

IUPUI Faculty Council

Annual Report 2017-18

Prepared by:
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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

Getting the Job Done

Leadership:

Chancellor of IUPUI	Nasser Paydar
President of the IUPUI Faculty.....	Rachel Applegate
Vice President of the IUPUI Faculty.....	Jeff Watt
Parliamentarian of the IUPUI Faculty Council	Eric Saak
Executive Committee	Tina Baich
.....	Ed Berbari
.....	Ben Boukai
.....	Philip Goff
.....	Miriam Murphy
.....	Josette Jones
.....	Deborah Stiffler
.....	L. Jack Windsor

Policies/Amendments:

- Revised Faculty Sponsorship of Student Admission as a Beginning Freshman policy (Approved September 5, 2017)
- Determined “N” for next two years (i.e., number of candidates per school based on N) (Approved December 5, 2017)
- Proposal to change the date yearly for IUPUI Commencement (Approved December 5, 2017)
- Proposal to create the Committee on Diversity, Equity, and Inclusion standing committee (Approved January 9, 2018)
- Updated composition of the Faculty Council including non-tenure-track faculty in unit representative positions, changing number of unit representatives and at large representatives, and revising voting rights (Approved March 6, 2018)
- Significantly revised the Constitution and Bylaws based on the passage of the updated composition of the council (Approved April 3, 2018)
- Approved the Principles of Undergraduate Learning revision to IUPUI+ (May 1, 2018)

Resolutions:

- Memorial Resolutions:
 - Kimberly Quaid (School of Medicine)
 - Kevin Rodgers (School of Medicine)

Elections:

Elected to the Promotion and Tenure Committee

- Ed Berbari (through 2020)

Unit Representatives:

Fairbanks School of Public Health*
6/17 Vacant

School of Engineering and Technology
6/18 John Schild
6/19 Doug Bielmeier

School of Science
6/18 Greg Druschel
6/18 Robert Minto
6/19 Peggy Stockdale

Herron School of Art
6/19 William Potter

School of Health and Rehabilitation Sciences
6/19 Chung-Ju Liu

School of Social Work
6/18 Jeremiah Jagers

IUPU Columbus
6/18 Kevin Jones

School of Informatics and Computing
6/19 Sarath Janga

University Library
6/18 Tina Baich

Kelley School of Business
6/18 Tod Perry

School of Liberal Arts
6/18 Cornelis de Waal
6/18 Ray Haberski
6/18 Megan Musgrave
6/19 Lynn Pike

Lilly Family School of Philanthropy*
6/19 Debra Mesch

School of Medicine
6/18 Kacy Allgood
6/18 Erik Imel
6/18 David Nelson
6/18 Megan Palmer
6/18 Dan Rusyniak
6/18 Ruben Vidal
6/18 Frank Yang
6/19 Brian Brewer
6/19 Patrick Gerety
6/19 Brittney-Shea Herbert
6/19 Matthew Holley
6/19 Elizabeth Whipple
6/18 Yar Yeap (Non-Member/Non-Voting)

McKinney School of Law
6/19 Miriam Murphy

School of Nursing
6/18 Joan Haase

School of Dentistry
6/18 Richard Jackson
6/18 Sean Stone

School of Physical Education and Tourism Management
6/18 Mark Urtel

School of Education
6/18 Jim Scheurich

School of Public and Environmental Affairs
6/19 Jeff Gruenewald

University Faculty Council:

Term Expires June 30, 2019

Tina Baich (University Library)

Jodi Smith (Medicine)

L. Jack Windsor (Dentistry)*

*Indicates members of the UFC Executive Committee

IFC Executive Committee:

Term Expiring June 30, 2019

Ed Berbari (Engineering and Technology)

Philip Goff (Liberal Arts)

Miriam Murphy (Law Library)

L. Jack Windsor (Dentistry)

IFC Nominating Committee:

Term Expiring June 30, 2019

Olguta Buse (Science)

Lindsey Mayo (Medicine)

Marc Mendonca (Medicine)

At-Large Representatives:

Tenured/Tenure Track

Term Expiring June 30, 2019

Marta Anton (Liberal Arts)

Leslie Ashburn-Nardo (Science)

Nicolas Berbari (Science)

Ellen Chernoff (Science)

Andrea Copeland (Informatics & Computing)

Theodore Cummins (Science)

Mary De Groot (Medicine)

Philip Goff (Liberal Arts)

Charles Goodlett (Science)

Krista Hoffmann-Longtin (Liberal Arts)

Lindsey Mayo (Medicine)

Marc Mendonca (Medicine)

