

IUPUI
Indianapolis Faculty Council (IFC)
Minutes
March 2, 2021 ~ Zoom Virtual Meeting ~ 3-5 p.m.

Faculty and Guests Present: Fredrik O. Andersson, Keith Anliker, Marta Antón, Rachel Applegate, Julia Arciero, Brent Arnold, Rafael Bahamonde, Kristy Beach (alt: Heather Staggs), Edward Berbari, Nicolas Berbari, Kathryn Berlin, Brenda Blacklock, Amy Blevins, Janice Blum, Stephen Boehm, Ben Boukai, Nicholas Brehl, Camy Broeker, Angela Bruzzaniti, Olguta Buse, Kenneth Carow, Christopher Coleman, Amber Comer, Jennifer Conner, Hannah Craven, Theodore Cummins, Emily Davis, Tamara Davis, Cornelis De Waal, Jeffrey Dean, Emilee Delbridge, John DiTusa, Kimberly Donahue, Simone Duarte, Jerome Dumortier, Sheri Eggleton, Tami Eitle, Rob Elliott, Alyson Essex, Sasha Fedorikhin, Margie Ferguson, Stephen Fox, Andrew Gavrin, James Gladden, Philip Goff, Richard Gunderman, Debora Herold, Catherine Herrold, David Hoegberg, Krista Hoffman-Longtin, Ann Holmes, Lisa Hubbard, Muhammad Idrees, Ashley Inman, Sarath Janga, Kathy Johnson, Sara Johnson, Josette Jones, Steven Jones, Kyle Jones, Miyeon Jung, Benjamin Keele, NiCole Keith, Jason Kelly, Linda Kelly, Larita Killian, Leonidas Koniaris, Sarah Koskie, Amy Daniella Kostroun, Joan Kowolik, Chris Lamb, Jiliang Li, Lei Li, Katharine Macy, Weiming Mao, Brendan Maxcy, Lindsey Mayo, Laura Menard, Marc Mendonca, Willie Miller, Wendy Morrison, Miriam Murphy, M. Razi Nalim, Bethany Neal-Beliveau, Janet Nes, Jere Odell, Mathew Palakal, Megan Palmer, Amir Pasic, Padhu Pattabiraman, Nasser Paydar, Stefan Petranek (alt: William Potter), Christine Picard, Mike Polites, Ted Polley, Sherry Queener, Stephen Randall, Christian Rogers, David Russomanno, Helen Sanematsu, Jim Scheurich, John Schild, Sheila Segura, Kristy Sheeler, Carol Shieh, Armando Soto, Deborah Stiffler, Susan Storey, Thomas Stucky, Rosa Tezanos-Pinto, Jennifer Thorington Springer, Thomas Upton, Mark Volpatti, Ruben Vidal, Kathy Visovatti Weaver, Crystal Walcott, Marlene Walk, Chandler Walker, Lixin Wang, John Watson, Jeffrey Watt, Jennifer Wessel, Kim White-Mills, Jeffrey Wilson, Robert Yost, Whitney Yu, and Xinna Zhang

Members Absent: Tina Baich, Herbert Brant, Karen Bravo, Joan Carlson, Anna Carmon, Jeremy Carter, Elaine Cooney, Hamid Dalir, Sarah Delima, Barbara deRose, Christine Eckel, Charles Feldhaus, Brian Gray, Raymond Haberski, Paul Halverson, Patricia Snell Herzog, Jay Hess, Reinhold Hill, Chang Ho, Matthew Holley, Greg Hull, Tambra Jackson, Kathleen King Thorius, Alexey Kuznetsov, Debomoy Lahiri, Mari Luna, Steven Mannheim, James Marrs, Kathy Marrs, Niki Munk, Carol Murdoch-Kinch, Robin Newhouse, Kristi Palmer, Celeste Phillips, Michael Pitts, Karen Pollok, Rupa Radhakrishnan, Denise Rayman, Robert Rebein, Cory Robinson, Patricia Rogan, Jesse Savage, Genevieve Shaker, Aisha Smiley, Joshua Vest, Diane Von Ah, Clark Wells, Lisa Willis, L. Jack Windsor, Yar Luan Yeap, and Constantin Yiannoutsos

Agenda Item I: Welcome and Call to Order

IUPUI Faculty Council Vice President Deborah Stiffler called the meeting to order at 3:02 p.m.

Agenda Item II: Adoption of the Agenda as the Order of Business for the Day

The Agenda was adopted as the Order of Business for the Day.

Agenda Item III: [Action Item] Approval of the Minutes of the February 2, 2021, Meeting

Attachment: [https:// go.iu.edu/ 3EtT](https://go.iu.edu/3EtT)

The minutes of the February 2, 2021, meeting were approved and entered into the record.

Agenda Item IV: Updates / Remarks from the Chancellor

Nasser Paydar, Indiana University Executive Vice President and Chancellor of IUPUI

Paydar reported on the following:

- Paydar recently delivered the annual Report to the Community. The report gives us the opportunity to discuss what IUPUI is doing and has done over the past year. Brian Payne, president of the Central Indiana Community Foundation, and Tony Mason, president of the Indianapolis Urban League, joined the chancellor to share the broad landscape of anti-racist work that IUPUI is doing.

The campus has been combating systematic racism for a long time and over the past few years, it has made a lot of progress. African Americans make up 24.9 percent to 31.2 percent of students at IUPUI. He shared that we were worried about this fall's enrollment, but we stayed on our trajectory increasing the number of students of color by 500. The first year retention rate of African American and Latinx students have dramatically increased within the last few years. The graduation rate of four-year Latinx students has doubled in the last 10 years and we have quadrupled the graduation rate of African American students. We are attracting large numbers of students of color and they are graduating. We have anti-racist signs on our gerbil tubes, and we make statements, but we need to take action, increasing the work we do. The IUPUI Action Committee has created recommendations, including awarding scholarships to descendants of those who lived where IUPUI is today. We have offered several scholarships already. We have also created a Center for Africana Studies and Culture in the Madam Walker Legacy Center, implemented anti-bias training, and started a reading program based off some of the recommendations of the Action Committee. We still have a long way to go.

- COVID-19 mitigation testing on campus has increased. Last week, over 9,000 faculty, staff, and students came in for testing and had 13 positive results. Roughly 2,000 students in residence halls were tested and had zero positive cases last week. Ten positive cases were reported off-campus and as well as three positive faculty and staff cases. A pilot study is being conducted for sequencing different variants, and this will continue to see if the variants show up in the positive cases at IUPUI. Variants have not been found yet in these tests.
- The number of COVID-19 cases look good in Indiana and the country, but we need to be vigilant. The number of positive cases are expected to go up in late March. If the results continue to be at the same level now, we could selectively reduce some of the testing we do on campus.
- Many vaccines are available. The Johnson & Johnson vaccine was approved for emergency use by the FDA. Indiana is to receive 50,000 doses of this vaccine. Today, Indiana announced people over age 55 are eligible to receive the vaccine. Tomorrow, they are expected to announce that people over age 50 are eligible. Vaccination sites are located on our campus within walking distance for these groups. IUPUI has officially been approved for being a vaccination site and it will be set-up in the Campus Center and have refrigerators available if the Pfizer vaccine is received. This will only be open to faculty, staff, and students. We are now just waiting for the vaccines and we should get those soon.
- Commencement will be in-person and outdoors this year at Carroll Stadium for our 2020 and 2021 graduates. Everyone attending in person will be tested. Parents, partners, significant others, etc. will participate virtually. We are excited that we can do this, and we think we can coordinate it in a way that graduates will know what time they will be honored so that their friends and family join the virtual event then. This year, we are dividing our major Commencement ceremony into undergraduate and graduate events and they will be separate. All school units will have virtual graduation ceremonies. Our teams are currently looking at different aspects of the event and designing the process. More information is to come.
- IUPUI is planning, based on many assumptions like availability of vaccines and the behavior of COVID-19 variants, for a semi-normal, in-person courses, fall 2021 semester. The calendar will go back to the way it was in academic year 2019-2020. We will have a one-week Thanksgiving break and students will return to campus to complete the fall semester. Masks will stay, as these are not going away any time soon. We are counting on our assumptions so that we can bring the onsite presence back in classrooms with less than six-foot social distancing. This is one of many assumptions and we will judge them as we go forward for in-person courses. Students recently received this message from us. Plan B is that we could go back to the fall 2020 schedule with any necessary edits. It may not be this fall that we are completely over the virus, but we hope to be in much better shape than we are today.
- A working group has been formed to work on post-pandemic planning, comprised of staff from the IFC, Campus Planning Committee, Staff Council, Chancellor's Cabinet, Council of Deans,

and chairs of the pandemic planning task forces last fall. This group will be coordinated by Stephen Hundley, senior advisor to the chancellor. They will be addressing what worked well in terms of our response to COVID-19 and what should stick around. We are not looking for a Jetson's university! We are looking for practical experiences that we have learned and can implement going forward. IFC members will have the opportunity to give their thoughts on this soon.

