

IUPUI
Indianapolis Faculty Council (IFC)
Minutes
April 21, 2020 ~ Zoom Virtual Meeting ~ 3-5 p.m.

Faculty and Guests Present: Lisa Angermeier, Marta Anton, Rachel Applegate, Rafael Bahamonde, Kristy Beach, Tina Baich, Amy Bayliss, Kristy Beach, Anne Belcher, Teresa Bell, Edward Berbari, Nicolas Berbari, Kathryn Berlin, Bonnie Blazer-Yost, Amy Blevins, Stephen Boehm, Ben Boukai, Boyd Bradshaw, Nick Brehl, Camy Broecker, Angela Bruzzaniti, Olguta Buse, Kenneth Carow, Liang Cheng, Timothy Corson, Theodore Cummins, Cristine Czachowski, Ty Davis, Jeffrey Dean, Emilee Delbridge, Susan deMaine, Lisa DesNoyers, Kimberly Donahue, Simone Duarte, Jerome Dumortier, Sasha Fedorikhin, Margie Ferguson, Pat Fox, Stephen Fox, Andrew Gavrin, Gina Sanchez Gibau, James Gladden, Philip Goff, Eileen Hacker, Michele Hansen, Brittney-Shea Herbert, Debbie Herold, Catherine Herrold, Reinhold Hill, Krista Hoffmann-Longtin, Matthew Holley, Ann Holmes, Greg Hull, Stephen Hundley, Merle Illg, May Jafari, Kathy Johnson, Josette Jones, Kyle Jones, Steven Jones, Justin Kani, Benjamin Keele, NiCole Keith, Katrina Kelly, Sarah Koskie, Joan Kowolik, Chris Lamb, Matthew Landman, Jessica Lee, Wilhemina Leeuw, Lei Li, Katharine Macy, James Marrs, Kathy Marrs, Lindsey Mayo, Laura Menard, Marc Mendonca, Steve Miller, Willie Miller, Anne Mitchell, Sally Mitchell, Gwendolyn Morrison, Miriam Murphy, Mary Beth Myers, Jere Odell, Kristi Palmer, Amir Pasic, Phil Pash, Padhu Pattabiraman, Nasser Paydar, Tod Perry, Stefan Petranek, Celeste Phillips-Salimi, Christine Picard, Ted Polley, William Potter, Rajeev Raje, Daniel Ramras, Robert Rebein, Nila Reimer, Patrick Rooney, Jim Scheurich, Kristina Sheeler, Margie Smith-Simmons, Armando Soto, Jason Spratt, Deborah Stiffler, Sean Stone, Constance Temm, Rosa Tezanos-Pinto, Jennifer Thorington Springer, Thom Upton, Kathleen Visovatti Weaver, Diane Von Ah, Crystal Walcott, Marlene Walk, Lixin Wang, Amy Warner, John Watson, Jeffrey Watt, Jennifer Wessel, Angela White, Jeremy Wilson, Becky Wood, Xinna Zhang, and Teresa Zimmers

Members Absent: Rafat Abonour, Gustavo Arrizabalaga, James Ballard, Mark Bannatyne, Ashay Bhatwadekar, Brenda Blacklock, Shawn Boyne, Herbert Brant, Joan Carlson, Jeremy Carter, Subir Chakrabarti, Ellen Chernoff, Amber Comer, Andrea Copeland, David Craig, Hannah Craven, Tamara Davis, Cornelis De Waal, Alexander Dent, Brian Dixon, Gregory Druschel, Hong Du, Christine Eckel, Rob Elliott, Shiao-fen Fang, Charles Feldhaus, Aaron Ganci, Nan Goggin, Raymond Haberski, Paul Halverson, Jay Hess, Chang Ho, Catherine Hudnall, Ashley Inman, Tandra Jackson, Sarath Janga, Peter Jenkins, Sara Johnson, Jennifer Johnson, Kevin Jones, Kathleen King Thorius, Andrew Klein, Daniella Kostroun, Alexey Kuznetsov, Debomoy Lahiri, Lawrence Lee, Steven Mannheim, Troy Markel, Brendan Maxcy, Kyle Minor, Dean Morton, Carol Murdoch-Kinch, Mohamed Razi Nalim, Robin Newhouse, Mathew Palakal, Megan Palmer, Michael Pitts, Karen Pollok, Hongxia Ren, David Russomanno, Ronald Sandwina, Jesse Savage, Genevieve Shaker, Sylk Sotto, Evelyn Stephenson, Deborah Stiffler, Sean Stone, Jake Streepey, Thomas Stucky, Matthew Turner, Joshua Vest, Ruben Vidal, Clark Wells, Rachel Wheeler, Craig Willey, L. Jack Windsor, and Andrew Winship

Agenda Item I: Welcome and Call to Order

IUPUI Faculty Council Vice President Jeff Watt called the meeting to order at 3:05 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 March 3, 2020, Meeting

The minutes of the March 3, 2020, meeting were approved and entered into the record.

Agenda Item IV: Memorial Resolution for Robert Aponte, James Powell, and Erik Lindseth (School of Liberal Arts)

[Circular 2020-07](#): Memorial Resolution for Robert Aponte

[Circular 2020-08](#): Memorial Resolution for James Powell

[Circular 2020-09](#): Memorial Resolution for Erik Lindseth

A moment of silence was held for these faculty members.

