

IUPUI
Indianapolis Faculty Council (IFC)
Minutes
May 7, 2019 ~ Campus Center 450A ~ 3-5 p.m.

Faculty and Guests Present: Jessica Alexander, Lisa Angermeier, Marta Anton, Rachel Applegate, Leslie Ashburn-Nardo, Tina Baich, Kristy Beach (alt: Lindsey Mosier), Anne Belcher, Teresa Bell, Ed Berbari, Nicolas Berbari, Ashay Bhatwadekar, Brenda Blacklock, Janice Blum, Stephen Boehm, Ben Boukai, Herbert Brant, Camy Broeker, Olguta Buse, Tim Corson, Theodore Cummins, Jeff Dean, Mary De Groot, Susan deMaine, Kimberly Donahue, Vance Farrow, Margie Ferguson, Pat Fox, Stephen Fox, Amanda Friesen, Gina Sanchez Gibau, Jay Gladden, Philip Goff, Eileen Hacker, Tabitha Hardy, Brittney-Shea Herbert, Debora Herold, Krista Hoffmann-Longtin, Matthew Holley, Ann Holmes, Sarath Janga, Kathy Johnson, Benjamin Keele, Katherine Macy, Kathy Marrs, Cullen Merritt, Willie Miller, Robert Minto, Kyle Minor, Sally Mitchell, Gwendolyn Morrison, Miriam Murphy, Jere Odell, Amir Pasic, Nasser Paydar, Tod Perry, Celeste Phillips-Salimi, Lynn Pike, Ted Polley, Karen Pollok, William Potter, Stephen Randall, Anusha S. Rao, Robert Rebein, Nila Reimer, Simon Rhodes, Mary Beth Riner, Ron Sandwina, John Schild, Sylk Sotto, Deborah Stiffler, Peggy Stockdale, Thomas Stucky, Rosa Tezanos-Pinto, Jennifer Thorington Springer, George Towers, Matthew Turner, Ruben Vidal, John Watson, Jeff Watt, Crystal Walcott, Rachel Wheeler, Angela White, Jeremy Wilson, L. Jack Windsor, and Xinna Zhang.

Members Absent: Rafat Abonour, Peter Altenburger, Gustavo Arrizabalaga, Simon Atkinson, Rafael Bahamonde, James Ballard, Bonnie Blazer-Yost, Brian Brewer, Krista Brucker, Dwight Burlingame, Anna Carmon, Ken Carow, Subir Chakrabarti, Ellen Chernoff, Amber Comer, Elaine Cooney, Andrea Copeland, Tamara Davis, Alexander Dent, Lisa DesNoyers, Cornelis De Waal, Brian Dixon, Greg Druschel, Jerome Dumortier, Adam Eckerd, Sasha Fedorikhin, Erin Foster, Aaron Ganci, Patrick Gerety, Nan Goggin, Charles Goodlett, Jeff Gruenewald, Ray Haberski, Paul Halverson, Randall Halverson, Steve Haug, Catherine Herrold, Jay Hess, Reinhold Hill, Tamba Jackson, Steve Jones, NiCole Keith, Andy Klein, Daniella Kostroun, Sarah Koskie, Joan Kowolik, Alexey Kuznetsov, Debomoy Lahiri, Matthew Landman, Kathy Landman, Kathy Lay, Jessica Lee, Lei Li, Troy Markel, Brenden Maxcy, Lindsey Mayo, Jesse Perez Mendez, Marc Mendonca, Bethany Neal-Beliveau, Robin Newhouse, Mathew Palakal, Kristi Palmer, Megan Palmer, Shahid Parvez, Hanxiang Peng, Mike Pitts, Gina Pleshkan, Daniel Ramras, Hongxia Ren, Eva Roberts, David Russomanno, Stephanie Savage, Jim Scheurich, Kristina Sheeler, Ross Silverman, Jodi Smith, Armando Soto-Rojas, Mythily Srinivasan, Beth Townsend, Lixin Wang, Kim White-Mills, Craig Willey, John Williams Jr., Andrew Winship, Samantha Yeap, Robert Yost, Ben Zarzaur, and Teresa Zimmers.

Agenda Item I: Welcome and Call to Order

IUPUI Faculty Council Vice President Jeff Watt called the meeting to order at 3:03 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 April 2, 2019, Meeting

The minutes of the April 2, 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:

- Kristi Palmer has been named the founding Herbert Simon Family Dean of University Library effective July 1. Simon Atkinson has accepted an appointment for vice chancellor for research at University of Kansas. IUPUI leadership has reviewed the Office of the Vice Chancellor for Research and the Graduate Office in order to see if the two could be combined (with boundaries in place so that funds do not flow between the two offices). Dr. Janice Blum, associate dean of the Graduate School, will lead this merged office and will serve as the interim vice chancellor for

research and graduate education. Effective January 2020, six months after the office's creation, a task force will be formed to review the structure and will give a recommendation as to whether to continue the merge, and search for a permanent vice chancellor, or go back to the way it was before with two offices, in which case there will be a search for the vice chancellor for research. Paydar thanked Janice Blum for taking on this new role. Candidates have come to campus for the associate vice chancellor for International Affairs. An announcement will be made soon. Simon Rhodes is leaving IUPUI to become provost and vice president of academic affairs at University of North Florida. An interim will serve as dean for School of Science before and during the search process. The search for the dean of the McKinney School of Law will begin in August. Dean Andrew Klein will step down and return to his role as a member of the faculty in 2021.

