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


Agenda Item I: Welcome and Call to Order
IUPUI Faculty Council Vice President Jeff Watt called the meeting to order at 3:03 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 the 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. 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 constitution 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

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<td>Sawchuck</td>
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IUPUI Faculty Council: Slate for Nominating Committee
Term: June 2019 through June 2021
Number to Elect: 3; Number to Slate: 6

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IUPUI Faculty Council: Slate for Executive Committee – Tenure Track Faculty
Term: June 2019 through June 2021
Number to Elect: 4; Number to Slate: 8

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<td>Public Health</td>
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<td>Mark</td>
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<td>Health and Human Sciences</td>
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*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

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*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)

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Election Results: Board of Review Pool  
**Term:** February 1, 2019, through January 30, 2021  
Number to Elect: 10

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<td>Richard</td>
<td>TL02</td>
<td>Law</td>
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<td>Jones</td>
<td>Josette</td>
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<td>Informatics and Computing</td>
<td>BioHealth Informatics / Health Informatics</td>
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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 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)
    - 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”.

[End of document]
Camy Broeker addressed the question with the following remarks:
  o 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.
  o 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

2018-2019 by the numbers
142 cases completed

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

Teaching  Research  Service  Balanced

- NTT - TT
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

Authority to change the P&T Guidelines

1. IFC Faculty Affairs Committee
2. Campus Promotion and Tenure Committee
3. IFC Executive Committee

Ad Hoc Promotion and Tenure Committee
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
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)
Teaching Development for Graduate Students

IUPUI Center for Teaching and Learning and IUPUI Graduate Office

Jessica Alexander, Ph.D.
Instructional Consultant, CTL

Anusha S. Rao, Ph.D.
Assistant Director, CTL

Janice Blum, Ph.D.
Associate Vice Chancellor for Graduate Education at IUPUI;
Associate Dean of the University Graduate School,
Indiana University;

Tabitha Hardy, Ph.D.
Assistant Dean for Student Development and Academic Affairs;
Director Preparing Future Faculty and Professionals;

Graduate Assistants: Anne Borden and Christine Kassab
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

- 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

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.
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.

<table>
<thead>
<tr>
<th>Current Language</th>
<th>Proposed Changes</th>
<th>Upon Adoption</th>
</tr>
</thead>
</table>
| **ARTICLE IV. FACULTY COUNCIL**  
Section F. Executive Committee | **ARTICLE IV. FACULTY COUNCIL**  
Section F. Executive Committee | **ARTICLE IV. FACULTY COUNCIL**  
Section F. Executive Committee |
| 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. | 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 has two members, both may be Voting Faculty, and one each from the basic science departments and the clinical departments. | 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 has two members, both may be Voting Faculty, and one each from the basic science departments and the clinical departments. |

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.
<table>
<thead>
<tr>
<th>Amend Constitution Article IV. Faculty Council, Section B. Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Language</strong></td>
</tr>
<tr>
<td><strong>ARTICLE IV. FACULTY COUNCIL</strong></td>
</tr>
<tr>
<td><strong>Section B. Officers</strong></td>
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<tr>
<td>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.</td>
</tr>
</tbody>
</table>

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.

Amend Constitution Article IV. Faculty Council, Section A. Membership

Proposed Change: Add New Item after current Item 4.

**ARTICLE IV. FACULTY COUNCIL**

**Section A. Membership**

5. An individual elected in more than one capacity may serve in only one seat during the elected term on the Council.
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 |
|-----------------------------------------------|-----------------------------------------------|
| **Current Language** | **Proposed Change** | **Upon Adoption** |
| 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. | **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. | **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. |

**Commented [WJK5]:** Proposed name will correspond with the name of the staff council committee.

<table>
<thead>
<tr>
<th>Amend Bylaw Article III. Committees of the Faculty, Section C. Promotion and Tenure Committee, 1-c and 2-b</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Language</strong></td>
</tr>
<tr>
<td>1. <strong>Composition.</strong> 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;</td>
</tr>
</tbody>
</table>
b) one librarian representative who shall be elected by the IUPUI Library Faculty;
c) six members elected at-large by the IUPUI Faculty Council;
d) the executive vice chancellor who shall serve as a member ex officio without vote.

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.

2. Election
   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.

Commented [WJK6]: Expands the number of at-large committee members from 3 to 6.

b) one librarian representative who shall be elected by the IUPUI Library Faculty;
c) six members elected at-large by the IUPUI Faculty Council; and
d) the executive vice chancellor who shall serve as a member ex officio without vote.

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.

2. Election
   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
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.

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.

<table>
<thead>
<tr>
<th>9) Unit Recommendation Report</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
</tr>
<tr>
<td>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.</td>
</tr>
</tbody>
</table>

**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

**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

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).

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
### 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.
Average Department Semester GPA

Questions?
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.