Agenda Item V: Updates/Remarks from the Chancellor

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

Paydar reported on the following:

- John DiTusa has been named dean of School of Science effective August 1. DiTusa has a strong track record in research. Paydar thanked Shiao-fen Fang for all he has done for School of Science serving as interim dean. Dean Russomanno from the School of Engineering and Technology chaired this search. The plan was to pick up the search for the School of Liberal Arts after the School of Science search had concluded. This search must now be suspended and cannot be held via Zoom. Paydar thanked Robert Rebein for continuing in his interim position.
- Paydar commented on the coronavirus and how quickly it has progressed. Containment strategies began in January. A little over one month prior to this meeting, the first case of COVID-19 was confirmed in Indiana and four days later it was announced that classes would begin in a virtual environment following spring break. Five days after, it was confirmed that the online environment would continue through the end of the spring semester and spring break would be extended by one week. A few days later, Governor Holcomb delivered his order to limit non-essential work and travel.
- Paydar said that while IUPUI has had some difficulties moving classes completely online, it has been extremely successful. Paydar thanked hundreds of faculty and staff who have worked so hard to make the transition to a completely online environment in only two weeks. Throughout this past month, many meetings have been held with administrators. He thanked the deans and office directors. In this period, town hall meetings with faculty and staff have also taken place. Town halls are scheduled with Senior Academy, donors, and students. IUPUI staff and faculty have also begun the process of calling all undergraduate students. Paydar also thanked Becky Wood, director of communications in the Office of the Chancellor, and other communication team members.
- From the beginning of the transition to online, it has been known that some students may not have access to Wi-Fi and so Wi-Fi hot spots have been set up in parking lots across campus and can be located online.
- It has been decided to hold summer classes online. In these past few weeks, members of the IUPUI community have been asked to not come to the campus with the exception of essential employees—including allowing essential research to continue on campus as well. Students have been moved out of North Hall and University Tower. Around 147 students have been allowed to remain on campus after petitioning to do so and provided some reason as to the necessity of staying. These students are staying in townhomes and at Riverwalk. The intention behind emptying University Tower was to allow for space needed by medical professionals at local hospitals and IU Health. Paydar thanked Eric Weldy, vice chancellor for student affairs, and his staff who worked to make this happen, even over the objections by students and parents of students.
- Promotion and tenure timelines have been adjusted and sabbaticals have been deferred. The grade “S” was created to lessen the impact of negative course outcomes on students’ GPA.
- All buildings are locked and only available through card access. Most faculty and staff are off campus, with the exception of essential workers. Paydar thanked the essential workers.
- The financial impact of this situation is severe. IUPUI financial impact projections (including the prorated refunds and canceled events that bring in funds), are looking at \$15 million in losses. For fall, with only a five percent decrease in residents on campus, IUPUI is looking at \$30 million in losses. It was announced that all employees will have income through June 30 or until the end of their appointment in relation to time off needed regarding the coronavirus. Administration is also limiting purchasing, constructions, and renovations. Administration has also asked schools to identify a five percent cut in their budget and an additional five percent if further cuts are needed.
- The federal government is providing support through the CARES Act. IUPUI will receive a little over \$20 million. Half of this money is to be given as direct support for students and the other half

will go to the campus. This money is helpful, but it is not as much as it seems to be given the number of students and the projected losses of the campus.

- IUPUI is also raising money for students in the form of an emergency relief fund. Over \$60,000 has been raised.
- Summer classes will be online and enrollment for summer looks bad with a 16 percent drop. In the past, IUPUI used to have students take classes on this campus for the summer when they returned home to Indianapolis from other IU campuses across the state. Since all campuses will now offer online courses, these students will not be transitioning to our campus for the summer. The fall semester may be a different story if the campus has on-campus classes open because students may want to stay in Indianapolis rather than return to another part of the state.
- Paydar spoke to the appended presentation to share details on the different scenarios for how classes could continue in the fall.

Questions/Comments

These questions were asked using the “Q&A” and “Chat” features in Zoom. Some questions and responses may be edited or summarized for clarity. Unedited questions and responses can be found in the video recording.

- Olguta Buse: Are these scenarios coordinated with other campuses?
 - Paydar: Yes. These directives come from President McRobbie. From the beginning, we want to use resources from the campuses, and we speak from one voice and coordinate plans.
- Stefan Petranek: Could you speak to how different types of curricula (especially in schools like the Herron School of Art + Design which rely on hands-on teaching for many courses) are being taken into account in the contingency planning for fall semester?
 - Paydar: That is the challenge and the reason to have these task forces. Education is the core of our mission and how we can do that in the best way we can is important. We have to find a way until there is a vaccine to accommodate and accomplish what we do. The health committee will look into how we can do more in the fall than what we are able to do now.
- Ted Cummins: Why are research activities tied to the five teaching scenarios?
 - Paydar: Those scenarios indicate the health of the campus. Online teaching indicates the conditions will not let us come to campus. When we talk about scenarios and phase teaching, that is how it is connected.
- Ashay Bhatwadekar: Can you please explain about research activities?
 - Paydar: The process so far has been to hibernate research in order to not put students and faculty in danger. Some research could be done from home, however other research efforts cannot be done from home. Essential research that directly helps with COVID-19 or had major impacts if paused is allowed to continue. Moving forward it is essential to help faculty continue research they are working on.
- Susan deMaine: When a decision is made about fall, will the same decision apply to all campuses?
 - Paydar: I think the answer is yes, but there is a difference between a large campus and the smaller campuses. It does not have to be the same across all campuses, but it has been so far and could be.

Agenda Item VI: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- Watson thanked Paydar and Executive Vice Chancellor and Chief Academic Officer Kathy Johnson for their dedication to shared governance in the last few weeks. There has been true engagement of the faculty in this process.

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

Ed Berbari, Chair, Nominations Committee

The following slates were reviewed and an election ballot was sent to the members following the meeting using electronic voting.

