

IUPUI
Indianapolis Faculty Council (IFC)
Minutes

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

Faculty and Guests Present: Lisa Angermeier, Marta Anton, Rachel Applegate, Rafael Bahamonde, Anne Belcher, Edward Berbari, Nicolas Berbari, Kathryn Berlin, Ashay Bhatwadekar, Brenda Blacklock, Stephen Boehm, Herbert Brant, Camy Broeker, Angela Bruzzaniti, Timothy Corson, Hannah Craven, Theodore Cummins, Tamara Davis, Susan deMaine, Kimberly Donahue, Gregory Druschel, Hong Du, Rob Elliott, Shiaofen Fang, Margie Ferguson, Stephen Fox, Philip Goff, Brittney-Shea Herbert, Debbie Herold, Catherine Herrold, Ann Holmes, Catherine Hudnall, Kathy Johnson, Sara Johnson, Hilary Kahn, Justin Kani, Benjamin Keele, Sarah Koskie, Joan Kowolik, Alexey Kuznetsov, Jessica Lee, Katharine Macy, Kathleen Marrs, James Marrs, Brendan Maxcy, Willie Miller, Sally Mitchell, Gwendolyn Morrison, Miriam Murphy, Mohamed Razi Nalim, Jere Odell, Nasser Paydar, Stefan Petranek, Christine Picard, Ted Polley, Daniel Ramras, Nila Reimer, David Russomanno, Ronald Sandwina, Jesse Savage, Kristina Sheeler, Deborah Stiffler, Sean Stone, Thomas Stucky, Jennifer Thorington Springer, Matthew Turner, Kathleen Visovatti Weaver, Crystal Walcott, Marlene Walk, John Watson, Jeffrey Watt, Angela White, Jeremy Wilson, and Cong Yan

Members Absent: Rafat Abonour, Gustavo Arrizabalaga, James Ballard, Mark Bannatyne, Kristy Beach, Anne Belcher, Teresa Bell, Bonnie Blazer-Yost, Amy Blevins, Janice Blum, Ben Boukai, Shawn Boyne, Nicholas Brehl, Olguta Buse, Joan Carlson, Kenneth Carow, Jeremy Carter, Subir Chakrabarti, Ellen Chernoff, Amber Comer, Andrea Copeland, David Craig, Cornelis De Waal, Jeffrey Dean, Alexander Dent, Brian Dixon, Hong Du, Christine Eckel, Sasha Fedorikhin, Charles Feldhaus, Aaron Ganci, James Gladden, Nan Goggin, Raymond Haberski, Eileen Hacker, Paul Halverson, Jay Hess, Reinhold Hill, Chang Ho, Krista Hoffmann-Longtin, Matthew Holley, Ashley Inman, Tandra Jackson, Sarath Janga, Peter Jenkins, Jennifer Johnson, Kevin Jones, Steven Jones, NiCole Keith, Kathleen King Thorius, Andrew Klein, Daniella Kostroun, Debomoy Lahiri, Chris Lamb, Matthew Landman, Lawrence Lee, Steven Mannheim, Troy Markel, Lindsey Mayo, Laura Menard, Marc Mendonca, Kyle Minor, Dean Morton, Carol Murdoch-Kinch, Robin Newhouse, Mathew Palakal, Megan Palmer, Kristi Palmer, Amir Pasic, Celeste Phillips-Salimi, Michael Pitts, Karen Pollok, Robert Rebein, Hongxia Ren, Jim Scheurich, Genevieve Shaker, Sylk Sotto, Evelyn Stephenson, Rosa Tezanos-Pinto, Joshua Vest, Ruben Vidal, Lixin Wang, Clark Wells, Jennifer Wessel, Rachel Wheeler, Craig Willey, L. 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 October 1, 2019, Meeting

The minutes of the October 1, 2019, meeting were approved and entered into the record.

Agenda Item IV: Memorial Resolution for Mary Austrom (School of Medicine)

[Circular 2019-15](#): Memorial Resolution for Mary Austrom

A moment of silence was given by the assembly, and the resolution was entered into the record.

Agenda Item V: Updates/Remarks from the Chancellor

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

Paydar reported on the following:

- Campus Conversations were on October 28 and 30. Discussions were held by members of the Budgetary Affairs Committee, Campus Planning Committee, deans, and campus leaders.

- The four-year graduation rate was hovering around 20% up until 2014. In the past four years, our students have significantly improved. We are at 39% now. Six-year graduation rate is 51% which is an improvement.
- Faculty should review the adverse weather policy.
- Congratulations to the men’s cross country team for becoming Horizon League champions.

