

IUPUI
Indianapolis Faculty Council (IFC)
Minutes
April 2, 2019 ~ Campus Center 450A ~ 3-5 p.m.

Faculty and Guests Present: Lisa Angermeier, Marta Anton, Rachel Applegate, Simon Atkinson, Tina Baich, Anne Belcher (alt: Janice Froehlich), Teresa Bell (alt: Jill Connors), Ed Berbari, Nicolas Berbari, Ashay Bhatwadekar, Brenda Blacklock, Bonnie Blazer-Yost, Ben Boukai, Boyd Bradshaw, Herbert Brant, Anna Carmon, Ken Carow, Tim Corson, Theodore Cummins, Jerry Daday, Tamara Davis, Jeff Dean, Susan deMaine, Alexander Dent, Cornelis De Waal, Kimberly Donahue, Jerome Dumortier, Adam Eckerd, Rob Elliot, Vance Farrow, Sasha Fedorikhin, Erin Foster, Pat Fox (alt: James White), Stephen Fox, Amanda Friesen, Patrick Gerety, Philip Goff, Brittney-Shea Herbert, Deborah Herold, Catherine Herrold, Krista Hoffmann-Longtin, Matthew Holley, Ann Holmes, Tambra Jackson, Sarath Janga, Kathy Johnson, Benjamin Keele, NiCole Keith, Joan Kowolik, Alexey Kuznetsov, Eric Kyere, Katharine Macy, Kathy Marrs, Brenden Maxcy, Lindsey Mayo, Willie Miller, Anne Mitchell, Gwendolyn Morrison (alt: Vidhura Tennekoon), Stacy Morrone, Ben Motz, Miriam Murphy (alt: Richard Humphrey), Razi Nalim, Nasser Paydar, Celeste Phillips-Salimi, Lynn Pike, Ted Polley, William Potter, Stephen Randall, Robert Rebein, Mary Beth Riner, David Russomanno, Ron Sandwina, Jim Scheurich, John Schild, Kristina Sheeler, Armando Soto-Rojas, Deborah Stiffler, Peggy Stockdale, Thomas Stucky, Matthew Turner, John Watson, Jeff Watt, Rachel Wheeler, Angela White, Craig Willey, Crystal Walcott, and Robert Yost

Members Absent: Rafat Abonour, Peter Altenburger, Leslie Ashburn-Nardo, Rafael Bahamonde, James Ballard, Kristy Beach, Stephen Boehm, Brian Brewer, Krista Brucker, Dwight Burlingame, Subir Chakrabarti, Ellen Chernoff, Amber Comer, Elaine Cooney, Andrea Copeland, Mary De Groot, Lisa DesNoyers, Brian Dixon, Greg Druschel, Aaron Ganci, Jay Gladden, Nan Goggin, Charles Goodlett, Jeff Gruenewald, Ray Haberski, Eileen Hacker, Paul Halverson, Randall Halverson, Steve Haug, Jay Hess, Reinhold Hill, Steve Jones, Andy Klein, Daniella Kostroun, Sarah Koskie, Debomoy Lahiri, Matthew Landman, Kathy Lay, Jessica Lee, Lei Li, Troy Markel, Jesse Perez Mendez, Marc Mendonca, Cullen Merritt, Robert Minto, Kyle Minor, Bethany Neal-Beliveau, Robin Newhouse, Mathew Palakal, Kristi Palmer, Megan Palmer, Shahid Parvez, Amir Pasic, Hanxiang Peng, Tod Perry, Mike Pitts, Gina Pleshkan, Karen Pollok, Daniel Ramras, Nila Reimer, Hongxia Ren, Simon Rhodes, Eva Roberts, Stephanie Savage, Ross Silverman, Jodi Smith, Sylk Sotto, Mythily Srinivasan, Rosa Tezanos-Pinto, Jennifer Thorington Springer, George Towers, Beth Townsend, Ruben Vidal, Lixin Wang, Kim White-Mills, John Williams Jr., Jeremy Wilson, L. Jack Windsor, Andrew Winship, Samantha Yeap, Ben Zarzaur, Xinna Zhang, and Teresa Zimmers

Agenda Item I: Welcome and Call to Order

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

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

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

Agenda Item III: [Action Item] Approval of the Minutes of the February 5, 2019, and March 5, 2019, Meetings

The minutes of the February 5, 2019, and March 5, 2019, meetings were approved and entered into the record.

Agenda Item IV: Updates/Remarks from the Chancellor

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

Paydar reported on the following:

- The symbolic ground breaking for the new multidisciplinary research and classroom building will be on April 23. To address parking, some ST (student) spaces will be converted to EM (employee).
- The parking permit structure will change effective July 1. Parking will be indexed by income in similar tiers to the health care plans.

- Rafael Bahamonde has been named founding dean of the School of Health & Human Sciences. The next search to be completed will be for the founding Herbert Simon Family Dean of University Library. Three candidates have visited campus for this role and the search committee will soon be providing feedback and a decision will then be made. Candidates for the associate vice chancellor for international affairs will be coming to campus soon. Vice Chancellor for Research Simon Atkinson will step down July 1 and a search will follow. Simon Rhodes, dean of the School of Science, will also be leaving July 1. A search will be conducted for the School of Science permanent dean and an interim dean will be appointed in the meantime. The School of Social Work, the Herron School of Art + Design, the School of Education, the School of Dentistry, and the School of Health & Human Sciences all have new deans. Two of the new deans are Latino and three are women. Next year, there will be three dean searches.

