

Agenda Item I: Welcome and Call to Order
IUPUI Faculty Council Vice President Jeff Watt called the meeting to order at 3:04 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: Memorial Resolution for Narcissa Hocker (School of Medicine)
Circular 2019-02: Memorial Resolution for Narcissa Hocker

A moment of silence was given by the assembly, and the resolution was 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:
  - Classes were cancelled last Wednesday. The campus remained open. Students often walk from building to building and would have endured the very cold temperatures. Campus was still open because most employees will stay in one building, unlike students.
• The campus’s 50th Birthday Bash was last Friday and hosted many community members from both Indianapolis and IUPUI.
• The chancellor provided an update on the campus budget and enrollment numbers.
• The City-County Council approved setting the speed limit on campus to 25 miles per hour. In about four weeks, signage will indicate the change.

**Agenda Item V: Updates / Remarks from the IFC President**
John Watson, President, IUPUI Faculty Council

Watson reported on the following:
• Watson thanked those who volunteered for the Birthday Bash.
• Chartwells catered food at the first IFC meeting in the fall. Jim Scheurich, IFC member, asked questions regarding the treatment of Chartwells employees. Chartwells recently provided answers. The letter from Chartwells was shared with the IFC-EC. The reaction was tepid and Scheurich will speak more to this during the questions / answers period.
• The Department of Education published a notice of proposed rulemaking related to changes to Title IX. The proposed changes are of significance to IU in that it represents fundamental changes to how IUPUI will handle sexual misconduct cases. The IU response was submitted by the January 30 deadline.
• A University Faculty Council (UFC) task force has been established to review the IU policy regarding consensual relationships between faculty and students, faculty and faculty, as well as faculty and staff. The task force will review this policy to decide if updates will need to be made.
• The UFC lecturer track task force drafted a survey to be sent to all full-time faculty members. The survey will assess the faculty opinions on possible titles. There will be a Town Hall on February 11 in the Lilly Auditorium of University Library.
• The Bicentennial Medal was unveiled. The arcs’ vertices represent the IU campuses and the arcs themselves were inspired by waves leaving raindrops, which symbolize the waves leaving IU campuses. They are made using the remnants of bells from the student building that burned down years ago. Pictures appended to the minutes.

**Agenda Item VI: [First Read] Slate for the Election of the Faculty Grievance Advisory Panel**
Jeff Watt, Vice President, IUPUI Faculty Council

The following slate was announced:

**IUPUI Faculty Council: Slate for Faculty Grievance Advisory Panel**
**Term: February 1, 2019, through January 30, 2021**
Number to Elect: 3; Number to Slate: 6

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<th>School</th>
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<td>Rosa</td>
<td>T02</td>
<td>Liberal Arts</td>
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Agenda Item VII: [Information Item] Faculty Census
Margie Ferguson, Senior Associate Vice Chancellor for Academic Affairs

Ferguson spoke to the appended presentation.

Questions / Comments
- What is the distribution of race and gender of faculty members by rank and of the Chancellor’s Cabinet? Could this information be presented publicly? Ferguson answered that Data Link on the Institutional Research and Decision Support website would have information regarding faculty member race and gender distribution by rank. The member who asked the question, then asked if the information could still be presented publicly at another date, with and without the School of Medicine. Ferguson said yes. Ferguson also said that the Chancellor’s Cabinet is a small group and there is a webpage dedicated to the members of the cabinet.
- Could you also indicate portions of the population when sharing data about population groups on campus? Ferguson said yes and that they have had discussions on the topic of finding the population of types of faculty members, in correlation to their population groups and comparing it to what we have on campus. Ferguson notes this is difficult, and the larger number is unknown, but it would be useful information to have.
- What percentage is full-time? Ferguson said that full-time is not represented by percentage of effort, but rather whether someone is on the tenure track, or clinical, or lecturer full time--there are other categories that would fall under full-time as well. What is full-time for the School of Medicine? Ferguson answered that people are coded in our system as tenure-track, etc. and those people are our full-time faculty members. Rachel Applegate, assistant vice chancellor for faculty affairs, noted that there is no easy answer, the database notes people as full-time, and those faculty members may do clinical work as part of their duties and may receive revenue from their other duties. However, our system may not recognize those secondary duties, which would affect whether they would be counted as tenure-track or non-tenure-track. Ferguson said that this is a fair point and this will be something that needs to be worked on.

Agenda Item VIII: [Information Item] Workplace Wellness Survey
Patty Hollingsworth, Director, Healthy IU

Hollingsworth spoke to the appended presentation.

