IUPUI
Indianapolis Faculty Council (IFC)
Minutes
October 1, 2019 ~ Hine Hall Auditorium ~ 3-5 p.m.

Faculty and Guests Present: Lisa Angermeier, Marta Anton, Rafael Bahamonde, Mark Bannatyne, Kristy Beach, Anne Belcher, Ed Berbari, Nicolas Berbari, Kathryn Berlin, Ashay Bhatwadekar, Amy Blevins, Janice Blum, Ben Boukai, Shawn Boyne, Boyd Bradshaw, Nicholas Brent, Olguta Buse, Tim Corson, Theodore Cummins, Tamara Davis, Lisa DesNoyers, Kimberly Donahue, Hong Du, Shiaofen Fang, Stephen Fox, Gina Sanchez Gibau, Jennifer Guiliano, Catherine Herrold, Reinhold Hill, Chang Ho, Krista Hoffmann-Longtin, Ann Holmes, Katie Hudnall, Ashley Inman, Kathy Johnson, Sara Johnson, Hilary Kahn, Justin Kani, NiCole Keith, Joan Kowolik, Jessica Lee, Katherine Macy (alt: May Jafari), James Marrs, Steve Martin, Brenden Maxcy, Lindsey Mayo, Carol Anne Murdoch-Kinch, Miriam Murphy, Carolyn Murry, Gwendolyn Morrison, Anastasia Morrone, Kristi Palmer, Nasser Paydar, Celeste Phillips-Salimi, Christine Picard, Ted Polley, William Potter, Rajeev Raje, Daniel Ramras, Mohamed Razi Nalim, Nila Reimer, David Russomanno, Ron Sandwina, Kristina Sheeler, Deborah Stiffler, Sean Stone, Thomas Stucky, Rosa Tezanos-Pinto, Jennifer Thorington Springer, Ruben Vidal, Kathy Visovatti Weaver, Crystal Walcott, Marlene Walk, John Watson, Jeff Watt, Amy Warner, Rachel Wheeler, Angela White, and Jeremy Wilson

Members Absent: Rafat Abonour, Gustavo Arrizabalaga, James Ballard, Teresa Bell, Brenda Blacklock, Bonnie Blazer-Yost, Stephen Boehm, Herbert Brant, Angela Bruzzaniti, Joan Carlson, Ken Carow, Subir Chakrabarti, Ellen Chernoff, Amber Comer, Andrea Copeland, David Craig, Hannah Craven, Jeff Dean, Susan deMaine, Alexander Dent, Cornelis De Waal, Brian Dixon, Greg Druschel, Christine Eckel, Sasha Fedorikhin, Charles Feldhaus, Aaron Ganci, James Gladden, Philip Goff, Nan Goggin, Jeff Gruenewald, Ray Haberski, Eileen Hacker, Paul Halverson, Brittney-Shea Herbert, Debbie Herold, Jay Hess, Matthew Holley, Tambra Jackson, Sarath Janga, Peter Jenkins, Jenny Johnson, Kevin Jones, Steve Jones, Benjamin Keele, Kathleen King Thorius, Andy Klein, Daniella Kostroun, Sarah Koskie, Alexey Kuznetsov, Debomoy Lahiri, Chris Lamb, Matthew Landman, Lawrence Lee, Steven Mannheimer, Troy Markel, Kathy Marrs, Marc Mendonca, Laura Menard, Willie Miller, Kyle Minor, Dean Morton, Robin Newhouse, Mathew Palakal, Megan Palmer, Amir Pasic, Stefan Petranek, Mike Pitts, Karen Pollok, Robert Rebein, Hongxia Ren, Jesse Savage, Jim Scheurich, Gen Shaker, Sylk Sotto, Evelyn Stephenson, Jake Streepey, Matthew Turner, Joshua Vest, Diane Von Ah, Lixin Wang, Clark Wells, Jennifer Wessel, Craig Willey, L. Jack Windsor, Andrew Winship, Xinna Zhang, and Teresa Zimmers

Agenda Item I: Welcome and Call to Order
IUPUI Faculty Council Vice President Jeff Watt called the meeting to order at 3:01 p.m.

Agenda Item II: Adoption of the Agenda as the Order of Business for the Day
The Agenda was adopted as the Order of Business for the Day.

