We, the faculty members of Indiana University-Purdue University Indianapolis, in recognition of our common goal to better human conditions through the process of education, and in recognition and appreciation of the rights and responsibilities bestowed upon us by the state of Indiana through the Indiana University and the Purdue University Boards of Trustees for the accomplishment of this goal, do establish this Constitution for the purpose of creating a system which will aid in the identification, definition, and accomplishments of major specific objectives of this faculty.
~IUPUI Faculty Council Constitution Preamble

## Membership of the Council

### Voting Members (115 Members Total)

<table>
<thead>
<tr>
<th>Ex Officio: Officers (3 Positions)</th>
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<tbody>
<tr>
<td>Chancellor of IUPUI</td>
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<tr>
<td>President of the IUPUI Faculty</td>
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<td>Vice President of the IUPUI Faculty</td>
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<tr>
<th>Ex Officio: IUPUI Administration (2 Positions)</th>
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<tr>
<td>Executive Vice Chancellor and Chief Academic Officer</td>
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<td>Vice Chancellor for Research</td>
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<tr>
<th>Ex Officio: IUPUI Faculty Council Executive Committee (10 Positions)</th>
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<tr>
<td>Tenure Track Representative (6/19)</td>
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<tr>
<th>Members Elected to Represent Academic Units (40 Elected Voting Positions)</th>
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<tbody>
<tr>
<td>Richard A. Fairbanks School of Public Health (1)</td>
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<tr>
<td>Herron School of Art and Design (1)</td>
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<tr>
<td>IUPU Columbus (1)</td>
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<tr>
<td>IU Fort Wayne (1)</td>
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<tr>
<td>Kelley School of Business (1)</td>
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October 14, 2019
Lilly Family School of Philanthropy (1) .............................................6/20: Catherine (Katie) Herrold
Paul H. O’Neill School of Public & Environmental Affairs (1) ....6/19: Jeff Gruenewald
Robert H. McKinney School of Law (1) .............................................6/20: Susan deMaine
School of Dentistry (1) .....................................................................6/20: Jeff Dean
School of Education (1) .....................................................................6/20: Craig Willey
School of Engineering and Technology (2) ........................................6/20: Pat Fox
............................................................................................................6/20: John Schild
School of Health and Human Sciences (1) ........................................6/20: Lisa Angermeier
School of Informatics and Computing (1)  ........................................6/19: Sarath Janga
School of Liberal Arts (4) ...................................................................6/20: Vacant
............................................................................................................6/20: Ron Sandwina
............................................................................................................6/20: Jeremy Wilson
............................................................................................................6/19: Lynn Pike
School of Medicine (15) ....................................................................6/20: Rafat Abonour
............................................................................................................6/19: Brian Brewer
............................................................................................................6/20: Gustavo Arrizabalaga
............................................................................................................6/20: Tim Corson
............................................................................................................6/20: Alexander Dent
............................................................................................................6/19: Erin Foster
............................................................................................................6/19: Patrick Gerety
............................................................................................................6/19: Brittney-Shea Herbert
............................................................................................................6/19: Matthew Holley
............................................................................................................6/20: Debomoy Lahiri
............................................................................................................6/20: Matthew Landman
............................................................................................................6/20: Hongxia Ren
............................................................................................................6/20: Sylk Sotto
............................................................................................................6/20: Matthew Turner
............................................................................................................6/19: Sam Yeap
School of Nursing (1) .........................................................................6/20: Celeste Phillips-Salimi
School of Science (4) ..........................................................................6/20: Brenda Blacklock
............................................................................................................6/20: Greg Druschel
............................................................................................................6/20: Alexey Kuznetsov
............................................................................................................6/19: Peggy Stockdale
School of Social Work (1) ..................................................................6/20: Jessica Lee (alt. Eric Kyere)
University Library (1) ........................................................................6/20: Ted Polley