IUPUI Faculty Council: Slate for Executive Committee – Tenure Track Faculty

Term: June 2020 through June 2022

Number to Elect: 4; Number to Slate: 8

Last Name	First Name	Rank	School	Department Description
Bell	Teresa	TT03	Medicine	General Surgery
Boukai	Ben	T01	Science	Mathematical Sciences
Li	Lei	T02	Science	Chemistry
Marrs	Kathy	T02	Science	Biology
Mayo	Lindsey	T02	Medicine	Pediatrics
Miller	Willie	T02	University Library	University Library
Murphy	Miriam	T02	Law	Library
Watt	Jeff	T01	Science	Mathematics
White	Angela	TT03	University Library	University Library

*No two elected members of the committee shall be from the same academic unit, except from the School of Medicine which may have two members: one each from the basic science and clinical departments.

IUPUI Faculty Council: Slate for Executive Committee – Non-Tenure-Track Faculty

Term: June 2020 through June 2022

Number to Elect: 1; Number to Slate: 2

Last Name	First Name	Rank	School	Department Description
Angermeier	Lisa	FC2	Health and Human Sciences	Physical Education
Donahue	Kim	FLS	Kelley School of Business	Kelley School of Business
Yost	Robert	FLS	Science	Biology

*No two elected members of the committee shall be from the same academic unit, except from the School of Medicine which may have two members: one each from the basic science and clinical departments.

IUPUI Faculty Council: Slate for Nominating Committee**Term: June 2020 through June 2022**

Number to Elect: 3; Number to Slate: 6

Last Name	First Name	Rank	School	Department Description
Berbari	Ed	T01	Engineering and Technology	Biomedical Engineering
Buse	Olguta	T02	Science	Mathematics
Mayo	Lindsey	T02	Medicine	Pediatrics
Mihaylov	Plamen	TT03	Medicine	Transplant Surgery
Rodd	Zachary	T02	Medicine	Psychiatry
Stiffler	Deb	T02	Nursing	Nursing
Windsor	L. Jack	T01	Dentistry	Biomedical Sciences and Comprehensive Care

IUPUI Faculty Council: Slate for University Faculty Council**Term: July 1, 2020, through June 30, 2022**

Need to elect 4; number to slate 8

Last Name	First Name	Rank	School	Department Description
Goff	Philip	T01	Liberal Arts	American Studies
Jones	Kevin	T02	Columbus	Business
Kostroun	Daniella	T02	Liberal Arts	History
Ladd	Alan	T01	Medicine	Surgery
Li	Jiliang	T02	Science	Biology
Palmer	Megan	T02	Medicine	Emergency Medicine
Thorington Springer	Jennifer	T02	Liberal Arts	English
Walcott	Crystal	T02	Columbus	Education

[First Read] Slates for the Elections of President, Vice President, and Board of Review, and Ombudsteam

The following slates were reviewed for the elections to be held in May:

IUPUI Faculty Council: Slate for President**Term: July 1, 2020, through June 30, 2022**

Number to Elect: 1; Number to Slate: At least 2

Last Name	First Name	Rank	School	Department Description
Boukai	Ben	T01	Science	Mathematical Science
Watson	John	T02	Science	Biology

IUPUI Faculty Council: Slate for Vice President**Term: July 1, 2020, through June 30, 2022**

Number to Elect: 1; Number to Slate: At least 2

Last Name	First Name	Rank	School	Department Description
Stiffler	Deb	T02	Nursing	Nurse
Vidal	Ruben	T01	Medicine	Pathology and Lab Medicine
Windsor	L. Jack	T01	Dentistry	Biomedical Sciences and Comprehensive Care

IUPUI Faculty Council: Slate for Board of Review Pool**Term: February 1, 2020, through January 31, 2022**

Number to Elect: 10; Number to Slate: At least 15

Last Name	First Name	Rank	School	Department Description
Belecky-Adams	Teri	T02	Science	Biology
Bell	Teresa	TT03	Medicine	Surgery
Berbari	Nicolas	TT03	Science	Biology
Bolchini	Davide	T02	Informatics and Computing	Human-Centered Computing
Boukai	Ben	T01	Science	Mathematical Sciences
Graham	Brett	T02	Medicine	Medical and Molecular Genetics
Landman	Matt	TT03	Medicine	Surgery
Miller	Willie	TL02	University Library	
Morrison	Gwendolyn	T02	Liberal Arts	Economics
Murphy	Miriam	TL02	Law	Library
Rodd	Zachary	T02	Medicine	Psychiatry
Stiffler	Deb	T02	Nursing	Science of Nursing Care
Thorington-Springer	Jennifer	T02	Liberal Arts	English
Vidal	Ruben	T01	Medicine	Pathology and Lab Medicine
Watt	Jeffrey	T01	Science	Mathematical Sciences

IUPUI Faculty Council: Slate for Ombudsteam**Term: July 1, 2020, through June 30, 2023**

Need to elect 5; number to slate 10

3 to receive 3-year terms.

2 to receive 2-year terms.