Agenda Item VI: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- The University Faculty Council Executive Committee (UFC-EC) has reviewed the consensual relationship policy and believes that it needs updating. Representatives from each main campus, including Deb Stiffler as the IUPUI representative, have reviewed the policy and found items to be changed. The results have been given back to the UFC-EC and they will be presented at the full University Faculty Council (UFC) meeting in the spring.
- The test optional initiative was passed by the IFC at the last meeting for the IUPUI campus. For University Faculty Council adoption, it would require an IU policy change. This means it would need to be approved by the Indiana University Board of Trustees. This will be discussed at the next UFC meeting where it will hopefully be endorsed then moved to the Board of Trustees.

Agenda Item VII: [First Read] Election to the IUPUI Promotion and Tenure Committee

Ed Berbari, Chair, Nominating Committee

Berbari shared the following slate with the IFC. A vote to elect members to the IUPUI Promotion and Tenure Committee will occur at the November 19 IFC meeting.

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 VIII: [Information Item] Campus Awards

Margie Ferguson, Senior Associate Vice Chancellor for Academic Affairs

Ferguson reported on the following:

- The award cycle has opened for the IUPUI campus and the university. Most of the awards are faculty awards; however, there are a few that include staff and students. The deadline for most of the awards is January 10, 2020, but each award has a web page that specifies their timeline. There will be an information session on November 6 in the Faculty Crossing (located in the University Library).
- There have been times that no nominations, or very few nominations, have been received for the awards.
- Ferguson encourages faculty to nominate themselves or colleagues for the awards. She is also open to talking with anyone about the process.

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

- Faculty Guide Committee (Katharine Macy, Chair)
 - Macy reported on the following:
 - The committee reviewed the Faculty Guide and made sure all links were updated and language was current. They inserted the new IUPUI Ombudsteam policy and a new statement regarding the addition of the PLCs in addition to the Profiles of Learning for Undergraduate Success.
 - The committee is annotating instances where the use of “faculty” appears to be in general (all faculty except for visiting and academic specialists) in order to help other committee’s review.
 - Please contact Katharine Macy (macyk@iupui.edu) if you identify an area of concern within the Guide so the committee can review as needed.
- Faculty and Staff Relations Committee (Miriam Murphy, Chair)
 - Murphy spoke to the appended presentation.
 - In response to waste containers being moved by the university (not the campus), Vice Chancellor Camy Broeker shared that some of the waste containers will be placed back outside soon.
 - Questions/Comments
 - In response to the lower speed limit on campus, a faculty member asked if incidents have been reduced. Broeker shared that she can review data and submit it back. Murphy shared anecdotally that it seems that it has dropped.
 - Is there a way set up the HAWK lights so that pedestrians can cross and the left-turn lane could cross, instead of both pedestrians and the left-turn lane being able to go? This results in a back up of cars. This feedback will be shared in moving forward.
 - A question was asked about removing a pedestrian walkway at the intersection of Michigan and north Blackford Streets due to a sight-limitation of a bike lane. Broeker said that this could be looked into to see what could be done.

Agenda Item X: [Discussion Item] Voting Rights and Privileges for Non-Tenure Track Faculty

John Watson

Circular 2019-13: Proposal Regarding Voting Rights for Non-Tenure Track Faculty at IUPUI

Watson spoke to the appended document and asked for questions, suggestions, and opinions from the council about granting voting rights to non-tenure-track faculty (NTTF).

Questions/Comments

- Can you give some examples of the types of issues that non-tenure-track faculty do not vote on now, but would when granting these rights? Watson said that some schools have not granted rights to NTTF on any issues but he would need to check on specifics. Watson hopes this will apply to school and department levels.
- Would the fact that different schools use NTTF for different reasons, be a reason that schools should make this decision? Watson said that there is a trend that more NTTF have doctorates and the differences between TTF and NTTF will lessen with time. NTTF are here, contributing, and are a growing population that need to be recognized.
- Would this be exclusive to full-time NTTF? Yes, full-time.
- Would this include hiring decision within department? Watson said that it would depend on the department but hopes that the language would encourage this. This needs to be discussed and does not want to dictate too much with schools having different needs.
- Is there a distinction between adjunct and lecturers, such as those at IUPUI on a temporary basis versus someone who is at IUPUI more permanently? Watson said he feels it should be those with a longer term of employment but that has not been discussed yet.
 - Rachel Applegate clarified that visiting faculty are classified specially if they are a faculty member who is not here for long and they already do not have voting rights as a condition.
- Has progress been made on how to handle clinical faculty, specifically those faculty members with salary that could potentially not come from IUPUI? For example, some faculty salaries are paid from IU Health rather than IUPUI. Watson said that needs to be discussed and there is not an answer yet and it is unknown how to look up this information easily, but it would need to be addressed before there is a decision and the decision would need to be just for IU employees.
- Would this still need to stay within the 60/40 rule? Watson said that it would need to adhere to the 60/40 rule and that these issues will need to be thought about further.
- As a general principle, it may be simpler to discuss why people are afforded voting rights and build from that discussion rather than starting with details and working backwards to add limitations. This faculty member feels that it is better to be expansive rather than narrow. Given the massive contributions NTTF have made is justification enough to give them voting rights.
- Herron School of Art + Design already have been experimenting with giving voting rights to NTTF.
- Watson said that Policy ACA-13 may be helpful in giving power to set the percent within their schools. He suggested starting with this policy and encouraging its use again.
- Watson asked the members to consider the awarding of voting privileges for NTTF and to let him know of further comments or concerns.