Agenda Item V: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- Watson stated he is both reflecting on his first year as president and on a major change from the previous year to allow for more input from non-tenure-track faculty in IFC. Bloomington has changed their rules similarly this year. Watson would like to hear feedback for how it is going and would like to see more non-tenure-track faculty involvement. He asks faculty members to review school rules and think of ways to include non-tenure-track faculty more.
- In regard to the non-tenure-track faculty task force on the third tier for the lecturer track, they are still working on a report that will move on to the University Faculty Council (UFC) on April 23. If things go as planned, then the new tier could begin the next year if the IU Board of Trustees pass it.
- In 2018, President McRobbie had several teaching initiatives in his State of the University address, including determining teaching excellence and alternatives to the end of semester course evaluations.
 - Determining excellence in teaching: each campus, school, and department should ensure their promotion and tenure criteria for teaching excellence are reliable for applicants, rigorous, well-documented, externally peer-reviewed, and use best practice standards for substantive teaching. Campuses should also consider whether there are any obstacles in university policies to implementing best practice standards. Faculty presidents and chief academic officers from each campus are to review that campus's promotion and tenure guidelines for promotion and teaching and report by the end of October.
 - Alternative to the end of the semester course evaluations: The UFC is to establish, through the Academic Leadership Council, a joint task force to explore alternatives to the current student course evaluation system at IU as follows:
 - Explore the development and university-wide deployment of models of student ratings of instruction that are designed to assess learning that occurs in classes. If you have recent research that questions the value of current student course evaluations, a potential bias for results, and decline in narrative feedback with online evaluations, the task force should also provide recommendations for improvement in the way that course evaluations are used in reviewing instructors' performance. This report is due at the end of the semester.

Agenda Item VI: [Action Item - Vote] Elections of the Board of Review Pool and At-large Representatives

(Election to be held electronically after April 8)

IUPUI Faculty Council: Slate for Board of Review Pool

Term: February 1, 2019, through January 30, 2021

Number to Elect: 10; Number to Slate: 15

Last Name	First Name	Rank	School	Department Description
Boyne	Shawn Marie	T01	Law	Law
Dent	Alexander	T01	Medicine	Microbiology & Immunology
Du	Yansheng	T01	Medicine	Neurology
Gray	Brian	TT03	Medicine	Pediatric Surgery
Humphrey	Richard E	TL02	Law	Ruth Lilly Law Library
Jones	Josette	T02	Informatics and Computing	BioHealth Informatics / Health Informatics
Keele	Benjamin	TTL3	Law	Ruth Lilly Law Library
Pavalko	Fred	T01	Medicine	Cellular & Integrative Physiology
Piper	Gemmicka	TTL03	University College	University Library
Saxena	Romil	T01	Medicine	Pathology
Schild	John	T02	Engineering and Technology	Biomedical Engineering
Urtel	Mark	T02	Health and Human Sciences	Kinesiology
Vemuri	Gautam	T01	Science	Physics
Willis	Monte	T01	Medicine	Pathology & Laboratory Medicine
Zimmers	Teresa	TT02	Medicine	Surgery

IUPUI Faculty Council: Slate for At-Large Representatives

Term: June 2019 through June 2021

Need to elect 30; number to slate 45

Last Name	First Name	Middle Name	Rank		School	Department
Anton	Marta	M.	TEN	FT1	IN-LART	IN-LANG
Bannatyne	Mark	W	TEN	FT2	IN-ENGT	IN-ENGT
Berbari	Edward	J.	TEN	FT1	IN-ENGT	IN-ENGT
Berbari	Nicolas	F	NTK	FT3	IN-SCI	IN-BIOL
Berlin	Kathryn	Lynn	TEN	FT2	IN-SHHS	IN-AHLT
Blevins	Amy	Emily Lynn	NTK	LT2	IN-MED	IN-DMED
Boyne	Shawn	Marie	TEN	FT1	IN-LAW	IN-LAW
Bruzzaniti	Angela		TEN	FT2	IN-DENT	IN-DSOB
Buse	Olguta		TEN	FT2	IN-SCI	IN-MATH
Chernoff	Ellen	A. G.	TEN	FT2	IN-SCI	IN-BIOL
Comer	Amber	Rose	NTK	FT3	IN-SHHS	IN-AHLT
Craven	Hannah		NTK	LT3	IN-MED	IN-DMED
Cummins	Ted	R	TEN	FT1	IN-SCI	IN-BIOL

Dalir	Hamid		NTK	FT2	IN-ENGT	IN-ENGT
Dean	Jeffrey	Alan	TEN	FT1	IN-DENT	IN-DSPE
Du	Hong		NTK	FT1	IN-MED	IN-PATH
Dumortier	Jerome		TEN	FT2	IN-SPEA	IN-SPEA
Goff	Philip	Kevin	TEN	FT1	IN-LART	IN-LART
Haug	Steven	P.	TEN	FT1	IN-DENT	IN-DSPR
Hoffmann-Longtin	Krista	J	NTK	FT3	IN-LART	IN-COMM
Holley	Matthew		NTK	FT3	IN-MED	IN-FAMM
Janga	Sarath	Chandra	NTK	FT2	IN-INFO	IN-INFO
Jenkins	Peter	Clifton	NTK	FT3	IN-MED	IN-SURG
Kani	Justin		NTK	LT3	IN-LIBR	IN-LIBR
Keele	Benjamin	John	NTK	LT2	IN-LAW	IN-LAWL
Kowolik	Joan	E	TEN	FT2	IN-DENT	IN-DSPE
Lee	Lawrence	S.	NTK	FT3	IN-MED	IN-SURG
Maxcy	Brendan		TEN	FT2	IN-EDUC	IN-EDUC
Mayo	Lindsey	D	TEN	FT2	IN-MED	IN-PED
Menard	Laura	Marie	NTK	LT3	IN-MED	IN-DMED
Murphy	Miriam	Ann	TEN	LT2	IN-LAW	IN-LAWL
Nalim	Razi		TEN	FT1	IN-ENGT	IN-ENGT
Petraneck	Stefan	Alexander	TEN	FT2	IN-HERR	IN-HERR
Picard	Christine	Johanna	NTK	FT2	IN-SCI	IN-BIOL
Pollock	Caitlin		NTK	LT3	IN-LIBR	IN-LIBR
Pollok	Karen	E.	TEN	FT2	IN-MED	IN-PED
Savage	Jesse	Jay	NTK	FT3	IN-MED	IN-SNEU
Scheurich	Jim		TEN	FT1	IN-EDUC	IN-EDUC
Tezanos-Pinto	Rosa		TEN	FT2	IN-LART	IN-LANG
Von Ah	Diane	Marie	TEN	FT2	IN-NURS	IN-NURS
Walker	Chandler	Leon	NTK	FT3	IN-DENT	IN-DSOB
Wang	Lixin		NTK	FT2	IN-SCI	IN-GEOL
Wei	Xiaoliang		NTK	FT3	IN-ENGT	IN-ENGT
Wells	Clark	D	TEN	FT2	IN-MED	IN-BIOM
Wessel	Jennifer		TEN	FT2	IN-PBHL	IN-EPI
Windsor	L.	Jack	TEN	FT1	IN-DENT	IN-DSOB