Agenda Item V: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- Regarding the revision of IU grading policies that are underway, the University Faculty Council (UFC) Executive Committee met today and will probably only need one more meeting with the amended document before bringing it to the April UFC meeting.
- Schools are currently adapting promotion and tenure documents with a focus on diversity, equity, and inclusion work. Many faculty see the need for these changes to our procedures. There are a few faculty members who do not welcome these changes. Faculty and faculty governance units need to work together to understand each other's fears. This is a time to openly share ideas and philosophies. It is a time to remember that we are colleagues and each of us have a right to be heard.

Agenda Item VI: [First Read] Election Slate: Faculty Board of Review Pool

Josette Jones, Chair, Nominating Committee

Jones presented the following slate for election. The election will be done electronically as soon as all the candidate bios are received.

Number to Elect: 10; Number to Slate: At least 15 (Can be more than that.)

Last Name	First Name	Rank	School	Department Description
Avin	Keith	Ten FT2	Health and Human Sciences	Physical Therapy
Badve	Sunil	Ten FT1	Medicine	Pathology and Laboratory Medicine
Boukai	Ben	Ten FT1	Science	Mathematics
Conner	Jennifer	Ten FT2	IUPU Columbus	Education
Czader	Magdalena	Ten FT1	Medicine	Pathology and Laboratory Medicine
Desai	Archita	TT FT3	Medicine	Gastroenterology
Du	Yansheng	Ten FT1	Medicine	Neurology
Gray	Brian	TT FT3	Medicine	Pediatric Surgery
Gupta	Sumedha	Ten FT2	Liberal Arts	Economics
Jones	Kevin	Ten FT2	IUPU Columbus	Business
Keele	Benjamin	Ten LT2	Law	Law Library
Landman	Matthew	TT FT3	Medicine	Pediatric Surgery
Li	Lei	Ten FT2	Science	Chemistry
Li	Lin	Ten FT1	Science	Geology
Little	Lee	TT LT3	Law	Law Library
Maxey	Brendan	Ten FT2	Education	Education
Mello	William	Ten FT2	Social Work	Labor Studies
Meng	Fanyin	Ten FT2	Medicine	Gastroenterology
Petrenchik	Terry	Ten FT2	Health & Human Sciences	Occupational Therapy
Piper	Gemmicka	TT LT3	University Library	University Library
Samala	Niharika	TT FT3	Medicine	Gastroenterology
Savage	Jesse	TT FT3	Medicine	Neurological Surgery
Sears	Catherine	TT FT3	Medicine	Pulmonary

Vemuri	Gautam	Ten FT1	Science	Physics
Von Ah	Diane	Ten FT1	Nursing	Nursing
Williams	Jane	Ten FT2	Science	Psychology
Yang	Lei	Ten FT2	Medicine	Ped-Genetics Research
Yepes	Juan	Ten FT1	Dentistry	Pediatric Dentistry
Yu	Whitney	Ten FT2	Engineering and Technology	Engineering and Technology
Zhang	Wen	TT FT3	Medicine	Biochemistry/ Molecular Biology

Agenda Item VII: [Information Item] Faculty Census

Margie Ferguson, Senior Associate Vice Chancellor for Academic Affairs

Ferguson spoke to the appended presentation and reported on the following:

- A great deal of similarity over time has been addressed with the faculty census data. There has been an increase in clinical faculty, but a flat line in other ranks.
- There is a fair amount of difference across schools in the amount of tenure-track vs non-tenure-track faculty members. Some schools have a high percentages of tenure-track faculty, while some have a mix. Some have more clinical faculty. The general expectation is that IUPUI should be comprised of about 60 percent tenure-track faculty, but this varies a lot by school. Combined, we meet this expectation.
- The number of faculty we have by gender has remained stable with a slight increase in the percentage of women.
- The number of faculty we have by ethnicity has remained stable with a slight decrease in white faculty and a slight increase in Asian faculty.
- Across all faculty, there is an increase in the amount of faculty altogether.
- The faculty retention dashboard was developed by Institutional Research and Decision Support (IRDS). It is difficult to compare our data to other institutions. We can do some cross comparisons, but that work has not been done yet. For example, based on all faculty hired in 2005, we see that by 2015, just over 40 percent are still employed by IUPUI. There is a similar decline in each hiring year’s cohort. It is a steep decline, and this is something we need to keep an eye on, especially since we are not likely to be able to hire a lot of new faculty within the next few months.
- We retain women faculty a little bit better than we retain men.
- By race and ethnicity with three years of data, white and Asian faculty are retained at about 80 percent.
- In 2018, we did a climate survey and the results indicated there are a lot of white faculty members who statistically are at a much higher rate and indicated that there are a lot of people like them on campus. Over 50 percent of black faculty members indicated that it is difficult to move up in their career. Faculty who are people of color view diversity and retention differently.
- What we mostly see is continuity. We have not seen big shifts over time. We continue to have challenges around retention, especially around faculty of color. We need to beware of climate challenges, especially around COVID-19, and how it has impacted women and people of color of scholarship. We need to be cognizant of our policies and practices. We have looked at promotion and tenure practices and pointed out any barriers to faculty that reflect IUPUI’s initiative to become an anti-racist institution. Our hope is that this work will advance us forward and put us in a place where all faculty feel valued and want to stay. This increases our chance to have a more diverse faculty body that is more closely related to our student body.

Agenda Item VIII: [Information Item] Upcoming Proposals for Promotion and Tenure Standards

Rachel Applegate, Assistant Vice Chancellor for Faculty Affairs

Applegate reported on the following:

- The IFC will soon be submitting promotion and tenure proposals for the council's review on the Integrative Diversity, Equity, and Inclusion Case as well as a Teaching Professor Review. There will be opportunities for civil exchange of ideas about the proposals.
- The proposals come from the promotion and tenure ad hoc committee from this and last year's members on reviewing promotion and tenure standards. This year, the committee is looking at how diversity can and should be incorporated into promotion and tenure standards in a productive way.
- At the April IFC meeting, there will be a first read of the Integrative DEI case. There will be time to debate a circular with the suggested standards. The vote on the case will be at the May IFC meeting.
- During this year's promotion and tenure cycle, there was a question about what ranks could vote on the teaching professor candidates. The ad hoc committee has proposed that for the next three years, associate level tenure-track faculty can vote on these cases. Unless there is a lot of concern, we may be able to vote on this at the April IFC meeting. We are looking for consistency across dossiers.
- It is anticipated that at the school level, there will be a lot of discussion about the Integrative DEI case. The case is supposed to be skeletal. It is within the schools to develop elaborations and examples for this case.
- On the Academic Affairs website, we have a link where you can submit comments: <https://academicaffairs.iupui.edu/Faculty-Affairs/PromotionTenure/ptreviewupdate/feedback>.

Questions:

- As we are discussing this at the school level, we want to make sure we understood the circular released in December. Are schools supposed to suggest an optional DEI statement or is the campus leaving it up to the school to decide?
 - Applegate: We are proposing that for technical reasons, it be appended to the candidate statement. There is not another good place for it for a couple of reasons. For instance, the rest of the dossier is divided into teaching and service and where would you put that? It fits best as an appendage to the standard candidate statement. The campus is saying that it is completely optional. Reviewers also do not have to hunt for it someplace else.
- If the visually distinctive markers are votes, does every faculty member on campus need to do this on their IUPUI CV?
 - Applegate: All we are saying is that if you use the symbol, please use the hashmark. At this point, it is to the discretion of the candidate. The school could require them to do this.
- Has the timeline changed for schools to address DEI in P&T? I believe there was a deadline of March 30, 2021.
 - Applegate: We have wanted you to think about this and we have released information as soon as it is available. I would not fault any school that does not have a new, fully fleshed out set of guidelines by the end of this month. DEI cases are all opt-in. However, schools need to be ready for candidates who want to take this path.