Last Name	First Name	Rank	School	Department Description
Arnold	Brent	FT1	IN-SHHS	IN-HS
Bolchini	Davide	FT2	IN-INFO	IN-INFO
Davis	Charles	FT1	IN-SOCW	IN-DLS
Fuchs	Robyn	FT2	IN-SHHS	IN-PT
Jones	Josette	FT2	IN-INFO	IN-INFO
Murphy	Miriam	LT2	IN-LAW	IN-LAWL

Rettig	Pamela	FC2	IN-DENT	IN-DSCC
Scheurich	Jim	FT1	IN-EDUC	IN-EDUC
Vemuri	Gautam	FT1	IN-SCI	IN-PHYS
Vidal	Ruben	FT1	IN-MED	IN-PATH
Walker	Marquita	FT2	IN-SOCW	IN-DLS
Yost	Robert	FLS	IN-SCI	IN-BIOL
Zimmers	Teresa	FT1	IN-MED	IN-SURG

The following election results were shared:

Election Results for the At-Large Representatives

Election Results: At-Large Representatives

Term: July 2020 through June 2022

Need to elect 30

Last Name	First Name	Middle Name	Rank		School	Department
Andersson	Fredrik O.		NTK	FT3	IN-SPEA	IN-SPEA
Baich	Tina		TEN	LT1	IN-LIBR	IN-LIBR
Bell	Teresa	Maria	NTK	FT3	IN-MED	IN-SURG
Boehm	Stephen	L.	TEN	FT1	IN-SCI	IN-PSY
Boukai	Ben		TEN	FT1	IN-SCI	IN-MATH
Brant	Herbert	J.	TEN	FT2	IN-LART	IN-LANG
Coleman	Christopher	Lance	TEN	FT1	IN-OACA	IN-FWNU
Conner	Jennifer	M.	TEN	FT2	IN-COLU	IN-CEDU
De Waal	Cornelis		TEN	FT1	IN-LART	IN-PHIL
Duarte	Simone		NTK	FT2	IN-DENT	IN-DSPD
Fedorikhin	Sasha		TEN	FT2	IN-BUS	IN-BUS
Fox	Stephen	L.	TEN	FT1	IN-LART	IN-ENG
Gavrin	Andrew	D.	TEN	FT2	IN-SCI	IN-SCI
Keith	NiCole	Ruth	TEN	FT1	IN-SHHS	IN-PE
Kelly	Jason		TEN	FT1	IN-LART	IN-HIST
Koskie	Sarah		TEN	FT2	IN-ENGT	IN-ENGT
Kostroun	Daniella	Jane	TEN	FT2	IN-LART	IN-HIST
Lahiri	Debomoy	K.	TEN	FT1	IN-MED	IN-PSYC
Li	Lei		TEN	FT2	IN-SCI	IN-CHEM
Macy	Katharine		NTK	LT3	IN-LIBR	IN-LIBR
Morrison	Gwendolyn		TEN	FT2	IN-LART	IN-ECON
Neal-Beliveau	Bethany	S.	TEN	FT2	IN-SCI	IN-PSY
Odell	Jere		TEN	LT2	IN-LIBR	IN-LIBR
Randall	Stephen	Karl	TEN	FT1	IN-SCI	IN-BIOL
Roberts	Eva	L.	TEN	FT1	IN-HERR	IN-ACD
Shieh	Carol		TEN	FT2	IN-NURS	IN-NURS
Storey	Susan		NTK	FT3	IN-NURS	IN-NURS
Upton	Thomas		TEN	FT1	IN-LART	IN-ENG
Vidal	Ruben		TEN	FT1	IN-MED	IN-PATH
Walter-McCabe	Heather	A	TEN	FT2	IN-SOCW	IN-SOCW

Agenda Item VIII: [Information Item] Report from the Office of Equal Opportunity

Anne Mitchell, Director

Mitchell reported on the appended presentation. In addition to the presentation, Mitchell reported on the following:

- 90 percent of faculty who leave the university say they would recommend IUPUI. Rewards and recognition are issues that faculty have noted in addition to issues with career advancement.

Questions/Answers

- Two council members asked how expected demographics are determined.
 - This is determined in a number of different ways. For faculty, professional association data is used. These amounts are weighted with the number of faculty within the schools. For staff, census data is used. IUPUI recruits nationally for tenure-track positions and it is adjusted for those demographics. Mitchell is happy to talk more about this as needed.

Agenda Item IX: [Information Item] Let's Help Students Roar!

Josette Jones, Associate Professor, School of Informatics and Computing

Kathy Berlin, Associate Professor, School of Informatics and Computing

Kathy McCarthy, Assistant Professor, School of Social Work

Video Link: [Let's Help Students Roar!](#)

Jones reported on the following:

- A team of faculty made this video for faculty use to share the challenges students face on campus, how faculty can assist underserved students to be academically successful, and what resources there are for students and how to break the stigma among faculty colleagues.
- The team seeks IFC feedback on the video and ideas for how to disseminate it.

Questions/Comments

- An IFC member commented that this was a wonderful video and asked if resources are available for graduate students? Yes, resources are available. Some have expressed graduate student needs are a little different but overall, they have similar resources available.
- An IFC member said they are glad that open textbooks and resources were mentioned. The library can help if faculty are interested.

Agenda Item X: [Discussion Item] IUPUI Sustainability Resolution

John Watson

[Circular 2020-10](#): IUPUI Sustainability Resolution

Watson referred to the following IUPUI Sustainability Resolution and reported on the following:

Sustainability Resolution at IUPUI

April 2020

Rationale for putting forward the resolution

1. Whereas the Paris Agreement on climate change (2015); the International Panel on Climate Change Report (2018); and the Fourth National Climate Assessment Report by the US Global Change Research Program (2018) have all warned of the catastrophic dangers to humans and the earth if climate change is not addressed;

