IUPUI
Indianapolis Faculty Council (IFC)
Minutes
October 2, 2018 ~ Campus Center 450A ~ 3-5 p.m.


Agenda Item I: Welcome and Call to Order
IUPUI Faculty Council Vice President Jeff Watt called the meeting to order at 3:01 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 September 4, 2018, Meeting
The minutes of the September 4, 2018, 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 noted that he will give his updates and then will introduce Simon Atkinson, vice chancellor for research at IUPUI, to report on his plans for this academic year.

Paydar reported on the following:
• He and Executive Vice Chancellor Kathy Johnson met with the School of Liberal Arts faculty members to discuss postponing the search for a dean of the school. Fall 2018 enrollment dropped
more than they thought for the school, and to be mindful of costs, they will postpone this search until next year.

- Searches have already begun for the deans of the School of Dentistry, (Simon Atkinson, chair); the School of Health and Human Sciences (Paul Halverson, chair); and the University Library (Tom Stucky, chair).

- Scooters have arrived on campus. The city of Indianapolis is the only city in Indiana to have an ordinance that riders cannot use the scooter on sidewalks; they must ride on the streets. IU is treating electric scooters like electronic bikes (i.e., they cannot be brought into the residence halls or charged in campus facilities). There is an opportunity that we could ask the scooter companies to create a geo-fence around campus to restrict usage at IUPUI, but we do not want to resort to that.

- Each year, Paydar comes up with a list of priorities for the academic year. One item for 2018 is related to research. Paydar introduced Atkinson to speak about his research plans for IUPUI.
  - Atkinson spoke to the following:
    - In the past, there has not been a campuswide research planning exercise. This is intended to be a “grass-roots” exercise beginning in the schools. These research plans will be created in the schools or, existing plans will be rethought. Atkinson asked deans and associate deans to begin working on these exercises this semester. They are asking for plans to highlight how academic units will monitor and measure progress in these projects, as opposed to using the same metrics for the entire campus. They are also asking who they consider their peer comparisons to be. In February, the planning exercises will be paused and there will be a research summit with leadership from all schools. This will help the office in planning efforts and to provide resources in an informed capacity.
  - Paydar added they are not doing this to solve an issue. This process will help maximize the outstanding research projects across campus.

**Agenda Item V: Updates/Remarks from the IFC President**

John Watson, IUPUI Faculty President

Watson reported on the following:

- Last year, a resolution was passed to set up the Ombudsteam on campus. He is beginning to work on setting up a process and invited the members to let him know if they thought they would be a good ombudsman.
- The composition of the IFC was changed last academic year and is reflected in the Constitution and Bylaws. There are now 60 tenure-track faculty members representing all schools and 40 faculty members serving as unit representatives. The unit representatives can be tenure-track or non-tenure-track. This will broaden the number of members who can participate.
- Rachel Applegate, assistant vice chancellor for faculty affairs, discovered issues with the campus promotion and tenure document. She is forming an ad hoc governance committee to address these concerns.
- The IFC will be setting up a task force to examine the new conflict of interest document.
- Many IU campuses, including IUPUI, are interested in a third-tier faculty rank in the lecturer track. A task force will be formed to start this process in the spring semester.

**Agenda Item VI: [Action Item–Vote] Election to the IUPUI Promotion and Tenure Committee**

Olgu Buse, Nominations Committee Chair

Buse presented the slate below. Ballots were collected, and the results were announced during the standing committee reports.
IUPUI Faculty Council: Slate for Representative to IUPUI Promotion and Tenure Committee
Term: October 2018 through June 2020
Need to elect 1; number to slate 2

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<tr>
<th>Name</th>
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<tr>
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Agenda Item VII: [Information Item] Sabbatical Leaves Report
Margie Ferguson, Senior Associate Vice Chancellor for Academic Affairs

Ferguson spoke to the appended presentation.