Agenda Item XI: [Discussion Item] Non-Tenure-Track Faculty Service on the Campus Promotion and Tenure Committee

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

Circular 2019-14: Proposal: Participation by Non-Tenure Track Faculty in Campus P&T Committee

Applegate spoke to the appended document and asked for thoughts on the following:

- It was thought to use the current promotion and tenure (P&T) cycle to have some NTTF (up to six) sit on the campus P&T Committee as a test run. Then, if successful, the ad hoc committee will ask the IFC for endorsement for future years.

Questions/Comments

- One IFC member added that the School of Liberal Arts has done this process for years and it has worked well. It is nice to have NTTF as primary and secondary readers for files and it puts people in charge of the files who are closest to the experience.
- This has been the experience in the School of Liberal Arts and there are some NTTF who have experienced a burdensome process. Is there a way of summarizing concerns on this?
 - The campus level cases are assigned to a first or second reader but cases are not assigned to faculty of the same school. The type of cases are not distinguished. Some feel that P&T decisions should be left to TTF. The concern is that NTTF who are focused on service and teaching would, in theory, be reading research cases. But, they could take time to listen and learn more about research cases.
- One member asked if NTTF would have voting rights? Not on tenure cases, only voting rights on NTT cases. The semantics have yet to be discussed beyond that point.
- Could they participate in a discussion without voting rights? Yes, that is true currently.
- One faculty member felt that when you tell research or teaching faculty that they do not do the other area, they would then vote on the other. Would you want experience on either? That is a discussion for next spring once we have data from this trial run. When looking at a number of cases, the smallest amount is research. Lecturer cases will most likely increase.
- Watson said that at an ad-hoc committee meeting, the majority were in favor of the concept and of the trial run, two or three were opposed. IU Bloomington has from some time had NTTF on their campus level P&T Committee and review similar cases in their own tracks. Though, they would have access to all dossiers and can participate in discussions.
- Is there any discussion in keeping all NTTF in the school committees versus the campus committee? It has been discussed and Bloomington has clinical in the school committees and lecturer is moving to the campus level. But IUPUI will not be doing that.
- If this takes place at the campus level, will schools and departments be encouraged to also include NTTF? If it is best practice to do so, then it would be. If a school or department felt differently, they would need to come up with a reason as to why. The experience from the trial run and potential implementation later would hopefully inform decisions.

A vote for endorsement of the trial run will take place at the November 19 meeting of the IFC.

Agenda Item XII: Question / Answer Period

There were no questions.

Agenda Item XIII: Unfinished Business

There was no Unfinished Business.

Agenda Item XIV: New Business

There was no New Business.

Agenda Item XV: Report from the IUPUI Staff Council

Kristy Beach, President, IUPUI Staff Council

Beach reported on the following in absentia:

- The Staff Council is happy to share that they honored several people with awards at the Chancellor's Staff Recognition Ceremony last month.
- In November, there will be meetings on the 2018 climate survey results and on the Guardian App.
- The Bylaws Committee is currently reviewing and voting on small sections of revisions each month.
- The Rewards and Recognition Committee will be working on updating the nomination form to better align with the scoring rubric.
- The Diversity, Equity and Inclusion Committee met last month and plan to make it a standing monthly meeting. The committee is looking at identifying what groups they represent and are concerned about, what they see happening, and what the council is doing right. They plan to also meet with other affinity groups across campus.
- The Special Events Committee is making plans for the 2020 retreat. They have chosen the Indianapolis Zoo as their venue. Currently they are working on an agenda for the day. Next up is the booth at the Health and Benefits Fairs next week and then the Holiday Party and Winter Service Project in December. Staff Council will be collecting items of need for the Christamore House which is also a United Way agency.
- The Communications Committee is planning to discuss social media guidelines and the possibility of using Salesforce as a communication tool.
- The Staff Development Committee is currently accepting applications for the Staff Development Grants until the deadline on December 1. They met last week to begin planning for the May 2020 Staff Development Mini-Conference. They have settled on a leadership focus with an Inside Out and 20/20 vision theme. They are currently working on a conference title, speakers, and breakouts.