Agenda Item IX: [Information Item] License Plate Recognition (LPR) Technology

Camy Broeker, Vice Chancellor for Finance and Administration

Sheri Eggleton, Director, Parking Services

Mark Volpatti, Associate Vice Chancellor for Auxiliary Services

Broeker reported that the change in parking technology is meant to enhance the parking experience on campus. The project is phased to make sure so that feedback can be received and concerns addressed.

Volpatti continued and reported on the following:

- LPR (license plate recognition) is a virtual permit system that provides real-time parking options.

Cameras and sensors read license plates and references a database. The goal is to enhance the customer experience with parking. This means no more remembering to order a permit and hang it on your mirror, promoting sustainability. It will be implemented in five phases. We are in Phase One, testing and evaluating surface lots to understand open parking spaces. We try to use customer feedback before moving to the next phase. We are going to communicate what to expect during each subsequent phase and identify barriers and challenges before moving on so that we can implement it correctly.

Eggleton continued and reported on the following:

- Be sure to register and update your license plate and continue to display your physical permit as you do now. Please do not back into parking spaces, as your plate needs to be visible.
- You can add up to five vehicles to your account. Only one vehicle can be on campus at a time. With a loaner vehicle, we are learning how to address this, but these can also be added to your account. Guests and visitor parking will not change during Phase One and will not change until later phases. Regrading privacy, Parking Operations did obtain approval to proceed with this process. No changes are expected for the handicap permit process. We have no plans to reduce staff in Parking Operations and our enforcement team will be redirected to LPR.

Questions:

- The FAQ says I can register five vehicles and only one can be on campus at a time, so what if I am at work with an ROC permit and my husband brings our child for a Riley appointment mid-day?
 - Volpatti: You could probably take a visitor permit at Riley.
 - Eggleton: We are still working through with what happens if a husband and wife have two accounts. In theory, this should work if all vehicles are added to both accounts.
- Who approved the privacy policy and what is it approved for? Employee's privacy needs to be guarded. Is it being deployed in Bloomington?
 - Eggleton: This was done by another group. We can get additional information on this and provide it to you. The same technology is being deployed in Bloomington.
 - Broeker: We still control our systems operations and we have worked with this project with central administration. We know the privacy issues associated with this data and will keep this data and use it what it is vetted for. The pilot approach allows us to get feedback and address concerns. This will allow us to have more up to date information of what spaces are available.
- Does this impact carpool programs?
 - Eggleton: Carpoolers will continue to display their permits and should not be affected by this program.
- Will we be ticketed for not pulling into a parking space the way you suggested?
 - Eggleton: No, this phase is about education. You may get a friendly reminder on your windshield.
- Can you talk about the impact to employee garages?
 - Eggleton: We will look at this later. These phases are subject to change and the end goal is to have technology displayed on the garage that shows open parking spaces before you pull into it. A gateless environment is another goal. We have talked to other universities who have gone through these phases. Transition will be more of a priority with student garages because there are no visitors. We will hopefully learn a lot with student garages.
- How long will each phase last?
 - Eggleton: Three to five years based on testing.

Agenda Item X: [Information Item] Alliance of Distinguished and Titled Professors
Ed Berbari, Co-Chair

Circular 2021-03: Becoming a More Equitable and Inclusive Institution

Berbari explained that the Alliance of Distinguished and Titled Professors is a group of Chancellor's Professors, Provost's Professors, endowed chairs, etc. with the goal to preserve and enhance IU's excellence in research, teaching, and service. Many of the faculty members come into these positions with strong research backgrounds. The alliance created the appended document with the knowledge that many faculty have had a struggle to maintain their research materials and labs with the increased demand of teaching, mentoring, and caregiving. He wanted the Faculty Council to review the document and provide an endorsement. They want to keep their opinions known about certain things and think about what COVID-19 has revealed.

There are three action items:

- Collection of data that elucidate specific challenges and success of faculty before and after the pandemic.
- Institutional openness to and expectation that faculty report their work regarding specific socio-economic crises to expand conceptions of meritorious service in promotion, salary, and other reviews.
- Self-examination of how structures and processes we consider our norms reproduce inequities that demand change.

They want senior administrators to buy into this, understand it, and provide feedback.

Questions:

- Is this an IU-wide document?
 - Berbari: This was primarily from the steering committee, which is composed of five Bloomington and five IUPUI members.
- Will the UFC be looking at this document?
 - Berbari: It is up to that committee. Many committees have agreed to put this on their agendas.
 - Watson: We can put this on the UFC's agenda.
- Has this been approved by the Distinguished and Titled Professors group? The Executive Committee of the Distinguished Entitled Alliance may want to approve this before we endorse it.
 - Berbari: It has only been approved by the Steering Committee. I do not think we are exceeding our charge in doing this.
- Wouldn't it be more appropriate to vote after people have had a chance to read the whole thing?
 - Berbari: This is less of a policy and more of a document. If that is what we want to do, that is okay. We can look for endorsement at the next meeting.

A motion was made and seconded that this is considered a first read. A second read and endorsement will be done at the April IFC meeting.

Agenda Item XI: Call for IFC or UFC Standing Committee Reports

- Research Affairs Committee, Jere Odell, Chair: Odell spoke to the appended presentation and reported on the following:
 - When he reported last year, he mentioned that if he could change anything about the committee, it would be to have some people from our social science schools join the committee. It has been a while since we have had representation from Social Work, Education, and the O'Neill School of Public and Environmental Affairs.
 - Most of the committee's agenda from last year was transferred to this year because they concentrated on a safe restart with research in mind.

- The following assignments were completed in fall 2020:
 - Racial Justice Research Fund: A report was received from the Office of the Vice Chancellor for Research (OVCR). Even though we have had a change in our government's administration, federal policies around foreign influence will still need attention.
 - Update on how limited submissions are assigned on the campus.
 - Indirect Cost Recovery (ICRs): We have a pretty good understanding of how ICRs are used at a policy level on campus.
 - Review of a new website by the Office of the Vice Chancellor for Research at IUPUI.
 - Update on the Institute for Integrative AI.
 - A letter was drafted regarding the library's funding model and sent to the IFC Executive Committee to support work previously done with the Library Affairs Committee.
- The following assignments were completed in spring 2021:
 - Presentation on the progress of Enhanced Mentoring Program with Opportunities for Ways to Excel in Research (EMPOWER).
 - Review of the Grand Challenges.
 - Contributed to a center annual review mechanism conducted by Stephen Hundley.
 - Committee member participation on the Gender Equity Task Force.
 - Presentation on community-engaged research and public scholarship for promotion and tenure.
- The following assignments are in progress:
 - Presentation from the Public Access to Research Data Working Group in April.
 - The May meeting will be used to tie up loose ends and get an update about COVID-19 and the future of our campus research environment.

Agenda Item XII: Question/Answer Period

Deborah Stiffler, IUPUI Faculty Council Vice President

The following questions were received:

- Broeker: We will continue to work on the privacy data issues surrounding parking. We understand trying to find the balance. About the automatic renew, we did ask people to consciously decide if they were going to renew their permits or not and have left that up to individual choice. Please send any other questions my way.
- Does retention include retirements?
 - Ferguson: Unless they are hired later in their career cycle, they would more than likely not be moving into retirement. You can use the IRDS tool to look at data by schools, race, gender, etc.
 - Applegate: It does not. It looks at whether they are active in the system and if they stop being active.
- Is data available for non-tenure-track faculty?
 - Ferguson: The dashboard for non-tenure-track faculty has not been built, but it could be. That would be an ask for IRDS.
- Scheurich: I wanted to bring up the book, *An Inclusive Academy*, which is about how sexism and racism shows up in our academic process and how we can move forward to change that. The book is available as an e-book from the library at this link <https://iucat.iu.edu/catalog/18694531>. I strongly recommend people read this book.
- Under the proposed Integrative DEI P&T case, would a candidate be evaluated on research, teaching, and service separately?
 - Applegate: In all our systems, we want people to show that they are satisfactory in all the areas of responsibility. This means minimal satisfactory work in research, teaching, and

service. The case for excellence does not divide things up but shows excellence as an overall value.

- Does that mean that the candidate would be evaluated on four areas?
 - Applegate: All DEI activities can live within any of these three buckets.
- With the fall 2021 semester, what social distancing protocols will be followed?
 - Paydar: We are being told that if conditions continue the way they are going, masks are required but six feet of distance may not be. It is difficult to say right now, but that is the assumption being made.
- How are we going to be handling rooms like lecture halls?
 - Paydar: There is a possibility that we may not need six feet of distancing and we can come closer to each other. If that is the case, it would be the case for all classrooms. As we get closer to May, we must make that call. We may continue with what we had distance-wise in 2019 or go back to 2020's set up. We can answer this a little bit better by the end of May. For the time being, we are asking people to plan for a set up close to 2019.