- The legislative session is over. Two things typically occur over these sessions. 1) IUPUI leaders make a case for budgetary needs and state appropriation; and 2) They defend for and against laws that would impact campus. Paydar gave examples of state appropriation and laws that could affect campus. Tuition will increase between 1.6% and 2.5% for the next academic year, depending on what the Indiana University Board of Trustees approves.
- The NCAA looks at Division 1 athletes and the progress of students toward graduation, they then announce school programs in the top 10 percent, in terms of progress towards graduation and those qualified to continue in the sport program. Five IUPUI programs belong in their top 10 percent. Women's golf has also won a Horizon League tournament.
- IUPUI commencement will be at 10 a.m. on Saturday, May 11. 7,122 degrees will be offered, 77 percent are IU degrees. Of those graduating, around 4,500 are undergraduate and around 2,500 are graduate and professional. 57.9 percent are female, 24 percent of students are first generation, 18 percent of graduates are minority students, 86 percent of graduates are Indiana residents, 5.3 percent are domestic non-resident, and 8.7 percent are international. There are also seven sets of twins graduating.
- Paydar thanked the faculty for their hard work and getting campus to where we are. He thanked the IFC and the IFC-EC for their work and stated that shared governance and informing each other is important and asked everyone to have a relaxing and productive summer.

Agenda Item V: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- Watson thanked those for participating in discussions about the third tier for the lecturer track. The UFC passed the proposal for a third tier and there was a discussion over the title to be used – two specific recommendations were given: 1) IU should create a third tier sitting at the top of the lecturer rank; and 2) the title of the new tier is the teaching professor. Campuses are encouraged to adopt their own criteria and this will necessitate programs. This passed 19-6.
 - The qualifications for promotion should include significant accomplishments in teaching. The campuses are encouraged to adopt their own criteria for promotion within the lecturer, senior lecturer, and teaching professor track. This will necessitate revision of promotion and tenure guidelines at the department, program, school or college, and campus levels.
 - A motion from the floor was passed to include the following statement in the summary: However, the University Faculty Council strongly opposes the use of “Teaching Professor” title as a substitute for tenure-track faculty appointments and encourages the creation of mechanisms to ensure this distinction.
 - The bulk of this statement is taken from resolution from the Faculty Senate of the University of Wisconsin and would not pass the “Turn-It-In” test. It will be revised by the UFC-EC.

- This statement deals with the conversion of tenure-track faculty (TTF) lines to non-tenure-track faculty (NTTF) lines, which is a concern at certain universities. It should be noted that, IUPUI has a 60-40 rule, which holds that 60% of the voting weight in faculty governance issues rests with TTF.
- A question directed to the UFC co-presidents, was if there would be NTTF representation on the UFC as there has been the three previous years. This was done on a temporary basis and the current constitution defines the voting faculty as the tenured and tenure-track faculty. To permanently redefine the representatives of the NTTF as voting members of the UFC would require changing the UFC Constitution and Bylaws. The three faculty council presidents discussed this issue and discovered that all presidents favored having a contingent of NTTF as voting members on the UFC. The 60-40 rule will need to be followed. Watson is strongly in favor of having this be a topic for discussion and action for the UFC-EC.
- Voting privileges in the UFC raises the similar question of voting privileges within the IFC, Bloomington Faculty Council, and Regional Faculty Caucus. It turns out that the Bloomington Faculty Council recently passed a resolution supporting the extension of voting rights to the NTTF, and not just within the Faculty Council.
- Watson quoted their resolution:
 - “All faculty appointed in the Clinical, Lecturer, Professor of Practice, Research Scientist, and Research Scholar tracks should have voting and participation rights at the campus, school, and department levels that are equivalent to the voting rights of faculty appointed in the tenure-track category.”
 - Watson personally agrees with this statement and that the IFC should initiate a discussion of this subject at IUPUI, to explore updating the constitutions and bylaws to include the NTTF as voting members within the IFC and at the campus, unit, department, and program levels as well.

Agenda Item VI: [Information Item] Promotion and Tenure Guidelines

Margie Ferguson, Senior Associate Vice Chancellor for Academic Affairs

Rachel Applegate, Assistant Vice Chancellor for Faculty Affairs

Applegate spoke to the appended presentation.