2. Whereas Indiana and other Midwest legislators are leading and participating in the bipartisan Climate Solutions Caucuses in the U.S. Senate and U.S. House;
3. Whereas IU is internationally recognized as an Innovative University in Reuters' *Top 100: The World's Most Innovative Universities*;
4. Whereas Core Value 7 of the IU Bicentennial Strategic Plan commits to "Sustainability, stewardship, and accountability for the natural, human, and economic resources and relationships entrusted to IU";
5. Whereas Action Items of the Strategic Plan include the goal "to solidify IU's focus on efficient and environmentally conscious campus design and operation";
6. Whereas the IUPUI Strategic Plan calls us to model sustainability by focusing holistically on the social, environment, and economic vitality of citizens and communities and increased participation by students, faculty, and staff in campus sustainability efforts;
7. Whereas the "IUPUI Office of Sustainability Strategic Plan 2018-2025" integrates sustainability into student learning and research; increases sustainability functions within the operational categories of air and climate, buildings, energy, food and dining, grounds, purchasing, transportation, waste, and water; and engages students, faculty and staff, and the campus community in programming, certification, and education;
8. Whereas IUPUI has earned a STARS (Sustainability Tracking, Assessment, and Rating System) Gold rating from the Association of the Advancement of Sustainability in Higher Education;
9. Whereas IUPUI's master plan calls for a move towards a carbon-neutral campus, 25 percent greenhouse gas reduction by 2020, 80 percent greenhouse gas reduction by 2050, and an increase in tree canopy coverage to 28 percent to sequester 31 tons of carbon annually;
10. Whereas with the city of Indianapolis committed to carbon neutrality by 2050 and approved including the THRIVE Indianapolis plan in the Comprehensive Master Plan of Marion County, Indiana (Resolution No. 2019-CPS-R-001), the possibility of IUPUI expecting to comply with the citywide standards;
11. Whereas the IUPUI Dimensions of Global Learning is for IUPUI students to develop a global mindset; and
12. Whereas, recognizing how current and future university students have made climate concerns and sustainable practices a high priority, as evidenced, for example, by the international student-led Global Climate Strikes

Now, therefore be it resolved that IUPUI, through collaborations of its constituent groups in administration, faculty, staff, and students, will work cooperatively to:

1. Create a leadership council, initially organized by the IUPUI Faculty Council and the IUPUI Office of Sustainability, composed of members from the constituent groups mentioned above;
2. Develop a climate action plan by 2023 with interim carbon emission reduction goals; this plan shall be reviewed and updated every five years with transparent reporting on carbon emission reduction progress across scope 1, 2, and 3 emissions;
3. Prioritize sustainability and a climate action-plan as major, long-term goals of the IUPUI campus, in all planning;
4. Actively support the work of the IUPUI Office of Sustainability, Student Sustainability Council at IUPUI, and current and future academic programs and research in sustainability;

5. Anticipate the post-carbon, sustainable economic era and preserve fiscal responsibility while pursuing the goal of carbon neutrality;
6. Create effective synergy between administration, faculty, staff, and students as we implement and model sustainable best-practices and use of renewable resources to the IUPUI campus, student body, and wider community, for the next 50 years and beyond; and
7. As a campus, collaborate on achieving the goal of becoming carbon neutral (scope 1, 2 and 3 emissions) by the end of fiscal year 2030, ahead of what is advocated by the International Panel on Climate Change Report.
 - This movement came from an IU East faculty member. The goal was for each campus to produce a sustainability resolution to address the campus and the university's interests of sustainability and to take an interest in sustainability at the local level. This is part of an organized plan among the UFC. IUPUI is the last of the campuses to endorse the document. There is a companion document that represents the UFC (an umbrella-type of document). Watson summarized some of the goals of the IUPUI resolution. The document was derived from the IU East document template and has been customized to fit the IUPUI campus needs and goals.

A motion of support was taken for this resolution to presented to the UFC next week and at the May IFC meeting. A Qualtrics form will be shared with the IFC to vote. This motion was seconded and moved to a vote.

Agenda Item XI: [First Read] Proposed Changes to the IFC Constitution and Bylaws

John Watson, President

[Circular 2020-13](#): Guide to the Constitution and Bylaws Changes

[Circular 2020-12](#): Constitution Changes

[Circular 2020-11](#): Bylaws Changes

Watson referred to the appended documents and reported on the following:

- At the November 5, 2019, IFC meeting, the members discussed the non-tenure-track faculty involvement in voting rights just as do the tenure-track faculty. The purpose of this document is to extend all voting rights to full-time faculty, regardless of their track or status. Watson summarized the documents and some of the main changes.

Questions/Comments

- Steven Jones asked what the reason is for this proposed change to voting faculty. The non-tenure-track faculty do a great job and provide great insight into the faculty. They deserve a larger involvement in the executive committee and hope to provide better faculty governance.

The proposed changes will be voted on following the May 5 Faculty Council meeting by electronic ballot.

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

- Budgetary Affairs Committee (Ann Holmes and Phil Goff, Co-Chairs):
 - Holmes and Goff provided a report on what the committee is working on and shared the appended presentation.

Watt called for a motion to extend the meeting end time to 5:20 p.m. The motion was seconded and passed unanimously.

- Fringe Benefits Committee (Tod Perry, Co-Chair)
 - Perry provided reported on the following:
 - Fringe Benefits has been overseeing the process of transferring to Fidelity for retirement plans.
 - Met with administrators on benefits and fund selections regarding retirement. Their goal is to provide some communications to faculty.
 - There is a permanent committee in Bloomington that has John Whelan, the vice president of human resources and Christian Royer, benefits and HR strategic communications as ex officio members. This last year highlighted communication gaps with IU and as it relates to benefits. There are conversations about trying to develop a more robust benefits committee with faculty from both campuses.

Agenda Item XIII: Question / Answer Period

- Stephen Fox asked if the IFC-EC discussed the proposal from the School of Liberal Arts about review procedures for teaching professor promotions. Watson said this was discussed and something would need to be done and invited Rachel Applegate, assistant vice chancellor for faculty, to speak more on the solution.
 - Applegate said that the IFC-EC discussed this and have set a one-year temporary waiver regarding reviewers needing to be at full rank. This concept will be discussed again in the fall beyond temporary measures.