Hollingsworth added the following information to the presentation:
- The Workplace Wellness survey will be sent on March 1. Hollingsworth asked all faculty members to fill out the survey by April 19. More staff fill out the survey in comparison to faculty members.
- Questions regarding this topic and the survey can be sent to Hollingsworth.

Questions/Comments
- Stephen Fox, IFC member, asked if the part-time faculty experience can be addressed in the survey. Hollingsworth said that it cannot be addressed in this survey, but that she will bring that to the Fairbanks School of Public Health for future surveys.
- One of the most important aspects of wellness for employee stress is workplace flexibility. Faculty get this flexibility. For certain staff positions, this is difficult. There is a policy that does not allow for this workplace flexibility for staff members when they have a sick child and would need to stay home. Currently, they would have to use PTO time for this. Hollingsworth stated that one of the three things they are looking into is alternative work schedules and another is adequate lactation spaces and employee assistance programs.
Agenda Item IX: [Information Item] Next Generation 2.0
Gina Gibau, Associate Vice Chancellor for Faculty Diversity and Inclusion
Kathy Grove, Director, Office for Women

Gibau and Grove spoke to the appended presentation.

Gibau and Grove added the following information to the presentation:
- This program is a leadership development program for people of color and women.
- People can nominate themselves or be nominated to join Next Generation 2.0.
- Applications are now open. Applications are due March 17. A letter of support is required.
- A capstone project to solve a problem at the unit-level or campus-level is required to be completed by the end of the program. These will be presented to the public in May and you are welcome to come see these presentations.

Agenda Item X: Call for IFC or UFC Standing Committee Reports
- Distance Education Committee (Gina Londino-Smolar, Chair)
  - The committee has met five times, with three more meetings scheduled. The distance learning team has updated the committee on tools and resources available to faculty. Examples include: ToolFinder, teaching.iu.edu website, and the new Canvas studio.
  - Faculty members can visit next.iu.edu for the IU Next pilot possibilities to look at software and they can pilot them or suggest software.
  - There is a new IU e-text and digital learning program. The biggest issue is communicating with departments making them aware of the electronic resources that can reduce costs for students.
  - A new Canvas site has been created that anyone can join to get resources, be notified when book orders are due, and learn about adapting tools into the classroom.
  - Terri Tarr, director of the Center for Teaching and Learning, and Randy Newbrough, assistant director of the Center for Teaching and Learning, spoke to the committee about the new Faculty Forum. The Faculty Forum will be a space all faculty members will have access to meet and collaborate at. They also spoke to the opportunities available to faculty members at the Center for Teaching and Learning, like workshops and their newsletter. A Reality Garden has been developed to incorporate a virtual space for students.
  - There is a new electronic portfolio strategy in University College.
  - The Kelley School of Business’s online program was ranked number one by U.S. News and World Report. Across all IU campuses, 17 percent of credit hours are coming from online courses.
  - UITS and Teaching and Learning Technologies are working on using Canvas data and learning analytics to generate reports for faculty.
  - Coming up, the committee has scheduled meetings to focus on some of the following topics: IU Online onboarding for graduate and undergraduate students and assistive technology and accessibility centers for online students.

- Questions / Comments
  - Watt asked about online courses, and Londino-Smolar’s point that the quality of online courses are left up to the department. Londino-Smolar stated that those decisions are made by the department offering the online course. Watt asked who is responsible for ensuring the quality of the programs. Londino-Smolar said that there is usually an overall director of the program and they would be in charge of the quality. The Office of IU Online is concerned on services for students, issues,
and marketing. Ferguson added that there is a faculty-run committee that oversees these programs for joint collaborative degrees.

**Agenda Item XI: Question / Answer Period**

- Jim Scheurich spoke to council body, and read the following statement (unedited from original version):

> “My name is Jim Scheurich, professor, School of Education

What should it mean to us that we live, as a society and in this institution, within a hierarchy of wealth that is highly racialized and gendered? Does it mean that those of us who make and have more of that wealth are better, smarter, work harder? If that is what you think, white people and men are better, smarter, and work harder than people of color and women.

Or is this wealth distributed, in the past and in the present, through inequitable norms, assumptions, policies, laws, and processes that are operative throughout society and this institution?

If the latter is true, what does that mean for those of us who are benefiting from this inequitable privilege?

What do we do if we disagree with the substantial inequity by race, by class, by gender, by sexuality, by disability within society and within this institution?

Should we begin to ask difficult, uncomfortable questions even if there is resistance from our colleagues and the administration?