Questions/Comments

- An IFC member asked, now that IUPUI will have teaching professors, will there be information in the promotion and tenure guidelines regarding lecturers, in terms of language? Currently, the titles are lecturers, senior lecturers, and teaching professors. Will there be a change regarding language like the inclusion of “teaching faculty”? Applegate said that the ways they are organized around faculty classifications and the lecturer classification is teaching-only. The guidelines for going up to teaching professor will be addressed at a later time, but nothing is in the current guidelines about the third tier in the lecturer track. The trustees will vote on language in the policies during an upcoming meeting.

Agenda Item VII: [Action Item - Vote] Elections of the University Faculty Council, Nominating Committee, and the Executive Committee

Olguta Buse, Nominating Committee

Buse introduced the following slates and election results and announced that elections will be held electronically after May 7.

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 Board of Review Pool and At-Large Representatives

Election Results: At-Large Representatives

Term: July 2019 through June 2021

Need to elect 30 (two-years); 1 (one-year appointed indicated in **bold** type)

Last Name	First Name	Middle Name	Rank		School	Department
Anton	Marta	M.	TEN	FT1	IN-LART	IN-LANG
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
Chernoff	Ellen	A. G.	TEN	FT2	IN-SCI	IN-BIOL
Comer	Amber	Rose	NTK	FT3	IN-SHHS	IN-AHLT
Cummins	Ted	R	TEN	FT1	IN-SCI	IN-BIOL
Dean	Jeffrey	Alan	TEN	FT1	IN-DENT	IN-DSPE
Goff	Philip	Kevin	TEN	FT1	IN-LART	IN-LART
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
Kowolik	Joan	E	TEN	FT2	IN-DENT	IN-DSPE
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	Mohamed Razi		TEN	FT1	IN-ENGT	IN-ENGT
Petranek	Stefan	Alexander	TEN	FT2	IN-HERR	IN-HERR
Picard	Christine	Johanna	NTK	FT2	IN-SCI	IN-BIOL
Pollok	Karen	E.	TEN	FT2	IN-MED	IN-PED
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
Wang	Lixin		NTK	FT2	IN-SCI	IN-GEOL
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

Election Results: Board of Review Pool

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

Number to Elect: 10

Last Name	First Name	Rank	School	Department Description
Boyne	Shawn Marie	T01	Law	Law
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
Pavalko	Fred	T01	Medicine	Cellular & Integrative Physiology
Piper	Gemmicka	TTL03	University College	University Library
Schild	John	T02	Engineering and Technology	Biomedical Engineering
Urtel	Mark	T02	Health and Human Sciences	Kinesiology
Vemuri	Gautam	T01	Science	Physics
Zimmers	Teresa	TT02	Medicine	Surgery

Agenda Item VIII: [Information Item] Teaching Development for Graduate Students

Janice Blum, Associate Vice Chancellor for Graduate Education at IUPUI

Tabitha Hardy, Assistant Dean for Student Development and Academic Affairs

Jessica Alexander, Instructional Consultant, Center for Teaching and Learning

Anusha S. Rao, Assistant Director, Center for Teaching and Learning

Hardy, Alexander, and Rao spoke to the appended presentation.

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

- Fringe Benefits Committee (L. Jack Windsor, Chair and Tod Perry, Member): Perry reported on the following:
 - The committee reconstituted this year. IU is revising the retirement plans. The committee met with John Whelan, vice president of human resources. A request for a proposal went out to make changes to the services we currently have with providers. Nothing will change for eligibility for retirement plans or common usage. There have been over 250 different funds employees can choose from. The goal is to reduce fees and improve services. There will be a reduced set of options from the current 250 for funds. There will also be additional features.
- [Action Item – Vote] Constitution and Bylaws Committee (Philip Goff, Executive Committee Liaison)
 - 2019-03: Proposed Changes to the IUPUI Faculty Council Constitution and Bylaws
 - Goff presented the appended circular on the changes to the Constitution and Bylaws.
 - Questions/Comments
 - Is there clarifying language about decisions for writing the second report? Who makes the decisions on that language? Goff said that it would be the members of the Board of Review Committee.
 - Watt said that for a vote, since this item is coming from a committee, a second is not needed. He said there are six changes. To amend the constitution, there needs to be a positive vote of 2/3 of the members by email, and the IFC president will distribute the changes to the campus by email in one week. As soon as a possible, a mail ballot will be sent out for 10- and 12-month faculty. To amend the bylaws there will need to be a 2/3 positive vote and that will be done after today.
 - A vote was taken to pass the changes of the constitution and bylaws. The vote passed unanimously.
- Athletic Affairs Committee (Jeremy Wilson, Chair)
 - Wilson presented the appended presentation.
- Board of Review Report 2018-19 (John Watson, President)
 - 2019-04: Board of Review Annual Report 2018-2019
 - Watson shared the appended circular.