Agenda Item III: [Action Item] Approval of the Minutes of the September 3, 2019, Meeting
The minutes of the September 3, 2019, meeting were approved and entered into the record.

Agenda Item IV: Updates/Remarks from the Chancellor
Nasser Paydar, Indiana University Executive Vice President and Chancellor of IUPUI

Paydar reported on the following:
- Paydar said that his report will be delivered during the State of the Campus address at the end of the council meeting. Paydar invited Ben Hunter, associate vice president for public safety and institutional assurance and superintendent for public safety, and Doug Johnson, chief of police, to address a question submitted via email by a faculty member that was first shared at the September IFC meeting (the question is unedited):
"Can the IFC look into finding funding to install panic buttons in all classrooms on campus? Given all the attention to preparing for active shooters on campus, I'm quite surprised that faculty

still do not have the technology to instantly and discreetly notify law enforcement of danger in their classrooms. Thank you for your consideration in this matter."

- Ben Hunter and Doug Johnson reported on the following:
    - Hunter said that this question arises often and he wanted to bring attention to the Guardian app. This app tracks the user via GPS and connects to campus police, allowing them to track the app user when needed. They are also looking at virtual panic button options, like a desktop panic button that eliminates the logistical concerns that a physical button possesses.
    - Johnson said that safety is a priority. The challenge with physical panic buttons in rooms is a complicated issue that may seem simple, but the infrastructure to support this would allow for the opportunity of issues in the long-term. Digital options do not need a hardwired source or for someone to check batteries.
    - Following this meeting Johnson welcomes meeting with faculty members to discuss safety options.
        - Questions/Comments
            - A faculty member asked what the response time is for the Guardian app. The response is instant, campus police is notified right away. Anonymous tips can also be submitted.
            - A faculty member asked whether the app would work in basement rooms and those without data. The app can work off Wi-Fi and they are also making sure there are other solutions.
            - A faculty member asked if this is the same as hitting the SOS button on an iPhone. The SOS button on an iPhone would go to Indiana State Police and would need to be re-routed to get campus police. The Guardian app will information directly to campus police.
    - Paydar thanked Hunter and Johnson for speaking at the meeting and noted that this campus has around 40,000 members and thanked the police force for keeping campus safe and working to keep it that way.

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

Watson reported on the following:
- The appended timeline of the teaching professor rank promotion guideline creation was created by EVC Kathy Johnson. The appended letter was also sent to describe work accomplished so far and an outline of what needs to be completed next.

Agenda Item VI: [Action Item – Vote] Test Optional Task Force Final Approval
Boyd Bradshaw, Associate Vice Chancellor for Enrollment Management
Circular 2019-12: IFC Resolution Regarding a Test Optional Approach to Undergraduate Admissions

Bradshaw reported on the following:
- Bradshaw said he has been receiving positive feedback on the Test Optional approach. Bradshaw has also received some questions, one question was about research on the test optional approach and how it affects retention. Bradshaw said that what has been found with retention is that it can increase in a small way, or that it could be maintained, and not that it has negatively impacted retention.

<u>Question/Comments</u>

- A faculty member submitted the following question online, read by Watt during the meeting (the question is unedited):

  "As faculty member at IUPUI I would like the following questions asked regarding the circular 2019-12, Resolution for a Test optional admissions process. If you use my name please put them in the context as well.

  I do think the motivation for this change and the possible increase in accessibility of certain students to our programs is an important educational goal.

  Questions:

  1) The Whereas # 2, First I am uncertain about how this point supports the contention for altering admissions process. Could you elaborate? Are you suggesting that this admissions program will enhance retention or that it will decrease the costs of the admissions process? If so, How? Either of those premises seem a bit unsupported.

  2) Could you be more precise about what criteria will be used in absence of the SAT (or other test) and what relative priority they might have? i.e., Mentioned here are high school GPA (and somehow weigh in rigor of the high school program) and essays ?? Will there be specific codes (factors) applied to certain curricular or H.S. programs to reflect their relative rigor to ensure uniformity in admissions standards? Can you give an example of what the highest nonadmissable credentials (minimum standards) might be?

  3) Since faculty has oversight over policies impacting academic programs, I presume the results of these proposed changes in admissions standards would be reported annually to the Faculty Council. But more specifically, what are the milestones for success or failure of this proposal?