[First Read] Slates for the Elections of the University Faculty Council, Nominating Committee, and the Executive Committee

IUPUI Faculty Council: Slate for University Faculty Council

Term: July 1, 2019, through June 30, 2021

Need to elect 3; number to slate 6

Last Name	First Name	Rank	School	Department Description
Ellis	Rebecca	TT Assistant Prof.	Nursing	Nursing
Feldhaus	Charles	Tenured Professor	E&T	E&T
Hoffman	Leslie	TT Assistant Prof.	Medicine	MEDF
Knopf	Amy	TT Assistant Prof.	Nursing	Nursing
Marrs	James	Tenured Professor	Science	Biology
Mayo	Lindsey	Tenured Assoc. Prof.	Medicine	Pediatrics
Perez	Rodrigo	Tenured Assoc. Prof.	Science	Mathematics

Riner	Mary Beth	Tenured Professor	Nursing	Nursing
Salmon	Becky	TT Associate Prof.	Nursing Ft. Wayne	Nursing Ft. Wayne
Sawchuck	Alan	Tenured Professor	Medicine	Surgery

IUPUI Faculty Council: Slate for Nominating Committee

Term: June 2019 through June 2021

Number to Elect: 3; Number to Slate: 6

Last Name	First Name	Rank	School	Department Description
Du	Yansheng	T01	Medicine	Neurology
Illing	Elisa	TT03	Medicine	Otolaryngology and Head/Neck Surgery
Jones	Josette	T02	Informatics and Computing	Informatics
Li	Lei	T02	Science	Chemistry
Von Ah	Diane	T02	Nursing	Community and Health Systems
Zimmers	Teresa	TT02	Medicine	General Surgery

IUPUI Faculty Council: Slate for Executive Committee – Tenure Track Faculty

Term: June 2019 through June 2021

Number to Elect: 4; Number to Slate: 8

Last Name	First Name	Rank	School	Department Description
Berbari	Edward	T01	Engineering and Technology	Electrical and Computer Engineering
Boyne	Shawn	T01	Law	Law
Holmes	Ann	T02	Public Health	Health Policy and Management
Kowolik	Joan	T02	Dentistry	Pediatric Dentistry
Minor	Kyle	TT02	Liberal Arts	English
Schild	John	T02	Engineering and Technology	Biomedical Engineering
Tezanos-Pinto	Rosa	T02	Liberal Arts	World Languages and Cultures
Urtel	Mark	T02	Health and Human Sciences	Physical Education

*No two elected members of the committee shall be from the same academic unit, except from the School of Medicine which may have two members: one each from the basic science and clinical departments.

IUPUI Faculty Council: Slate for Executive Committee – Non-Tenure-Track Faculty

Term: June 2019 through June 2021

Number to Elect: 1; Number to Slate: 2

Last Name	First Name	Rank	School	Department Description
Johnson	Sara	FC3	Public and Environmental Affairs	Public and Environmental Affairs
Sandwina	Ron	FLS	Liberal Arts	Communication Studies
Visovatti Weaver	Kathleen	FLS	Health and Human Sciences	Health Sciences

*No two elected members of the committee shall be from the same academic unit, except from the School of Medicine which may have two members: one each from the basic science and clinical departments.

Election Results for the Faculty Grievance Advisory Panel

IUPUI Faculty Council: Election Results for Faculty Grievance Advisory Panel

Term: February 1, 2019, through January 30, 2021

Number to Elect: 3

Last Name	First Name	Rank	School	Department Description
Kaufman-McKivigan	Jack	T01	Liberal Arts	History
Mendonca	Marc	T01	Medicine	Radiation Oncology
Tezanos-Pinto	Rosa	T02	Liberal Arts	World Languages and Cultures

Agenda Item VII: [Information Item] Report from the Office of Equal Opportunity

Anne Mitchell, Director

Mitchell spoke to the appended presentation.

Questions/Comments

- IFC Member: Could you explain how your office deals with situations when a complainant may want to move forward with a case, but your office finds that you are not able to take further action, yet still create a supportive and positive environment?
 - Mitchell: This is at the heart of what we do every day. It is understood that everyone comes to the office because *something* happened, regardless if a policy or law has been violated. The investigators of the office go through hours of trauma-informed training, how to ask questions, and talk realistically about where the case can go. It is the job of those in the office to be empathetic to whoever is in the office. At the same time, it is difficult when situations come up that are difficult to prove when it comes to taking action.

Agenda Item VIII: [Discussion Item] Boost App

Stacy Morrone, Associate Vice President for Learning Technologies (IU) and Dean of IT (IUPUI)

Ben Motz, Faculty Fellow for Academic Analytics, UITS

Morrone and Motz spoke to the appended presentation and added the following information:

- Morrone introduced the pilot that has been conducted for the Boost app and introduced Motz.
- Boost is a mobile app would notify students with assignment reminders in connection to Canvas.

Questions/Comments:

- IFC member: Is it customizable in terms of messages that an instructor sends, specifically can the instructor send more messages out? Motz said that when an assignment notification is sent, the title of the assignment is the text in the push notification and instructors can be creative in how they approach that function.
- IFC member: Have you studied the academic level of the students and their use of Boost? This person said that it is often these types of tools that are used by already high-achieving students. Motz said there is some preliminary data that students who are using the app are benefiting and that it could even be needed by those who are already excelling.
 - Morrone would like to communicate to faculty that this app exists and that sample language could be provided if that would be helpful.
- IFC member: The number of assignments shared in the presentation is shocking (75.9 assignments during fall 2018 on average per student). However, given the nature of Canvas, students are reliant on it for every assignment and this may be overwhelming with how much is put on campus. For example, this faculty member puts reading assignments on Canvas.