Agenda Item X: Question / Answer Period

Watt presented the following question, submitted via email by a faculty member:

- (This email is unedited). “I know this is a little late, but if possible I would like to know what the future plans are for parking on campus. While I appreciate that the employee spaces that were removed for the new building have been “replaced” by some in the student lots, that just means there is less parking for students. I teach morning courses and I often have students who arrive late because they cannot find parking or who tell me they gave up and parked in paid visitor parking even though they have a parking pass as there was nowhere else to park. From my count, there are almost 400 parking spaces being removed for this building. I would like to hear about plans for a new garage or some other means to increase parking on campus”.

- Camy Broeker addressed the question with the following remarks:
 - Broeker appreciates the submitted question. There will be about 300 spaces impacted by this project. To compensate for this, some student spaces have been converted into employee spaces—which does impact student parking. There are open spaces in the garages for students. Broeker’s personal preference for students would be, instead of students traveling through garages, would be to park on north campus. Next year, the price for student north campus parking permits will be cut in half and shuttles do travel to that area. Broeker is working to connect with the new redline. There are lots of changes coming. Broeker has seen declines in student permits as students move closer to campus. She said that they are looking at ways to maximize resources.
- An IFC member asked when the new third tier in the lecturer track will be available for faculty to apply for. Watson said that the new tier will need to pass a vote by the Board of Trustees of Indiana University. This would happen at the soonest in fall 2020.

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

Lindsey Mosier, Second Vice President

Mosier reported on the following:

- Staff Council has been rewriting the bylaws. Review should be concluded during the next staff council meeting.
- Executive Committee elections are underway.
- There is an opportunity for staff to be nominated for awards, as it relates to their involvement in staff council. More information can be found on the staff council website.

Agenda Item XIV: Final Remarks and Adjournment

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>



Office of Academic Affairs

Promotion and Tenure Spring 2019 Update

IUPUI

2018-2019 by the numbers

142 cases completed

2017-2018: 115

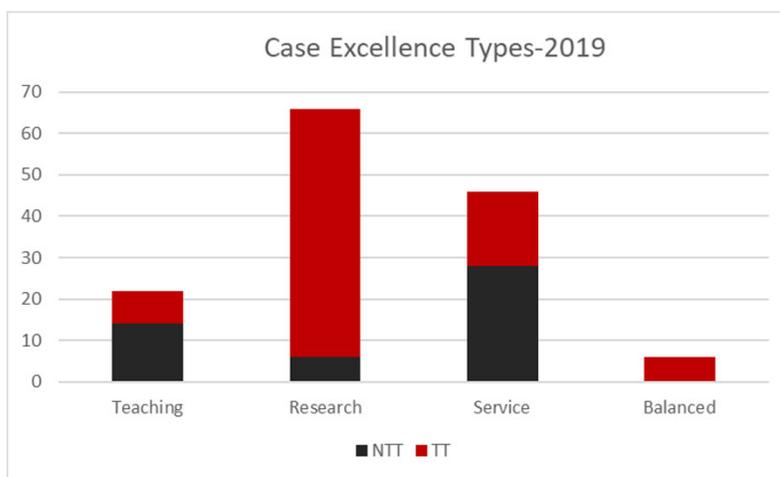
61 cases involved tenure
 48 to associate professor + tenure
 5 to full professor + tenure
 6 tenure-only
 2 to associate librarian

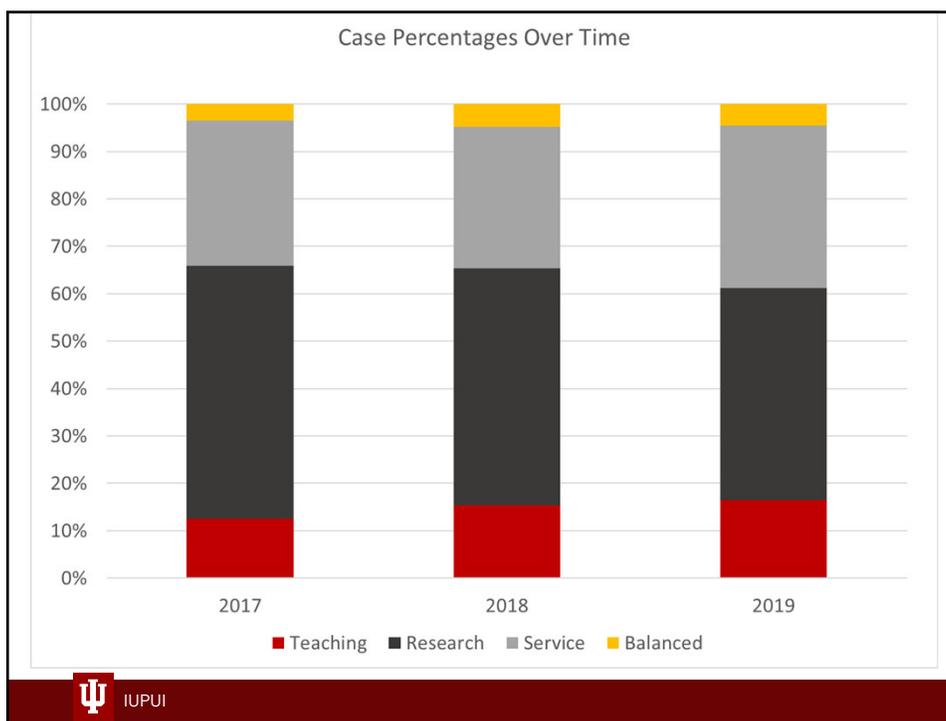
32 tenure track promotion-only cases (promotion to full)