  4) Do you have any concerns about proposed changes in our admissions process accelerating grade inflation of high school programs in Indiana?

  In the absence of any clear standards or process in place (i.e. in absence of SAT, ACT, etc), I don't see how the faculty council can even vote on this proposal at this time".

  - Bradshaw responded to each question:
    - Question 1: When there a holistic review is performed for admissions, the person looks at essays, GPA, how the student did in college-bound courses, and what they were involved in. The person would look into how a student could be successful here. There is also no additional cost related to this and no conversations have been had in relation to cost.
    - Question 2: There is an implementation team in regards to the holistic reviews. Stephanie Lovens is looking at rubrics for a holistic review process. Three items are being looked at currently: 1) Academic, grade trends, and course load. This would include looking at the whole transcript and individual courses; 2) Context to community. This would include community service, being promoted, and volunteer work; and 3) Essays. This would involve reviewing their essays and how they explain their experience in school.

- Question 3: Student retention is the milestone. One of the items of focus is to continue to evaluate this test optional process, and in consultation with the Office of Institutional Research and Decision Support. If no success is being seen, the process can be tweaked.
- Bradshaw added that this would be implemented in September and it is estimated that only 15 to 30% of applicants will elect to not submit their test scores.
- Question 4: If a student has above a 4.0 GPA, then admission would calculate what that would translate to on a 4.0 scale. The task force is not finding this to be a concern at the moment.
  - o Questions/Comments
    - A faculty member raised the concern that the curriculum standards are not equitable and asked if the task force saw this as an issue. Bradshaw said that they have done the research and there are students who do not success on tests, but can still be successful here. Looking across the board, this is not always the case, but admissions will have to try to evaluate it throughout the process. Overall, IUPUI is very low-risk in trying this process.
    - It was commented that the discussion with the Academic Affairs Committee and IFC-EC, this is test optional approach is for general admission to IUPUI. Any school has the right to implement scores to be admitted into their school.

Watt said that a vote will be taken on this for the adoption of this test optional approach. All other campuses will vote separately on this and then the UFC and the Indiana University Board of Trustees will vote on this later, if it is passed at the IFC.

A motion was received from the Executive Committee, so a second was not needed. The motion passed unanimously in favor of supporting the test optional approach.

Agenda Item VII: [Information Item] Research at Indiana University
Steve Martin, Associate Vice President, Office of Research Administration
Circular 2019-11: Revised Guidance for Submitting Proposals Using Headquarters DUNS

- Martin reported on the following items:
  - o An email was sent a couple weeks ago from the Office of Research Administration to inform faculty members changes about the use of DUNS numbers, particularly in regard to handling NIH proposals and a subsequent notice was sent due to catching faculty members off-guard with this information.
  - o Martin shared further information about this process, based on the emails discussed. Martin also shared the background on use of DUNS numbers at IU, including issues with DUNS numbers.
  - o Currently, Indiana University maintains registrations with over 200 systems. Over the last few years, there have been attempts towards aligning these systems, eliminating duplicates, and aligning incoming communications.
  - o Most of the changes have no impact on the investigators, how credit is accrued, or similar processes. However, the NIH registration has changed and become more difficult. In the past few years, the Office of Research Administration has worked with NIH to discuss how processes could be merged and in a way that didn't individually impact faculty. The solution then became selecting one of the registrations with NIH (either for IUPUI or the rest of IU) and allow that to be the main registration moving forward. The IU registration was chosen because of its association with the headquarters DUNS number, representing the Board of Trustees' for Indiana University. Due to this change communication went out

to faculty registered in the system stating they have been added to IU Bloomington, which caused confusion. Follow-up notification was sent to those who were impacted. The intent was not to affiliate IUPUI faculty with IU Bloomington, but instead to affiliate them with the university's registration.

Questions/Comments
- o Ted Cummins commented that the lack of clarity on how this would impact NIH reporter and limited submissions was a big reason to not push forward. Clarity should have been sought and IUPUI leadership should have been pulled into the discussion of this decision. Cummins noted concern that this didn't happen. Martin said this is a fair point. There were some discussions about a year and a half ago. Martin said that communication should have been better with faculty members. In the last two years, there has not been an instance of a limited submission. Advice for the NIH reporter has been inconsistent on how to handle this. This is something that needs clarity before moving forward.

