

FACULTY SENATE
Tuesday, December 5, 2023
3:30 – 5:15 pm
Senate Chamber, Old Capitol

MINUTES

- Senators Present: A. Achenbach, L. Adams, D. Axelrod, B. Ayati, M. Berg, J. Bunch, E. Carlisle, M. Carvour, M. Coleman, R. Curto, R. Curtu, E. Destruel, H. Dybevik, A. Estapa, A. Farag, P. Ferguson, J. Fiegel, C. Fox, S. Ganesan, P. Gilbert, A. Goedken, B. Greteman, N. Greyser, P. Groves, A. Guernsey, N. Handoo, A. Jabbari, A. Kalnins, J. Koch, M. Landsman, D. Langbehn, A. Lesch, V. Lira, T. Mangum, S. Martini, M. McQuistan, C. Pinnaro, T. Rietz, D. Santillan, M. Santillan, M. Schroeder, D. Shane, Y. Shi, A. Shibli-Rahhal, F. Solt, E. Thomas, C. Turvey, T. Wadas, M. Wald, E. Welder, K. Whitaker, F. Williams.
- Officers Present: M. Charlton, E. Gillan, A. Rodríguez-Rodríguez.
- Officer Excused: C. Sheerin.
- Senators Excused: D. Anderson, L. Durairaj, C. Grueter, C. Just, H. Mehdi, B. Nottingham-Spencer, M. Pizzimenti, K. Worthington, S. Young.
- Senators Absent: M. Abou Alaiwa, S. Abuhammoud, B. An, C. Benson, C. Chan, R. Cox, J. Gutierrez, J. Kline, B. Li, C. McMillan, P. Nau, J. Nepola, K. Parker, J. Sa-Aadu, A. Vikram, L. Zingman.
- Guests: L. Geist (Office of the Provost); K. Le (*Daily Iowan*); L. Marshall (UI Center for Advancement); S. Reddy (*Daily Iowan*); J. Troester (University Human Resources); J. Urmie (Funded Retirement and Insurance Committee); B. Wilson (President); L. Zaper (Faculty Senate Office).

- I. Call to Order – President Gillan called the meeting to order at 3:30 pm.
- II. Approvals
 - A. Meeting Agenda – Professor Langbehn moved and Professor Shibli-Rahhal seconded that the agenda be approved. The motion carried unanimously.
 - B. Faculty Senate Minutes (October 24, 2023) – Professor Langbehn moved and Professor Shibli-Rahhal seconded that the minutes be approved. The motion carried unanimously.
 - C. Committee Appointments (Caroline Sheerin, Chair, Committee on Committees) –

- *None at this time*
- D. Faculty Senate Elections 2024 Vacancy Tally – President Gillan explained that Faculty Senate approval of the vacancy tally is necessary before we can move ahead with our election process in the spring semester. Professor Koch moved and Professor Langbehn seconded that the vacancy tally be approved. The motion carried unanimously.

III. New Business

- *Funded Retirement and Insurance Committee Update (Julie Urmie, Faculty Co-chair, Funded Retirement and Insurance Committee and Joni Troester, Senior Assistant Vice President and Deputy Chief Human Resources Officer, Total Rewards, University Human Resources)*

Professor Urmie indicated that the recommendations of the Funded Retirement and Insurance Committee (FRIC) for rate increases for UI health plans for the 2024 calendar year (CY2024) were submitted to University Human Resources in August. The rates need to be approved by the Iowa Board of Regents before they can be implemented. The committee also reviewed and recommended plan design changes for mental health services coverage in CY2024. Access to behavioral health telehealth Doc on Demand appointments for both UI Choice and UI Select had been implemented on July 1, 2023. Effective January 1, 2024, the mental health co-pay for UI Select will be reduced from \$15 to \$0, as it already is for UI Choice. Professor Urmie commented that this year FRIC has engaged in discussions regarding whether the UI health plans should cover GLP-1 prescription medications for the treatment of obesity. Historically, the UI health plans have not covered medication for the treatment of obesity. FRIC is going through a careful and deliberate process to determine the best course of action regarding these new treatments, with a final recommendation expected by May.