Should we begin to take difficult, uncomfortable actions even if there is resistance from our colleagues and the administration?

What do we do if we are working and living within an inequitable world?

Rather than hire and manage their own food service workers, many universities lower costs by subcontracting out their food service. But what does lowering costs mean? Since worker pay is the most costly part of the service, it typically means low wages.

Chartwells minimum pay is $10.90 per hour gross, $436 weekly gross, or $22,672 annual gross.

The annual poverty level income for a family of four is $24,600, and please remember that our income hierarchy is highly racialized and gendered.

This means even those who are fulltime starting out with Chartwells cannot sustain their families above the poverty level, an extremely difficult circumstance.

This means that we who are much more privileged are directly benefitting from the less than poverty level wages for our food service workers.

Because the university pays less for food service, it can use more of its income to increase our wages.
What do we do if we exist within an inequitable society and an inequitable institution? What responsibility do we have?

Thank you.”

- Sarah Koskie, member, commented that these costs could directly affect the cost to students. Koskie also mentioned that in cases where a parent is earning the poverty level, there should be two parents in this situation, which could then mean they are earning twice what the poverty level is. Koskie wanted these details to be noted.
- Stephen Fox, member, asked if since Chartwells presented these numbers to the IFC-EC, if there will be a follow-up or a committee formed to address this. Watson said that they are currently discussing what the follow-up could be, taking structure into consideration.

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

**Agenda Item XIII: New Business**
- Deb Stiffler, IFC-EC member, read the following statement (unedited from original version):

> “In recognition of the 50th Anniversary of IUPUI, the members of the IUPUI Faculty Council (IFC) wish to recognize and acknowledge the contributions of the people who founded and grew this campus to be the center of education, research, and service that it is today – Indiana’s urban research and academic health sciences campus.

Shared governance, the ability to share in key decision-making, continues to be an essential tool in the evolution of the campus. The dedication and vision of each of IUPUI’s past Chancellors:

- Maynard Hine
- Glenn Irwin, Jr.
- Gerald Bepko
- Charles R. Bantz

have positioned IUPUI to be a leading urban research institution recognized for the success of its students, its advances in health and life sciences, and its intellectual, economic, and cultural contributions to the well-being of the citizens of Indianapolis, the state of Indiana, and beyond. This vision is being achieved through ongoing collaborative work between administration and the faculty of the IFC.

The faculty looks forward to continue working with Chancellor Nasser Paydar and the IUPUI administration to continue building on the principles of education, research, and service as it strives towards the next 50 years of excellence in the Indianapolis community.”

Stiffler called for a vote to support the resolution. No second was needed. No comments or discussion. A vote was taken and passed unanimously.

**Agenda Item XIV: Report from the IUPUI Staff Council**
Aimee Brough, First Vice President
- Brough presented on the following:
  - The IUPUI Staff Council winter service project was to gather books to support the Indianapolis Little Free Libraries. 923 books were collected.
The IUPUI Staff Council continues to sponsor two shelves in Paws Pantry. The pasta shelf and the breakfast shelf. The council has donated more than 40 items each month.

Dean searches are underway and the Staff Council Executive Committee appreciates being a part of the process.

The 5th Annual Staff Development Mini Conference will be on Friday, May 24, at the Campus Center from 9 to 4 p.m.

- The theme will be “The Wonderful World of IUPUI Staff Development: Dreaming Today and for the next 50 years.”
- A call for proposals will be sent out this month.

The Staff Council Professional Development Grant deadline for this session is April 1. The goal this year is to award 50 grants in honor of IUPUI’s 50th Anniversary.

Agenda Item XV: Final Remarks and Adjournment
With no further business appearing, the meeting was adjourned.
The next meeting will be in the Campus Center Theater.

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

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 date 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:
  o Create pathways for success for underrepresented students, faculty, and staff
  o 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+.
- Review of Code of Student Rights, Responsibilities, and Conduct in relation to hate speech.

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

Narcissa Hocker
School of Medicine

Narcissa “Narcy” Hocker was born December 8, 1922 in Lizton, Indiana, the daughter of Alva and Fannie (Bailey) Hocker.

She received a Bachelor of Science degree from Purdue University in 1944 and a Master of Science in 1964 from Indiana University. She was a medical technologist at Wesley Memorial Hospital in Chicago for one year before she began her long distinguished career at the Indiana University Medical Center as an instructor in the Allied Health Science Division of the Department of Pathology, in 1964. She was promoted to Assistant Professor in 1971 and subsequently to Associate Professor (the highest attainable rank for a non-PhD faculty member.) She retired as an Emeritus Associate Professor and “Distinguished” by all who were familiar with her unbelievable career—perhaps the longest uninterrupted career in the history of our university.