Paydar thanked Martin for decades of service. Martin apologized for the confusion and lack of understanding.

Agenda Item VIII: Call for IFC or UFC Standing Committee Reports
- Faculty Guide Committee (Katherine Macy, Chair)
  - o No report was given.
- Library Affairs Committee (Jennifer Guiliano, Chair)
  - o Guiliano spoke to the appended presentation and added the following information:
    - ▪ Last year the committee was very focused on the dean search. Dean Kristi Palmer can now move on to other charges. One of the agenda items was to diversify the rank representation on the committee, and this is a necessity.

Agenda Item XIII: Question / Answer Period
There were no questions.

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

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

Agenda Item XVI: Report from the IUPUI Staff Council
Kristy Beach, President, IUPUI Staff Council

Beach reported on the following:
- Staff Council did a kit build for the United Way campaign to benefit the Children's Bureau.
- They participated in the Regatta in September and placed 61 out of 84 teams with a time of 9:14:82.
- They will be handing out awards at 2019 Chancellor's Staff Recognition Ceremony on October 8.
- A 40th Anniversary pin, on behalf of Staff Council's 40th anniversary, was put into the time capsule for the Bicentennial.
- The council is sponsoring shelves again for Paws Pantry. This year they have selected the hygiene and breakfast shelves.
- A blood drive will held be next Wednesday.
- They are looking into pairing with a United Way agency for a service project. They are currently looking at the Christamore House.

Agenda Item XVII: 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

Report on Council Actions 2019-20 (per Bylaws Article 1. Section C.3)
Detailed final reports are available on the IFC committee webpage.

Committee Assignments

Academic Affairs Committee
Assigned:
- Student Engagement Roster: Review proposal and provide feedback on IFC endorsement to the Executive Committee. The Student Affairs Committee is reviewing as well.
- Voting rights of non-tenure-track faculty within the schools (working with the Faculty Affairs Committee)
- IU Online (Face-to-Face and residency) – Collaborate with the Student Affairs Committee.

Ongoing:
- Credits transferred from campuses within both the IU and Purdue systems, how credits outside these systems are viewed by IUPUI, and how many credits must be taken at IUPUI before an undergraduate diploma may be granted at the IUPUI campus.
- Review of credit transfers and residency.
- How degrees are awarded on diverse campuses and internationally by programs within the IU and PU systems and how they might affect programs on the IUPUI campus.
- Review and recommend to the Faculty Affairs Committee standards used in hiring adjunct faculty.
- Use of LMS (Canvas) data for instructional monitoring (online courses)
- Use of Boost, software that "proactively prevents students from missing assignments."
- Percentage of a certificate that needs to be completed using IUPUI courses (from 2018-19 Annual Report). Needs endorsement by the IFC.

Completed:
- Review and make recommendations regarding the Global Learning Outcomes dated April 3, 2019.
- Review and provide feedback on IUPUI Test Optional Task Force Report of January 17, 2019.

Budgetary Affairs
Assigned:
- Change in Resource Planning Committee
- Follow up with Chris Foley about IU Online budget.
- Follow up with ad hoc Library Committee (recommendations on how to move forward).
- IUPUI Budget Updates (continue to follow budget and issues about it).
- Continue conversation with IU Online especially a) support services and b) effect on course.
- Financial Aid—coordination between campus and school efforts.

Ongoing:
- Campus Conversations
- Banded tuition results
- Midwest Student Exchange
- IU Fort Wayne
- RCM Review of University Assessment/Tax
- Continue meetings with deans one on one.
- Conversations with UFC Budgetary Affairs Committee to follow IU budget issues.

Campus Planning Committee
Assigned:
- Review all surveys that come out during the year.
- Higher Learning Commission mid-cycle report about IUPUI meeting criteria.

- Invite leadership of IU Fort Wayne to meet with the committee and then report to the EC. (Contact: Ann Obergfell)
- Review Summer 2018 IU Communications Audit
- Review student surveys.
- Monitor changes in medical school impact.
- Updates/refreshes of campus strategic plan.
- Results of faculty survey.

Ongoing:
- Campus Conversations
- Examine faculty vitality (IUPUI and School of Medicine)
- IU Branding

Constitution and Bylaws Committee
Assigned: No assignments as of August 2019.