Questions/Comments
- Ferguson said that in specific circumstances where getting a sabbatical approved in a short period of time is necessary, there are, most often, solutions to assist the faculty member in getting this time approved. Policies are not made around extenuating circumstances, but solutions can often be found in those cases.
- Can you go up for sabbatical the same year you are up for a promotion? No, you cannot take a sabbatical without being tenured. Since these circumstances are contingent upon one another. As an example, Ferguson also explained that if there was a specific situation where an opportunity has only just come up and the faculty member up for promotion was wanting to pursue this opportunity, and they had the support of their dean along with being comfortable running the risk that they may not get tenure and therefore could not take the sabbatical to pursue the opportunity--there could be some room to find a solution.
- Are there sabbatical, or sabbatical-like, opportunities for senior lecturers? Ferguson highlighted her home school for having a sabbatical-like leave for those faculty members. But, this would not be a university-wide policy.

Agenda Item VIII: [Information Item] Retirement Plan Update
Christian Royer, Director, Benefits, IU Human Resources
Jim Sherman, Professor Emeritus and HR Liaison
Michael Goss, Sr. Manager, Retirement, IU Human Resources

Presentation appended to the minutes.

Goss reported on the following:
- A task force has been established to consider a retirement plan change. An RFP will be going out which should lower fees and improve services. The university will not see any financial savings from this process. Record keeper fees (posting contributions, distributions, and statements) and individual costs should go down. The university is in a good place to begin negotiations and map out a strategy which should leverage good fund costs and recordkeeping fees. Improvements to the website should also be seen.
- Offer “best-in-class” options to employees including rollovers to the supplemental plans, Roth IRA option, and brokerage window.
- These items will not change: eligibility and contribution levels, legacy plans or phased retirements, PERF, and planning and guidance support.
These items may change: reduced fees; higher performing funds, simplified fund line-up, and brokerage window; additional improved retirement planning and guidance; and retirement vendors.

AON has been hired as a consultant. Companies will go through a screen process before being added to the plan.

IU is not the only university to go through the RFP process. Purdue, Michigan State, Northwestern, and many other Big 10 peers have gone through it. The biggest pitfall has been around communication. Some of the universities made the change before notifying faculty and staff. IU is going out ahead of time to make sure employees are aware so that there is no surprise. They plan to communicate early and often.

Timeline: Earliest change would be January 1, 2020. There may be changes in the fund lineup earlier but they will help employees through the process so there is as little disruption as possible. There should not be a negative impact for faculty approaching retirement in the next year or two.

Tiered investment structure (target date funds, passive funds, active funds, self-directed window). The tiers start out at the beginner level and rise to those who want to control their own investments. There is something from low investment knowledge and low desired level of engagement up to high investment knowledge and high desired level of engagement.

Questions/Comments

Are you set on one single vendor? For clarification, there could be three potential outcomes: 1) nothing changes, and we maintain two record keepers (It was noted that this is unlikely and the fees are currently too high for this option); 2) a master record-keeper agreement with two providers and one would take lead, and 3) a sole record-keeper with one provider.

When selecting a vendor, will technology be considered or is it just funds? Yes, technology (website usability, quality service, etc.) is all being taken into consideration, not just reduction of fees.

Real-estate purchases / distributions to purchase properties—not allowed currently but can be discussed by the committee

Would rollovers apply for previous employees, other IU campuses, etc.? Yes, all IU employees will be able to rollover into the plans.

You mention a rejection of fees being a motivator, do you have a relationship with consultants currently—or is this a new relationship as part of this plan update? This process started about 18 months ago. We are currently consulting with professionals and reviewing data so that we can make an informed decision.

If we do go with a single vendor and the current vendor is no longer available to employees, are we required to utilize the new vendor, or can we continue investing with current vendors? One option is mapping, where mutual funds would map into the new plan. Other options could come up depending on who is chosen. New contributions would go to the new vendor.

