MEMORANDUM TO:

All University of Iowa faculty and staff

FROM:

Jennifer Modestou, Director of Equal Opportunity & Diversity, Deputy Title IX Coordinator

J. Martin Scholtz, Vice President for Research

Kevin Kregel, Executive Vice Provost and Senior Associate Provost for Faculty

J. Brooks Jackson, Vice President of Medical Affairs and Dean of the Roy J. and Lucille A. Carver College of Medicine

Cheryl Reardon, Chief Human Resources Officer and Associate Vice President

SUBJECT:

Annual Policy Notification on Political Expression, Intellectual Property, Drug Free Environment, Supplemental Activities and Extra Compensation, Accessibility and Nondiscrimination Statements, and Related Policies

DATE:

Oct. 08, 2019

The University of Iowa fully supports the constitutional rights of faculty and staff and provides them with guidelines to ensure that their political activities do not conflict with their responsibilities as employees of a public institution. These guidelines as well as policies related to supplemental activities and extra compensation, intellectual property, a drug free environment, use of the university’s name, and the proper use of UI Accessibility and Nondiscrimination Statement are summarized below.

Please review this notification and bookmark the Annual Policy Notifications page on the University Human Resources website for your reference. Policy notifications such as this one are required by federal law. Additional policies will be highlighted in future communications.

POLITICAL EXPRESSION GUIDELINES

The University of Iowa fully supports the constitutional right of faculty and staff to express their personal opinions regarding political candidates and issues as well as their right to organize and join political or other associations. However, as employees of a public institution, faculty and staff have a responsibility to make it clear that their opinions are their own and that they do not speak for the university. The university provides guidelines that articulate when and where it is appropriate for faculty and staff to express political opinions during their work, such as in the classroom or workspace. In addition, university policy prohibits use of the university’s name or resources to support personal political activities.

Guidelines regarding political activity by faculty are available on the [Office of the Provost](https://provost.uiowa.edu/) website.

Guidelines regarding political activity by staff are available on the [University Human Resources](https://hr.uiowa.edu/) website.

USE OF THE UNIVERSITY NAME

The use of the university name for any purpose in any activity that is not part of, or is unrelated to, the fulfillment of the missions of the university, and that is not previously sanctioned by the Office of Strategic Communications, is prohibited.

To review the complete policy, please see the [UI Operations Manual](https://opsmanual.uiowa.edu/community-policies/use-university-name).

SUPPLEMENTAL ACTIVITIES AND EXTRA COMPENSATION

These policies are designed to ensure that university employees engaged in extracurricular activities do so fairly and in compliance with federal, state, and university regulations. Key elements include:

\* 17.17(1) Use of University Supplies. Other than library materials and assigned office space, faculty and staff members shall not use university supplies, materials, equipment, or services for non-university activities without first obtaining approval and arranging for the payment of the total cost for such use. University stationery or letterhead shall not be used in connection with professional extramural activities except for professional service.

\* 17.17(6) Extra Compensation for Teaching Academic Courses. University faculty members, including staff members teaching as adjunct faculty, may from time to time teach courses that are in addition to their regular "load" or in addition to their full-time positions (aka "overload"). Such employees receive compensation in addition to their regular salary. All teaching for extra compensation must be approved on a case-by-case basis.

\* 17.17(4) Employment on Grants and Contracts. With special exceptions, grant or contract funds are not to be used to augment the full-time salary of university employees.

To review the full policy, see:

[http://opsmanual.uiowa.edu/human-resources/compensation/supplemental-activities-and-extra-compensation](https://opsmanual.uiowa.edu/human-resources/compensation/supplemental-activities-and-extra-compensation)

USE OF THE UI ACCESSIBILITY STATEMENT

Per the university's Accessibility Statement, the language below must be included in all institutional or departmental publications that describe or invite public participation in programs at the university, whether the publication is dispersed via print or electronic means, published on the Internet, or advertised using social media:

"Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact (insert: the sponsoring department or contact person) in advance at (insert: telephone number)."

The sponsoring department name or contact person and telephone number must be incorporated into the statement as the sponsoring department is responsible for making the necessary reasonable accommodations.

To review the full policy and the Accessibility Statement, please see the [UI Operations Manual](https://opsmanual.uiowa.edu/community-policies/disability-protection-policy-and-accessibility-statement).

USE OF THE UI NONDISCRIMINATION STATEMENT

The university's Nondiscrimination Statement must be included in all departmental printed publications, such as brochures, pamphlets, manuals, and guidebooks, describing or inviting participation in programs at the University of Iowa.

The inclusion of the Nondiscrimination Statement is required by federal regulation and is designed to make clear to prospective applicants or participants the university's commitment to equal opportunity in employment and equal access to its programs and activities.

“The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The university also affirms its commitment to providing equal opportunities and equal access to university facilities. For additional information on nondiscrimination policies, contact the Director, Office of Equal Opportunity and Diversity, the University of Iowa, 202 Jessup Hall, Iowa City, IA 52242-1316, 319-335-0705 (voice), 319-335-0697 (TDD), diversity@uiowa.edu.”

Read more about this policy on the Diversity, Equity, and Inclusion website or the [UI Operations Manual](https://opsmanual.uiowa.edu/community-policies/nondiscrimination-statement).

UNIVERSITY INTELLECTUAL PROPERTY POLICY

The scholarship and creative work done by faculty, staff, and students can often lead to intellectual property (IP) in the form of patentable inventions or copyright protected works. The university's policy governing these activities describes circumstances when disclosures must be made to the University of Iowa Research Foundation and how revenue from licensing/commercialization will be distributed.

This policy also addresses university employee responsibilities related to the assignment of this IP to any outside entity during the course of consulting activities (e.g., working with a company on a problem related to one's research or expertise that creates new IP, sharing unpublished university research results that include potential university IP, or using significant university resources while consulting). When consulting work involves, or may involve, research or investigation conducted by UI faculty, whether off or on UI's premises, a sponsored research agreement can minimize the potential for intellectual property conflict.

To review the complete IP policy, please see the [UI Operations Manual](https://opsmanual.uiowa.edu/administrative-financial-and-facilities-policies/university-iowa-intellectual-property-policy).

For further examples of when consulting activity may produce university intellectual property that must be disclosed to the University of Research Foundation, please see the [Office of the Provost](https://provost.uiowa.edu/) website.

DRUG-FREE ENVIRONMENT POLICY

Consistent with the federal Drug-Free Schools and Campuses Act, the University has a policy that establishes standards of conduct in relation to the unlawful possession, use or distribution of illicit drugs and alcohol. This policy is also consistent with the Board of Regents Policy on Substance Abuse, and emphasizes the expectation that faculty and staff will report to work in an appropriate mental and physical condition to carry out their responsibilities safely and effectively, absent any impairment because of the use of controlled substances and/or alcohol.

Where there exists probable cause to believe an employee's ability to perform his/her duties is impaired because of the use of alcohol or controlled substance, the Regents' policy directs the institution to confront the employee and take appropriate action. Violations of this policy may result in serious disciplinary sanctions, up to and including termination of employment.

To review the complete policy, please see the [UI Operations Manual](https://opsmanual.uiowa.edu/community-policies/drug-free-environment).