Distance Education Committee
Assigned:
- Follow up on CTL "Faculty Crossing"
- Support structure for students who are fully online.
- Follow up on Quality Matters
- Continue follow-up conversations with IU Online.
- Update with eDS.
- Coordinate with Online Director/Faculty Group (revived from 2016-17; to be organized by Rachel Applegate).
- Use of LMS (Canvas) data to assess instructional interactivity and collect date for pro-active compliance (with Academic Affairs).
- Changes to infrastructure given Watermark acquisition of Taskstream, etc.
- Forum Fellows with CTL working on the forum space and resources for instructors.
- Recognition of Online Teaching Faculty.
- Proctoring
- Canvas as a source for data
- Support structure for faculty who are teaching online. Create resources.
- Time faculty are spending on online courses.

Diversity, Equity, and Inclusion Committee
Assigned:
- Coordinate with Faculty Forum Network (overall structure for faculty development/support)
- Address the strategic plan's goals and objectives of:
  - Create pathways for success for underrepresented students, faculty, and staff
  - Develop cross-cultural awareness and competence among all members of the IUPUI community (focusing on faculty)
  - Becoming an employer of choice for faculty by providing meaningful work, improved workplace culture and communication, and advancement opportunities
- Climate Survey
- School diversity strategic plans
- Policies/procedures for incident reporting

Faculty Affairs Committee
Assigned:
- Review of Draft Research Disclosure Policies
- Voting rights of non-tenure-track faculty within the schools (working with the Academic Affairs Committee)
- Need for systematic analysis of policies and procedures in the Faculty Guide to assure definitions for "faculty" and "full-time," for example, are consistent and correctly and appropriately applied: The SAVCAA and the Constitution and Bylaws Committee need to be involved in coordinating this effort.
- Review policies and procedures for tenure, practice plan, and compensation in the School of Medicine.
- Determination of "full-time" for School of Medicine faculty, especially with those whose "effort" and compensation is primarily in IU Health.
- Discuss the creation of a subcommittee of the Faculty Affairs Committee and the campus P&T Committee to review core school policy of P&T at IUPUI.

- Discuss matching Kelley School of Business (IUB) promotion and tenure up through IUPUI.
- Continue with NTT career paths, potential new classifications or ranks.
- How does the Ombudsteam operate? Should the Ombudsteam replace the Faculty Grievance Advisory Panel? Is there training? Can the Ombudsteam sole a faculty member's issue? Coordinate with new Ombudsteam for methods of addressing faculty concerns.
- Update the language of the policy on Faculty Access to Student Evaluations in the Faculty Guide to reflect the use of Blue.
- Update the language of the Policy on School or Program Restructuring in the Faculty Guide. Clarify the language regarding faculty. Does faculty refer to non-tenure-track or clinical?
- Unit Recommendation Report from Board of Review 18-02.
- Propose Pinnell Award guidelines for the IUPUI campus.
- Lecturer Rank Criteria
- NTTF Voting

Faculty and Staff Relations Committee
Assigned:
- Bias training
- Discussion on communication across campus including all units and positions.
- Evaluation of the campus pedestrian safety: report back to the committee.
- Search committee training (better and more systematic across campus and at all levels)

Faculty Guide Committee
Assigned:
- Need to link to a policy on creating a new department within a school that isn't in financial distress. Kathy Johnson is willing to construct new language to point to this.
- Addition of language describing clinical rank (similar to language of lecturers).
- Addition of language describing the new teaching professor rank, when available from the campus.
Ongoing:
- Review the guide and updated all links.
- Review the guide and update for obsolete language.
- Review of the term "faculty" throughout the document and particularly in Section 1. Are definitions for faculty clearly defined? Are there definitions that are missing or confusing? Create annotation guide.

Fringe Benefits Committee
Assigned:
Ongoing:
- Monitor benefits
- Review forthcoming changes in retirement benefits provider and plan changes.