- IFC member: Is it possible to control when notifications are sent? Who controls this? For example, maybe a reading assignment that is noted on Canvas for scheduling does not necessarily need a Boost. Motz said that timing is customized by the student.
- Watson: Will students or IU need to pay for this app in any way? What are the checks and balances? Motz said that this was a modest effort and not a lot of money was spent and it is free to students. Motz is hopeful that this app could be meaningful overtime, even though the numbers now are relatively small.

Watt said that the IFC-EC reviewed this agenda item and were thinking of what next steps would be best for this topic. Because this is something that students and faculty opt into as well as a pilot, this did not warrant a formal vote by faculty. However, Watt asked the council if they would like to create a motion to endorse the Boost app.

An IFC member made a motion to endorse the Boost app to be used by faculty and staff at IUPUI. A second was made. There was no discussion. A vote was taken. The endorsement passed unanimously.

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

- Technology Committee (Rob Elliott, Co-Chair)
 - Elliott spoke to the appended presentation.
- [First Read] Constitution and Bylaws Committee (Phil Goff, Committee Member)
 - [2019-03: Proposed Changes to the IUPUI Faculty Council Constitution and Bylaws](#)
 - Goff presented the appended document and summarized the changes.
 - Questions/Comments:
 - IFC Member: Can you remind us of the difference between voting faculty and non-voting faculty. Yes, voting faculty are tenure-track and non-voting faculty are non-tenure-track. The IFC Constitution has revised most of this language, since tenure-track and non-tenure-track faculty vote in this body, and would like to change this language completely, but currently this is the language used in university policy and is used at the moment.
 - Watt: A second read will occur at the next meeting.

Agenda Item X: Question / Answer Period

There were no Questions.

Agenda Item XI: Unfinished Business

There was no Unfinished Business.

Agenda Item XII: New Business

There was no New Business.

Agenda Item XIII: Report from the IUPUI Staff Council

Kristy Beach, President

No report was given. Staff Council update is appended to the minutes.

Agenda Item XIV: Final Remarks and Adjournment

The tentatively scheduled meeting for April 16 has been canceled.

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>

Report on Council Actions 2018-19 (per Bylaws Article 1. Section C.3)

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 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?
- 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.



ANNUAL REPORT

OFFICE OF EQUAL OPPORTUNITY

IUPUI

WHAT WE DO.

- EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION
- REASONABLE ACCOMMODATIONS FOR EMPLOYEES / ACCESSIBILITY
- DISCRIMINATION / SEXUAL MISCONDUCT
- EDUCATION / COLLABORATION



EQUAL EMPLOYMENT OPPORTUNITY.

Monitor adverse impact in hiring process & write campus-wide
Affirmative Action Plan.



AA/EO: IUPUI FACULTY (IU SCHOOL OF MEDICINE)

	Tenure Track	Non-Tenure, Full Time	Part time/ Other Academic	Executive Management
All People of Color	97%	91%	193%	88%
Asian	127%	107%	257%	69%
Black	64%	101%	119%	66%
Latino *	23%	36%	72%	0%
Multiracial	111%	97%	138%	301%
Native American	-	-	-	-
NHOPI	-	-	-	-
Total Women	66%	100%	111%	100%
Veteran*	27%	31%	23%	29%
Disability Reported*	0%	0%	0%	0%

- 100% signifies exact parity with expected employee demographics.
- Under 80% flagged in red

IUSM Faculty Employees:
 Tenure Track: **625**
 NTT, Clinical: **1156**
 PT/Other: **626**
 Executive Management: **49**

* Known challenges with undercounting identified in these three areas



AA/EO: IUPUI FACULTY (NOT IUSM)

	Tenure Track	Non-Tenure, Full Time	Part time/ Other Academic	Executive Management
All People of Color	125%	65%	78%	77%
Asian	148%	38%	62%	29%
Black	124%	166%	132%	182%
Latino*	44%	42%	30%	66%
Multiracial	170%	85%	120%	120%
Native American	-	-	-	-
NHOPI	-	-	-	-
Total Women	94%	131%	120%	123%
Veteran*	31%	56%	49%	33%
Disability Reported*	0%	0%	0%	0%

* Known challenges with undercounting identified in these three areas

- 100% signifies exact parity with expected employee demographics.
- Under 80% flagged in red

Total Faculty IUPUI, w/out SOM:

Tenure Track: **730**

NTT, Clinical: **518**

PT/Other: **1296**

Executive Management: **87**



IUPUI

AA/EO: IUPUI STAFF

	Professional Staff	Clerical Staff	Technical Staff	Skilled Craft	Service Maintenance
All People of Color	153%	135%	151%	65%	175%
Asian	212%	70%	268%	0%	156%
Black	144%	133%	108%	76%	246%
Latino*	57%	87%	95%	31%	25%
Multiracial	930%	744%	>1,000%	-	-
Native American	32%	51%	10%	-	45%
NHOPI	-	-	-	-	-
Total Women	117%	109%	118%	54%	141%
Veteran*	36%	34%	47%	236%	68%
Disability Reported*	0%	0%	5%	0%	4%

* Known challenges with undercounting identified in these three areas

- 100% signifies exact parity with expected employee demographics.
- Under 80% flagged in red

Total Staff Employed (with SOM)

Professional: **2819**

Clerical: **721**

Technical: **610**

Skilled: **115**

Service: **356**



IUPUI

EQUAL EMPLOYMENT OPPORTUNITY.

Monitoring search and screen process for all faculty and staff positions at IUPUI, IUPUC, IU Ft Wayne and IU School of Medicine. OEO expects that...

- Search committees are diverse and that each committee assesses candidates' ability to work with diverse populations
- Recruitment should be strategic and inclusive
- Standardization of criteria for screening / standardization of candidate experience
- Accessibility
- Posting and interview questions should be compliant with non-discrimination policies



EQUAL EMPLOYMENT OPPORTUNITY.

- Exit Surveys for all faculty and staff (online and in-person as requested)
 - Top reasons for exiting: dissatisfaction with job, interpersonal work environment, limited opportunity for advancement
 - Top reasons for satisfaction while employed: HR Benefits, Work/life balance
 - 31% of those surveyed reported experiencing bias/harassment/discrimination while employed at IUPUI. Most common reported types: age, sex, race, body type



REASONABLE ACCOMMODATIONS.

