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)

Ex Officio: Officers (3 Positions)
Chancellor of IUPUI ................................................................. Nasser Paydar
President of the IUPUI Faculty ............................................... John Watson (Science) (6/20)
Vice President of the IUPUI Faculty ........................................ Jeff Watt (Science) (6/20)

Ex Officio: IUPUI Administration (2 Positions)
Executive Vice Chancellor and Chief Academic Officer .......... Kathy Johnson
Interim Vice Chancellor for Research and Graduate Education .... Janice Blum

Ex Officio: IUPUI Faculty Council Executive Committee (10 Positions)
Tenure-Track Representative (6/20) ........................................ Kathy Marrs (Science)
Tenure-Track Representative (6/20) ........................................ Marc Mendonca (Medicine)
Tenure-Track Representative (6/20) ........................................ Willie Miller (Univ. Library)
Tenure-Track Representative (6/20) ........................................ Deborah Stiffler (Nursing)
Tenure-Track Representative (6/21) ........................................ Ed Berbari (E&T)
Tenure-Track Representative (6/21) ........................................ Ann Holmes (Public Health)
Tenure-Track Representative (6/21) ........................................ Joan Kowolik (Dentistry)
Tenure-Track Representative (6/21) ........................................ Rosa Tezanos-Pinto (Liberal Arts)
Non-Tenure-Track Representative (6/20) ................................ Kim Donahue (Business)
Non-Tenure-Track Representative (6/21) ................................ Sara Johnson (SPEA)

Members Elected to Represent Academic Units (40 Elected Voting Positions)
Richard A. Fairbanks School of Public Health (1) .................. 6/20: Brian Dixon
Herron School of Art and Design (1) ....................................... 6/21: Katie Hudnall
IUPU Columbus (1) ................................................................. 6/20: Crystal Walecott
IU Fort Wayne (1) ................................................................. 6/20: Nila Reimer
Kelley School of Business (1) ............................................... 6/21: Steve Jones
Lilly Family School of Philanthropy (1) ................................. 6/20: Catherine (Katie) Herrold
Paul H. O’Neill School of Public & Environmental Affairs (1) 6/21: Marlene Walk
Robert H. McKinney School of Law (1) ............................... 6/20: Susan deMaine
School of Dentistry (1) ......................................................... 6/20: Sean Stone
School of Education (1) ....................................................... 6/20: Craig Willey
School of Engineering and Technology (2) .......................... 6/21: Rob Elliott
Members Elected At-Large to Represent the Faculty Body (60 Positions)
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: Hong Du (Medicine)
6/20: Sasha Fedorikhin (Business)
6/20: Stephen Fox (Liberal Arts)
6/20: Aaron Ganci (Herron)
6/20: Eileen Hacker (Nursing)
6/20: Peter Jenkins (Medicine)
6/20: Justin Kani (University Library)
6/20: NiCole Keith (Health and Human Sciences)
6/20: Sarah Koskie (Engineering & Technology)
6/20: Lawrence Lee (Medicine)
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: Dean Morton (Dentistry)
6/20: Daniel Ramras (Science)
6/20: Ruben Vidal (Medicine)
6/20: Rachel Wheeler (Liberal Arts)
6/20: Angela White (University Library)
6/20: Xinna Zhang (Medicine)
6/20: Teresa Zimmers (Medicine)
6/21: Marta Anton (Liberal Arts)
6/21: Mark Bannatyne (E&T)
6/21: Nicolas Berbari (Science)
6/21: Kathryn Berlin (Health and Human Sciences)
6/21: Amy Blevins (Medicine Library)
6/21: Angela Bruzzaniti (Dentistry)
6/21: Olguta Buse (Science)
6/21: Ellen Chernoff (Science)
6/21: Jeff Dean (Dentistry)
6/21: Jerome Dumortier (O'Neill)
6/21: Philip Goff (Liberal Arts)
6/21: Krista Hoffmann-Longtin (Liberal Arts)
6/21: Matthew Holley (Medicine)
6/21: Sarath Janga (Informatics and Computing)
6/21: Brendan Maxcy (Education)
6/21: Laura Menard (Medicine)
6/21: Miriam Murphy (Law Library)
6/21: Mohamed Razi Nalim (E&T)
6/21: Stefan Petranek (Herron)
6/21: Christine Picard (Science)
6/21: Karen Pollok (Medicine)
6/21: Jesse Savage (Medicine)
6/21: Jim Scheurich (Education)
6/21: Diane Von Ah (Nursing)
6/21: Lixin Wang (Science)
6/21: Clark Wells (Medicine)
6/21: Jennifer Wessel (Public Health)
6/21: L. Jack Windsor (Dentistry)

