

IUPUI
Indianapolis Faculty Council (IFC)
Minutes

November 19, 2019 ~ Campus Center Theater ~ 3-5 p.m.

Faculty and Guests Present: Lisa Angermeier, Marta Anton, Rachel Applegate, Mark Bannatyne, Anne Belcher, Edward Berbari, Nicolas Berbari, Kathryn Berlin, Ashay Bhatwadekar, Brenda Blacklock, Bonnie Blazer-Yost, Amy Blevins, Pam Blevins Hinkle, Ben Boukai, Boyd Bradshaw, Herbert Brant, Camy Broecker, M.A. Coleman, Timothy Corson, Kevin Cramer, Hannah Craven, Theodore Cummins, Karen Dace, Tamara Davis, Tom Davis, Cornelis De Waal, Jeffrey Dean, Susan deMaine, Kimberly Donahue, Margie Ferguson, Rob Elliott, Aaron Ganci, James Gladden, Philip Goff, Charles Goodlett, Brittney-Shea Herbert, Debora Herold, Catherine Herrold, Krista Hoffmann-Longtin, Ann Holmes, Catherine Hudnall, Sarath Janga, Peter Jenkins, Kathy Johnson, Justin Kani, Benjamin Keele, Sarah Koskie, Joan Kowolik, Christian Kraatz, Chris Lamb, Jessica Lee, Katharine Macy, Steven Mannheim, James Marrs, Brendan Maxcy, Marc Mendonca, Leslie Miller, Willie Miller, Gwendolyn Morrison, Miriam Murphy, Mary Beth Myers, Mohamed Razi Nalim, Kristi Palmer, Tod Perry, Christine Picard, Daniel Ramras, Nila Reimer, Nancy Robertson, Jim Scheurich, Kristina Sheeler, Deborah Stiffler, Sean Stone, Thomas Stucky, Rosa Tezanos-Pinto, Jennifer Thorington Springer, Juletta Toliver, Shah Towfighi, Pratibha Varma-Nelson, Kathleen Visovatti Weaver, Crystal Walcott, Marlene Walk, John Watson, Jeffrey Watt, John Whelan, Rachel Wheeler, Angela White, L. Jack Windsor, Jane Williams, and Robert Yost

Members Absent: Rafat Abonour, Gustavo Arrizabalaga, Rafael Bahamonde, James Ballard, Kristy Beach, Teresa Bell, Janice Blum, Stephen Boehm, Shawn Boyne, Nicholas Brehl, Angela Bruzzaniti, Olguta Buse, Joan Carlson, Kenneth Carow, Jeremy Carter, Subir Chakrabarti, Ellen Chernoff, Amber Comer, Andrea Copeland, David Craig, Alexander Dent, Brian Dixon, Gregory Druschel, Hong Du, Christine Eckel, Shiao-fen Fang, Sasha Fedorikhin, Charles Feldhaus, Stephen Fox, Nan Goggin, Raymond Haberski, Eileen Hacker, Paul Halverson, Jay Hess, Reinhold Hill, Chang Ho, Matthew Holley, Ashley Inman, Tandra Jackson, Sara Johnson, Jennifer Johnson, Kevin Jones, Steven Jones, NiCole Keith, Kathleen King Thorius, Andrew Klein, Daniella Kostroun, Alexey Kuznetsov, Debomoy Lahiri, Matthew Landman, Lawrence Lee, Troy Markel, Kathleen Marrs, Lindsey Mayo, Laura Menard, Kyle Minor, Dean Morton, Carol Murdoch-Kinch, Robin Newhouse, Mathew Palakal, Megan Palmer, Amir Pasic, Nasser Paydar, Stefan Petranek, Celeste Phillips-Salimi, Michael Pitts, Ted Polley, Karen Pollok, Robert Rebein, Hongxia Ren, David Russomanno, Ronald Sandwina, Jesse Savage, Genevieve Shaker, Sylk Sotto, Evelyn Stephenson, Matthew Turner, Joshua Vest, Ruben Vidal, Lixin Wang, Clark Wells, Jennifer Wessel, Craig Willey, Jeremy Wilson, 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 3:00 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: [Information Item] Faculty Retirement Plan Updates

John Whelan, Vice President for Human Resources

Whelan reported on the appended presentation.

Questions/Comments

- What do you advise people who are retiring June 1, 2020, to do to prepare for this change in services? Whelan encourages those employees to reach out to Fidelity directly. For those who are about to retire, the goal was to enable them to take advantage of the savings in switching plans, and this would take affect even during retirement.
- If employees choose to do nothing during this change, can they still change their target date of retirement? Yes, date of retirement, as well as tier-selections, and other items, can be changed at

any point (except during the blackout period). In addition, the four tiers were created for simplicity, but participants can decide their plan completely—they are not limited to the options within the tiers.