Some years ago, a benefits review committee, separate from FRIC, issued a recommendation that the university contract directly with a pharmacy benefits manager (PBM), Professor Urmie explained. Currently, our health plan administrator, Wellmark, contracts with the CVS Caremark PBM; the university has no direct relationship with CVS Caremark. On November 15, the university posted a request for qualifications (RFQL) for a pharmacy benefits manager. Two members of FRIC serve on the PBM RFQL Committee and provide regular updates to FRIC. A vendor is anticipated to be selected in spring 2024, with the PBM change to go into effect on January 1, 2025.

Professor Urmie reminded the group that the firm Health Equity was hired to administer the review, approval, and payment of FSA claims beginning in 2023. Positive feedback on this change has been received from plan participants. Concluding her presentation, Professor Urmie indicated that FRIC would be discussing the following topics in the coming year: pharmacy benefits and the pharmacy benefits manager relationship; access and capacity for Level One (UIHC-affiliated) providers; plan design annual review, particularly of dental benefits this time; any new regulations impacting benefit programs; and potential coverage for GLP-1 prescription medication in the treatment of obesity.

President Gillan asked if the newly-implemented mental health benefits would undergo review to determine their effectiveness. Professor Urmie responded that FRIC would receive an update on the costs and utilization of the new benefits. She added that FRIC receives extensive support for its work from University Human Resources.

- *Together Hawkeyes Campaign (Lynette Marshall, President and Chief Executive Officer, UI Center for Advancement)*

Ms. Marshall explained that the University of Iowa Center for Advancement (UICA) is a separate non-profit organization that supports the University of Iowa through its mission of engagement and philanthropy. The UICA is governed by a Board of Directors that includes UI President Wilson. Ms. Marshall reported that in FY2023, the UICA engaged 200,000 constituents through event attendance, advisory board service, and social media interaction, among other ways. Also in FY2023, 55,705 donors gave \$266 million, while 5,433 students received donor-funded scholarships. Donors have created a total of 302 endowed faculty positions across the university over the years. The UICA has a \$1.52 billion endowment that supports the university in perpetuity; in FY2023, \$157 million in philanthropic resources was transferred to the campus. The university has a separate endowment of \$500 million. The [P3](#) endowment currently totals about \$1 billion. Ms. Marshall noted that the university's annual state allocation is currently \$210-\$220 million.

The public phase of the Together Hawkeyes comprehensive fundraising campaign was launched in mid-October. Comprehensive campaigns serve several purposes, Ms. Marshall explained. They compel us to create a clear, unified message and identify our priorities. They also establish an urgency for giving with the creation of fundraising deadlines. They allow for the UICA to build staffing capacity in preparation for the effort needed to reach fundraising goals. And, they allow for the UICA to document engagement with our constituents. Although the public launch of the campaign took place in October, the Together Hawkeyes campaign actually began on July 1, 2019. Typically, about 50% of a campaign goal has been reached before the public phase commences. The campaign is projected to end on December 31, 2027. Thus far, \$1,612,566,861 has been raised toward the campaign goal of \$3 billion, about 53.8% of the goal. Although the UICA never stops engaging constituents and fundraising, the creation of a campaign allows for a timeframe that helps donors and constituents understand the impact of their actions.

Engagement is also a component of the Together Hawkeyes comprehensive campaign. Goals of this aspect of the campaign include engaging 300,000 individuals (alumni and friends) and precipitating 3 million points of engagement. Progress towards the former goal stands at 84% and towards the latter, at 50%. Points of engagement consist of actions such as attending athletic and Hancher events, making a donation, and writing a letter to the editor in favor of the university. All of these actions could be carried out by one person. Thus, the engagement goals consist of both *broadening* engagement (by reaching 300,000 people) and *deepening* engagement (each engaged individual finds multiple ways to interact with the university).