Willie Miller (University Library)

Bethany Neal-Beliveau (Science)

Karen Pollok (Medicine)

Stephen Randall (Science)

Robert Rebein (Liberal Arts)

Eva Roberts (Herron)

Rosa Tezanos-Pinto (Liberal Arts)

Jennifer Thorington Springer (Liberal Arts)

John Watson (Science)

Non-Tenure Track

Term Expiring June 30, 2019

Clinical Category

Lisa Angermeier (PETM)

Lecturer Category

Lisa Contino (Science)

Kimberly Donahue (Business)

Kathleen Visovatti Weaver (Health & Rehabilitation Sciences)

Faculty Board of Review Pool: Term Expiring January 31, 2019
Teri Belecky-Adams (Science)
Shawn Boyne (Law)
Alexander Dent (Medicine)
Philip Goff (Liberal Arts)
Richard Humphrey (Law Library)
Debomoy Lahiri (Medicine)
Lei Li (Science)
Fred Pavalko (Medicine)
Mark Urtel (PETM)
Cheryl Warner (Columbus)

Faculty Grievance Advisory Panel: Term Expiring January 31, 2019
Philip Goff (Liberal Arts)
Marc Mendonca (Medicine)
John Schild (Engineering and Technology)

Annual Report on Board of Review Activity (Since May 2017)

Rachel Applegate, President
IUPUI Faculty Council Meeting
May 1, 2018

Total Number of Board of Review Cases: 2 (Appointed in 2017-2018)
Total Number of Requests Denied: 1

Number of Board of Review Cases (Approved) for:

- Dismissal
- Academic Freedom
- Non-Reappointment
- Tenure 2*
- Promotion 1*
- Salary Adjustment
- Nature or Conditions of Work
- Office of Equal Opportunity

*Same case.

Case Carried Over from 2016-2017 (This case is not included in the count above.):

Board of Review Case 17-01: A board of review was appointed, and a formal hearing was held on April 28, 2017, regarding the nature or conditions of work. The board's findings did not fully support the grievant. The chancellor supported the board's recommendations.

Requests Approved 2017-2018:

Board of Review Case 17-02: A board of review was appointed, and a formal hearing was held on August 18, 2017, regarding promotion and tenure. The board's findings did not fully support the grievant; however, recommendations were made for improvement. The chancellor acknowledged the findings and referred the recommendations to Executive Vice Chancellor Kathy Johnson for review and possible action.

Board of Review Case 18-01: A board of review was appointed after a negative tenure decision, but the case has not been given to the board at the time of this meeting. The outcome of this case will be reported during 2018-2019.

Requests Denied:

A request for a board of review was received after a negative promotion and tenure decision. The IFC Executive Committee did not agree to move the case forward to a formal review.

Total Number of Grievances Referred to the Faculty Grievance Advisory Panel: 2
Members of the Faculty Grievance Advisory Panel reported one contact by faculty members or librarians during the 2017-2018 academic year.

- 0 Grievances were resolved prior to any request for a Board of Review.
- 1 Grievance was sent to a Board of Review.
- 1 Grievances 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 7, 2017.

The Faculty Census was presented on February 6, 2018, 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:

Report on Council Actions 2017-18 (per Bylaws Article 1. Section C.3)

Committee Assignments

Academic Affairs Committee

Assigned:

Completed:

- Reviewed slight conflicts in wording that appeared to exist between the “Code of Student conduct and Responsibilities” and the “Grade Replacement Policy” used by the Office of the Registrar.
- Reviewed the revision of the *Faculty Sponsorship of Student for Admission as a Beginning Freshman* policy. Changes were amended.
- 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.
- Continued review of specific campus policies listed on all course syllabi.
- Policy on the use of transferred credits being counted for award of both major and minor programs
- Potential “refreshing/updating” of Principles of Undergraduate Learning. [Partner with Undergraduate Affairs Committee.] Can they be integrated with Principles of Co-Curricular Learning?
- Proposal to move Commencement to Saturday (Provisional approval given by email vote by 2016-17 committee.)
- Student Achievement Record - part of Comprehensive Student Record Project - <http://www.aacrao.org/resources/record>
 - Invite Mary Beth Myers and Jay Gladden to EC meeting to discuss project. Key issue is whether student can/should be credited for learning on “achievement record” (co-curricular transcript) if there already is a RISE designation on transcript.