Agenda Item XVI: 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)

Memorial Resolution
On behalf of
Mary Guerriero Austrom
Professor of Clinical Psychology in the Department of Psychiatry and Associate Dean for Diversity
of the
Indiana University School of Medicine (IUSM)

Mary (Anna Maria) Guerriero Austrom passed away on October 23 surrounded by her loving family. Mary was born in Capriglia Irpina, Italy to parents Antonio and Carmela DeStefano Guerriero. In her death we are reminded of the importance of actively working to create a more inclusive and welcoming environment at the Indiana University School of Medicine.

Mary's family immigrated to Beamsville, ON, Canada, where she grew up and graduated from Beamsville High School before completing undergraduate studies at Brock University. She was a distinguished alumni at both institutions. Mary earned a PhD in Social Psychology from York University, where she also met her husband Doug. They married in Ontario, Canada and moved to Indianapolis to pursue their careers at Indiana University and raise their family.

Dr. Austrom had a distinguished career at the Indiana University School of Medicine where she served as the school's Associate Dean for Diversity Affairs and the Wesley P. Martin Professor of Alzheimer's Education and Professor of Clinical Psychology in the Department of Psychiatry.

As the IUSM associate dean for diversity affairs, Dr. Austrom left an indelible mark on the culture of the school as she transformed the approach to diversity. She was committed to creating an inclusive environment where everyone could flourish. A key part of her vision was to integrate a focus on diversity and inclusion across every department of the school through the development of department diversity plans, and under her leadership, multiple new programs were developed for both learners and faculty.

Dr. Austrom played a critical leadership role in the Indiana Alzheimer Disease Center for nearly three decades, leading its outreach and recruitment core. Mary focused intensely on easing caregiver stress and bringing underrepresented communities to participate in Alzheimer's disease research, forming an exceptional Community Advisory Board to guide and facilitate these efforts. She will be widely remembered for her influence on improving dementia caregiver education locally, nationally and internationally and will be greatly missed in the Alzheimer's disease research community. Dr. Austrom served as President of the Greater Indiana Chapter of the Alzheimer's Association and on the National Board of Directors. Mary's Alzheimer's research and dedication to improving caregiving education positively impacted countless lives.

To honor Austrom's legacy, the Department of Psychiatry will rename their annual *Women in Psychiatry* lecture to the *Mary Guerriero Austrom, PhD, Women in Psychiatry Lecture*. The School of Medicine has also established the Mary Guerriero Austrom, PhD, Outstanding Faculty Commitment to Diversity Award, which will be given annually to a faculty member who advances the school's diversity goals. Dean Jay Hess said in a statement to faculty, staff and learners: "As we reflect on all of Mary's accomplishments, there is no better way to honor her than to all do our part to make the school welcoming and inclusive for everyone."

Outside of her professional career, Mary was a passionate cook, a skilled knitter, and an avid traveler. Mary will be remembered fondly by many for the open house parties she hosted and the Italian feasts she

prepared. Mary always had knitting needles in her hand, no matter where she went, and was quick to gift friends with socks, hats, and baby blankets. Every holiday season, Mary was infamous for decorating her family home with a forest of Christmas trees. Above all else, Mary's proudest accomplishment was her loving family. She was at her happiest when the whole family was together.

Mary's spirit, her boundless love, inclusiveness, and kindness, lives on through her colleagues and loved ones. Mary is survived by her beloved husband of 34 years, Douglas R. Austrom; her five children, Jon Anthony, Douglas S., Philip, Katerina, and Sofia; her daughter-in-law, Katie Murray; her siblings, Frank, Josie, and John Guerriero.

We, her friends at IUSM, share with her friends and loved ones around the world, the feeling of deep sadness that we lost such a caring, gentle, and loving soul to pancreatic cancer. We find some solace in the fact that her impact continues through the numerous individuals she touched during her long and successful career at IUSM.

Be it here resolved that this memorial resolution be adopted by the faculty council of Indiana University Purdue University Indianapolis and a copy be sent to her loving husband Douglas Austrom.

Respectfully submitted on behalf of Dr. Austrom's colleagues,

Tom McAllister, MD
Megan Palmer, PhD
Alvaro Tori, MD

Indianapolis Faculty Council
November 5, 2019



Faculty Staff Relations
Committee
Report on
Assigned Action Items

Miriam Murphy, Chair

1

Faculty Staff Relations Committee
To serve as "...a clearinghouse for information of common interest."