Agenda Item XIV: Unfinished Business

There was no Unfinished Business.

Agenda Item XV: New Business

There was no New Business.

Agenda Item XVI: Report from the IUPUI Staff Council

Kristy Beach, President, IUPUI Staff Council

Beach reported on the following:

- Staff Council has been meeting remotely. The March meeting was cancelled and replaced with a Q&A with Vice Chancellor Camy Broeker and Senior Director for Human Resources Juletta Toliver.
- IU Health Transplant Group has been working to get plasma donations from individuals who have tested positive for COVID-19.
- The seeds program through the University Library will continue by mail. Faculty, staff, and students are invited to “check out” seeds from the library that can be grown in their home gardens.

Agenda Item XVII: Final Remarks and Adjournment

With no further business appearing, the meeting was adjourned.

Minutes prepared by Kasey Cummins, communication and administrative specialist of the Office of Academic Affairs
 University Hall 5002/274-8974/fcouncil@iupui.edu/<http://www.facultycouncil.iupui.edu>

Report on Council Actions 2019-20 (per Bylaws Article 1. Section C.3)

Detailed final reports are available on the IFC committee webpage.

Committee Assignments

Academic Affairs Committee

Assigned:

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

Ongoing:

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

Completed:

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

Budgetary Affairs

Assigned:

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

Ongoing:

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

Campus Planning Committee

Assigned:

- Review all surveys that come out during the year.
- Higher Learning Commission mid-cycle report about IUPUI meeting criteria.
- Invite leadership of IU Fort Wayne to meet with the committee and then report to the EC. (Contact: Ann Obergfell)
- Review Summer 2018 IU Communications Audit
- Review student surveys.
- Monitor changes in medical school impact.
- Updates/refreshes of campus strategic plan.
- Results of faculty survey.

Ongoing:

- Campus Conversations

- Examine faculty vitality (IUPUI and School of Medicine)
- IU Branding

Constitution and Bylaws Committee

Assigned: No assignments as of August 2019.

Distance Education Committee

Assigned:

- Follow up on CTL “Faculty Crossing”
- Support structure for students who are fully online.
- Follow up on Quality Matters
- Continue follow-up conversations with IU Online.
- Update with eDS.
- Coordinate with Online Director/Faculty Group (revived from 2016-17; to be organized by Rachel Applegate).
- Use of LMS (Canvas) data to assess instructional interactivity and collect 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” faculty, especially 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 Robert Aponte
1947-2020
Associate Professor of Sociology, IUPUI

The Department of Sociology mourns the passing of Dr. Robert Aponte. He impacted innumerable people through his research, teaching, mentorship, activism, and friendship. His commitment to justice, concern for people on the margins, and warm sense of humor were apparent to everyone he met.

Robert was an Associate Professor of Sociology and an Adjunct Associate Professor of Latino Studies. He received his PhD from the University of Chicago in 1991 and joined the Sociology Department at IUPUI in 1996. He served as department chair from 2003-2010, helped found the Latino Studies Certificate Program, and was the faculty advisor for the Latino Studies Student Association. Prior to his arrival at IUPUI, Robert helped found the Julian Samora Research Institute at Michigan State University, the premier Latino research institute in the Midwest.

Robert's research interests and social commitments were wide ranging, including Latin American immigration, Latinos in the Midwest, race and ethnicity, drug policy, police violence, and anti-poverty policy. He published his research in many academic journals, such as *Social Problems*, *International Journal of Sociology and Social Policy*, *Latino Studies Journal*, *Handbook of Marriage and the Family*, *Global Agenda for Social Justice*, *Race and Human Rights*, and *Journal of Latino-Latin American Studies*. He was also the principal author of *Latinos in Indiana: Characteristics, Challenges and Recommendations for Action*, a research report prepared for Indiana Governor Frank O'Bannon.

Robert's commitment to conducting research that addressed social injustices and led to positive social change was deep and abiding. As just one example of this deep commitment, he completed his last research article—"Police Homicides: The Terror of 'American Exceptionalism'"—just ten days before his death.

Robert was a beloved teacher who developed strong relationships with his undergraduate and graduate students. He was particularly attentive to the experiences and needs of students of color and students who struggled with mental health and substance abuse challenges, and he formed strong bonds with students who shared his commitment to justice and social change. In recognition of this impact, he received the Latino Studies Program's *Distinguished Award* and the *Luis Alberto Ambroggio Center for Latino Studies' Outstanding Professor of the Year Award*.

Robert touched many lives. He inspired students, had a ready smile for colleagues, and worked until the end of his life to make the world a more just and compassionate place.

Robert leaves behind his loving partner of 14 years, and our colleague, Dr. Carrie Foote; their 16-year-old son Sami Ardah; his three adult children—Nina, Michael, and Bobby Aponte; his grandson Oliver Aponte, and his brother Willie Aponte, among many other loving relatives. He will be deeply missed and long remembered.

THUS, BE IT RESOLVED, that this memorial resolution be placed in the minutes of the Indiana University-Purdue University Indianapolis Faculty Council with a moment of silence observed in his honor. A copy of this memorial resolution will be delivered to Robert's life partner and his children.

This resolution is written on behalf of Robert Aponte's students and the faculty and staff of the Department of Sociology and School of Liberal Arts. The resolution was prepared by Brian Steensland, Chair of the Department of Sociology.

Tribute to Senior Lecturer Jim Powell (1950-2020)

Solitary though Jim was, throughout much of his life he sought to bring writers and readers together. Just after he got his MFA in fiction writing, he and two friends, also writers, drove a van to California, where they started the bookstore Intellectuals & Liars in Santa Monica. The name came about from Jim's reading of Carl Jung: "There are two kinds of people you can't change: intellectuals and liars," which he saw as analogous to poets and fiction writers. The name stuck.