- Faculty and staff with disabilities who are requesting accommodations through the Office of Equal Opportunity is increasing (34 accommodation requests last year)
- Partnering with offices like Adaptive Education Services and Facilities to address issues of accessibility

Matters related to workplace accommodations should be directed to the Office of Equal Opportunity



IUPUI

NON-DISCRIMINATION / SEXUAL MISCONDUCT.

- IU prohibits discrimination on the basis of any of the following: age, disability, ethnicity, color, national origin, race, sex, gender identity, **gender expression**, sexual orientation, marital status, **genetic information**, religion, or veteran status
- IU's sexual misconduct policy includes sex and gender based discrimination, sexual harassment, sexual assault, dating violence, sexual exploitation, and stalking.



IUPUI

NON-DISCRIMINATION / SEXUAL MISCONDUCT.

All faculty and most staff at IUPUI are responsible employees

- Required to report any information related to sexual misconduct to a deputy Title IX official (myself and Sara Dickey, Office of Student Conduct)
- If the individual accused of engaging in the misconduct is a student – Office of Student Conduct handles the matter
- If the individual is anyone else (faculty, staff, visitor, etc.), OEO handles the matter



NON-DISCRIMINATION / SEXUAL MISCONDUCT.

- | | |
|--|---|
| <ul style="list-style-type: none"> • Complainants <ul style="list-style-type: none"> • Student: 58 • Staff: 42 • Other: 31 • Faculty: 27 | <ul style="list-style-type: none"> • Respondents <ul style="list-style-type: none"> • Faculty: 70 • Staff: 51 • Other: 19 • N/A: 13 • Student: 5 |
|--|---|

TOTAL CASES: 158



CASE BASES.

- Protected Classes (95 accounts)
 - **Race, color, ethnicity: 30**
 - Disability: 20
 - Gender: 19
 - Age: 10
 - Religion/Creed: 6
 - National Origin: 5
 - Sexual Orientation: 3
 - Veteran Status: 2
- **Sexual Misconduct (45 accounts)**
 - Sexual Harassment: 30
 - Sexual Assault: 11
 - Dating/Domestic Violence: 2
 - Stalking: 2
- Retaliation (15 accounts)



IUPUI

CASE RESOLUTIONS.

- Complainant did not move forward: **47**
- Closed with an action taken: **47**
- Ultimately referred to more appropriate office: **34**
- Closed without an action taken: **21**
- Other circumstance: **9**



IUPUI

EDUCATION / COLLABORATION.

- EO Council
- Committees/task forces (Diversity Cabinet, SAPIR, Sexual Misconduct Review Team, Bias Incident Response Team, etc.)
- Online training modules (Everfi)
- In-person trainings
 - Search and Screen
 - Sexual Misconduct
 - Unlawful Harassment / EO / Affirmative Action
 - ADA
 - Mediation Training / Conflict Resolution (in conjunction with DEI)



IUPUI

IUPUI OFFICE OF EQUAL OPPORTUNITY

Anne Mitchell, Director
Christina Rodriguez, Administrative Assistant
Ginger Arvin, Sr. Investigator
Emily Kempfski, EO Specialist
Nay Petrucelli, Data Specialist
Karloa Stevens, Sr. EO Specialist
Kevonna Tyler, Sr. Investigator

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IUPUI

FULFILLING *the* PROMISE



Boost

IUPUI Faculty Council

April 2, 2019

Benjamin Motz, PhD

Research Scientist, Department of Psychological and Brain Sciences
Faculty Fellow for Academic Analytics, eDS, UITS

Stacy Morrone, PhD

Professor, Educational Psychology
Associate Vice President for Learning Technologies, UITS
Dean of IT, IUPUI



The Challenge

More than half of all negative flags in SER are:

- Completing some but not all assignments
- Not completing assignments

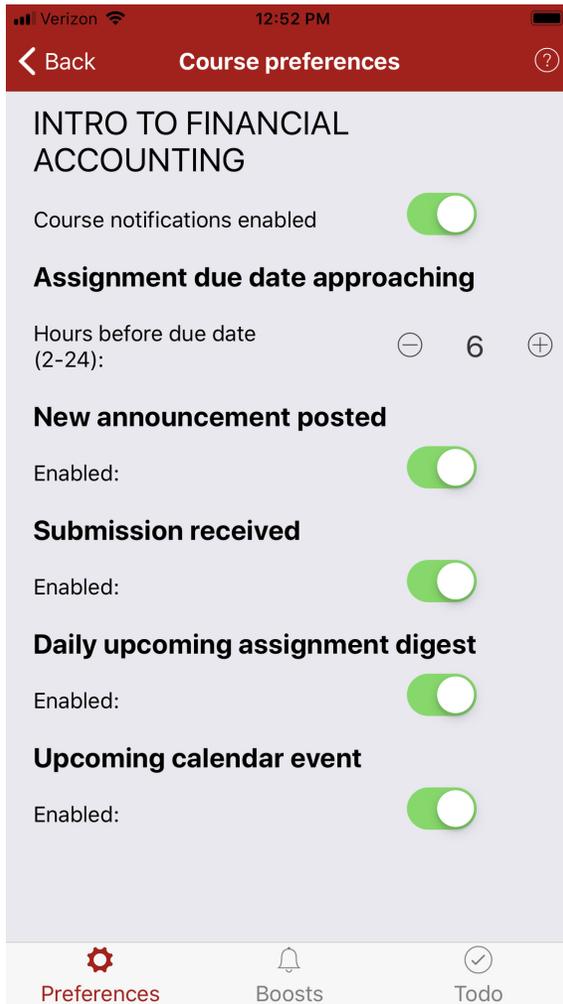
Missing assignments is also the most diagnostic predictor of attendance, participation, and overall engagement flags in SER.

IU-wide, each student, on average...

• **75.9 assignments** during Fall 2018

...not including in-class exams, presentations, etc.

A major challenge for improving student engagement is facilitating adherence to assignments.



What is Boost?