Library Affairs Committee
Assigned:
- Explore adding doctoral student thesis information to IUPUI transcripts.
- Collaborate with Research Affairs Committee regarding support for R1 university status.
- Link open access uploading to Activity Insight.
- Library Town Halls and Campus Tour
- Improve communication with faculty
- Discuss scholarly communication situation.
- Review and expand the Promotion and Tenure service offered by UL staff.
Ongoing:
- Providing input to and advocating for the University Library at IUPUI
- Continue to monitor Open Access policy
- Evolving nature of the scholarly record
- Training for chairs and associate deans for research (Open Access/ScholarWorks)
- Consider methods of educating general faculty regarding information-access issues.

Promotion and Tenure Committee
Assigned: No assignment given as of August 2019.

Research Affairs Committee

Assigned:

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

Student Affairs Committee

Assigned:

- Student Engagement Roster: Review proposal and provide feedback on IFC endorsement to the Executive Committee. The Student Affairs Committee is reviewing as well.

Ongoing:

- Discussion and vote on the permanence of a grade given as the results of academic misconduct (working with Academic Affairs Committee).
- Review of sexual misconduct policy brought forward by the UFC
- Off-campus student conduct (note new Greek policy)
- Campus climate for adult learners / co-curricular aspects
- Use of LMS (Canvas) for student intervention.
- Elaboration of co-curricular aspects of the Profiles.
- Review of Code of Student Rights, Responsibilities, and Conduct in relation to hate speech.

Technology Committee

Assigned:

- Intellectual Property and ability to share materials
- Communication with UITS
- Update on electronic and IT accessibility
- Find a better way to keep faculty informed. (A task force chaired by Margie Ferguson is underway for 2019-2020.)
- Potential replacement of Taskstream.
- Coordinate with communications task force for faculty information dissemination.
- Digital learning (discussion with Kathy Johnson who serves as a digital scholar with ACUE)
- TopHat
- Pearson's integration with Canvas.
- Pressbooks (substitute for eTexts or student portfolio) – Open Access link to ScholarWorks.
- Digital Measures changes. The School of Medicine is beginning to use the tool and the changes added will affect the rest of the campus. The changes are felt to be positive.

Calendar of Activities Supporting Development of Teaching Professor Rank

Target Date	Campus Level Activity	School/Department Level Activity
May 2019	Initial notes on teaching professor shared with EC and with faculty leaders (in Box-FA Guidance): Scratchpad	Preparation of Dossiers for Fall 2019 Review Cycle
August 2019	Ad Hoc P&T Task Force[1] membership re-constituted and schedule of meetings established for September Compilation of existing Lecturer and Clinical promotion criteria language created and shared with John Watson	
August 2019	Schools asked for representatives to the campus P&T committee and Ad Hoc task force	Deans briefed at August 17 Deans Retreat regarding overall timetable for work; IFC Executive committee briefed on 8/29/30
September, 2019	*Presentation at September Academic Deans meeting on Process of Developing Criteria/Standards; deadline of 11/27/19 introduced for draft of school guidelines to be submitted to OAA[2]* Ad Hoc P&T Task Force meetings (Mondays in September): Teaching Professor is the main agenda item but there are others (*additional meetings to be added in October as needed*)	Primary and Unit Committees meet to review 2019-2020 academic year dossiers *Kathy Johnson and John Watson to send letter to IUPUI faculty explaining the overall process for developing standards/criteria and clarifying the role of unit committees, deans, chairs, and faculty*
Early October	*Distribution of draft campus-level guidelines to EC and to schools.*	
October or November	*Presentation at IFC*	*Schools develop own standards in response to draft campus-level guidelines engaging both TT and NTT faculty in process. Draft of <u>school</u> standards due to OAA by November 27, 2019. Department standards ideally should be finalized after the school standards, but development can begin in parallel.*
October 29	OAA-sponsored discussion of school revisions to teaching excellence standards (for school-level P&T chairs and members)	
November-December	*Campus finalizes campus level standards and guidance*	
December 11	Promotion in the Lecturer Ranks—P&T Workshop	*Departments finalize standards for use in primary committee reviews [only in schools with departmental structures for which separate primary committee criteria exist]*
January	*Campus guidelines to be refined and improved based on drafted school standards to ensure alignment*	
February, 2020		*Schools adopt standards through appropriate faculty governance body.*
March, 2020	*Campus standards to be endorsed by IFC*	*Departments adopt standards through endorsement by department faculty.* *Potential candidates inform chairs, and prepare materials for external reviewers. [Possible but not likely: new hires may be hired at the Teaching Professor level (as judged by the school's P&T committee; this will be very rare)]*
July – December, 2020		Submission of edossiers for promotion to Teaching Professor

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[1] Ad Hoc P&T Task Force, established by the IFC EC, includes representation from most schools and includes both TT and NTT faculty; meetings and materials are available for all units. Reports from Ad Hoc go to the IFC EC for further action.