But even in the late Seventies, running a bookstore was not easy, especially one that specialized in "quality fiction" and vetoed New Age anything or genre stuff. So after a year, Jim returned to the Midwest, and he affiliated with the Free University here, secured a CETA grant, and started the Writers' Center of Indianapolis, now the Indiana Writers Center.

For twenty years, Jim directed the Writers Center, bringing to town major poets and novelists, but also running open mics at the Alley Cat, teaching classes, mentoring writers, and publishing journals and books. During much of that time, as associate faculty, he also taught for IUPUI, where he offered a popular Indiana literature course, sometimes at "remote" locations like Glendale Mall.

I met him in 1997 during my first week on the job. English Department chair Richard Turner had said to me: "He does so much for writers here, but he's pretty much stopped writing himself." At the time, Jim and I did not hit it off. I found him cynical, world-weary, not knowing that his first marriage had just ended, and his mother had

been diagnosed with Alzheimer's. He saw me as teeming with too much energy and not authentic enough.

Despite this first impression, I went to many Writers Center events. IUPUI students won the College Poetry Read-Off, which Jim sponsored. When a faculty member teaching fiction quit mid-semester, Jim picked up that person's class. It was Jim's idea to have a reading series to bring part- and full-time faculty members to a single stage. And when the English department conducted a national search for a creative writing position, Jim agreed to be the external person on the committee. We hired Rob Rebein.

In spring 2001, I observed Jim teach Intro to Creative Writing as a prelude to his getting the Outstanding Associate Faculty Award. "Violate a standard, have a reason," he said to a student who didn't use capitalization. "Writers are always presenting preachy things—how do they make them not seem preachy?" he asked a man who had commented on "preachiness" in his neighbor's text. To the young woman who worried that it was not appropriate for her character to laugh and to cry at a funeral, Jim responded, "All of the emotions in this piece are legitimate human feelings, but they *are* kind of thrown together." In each instance, he validated the idiosyncratic but also pushed students to entertain larger questions of theory and craft.

That fall, Jim, now retired from the Writers Center, started at IUPUI as a full-time lecturer. He mentored hundreds of students, not only in creative writing classes but in his sections of W132, which focused on American Indians, and as Associate Chair for Students, where he served as the lead academic advisor for the English Department.

In 2003, after reciting Wallace Stevens' "Thirteen Ways of Looking at a Blackbird" to each other in Cavanaugh Hall during a snowstorm, we started dating, and got married in the Roofless Church at New Harmony in 2008.

A couple years later, after a health scare, Jim began writing fiction again after a 30-year hiatus, and in his last decade he completed over seventy stories. His brilliant collection of fiction *Only Witness* appeared from the Indiana Writers Center last year to mark the Center's fortieth anniversary.

When Jim's COPD worsened in 2018, he began to make peace with his eventual demise. When asked how he'd like to be remembered, he said, "I have been pleased to know a book of my stories is here. I am very proud of building the Writers Center with so many others and gratified that the organization survives me. Say I did not fear death and would be glad my suffering is over. I found myself learning so much as I approached death, good things about resilience, hope, and especially gratitude."

Raconteur, writer, curmudgeon, covert kindheart, activist, dreamer, rake, husband, believer in Jung and Jesus: Jim Powell was all these things. Look for him in sunsets over large bodies of water or maybe at Long's Donuts! Jim, may the wind be always at your back.

Karen Kovacik



TRIBUTE TO SENIOR LECTURER ERIK LARS LINDSETH (1961-2019)

Read at Faculty Assembly, IU School of Liberal Arts, IUPUI April 24, 2020

The History Department and the School of Liberal Arts were dealt a sudden and grievous blow last November when our colleague, Erik Lindseth, died from complications of stroke. Erik was a teacher of many skills and interests and his erudition and dedication to his craft were central to the vitality of the department and the linked communities of the school, the campus, and the city. His absence is keenly felt every day. Erik, an Eagle Scout and product of North Central High School, received his B.A. at Wabash College and his Ph.D. from Edinburgh University before returning to Indianapolis to begin a teaching career at IUPUI that spanned almost thirty years. The range of his teaching, from the American, world, and western civilization surveys to British and Scottish history to the history of the book, was remarkable and the many students he taught and mentored, here and in Scotland, over the past three decades have shared memories of his “open and welcoming presence,” a sentiment shared by his many colleagues and friends. Erik was also dedicated to the vital role that libraries play in our scholarly and civic life. He served as Vice President of the National Library Binding Company, specializing in the care, conservation, and restoration of rare books. Having received an M.A. in Library Science in 1999, he taught courses on the principles and practices of library preservation and the history of libraries while also serving as a specialist in the German -American collections in the IUPUI Library. Erik also made himself available to friends and colleagues for individual expert consultations on wine, whisky, old books and coins, and fast cars. One of his favorite ceremonial occasions (ceremony and ritual were very important to Erik) was the annual induction of new members into the history honors society, Phi Alpha Theta, over which he

presided at the Columbia Club, where he was a foundation trustee, historian, and curator of the club's art collection. A former chair of the History Department recalled that when the time came to put together each semester's schedule, Erik simply said, "put me wherever you need me." And he excelled wherever you put him, winning the IUPUI Trustees' Teaching Award twice while also being named Outstanding Lecturer and Academic Advisor. Anyone who knew Erik, as a teacher, a friend, and a colleague, would agree that he embodied Ben Jonson's approbation, "Indeed he seemed to be a gentleman of an exceeding fayre disposition, and of very excellent good partes."