- How exactly does TIAA charge fees to maintain accounts and how would my personal account rolling forward, cost me more? One of the challenges is that TIAA and Fidelity bundled both their recordkeeping fees. It is not clear per-person what was being paid in fees and who the recipient of exact fees was, since it was bundled together. Due to the size of IU, the institution was in a good situation already, but wanted to take advantage of the situation even more so to reduce fees. Moving away from asset-based fees to a clear, flat fee was the goal. In making the transition, is IU given preferential treatment or advantages on the fees for investments as opposed to a customer off-the-street? Different asset classes have different associate fees. Because of IU's scale, there are more savings as opposed to the fees set at "retail" price. When selecting the new retirement options, the committee who focused on this task, looked at the best combinations of low fees and high performance.
- What happens if 90% of employees stay within their current plan options? Additionally, it sounds like there is some regressive tax if people with less money are paying more to manage their accounts. The only way to "stay within current plan options" is that you can choose to keep the 10 listed annuities. Participants cannot maintain plans that no longer exist. The university has already negotiated to receive the fees and plans. This has happened because of the opportunity for savings. To address the regressive tax situation, in theory it does seem like that. But for most, and overall in time, the fees paid will still be less than they were before even though the percentage per amount is more.
- Why are there no exchange-traded funds (ETFs)? There are ETFs in the fund options.
- If employees choose to stay with TIAA, will the fees be at retail or stay with what IU had originally. To clarify, staying with TIAA means that an employee has selected to retain the 10 listed annuities. Fidelity could clarify this further. What IU has been told is that TIAA does not intend to raise their fees and IU plans to notify individuals if TIAA begins to raise their fees.
- For clarification, it does not cost the university to manage the employee accounts? This is correct, aside from the university contributions to employee retirement funds. Was there a thought to poll faculty and staff about the changes to retirement plans? The plan to make retirement changes was announced a year in advance and the committee responsible for this task received input along the way. At the end of the day, the responsibility was on Whelan and a few others to make the decision based on facts and figures as opposed to personal preferences for plan-types. It was their fiduciary responsibility to evaluate current plans and find the best option for low fees and higher rewards. They did listen to thoughts as they reached out.
- With the Public Employees' Retirement Fund (PERF) being phased out in 2013, was there any thought to go back to a pension-style plan? That was outside of the committee's scope of decision. It is certainly something to think about. The faculty member comment that it is in most people's interest and ability to contribute to a pension plan. It is something that could be looked into.
- Was the Faculty Council Fringe Benefits Committee a part of the conversation? Yes.
- What do you suggest if we have a trusted private financial advisor, in terms of how to get them up to speed on these changes? Whelan suggested to share the materials with them and send them the HR website. Is there a contact they could correspond with? The contacts with Fidelity would be the best contact?
- One faculty member commented that this committee ignored that IUPUI and IUB have benefit committees. The rollout on this change has been poor. Whelan noted he appreciated the comment and realizes this has been a big change and personally feels that this is the right move. The faculty member commented that there was a conversation with this committee to consult the benefits committees and they did not follow up on that suggestion. Whelan said that he would be willing to speak further on this subject.

- One faculty member commented that at last week’s Campus Health & Benefits Fair, the Fidelity representative shared that the 10-year fund that TIAA offers cannot be beat in terms of fees. The faculty member noted this was a suggestion and that Fidelity could probably provide more insight on this if you have a preference to stay with TIAA in some way.

Agenda Item IV: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- The test optional movement passed at the University Faculty Council (UFC) two weeks ago and will move on to the Indiana University Board of Trustees.
- The task force reviewing the policy on consensual relationships sent their report to the UFC Executive Committee for further review of their recommended changes.

Agenda Item V: [Action Item - Vote] Election to the IUPUI Promotion and Tenure Committee

Ed Berbari, Chair, Nominating Committee

Berbari presented the following slate. Ballots were collected and the results were announced during the standing committee reports.

IUPUI Faculty Council: Slate for Representative to IUPUI Promotion and Tenure Committee

Term: Various (1 through 2020; 1 through 2021; 2 through 2022)

Need to elect 4; number to slate 8 at least

Blazer-Yost	Bonnie	TEN	Professor	Science	Biology
Cooney	Elaine	TEN	Professor	Engineering and Technology	Electrical and Computer Engineering Technology
Davis	Charles	TEN	Professor	Social Work	Labor Studies
Goodspeed-Chadwick	Julie	TEN	Professor	IUPUC Liberal Arts	English
Pavalko	Fredrick	TEN	Professor	Medicine	Cellular & Integrative Physiology
Riner	Mary Beth	TEN	Professor	Nursing	Nursing
Saxena	Romil	TEN	Professor	Medicine	Pathology and Laboratory Med.
Turchi	John	TEN	Professor	Medicine	Hematology/Oncology
Watt	Jeff	TEN	Professor	Science	Mathematical Science
Windsor	L. Jack	TEN	Professor	Dentistry	Biomedical Sciences and Comprehensive Care

Agenda Item VI: [Action Item - Vote] Non-Tenure Track Faculty Service on the Campus Promotion and Tenure Committee

Rachel Applegate, for the Ad Hoc Committee on Promotion and Tenure

Robert Yost, Chair, IFC Faculty Affairs Committee, and member of the Ad Hoc Committee

[Circular 2019-14](#): Proposal: Participation by Non-Tenure Track Faculty in Campus P&T Committee

Applegate shared the appended document and that a vote would be taken today on the proposal to test non-tenure-track faculty to the Campus Promotion and Tenure Committee.

Yost shared that the Faculty Affairs Committee has endorsed this idea.

Questions/Comments

- How will this trial be evaluated? Results and potential changes to the campus Promotion and Tenure Committee must go through the Ad Hoc Committee, the Faculty Affairs Committee, the Executive Committee, and changes would then be brought back to IFC for another vote for future implementation.