Carry Over to 2018-19:

- Potential Policy on Credit Hour Overlap Between Minor to Major or Major to Second Major (Porter email of 5-14-14) (*Reported at February 3, 2015, IFC Meeting: The committee concludes that the academic units should have such policies and is generating a draft.*)
- 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.
- Review of grade replacement policy (F to F*)

New or continue for 2018-19:

- 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.
- Continue work with IUPUI+ development.
- Use of LMS (Canvas) data for instructional monitoring (online courses)
- Review of grade assignment for cases of academic dishonesty.

Budgetary Affairs

Assigned:

- Banded tuition results
- Midwest Student Exchange
- IU Fort Wayne
- RCM Review
- Change in Resource Planning Committee

Completed:

- Campus Conversations
- University Library (Dean Lewis’s retirement, funding crisis/model/process, journal costs)

- IU Online budget review and how revenue and fees from IU Online are managed.

New for 2018-19:

- Continue conversation with IU Online especially a) support services and b) effect on course.
- Financial Aid—coordination between campus and school efforts.
- Continue meetings with deans one on one.

Campus Planning Committee

Assigned:

Completed:

- Welcoming Campus refinement
- Monitor impact on faculty and campus from changes in medical school operations.
- Review and comment on Continuing Student Campus Survey
- Request updates on implementation of IUPUI Strategic Plan and Welcoming Campus Initiative. Report any concerns to IFC.
- Campus Conversations (annual)
- Reviewed and provided feedback on the “Review Report on Survey of Climate of Higher Education.”

Carry Over to 2018-19:

- Review and comment on PULSE surveys (e.g., campus safety, diversity, common theme).
- Review and comment on National Survey of Student Engagement (NSSE) and other tools that gather information about students and faculty
- Monitor impact of Ft. Wayne integration.
- Higher Learning Commission mid-cycle report about IUPUI meeting criteria.

New or Continue for 2018-19:

- Review Summer 2018 IU Communications Audit
- Conduct Campus Conversations.
- Review student surveys.
- Monitor changes in medical school impact.
- Updates/refreshes of campus strategic plan.
- Results of faculty survey.

Constitution and Bylaws Committee

Assigned:

Completed:

- Revision of C&B based on vote to include non-tenure-track faculty as unit representatives and a revision of the compilation of the council.

Carry Over to 2018-19:

- 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.

New for 2018-19:

- 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.

Distance Education Committee

Assigned:

Completed:

- Follow-up with online proctoring
- Support structures for students who are fully online.
- Monitor Graduate Faculty Council for graduate-level policies
- Follow-up with Unizin
- IU eTexts and Pressbooks
- Using Canvas to collect level of interactivity, legal-compliance-check.
- Follow-up with the transition to Zoom from Adobe Connect
- Updates from IU Online
- Updates from Quality Matters
- Update on distance education tools.

Carry Over to 2018-19:

- 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.

New for 2018-19:

- 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 pro-active compliance (with Academic Affairs).
- Changes to infrastructure given Watermark acquisition of Taskstream, etc.
- Online instructor resources
- Forum Fellows with CTL working on the forum space and resources for instructors.
- Recognition of Online Teaching Faculty.

Diversity Committee (Ad Hoc)

Assigned:

Completed:

- Consult with Gina Gibau, associate vice chancellor for faculty diversity and inclusion, to identify faculty to serve along with you.
- Develop a charge for the standing committee (yet to be proposed to the IFC)
- 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

New for 2018-19:

- Coordinate with Faculty Forum Network (overall structure for faculty development/support)

Faculty Affairs Committee

Assigned:

Completed:

- NTTF Voting

Carry Over to 2018-19:

- 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.
- Create a formal pathway to feed into the community for discussion.
- Promotion and Tenure Committee (primary/department and unit/school) size – 4 vs. 7. Is additional language necessary to further clarify expectations with regard to committee size and the minimum number of positive or negative votes. *REFERENCE - 2017-18 Guidelines, page 13: Primary/Department and Unit/School Level Promotion and/or Tenure Committees Responsibilities* (per email from Gail Williams, July 10, 2017).

New for 2018-19:

- Continue with NTT career paths, potential new classifications or ranks.
- Consider definitions and demonstrations of teaching excellence (a group led by Lisa Contino is already working on this).
- Coordinate with new Ombudsteam for methods of addressing faculty concerns.

Faculty Guide Committee

Assigned:

Completed:

- Review the Faculty Guide to identify any policies that are potentially outdated and recommend to the IFC that the identified policies be assigned to the appropriate council committees for currency review.
- Reviewed use of the term “faculty” for consistency throughout the guide.
- Inserted the new IUPUI Ombudsteam policy.
- Inserted new statement on IUPUI+.
- Sent memo to the IFC-EC recommending they consider assigning the following items for review by the Faculty Affairs Committee: 1) Section Three, Faculty Access to Student Evaluations, and 2) IUPUI Policy on School or Program Restructuring.