49 non-tenure track promotion cases:
 34 clinical (28 to associate, 6 to full)
 8 senior lecturer
 7 research (6 to associate, 1 to full)



Case Excellence Types-2019





Out of all tenure track cases (93)

All faculty:

59 research cases (32 to associate, 17 to full, 6 tenure-only)
 18 service cases (10 to associate, 8 to full)
 8 teaching cases (5 to associate, 3 to full)
 6 balanced cases (1 to associate, 5 to full)

Non-IUSM:

36 research cases (23 to associate, 8 to full; 5 tenure-only)
 8 teaching cases (5 to associate, 3 to full)

IUSM:

23 research cases (9 to associate, 13 to full, 1 tenure only)
 18 service cases (10 to associate, 8 to full)

2 librarian cases (performance)

Out of all NTT cases

Research scientists: 6 to associate, 1 to full ←5 from IUSM

Clinical: 28 for service (23 associate, 5 full) ←all from IUSM
6 for teaching (5 associate, 1 full) ←2 from IUSM

Senior Lecturer: 8 cases ←none from IUSM



Out of all cases (142)

Teaching 22 14 are NTT, 8 are TT (2 are IUSM)

Research 66 6 are NTT, 60 are TT

Service 46 28 are NTT, 18 are TT (all service cases are IUSM)

Balanced 6 All are TT

Performance 2 *librarian*



SECTION 2

Revising the P&T Guidelines: Process

SECTION TITLE GOES HERE IF NECESSARY

Authority to change the P&T Guidelines



IUPUI Bylaws

Section B, Standing Committees

8. Faculty Affairs. This committee shall advise the Council on matters involving the faculty, including but not limited to...tenure and promotion policies and procedures.

Section C, Promotion and Tenure Committee

4. Responsibilities a) monitor the promotion and tenure policies of the university and recommend, as may be desirable from time to time, such modifications as the Faculty Council may seek thereof. ...c, d and e) review, as needed or requested .../methods to establish primary and unit committees / procedures / documents which specify standards...

Campus P&T Guidelines

School, library, and department documents must comply with the criteria of the university and IUPUI. A current copy must be on file with the Office of Academic Affairs (OAA). These documents need to be approved by the school's appropriate faculty governance process and by the Associate Vice Chancellor for Academic Affairs for their compliance with campus standards. They also should be publicly available on the school's website, so faculty can easily access them. P. 4



Changes for the Guidelines

From last year:

Approved in 2018 for implementation in 2019-2020 cycle

1. Added language about documentation of Team Science
2. Added section in Institutional Values regarding Interprofessional Education
3. Keeping personal / medical information out of the dossier
4. Dean/chair information responsibilities (secure confirmations from external reviewers for receipt of materials; redact external reviewer names from reviews; oversee the flow of added material to all levels of review; send three year review to OAA)
5. Change of label from FAA to OAA.



Proposed **now** for implementation in **2019-2020** cycle—*asap*

Content/substantive:

- Limit course listings to 2012-present (include older if seeking promotion on the basis of teaching): *auto-provided by DMAI*
- Remove requirement for unsuccessful grant reviews to be included. *Candidate can still provide them if desired.*
- Add affirmation of honesty about the dossier to the candidate statement
- Allow previous external letters to be deleted if the candidate reapplies AND has changed his or her area of excellence. *Currently, within 3 years, must be retained unless the letter-writer revises the original.*
- Provide a procedure by which committees can ask candidates for clarifying information during the review process, when questions arise based on the dossier information.



Proposed **now** for implementation in **2019-2020** cycle—*asap*

Procedural clarifications:

- Rename guidelines to “IUPUI” (remove “Chief Academic Officer”)
- Prepare excerpts targeting particular users/needs
 - Librarians
 - Lecturers
 - Clinical Faculty
 - Tenure track
 - Promotion to Full
 - Administrators
- Clarify voting for full
- Incorporate Faculty Guide language about 3 Year Review into the P&T Guidelines
- Implement training for P&T committee:
 - Bias and other diversity awareness
 - Using external sources of information



For further discussion:

1. Use of student evaluations
 - IU-wide mandate; also concerns at IUPUI
 - Includes discussion of alternatives for student input, teaching effectiveness
2. “Binning”—mandatory labelling of products as teaching, research or service
3. Community-engaged scholarship, potential processes
4. Re-create the P&T guidelines and documents
 - Separate core standards from policies and procedures
 - Reformat for greater usability
 - Clearly identify responsibility for revision, by type of material



Next steps:

- Special group: **Balanced Case definitions** (spring, fall)
- Special task force: **student evaluations** (fall)
- Ad Hoc committee: **binning** (fall)
- Guidelines revisioning (format, presentation)
- Schools: Teaching excellence and satisfactory criteria
- Super-lecturer criteria
- IT: Continue improvements of DMAI to support P&T



Programming:

- Faculty Crossing: P&T Office Hours
- Additional programming for lecturers
- Coordination of programming with Library, Research, CTL
- Workshops with school P&T leadership

2018-2019 most popular:

Dossier Preparation (71 in-person, 93 zoom registered)
 Excellence in Research (55)
 Administrators' Update (50)







IUPUI Center for Teaching and Learning and IUPUI Graduate Office

Teaching Development for Graduate Students

IUPUI

 IUPUI CENTER FOR TEACHING AND LEARNING	 IUPUI GRADUATE OFFICE
 <p>Jessica Alexander, Ph.D. Instructional Consultant, CTL</p>	 <p>Janice Blum, Ph.D. Associate Vice Chancellor for Graduate Education at IUPUI; Associate Dean of the University Graduate School, Indiana University;</p>
 <p>Anusha S. Rao, Ph.D. Assistant Director, CTL</p>	 <p>Tabitha Hardy, Ph.D. Assistant Dean for Student Development and Academic Affairs; Director Preparing Future Faculty and Professionals;</p>
<p>Graduate Assistants: Anne Borden and Christine Kassab</p>	
 IUPUI	

Ensuring our graduate and professional students excel as educators

IUPUI relies on graduate students to provide instructional services across campus

Spring 2018: 66 graduate students appointed as Associate Instructors
573 graduate/professional students employed hourly on campus - many involved in grading, mentoring, tutoring and teaching

Graduate students are often willing to innovate in the classroom while working closely with IUPUI faculty and staff

Teaching expertise is marketable for our graduate and professional students

Required for many academic positions

Teaching experience translates to expertise in training staff for business/industry

How are we preparing our graduate and professional students to be inclusive and innovative teachers at IUPUI?



Graduate Student Programming

- IUPUI Teaching Assistants Orientation
- Emerging Scholars of College Instruction Program (ESCIP)
- Center for the Integration of Research, Teaching, and Learning (CIRTL) at IUPUI
- Services, workshops, and webinars
- Collaboration with Preparing Future Faculty and Professionals (PFFP)



IUPUI TA Orientation

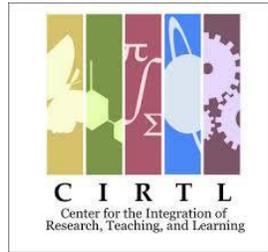
- Target Audience: new or prospective teaching assistants
- Program structure:
 - In-person half day training before fall classes focusing on general and discipline-specific teaching strategies and creating inclusive learning environments
 - Online Canvas course on IUPUI policies and procedures
- Outcomes:
 - Attendance: majority are Science and Engineering students, ~ 100 students every year
 - High satisfaction rates and overall positive feedback on sessions and orientation format
- Challenges
 - Space availability for orientation
 - Date of orientation has precluded some departments from sending TAs
 - Works best when Deans emphasize importance of attendance



Emerging Scholars of College Instruction Program (ESCIP)

- Target Audience: graduate students
- Program structure:
 - Three semester long cohort-based program
 - Progresses from fundamentals of teaching to creation of a teaching portfolio with evidence of teaching development in 3 semesters.
- Outcomes:
 - Successfully completed three cohorts with ~ 6 students/cohort
 - Three students placed in faculty positions
 - Three students applied for teaching awards
 - Formative evaluation indicates an increase in self-efficacy and confidence in teaching
- Challenges
 - Fewer applications despite increased promotion
 - Attrition as program progresses
 - Need faculty and staff to encourage graduate student participation





CIRTL at IUPUI

- National program for future faculty development in STEM
- 37 Universities from USA and Canada
- Member since 2016
- Total of 76 students enrolled in CIRTL at IUPUI course
- Target Audience: graduate students and postdocs
- Program structure:
 - Self-paced Canvas course-based local program
 - Participants can earn Associate, Practitioner, and Scholar badges
 - Includes local contribution through workshops and CIRTLcasts and cross-network programming
- Outcomes:
 - 5 – Associate, 1 – Practitioner, and 1 – Scholar
 - IUPUI attendance: faculty and students ~ 15
 - IUPUI contributions received positively by CIRTL central
- Challenges
 - Student motivation and retention
 - Promoting programming to faculty and staff