Agenda Item XIII: Unfinished Business

There was no Unfinished Business.

Agenda Item XIV: New Business

There was no New Business.

Agenda Item XV: Report from the IUPUI Staff Council

Heather Staggs, First Vice President

Staggs reported on the following:

- The Staff Council is preparing for representative elections. Nominations are taking place this month, voting will be in April, and announcements of the results will be made in May.
- Election will also be conducted for the Executive Committee soon, including second vice president, corresponding secretary, and three members-at-large. The nominations will be accepted in April, with voting taking place in May, and announcements will be sent with results in June.
- The Sustainability Committee presented a carbon neutrality resolution in collaboration with the IUPUI Sustainability Office. The first read was in February and they will have a second read to pass the resolution in their March meeting. The Special Events Committee hosted a virtual blood donation drive. The Communications Committee promoted the blood drive on social media and is actively promoting the Women of IU Conference on March 8. The Staff Development Committee is planning the 2021 Professional Development Conference. The Diversity, Equity, and Inclusion Committee sent out a survey to representatives to see what areas need focus. From that survey, areas that need focus are mental health, race/ethnicity, socioeconomic status, and ability/disability status.

Agenda Item XVI: Final Remarks and Adjournment

Stiffler reminded the members that the next meeting is April 6, 2021. With no further business appearing, the meeting was adjourned.

Minutes prepared by Rachael Dillon, program coordinator of the Office of Academic Affairs
University Hall 5002/274-4500/fcouncil@iupui.edu/<http://www.facultycouncil.iupui.edu>