Watt stated that a vote will be taken today. A vote in favor of the proposal would mean the campus Promotion and Tenure Committee would allow non-tenure-track faculty members to participate on the committee on a one-year trial period and a vote against this proposal would mean that the campus Promotion and Tenure Committee would not proceed with this trial run.

As the motion came out of committee, a second was not needed. The motion passed with three votes in opposition. The motion passed.

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

- Nominations Committee (Ed Berbari, Chair)
 - Berbari announced the results of IFC representation on the IUPUI Promotion and Tenure Committee. Jeff Watt and Julie Goodspeed-Chadwick were elected for a three-year term, Bonnie Blazer-Yost was elected for a two-year term, and Jack Windsor was elected for a one-year term. A motion was made and seconded to destroy the ballots. The motion was passed unanimously, and the ballots will be destroyed.

Agenda Item VIII: Question / Answer Period

- One faculty member asked for elaboration on Watson's report on the task force reviewing the consensual relationships policy. Watson said there has been a movement across the country to review policies on these relationships. Many universities, along with IUPUI, are in the stage of reviewing policies. The task force was tasked with reviewing the policy in order to determine if changes were necessary. The task force has opted for an update to the policy. There has been a preference at the UFC to approach the policy update as the University of Michigan has, a complete ban on consensual relationships between faculty and students. But there is a diverse set of views and to review the policy with more input and feedback.
 - One faculty member commented that given we have a number of non-traditional students and persons of the same age as faculty members, how would you make this decision? Watson said to evaluate and encouraged the need to have flexibility in the thinking process behind this.
 - One faculty member said that not allowing spouses to take courses in the same department that their spouse teaches in could be a deal-breaker for faculty appointments. Watson did agree on this and notes the task force would have to take that into consideration as well.
 - Is the Michigan policy inclusive all faculty and student types? It is a complete ban.

- Is there a ballpark definition of what a romantic relationship is? No.
- Do spouses receive a tuition discount? Yes.
- Watson said there is still a lot of work to be done in this area.

Agenda Item IX: Unfinished Business

There was no Unfinished Business.

Agenda Item X: New Business

- Vice Chancellor Camy Broeker updated the council that traffic tomorrow may be affected by Vice President Pence's visit to Indianapolis.

Agenda Item XI: Report from the IUPUI Staff Council

Kristy Beach, President, IUPUI Staff Council

Beach reported on the following in absentia:

- Major Seifers will present on the Guardian app and John Whelan will present on retirement plan updates at the next Staff Council meeting.
- Staff Council continues to support Paws Pantry and sponsors the pasta and hygiene shelves.
- The December Holiday Project is to collect donations for the Christamore House. The items needed are hats, socks, scarves, gloves, wallets (for men and women) and sanitary products. Please see your Staff Council representative or contact Lisa Elko for donations.

Agenda Item XII: 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 data for pro-active compliance (with Academic Affairs).
- Changes to infrastructure given Watermark acquisition of Taskstream, etc.
- Forum Fellows with CTL working on the forum space and resources for instructors.
- Recognition of Online Teaching Faculty.
- Proctoring
- Canvas as a source for data
- Support structure for faculty who are teaching online. Create resources.
- 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
- Emeritus status eligibility (in light of changes to include teaching professor)

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.
- Course Networking (work with Technology Committee)

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.
- Course Networking (work with Student Affairs)



INDIANA UNIVERSITY

Retirement Plan Changes and Enhancements

Fall 2019

Today's Agenda

- Why the Enhancements?
- Retirement Investment Committee
- Overview of the Enhancements
- Enhancement Details
- Transition Experience
- Managing your new Fidelity Account
- Actions Steps & Resources



It's All Outlined in the Transition Guide



Will be mailed to your home address on file with IU and posted on the **IU Retirement Plan Enhancements** and **Fidelity** websites.



Why the Enhancements?



The university will not see any financial savings from these enhancements.
Participants benefit directly from lower fees and additional services.

IU is not alone – Several other higher education institutions have made similar changes to their retirement plans.



Retirement Investment Committee

- Members include IU Faculty Members and Staff Administrators.
- Members are the named “fiduciaries” of IU’s retirement plans.
- The Committee worked closely with Aon Hewitt Investment Consulting (experienced and unbiased consultant).
- Strategic review of the IU retirement plans included:
 - Reviewing the **current investment menu**;
 - Evaluating the **multiple recordkeeper structure**;
 - Identifying opportunities to **reduce participant fees**; and
 - Assessing ways to **enhance the participant experience** and **improve retirement readiness**.

What is a Fiduciary?

In general terms, a person who owes a duty of care and trust to another and must act primarily for the benefit of the other in a particular activity.¹

¹ Internal Revenue Service (IRS). *Retirement Plan Fiduciary Responsibilities*. www.irs.gov



What is Not Changing

Key aspects of IU's retirement plans **will remain the same:**

- University contribution percentages (Retirement & Savings Plan increase is separate from these enhancements)
- Number and type of retirement plans
- Eligibility requirements
- Vesting requirements

These plans **will not be affected** by these changes:

- Public Employees' Retirement Fund (PERF)
- IU 18/20 Plan eligibility and calculations
- IU Replacement Retirement Plan
- IU Phased Retirement Plan
- Other non-IU plans you have at TIAA or Fidelity

What about my accounts at TIAA that are not associated with IU?