Local CIRTL Programming

- Culturally Responsive Teaching Learning Community
 - Offered every semester
 - Attendance: 5 – 7 students from various departments
 - Offered in collaboration with the Multicultural Center and the Graduate Office
 - Participants reflect critically and engage in issues of diversity, equity, and inclusion in the classroom
 - Outcomes: positive experiences reported by participants
 - Challenges: recruitment and retention due to students' schedules
- Cross-network contributions
 - Integrating civic learning into STEM classroom – workshop series in fall 2017 – collaborated with the Center for Service and Learning
 - Inclusive teaching in STEM – 4 CIRTLcasts in spring 2018
 - Addressing implicit bias in STEM – 4 CIRTLcasts in fall 2018



Services, Workshops, and Webinars

- To your door workshops for various departments
 - Lesson planning and active learning
 - Academic integrity
 - CTL tour and discussions on teaching
 - Creating a teaching portfolio (PFFP)
 - Drafting your teaching philosophy (PFFP)
 - Delivering a successful teaching demonstration (PFFP)
- CTL services such as classroom observations, focus groups, and consultations

Collaborations with Preparing Future Faculty and Professionals Program (PFFP)

- Annual PFFP conference includes a professional development session on teaching/instruction
- Funding for annual TA conference
- Joint workshops and shared resources for graduate and professional students



IUPUI PREPARING FUTURE FACULTY & PROFESSIONALS

Preparing Future Faculty and Professionals (PFFP) offers events and workshops that are focused on developing the following competencies:

- T – Teaching
- R – Research
- S – Service
- O – Organizational & Business/Professional Development

PFFP participants also attend an Orientation event/workshop and complete a Capstone project after meeting program requirements.

Free and open to all graduate students and postdocs.



PREPARING FUTURE FACULTY & PROFESSIONALS
PATHWAYS *to your* choice career

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 one is Voting Faculty and one is not. If the School of Medicine, which may have has two members, both may be Voting Faculty, and one each from the basic science departments and 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 one is Voting Faculty and one is not. If the School of Medicine has two members, both may be Voting Faculty, and one each from the basic science departments and 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]: 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 [WJK3]: This change clarifies that the officers may be from the same academic unit.

Commented [WJK4]: 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 [WJK5]: 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 [WJK6]: 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 [WJK7]: 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.

IUPUI Athletics Affairs Committee



IUPUI Athletics Affairs Committee

Composition (Voting Members)

- Jennifer Guiliano (History, Liberal Arts)
- Malcolm Moran (Journalism & Public Relations, Liberal Arts)
- Stuart Warden (Physical Therapy, Health & Human Sciences)
- Jeremy Wilson (Anthropology, Liberal Arts)
- Stan Burton, Community Representative
- Robin Hughes, Faculty Athletic Representative (Educational Leadership & Policy Studies, Education)
- Jeremy Breedlove & Dan Galante, Student Athlete Advisory Committee Representatives

Committee's Charge

- This committee participates in the development of general athletics policies related to academic matters, team competition, and practice schedules within the scope of athletics conference and association rules. The committee participates in the approval of plans for addition / elimination of sports and plans for significant modification of athletics facilities... The Committee shall consist of 7 voting members. The Committee's voting membership shall have a majority of faculty. (Bylaw III.B.2).

2018-19 AAC Agenda Highlights

Fall 2018

- ▶ Student-Athlete End-of-Year Evaluations
- ▶ Missed Class Time
- ▶ Compliance
- ▶ Financial Aid & Scholarships
- ▶ NCAA Policy of Combating Sexual Violence

Spring 2019

- ▶ Student-Athlete Well-Being: mental/physical health, medical services, nutrition, & life skills
- ▶ External Affairs & Media Relations
- ▶ Attendance & Group Sales
- ▶ SAAC Report
- ▶ Head Coaches' Corner

Spring 2018 Team GPAs

- ▶ Volleyball 3.817
- ▶ Women's Golf 3.742
- ▶ Women's Soccer 3.712
- ▶ Women's Track 3.702
- ▶ Women's Cross Country 3.662
- ▶ Women's Basketball 3.603
- ▶ Women's Tennis 3.576
- ▶ Women's Swimming & Diving 3.572
- ▶ Men's Tennis 3.513
- ▶ Men's Swimming & Diving 3.406
- ▶ Men's Soccer 3.402
- ▶ Softball 3.289
- ▶ Men's Basketball 3.245
- ▶ Men's Golf 3.194
- ▶ Men's Cross Country 3.123
- ▶ Men's Track 3.109