Boost is a mobile app that facilitates student engagement in Canvas

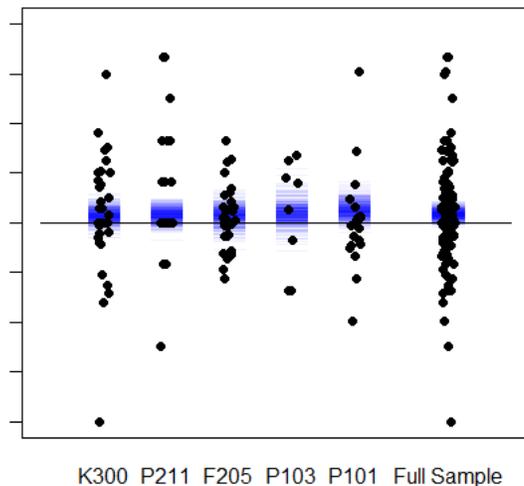
Current feature set

- Due date reminders
- Assignment notifications
- Submission confirmation
 - With feedback experiment
- Daily Digest
- Canvas calendar notifications

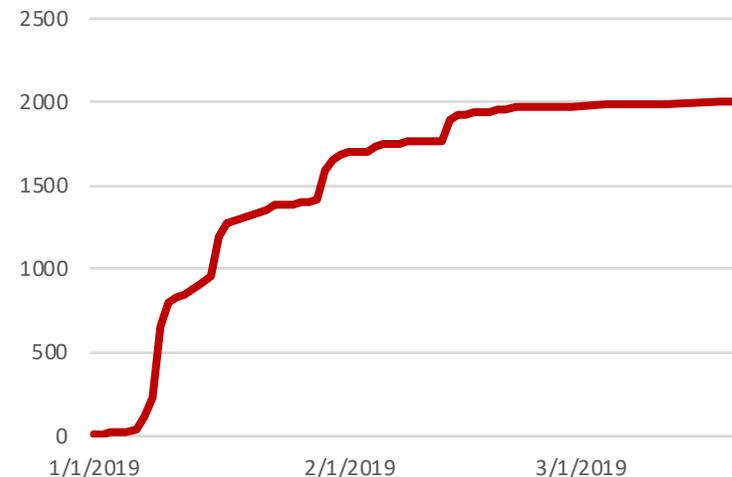


Pilot Results

Fall 2018: Automated due date reminders increased assignment **submission rate** by 3.7%, and increased **percent score** by 3.1%, over announcements alone



Spring 2019 (ongoing): Massive interest: **over 700 instructors and 2000 students** opting-in (Jan & Feb). Highest user ratings for automated notifications.



What are we seeking to do?

Open release at IU

- Accessibility
- Security
- Ongoing research
- Improving “boostability” of 3rd party tools
- Seeking broad input

—● The most common complaint from students about Boost is that it should be available for all courses.

└● Benjamin Motz
bmotz@iu.edu





IFC Technology Committee

2018-19 Summary

IUPUI

Concerns

Concerns of the Committee

1. “Improving Communication with UITs”
2. What is the definition of “technology” at IUPUI?



IUPUI

Improving Communication

- Committee members feel that communication is very top-down; that there is little opportunity for faculty input
 - When input is provided (via this committee), there is no guarantee that it is considered
- UITs has asserted that it is responsible for researching and implementing technology for teaching and learning
 - Committee has requested information about how UITs gathers the use cases it uses to make its decisions
- Need a more clear definition of the role of this committee: do we have any oversight or authority responsibilities? Should we provide advice and use cases?



IUPUI

“Technology” at IUPUI

- UITS is not the sole provider of technology to the campus, its units, and its faculty
 - University Library
 - Individual school technology groups
 - Various buildings without academic unit owners (Campus Center, Hine Hall)
- What oversight or administrative role does this committee have with non-UITS technology providers?



Specific Challenges

Software & Services Selection Process (SSSP)

- All software purchases of all sizes are required to go through this process (including any software where students are expected to use personal credit cards)
 - Some software is "exempt" if it does not deal with FERPA or financial data
 - Faculty do not feel equipped to complete the extensive paperwork required to submit requests
 - There is no available list of previously approved (or disapproved) technologies
 - There is no mechanism to see the status of outstanding requests



Gathering Faculty Feedback & Use Cases

- Committee members are unsure how UITs performed needs analyses for new technology or how use cases for new technologies are developed
- Learning Technologies (UITs) has a steering committee that meets 1x/semester
- UITs offers a pilot program (Next.IU) to test possible technologies
 - These are not well-publicized and there is no extrinsic incentive for faculty to participate
 - Pilots should work to include a broader range of faculty and not just "early adopters"



Lab Software Requests

- Different labs have different software request mechanisms; there is no centralized means to do so
- Faculty must make separate requests from
 - UITs STCs
 - UITs IUAnyWare
 - University Library
 - Individual schools that own computer labs for student use (i.e. E&T)



IUPUI

Room Scheduling

- No centralized means to reserve rooms for meetings or student collaboration
 - Some conference rooms are in Exchange; most are not
 - UL conference rooms use a specific system; Campus Center uses another
 - Student study spaces in UL can be reserved but there is no comprehensive list of other study spaces



IUPUI

Additional Topics

eTexts and Digital Learning Tools

- Committee was informed of the intent to offer additional digital learning tools through the IU eText platform
- eTexts may move to a new platform that is friendlier to mobile devices
- Digital Learning Tools (including software by publishers) is being more thoroughly investigated
 - Question: how can we allow students to retain access to some of these tools beyond the semester?



IU Online

- Focus is on development of collaborative programs
 - Collaborative online programs are more difficult at IUPUI because of its unique structure (i.e. not all programs have peers at other campuses with which to participate)
- All "online" courses are still charged the IU Online fee regardless of their participation in an official IU Online program
- No centralized course evaluation mechanism; evals remain in the department and campus offering each course instance



Various Entities Duplicating Tech Efforts

1. Example: 3D Printing
 - UITS offers 3D printing through the Idea Garden
 - Other schools/units (UL) offer separate 3D printing facilities
2. Example: VR
 - AVL is owned by UITS and available to all faculty/students
 - Idea Garden has informal VR learning spaces
 - Informatics and University Library have separate VR facilities – why?