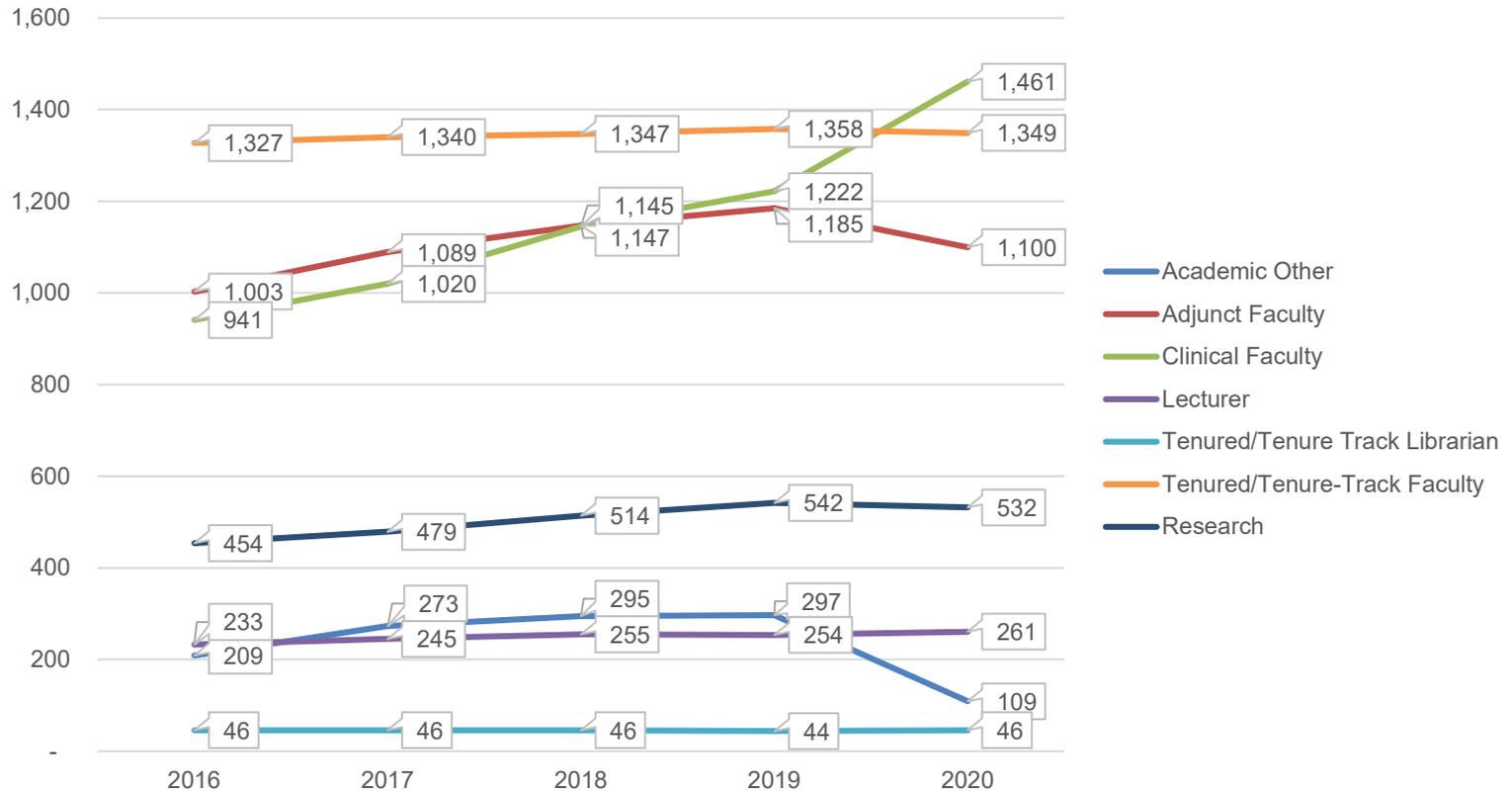


MARGIE FERGUSON, SENIOR ASSOCIATE VICE CHANCELLOR,
ACADEMIC AFFAIRS

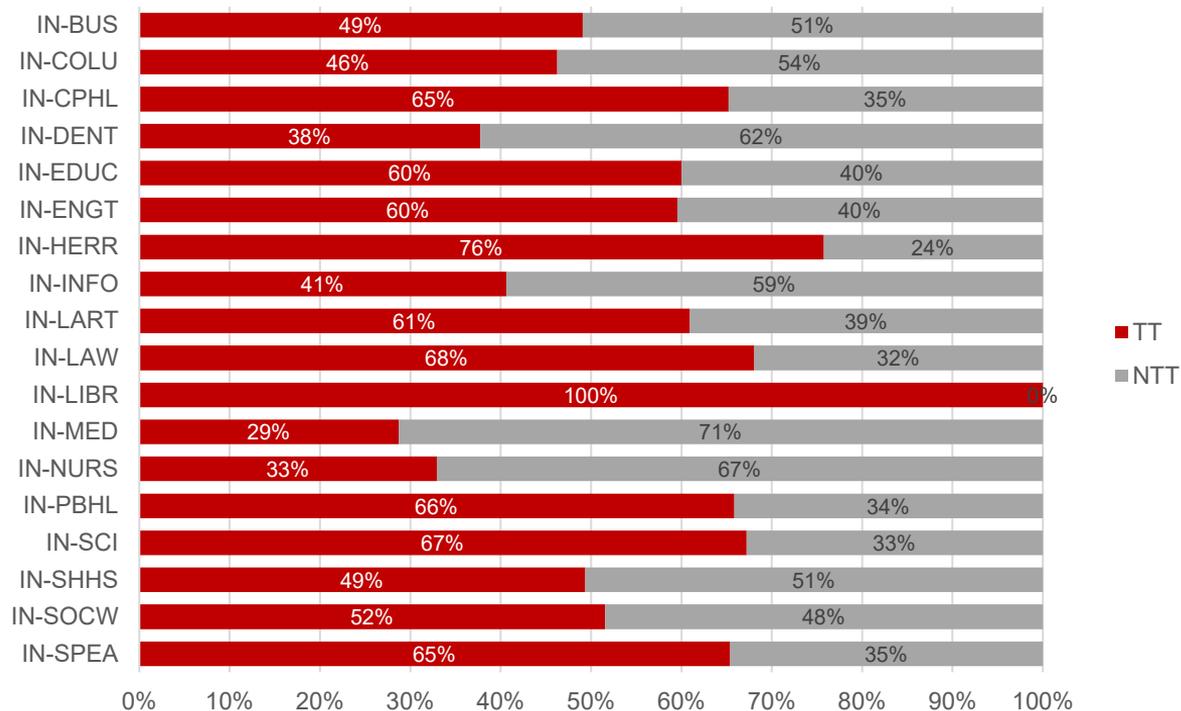
State of IUPUI Faculty 2021

Headcounts and Demographic Characteristics

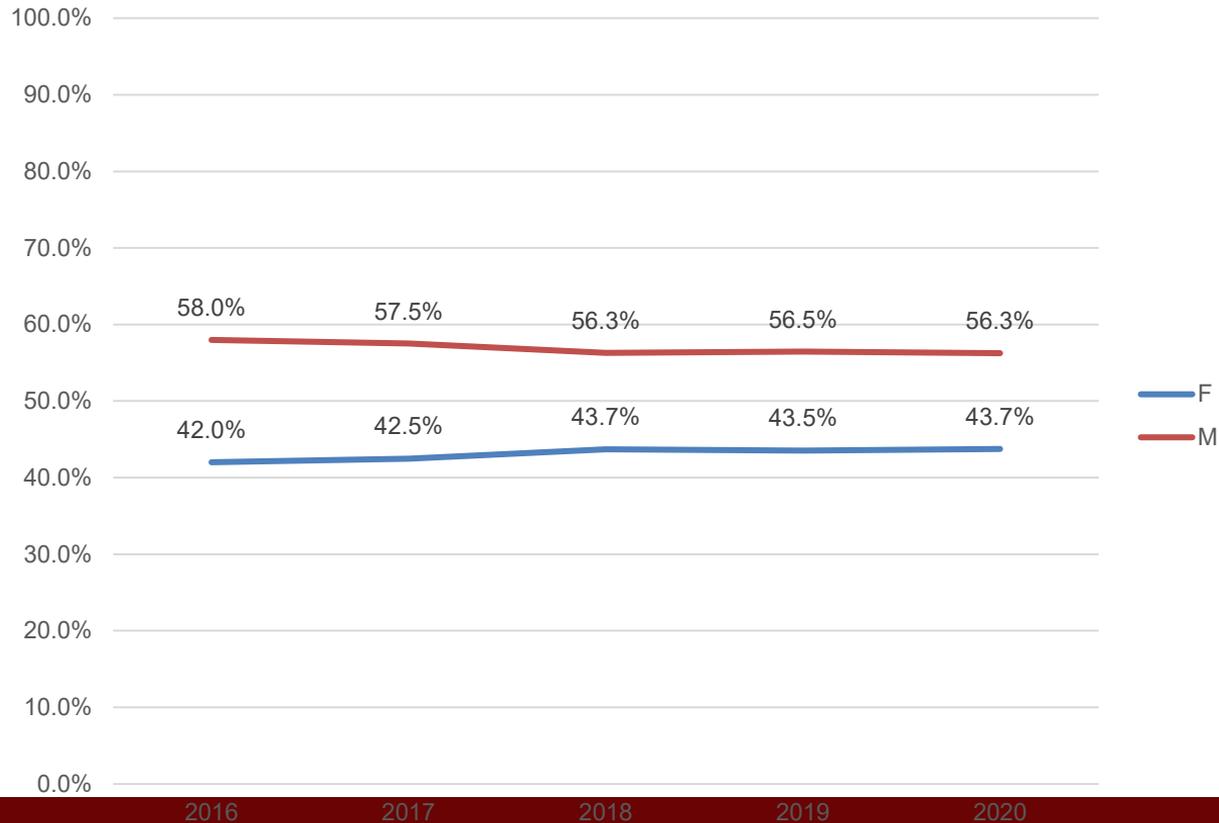
Academic Titles - (IUSM Included)



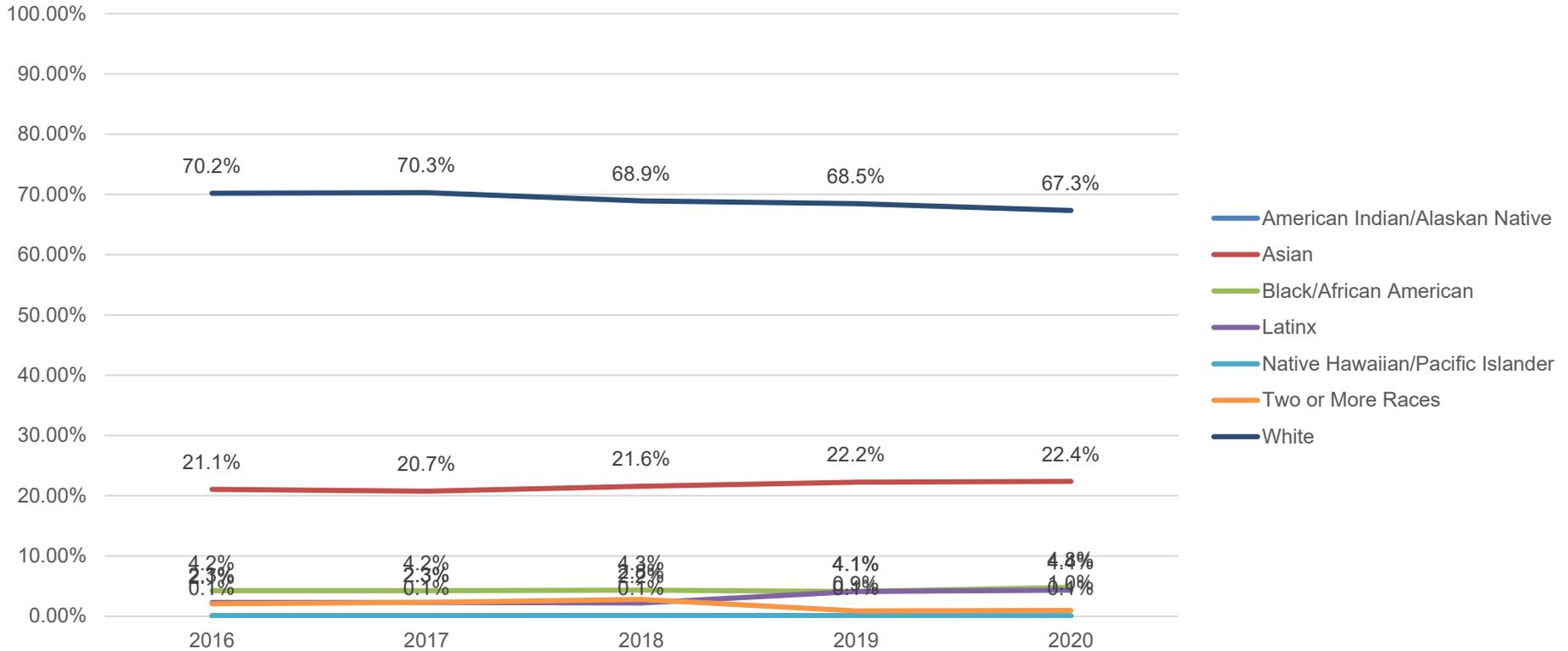
Tenure Track (TT) v. Non-Tenure Track (NTT) FT Faculty All Schools as of 10/1/2020