Ms. Hocker focused all her efforts on the Blood Bank and became its supervisor until her retirement in 1992. On sabbatical in 1972 – 1973 at the University of Hawaii, she wrote two auto-tutorials for self-instruction, Techniques, and Immunohematology, for which she received many laudatory comments from students and faculty. Her teaching activities in these were supported by Public Health Service Grants: RRS01RR5371. She also authored several papers, the most important of which covered the astounding detection of the rare “Bombay” blood type first published in the Am. J. Clin. Path. (37: 579-583, 1962). This appears to be the first documented detection of this rare blood type in the sub-continent of the United States. She also publicized the ability of blood to be transferred safely between hospitals, S.G.O. (117: 105-107, 1963). She was among the first to prove the safety of the common practice of drawing blood and sending it to hospitals. In addition, Narcy told me several times that she was responsible for maintaining the supply of all types of red cells in a refrigerator in the basement of Long Hospital. This was utilized by hospitals in and around Indianapolis. They would withdraw the amount and type of red cells needed for the different institutions and were expected to replenish the blood taken. These transactions were recorded in an immense ledger. This established another significant milestone in conceptualizing and adopting the origin of blood centers drawing blood separate from participating hospitals. (See enclosed photo of Narcy at the IU Blood Depot in Long Hospital.)

A woman of few words, yet immense impact, she was a polished lecturer. As such, she gave many lectures and seminars. However, due to her service demands, she could only accept a few lectureships: two Seminars in Continuing Education in 1969 – 1970, four in 1970 - 1974, as well as guest lecturer on selected health problems in 1974 - 1975. Her teaching the technologists and pre- and post-doctoral fellows and residents was legendary for its simple and easy to understand terms as well as her assigned teaching in

It is impossible for anyone to appreciate the impact and significance that Narcy had during her decades of service and leadership in ensuring the safety of blood transfusion in Indiana. No exact number of students she taught or mentored is available or known. Yet numbers approaching or surpassing one thousand is a “best guess.” She was and will always remain the Grand Dame of Blood Transfusion in Indiana, perhaps the Mid-West. As such, her accomplishments were recognized with a Sagamore of the Wabash, the highest award given by the Indiana Governor, as well as with Technologist of the Year in 1964 and 1967. She was highly respected at our Medical Center and served as the de facto Medical Director of the Transfusion Services in WWII when most doctors were drafted. She met with the Dean of the Medical School about once a month to discuss any concerns. When I became the Medical Director of the IU Blood Bank in the mid-1970s, she was an immense comfort to me, not only in educating me to the many intricacies and nuances of serology, but also increasing my awareness of its influence and the need for more insight into the uses and misuses of the expanding new blood component therapies available.

During her tenure, our transfusion service transfused well over 100,000 units for more than 10 years, perhaps the largest in the US. Also, the blood bank, now Transfusion Service, began a new program of Cryopreservation of Red Cells modeled after the US Army program in Kentucky. Stanley Roberts established our frozen blood program, which at that time was the required therapy for renal transplant patients, pre- and post- transplantation. Narcy oversaw this activity as well as the many other unique programs that followed, such as apheresis for red cell exchanges for sickle cell patients, plasma exchange for TTP patients, and lastly, a stem cell program for treating patients with their own modified cells—virtually all these programs were firsts in Indiana. In the mid-1980s we provided the intense transfusion support for the new transplant programs. Narcy was involved in all these programs and services, and more.

Narcy had many capable assistants and supervisees. It would be impossible to name them all, but Sandy Rothenberger, Betty Korn, Stanley Roberts, Alvin Limiac, Elaine Skipworth, Vicki Graves, and Elvie Miguel were a few. They all worked under the careful guidance and distinguished leadership of our former long-term Chairman and Professor Dr. Carlton Nordschow.
Even after her retirement and heart attack, Narcy came to the hospital weekly to tabulate the apheresis data and continued teaching lab techniques. She passed away at the age of 95 on May 26, 2018. All who knew her benefited from her wisdom and patience. We are all so proud and very privileged to have known Narcy, and to have experienced firsthand her understated excellence, her soft-spoken mannerisms, and her model professionalism. There will never be another to equal her.