Members Elected At-Large to Represent the Faculty Body (60 Positions)
6/19: Marta Anton (Liberal Arts)
6/19: Leslie Ashburn-Nardo (Science)
6/19: Mark Bannatyne (Engineering & Technology) – Fall 2018 (sabbatical spring 2019)
   Mythily Srinivasan (Dentistry) – Spring 2019
6/19: Nicolas Berbari (Science)
6/19: Ellen Chernoff (Science)
6/19: Amber Comer (Health and Human Sciences)
6/19: Theodore Cummins (Science)
6/19: Mary De Groot (Medicine)
6/19: Jerome Dumortier (SPEA)
6/19: Adam Eckerd (SPEA)
6/19: Vance Farrow (Herron)
6/19: Charles Goodlett (Science)
6/19: Steve Haug (Dentistry)
6/19: Krista Hoffmann-Longtin (Liberal Arts)
6/19: Benjamin Keele (Law Library)
6/19: Joan Kowolik (Dentistry)
6/19: Brenden Maxcy (Education)
6/19: Lindsey Mayo (Medicine)
6/19: Robert Minto (Science)
6/19: Bethany Neal-Beliveau (Science)
6/19: Shahid Parvez (Public Health)
6/19: Hanxiang Peng (Science)
6/19: Karen Pollok (Medicine)
6/19: Stephen Randall (Science)
6/19: Eva Roberts (Herron)
6/19: James Scheurich (Education)
6/19: Armando Soto-Rojas (Dentistry)
6/19: Rosa Tezanos-Pinto (Liberal Arts)
6/19: George Towers (IUPUC)
6/19: Lixin Wang (Science)

6/20: James Ballard (Medicine)
6/20: Teresa Bell (Medicine)
6/20: Ashay Bhatwadekar (Medicine)
6/20: Bonnie Blazer-Yost (Science)
6/20: Stephen Boehm (Science)
6/20: Ben Boukai (Science)
6/20: Herbert Brant (Liberal Arts)
6/20: Subir Chakrabarti (Liberal Arts)
6/20: Cornelis De Waal (Liberal Arts)
6/20: Sasha Fedorikhin (Business)
6/20: Stephen Fox (Liberal Arts)
6/20: Aaron Ganci (Herron)
6/20: Eileen Hacker (Nursing)
6/20: Ann Holmes (Public Health)
6/20: Tambra Jackson (Education)
6/20: NiCole Keith (Health and Human Sciences)
6/20: Sarah Koskie (Engineering & Technology)
6/20: Katharine Macy (University Library)
6/20: Troy Markel (Medicine)
6/20: Kyle Minor (Liberal Arts)
6/20: Gwendolyn Morrison (Liberal Arts)
6/20: Daniel Ramras (Science)
6/20: Stephanie Savage (Medicine)
6/20: Ruben Vidal (Medicine)
6/20: Rachel Wheeler (Liberal Arts)
6/20: Angela White (University Library)
6/20: Ben Zarzaur (Medicine)
6/20: Xinna Zhang (Medicine)
6/20: Teresa Zimmers (Medicine)
Non-Voting Ex Officio Members

Officers
Parliamentarian of the IUPUI Faculty Council .........................Vacant

Ex Officio: Academic Unit Heads (20 Non-Voting Positions)
Division of Undergraduate Education ......................................Jay Gladden
Richard A. Fairbanks School of Public Health at IUPUI ..........Paul Halverson
Herron School of Art and Design .............................................Nan Goggin
IUPUI Columbus ....................................................................Reinhold Hill
IUPUI Honors College ............................................................Kristy Sheeler
Kelley School of Business-Indianapolis .................................Ken Carow
Lilly Family School of Philanthropy ........................................Amir Pasic
Paul H. O’Neill School of Public and Environmental Affairs ...Thomas Stucky
Robert H. McKinney School of Law-Indianapolis .................Andy Klein
School of Dentistry ...............................................................John Williams, Jr.
School of Education-Indianapolis ...........................................Jesse Perez Mendez
School of Engineering and Technology .................................David Russomanno
School of Health and Human Sciences .................................Rafael Bahamonde (Interim)
School of Informatics and Computing-Indianapolis .............Mathew Palakal
School of Liberal Arts ..........................................................Rob Rebein (Interim)
School of Medicine ..............................................................Jay Hess
School of Nursing .................................................................Robin Newhouse
School of Science .................................................................Simon Rhodes
School of Social Work .........................................................Tamara Davis
University Library ...............................................................Kristi Palmer (Interim)