If you have personal investment accounts or accounts from previous employers with TIAA, those accounts will not be affected by these enhancements.



Overview of the Enhancements

- **Simplified reporting with improved services** through a single provider of recordkeeping services, Fidelity;
- **More transparent administrative fee** structure;
- **Streamlined investment menu**;
 - Simplified four-tier structure
 - Self-directed brokerage option
- **Rollovers** from other plans or IRAs into the TDA and 457(b) Plan; and
- **Roth contribution option** for the TDA and 457(b) Plan.



New Investment Menu



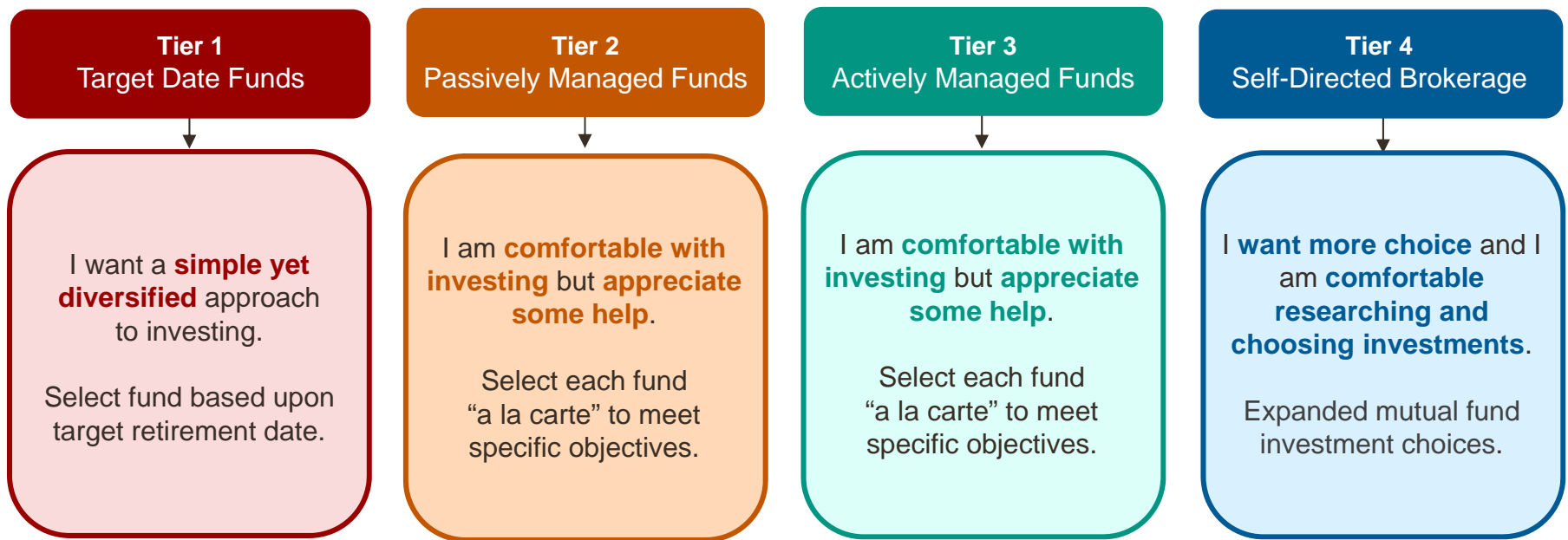
NEW

Four-Tier Investment Structure

- Tiered structure categorizes a broad range of investment options in a way that guides you through the investment decision-making process.
- **You select the appropriate tier(s) based upon your:**
 - Investment knowledge
 - Time for managing your own investment portfolios
 - Tolerance for risk
 - Interest in making asset allocation decisions and selecting investment options
- Investment advice/educational materials are tailored to meet your needs based on selected tier.



Four-Tier Investment Structure



Funds that will be evaluated and monitored by IU Retirement Investment Committee.



Tier 1 Target Date Funds

“I want a **simple yet diversified** approach to investing.”

- Investing strategy that holds a **diversified mix of stocks, bonds, and short-term investments** based upon an anticipated retirement date (“target date”):
 - Portfolio gradually becomes more conservative as the fund reaches its target date
 - Helps ensure you have more stocks (higher risk) in your portfolio when you are young and more bonds and short-term reserves (lower risk) as you near retirement
- You do not have to create your asset mix or make periodic changes – investment professionals reallocate and monitor these funds.

Target Date Funds are an asset mix of stocks, bonds and other investments that automatically becomes more conservative as the fund approaches its target retirement date and beyond. Principal invested is not guaranteed.