Respectfully submitted,
Leo J. McCarthy, M.D., Professor Emeritus of Pathology & Laboratory Medicine,
Glenn Irwin Distinguished IU Faculty
Sandra Rothenberger, MS MT(ASCP)SBB, Transfusion Medicine Manager (Retired)
Vicki Graves, MS MT(ASCP) HP CCRP, Technical Operations Director
June 21, 2018

*Adopted by the IUPUI Faculty Council at their meeting on February 5, 2019.*
Welcome!

IUPUI Faculty Council
February 5, 2019

Please use the microphones so that everyone can be heard.

Next Meeting: March 5, 2019 – Campus Center Theater

The Bicentennial Medal

Jeeyea Kim
Area Coordinator, Interior Design
Lecturer, Interior Design
School of Art, Architecture + Design, IUB
MARGIE FERGUSON, SENIOR ASSOCIATE VICE CHANCELLOR, ACADEMIC AFFAIRS

State of IUPUI Faculty 2019

Headcounts and Demographic Characteristics
Tenure Track (TT) v. Non-Tenure Track (NTT) FT Faculty
(Includes Research Scientists)
All Schools as of 10/1/2018

Full-Time Faculty - Gender (TT/NTT/RS)

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Faculty Retention

N's are in bold

White
Asian
Black/African American
Latinx
Two or More Races
Native Hawaiian/Pacific Islander & American Indian/Alaskan Native

Faculty Retention
Data from Faculty Survey
Full Time Faculty only
Administered Spring 2018 via Qualtrics
Included both full- and part-time faculty
  – No School of Medicine

49% Overall Response Rate:
  – TT – 65.1% of respondents
  – FT Non-TT – 59.2% of respondents

43% Response Rate in 2015:
  – TT – 42.7% of respondents
  – FT Non-TT – 31.8% of respondents

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<tr>
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<th>All Invited</th>
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<tr>
<td>Female</td>
<td>54.1%</td>
<td>52.6%</td>
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<tr>
<td>Male</td>
<td>45.9%</td>
<td>47.4%</td>
</tr>
<tr>
<td>White</td>
<td>78.5%</td>
<td>77.4%</td>
</tr>
<tr>
<td>Asian</td>
<td>10.0%</td>
<td>10.1%</td>
</tr>
<tr>
<td>Black/African-American</td>
<td>6.5%</td>
<td>8.1%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>2.6%</td>
<td>2.4%</td>
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<tr>
<td>Hispanic/Latinx</td>
<td>2.3%</td>
<td>1.8%</td>
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<tr>
<td>Full-time tenured/tenure track</td>
<td>40.7%</td>
<td>30.7%</td>
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<tr>
<td>Full-time non tenure track</td>
<td>31.8%</td>
<td>26.4%</td>
</tr>
<tr>
<td>Part-time/associate</td>
<td>27.5%</td>
<td>42.9%</td>
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<tr>
<td>N</td>
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<td>2380</td>
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<tr>
<td>Response Rate</td>
<td>49.2%</td>
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Importance to making a decision to accept appointment at IUPUI?

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<tr>
<td>Climate/supportive atmosphere</td>
<td>2.7%</td>
<td>8.29%</td>
<td>11.60%</td>
<td>43.80%</td>
<td>34.60%</td>
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<tr>
<td>Support for teaching</td>
<td>5.1%</td>
<td>7.90%</td>
<td>19.40%</td>
<td>37.50%</td>
<td>30.10%</td>
<td>3.80</td>
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<tr>
<td>Competence of colleagues</td>
<td>3.80%</td>
<td>6.50%</td>
<td>15.40%</td>
<td>50.70%</td>
<td>23.60%</td>
<td>3.84</td>
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If you had to go back and start again would you come to IUPUI?

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<tr>
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<th>Tenured/Tenure-Track Faculty (n = 465)</th>
<th>Full-time Non-Tenure Track Faculty (n = 362)</th>
<th>Overall (n = 827)</th>
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<tr>
<td>Yes, definitely</td>
<td>48.60%</td>
<td>60.77%</td>
<td>53.93%</td>
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<tr>
<td>Probably</td>
<td>36.99%</td>
<td>28.18%</td>
<td>33.13%</td>
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<tr>
<td>Probably not</td>
<td>11.18%</td>
<td>8.29%</td>
<td>9.92%</td>
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<tr>
<td>No, definitely not</td>
<td>3.23%</td>
<td>2.76%</td>
<td>3.02%</td>
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Job Satisfaction – Overall