University Faculty Council (UFC) – IUPUI Representatives (7 Positions)
*Indicates Members of the UFC Executive Committee
6/19: .................................................................Tina Baich (University Library)
6/19: .................................................................Jodi Smith (Medicine)
6/19: .................................................................Mary Beth Riner (Nursing)*
6/20: .................................................................Andrea Copeland (Informatics/Computing)
6/20: .................................................................Daniella Kostroun (Liberal Arts)
6/20: .................................................................Megan Palmer (Medicine)
6/20: .................................................................Jennifer Thornton Springer (Liberal Arts)*

Organizations
Senior Academy Representative ..............................................Anne Belcher (6/19)
Staff Council President .........................................................Kristy Beach (6/20)
Undergraduate Student Government President .....................Gina Pleshkan (6/19)

Elected Unit Representatives
University College Representative .............................................Vacant
IUPUI Honors College ..........................................................Cullen Merritt

Faculty Governance Leaders
Fairbanks School of Public Health ...........................................Ross Silverman
Herron School of Art and Design .............................................Andrew Winship
IU Fort Wayne .................................................................Nila Reimer
IUPU Columbus ...............................................................Anna Carmon
Kelley School of Business ..................................................Tod Perry

October 14, 2019
Policies, Amendments, and Resolutions

- Revision to the IU Code of Student Rights, Responsibilities, and Conduct (Approved December 4, 2018)
- Endorsement to add a third tier to the lecturer rank university-wide (Approved December 4, 2018). A vote on the measure went to the University Faculty Council where it was approved. The Board of Trustees approved the title of teaching professor to be awarded after senior lecturer rank.
- Endorsement of the Campus Statement on the Role of the Liberal Arts (Approved January 8, 2019)
- Endorsement of the Boost app as a supplement to Canvas (Approved April 2, 2019)
- Revision to the Faculty Council Constitution and Bylaws (Approved May 7, 2019)

Resolutions:

- Memorial Resolutions:
  o Brian Decker (School of Medicine)
  o Narcissa Hocker (School of Medicine)
- Resolution in Recognition of IUPUI’s 50th Anniversary (Approved February 5, 2019)

Elections (Other than those listed in the council membership on page 1):

Promotion and Tenure Committee   Elizabeth Kryder-Reid (through 2021)

IFC Nominating Committee:   Term Expiring June 30, 2020
Ed Berbari (Engineering and Technology)
Phil Goff (Liberal Arts)
Willie Miller (University Library)
Miriam Murphy (Law Library)

Faculty Board of Review Pool:   Term Expiring January 31, 2020
Tina Baich (University Library)
Cornelis De Waal (Liberal Arts)
Matthew Holley (Medicine)
Daniella Kostroun (Liberal Arts)
Khaula Murtadha (Education/Community Engagement)  
Christine Picard (Science)  
Deborah Stiffler (Nursing)  
Rosa Tezanos-Pinto (Liberal Arts)  
Angela White (University Library)  
L. Jack Windsor (Dentistry)

Faculty Grievance Advisory Panel:  
Term Expiring January 31, 2020  
Charles Goodlett (Science)  
Josette Jones (Informatics and Computing)  
Miriam Murphy (Law Library)  
Jeff Watt (Science)

Annual Report on Board of Review Activity (Since May 2018)

John C. Watson, President  
IUPUI Faculty Council Meeting  
May 7, 2019

Total Number of Board of Review Cases:  2
Total Number of Requests Denied:  0

Number of Board of Review Cases (Approved) for:
- Dismissal 2*  
- Academic Freedom  
- Non-Reappointment  
- Tenure  
- Promotion  
- Salary Adjustment  
- Nature or Conditions of Work 1*  
- Office of Equal Opportunity

*Same case.

Case Carried Over from 2017-2018 (This case is not included in the count above.):

Board of Review Case 18-01: A board of review was appointed, and a formal hearing was held on June 27, 2018, regarding a negative tenure decision. The board’s findings did not fully support the grievant. The chancellor supported the board’s recommendations.

Requests Approved 2018-2019:

Board of Review Case 18-02: A board of review was appointed, and the case is currently under review. A formal hearing has not been held at this time. The outcome of the case will be reported in 2019-2020. Category: Dismissal of a tenured faculty member.