1. Campus Pedestrian Safety Update
2. Campus Grounds & Parking Update
3. Diversity & Bias Training
4. Improving Communication



2

Campus Pedestrian Safety Update

Improvements Implemented

- 25 mph speed limit on New York & Michigan
 - Need more compliance
- Audible pedestrian crossing signals at University
- “Busy Campus – Busy Streets” Campaign
- Hawk crossing lights
 - Need more compliance & education



3

Campus Pedestrian Safety Update

Changes requested

- “Left turn only” signal from southbound University to eastbound New York St.
- “No turn on red” at all campus corners
- All pedestrian crossing signals be automatic
- Pedestrian pathways clarified



4

Campus Grounds & Parking Update

- Bicycle rack placement is directed at University level
- Outside recycling & waste containers
- Parking
 - Upcoming plans – North Parking lot
 - Future plans – Garage & IU Health
 - Managing expectations



5

Diversity & Bias Training

- Training on avoiding bias and implementing diversity “best practices” is provided to search committees hiring in the following positions:
 - Executive level positions (*also receive additional training*)
 - Faculty positions
 - Professional staff positions
 - Some higher-level CL positions
- Discussion of implementing training for:
 - All search committees
 - All Campus employees



6

Next Steps

- Discuss Improving Communication
- Continue to monitor assigned issues



A Proposal Regarding Voting Rights for Non-Tenure Track Faculty at IUPUI October 2019

IUPUI is highly regarded because of its robust shared governance system. Faculty governance is at its best when faculty of all ranks participate. However, that is not currently the case at IUPUI since The Constitution of the IUPUI Faculty defines the voting faculty as “All tenured and tenure-track faculty members.”¹ However, non-tenure track faculty can be elected to serve as representatives of their units and as elected members of the IUPUI Faculty Council Executive Committee. Moreover, certain units and departments have opted to include non-tenure track faculty as voting members within their faculty governance systems.

IUPUI faculty who hold non-tenure track appointments are highly valued because they make essential contributions to the success of our students through their teaching, advising, and pedagogy. Moreover, they contribute significantly to Indiana and beyond through their scholarly activities related to teaching and learning. Likewise, non-tenure track faculty in research-oriented positions contribute significantly to IUPUI’s stature as a research university. It is significant to note that approximately 40% of the full-time faculty at IUPUI are non-tenure track. Given their sheer number and the depth and breadth of their contributions, our non-tenure track faculty are indeed an integral part of the IUPUI faculty. They should be afforded a professional standing within the IUPUI community that is in keeping with their responsibilities and expertise.

Therefore, the IFC should alter The Constitution of the IUPUI Faculty such that the non-tenure track faculty become voting members of the faculty with voting rights and privileges at the campus, school, and department levels equal to those of faculty in the tenured/tenure track category with the exception of voting on promotion and tenure of tenure track faculty. In addition, these voting privileges must be structured such that the “60-40 rule” of ACA-18 is followed.¹ The IFC Executive Committee, IFC Faculty Affairs Committee, and the Office of Academic Affairs will collaborate in the development of a review mechanism to assure that the “60-40 rule” is observed at campus, school, and department levels.

These changes in voting rights will apply only to full time faculty whose salary is paid directly by Indiana University and not another entity such as IU Health. Moreover, these changes in voting rights will pertain to the following series of titles as listed in IU Policy ACA-14 (Classification of Academic Appointments): Lecturer, Senior Lecturer, Teaching Professor; Professor of Practice; Assistant Clinical Professor, Associate Clinical Professor, and Clinical Professor; Assistant Scientist, Associate Scientist, and Senior Scientist; and Assistant Scholar, Associate Scholar, and Senior Scholar.

¹ At present, The Constitution of the IUPUI Faculty defines the faculty as “Individuals serving full-time who hold instructor (including lecturer) or professorial (including clinical and research) rank, as well as librarians of comparable rank.” and the voting faculty as “All tenured and tenure-track faculty members.” However, “voting privileges can be granted to full-time non-tenure-track faculty members, but these privileges must be made explicit in this Constitution or its Bylaws.” In this regard, IU Policy ACA-18 (Regulation of Clinical and Lecturer Appointments) states that voting privileges of non-tenure track faculty “must be structured in a way that reserves at least 60% of voting weight to tenure track faculty.” Therefore, it is possible to grant voting privileges to the non-tenure track faculty by amending The Constitution of the IUPUI Faculty with the proviso that the “60/40 rule” is followed.

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.