Prior to the public launch of the campaign, each college went through a twelve-month process with UICA staff to examine past patterns of philanthropic giving, along with the goals

and aspirations of that college. An aspirational philanthropic goal for each college was then determined, Ms. Marshall explained. At this time, only philanthropic goals, not engagement goals, are being tracked for the colleges. Emphasizing that the Together Hawkeyes campaign is the whole university's campaign, Ms. Marshall urged Senators to get involved in the campaign in ways appropriate to their roles and activities on campus.

President Gillan asked for an update on the success of the merger of the UI Foundation and UI Alumni Association that created the UICA several years ago. Ms. Marshall responded that the merger was finalized in 2016. At that time, the entire staffs of both units were brought into the UICA and the dues charged by the UI Alumni Association were eliminated. The successful merger of the two organizations is now being looked upon as a national model. In response to another question, Ms. Marshall clarified that the UICA endowment total mentioned earlier consists of funds in the bank from previous campaigns; very little of the money currently in the endowment has been raised through the new campaign. Referring to the \$157 million that Ms. Marshall had earlier indicated was transferred to the university from the UICA in FY2023, President Gillan asked for the breakdown of the allocation of these funds. Ms. Marshall responded that generally, over the course of many years, only about 10% of the money transferred from the UICA to the university has gone toward facilities, while the rest has been designated for the benefit of students, faculty, and staff.

Ms. Marshall concluded her presentation by playing the new campaign video. She also praised President Wilson's leadership and her commitment to helping the university articulate its goals and priorities for the campaign with consistent messaging, thus enhancing the UICA's ability to raise significant philanthropic support for those priorities. Ms. Marshall particularly noted the power of President Wilson's message of supporting services that foster success for students who are the first in their families to attend college.

- *President Barbara Wilson*

President Wilson began her presentation by noting that the university has enrolled its fourth-largest incoming class ever this fall – 5,064 new undergraduate students. In spite of serious concerns about approaching enrollment drops, the UI – and flagship universities in general – are doing well. Members of the new first-year class come from 45 states/territories and 44 countries, as well as 94 of Iowa's 99 counties. The university now has recruiters in various states, such as California, Texas, and Virginia, leading to a first-year out-of-state student enrollment of 48%. We are working on making sure that the Iowa brand is well-known across the country. President Wilson expressed pride in the fact that one in five of these first-year students is the first in their family to attend college. Our enrollment goal over the next few years is about 33,000 students; this is a perfect number for UI in terms of the overall experience we offer students – Big Ten opportunities in a small community. Some of our peer institutions are currently over 50,000 students.

Regarding rankings, President Wilson pointed out two national rankings based entirely on reputational factors. Our College of Nursing has the #1 public undergraduate nursing program and UI is the #1 public university for writing in the disciplines. UI is tied with Yale in this latter category and is the only public university in the top 20. President Wilson pointed out the

numerous writing-related units that span the entire campus, from the College of Liberal Arts and Sciences to the Carver College of Medicine. The university ensures that whatever students wish to study here, they will emerge with strong writing and communication skills, which are essential to any career. Senators expressed with applause their appreciation for the faculty members in nursing and in all of our writing programs for their outstanding work with our students. Turning to student outcomes, President Wilson noted the crucial indicator of fall-to-fall first-year undergraduate retention rates. Many students are lost during the transition from their first to second year. In 2021, at the start of the new strategic plan, our retention rate for this group of students was 88%. In just two years, we have bumped that rate up to 89.3% and we anticipate that it will soon rise even higher. This seemingly small percentage increase represents hundreds of students, President Wilson pointed out. Our peer institution retention rate is 94%. Members of our peer group include the University of Michigan and the University of Illinois, both highly selective institutions. The University of Michigan admits about 20% of its applicants, while UI admits 86%. Unlike many of its peers, UI remains accessible to a wide range of college-capable students and supports their success once they arrive here, which is something we should be proud of, President Wilson emphasized. Our graduation rates are almost comparable to those of our peers, she continued. Our four-year graduation rate is about 60% and our six-year graduation rate is about 73%. These percentages are well above the national norms.