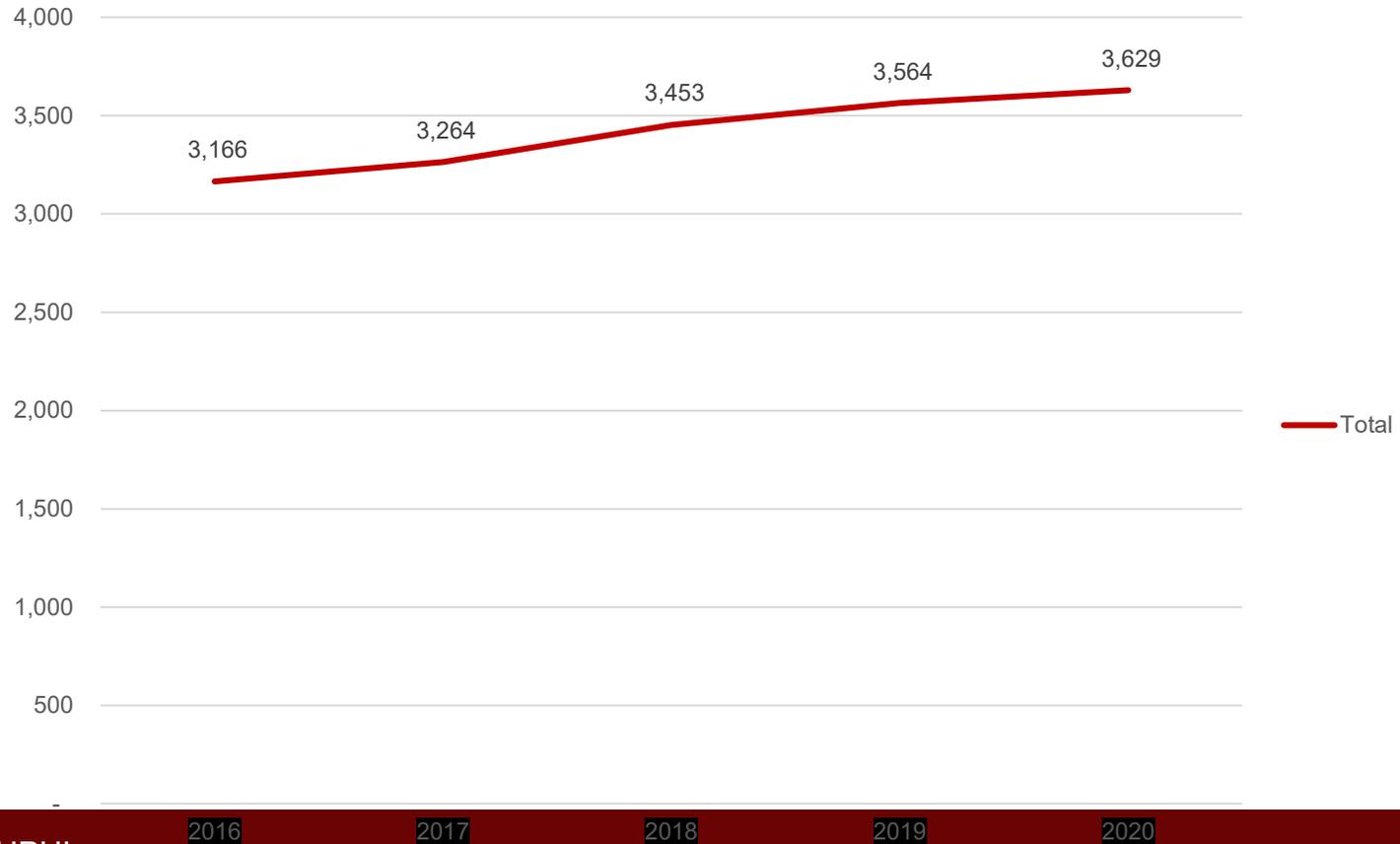
Full-Time Faculty - Gender (TN/FN/RS)



Full-Time Faculty - Race/Ethnicity (TN/FN/RS)

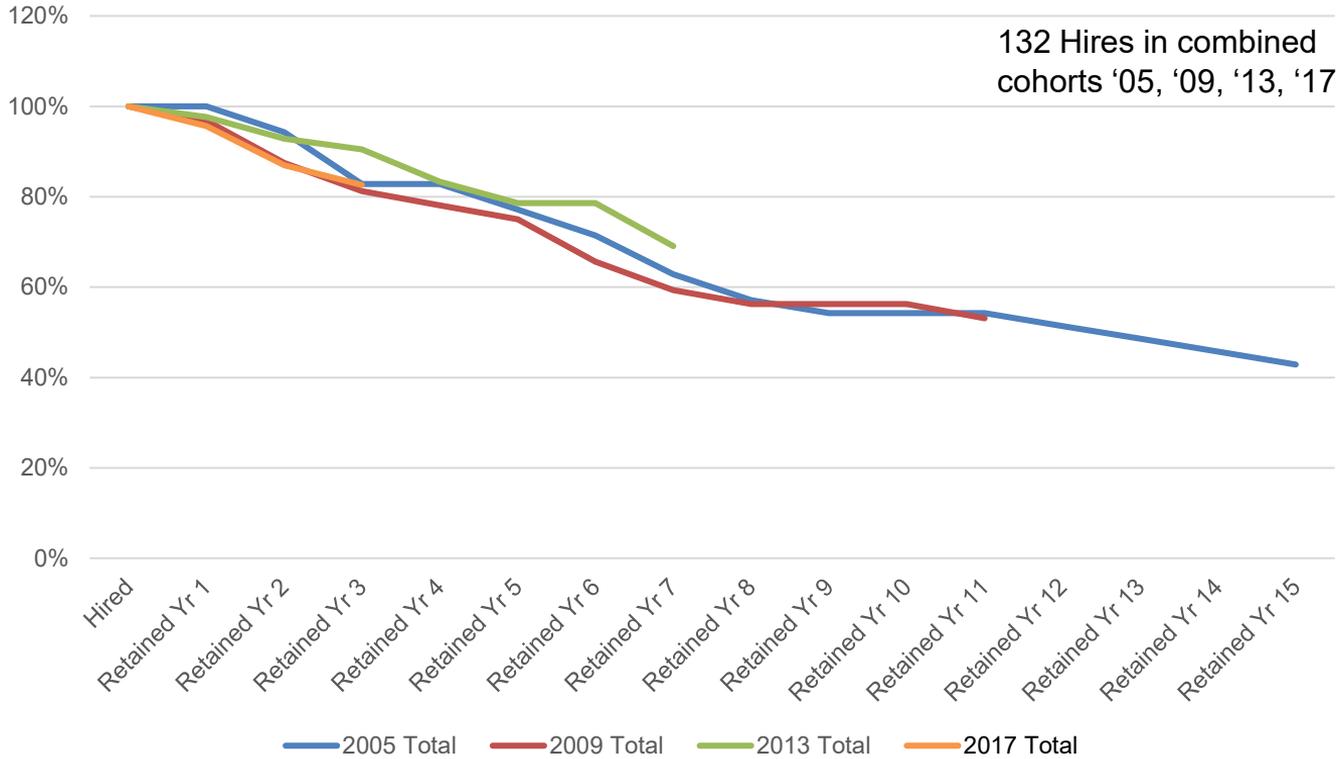


Full-Time Faculty Headcount (including Researchers)