What has been the result for other universities going through this process? Fees were lowered, services and service levels have improved, etc. In December 2019, there will be a black-out period (one to three weeks), where the movement of money from the old plans to the new ones would occur, and there would be campuswide support from the selected vendor and services for employees.

A Bloomington Faculty Council benefits committee representative stated that in their last meeting, members picked six of these universities to study, in cooperation with other campus benefits committees, and they will share their findings with their respective faculty councils.

The money which has been accrued will not be changed, the method in which it is distributed upon retirement would not change, but investment products will be changed. Retirement distributions will not change. Whatever the dollar amount is in a monthly statement, but the money itself could be moved to a different vendor.
• How much money does IU have invested in these two vendors? Over 5 billion, which is why we believe we have such great leverage to lower fees.
• Is there an option to direct new money into the new construct and keep the old money where it was? Potentially, the older money in mutual funds and in current plans would move.
• How much do you expect to go out of this from this exercise? Is it worth all the hassle for us to change? Is there a minimum expectation of improvement? We could potentially save several million dollars in plans, or even fees/expenses that we all pay. The rollovers, types of investment options, etc. are in addition to the benefits of this process.
• What about intelligent timing when transferring / mapping funds? That would be a question best suited to a financial / investment adviser. However, there would be a period at the end of the year when money would transfer to the new vendor account of choice.
• Will you offer an opt-out option? That has not been discussed. Can it be? That can be a part of the discussion, but it is unlikely to happen.
• If we go from vendor A to vendor B, will that be seen as early withdrawal? No, there will be no tax implications such as that.

Agenda Item IX: [Information Item] Report from the Library Task Force and On Demand Service Pilot
Rachel Applegate, Assistant Vice Chancellor for Faculty Affairs
Kristi Palmer, Interim Dean, University Library

Applegate said last year concerns were raised about funding for library activities. A task force was arranged and there were meetings in the spring where recommendations were made for both immediate and future concerns. One of the recommendations was for increased communications. Applegate then introduced Palmer.

Palmer spoke to the appended presentation.

Questions/Comments
• Would any of the electronic distributions models allow for a repository? Many of our e-book products do have a place where you can shelve items. In terms of one person wanting material that another person has already reserved, no you cannot share that by “shelving” it at the time. Though in some cases, you would be allowed reserve materials for your classes. What about textbooks? You can indicate when you reserve the material if you would like this to be something shared and accessible by a class.

Agenda Item X: Call for IFC or UFC Standing Committee Reports
• Nominations Committee (Olguta Buse, Chair)
  o Buse announced the result of the election to the IUPUI Promotion and Tenure Committee. Elizabeth Kryder-Reid will serve a three-year term beginning in December. Watson asked for a motion to destroy the ballots. A motion was made and seconded to destroy the ballots. The motion was passed unanimously.
• Faculty Guide Committee (Katherine Macy, Chair)
  o Macy reported on the following:
    • Over the last year the committee reviewed and updated the guide, focusing specifically on: the use of the word “faculty,” and making updates as needed; inserting language in support of the Ombudsteam; and inserting a statement on the addition of Principles of Co-Curricular Learning in addition to the Principles for Undergraduate Learning. They also recommended to the IFC-EC that Section III, “Faculty Access to Student Evaluations,” should be looked at and potentially
updated reflecting the new system. For the upcoming year, they plan to continually review the guide for needed updates, including the move to the IUPUI+ (Principles of Learning for Undergraduate Success).

Agenda Item XI: Question / Answer Period
- One attendee had two questions for Watson. In reference to the “Conflict of Interest” document, can we assume the separate documents will still be enforced? Yes. When you talked about the task force for the lecturer ranks, will that task force also consider the ranks for teaching professors as an additional or alternate strategy? That has not been discussed, what has been decided to date has been for lecturers only. Watson hopes to be having further discussions about the other types.

Agenda Item XII: Unfinished Business
There was no Unfinished Business.

Agenda Item XIII: New Business
There was no New Business.