Non-Voting Ex Officio Members

Officers
Parliamentarian of the IUPUI Faculty Council.................................Benjamin Keele (Law Library)

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
IUPUI Columbus .................................................................Reinhold Hill
Herron School of Art and Design........................................Greg Hull
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.........................................................Carol Anne Murdoch-Kinch
School of Education-Indianapolis ........................................Tambra Jackson (Interim)
School of Engineering and Technology .......................................David Russomanno
School of Health and Human Sciences .................................Rafael Bahamonde

June 24, 2021
University Faculty Council (UFC) – IUPUI Representatives (7 Positions)
*Indicates Members of the UFC Executive Committee

6/20: Andrea Copeland (Informatics/Computing)
6/20: Daniella Kostroun (Liberal Arts)
6/20: Megan Palmer (Medicine)
6/20: Jennifer Thorton Springer (Liberal Arts)
6/21: Charles Feldhaus (E&T)
6/21: James Marrs (Science)*
6/21: Lindsey Mayo (Medicine)*

Organizations
Senior Academy Representative: Anne Belcher (6/20)
Staff Council President: Kristy Beach (6/20)
Undergraduate Student Government President: Miriam Murphy (6/20)
Liaison to Staff Council: Miriam Murphy (6/20)

Elected Unit Representatives
University College Representative: Kathy Visovatti Weaver (6/21)
IUPUI Honors College: Kathy Visovatti Weaver (6/21)

Faculty Governance Leaders
Fairbanks School of Public Health: Joshua Vest
Herron School of Art and Design: Andrew Winship
IU Fort Wayne: Nila Reimer
IUPU Columbus: Kevin J. Jones
Kelley School of Business: Steve Jones
Lilly Family School of Philanthropy: Gen Shaker
McKinney School of Law: Mike Pitts
School of Dentistry: Joan Kowolik
School of Education: Kathleen King Thorius
School of Engineering and Technology: Mark Bannatyne
School of Health and Human Science: Jake Streepey
School of Informatics and Computing: Steven Mannheimer
School of Liberal Arts: David Craig
School of Medicine: Rafat Abonour
School of Nursing: Evelyn Stephenson
School of Public and Environmental Affairs: Jeremy Carter
School of Science: Kathy Marrs
School of Social Work: Joan Carlson
University Libraries: Jenny Johnson

Policies, Amendments, and Resolutions
- Endorsement of the Test Optional Task Force Final Report (Approved October 1, 2019)
- Non-Tenure-Track Faculty Service on the IUPUI Promotion and Tenure Committee (Approved November 19, 2019)
- Teaching Professor Criteria (Approved March 3, 2020)
• Bylaw Change: Addition of the IUPUI Ombudsteam (Approved March 3, 2020)
• Percentage of IUPUI Courses Required for the Conferral of a Certificate (Approved May 5, 2020)
• Endorsement of the IUPUI Sustainability Resolution (Approved April 21, 2020)
• Changes to the IFC Constitution (Approved May 5, 2020)
  o Article I. Section A. Clarifies the definition of the faculty as a whole
  o Article I. Section B. Detailed definition of the voting faculty; Detailed definition of the non-voting faculty
  o Article IV. Section A.3. Brings the language regarding an alternate for an IFC member who cannot attend an IFC meetings into line with new definition of voting faculty
  o Article IV. Section F.1. Changes the ratio of tenure-track and non-tenure-track faculty in the IFC Executive Committee from 8:2 to 6:4. Six to four is maximum number of non-tenure-track faculty allowed under the 60/40 rule. Six to four more closely matches the actual ratio of tenure-track and non-tenure-track at IUPUI+ISUM, which is 40/60.
  o Article IV. Section F.5. Adding a component to allow the IFC Executive Committee to act as the executive agent of the council without prior consultation with the council to take emergency action on educational matters when facing situations such as COVID-19.
  o Article V. Section F.2. Updates the faculty definition for membership University Faculty Council (UFC) Executive Committee in case of a tie.
• Changes to the IFC Bylaws (Approved May 5, 2020)
  o The overall goal was to adapt the Bylaws to match the proposed changes to the Constitution and add clarification to the Ombudsteam.
  o Article II. Section A. Specify that unit reps will be voting faculty as defined in the Constitution.
  o Article II. Section B. New cap on the number of at-large reps that can come from a single unit. This is to distribute voting power among the units in the face of a large increase of non-tenure-track faculty in the School of Medicine.
  o Article II. Section C.1. Deleted phrase that limited the president and vice president positions to tenure-track faculty, now will be open to both non-tenure-track and tenure-track faculty.
  o Article II. Section D.1. Changes the number of IUPUI reps to the UFC to 12 to match the new IFC Constitution.
  o Article II. Section D.3. Updates the apportionment of UFC reps between the tenure-track and non-tenure-track faculty in accord with the changes to the UFC Constitution. The split will now be 8TT and 4 NTT of the 12 total. This is within the 60/40 rule. Clarify by reordering sentences in v.2.
  o Article IV. Section C.1. Specifies that non-tenure-track faculty are eligible to serve on the Ombudsteam.
  o Article IV. Section C.4. Clarify that the Ombudsteam will have representation from different schools (i.e., no two schools will have representation on the team).