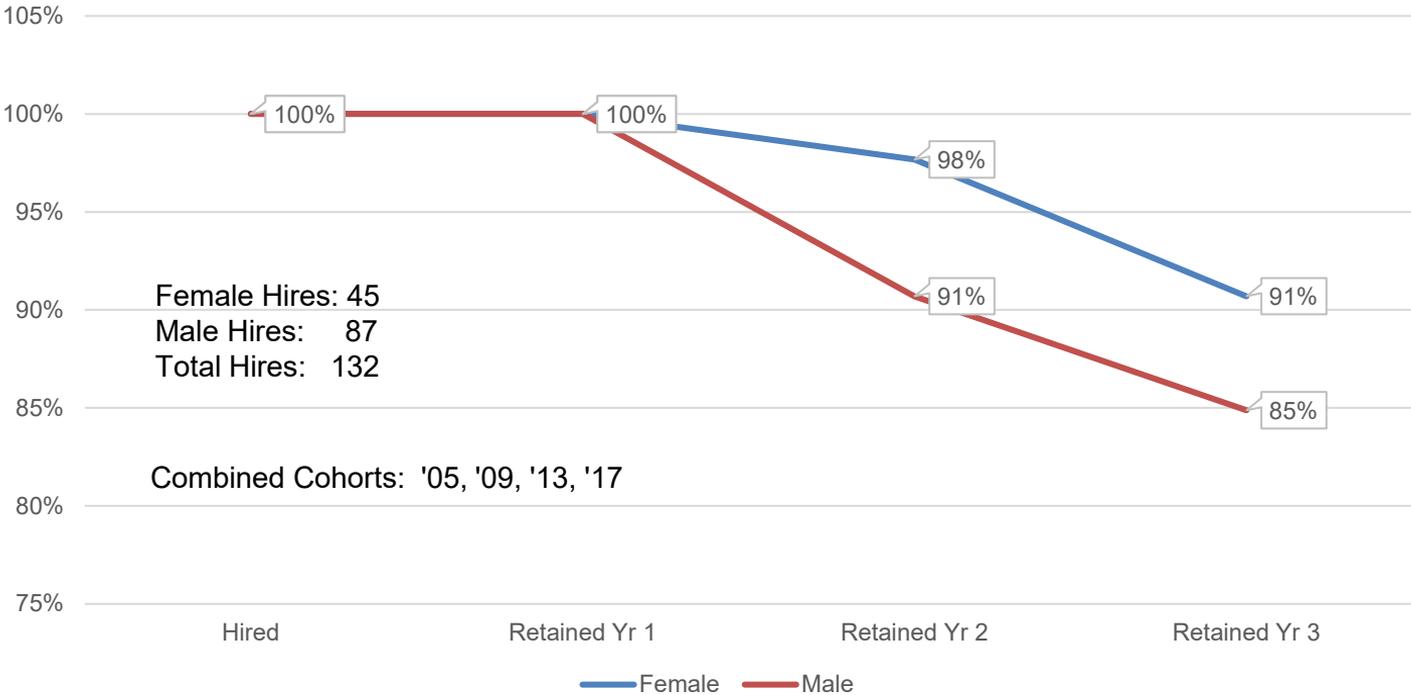


Faculty Retention

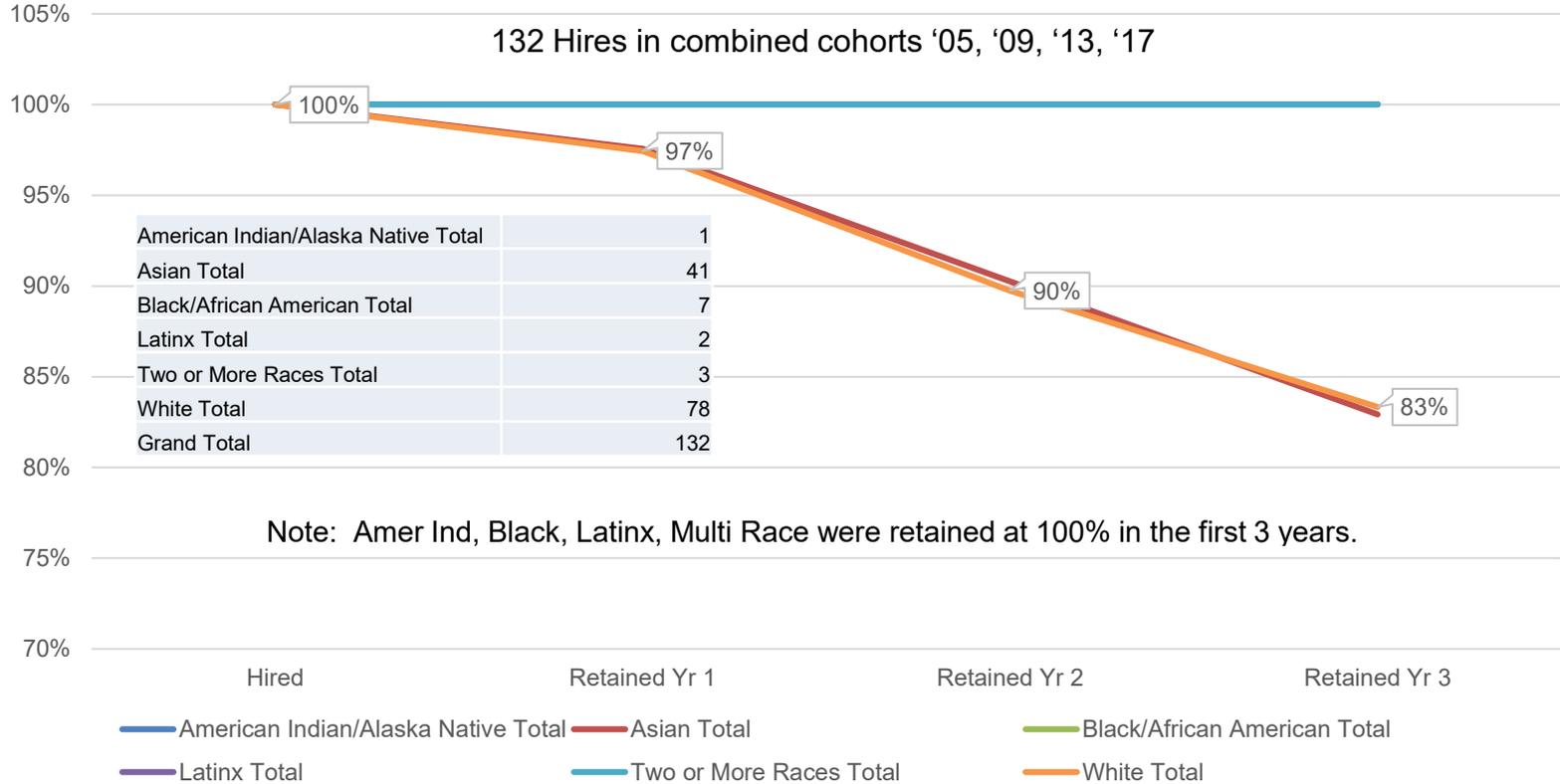
New Hire Tenure-Track Faculty Retention Percentage (IUSM Excluded)



New Hire Tenure-Track Faculty Retention Percentage (IUSM Excluded)



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Data Link

Institutional Research and Decision Support (IRDS) Dashboards

- [Headcount Dashboard](#)
- [Cohort Retention Dashboard](#)
- [Other Dashboards:](#)
 - Faculty satisfaction
 - Faculty engagement in high impact practices
 - Faculty perception of development opportunities





2018 Climate Survey Highlights

2018 Climate Survey

IUPUI Faculty Diversity

Percentage who agree ...	Black Faculty	White Faculty	Other Faculty of Color ¹
I feel free to be myself at IUPUI	87%	88%	88%
At IUPUI, I sometimes fear speaking up for what I think	51%	38%	29%**
I feel safe on campus	94%	90%	93%
There are a lot of people like me on campus.	36%	85%***	68%***
IUPUI has a commitment to diversity	81%	92%*	94%*
My School/Unit has a commitment to diversity	66%	89%***	86%**
IUPUI places too much emphasis on diversity	2%	20%**	14%*
My School/Unit places too much emphasis on diversity	4%	16%*	11%
IUPUI has diverse faculty and staff	37%	61%**	68%***
My School/Unit has diverse faculty and staff	32%	55%**	65%***
IUPUI has a diverse student population	75%	83%	78%
My School/Unit has a diverse student population	38%	69%***	66%**
IUPUI has a lot of tension around diversity issues	68%	32%***	25%***
My School/Unit has a lot of tension around diversity issues	57%	28%***	23%***
IUPUI accurately reflects the diversity in publications (e.g., brochures, website).	49%	81%***	85%***
It's difficult to move up in my career	51%	44%	45%
n	47	421	110

p<.05, ** p<.01, *** p<.001 for differences between group and Black Faculty

¹ Other People of Color include those that self-identified as American Indian/Alaska Native, Black/African-American, Latinx, Middle Eastern, Native Hawaiian/Other Pacific Islander, or Two or More Races



IUPUI

2018 Climate Survey

IUPUI Faculty Diversity

Percentage who agree ...	Latinx Faculty	White Faculty	Other Faculty of Color ¹
I feel free to be myself at IUPUI	91%	88%	87%
At IUPUI, I sometimes fear speaking up for what I think	36%	38%	36%
I feel safe on campus	97%	90%	92%
There are a lot of people like me on campus.	58%	85%***	59%
IUPUI has a commitment to diversity	94%	92%	89%
My School/Unit has a commitment to diversity	85%	89%	79%
IUPUI places too much emphasis on diversity	9%	20%	11%
My School/Unit places too much emphasis on diversity	9%	16%	9%
IUPUI has diverse faculty and staff	67%	61%	57%
My School/Unit has diverse faculty and staff	64%	55%	53%
IUPUI has a diverse student population	88%	83%	74%
My School/Unit has a diverse student population	73%	69%	54%*
IUPUI has a lot of tension around diversity issues	25%	32%	41%
My School/Unit has a lot of tension around diversity issues	30%	28%	34%
IUPUI accurately reflects the diversity in publications (e.g., brochures, website).	85%	81%	71%
It's difficult to move up in my career	36%	44%	50%
	n	33	421
		124	

p<.05, ** p<.01, *** p<.001 for differences between group and Latinx Faculty

¹ Other People of Color include those that self-identified as American Indian/Alaska Native, Black/African-American, Latinx, Middle Eastern, Native Hawaiian/Other Pacific Islander, or Two or More Races



IUPUI

Concluding Thoughts

1. What I have presented here today is a continuation of my presentations for the last few years. There are no major changes or disruptions in the composition of our faculty.
2. That said, we continue to have challenges around retention of faculty.
3. We have evidence that faculty from underrepresented minorities feel less optimistic about their career opportunities at IUPUI. This makes a focus on retention of these faculty especially important.
4. IFC and Academic Affairs are working together to examine IFC policies and practices and our P and T criteria through a diversity lens. Recommendations are being made to make sure our policies better acknowledge and value diversity, equity and inclusion work.