Report from the IUPUI Staff Council
Kristy Beach, Staff Council President

There was no report.

Agenda Item XIV: Final Remarks and Adjournment
Watson noted that next meeting is Tuesday, November 6 from 3 to 4 p.m. The location is in Hine Hall where the State of Campus Address will take place following the meeting (from 4 to 5 p.m.).

With no further business appearing, the meeting was adjourned.

Minutes prepared by Kasey Cummins, communication and administrative specialist of the Office of Academic Affairs
University Hall 5002/274-8974/fcouncil@iupui.edu/http://www.facultycouncil.iupui.edu

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Detailed final reports are available on the IFC committee webpage.

Committee Assignments

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

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

Constitution and Bylaws Committee
Assigned:
- Collaborate with Ad Hoc Committee on Diversity regarding charge and function.
- Amend the Bylaws Grievance Procedures to allow for a Unit Recommendation Report to follow a completed Board of Review. The purpose of the Unit Recommendation Report would be for the Board of Review to recommend to the Chancellor or dean structural changes in the operations of an academic unit that would benefit the prevention of future grievances. (Received by the Committee in e-mail message from Rachel Applegate on April 24, 2017.)
- Inclusion of Ft. Wayne as a unit.
- Review EC membership to organize school overlap rules now that NTTs are present. (Currently, no two ECs can be from the same school but an officer (president, VP) can be from the same school as an EC regular member. Rule suspended for 2018-19. Probably: allow one NTT to be from the same school as one TT.)
- Review C&B to find out whether Honors College and University College both get one seat on the IFC (non-voting). They were both given one seat in 2018-19 until it can be confirmed.
- Add to the C&B the rule of only having one seat on the council. This was recommended but it didn’t make it to the revisions approved in May 2018.

Distance Education Committee
Assigned:
- Follow up on CTL “The Forum.”
- Support structure for students who are fully online.
- Follow up on Quality Matters
- Continue follow-up conversations with IU Online.
- Update with eDS.
- Coordinate with Online Director/Faculty Group (revived from 2016-17; to be organized by Rachel Applegate).
- Use of LMS (Canvas) data to assess instructional interactivity and collect data for 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.
**Diversity, Equity, and Inclusion Committee (Ad Hoc)**
Assigned:
- Coordinate with Faculty Forum Network (overall structure for faculty development/support)
- Address the strategic plan’s goals and objectives of:
  - Create pathways for success for underrepresented students, faculty, and staff
  - Develop cross-cultural awareness and competence among all members of the IUPUI community (focusing on faculty)
  - Becoming an employer of choice for faculty by providing meaningful work, improved workplace culture and communication, and advancement opportunities

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

**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.
- Look at the guide that could cause confusion and provide recommendations on new verbiage.

**Fringe Benefits Committee**
Assigned:
- Monitor benefits
- Review forthcoming changes in retirement benefits provider.

**Library Affairs Committee**
Assigned:
- 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
- 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 (Open Access/ScholarWorks)
- Collaborate with Research Affairs Committee regarding support for R1 university status.

**Promotion and Tenure Committee**
Assigned:
**Research Affairs Committee**

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

**Staff Relations Committee**

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

**Student Affairs Committee**

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

**Technology Committee**

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

IU Sabbatical Policy ACA-47

- Requires statement on proposed use of time—must be related to research.*
- Only tenured faculty/librarians are eligible.
- Faculty member/librarian is eligible for one sabbatical leave during each period of seven years’ full time service in faculty rank (following completion of first six years of full time service).
- A sabbatical is not “earned” by virtue of length of service.
- Sabbatical pays one semester at full salary or one year at half salary.
- May be divided over multiple years.

*Note: Conditions may vary depending on institutional policies.
IUPUI Guidance on Funding Sources for Full-Year Sabbaticals

- For full-year sabbaticals, faculty members can add salary support from grants to their IU half-base-pay, to achieve up to 100% salary during the sabbatical period.