Fall 2018 Team GPAs

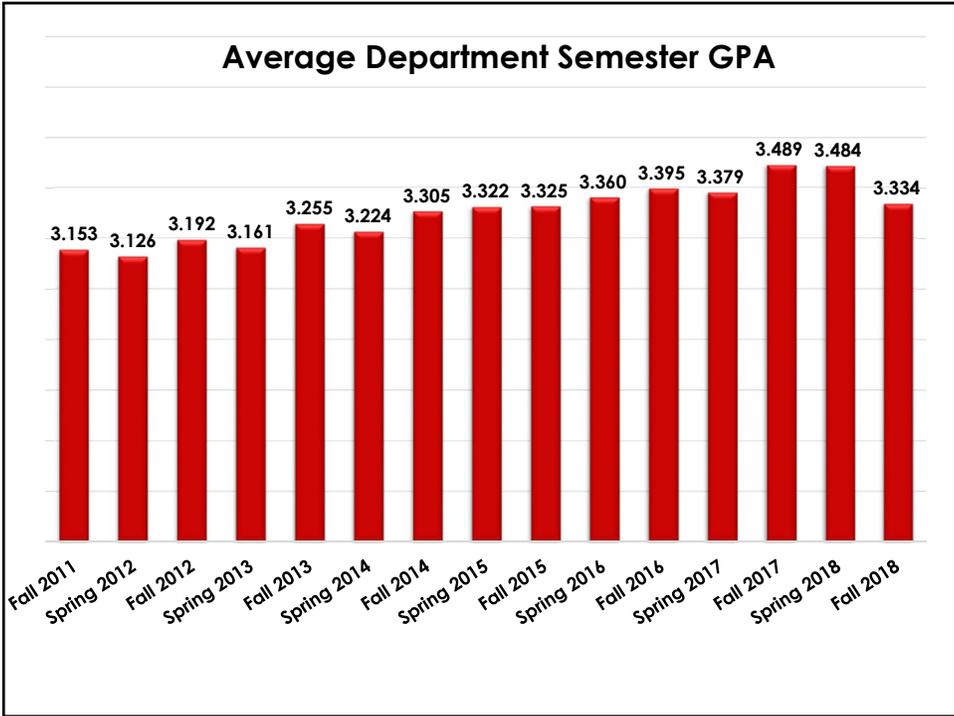
- ▶ Women's Cross Country 3.658
- ▶ Women's Soccer 3.653
- ▶ Women's Track 3.629
- ▶ Volleyball 3.502
- ▶ Women's Basketball 3.488
- ▶ Women's Golf 3.451
- ▶ Women's Swimming & Diving 3.408
- ▶ Softball 3.357
- ▶ Women's Tennis 3.338
- ▶ Men's Golf 3.318
- ▶ Men's Swimming & Diving 3.183
- ▶ Men's Cross Country 3.183
- ▶ Men's Soccer 3.147
- ▶ Men's Basketball 3.112
- ▶ Men's Track 3.074
- ▶ Men's Tennis 3.067

2018 Highlights

- ▶ 37 student-athletes achieved a 4.00 GPA in Spring 2018.
- ▶ 32 student-athletes achieved a 4.00 GPA in Fall 2018.
- ▶ 85% of student-athletes (200 out of 236) achieved a spring GPA of 3.00 or higher
- ▶ 76% of student-athletes (192 out of 252) achieved a fall GPA of 3.00 or higher

2018 Departmental GPA

- ▶ Spring 2018 departmental GPA was 3.484
 - Slightly below Fall 2017 dept GPA of 3.489
- ▶ Fall 2018 departmental GPA was 3.334
 - Lowest since Fall 2015
- ▶ 20th consecutive semester in which IUPUI student-athletes as a whole averaged a GPA over 3.00.



Annual Report on Board of Review Activity

Since May 2018

John Watson, President
IUPUI Faculty Council meeting
May 7, 2019

Total Number of Board of Review Cases: 2
(Appointed in 2018-2019)

Total Number of Requests Denied: 0

Number of Board of Review Cases (Approved) for:

- Dismissal 2*
- Academic Freedom
- Non-Reappointment
- Tenure
- Promotion
- Salary Adjustment
- Nature or Conditions of Work 1*
- Office of Equal Opportunity

*Same case.

Case Carried Over from 2017-2018 (This case is not included in the count above.):

Board of Review Case 18-01: A board of review was appointed, and a formal hearing was held on June 27, 2018, regarding a negative tenure decision. The board's findings did not fully support the grievant. The chancellor supported the board's recommendations.

Requests Approved 2018-2019:

Board of Review Case 18-02: A board of review was appointed, and the case is currently under review. A formal hearing has not been held at this time. The outcome of the case will be reported in 2019-2020. Category: Dismissal of a tenured faculty member.

Board of Review Case 18-03: A board of review was appointed; however, the grievant did not pursue the grievance after assignment. Categories: Dismissal and Nature or Conditions of Work.

Requests Denied: None

Total Number of Grievances Referred to the Faculty Grievance Advisory Panel: 2

Members of the Faculty Grievance Advisory Panel reported two contacts by faculty members or librarians during the 2018-2019 academic year.

- 1 Grievance(s) were resolved prior to any request for a Board of Review.
- 1 Grievance(s) was sent to a Board of Review.
- 0 Grievance(s) have not been referred to a Board of Review.