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<tbody>
<tr>
<td>Overall autonomy and independence (n = 829)</td>
<td>2.30%</td>
<td>4.90%</td>
<td>7.10%</td>
<td>41.50%</td>
<td>44.10%</td>
<td>4.20</td>
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<tr>
<td>Flexibility in work/life balance (n = 823)</td>
<td>2.40%</td>
<td>6.60%</td>
<td>9.90%</td>
<td>39.60%</td>
<td>41.50%</td>
<td>4.11</td>
</tr>
<tr>
<td>Overall job satisfaction (n = 829)</td>
<td>3.30%</td>
<td>9.20%</td>
<td>10.50%</td>
<td>51.00%</td>
<td>26.10%</td>
<td>3.87</td>
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<tr>
<td>Teaching Load (n = 761)</td>
<td>3.00%</td>
<td>13.30%</td>
<td>16.70%</td>
<td>49.50%</td>
<td>17.50%</td>
<td>3.65</td>
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<tr>
<td>Quality of teaching space (n = 801)</td>
<td>3.10%</td>
<td>13.20%</td>
<td>17.00%</td>
<td>48.10%</td>
<td>18.60%</td>
<td>3.66</td>
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<tr>
<td>Campus safety (n = 823)</td>
<td>3.30%</td>
<td>14.70%</td>
<td>19.80%</td>
<td>46.40%</td>
<td>15.80%</td>
<td>3.57</td>
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<td>Service Load (committees, etc.) (n = 765)</td>
<td>3.20%</td>
<td>12.00%</td>
<td>19.60%</td>
<td>53.50%</td>
<td>11.70%</td>
<td>3.59</td>
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<td>Quality of office space (n = 827)</td>
<td>5.70%</td>
<td>15.20%</td>
<td>14.30%</td>
<td>37.10%</td>
<td>27.70%</td>
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<td>Quality of research space (n = 662)</td>
<td>4.70%</td>
<td>10.40%</td>
<td>34.70%</td>
<td>34.40%</td>
<td>15.70%</td>
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<td>Salary (n = 829)</td>
<td>11.30%</td>
<td>21.40%</td>
<td>16.00%</td>
<td>38.10%</td>
<td>13.10%</td>
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### Job Satisfaction – Overall 2015 vs. 2018

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<th>2018</th>
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<tr>
<td>Overall job satisfaction - All</td>
<td>73.89%</td>
<td>77.08%</td>
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<tr>
<td>Tenured/Tenure Track</td>
<td>67.55% (n=229)</td>
<td>76.23% (n=356)</td>
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<td>Full-time Non-Tenure Track</td>
<td>82.59% (n=204)</td>
<td>78.18% (n=283)</td>
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<tr>
<td>Overall autonomy and independence - All</td>
<td>80.14%</td>
<td>85.65%</td>
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<tr>
<td>Tenured/Tenure Track</td>
<td>75.81% (n=257)</td>
<td>85.44% (n=399)</td>
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<tr>
<td>Full-time Non-Tenure Track</td>
<td>86.12% (n=211)</td>
<td>85.91% (n=311)</td>
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*2015 measured on 4 point scale (Not at all, Somewhat, Satisfied, Very satisfied) while 2018 on a 5 point scale (Very Unsatisfied, Unsatisfied, Neither, Satisfied, Very Satisfied)

### Career Goals / Work at IUPUI

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<tbody>
<tr>
<td>What I do at work is valuable and worthwhile (n = 803)</td>
<td>0.60%</td>
<td>1.70%</td>
<td>6.50%</td>
<td>44.70%</td>
<td>46.50%</td>
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<tr>
<td>There are people at IUPUI who appreciate me as a person (n = 802)</td>
<td>1.20%</td>
<td>3.40%</td>
<td>9.60%</td>
<td>45.10%</td>
<td>40.60%</td>
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<tr>
<td>My career has a clear sense of purpose (n = 800)</td>
<td>1.40%</td>
<td>3.40%</td>
<td>11.40%</td>
<td>44.10%</td>
<td>39.80%</td>
<td>4.18</td>
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<tr>
<td>I feel good about my work most of the time (n = 802)</td>
<td>1.90%</td>
<td>5.00%</td>
<td>13.00%</td>
<td>51.70%</td>
<td>28.40%</td>
<td>4.00</td>
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<tr>
<td>I believe that I can succeed at IUPUI (n = 800)</td>
<td>2.80%</td>
<td>4.50%</td>
<td>18.10%</td>
<td>42.40%</td>
<td>32.30%</td>
<td>3.97</td>
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<tr>
<td>My career is going well (n = 800)</td>
<td>1.80%</td>
<td>6.90%</td>
<td>16.30%</td>
<td>47.30%</td>
<td>27.90%</td>
<td>3.93</td>
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<tr>
<td>I am achieving most of my professional goals (n = 802)</td>
<td>2.60%</td>
<td>9.70%</td>
<td>16.30%</td>
<td>46.30%</td>
<td>25.10%</td>
<td>3.81</td>
</tr>
<tr>
<td>I feel supported and valued at IUPUI (n = 801)</td>
<td>4.40%</td>
<td>10.40%</td>
<td>17.40%</td>
<td>40.20%</td>
<td>27.70%</td>
<td>3.77</td>
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<td>I feel a sense of belonging in my department or workgroup (n = 800)</td>
<td>6.80%</td>
<td>9.60%</td>
<td>14.60%</td>
<td>37.90%</td>
<td>31.10%</td>
<td>3.77</td>
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<tr>
<td>In most activities I do at IUPUI, I feel energized (n = 800)</td>
<td>3.40%</td>
<td>11.50%</td>
<td>24.40%</td>
<td>41.80%</td>
<td>19.00%</td>
<td>3.62</td>
</tr>
<tr>
<td>I am optimistic about my future with IUPUI (n = 802)</td>
<td>4.20%</td>
<td>12.20%</td>
<td>21.80%</td>
<td>37.80%</td>
<td>23.90%</td>
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Importance of reasons to leave IUPUI