Tier 1 Target Date Funds

DATE OF BIRTH	FUND NAME	TARGET RETIREMENT
On or before December 31, 1947	Vanguard Institutional Target Retirement Income Fund Institutional Shares	On or before December 31, 2012
January 1, 1948– December 31, 1952	Vanguard Institutional Target Retirement 2015 Fund Institutional Shares	2013–2017
January 1, 1953– December 31, 1957	Vanguard Institutional Target Retirement 2020 Fund Institutional Shares	2018–2022
January 1, 1958– December 31, 1962	Vanguard Institutional Target Retirement 2025 Fund Institutional Shares	2023–2027
January 1, 1963– December 31, 1967	Vanguard Institutional Target Retirement 2030 Fund Institutional Shares	2028–2032
January 1, 1968– December 31, 1972	Vanguard Institutional Target Retirement 2035 Fund Institutional Shares	2033–2037
January 1, 1973– December 31, 1977	Vanguard Institutional Target Retirement 2040 Fund Institutional Shares	2038–2042
January 1, 1978– December 31, 1982	Vanguard Institutional Target Retirement 2045 Fund Institutional Shares	2043–2047
January 1, 1983– December 31, 1987	Vanguard Institutional Target Retirement 2050 Fund Institutional Shares	2048–2052
January 1, 1988– December 31, 1992	Vanguard Institutional Target Retirement 2055 Fund Institutional Shares	2053–2057
January 1, 1993 – December 31, 1997	Vanguard Institutional Target Retirement 2060 Fund Institutional Shares	2058 - 2062
January 1, 1998 and later	Vanguard Institutional Target Retirement 2065 Fund Institutional Shares	2063 and later



Tier 2 Passively Managed Funds

“I am comfortable with investing but appreciate some help.”

- Funds designed to **mirror** a particular market index or benchmark.
- Provide exposure to a broad selection of securities at a relatively low cost.
- These funds generally have lower fees than “actively managed” funds.
- Gives you a great degree of flexibility and the ability to rebalance and manage your portfolio over time.



Tier 2 Passively Managed Funds

Fund Name	Ticker
Vanguard 500 Index Fund Admiral Shares	VFIAX
Vanguard Developed Markets Index Fund Admiral Shares	VTMGX
Vanguard Emerging Markets Stock Index Fund Admiral Shares	VEMAX
Vanguard Extended Market Index Fund Admiral Shares	VEXAX
Vanguard FTSE Social Index Fund Admiral	VFTAX
Vanguard Total Bond Market Index Fund Admiral Shares	VBTLX
Vanguard Total International Bond Index Fund Admiral™ Shares	VTABX
Vanguard Total International Stock Index Fund Admiral Shares	VTIAX
Vanguard Total Stock Market Index Fund Admiral Shares	VTSAX



Tier 3 Actively Managed Funds

“I am comfortable with investing but appreciate some help.”

- Funds that try to **outperform** comparable market indices or benchmarks.
- Actively managed by a portfolio manager or team of managers that selects investments they think will deliver the best combination of risk and return.
- These funds generally have higher fees than “passively managed” funds.
- Gives you a great degree of flexibility and the ability to rebalance and manage your portfolio over time.



Tier 3 Actively Managed Funds

Fund Name	Ticker
American Century High Income Fund R6 Class	AHIDX
DFA U.S. Targeted Value Portfolio Institutional Class	DFFVX
Diamond Hill Large Cap Fund Class Y	DHLYX
MFS Institutional International Equity Fund	MIEIX
New York Life Guaranteed Interest Account	N/A
PIMCO Total Return Fund Institutional Class	PTTRX
Principal Real Estate Securities Fund Class R-6	PFRSX
T. Rowe Price Institutional Large Cap Growth Fund	TRLGX
Vanguard Federal Money Market Fund Investor Shares^	VMFXX
Vanguard Inflation-Protected Securities Fund Admiral Shares	VAIPX
William Blair Small-Mid Cap Growth Fund Class I	WSMDX

^You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The fund's sponsor has no legal obligation to provide financial support to money market funds and you should not expect that the sponsor will provide financial support to the fund at any time.



Tier 4 Self-Directed Brokerage

“I am comfortable researching and choosing investments and want more choices.”

- Fidelity **BrokerageLink**[®]
- Provides access to **over 5,000** mutual funds from hundreds of companies:
 - You choose your own investments – while the funds in Tiers 1, 2, and 3 are selected by the Committee, the funds in BrokerageLink are not selected by the Committee
 - Buy, sell, or transfer funds online or by phone
- Fidelity does not provide investment advice for options in BrokerageLink.
- While the funds in Tier 1, 2, and 3 are monitored by the Committee, Tier 4 will not be monitored by IU Retirement Investment Committee.
- Additional costs/fees may apply.

BrokerageLink includes investments beyond those available in your plan’s lineup. You should compare investments and share classes that are available in your plan’s lineup with those available through BrokerageLink, and determine the available share class that is appropriate for your situation. IU neither evaluates nor monitors the investments available through BrokerageLink. It is your responsibility to ensure that the investments you select are suitable for your situation, including your goals, time horizon, and risk tolerance.



Additional Enhancements

Single Provider of Recordkeeping Services

NEW

What Does This Mean?

- Fidelity will be the sole provider of recordkeeping services for the IU retirement plans.
- Fidelity's responsibilities include:
 - Maintaining transactional records
 - Safeguarding participants' investments
 - Providing account-related information (e.g. account statements)

How May This Affect You?

Makes it easy for you to:

- Access your account information
- View your investment accounts
- Manage your accounts

Administrative fees reduced.

Access to **consistent retirement planning & investment education** resources and tools.



NEW

Fee Transparency

Current Structure

- Administrative fees are not outlined on account statements.
- Paid by participants based upon size of account.

New Structure (Starting January 1, 2020)

- **Administrative fees will be outlined on account statements.**
- Administrative fees will be a **flat dollar amount** and will appear on your account statements.



What are My Fees?