Programs such as the [First-Generation Hawk Program](#) are helping the UI increase its retention and graduation rates, by helping our students succeed, President Wilson continued. This program was piloted about four years ago. Participants come to campus earlier than other students in the fall and join a cohort of their first-generation peers. They receive a peer mentor – an older student who is also first-generation – along with a career counselor and an academic advisor. They can also enroll in course sections with other first-generation students. This supportive atmosphere boosts the confidence of these students, who often question whether they belong here. Many of these students come from rural areas of Iowa. The program has been growing, from 61 students during its first year to 169 during its fourth and current year. The first-year fall-to-fall retention rate for students in the program has risen to 90% (higher than the overall first-year retention rate of 89%), while the retention rate of first-generation students not in the program is only 80%. The goal now is to expand the program to include 300 students and to provide some support during the second year, as well. If students make it through the first two years, they are highly likely to graduate. President Wilson thanked faculty members for all they do to support our first-generation students. She noted that donors have also taken an interest in the First-Generation Hawk Program.

The university has been invited to participate in the Small-Town & Rural Students (STARS) College Network, President Wilson continued. The purpose of this network is to help rural students enroll and succeed in college. It is funded by a \$20 million gift from Trott Family Philanthropies. Sixteen universities, many of them highly-ranked private institutions, have been invited to be a part of this network. Through the STARS College Network, UI has a very good opportunity to boost enrollment of rural students in this state. Turning to one final student-related topic, President Wilson emphasized that 50% of UI undergraduate students graduate with no student loan debt. This is not because our students are wealthy, but because UI is able to

provide scholarships and other types of aid, while also trying to keep tuition down. Of the students who do graduate with debt, the average amount is \$28,841. President Wilson encouraged Senators to share this information with anyone who might be critical of the current cost of higher education.

President Wilson then described recent efforts to support faculty at UI. She praised Provost Kregel and Associate Provost for Faculty Geist for implementing a number of programs to invest in faculty. The Mid-Career Faculty Scholar Award was launched two years ago to recognize and retain outstanding mid-career faculty, especially newly-tenured associate professors. Thus far, nine faculty members have received this award, which provides \$25,000 per year for three years. The funds can be used for research and teaching support. The university is also working to create more named chairs and professorships, funded through philanthropy. Donors are often eager to participate in these funding opportunities. There are currently 200 named chairs and 215 named professorships, with \$18.3 million of annual support. Improving faculty salaries continues to be a priority for the university, President Wilson emphasized. Within our peer group of 11 institutions (identified by the Iowa Board of Regents), UI ranks 8th for professor salaries, 10th for associate professor salaries, and 10th for assistant professor salaries. We need to improve, she commented. For FY2024, there was a 4.2% average merit raise for faculty.

Funding from the P3 initiative has allowed UI to make investments across campus, President Wilson explained. One of these investments is in the High Impact Hiring Initiative (HIHI) program which provides funding for recruitment and retention. Since FY2021, \$11.7 million has been invested in the program, leading to 19 retentions and 46 recruitments across 11 colleges. P3 funding has also been put towards upgrading classrooms with modern and accessible seating. President Wilson commented that in the Midwest we tend to be modest about our accomplishments, but that the university needs to become aggressive in recognizing the outstanding talent we have on campus. With this goal in mind, the Office of the Provost has been working on increasing recognition for faculty members who have received prestigious external awards. Also, the newly-created External Awards and Recognition Office within the Office of the Provost is charged with coordinating nominations for external awards and connecting faculty members to support.