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<td>Improved salary (n = 797)</td>
<td>5.50%</td>
<td>7.00%</td>
<td>20.30%</td>
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<td>32.60%</td>
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<tr>
<td>Advancement in position level and job scope (n = 799)</td>
<td>6.00%</td>
<td>7.80%</td>
<td>17.60%</td>
<td>35.20%</td>
<td>33.40%</td>
<td>3.82</td>
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<tr>
<td>Geographic location of new opportunity (n = 800)</td>
<td>11.80%</td>
<td>10.10%</td>
<td>21.80%</td>
<td>27.60%</td>
<td>28.70%</td>
<td>3.52</td>
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<tr>
<td>Improved benefits (n = 794)</td>
<td>12.10%</td>
<td>13.90%</td>
<td>30.00%</td>
<td>28.10%</td>
<td>16.00%</td>
<td>3.22</td>
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<tr>
<td>Improved work load/life balance (n = 799)</td>
<td>19.60%</td>
<td>12.90%</td>
<td>21.40%</td>
<td>25.30%</td>
<td>20.80%</td>
<td>3.15</td>
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<tr>
<td>Improved department climate (n = 792)</td>
<td>19.90%</td>
<td>13.30%</td>
<td>23.00%</td>
<td>24.70%</td>
<td>19.10%</td>
<td>3.10</td>
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<tr>
<td>Improved interpersonal work environment (n = 797)</td>
<td>20.30%</td>
<td>14.20%</td>
<td>24.10%</td>
<td>21.80%</td>
<td>19.60%</td>
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<tr>
<td>Recipient of competitive recruitment from another institution (n = 798)</td>
<td>18.90%</td>
<td>13.60%</td>
<td>24.20%</td>
<td>26.00%</td>
<td>17.30%</td>
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<tr>
<td>Improved support from immediate supervisor (n = 796)</td>
<td>25.30%</td>
<td>12.60%</td>
<td>21.60%</td>
<td>22.40%</td>
<td>18.20%</td>
<td>2.96</td>
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<tr>
<td>Improved relationships with colleagues (n = 795)</td>
<td>21.40%</td>
<td>16.00%</td>
<td>26.40%</td>
<td>20.60%</td>
<td>15.60%</td>
<td>2.93</td>
</tr>
<tr>
<td>Opportunity to work at institution with different priorities (n = 797)</td>
<td>19.20%</td>
<td>14.30%</td>
<td>28.00%</td>
<td>22.20%</td>
<td>16.30%</td>
<td>3.02</td>
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</tbody>
</table>

Thanks!

Thanks to Rick Morgan, Robbie Janik, Caleb Keith and Michele Hansen for their help with gathering and presenting these data.
It’s All About YOU!
2019 Workplace Wellness Survey

Healthy IU in partnership with Fairbanks School of Public Health

Our Mission
Healthy IU will empower, educate, and offer environmental tools to encourage members of the IU community to **LIVE THEIR BEST LIFE**.
A Brief History

In 2013, IU implemented the first university-wide employee health and wellness survey to:
- Identify employees’ health strengths and challenges
- Identify organizational and environmental strengths and challenges
- Guide Healthy IU and wellness champions across the university in taking actions and offering programs that build a healthier IU.