A schedule of fees is available on the IUHR website hr.iu.edu/benefits/retirement-rfp-fees.html



Roth Contributions

NEW



- Effective in January 2020.
- Applies to the TDA and 457(b) Plans.
- Contribute all or a portion of your contributions as Roth contributions, up to the annual IRS maximum (2019 = \$19,000).
- Potential for tax-free retirement income
- Traditional pre-tax contribution option will still be available

What is a Roth Option?

A Roth option allows you to contribute money into your retirement account with after-tax dollars, and the money you contribute, including earnings, comes out tax-free in retirement, provided the distribution occurs at least five years after the first Roth contribution and on/after attainment of age 59 ½ disability or death.



Rollovers

NEW

- Effective in January 2020.
- Applies to the TDA and 457(b) Plans.
- Potential benefits of account consolidation:
 - Easily view accounts and investments
 - Wholistic retirement planning
 - Easier for your beneficiaries to manage in the future



Considerations

Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.



Transition Experience

How the Transition Will Work

OPTION 1 Select Your New Investments

- Review funds and make your selections during the Early Choice Election Window.
- Your existing mutual fund balances at Fidelity & TIAA and any future contributions **will transfer to the new investment menu based upon your selections.**

Early Choice Election Window
November 11 – December 17, 2019

OPTION 2 Do Nothing

- Your existing mutual fund balances at Fidelity & TIAA and any future contributions **will default into the Vanguard Institutional Target Retirement Fund (Tier 1)** based upon the date closest to when you turn age 65.



If You Currently Have a TIAA Account

- **Mutual fund** balances will transfer to Fidelity
- The following **annuity investments** will remain at TIAA:
 - TIAA Traditional Annuity
 - CREF Bond Market Account (R3)
 - CREF Equity Index Account (R3)
 - CREF Global Equities Account (R3)
 - CREF Growth Account (R3)
 - CREF Inflation-Linked Bond Account (R3)
 - CREF Money Market Account (R3)
 - CREF Social Choice Account (R3)
 - CREF Stock Account (R3)
 - TIAA Real Estate Account
- Some TIAA annuity investments may allow you to **voluntarily move** monies to the new streamlined investment menu at Fidelity
- Effective in January 2020, **all future contributions** must be invested in the new streamlined investment menu



If You Currently Have a TIAA Account



Blackout Period

December 23, 2019 – Week of January 19, 2020

During this time:

- The last payroll contribution will be remitted to TIAA on December 13, 2019.
- You will not be able to make changes to your IU retirement plan account(s) at TIAA, or to your IU retirement plan account balances transferring to Fidelity.
- All IU retirement plan assets at TIAA are subject to the blackout period – even those not transferring to Fidelity.



Key Dates – Current TIAA Accounts

Date	Asset Transfer
January 3, 2020, 4 p.m. ET	Your existing mutual fund account balance will be valued at the close of business.
January 6, 2020	<p>Your mutual fund account balances will transfer into the new investment options at Fidelity based upon your choices selected during the Early Choice Election Window.</p> <p>If you do not make a choice during the Early Choice Election Window, your investments will transfer to a Vanguard Institutional Target Retirement Fund based upon the date closest to when you turn age 65.</p>



Key Dates – Current Fidelity Accounts

Date	Asset Transfer
December 31, 2019 at 4:00 PM ET	<p>If you made a choice during the Early Choice Election Window, your existing mutual fund investments will transfer into the new investment options at Fidelity based upon your choices.</p> <p>If you do not make a choice during the Early Choice Election Window, your investments will transfer to a Vanguard Institutional Target Retirement Fund based upon the date closest to when you turn age 65.</p>



Managing Your New Account

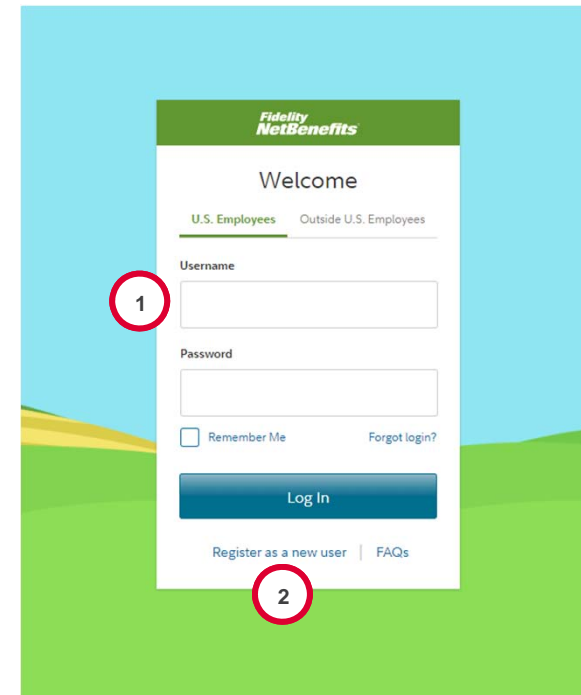
NetBenefits Website

NetBenefits® will be your main resource for getting answers about and taking action on your retirement account.

Login to NetBenefits to:

- Review or change your investments
- Name or update your beneficiaries
- Find the resources you need to help you achieve financial wellness, and feel confident about where you stand.