Becoming a More Equitable and Inclusive Institution: Principles and Action Items

February 2021

Preamble

The Alliance of Distinguished and Titled Professors is dedicated to preserving and enhancing Indiana University's excellence in research, teaching, and service. To that end, we recently organized a series of presentations to learn more about how faculty have fared since the pandemic began. Many faculty have struggled to maintain their research because of disruptions to data collection, reduced access to research materials, lab closures, and the increased demands of teaching, mentoring, and caregiving. We were already aware that the challenges associated with the pandemic have been experienced unequally by our faculty, with women and faculty of color disproportionately affected. We invited faculty leaders to share their experiences so that we could become better informed about this problem and asked administrators to share their ideas about addressing these challenges. This document is our response to the crisis based on those presentations.

The university has already made efforts to adjust the annual evaluation of faculty in light of current conditions. This provides us an opportunity to think more broadly about how we evaluate the varied work of our faculty, and to consider how best to maintain our position as a leader in higher education. We do not know if the effects of the pandemic will be long term, but are certain that the future decline in the number of high school age students will challenge us to maintain enrollment. The current presidential search also provides an incentive to address the challenges and opportunities we face.

Principles

Our recommendations are based on a deep commitment to eliminating racial and gender injustice as well as discrimination on the basis of religion, place of birth, economic status, able-bodiedness, and other social and cultural categories. Indeed, we do not believe that Indiana University can achieve its full potential for excellence if it fails to address the injustices built into its own structures.

The definition of excellence in research, teaching, and service needs to reflect more accurately the social realities both inside and outside academia. The standards we currently observe do not fully recognize how the creation of knowledge, the approach to excellence in teaching, and our commitment to serve various communities—academic and professional, regional and national—unintentionally reproduce inequities among our faculty. The ways in which faculty contribute to making IU a well-functioning and internationally respected institution should be more fully

identified, valued, and integrated into our organization and policies. This includes a range of under-reported and under-recognized forms of labor, in particular, those involving public scholarship and social justice activities. Addressing and engaging with those core issues calls for a collaborative process that welcomes the participation of those who engage in this labor. We must also educate all who learn, work, and serve others throughout the university about these issues.

IU must also grapple with the inequitable distribution of care work within and outside of the institution. The pandemic has disrupted the lives of many members of our community but more so women faculty and faculty of color who have assumed additional caregiving responsibilities. While some of those responsibilities are to family members outside of the institution, others are to other faculty, staff, and students who need additional support at this time. While the inequitable distribution of care work has become more visible during the pandemic, it represents a long-standing source of inequality in the institution with which IU has not yet reckoned.

A review of the standards for measuring and evaluating excellence in tenure and promotion decisions is essential to building a more equitable institution. This requires that faculty and administrators understand and accept the rationale for the reconsiderations and commit to implementing them. This revision of standards—and, in some cases, modifications of the practices that sustain them—must reflect a long-term institutional commitment, not a short-term mandate soon forgotten. The necessary changes to which we are calling attention require institutional commitment at the highest level, which is especially timely given the presidential search.

IU should consider how policies, procedures, and strategies affect faculty from different backgrounds in different ways. Effective change depends on the recognition that the lives of faculty, both inside and outside of the institution, reflect multiple social and political identities. This recognition, understood among scholars as “intersectionality,” offers the university the opportunity to transform itself into a more resilient institution and a community better connected with and better situated to bring about scholarly innovation and to address societal challenges. Investing in diversity, equity, and inclusion will better enable us to recruit and retain a larger, more diverse student body despite future demographic challenges.

Action Items

Without good data, meaningful and effective changes to institutional policies and practices are impossible. To this end, we recommend the following:

- **The collection of data that elucidate the specific challenges and successes** of faculty before and after the pandemic. We advocate for regular collection of data that render more visible institutional inequities. We encourage the University to continue to support

the surveys that have been conducted this year, to expand the reach of the surveys to the entire faculty, and to make their analyses a basis for review and necessary change.

- **An institutional openness to and expectation that faculty report their work regarding specific socio-political crises** so as to expand conceptions of meritorious service in promotion, salary, and other reviews. Many faculty have statewide, national or international engagement. They have seen substantial change in their involvement with civic communities beyond the walls of IU. We need to understand how we can best recognize and reward public engagement in our evaluations. We can only do that by collecting data, both quantitative as well as qualitative, paying particular attention to contributions of under-represented faculty.
- **A self-examination of how structures and the processes** we currently consider our norms, together with the people who serve in making decisions along the way, **reproduce inequities that demand change.**

In sum, these three action items call for a **thorough review of reporting as well as promotion and tenure criteria and measures** to determine whether they capture the work completely and recognize contributions to the university fairly. If existing standards are found to be incomplete, inconsistent, or unfair, according to the principles outlined above, they should be revised to reflect these principles of equity and inclusion. As the world around us is changing and as faculty are engaging with those changes, their innovations and their translation into scholarship must be captured, especially if they differ from or expand currently understood standards for evaluating research, teaching, and service. The post-pandemic university will look considerably different because of the ways our most forward-thinking colleagues rise to meet the myriad challenges and opportunities that await. Their innovations, in turn, will place our institution at the forefront of transformative post-pandemic developments. Addressing the ways in which we value diverse contributions to the institution, along with our renewed commitment to equity and justice, will allow us to retain, even strengthen, our university and its outstanding international reputation.



IUPUI Faculty Council

Research Affairs Committee

RAC Membership 2020-2021

Odell, Jere (University Library) (Chair)
Berbari, Nicolas (Science)
Bhatwadekar, Ashay (Medicine)
Coggan, Andrew (Health & Human Sciences)
Cohee, Andrea (Nursing)
Craven, Hannah (Medicine Library)
Goff, Philip (Liberal Arts)
Guiliano, Jennifer (Liberal Arts)
Haase, Joan (Nursing)
Han, Jiali (Public Health)
Herzog, Patricia (Philanthropy)
Huang, Xiumei (Medicine)

Kelly, Jason (Liberal Arts)
Lapish, Christopher (Science)
Li, Lei (Science)
Na, Sungsoo (Engineering and Technology)
Phillips-Salimi, Celeste (Nursing)
Picard, Christine (Science)
Pike, Caitlin (University Library)
Yan, Jingwen (Informatics and Computing)
Zhu, Likun (Engineering and Technology)

Liaison / Ex Officio

Blum, Janice (Administrative Liaison)
Mendonca, Marc (Administrative Liaison)
Mayo, Lindsey (Medicine) (Ex. Comm. Liaison)



Assignments Completed – Fall 2020

1. Monitor Racial Justice Research Fund. *OVCR provided a report for this VPR-funded program. (Sept. 2020).*
2. IU's approach to international collaboration and "Foreign Influence" in research. *Reviewed information provided by the OVCR. (Oct. 2020).*
3. Limited submission assignments to campuses and coordination at IUPUI. *Presentation from Alicia Gahimer, OVCR. (Nov. 2020).*
4. Indirect Cost Recovery (ICRs) distribution & use. *Presentation from Steve Martin (ORA) and review of documentation provided by the OVCR and the Associate Deans for Research, consulted with BAC (Nov. 2020-Feb. 2021).*
5. Research and communication. *Reviewed OVCR's new website, newsletter, and tools for grant discovery. Guests: Etta Ward and Alicia Gahimer. (Dec. 2020).*
6. Monitor progress of the Institute for Integrative AI. *Presentation from Shiaofen Fang (Dec. 2020).*
7. Letter in support of funding for libraries as a shared-resource for faculty and student researchers. *Supporting a similar letter from Library Affairs Committee (Dec. 2020).*



Assignments Completed – Spring 2021

1. Monitor the progress of EMPOWER. *Etta Ward and Kathy Grove presented a review of program outcomes. (Jan. 2021)*
2. Monitor the Grand Challenges. *Environmental Resilience reported (Feb. 2021); Precision Health (Feb. 2021); Addictions (March 2021).*
3. Centers and Institute reviews. *RAC sub-committee completed work from 2019-2020 regarding procedures for the review of Centers (Feb. 2020).*
4. Monitor progress of the (COVID) Gender Equity Taskforce. *An RAC committee member, Hannah Craven, appointed to VPR Taskforce. (Ongoing. Regular updates.)*
5. Community-engaged Research & Public Scholarship and P&T. *Presentation from Mary Price and Margie Ferguson (March 2021).*



Assignments In Progress

1. Public Access to Research Data Working Group. *(Tina Baich, Heather Coates, April 2021)*
2. COVID-19 and the research environment. *Ongoing assignment from last term, with regular updates. (Next report: May 2021)*



Jere Odell

March 2, 2021

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