This is contingent upon:

- Approval by the granting agency for the use of funds (school grant staff can help with this)
- Approval by the chair and dean
- Grant money can also be used for travel and for research expenses (equipment, supplies, lab).
- In an application for a full year sabbatical, be as clear as possible about the flow of funds from grants and from IU base salary, so that the faculty member and the school (dean, grant office, and fiscal office) have a solid understanding of salary expectations.

IUPUI Clarification on Timing of Sabbaticals

- Faculty are only eligible for sabbatical after being officially tenured. Since tenure takes effect a year after promotion, we often get questions on when faculty members can apply for a sabbatical.
- Our interpretation is that an assurance of receiving tenure is required before a sabbatical can be taken. So a newly tenured faculty member could apply in year seven for a sabbatical in year eight. But not before.
- For extraordinary cases (e.g. when a research opportunity is particularly time-sensitive) deans may request an exception, so that a newly promoted faculty member can apply in their sixth year, and, assuming that BOTH the sabbatical AND the tenure applications are successful, a sabbatical may be taken in the seventh year. Faculty and deans should highlight this timing in their applications.
- If faculty apply for tenure early they must have six years of service completed, AND tenure must have taken effect, before their sabbatical can be taken.

Updated Application Process*

Online application form is available via the following website: [https://academicaffairs.iupui.edu/Faculty-Affairs/Sabbaticals/]
Data on Sabbaticals Taken

Sabbaticals Taken by School

Summary Data for Campus Sabbatical Approvals AY 17-18 and AY18-19

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Breakdown by School

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Schools with no Sabbaticals in AY17-18 or AY18-19

- Dentistry
- Informatics and Computing
- Health and Rehab Sciences
- Public and Environmental Affairs
- LFSOP
- University Libraries
- Medicine
- Public Health

Conclusions

- IUPUI continues to experience limited use of the sabbatical as a professional development resource for faculty
- Some schools in particular seem to have few applicants (perhaps related to the nature of their scholarship)
- We don’t have data on why faculty don’t apply for sabbaticals
- We don’t have data on faculty who apply to their School but are turned down
- Newly tenured faculty apply as surprisingly low (to me) rates.
As always, contact me if you have any questions

nferguso@iupui.edu or 317-278-1846
Why Consider Retirement Plan Changes?

- **Desire to benefit employees** by going out to Request for Proposal (RFP) for our retirement plans to:
  
  1) Lower Fees
  2) Improve Services

- The university will not see any **financial savings** from this process
Why Consider Retirement Plan Changes?

Offer “best-in-class” options to employees, including:

- Rollovers to the Supplemental Plans
- Roth IRA Option
- Brokerage Window

What Will Not Change

Eligibility & Contribution Levels
- Eligibility for participation
- University & Employee contribution levels
- Years to Vest
- Access to HSA option remains the same

Legacy Plans
- Eligibility for the IU 18/20 Plan, the IU Supplemental Early Retirement Plan (IUSERP), and the IU Replacement Retirement Plan will not be disrupted

Public Employees’ Retirement Fund (PERF)
- Benefits provided to eligible non-exempt Support Staff through PERF

Planning & Guidance Support
- Plan consultants will continue to make campus visits and appointments to assist employees with planning for retirement
What May Change

1. Reduced Fees
2. Higher Performing Funds, Simplified Fund Line-up, and Brokerage Window
3. Additional, Improved Retirement Planning and Guidance
4. Retirement Vendors

IU is Not Alone

These peer institutions have already reduced fees for Faculty and Staff through the RFP process:

- Arizona University Systems
- Caltech
- George Washington University
- Harvard University
- Johns Hopkins University
- Loyola Marymount University
- Minnesota State Colleges & Universities
- Michigan State University
- Northwestern University
- Oregon University System
- Pepperdine University
- Purdue University
- Stanford University
- University of Colorado
- University of Miami
- University of Minnesota
- University of Notre Dame
- University of Oklahoma
- University of Pittsburgh
- University of Utah
- University of Washington
- Yale University
Tiered Investment Structure - Sample