[NetBenefits.com/Indiana](https://netbenefits.com/indiana)



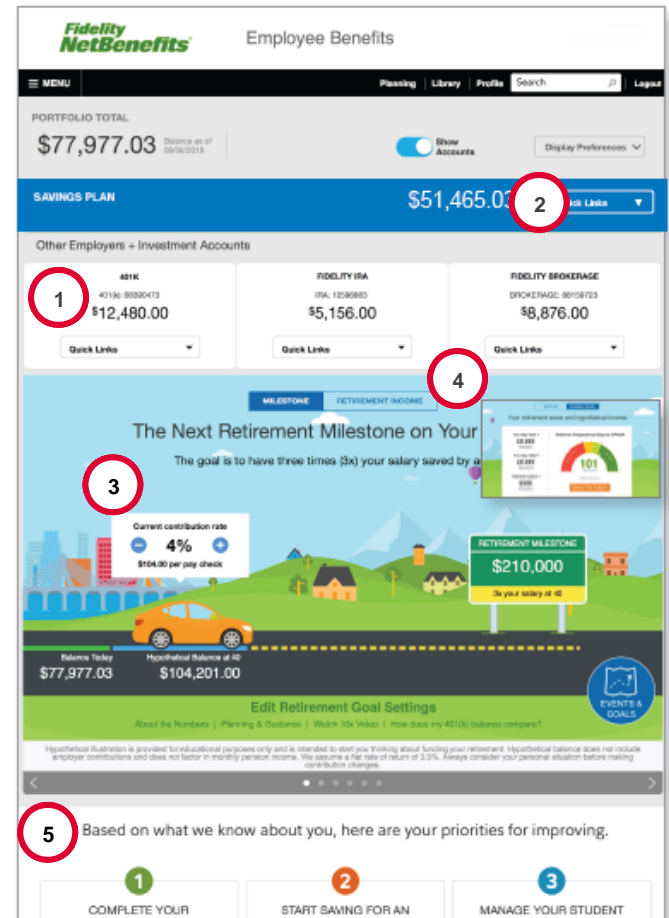
- 1 **Login** Already registered? Simply login.
- 2 **New User?** Select *Register as a new user*.



NetBenefits Website

- 1 View Your Account Balances
- 2 Quick Links
- 3 Your Next Steps
- 4 Retirement Income
- 5 Your Financial Wellness Personalized Action Plan

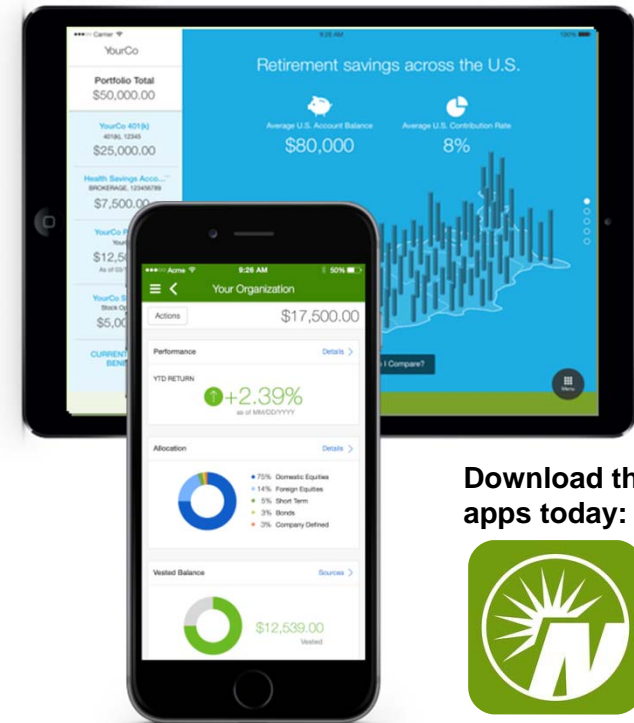
NetBenefits.com/Indiana



NetBenefits Mobile App

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- **Access:** Manage your Fidelity workplace accounts in one easy-to-access location
- **Help:** Connect with a rep instantly by tapping “Give us a call”—so you are never too far from live assistance



Download the apps today:



¹Available during regular business hours only

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INDIANA UNIVERSITY

Where Do I Go for Help?

Meet With a Fidelity Representative

Have questions? Meet with Fidelity using the option that works best for you:



Visit a Help Desk

Have a quick question or two?
Just drop by!



Attend a Seminar

No reservations required to attend – held across all IU campuses.



Attend a Live Webinar

Can't attend in person?
Register to attend a live webinar.



1:1 Consultation

Schedule a complimentary 1:1 consultation.
Call 800-642-7131 or schedule online.

Schedules/Registration at MyFidelitySite.com/IU



Next Steps



**Review the
Transition
Materials**



**Review & Select
Investment
Options**



**Meet with a
Fidelity
Representative**

Review Transition Materials, View the Seminar Schedule, and
Schedule a 1:1 Appointment at [MyFidelitySite.com/IU](https://www.fidelity.com/transition/indiana-university)



Thank You!

Any questions?



INDIANA UNIVERSITY

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INDIANA UNIVERSITY

Proposal: Participation by Non-Tenure Track Faculty in Campus P&T Committee

Rationale:

Currently, there are no non-tenure-track faculty as members of the campus Promotion and Tenure Committee. There are seven schools which have NTT members of either department level or school level committees.

It is time for IUPUI to consider having NTT participation at the campus P&T level.

This would reflect the substantive roles of NTT contributing to the mission of IUPUI, and would enhance the peer-review aspect of the promotion and tenure process; 1/3rd of all cases are NTT.