[2] Items in italics are planned but not yet scheduled or accomplished

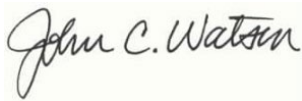# Teaching Professor Rank Criteria – Timeline Updates

Dear Colleagues,

We are writing to IUPUI faculty to provide an update on the steps we are taking to help ensure that eligible non-tenure-track faculty members will be able to apply for promotion to the new rank of Teaching Professor by Fall 2020. Following a recommendation from the University Faculty Council, the IU Board of Trustees approved this new rank at their June, 2019 meeting. We now are in the midst of the work that must be done to ensure that there are appropriate criteria and standards in place to guide the development of dossiers by candidates, as well as to support the review of those dossiers by faculty serving on committees at the campus, school, and department levels.

The Constitution of the Indiana University Faculty (ACA-04) clearly indicates that the faculty has legislative authority to create and define academic ranks, as well as to establish standards and procedures for promotion. Typically campus-level standards establish the most basic expectations applied to faculty across all schools, with schools (and departments within schools that include a department structure) free to articulate more stringent standards and criteria, often contextualized through disciplinary traditions aligned with relevant aspects of faculty work. Mobilizing promotion and tenure committees to articulate standards for a new rank, particularly in the midst of a busy review season, is daunting work. We sincerely appreciate the efforts that so many of you are undertaking this fall to ensure that it is completed in a timely manner.

Late this summer we developed a timeline to help guide a coordinated approach to the drafting of standards. The IFC Executive Committee charged the *Ad Hoc Promotion and Tenure Task Force* with developing a draft of campus-level guidelines. The task force has met throughout this month and is on track to share this draft with schools early in October. Schools (and departments, when possible) have been asked to draft their own criteria and standards by November 27, 2019, using the campus guidelines as a benchmark. As the timeline illustrates, work at each level will be informed by work at other level(s) as drafts are revised iteratively this winter. Ultimately we will ask the IUPUI Faculty Council to endorse the campus standards this spring, and will expect schools (and departments) to similarly ensure that appropriate faculty governance groups endorse their respective guidelines by the end of March, 2020 so that candidates for the new rank can prepare to submit their dossiers for promotion for the 2020-21 review cycle.

This significant undertaking is slightly less daunting thanks to the very close partnership between faculty governance leaders and campus leaders at IUPUI. We appreciate the hard work that so many of you are devoting to these efforts this year, and look forward to our colleagues in the Lecturer ranks being able to receive the credit that they have long deserved for their important contributions in the domain of teaching. Please don't hesitate to reach out to either of us if you have questions, concerns, or comments about the process of establishing the Teaching Professor rank.

Sincerely,

Dr. John Watson
IUPUI Faculty Council President

Dr. Kathy E. Johnson
Executive Vice Chancellor and
Chief Academic Officer

IFC Resolution Regarding a Test Optional Approach to Undergraduate Admissions
October 1, 2019

Whereas considerable research reveals that standardized admissions tests discriminate against females, minorities, and disadvantaged students, and

Whereas a more cost-effective enrollment practice is retaining students rather than recruiting new students lost to attrition, and

Whereas the predictive value of measures of academic success and persistence based on high school GPA and rigor of the high school curriculum is greater than the predictive value of SAT scores based on IUPUI local research, and

Whereas student study habits may be better predicted by the body of work in high school as reflected by grades, essays, and rigor of the curriculum rather than a single point in time (i.e. the exam), and

Whereas students with higher GPAs in high school have better study skills and so remain in college, and

Whereas high school GPA is better predictor of first-year GPA in college than standardized test scores,

Be it resolved that the IUPUI Faculty Council endorses the adoption of the test optional approach to undergraduate admissions proposed by the Undergraduate Admissions Test Optional Taskforce, with the understanding that standardized test scores will be optional only for admission to IUPUI/University College and that individual schools will continue to have the right to require test scores for direct student admissions if they so choose. Further, the IFC encourages the University Faculty Council to amend policy ACA-54 (Establishing Campus Undergraduate Admission Policies) accordingly.