Board of Review Case 18-03: A board of review was appointed; however, the grievant did not pursue the grievance after assignment. Categories: Dismissal and Nature or Conditions of Work.

Requests Denied: None

Total Number of Grievances Referred to the Faculty Grievance Advisory Panel: 2

October 14, 2019
Members of the Faculty Grievance Advisory Panel reported two contacts by faculty members or librarians during the 2018-2019 academic year.

1 Grievance(s) were resolved prior to any request for a Board of Review.
1 Grievance(s) was sent to a Board of Review.
0 Grievance(s) have not been referred to a Board of Review.

Continuing the Work

Per the IFC Constitution, Chancellor Nasser Paydar gave the annual State of the Campus address on November 6, 2018.

The Faculty Census was presented on February 5, 2019, and can be found attached to the minutes of that meeting.

Committee Reports:
See the individual full reports on the committee web pages at https://facultycouncil.iupui.edu/Committees. A Report on Council Actions follows:

Detailed final reports are available on the IFC committee webpage.

Committee Assignments

Academic Affairs Committee
Ongoing:
- Credits transferred from campuses within both the IU and Purdue systems, how credits outside these systems are viewed by IUPUI, and how many credits must be taken at IUPUI before an undergraduate diploma may be granted at the IUPUI campus.
- Review of credit transfers and residency.
- How degrees are awarded on diverse campuses and internationally by programs within the IU and PU systems and how they might affect programs on the IUPUI campus.
- Review and recommend to the Faculty Affairs Committee standards used in hiring adjunct faculty.
- Use of LMS (Canvas) data for instructional monitoring (online courses)
- Use of Boost, software that “proactively prevents students from missing assignments.”
Completed:
- Review of grade replacement policy (F to F*)
- Continue work with IUPUI+ development.
- Use of LMS (Canvas) data for instructional monitoring (online courses)
- Review of grade assignment for cases of academic dishonesty.
- Percentage of a certificate that needs to be completed using IUPUI course.
Suggested New Items from the Committee:

Budgetary Affairs
Assigned:
• Campus Conversations
• Banded tuition results
• Midwest Student Exchange
• IU Fort Wayne
• RCM Review of University Assessment
• Change in Resource Planning Committee
• Continue meetings with deans one on one.
• Follow up with Chris Foley about IU Online budget.
• Follow up with ad hoc Library Committee (recommendations on how to move forward).
• IUPUI Budget Updates (continue to follow budget and issues about it).
• Continue conversation with IU Online especially a) support services and b) effect on course.
• Financial Aid—coordination between campus and school efforts.
• Conversations with UFC Budgetary Affairs Committee to follow IU budget issues (first meeting with the co-chairs of the UFC BAC with the IU VP for Finance planned for September 2018).

**Campus Planning Committee**

Assigned:
• Review all surveys that come out during the year.
• Higher Learning Commission mid-cycle report about IUPUI meeting criteria.
• Invite leadership of IU Fort Wayne to meet with the committee and then report to the EC. (Contact: Ann Obergfell)
• Review Summer 2018 IU Communications Audit
• Review student surveys.
• Monitor changes in medical school impact.
• Updates/refreshes of campus strategic plan.
• Results of faculty survey.

Ongoing:
• Campus Conversations
• Examine faculty vitality (IUPUI and School of Medicine)
• IU Branding

Completed:
• Campus Conversations
• Research Initiative of Vice Chancellor for Research: Define research from the bottom up.
• Enrollment: Ideas were exchanged regarding increasing enrollment for undergraduates: Issues related to retention, housing, and recruitment. Adult education will be revisited as another revenue stream, which has not been a focus in recent years.
• Review of new application process for the fall 2019 graduate school admissions.
• Review of IU branding with a focus on urban university, degree programs, outreach in the state and surrounding states.
• School of Education: Suggested to the dean that the Senior Council might aid in recruitment of students.
• Discussion regarding a lack of community for faculty: facilities for the faculty and new faculty support (mentoring).