You are our guiding light!
In response to your input in the 2013 and 2015 surveys, Healthy IU:

- Implemented programs and strategies to address stress:
  - Resiliency Class
  - Common Good Challenge
  - Sleep Great IU Challenge
  - Mindful Parenting Classes
  - Communicated to administration and trustees the need to better address stress at the organizational level, i.e. supervisory training; scope of control; communication
- Promoted existing services related to stress
- Developed and implemented Feel Great IU Challenge
- Offered free 12-week Weight Watchers annually
- Hired university-wide work life consultant
- AND MORE . . .

Organizational Support - Stress

Employee Assistance Program available (access to professional counseling)

- 2015: 66.1%
- 2013: 60.2%

Stress management or stress reduction classes/programs available

- 2015: 33.0%
- 2013: 19.6%

IU has provided you with the opportunity to manage your stress.

- 2015: 42.0%
- 2013: 29.6%

Changes are statistically and practically significant. ■ 2015 □ 2013
About the Survey

- **Anonymous**
- Inclusive – ALL full-time employees are invited, not just a sample
- Transparent – results widely shared
- Trusted – modeled after the CDC’s annual phone survey of health, IRB-reviewed

**Content areas**

- Employee Perceptions of Organizational Support for Health
- Awareness and Use of Health-Related Resources & Programs
- Lifestyle Measures (Health Behaviors)
- Preventive Health Care
- Stress
- Health & Illness

2019 Survey

- Core content will remain intact for comparability to 2013 and 2015 results.
- Service/maintenance employees will receive the survey by email – no paper copies.
- Some items were removed due to limited usefulness.

2019 Additional Questions:

- Mental health and wellbeing
- Employee participation with Healthy IU programs and “ripple effect” in their sphere of influence
- Management of chronic illnesses
- Barriers to seasonal flu shot
- Greatest strength and biggest challenge to wellness (based on 8 dimensions of wellness)
Show the Love!

Please complete the survey **between MARCH 1 and APRIL 19, 2019.** It will come via email.

**AND**

**Encourage your co-workers to do the same.**

*This third time point, now 7 years from our baseline, will allow us to take a good look at trends and better serve you.*

Questions?

Thank you for your time and support!
Contact Information

Samantha Schaefer | Manager
Healthy IU
Phone: 812.856.2761  Fax: 317.274.5285
Poplars, Room 726
400 East 7th St
Bloomington, IN 47405
healthy.iu.edu

Patty Hollingsworth | Director
Healthy IU
317-274-4595
Lockefield Village Room 1134
980 Indiana Avenue
Indianapolis, IN 46202
healthy.iu.edu
CRITERIA

- Faculty
  - Lecturer/Asst. Prof. post-Dossier submission; 5 yrs
  - Assoc. Prof.+, aspiring or within new leadership role
  - Assoc. Prof.+/new to IUPUI; 2 yrs

- Staff
  - Asst. Dir.+ or comparable

- Cost
  - $1,500, matched

*More information here*
### DEMOGRAPHICS

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<td>URG**</td>
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<td>TOTAL</td>
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<td>22</td>
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*Numbers in parentheses indicate organizational units.

**Individuals from underrepresented groups in higher education leadership, which include African Americans, Latinx, Asians, Native Americans, and individuals of Two or More races.

### ACCOMPLISHMENTS*:

<table>
<thead>
<tr>
<th>Cohort</th>
<th>Awards/Honors National</th>
<th>Award/Honors Local</th>
<th>Promotions</th>
<th>Other</th>
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<td>2015-16</td>
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<td>5</td>
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<tr>
<td>2017-18</td>
<td>-</td>
<td>-</td>
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*Some individuals received multiple awards and recognitions
ENGAGEMENT/Impact

"I am meeting people across campus and continue to challenge myself to gain new skills and strengthen the things I feel confident about.

"I had time to think about and evaluate my skills."

"Helped me see that I can't do this alone and should seek out a mentor."

"I am feeling more confident in my role as a leader and in seeking additional growth opportunities."

"It helps me think of strategies to lead my unit through change."

"I am getting a sense of the larger issues confronting the campus on a number of levels."

2017-18 Capstone Abstracts: https://iupui.box.com/s/0zcr7ju6ajyf3dm44vsbbmeozbrn7swj

IMPORTANT DATES

• JANUARY 28, 2019: APPLICATIONS OPEN FOR 2019-20 COHORT

• MARCH, 17, 2019: APPLICATIONS CLOSE (@11:59PM)

• MAY 21, 2019: CAPSTONE PRESENTATIONS OF 2018-19 COHORT, CE 450A