INDIANA UNIVERSITY
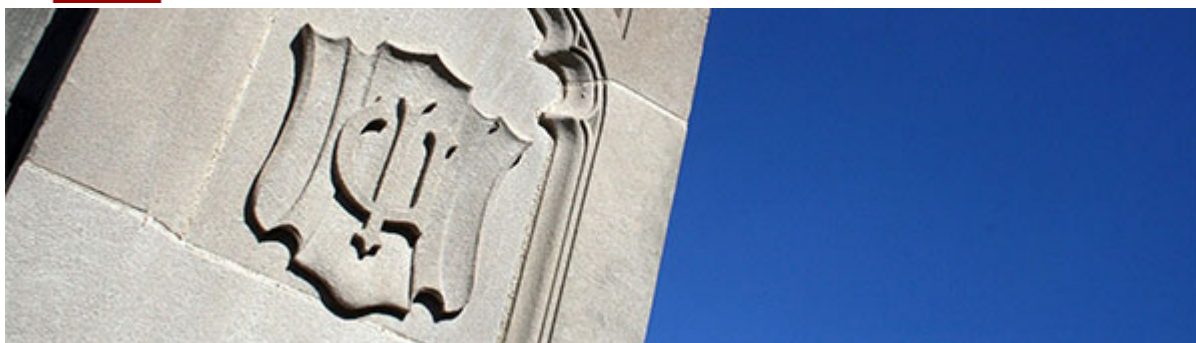
September 20, 2019

REVISED Guidance for Submitting Proposals Using Headquarters DUNS

Last week ORA sent out a communication regarding the use of DUNS numbers on proposals and we felt it was important to provide an update as well as explain both the rationale and impact of these changes.

Over the course of the last few decades, various agencies have migrated from paper processes to electronic proposal submission systems.   Some of these registrations were set up based on a model of a single registration for all campuses under the Trustees of Indiana University. Examples of university-wide proposal system registrations include NSF, NASA, US Department State, and numerous others. Some other registrations were set up such that IUPUI had a separate registration and Bloomington and all regional campuses submitted on a separate system registration.

Currently, ORA maintains over 200 active sponsor registrations. Increasingly, many of federal registrations are linked such that the inconsistent approaches cause conflicts between these agency systems and present the university in an inconsistent manner. For the past couple of years, ORA has been working to align registrations so that they are under a single institutional registration (The Trustees of Indiana University). These changes will have no impact on individual investigators.

With regard to the NIH, ORA has decided to postpone the change in DUNS number and revert to maintaining separate registrations for the time being. We believe there are still some issues to resolve with NIH regarding limited submissions and the NIH reporting tools (e.g. RePORTER) and a need for more advanced notice for the IU research community.

Therefore, effective immediately, IUPUI proposals to NIH will continue to utilize the IUPUI DUNS. All other proposals to federal agencies will utilize the university-wide DUNS number for the Trustees of

Indiana University. ORA will be contacting any PI's and departmental contacts for IUPUI proposals that are impacted by this recent change and take responsibility for correcting these applications so that they are submitted in the same manner as in the past.

Any IUPUI NIH proposal already started in NIH ASSIST or Workspace will be transferred to the IUPUI DUNS by ORA. The PI and Departmental Grant Contact will be notified when this is complete. If you have questions about the process or these changes, please email iuprop@iu.edu.   For information regarding the appropriate DUNS number to use, please visit our website listing institutional information for proposals submissions:

https://research.iu.edu/funding-proposals/proposals/institutional.html

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- Ralston, Rick (Medicine Library)

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- Rodd, Zachary (Medicine)

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Agenda Items

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- monitor open access policy and its implementation

- advocate for inclusion of alt-metrics in scholarly evaluation

- support training for chairs and associate deans on evolving nature of the scholarly record

- support/develop a documenting your scholarly output workshop with UL and Faculty Affairs

- follow up on any changes made to books on demand and UL website from the Library affairs user testing meeting

- collaborate with IFC research affairs in supporting faculty research needs for R1 classification

- review and expand the promotion and tenure service offered by UL

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