Resolutions:

• Memorial Resolutions:
  o Mary Austrom (School of Medicine)
  o Lillian Scott Stokes (School of Nursing)
  o Robert Aponte (School of Liberal Arts)
  o James Powell (School of Liberal Arts)
  o Erik Lindseth (School of Liberal Arts)

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

Promotion and Tenure Committee
  Jeff Watt (Through 2022)
  Julie Goodspeed-Chadwick (Through 2022)
  Bonnie Blazer-Yost (Through 2021)
  Jack Windsor (Through 2020)
IFC Nominating Committee: Term Expiring June 30, 2021
Josette Jones (Informatics and Computing)
Lei Li (Science)
Diane Von Ah (Nursing)

Faculty Board of Review Pool: Term Expiring January 31, 2021
Alexander Dent (Medicine)
Brian Gray (Medicine)
Richard Humphrey (Law Library)
Josette Jones (Informatics and Computing)
Benjamin Keele (Law Library)
Fred Pavalko (Medicine)
Gemmicka Piper (University Library)
Mark Urtel (Health and Human Sciences)
Gautam Vemuri (Science)
Teresa Zimmers (Medicine)

Faculty Grievance Advisory Panel: Term Expiring January 31, 2021
John Kaufman-McKivigan (Liberal Arts)
Marc Mendonca (Medicine)
Rosa Tezanos-Pinto (Liberal Arts)

Annual Report on Board of Review Activity (Since May 2019)

John C. Watson, President
IUPUI Faculty Council Meeting
May 5, 2020

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

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

*Same case.

Case Carried Over from 2018-2019 (This case is not included in the count above):

Board of Review Case 18-02: A board of review was appointed, and a formal hearing was held on June 17, 2019, regarding dismissal of a tenured faculty member. The board’s findings did not fully support the grievant. The chancellor supported the board’s recommendations. As allowed by the Bylaws, a Unit Recommendation Report was sent to the school dean and IFC president for action.

Requests Approved 2019-2020:

Board of Review Case 19-01: A board of review was approved by the Faculty Council Executive Committee; however, the case was disbanded before it was officially appointed.

Requests Denied: None
Total Number of Grievances Referred to the Faculty Grievance Advisory Panel: 7
Members of the Faculty Grievance Advisory Panel reported two contacts by faculty members or librarians during the 2018-2019 academic year.

- 0 Grievance(s) were resolved prior to any request for a Board of Review.
- 0 Grievance(s) was sent to a Board of Review.
- 7 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 October 1, 2019.

The Faculty Census was presented on February 4, 2020, and can be found attached to the minutes of that meeting.

A global pandemic (COVID-19) ended most normal campus operations, including the IUPUI Faculty Council. The April and May 2020 meetings of the council were held virtually by Zoom. The same practice was observed for the meetings of the IFC Executive Committee in April and May, 2020.