Upcoming Topics

Upcoming Topics

1. Technology available to aid faculty in the development of accessible course materials
2. Second update on the status/policies related to digital course materials



IUPUI Faculty Council

Constitution and Bylaws – 2019 Proposed Changes

Circulated for Vote: The following changes to the **Constitution of the IUPUI Faculty** are hereby brought before the Faculty Council for consideration and vote.

Amend Constitution Article IV. Faculty Council, Section F. Executive Committee 2.		
<i>Current Language</i>	<i>Proposed Changes</i>	<i>Upon Adoption</i>
<p>ARTICLE IV. FACULTY COUNCIL</p> <p>Section F. Executive Committee</p> <p>2. Eligibility. Any person who has served as an elected member of the Council, as Chair of a Council Committee, or as the presiding officer of a school faculty governance body within the past four years is eligible for election to the Executive Committee. No two elected members of the Committee shall be from the same academic unit, except from the School of Medicine which may have two members: one each from the basic science and clinical departments.</p>	<p>ARTICLE IV. FACULTY COUNCIL</p> <p>Section F. Executive Committee</p> <p>2. Eligibility. Any person who has served as an elected member of the Council, as Chair of a Council Committee, or as the presiding officer of a school faculty governance body, or in leadership of an academic unit committee within the past four years is eligible for election to the Executive Committee. Two of the elected faculty on the Committee may be from the same academic unit, provided at least one is Voting Faculty. If two elected faculty on the Committee are from No two elected members of the Committee shall be from the same academic unit, except from the School of Medicine, which may have two members: one each shall be from the basic science departments and one from the clinical departments.</p>	<p>ARTICLE IV. FACULTY COUNCIL</p> <p>Section F. Executive Committee</p> <p>2. Eligibility. Any person who has served as an elected member of the Council, as Chair of a Council Committee, as the presiding officer of a school faculty governance body, or in leadership of an academic unit committee within the past four years is eligible for election to the Executive Committee. Two of the elected faculty on the Committee may be from the same academic unit, provided at least one is Voting Faculty. If two elected faculty on the Committee are from the School of Medicine, one shall be from the basic science departments and one from the clinical departments.</p>

Commented [WJK1]: The purpose of this change is to provide for a wider pool of candidates eligible to serve on the EC.

Commented [WJK2]: Voting Faculty is a term used throughout the Constitution and Bylaws that refers to tenured/ tenure-track faculty. Thus, this change would allow two persons from the same academic unit to serve on the EC, provided at least one is TTF.

Commented [WJK3]: The Medical School may continue to have two persons on the EC.

Amend Constitution Article IV. Faculty Council, Section B. Officers		
Current Language	Proposed Change	Upon Adoption
<p>ARTICLE IV. FACULTY COUNCIL</p> <p>Section B. Officers</p> <p>The Officers of the Faculty Council shall be the President of the Faculty, the Chancellor of IUPUI, the Vice President of the Faculty, and the Parliamentarian of the Faculty Council. The Presiding Officer shall be the Vice President of the Faculty or his or her designee. The President of the Faculty, the Vice President of the Faculty, and the Parliamentarian shall be selected in accordance with the procedure specified by the Faculty Council Bylaws.</p>	<p>ARTICLE IV. FACULTY COUNCIL</p> <p>Section B. Officers</p> <p>The Officers of the Faculty Council shall be the President of the Faculty, the Chancellor of IUPUI, the Vice President of the Faculty, and the Parliamentarian of the Faculty Council. The Presiding Officer shall be the Vice President of the Faculty or his or her designee. The President of the Faculty, the Vice President of the Faculty, and the Parliamentarian may be from any academic unit, and shall be selected in accordance with the procedure specified by the Faculty Council Bylaws.</p>	<p>ARTICLE IV. FACULTY COUNCIL</p> <p>Section B. Officers</p> <p>The Officers of the Faculty Council shall be the President of the Faculty, the Chancellor of IUPUI, the Vice President of the Faculty, and the Parliamentarian of the Faculty Council. The Presiding Officer shall be the Vice President of the Faculty or his or her designee. The President of the Faculty, the Vice President of the Faculty, and the Parliamentarian may be from any academic unit, and shall be selected in accordance with the procedure specified by the Faculty Council Bylaws.</p>
Amend Constitution Article IV. Faculty Council, Section A. Membership		
Proposed Change: Add New Item after current Item 4.		
<p>ARTICLE IV. FACULTY COUNCIL</p> <p>Section A. Membership</p> <p>5. An individual elected in more than one capacity may serve in only one seat during the elected term on the Council.</p>		

Commented [WJK4]: This change clarifies that the officers may be from the same academic unit.

Commented [WJK5]: If an individual is elected to the council and also is elected as an officer, he/she may only serve in one capacity.

Circulated for Vote: The following changes to the **Bylaws of the IUPUI Faculty** are hereby brought before the Faculty Council for consideration and vote.

Amend Bylaw Article III. Committees of the Faculty, Section B. Standing Committees, 13		
<i>Current Language</i>	<i>Proposed Change</i>	<i>Upon Adoption</i>
<p>13. Staff Relations. This committee shall be responsible for setting up the two Constitutionally-mandated annual joint meetings in conjunction with the Staff Council's Faculty Relations Committee. This committee shall serve in conjunction with the Staff Council's Faculty Relations Committee as a clearinghouse for information of common interest. The Committee shall, when necessary, meet independently to formulate faculty positions on faculty-staff matters.</p>	<p>13. Faculty-Staff Relations. This committee shall be responsible for setting up the two Constitutionally-mandated annual joint meetings in conjunction with the Staff Council's Faculty Relations Committee. This committee shall serve in conjunction with the Staff Council's Faculty Relations Committee as a clearinghouse for information of common interest. The Committee shall, when necessary, meet independently to formulate faculty positions on faculty-staff matters.</p>	<p>13. Faculty-Staff Relations. This committee shall be responsible for setting up the two Constitutionally-mandated annual joint meetings in conjunction with the Staff Council's Faculty Relations Committee. This committee shall serve in conjunction with the Staff Council's Faculty Relations Committee as a clearinghouse for information of common interest. The Committee shall, when necessary, meet independently to formulate faculty positions on faculty-staff matters.</p>
Amend Bylaw Article III. Committees of the Faculty, Section C. Promotion and Tenure Committee, 1-c and 2-b		
<i>Current Language</i>	<i>Proposed Changes</i>	<i>Upon Adoption</i>
<p>1. Composition. The IUPUI Promotion and Tenure Committee shall consist of the following members: a) one representative from each school with five or more full-time members who are based at IUPUI except from the School of Medicine which shall have two representatives, one each representing the basic science and the clinical departments;</p>	<p>1. Composition. The IUPUI Promotion and Tenure Committee shall consist of the following members: a) one representative from each school with five or more full-time members who are based at IUPUI except from the School of Medicine which shall have two representatives, one each representing the basic science and the clinical departments;</p>	<p>1. Composition. The IUPUI Promotion and Tenure Committee shall consist of the following members: a) one representative from each school with five or more full-time members who are based at IUPUI except from the School of Medicine which shall have two representatives, one each representing the basic science and the clinical departments;</p>

