend with administration, per below:

*Faculty Senate Officers have scheduled meetings with Pete Matthes and Laura McLeran (President's Senior Advisors and Communication Team) every other week and with the President, Provost, Pete, and Laura also every other week. I'm on a Covid Advisory Liaison's team led by Laura McLeran that meets every other week. The Covid Advisory Liaison team meeting also includes Rod Lehnertz and Britt Marcussen (MD, Campus Health Officer) as well as the other shared governance presidents. We – as in available officers – have had ad hoc meetings with the President's team maybe weekly over the past 6 weeks. Furthermore, we communicate by email regularly.*

*During these meetings, we have asked for and rationalized action with respect to mask and/or vaccine mandates. By action, I mean support Iowa City's mask mandate, work with the BoR (which we are told they are doing), and whatever other ideas we think of or are proposed by colleagues.*

*We have also been in regular communication with the CLAS FA President, Amber Brian, and the AAUP President, Loren Glass – both Senators.*

Finally, the Faculty Senate Officers are working with our peers at Iowa State University and the University of Northern Iowa. The Regents Faculty Senate Leadership will be sending a letter to the Board of Regents requesting that authority over COVID prevention efforts be given to the individual Regents institutions.

Thank you for your engagement in Senate activities and feel free to contact us with questions.

Sincerely,

Teresa Marshall, Faculty Senate President

Ana Rodriguez-Rodriguez, Faculty Senate Vice President

Melissa Lehan-Mackin, Faculty Senate Secretary

Joe Yockey, Faculty Senate Past President