**Constitution and Bylaws Committee**

Completed:
• Collaborate with Ad Hoc Committee on Diversity regarding charge and function
• Amend the Bylaws Grievance Procedures to allow for a Unit Recommendation Report to follow a completed Board of Review. The purpose of the Unit Recommendation Report
would be for the Board of Review to recommend to the Chancellor or dean structural changes in the operations of an academic unit that would benefit the prevention of future grievances. (Received by the Committee in e-mail message from Rachel Applegate on April 24, 2017.)

- Inclusion of Ft. Wayne as a unit.
- Review EC membership to organize school overlap rules now that NTTs are present. (Currently, no two ECs can be from the same school but an officer (president, VP) can be from the same school as an EC regular member. Rule suspended for 2018-19. Probably: allow one NTT to be from the same school as one TT.)
- Review C&B to find out whether Honors College and University College both get one seat on the IFC (non-voting). They were both given one seat in 2018-19 until it can be confirmed.
- Add to the C&B the rule of only having one seat on the council. This was recommended but it didn’t make it to the revisions approved in May 2018.
- Add “leadership of a school-level committee” to the criteria for a NTTF person to serve on the IFC-EC. This would increase the number of NTTF eligible to serve on the EC.

**Distance Education Committee**

**Assigned:**

- Follow up on CTL “The Forum.”
- Support structure for students who are fully online.
- Follow up on Quality Matters
- Continue follow-up conversations with IU Online.
- Update with eDS.
- Coordinate with Online Director/Faculty Group (revived from 2016-17; to be organized by Rachel Applegate).
- Use of LMS (Canvas) data to assess instructional interactivity and collect data for proactive compliance (with Academic Affairs).
- Changes to infrastructure given Watermark acquisition of Taskstream, etc.
- Forum Fellows with CTL working on the forum space and resources for instructors.
- Recognition of Online Teaching Faculty.
- Proctoring
- Canvas as a source for data
- Support structure for faculty who are teaching online. Create resources.

**Diversity, Equity, and Inclusion Committee (Ad Hoc)**

**Assigned:**

- Coordinate with Faculty Forum Network (overall structure for faculty development/support)
- Address the strategic plan’s goals and objectives of:
  - Create pathways for success for underrepresented students, faculty, and staff
  - Develop cross-cultural awareness and competence among all members of the IUPUI community (focusing on faculty)
  - Becoming an employer of choice for faculty by providing meaningful work, improved workplace culture and communication, and advancement opportunities

**Faculty Affairs Committee**

**Assigned:**

- Need for systematic analysis of policies and procedures in the Faculty Guide to assure definitions for “faculty” and “full-time,” for example, are consistent and correctly and appropriately applied: The SAVCAA and the Constitution and Bylaws Committee need to be involved in coordinating this effort.
• Review policies and procedures for tenure, practice plan, and compensation in the School of Medicine.
• Determination of “full-time” for School of Medicine faculty, especially with those whose “effort” and compensation is primarily in IU Health.
• Discuss the creation of a subcommittee of the Faculty Affairs Committee and the campus P&T Committee to review core school policy of P&T at IUPUI.
• Discuss matching Kelley School of Business (IUB) promotion and tenure up through IUPUI.
• Continue with NTT career paths, potential new classifications or ranks.
• How does the Ombudsteam operate? Should the Ombudsteam replace the Faculty Grievance Advisory Panel? Is there training? Can the Ombudsteam sole a faculty member’s issue? Coordinate with new Ombudsteam for methods of addressing faculty concerns.
• Update the language of the policy on Faculty Access to Student Evaluations in the Faculty Guide to reflect the use of Blue.
• Update the language of the Policy on School or Program Restructuring in the Faculty Guide. Clarify the language regarding faculty. Does faculty refer to non-tenure-track or clinical?
• Career Path for Non-Tenure-Track Faculty

New:
• Review of Draft Research Disclosure Policies

**Faculty Guide Committee**

Assigned:
• Need to link to a policy on creating a new department within a school that isn’t in financial distress. Kathy Johnson is willing to construct new language to point to this.

Ongoing:
• Review the guide and updated all links.
• Review the guide and update for obsolete language.