Commented [WJK6]: Proposed name will correspond with the name of the staff council committee.

<p>b) one librarian representative who shall be elected by the IUPUI Library Faculty;</p> <p>c) three members elected at-large by the IUPUI Faculty Council; and</p> <p>d) the executive vice chancellor who shall serve as a member ex officio without vote.</p> <p>All members of the committee shall be tenured and to the extent practicable shall hold appointment at the rank of professor or librarian. No person with the authority and responsibility to sign an administrative document concerning the title, pay, or working conditions of a faculty member or librarian may serve on the Promotion and Tenure Committee. The Chair of the Committee shall be elected from and by the members of the Committee.</p> <p>2. Election</p> <p>a) School representatives shall be elected by the respective promotion and tenure committee of each school from among the school's eligible members in accord with procedures established by each school. The librarian representative shall be elected by the IUPUI Library Faculty in accord with procedures which that group shall establish.</p>	<p>b) one librarian representative who shall be elected by the IUPUI Library Faculty;</p> <p>c) six three members elected at-large by the IUPUI Faculty Council; and</p> <p>d) the executive vice chancellor who shall serve as a member ex officio without vote.</p> <p>All members of the committee shall be tenured and to the extent practicable shall hold appointment at the rank of professor or librarian. No person with the authority and responsibility to sign an administrative document concerning the title, pay, or working conditions of a faculty member or librarian may serve on the Promotion and Tenure Committee. The Chair of the Committee shall be elected from and by the members of the Committee.</p> <p>2. Election</p> <p>a) School representatives shall be elected by the respective promotion and tenure committee of each school from among the school's eligible members in accord with procedures established by each school. The librarian representative shall be elected by the IUPUI Library Faculty in accord with procedures which that group shall establish.</p>	<p>b) one librarian representative who shall be elected by the IUPUI Library Faculty;</p> <p>c) six members elected at-large by the IUPUI Faculty Council; and</p> <p>d) the executive vice chancellor who shall serve as a member ex officio without vote.</p> <p>All members of the committee shall be tenured and to the extent practicable shall hold appointment at the rank of professor or librarian. No person with the authority and responsibility to sign an administrative document concerning the title, pay, or working conditions of a faculty member or librarian may serve on the Promotion and Tenure Committee. The Chair of the Committee shall be elected from and by the members of the Committee.</p> <p>2. Election</p> <p>a) School representatives shall be elected by the respective promotion and tenure committee of each school from among the school's eligible members in accord with procedures established by each school. The librarian representative shall be elected by the IUPUI Library Faculty in accord with procedures which that group shall establish. Elections shall be held in time</p>
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Commented [WJK7]: Expands the number of at-large committee members from 3 to 6.

<p>Elections shall be held in time for the representatives to be named prior to November 1. The head of the faculty governance of each school and of the IUPUI Library Faculty shall notify the executive vice chancellor of the name of the representative by November 1 of each academic year.</p> <p>b) Three at-large members of the Promotion and Tenure Committee shall be nominated by the Nominating Committee. The slate shall be announced to the Council at its September meeting for election at the October meeting.</p>	<p>Elections shall be held in time for the representatives to be named prior to November 1. The head of the faculty governance of each school and of the IUPUI Library Faculty shall notify the executive vice chancellor of the name of the representative by November 1 of each academic year.</p> <p>b) Six Three at-large members of the Promotion and Tenure Committee shall be nominated by the Nominating Committee. The slate shall be announced to the Council at its September meeting for election at the October meeting.</p>	<p>for the representatives to be named prior to November 1. The head of the faculty governance of each school and of the IUPUI Library Faculty shall notify the executive vice chancellor of the name of the representative by November 1 of each academic year.</p> <p>b) Six at-large members of the Promotion and Tenure Committee shall be nominated by the Nominating Committee. The slate shall be announced to the Council at its September meeting for election at the October meeting.</p>
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Amend Bylaw Article IV. Faculty Grievances Procedures, Section G. Board of Review Meetings and Reports

Proposed Changes:

- Add New Item 9 after current Item 8
- Renumber remaining items accordingly

9) Unit Recommendation Report.

a) Upon completion of the Final Report, the Board may prepare a Unit Recommendation Report recommending changes in the operation of the academic unit that could benefit the prevention of future grievances.

b) A Unit Recommendation Report shall be communicated to the dean of the academic unit, the faculty president of the academic unit, and the Chancellor of IUPUI.

Commented [WJK8]: This type of report would be at the discretion of the Board of Review and would be issued in addition to, and separate from, the Final Report outlined in Item 8 of this section.

Update from Staff Council – 4.2.19

- Spring Blood drive will be on Wednesday, April 10 at Taylor Courtyard from 10-3 and MedSci Atrium from 10 -2.
- Elections are starting soon. Nominations for Executive Committee for 3 at-large members and Second Vice President will be April 22 – May 3, voting May 20-31 and it will be announced at the June 19th meeting
- The 5th Annual Staff Development Conference will be on Friday, May 24 at the Campus Center from 9am – 4pm
 - Theme is “The Wonderful World of IUPUI Staff Development: Dreaming Today and for the next 50 years”
 - Call for proposals have been sent out please contact scouncil@iupui.edu