Fringe Benefits Committee

Assigned:

- Monitor benefits

Library Affairs Committee

Assigned:

Completed:

- Providing input to and advocating for the University Library at IUPUI
- Continue to monitor Open Access policy
- Explore adding doctoral student thesis information to IUPUI transcripts
- University Library budgetary concerns: Advocate for increase in budget.

Carry Over or Continue for 2018-19:

- Providing input to and advocating for the University Library at IUPUI
- Continue to monitor Open Access policy
- Link open access uploading to Activity Insight.
- Evolving nature of the scholarly record
- Library Town Halls and Campus Tour
- Improve communication with faculty

New for 2018-19:

- Assist with dean search.
- Continue discussion of library finances; follow-up from Task Force on Library Finances.
- Discuss scholarly communication situation.
- Consider methods of educating general faculty regarding information-access issues.
- Training for chairs and associate deans for research.

Promotion and Tenure Committee

Assigned:

Completed:

- Reviewing major/substantive changes to the guidelines each year (distinguishing between cosmetic or procedures changes and those involving substance)

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.

Completed:

- IUPUI Strategic Plan in light of the Grand Challenge.
- External funding to support salary.
- Conflict of Interest and the Common Rule.
- Human Subjects
- Clinical Trials
- Oral History
- What constitutes an exception or exemption?
- Mandated single IRB review
- Developing an IUPUI expert database
- Quality of Life Initiative
- IUPUI as a leader in qualitative research
- Publications by librarians
- Co-PI Grants
- Rapid response for research grants
- Smart Cities initiative
- Predatory Journals
- Foundation for Smoke Free World
- Discussion of Strategic Plan
- New programs: 1) Physician Health, 2) Immunotherapy Center, 3) Chemical Instructional Biology Center, 4) genomic medicine and Vera Bradley Breast Cancer Center.
- CTSI
- University Library Update
- Research policy on submissions for funding.

New for 2018-19:

- Collaborate with Library Affairs Committee regarding support for R1 university status.

Staff Relations Committee

Assigned:

Ongoing:

- 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).
- Campus pedestrian safety

Carry Over to 2018-19:

- 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.
- Review impact of HR 2020
- Search committee training (better and more systematic across campus and at all levels)

New for 2018-19:

- Several questions have been raised about the “status” (role, venues for input) for full-time staff who also teach (e.g., as associate faculty).

Student Affairs Committee

Assigned:

Completed:

- Update the Academic Misconduct portion of the Student Code of Rights, Responsibilities, and Conduct.
- Review PULs including merging PULs with Principles of Co-Curricular Learning (create ad hoc committee from Academic Affairs, Student Affairs Committee, and Undergraduate Affairs Committee).
- Presentation on present needs, concerns, and future direction of the Office of Student Affairs.
- Presentation on under-resourced students at IUPUI.
- Report from the Undergraduate Student Government.
- Report from the Graduate Student Organization.
- Endorsed IUPUI+.
- Campus pedestrian safety
- Provided feedback on “LMS and SIS Data Analysis for Online Student Compliance and Success Coach Management.”

Ongoing:

- Discussion and vote on the permanence of a grade given as the results of academic misconduct (working with Academic Affairs Committee).

Carry Over to 2018-19:

- Review of sexual misconduct policy brought forward by the UFC
- Off-campus student conduct (note new Greek policy)
- Campus climate for adult learners

New for 2018-19:

- 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+.

Technology Committee

Assigned:

Completed:

- Update on clicker technology/TopHat
- Provided feedback on the IU Strategic Plan related to Online Learning.
- Provided feedback to UITS on Policy ISPP-24.
- Update on the Engage 101 Workshop on eTexts
- Update on PressBooks
- Update on Unizin
- Update on Duo
- Update on ScholarWorks/DataWorks
- Overview on Open Science Framework
- Update on next.iu.edu pilots
- Update on Google@IU and changeover from umail.iu.edu
- Update on Quality Matters
- Discussion about IU Online fees
- Tableau overview of data available to academic units and how to access
- Update on Testing Center/Online Testing
- Overview on software and services selection process
- Update on web collaboration tools
- Update on UITS Dissemination Plan

- Update on Research Technologies and Pervasive Technology Institute
- Update on IU Anyware

Carry Over to 2018-19:

- Update on electronic and IT accessibility

New for 2018-19:

- Find a better way to keep faculty informed.
- Potential replacement of Taskstream.
- Bridge vs. Zoom?