<table>
<thead>
<tr>
<th>Tier</th>
<th>Investment Structure Examples</th>
<th>Investment Knowledge</th>
<th>Desired Level of Engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Target Date Funds</td>
<td>Target Date Retirement Funds (20XX)</td>
<td>Low</td>
<td>Low</td>
</tr>
<tr>
<td>2 Passive Funds</td>
<td>Total U.S. Bond Market Index Fund</td>
<td>Low-Medium</td>
<td>Low-Medium</td>
</tr>
<tr>
<td></td>
<td>Total U.S. Stock Index</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>S&amp;P 500 Index Fund</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>U.S. Small/Mid Cap Stock Index Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>International Stock Index Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Active Funds</td>
<td>Social Responsibility Funds</td>
<td>Medium-High</td>
<td>Medium-High</td>
</tr>
<tr>
<td></td>
<td>Guaranteed Fixed Annuity</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Core-Plus Fixed Income</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Large Cap U.S. Stock Fund</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Small/Mid Cap Stock Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Non-U.S. Stock Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Real Estate Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Self-Directed Window</td>
<td>Mutual Fund Window</td>
<td>High</td>
<td>High</td>
</tr>
</tbody>
</table>

Timeframe for RFP Process at IU

<table>
<thead>
<tr>
<th>Activities</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meetings with the President’s Cabinet, Chief Financial Officer, HR Steering Team, Faculty Councils, Professional Councils, and Union leadership to discuss the RFP and process</td>
<td>Aug</td>
<td>Jul</td>
</tr>
<tr>
<td>Announcement of RFP</td>
<td></td>
<td>Mar</td>
</tr>
<tr>
<td>Meetings at all campuses to provide faculty, professional staff, retirees, etc. with information</td>
<td>Nov</td>
<td>Apr</td>
</tr>
<tr>
<td>Administrative Search to establish optimal relationship between cost and services provided by service provider(s)</td>
<td>Mar</td>
<td>May</td>
</tr>
<tr>
<td>Announcement of Administrative Search results</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Charge and Committee

"...to review the issues that the library is facing and to consider the relative advantages and disadvantages of alternative strategies for coping with increasing financial pressures. Ideally this task force should incorporate input from most if not all schools that University Library supports. The focus should not be an analysis of the library budget (ultimately budgeting is an administrative judgment that deans are entrusted to make), but rather an analysis of the pressures that the library faces and possible short-term and longer-term solutions to the problem."—Kathy Johnson

Rachel Apgarate, FC Exec Comm and Chair
Tina Bech, University Library
Ben Boukai, BAC and Science
Todd Daniels-Howell, University Library

Brian Dixon, Library Affairs Comm and Public Health
Jennifer Gluams, Library Affairs Comm and SLA
Ann Holmes, BAC and Public Health
Sarah Janga, BAC and SLA
Katharine Macy, University Library

Quick Recap

The Dilemma
Scientific Journals: Monopoly and Inflation

In Science, three publishers account for more than 47% of all papers in 2013:
- Reed-Elsevier (24.1%; 1.5 fold increase since 1990)
- Springer (11.8%; 2.9 fold increase)
- Wiley-Blackwell (11.3%; 2.2 fold increase)

In the Social Sciences and Humanities, five publishers account for 51% of all papers:
- Elsevier accounts for 16.4% of all papers (4.4 fold increase since 1990)
- Taylor & Francis for 12.4% (16 fold increase)
- Wiley-Blackwell for 12.1% (3.8 fold increase)
- Springer for 7.1% (21.3 fold increase)
- Sage Publications for 6.4% (4 fold increase).