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

Assigned:
- Student Engagement Roster: Review proposal and provide feedback on IFC endorsement to the Executive Committee. The Student Affairs Committee is reviewing as well.
- Voting rights of non-tenure-track faculty within the schools (working with the Faculty Affairs Committee)
- IU Online (Face-to-Face and residency) – Collaborate with the Student 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.”
- Percentage of a certificate that needs to be completed using IUPUI courses (from 2018-19 Annual Report). Needs endorsement by the IFC.

Completed:

June 24, 2021
Budgetary Affairs
Assigned:
- Change in Resource Planning Committee
- 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.

Ongoing:
- Campus Conversations
- Banded tuition results
- Midwest Student Exchange
- IU Fort Wayne
- RCM Review of University Assessment/ Tax
- Continue meetings with deans one on one.
- Conversations with UFC Budgetary Affairs Committee to follow IU budget issues.

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

Constitution and Bylaws Committee
Assigned: No assignments as of August 2019.

Distance Education Committee
Assigned:
- Follow up on CTL “Faculty Crossing”
- 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 pro-active 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.
Time faculty are spending on online courses.

**Diversity, Equity, and Inclusion Committee**

*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
- Climate Survey
- School diversity strategic plans
- Policies/procedures for incident reporting

**Faculty Affairs Committee**

*Assigned:*

- Review of Draft Research Disclosure Policies
- Voting rights of non-tenure-track faculty within the schools (working with the Academic Affairs Committee)
- 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” faculty, especially 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 solve 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?
- Unit Recommendation Report from Board of Review 18-02.
- Propose Pinnell Award guidelines for the IUPUI campus.
- Lecturer Rank Criteria
- NTTF Voting
- Emeritus status eligibility (in light of changes to include teaching professor)

**Faculty and Staff Relations Committee**

*Assigned:*

- Bias training
- Discussion on communication across campus including all units and positions.
- Evaluation of the campus pedestrian safety: report back to the committee.
- Search committee training (better and more systematic across campus and at all levels)
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.
- Addition of language describing clinical rank (similar to language of lecturers).
- Addition of language describing the new teaching professor rank, when available from the campus.

Ongoing:
- Review the guide and updated all links.
- Review the guide and update for obsolete language.
- 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? Create annotation guide.

Fringe Benefits Committee
Assigned:

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

Library Affairs Committee
Assigned:
- Explore adding doctoral student thesis information to IUPUI transcripts.
- Collaborate with Research Affairs Committee regarding support for R1 university status.
- Link open access uploading to Activity Insight.
- Library Town Halls and Campus Tour
- Improve communication with faculty
- Discuss scholarly communication situation.
- Review and expand the Promotion and Tenure service offered by UL staff.

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)
- Consider methods of educating general faculty regarding information-access issues.

Promotion and Tenure Committee
Assigned: No assignment given as of August 2019.

Research Affairs Committee
Assigned:
- Limited submission assignments to campuses
- Review of Draft Research Disclosure Policies
- 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 plans
- Use of Academic Analytics to help with incentives for awards for faculty.

June 24, 2021
• Description of effort of funded studies for dossiers developed for promotion and tenure.

**Student Affairs Committee**

**Assigned:**

• Student Engagement Roster: Review proposal and provide feedback on IFC endorsement to the Executive Committee. The Student Affairs Committee is reviewing as well.
• Course Networking (work with Technology Committee)

**Ongoing:**

• Discussion and vote on the permanence of a grade given as the results of academic misconduct (working with Academic Affairs Committee).
• Review of sexual misconduct policy brought forward by the UFC
• Off-campus student conduct (note new Greek policy)
• Campus climate for adult learners / co-curricular aspects
• Use of LMS (Canvas) for student intervention.
• Elaboration of co-curricular aspects of the Profiles.
• Review of Code of Student Rights, Responsibilities, and Conduct in relation to hate speech.

**Technology Committee**

**Assigned:**

• Intellectual Property and ability to share materials
• Communication with UITS
• Update on electronic and IT accessibility
• Find a better way to keep faculty informed. (A task force chaired by Margie Ferguson is underway for 2019-2020.)
• Potential replacement of Taskstream.
• 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.
• Course Networking (work with Student Affairs)