Completed:
• Review the guide and updated all links.
• Review the guide and update for obsolete language.
• Update guide for new combined policy on conflict of interest, nepotism, and conflict of commitment.
• Principles of Ethical Conduct only referenced in lab practices. Should it be provided elsewhere?
• Review of the term “faculty” throughout the document and particularly in Section 1. Are definitions for faculty clearly defined? Are there definitions that are missing or confusing?
• Update language from PULs to IUPUI+ (Now should be Profiles.)
• Test PDF document of updated guide for accessibility and resolve issues.

**Fringe Benefits Committee**

Ongoing:
• Monitor benefits
• Review forthcoming changes in retirement benefits provider and plan changes.

**Library Affairs Committee**

Assigned:
• Link open access uploading to Activity Insight.
• Library Town Halls and Campus Tour
• Improve communication with faculty
• Discuss scholarly communication situation.
Ongoing:
- Providing input to and advocating for the University Library at IUPUI
- Continue to monitor Open Access policy
- Evolving nature of the scholarly record
- Training for chairs and associate deans for research (Open Access/ScholarWorks)
- Explore adding doctoral student thesis information to IUPUI transcripts.
- Consider methods of educating general faculty regarding information-access issues.
- Collaborate with Research Affairs Committee regarding support for R1 university status.

Completed:
- Continue discussion of library finances; follow-up from Task Force on Library Finances.
- Assist with dean search.

Suggested New Items from the Committee:
- Review and expand the Promotion and Tenure service offered by UL staff.

Promotion and Tenure Committee

Assigned:

Research Affairs Committee

Assigned:
- Policy on Centers and Institutes
- Indirect Cost Recovery guidelines to the IFC. Review campus, university, and unit (school) use of ICR funds.
- Center designation process – inventory of active/inactive centers as a first fact-finding step.
- IUCRG Program – faculty input into future directions/funding priorities if the program continues.
- Collaborate with Library Affairs Committee regarding support for R1 university status.
- Monitoring of the Grand Challenges.
- Policy on Proposing funds coming from tobacco companies.
- Research strategic direction.
- Description of effort of funded studies for dossiers developed for promotion and tenure.

New:
- Review of Draft Research Disclosure Policies

Staff Relations Committee

Assigned:
- Discussion on communication across campus including all units and positions.
- Review of bylaws, including policies and procedures for staff under circumstances of reorganization (faculty have a policy, staff do not).
- Evaluation of the campus pedestrian safety: report back to the committee.
- Review policies and procedures in the bylaws that govern the IFC’s Staff Relations Committee and, comparably, the ISC’s Faculty Relations Committee and change them to current practices.
- Search committee training (better and more systematic across campus and at all levels)
- Review of staff participation in TIAA-CREF. The benefit may change to a new vendor. How many does that affect staff?
- Several questions have been raised about the “status” (role, venues for input) for full-time staff who also teach (e.g., as associate faculty).
- Ask if there is a member of the committee who would like to serve on the Fringe Benefits Committee.
**Student Affairs Committee**

Assigned:
- Discussion and vote on the permanence of a grade given as the results of academic misconduct (working with Academic Affairs Committee).
- Update the Academic Misconduct portion of the Student Code of Rights, Responsibilities, and Conduct.
- Review of sexual misconduct policy brought forward by the UFC
- Off-campus student conduct (note new Greek policy)
- Campus climate for adult learners
- Review recruitment of faculty members of the University Hearing Boards: opportunities for training and service (currently requires all-day training).
- Use of LMS (Canvas) for student intervention.
- Elaboration of co-curricular aspects of IUPUI+
- Review of Code of Student Rights, Responsibilities, and Conduct in relation to hate speech.

**Technology Committee**

Assigned:
- Update on electronic and IT accessibility
- Find a better way to keep faculty informed.
- Potential replacement of Taskstream.
- Bridge vs. Zoom?
- Coordinate with communications task force for faculty information dissemination.
- Digital learning (discussion with Kathy Johnson who serves as a digital scholar with ACUE)
- TopHat
- Pearson’s integration with Canvas.
- Pressbooks (substitute for eTexts or student portfolio) – Open Access link to ScholarWorks.
- Digital Measures changes. The School of Medicine is beginning to use the tool and the changes added will affect the rest of the campus. The changes are felt to be positive.