Scholarly Monograph

1. Author spends 2-3 years writing a book.
2. Scholarly Press spends $15,000 to $40,000 publishing the book.
3. The book sells 500 copies.
4. Half of these are purchased by libraries.
5. Only half of the library copies ever circulate.
6. The author is rewarded based on the reputation of the press, not on whether the book is read.

Library Budget

- Budget (from 2008 to 2017) increased 4.8% from $9,676,218 to $10,143,010.
- In 2008, the expenditure per student (excluding Med/Law/Dent) for the library was $551.34; in 2017-18 it was $507.20.
- Between 2008 and 2017 budgeted positions in the library were reduced nearly 10% from 83 to 76.75 and the FTE hourly employees (mostly students) declined by about 25%.
- Technology allows us to do more with fewer (but higher skilled, i.e. paid) staff.
FC Library Task Force

Findings and Recommendations

Short Term Strategies

Cancellations
Cancel an estimated $150,000 in science journals.

“By making these cancellations, the library will be able to continue subscriptions to higher use journal titles for the School of Science for 1 year. In order to maintain a balanced budget, usage for all schools will be reviewed annually and at least 6% of subscription costs will need to be cut for FY 2020 (predicted on current journal inflation rates).”

Medium Term Strategies

Purchase On Demand
Articles:
1. Interlibrary Loan - 4 to 24 hour electronic delivery - cost $10
2. Article purchase on demand - less than 2 hour electronic delivery - cost $20 to $25

Books:
1. Load records in the catalog for books we are prepared to buy
2. Ebooks - purchase when used
3. Print books - purchase on request

“Cautiously supports and recommends the UL use the short-term (1-5 years) to engage faculty, faculty governance, and administration, in an ongoing review and assessment of this Acquisition Model.”
Medium Term Strategies

Overall funding
“Information reviewed by the Task Force indicates that IUPUI’s library funding is lower than all aspirational (R1) peers and in the bottom of current peers. The Task Force asks the administration to consider overall library funding in light of the strategic goals of the campus, particularly those relating to the aspiration of extensive research activity, across all schools.”

Funding Formula
Consider alternative funding drivers.
Long Term Strategy

Open Access, Open Scholarship, Open Science

"The considerations for the short and medium term address overall funding and how to cope with increasing journal prices. They do not address the journal prices themselves, which are part of what many consider to be a crisis in the economics of and reward systems for scholarly communication.

The University Library needs to support the needs of IUPUI through both its materials and innovative services in support of teaching and research. Becoming part of a national (and world-wide) effort towards sustainable models of scholarly communication can be part of a long-term strategy.

Immediate Actions
Books on Demand Pilot
Social Work, Nursing, and History

Search Results

HISTORY OF MODERN GERMANY : 1871 to present

Author : BRONISLOWSKI
Title : HISTORY OF MODERN GERMANY : 1871 to present.
Format : Book
Published : [L1]: ROUTLEDGE, 2018
ISBN : 9781509968246
3357432244

Holdings
Library : IUPUI University Library
Location : IUPUI Library Lib., Books on Demand
Note : Books on Demand is service for IUPUI University Library users only. Click the "Get this for IUPUI" button to submit a request.

Submit Book Purchase Request Form

The IUPUI University Library On-Demand program allows IUPUI students, faculty, and staff to select books the Library will purchase for the library's collection. The books can be purchased in print and will take anywhere from about a week or up to two weeks to be delivered. Or, when available, books can be purchased as ebooks, which can be delivered as fast as within two hours. The IUPUI student, faculty, or staff person who selects the book will be sent an email when the book is available for pickup or use.

User Name
Preferred Email
Title Subtitle
ISBN URL
Publisher
Published Date
ISBN / ISSN
Edition
OCLC Number

Please review the following:
- Purchase the electronic version (e-book), which can be delivered as fast as within 2 hours.
- Purchase the print version, and I would like it delivered as soon as possible (usually within a week).
- Purchase the print version, and I can wait for a normal delivery (usually within 3 weeks).

IUPUI FACULTY COUNCIL
Questions?