“Participation” would in general mean:

- Right to view all cases
- Right to comment on all cases
- Tenure-track faculty and tenure-track librarians would vote on all cases (all types of faculty); non-tenure-track participants would vote only on non-tenure-track cases¹
- Currently, participants at the *associate* rank do not vote on promotion to full in any classification (research, tenure track, or clinical)

There have already been changes in the rights and roles of non-tenure-track faculty at IU and IUPUI:

- The IFC constitution was amended to allow schools to select NTT faculty as their representatives to the Indianapolis Faculty Council.
- NTT representatives were added to the IFC Executive Committee.
- The University Faculty Council is considering more changes for voting rights of NTT faculty.
- A new rank was created for the lecturer classification², resulting in 3 ranks. All faculty classifications now have 3 ranks.

NTT have for many years been active in school and campus service, including membership on and leadership of IFC committees.

Please see end, Current Campus P&T Committee membership and procedures;

For the IFC:

Question A:

Does the IFC endorse the overall idea of NTT participation in the campus promotion and tenure committee?

A vote “yes” is a vote to *proceed with a test run in the 2019-2020 session, with a further formal vote needed to implement actual representation and voting.*

Question B:

¹ Whether they would vote only on particular types of cases is undetermined at present.

² “Classification” is used for type of faculty of which there are five main classifications, in two groups: TT consist of tenure-track faculty and tenure-track librarians; NTT consist of lecturers, clinical, and research scientists. “Rank” is used for level within the classification (assistant or lecturer, associate or senior lecturer, and full or teaching professor).

Is the following an acceptable method of testing the participation of NTT faculty?

In order to proceed in an informed way towards participation of non-tenure-track faculty in the campus promotion and tenure committee, the Ad Hoc Committee proposes as an **initial trial** during the 2019-2020 (current) P&T campus meetings:

Invite up to 6 non-tenure-track faculty members to attend the 2019-2020 committee meetings as **observers**:

- Access all dossiers
- Listen to all discussion (all cases)
- Expected to be present for all NTT cases; welcome to be present for all cases.

But not:

- Vote
- Act as a 'reader' for any dossier

Those six NTT observers will be selected/approved by the IFC Executive Committee and be:

- From a variety of units
- Experienced in departmental or school P&T committees
- Clinical, research, or lecturer

("Six" is proposed as an initial goal, reflective of the quantities of NTT cases currently and potentially in the future, and the number of schools that have experienced NTT available. Observers need to be available for many Friday afternoons in January and February, and particularly for days when NTT cases are discussed.)

After this trial, regular members of the campus P&T committee, the observers, and the Ad Hoc Committee on P&T will discuss and formulate a full proposal for IFC approval and in time for implementing for the 2020-2021 cycle.

Current Campus P&T Committee membership and procedures

At the campus level currently, **members** consist of:

- One representative elected from each school; two representatives from the School of Medicine
- Six at-large representatives elected by the IFC [had been 3, will be 6 due to action by IFC spring 2019].
- All members are tenured, tenure-track faculty or librarians; most are at the full rank (there were 6 associate-rank members in 2018-2019.) There is at least one librarian member (from the University Library) but others may be elected at-large.

Case assignment, readers and voting:

- Each case is assigned to two **readers** who prepare a written report. For cases which have no negative votes, the report is usually the only discussion that occurs.
 - No one prepares a report for someone from their own school.
 - Only experienced P&T committee members are readers for controversial ("all read") cases.

- Cases are NOT assigned according to areas of excellence or expertise: ALL cases have a reader who is not from the same discipline. For example: all librarian cases have readers who are not librarians; all Medicine cases have readers who are not from the School of Medicine.
- Only full-rank professors vote for full-rank candidates from any faculty classification: full tenure-track, full research professor, full clinical. Currently, associate-rank members vote on promotions to senior lecturer.
- If participants have voted on a case at a previous level, they do not vote.

Other attendees:

- The following attend but do not discuss or vote: EVC Kathy Johnson, SAVCAA Margie Ferguson, AVCFA Rachel Applegate, Karen Lee. EVC Kathy Johnson produces her own review and vote; Margie Ferguson and Rachel Applegate do not vote and do not discuss, but do advise on procedure.
- One of the elected members is elected chair of the committee. He or she does vote

[In six of the seven schools that have NTT as members, they participate fully but do not vote on tenure-track cases. In the School of Medicine, there is a separate NTT committee at the school level.]

Case statistics, 2018-2019:

142 cases (115 in 2017-2018)

Tenure-track: 103

Non-tenure-track: 49

34 clinical (6 to full)

← due to IUSM changes, anticipate an increase

8 senior lecturer

← due to teaching professor, anticipate an increase

7 research (1 to full)

All clinical cases with 'service' as area of excellence (28) were School of Medicine.

Six clinical cases were on 'teaching' and 2 of those were School of Medicine

All lecturer cases were from non-IUSM schools

NTT cases are 36% of the whole

Clinical: 70% of NTT

Lecturer: 16% of NTT

Research: 14% of NTT

Of NTT cases, areas of excellence:

Teaching: N = 14 (28% of NTT cases)

Service: N = 28 (57%)

Research: N = 7 (14%)

Currently, all tenure-track faculty and librarians, no matter their own area of excellence (research, teaching, service, or performance (librarian)) vote on all cases.