President Wilson then highlighted aspects of the research and scholarship mission at UI. Our research funding continues to rise, reaching a high of \$594 million in 2022. She noted that some of our peers attract research funding as high as \$1 billion. As for funding sources, the UI is heavily dependent on the National Institutes of Health (NIH), because of our large health care enterprise. Another significant source of funding is NASA. Smaller percentages of funding come from a variety of other government and industry sources. President Wilson expressed the view that we should continue to diversify our funding sources. She then recognized Professor Schroeder, a Senator, from the College of Pharmacy, for her research into chemotherapy dosing in breast cancer patients with obesity; this research is funded by a \$2.24 million grant from the U.S. Department of Defense. She also recognized Professor Torner, from the College of Public Health, for his research on risk factors for knee osteoarthritis and the impact of exercise on this condition. His work is currently funded by a \$2.7 million grant from the NIH. President Wilson noted that she had featured the work of these two faculty members during a recent presentation

to the Iowa Board of Regents. She concluded her presentation by thanking Senators, and all faculty members, for the outstanding work they do every day.

Professor Kalnins asked about relations between the university and our state legislature. President Wilson responded that recently groups of legislators have been invited to tour campus and see for themselves the valuable teaching and research that we do here. She reported that they have been impressed. She also encouraged faculty members to find ways to bring their work to the attention of more Iowans, through outreach and engagement. In the upcoming legislative session, the university will seek funding for rural health initiatives, she noted. She reminded Senators that 80% of the dentists practicing in Iowa were trained at UI, as were 50% of the physicians and 50% of the pharmacists. In response to a question about tech transfer initiatives, President Wilson acknowledged that the university has work to do in this area to catch up to some of our peers. Most of our efforts thus far have involved medical instrumentation and medical devices. Our research park is underutilized but has significant potential for growth, especially considering its location near the new North Liberty UIHC clinic.

- *President's Report (Ed Gillan)*

President Gillan reported that the Senate unanimously supported, via an email vote, the appointment of Kristine Zayko as the Investigating Officer for our faculty judicial procedures. He indicated that this new arrangement, with an external attorney as the Investigating Officer, will be closely monitored and reviewed for its effectiveness. In other brief updates, President Gillan noted that the Senate will coordinate an administrative review of the Office of the President. Coordination of central administrative reviews is a Senate duty [prescribed](#) by the UI Policy Manual (formerly known as the Operations Manual). A faculty/administrator work group continues to tentatively revise the [faculty dispute procedures](#). The Senate's Faculty Policies and Compensation Committee has been reviewing these efforts and offering feedback. Draft revisions are expected to come before the Council and Senate in the spring semester.

Elections for new Senate officers (vice president and secretary) will take place at the April Senate meeting, President Gillan reminded the group. The Senate's Committee on Elections, currently chaired by Professor Vigmostad, organizes the slate of officer candidates. President Gillan urged Senators who know of a current or former Senator who may be interested in running for office to contact Professor Vigmostad or one of the Senate officers. Issues anticipated to arise in the coming year involve faculty rights and responsibilities, promotion and performance reviews and standards, the definition of academic freedom, and an examination of the current use of the instructional and clinical tracks by the colleges. Activities of the Senate officers extend far beyond the Council and Senate meetings, President Gillan continued. The Senate officers collaborate with the other shared governance groups; engage with the Board of Regents; provide input on UI initiatives, budgeting, strategic priorities, and academic freedom; and meet regularly with senior UI leaders, among many other duties.

At the last Senate meeting, President Gillan had noted that the Board of Regents was conducting a review of the diversity, equity, and inclusion (DEI) programming at the three Regents institutions. That [report](#) is now complete and was presented at the Regents' November meeting. A UI task force will review DEI efforts here and send recommendations to the

President and the Provost by March. President Gillan requested that Senators let him know about any topics that they would like for the task force to consider.

In response to a question about the potential revision of the [Consensual Relationships Involving Students policy](#), Past President Rodríguez-Rodríguez, co-chair of the committee reviewing the policy, indicated that the review committee is finalizing a report with recommendations for proposed changes to the policy.

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

V. Announcements

- The next Faculty Council meeting will be Tuesday, January 23, 3:30-5:15 pm, Executive Boardroom (2390), University Capitol Centre.
- The next Faculty Senate meeting will be Tuesday, February 13, 3:30-5:15 pm, Senate Chamber, Old Capitol.

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