Kevin Cramer
Chair, Department of History



Scenario Planning for COVID-19

IUPUI

1

**“Plans are of little importance,
but planning is essential”**

Winston Churchill

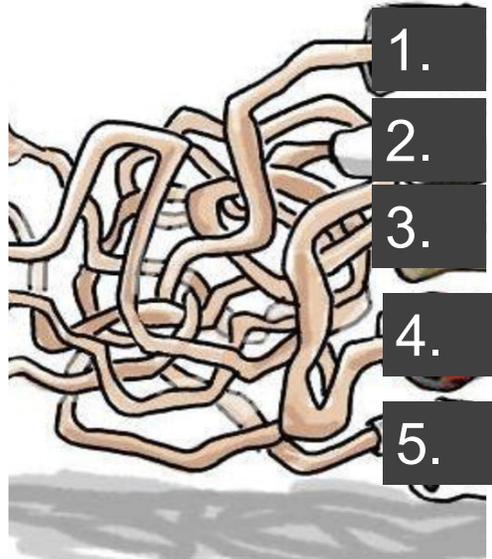
2

Academic Year 2020-21 Scenarios for the Planning Exercise

1. Return to Face-to-Face Teaching
2. Fall Hybrid: Face-to-Face and Online; Spring Face-to-Face
3. Fall Online and Spring Face-to-Face
4. Fall Face-to-Face and Spring Online
5. Entire Academic Year Online



Your Guess is as Good as Mine



3

Restart Committee

1. Chaired by Jay Hess, members include the two deans of public health and health sciences experts
2. Will provide public health advice to University Executive Policy Group on matrix and conditions necessary to reopen



IUPUI

4

Process of Scenario Planning

1. 12 Task Forces will be formed, representing specific domains of responsibility
2. Each Task Force will be charged to address several questions for each of the 5 scenarios
3. A Steering Committee will coordinate activities across all Task Forces
4. The Steering Committee will synthesize and summarize the information from all Task Forces



5

Task Forces

- Health and Safety Practices
- Enrollment Implications
 - New Student Summer Programs (Orientation, Bridge, etc.)
 - Resident and Non-Resident Students—Undergraduate
 - Resident and Non-Resident Students—Graduate
 - International Students and Online Programs



6

Task Forces

- Student Affairs
- Course Offerings and New Online Programs and Certificates
- Diversity, Equity, and Inclusion
- Research Activities
- Auxiliaries
- Community Engagement, External Affairs, and Development



7

Timeframe	Activities
Wednesday, April 15, 2020	<ul style="list-style-type: none"> • IUPUI Scenario Planning process and information is communicated to Task Force Chairs and Members • Task Force Chairs reach out to their Task Force Members and begin establishing meeting schedule
Monday, April 20, and Tuesday, April 21, 2020	<ul style="list-style-type: none"> • Stephen Hundley and <u>Margie Smith-Simmons</u> meet with each Task Force Chair to answer questions/clarify the process
Friday, May 1, 2020	<ul style="list-style-type: none"> • Task Force Chairs meet to share progress, ask questions, and determine initial gaps/overlaps between areas of responsibility
Friday, May 15, 2020	<ul style="list-style-type: none"> • Scenario Planning Reports are due to <u>Stephen Hundley</u> (shundley@iupui.edu) by 5:00 p.m.
Friday, May 29, 2020	<ul style="list-style-type: none"> • Task Force Chairs meet to discuss Scenario Planning Reports
Throughout June 2020	<ul style="list-style-type: none"> • Scenario Planning Reports are reviewed by Chancellor's Cabinet and other campus stakeholders to inform decision-making for AY 2020-21
Throughout Summer and Fall 2020	<ul style="list-style-type: none"> • Task Force Chairs and Members are available, as needed, to meet and update Scenario Planning Reports based on changing circumstances



8



ANNUAL REPORT

OFFICE OF EQUAL OPPORTUNITY

IUPUI

1

WHAT WE DO.

- EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION
- REASONABLE ACCOMMODATIONS FOR EMPLOYEES / ACCESSIBILITY
- DISCRIMINATION / SEXUAL MISCONDUCT
- EDUCATION / COLLABORATION



2

1. EQUAL EMPLOYMENT OPPORTUNITY

Monitor adverse impact in hiring process & write campus-wide
Affirmative Action Plan.



3

EFFORTS AROUND DATA INTEGRITY

- Defining our Latinx and multiracial communities
- Increasing reporting of veterans and individuals with disabilities
- Accurately characterizing our workforce



4

AA/EO: IUPUI Faculty (IU School of Medicine only)

	Tenure Track	Non-Tenure, Full Time	Part time/ Other Academic	Adjunct Faculty	Executive Management
All People of Color	107.4%	103.1%	183.4%	110.2%	112.4%
Asian	139.5%	130.1%	284.2%	95.6%	134.7%
Black	61.3%	101.1%	62.9%	187.6%	47.6%
Latino	77.7%	64.6%	60.5%	120.8%	158.7%
Multiracial	42.8%	18.3%	0.0%	0.0%	72.5%
Native American	0.0%	41.2%	-	-	-
NHOPI	-	-	-	-	-
Total Women	66.7%	100.0%	129.2%	131.1%	87.2%
Veteran	25.8%	28.3%	13.8%	31.6%	0.0%
Disability Reported	16.5%	9.4%	25.2%	7.2%	0.0%

- 100% signifies exact parity with expected employee demographics.
- Under 80% flagged in red

IUSM Faculty Employees:
 Tenure Track: **606**
 NTT, Clinical: **1215**
 PT/Other: **227**
 Adjunct: **198**
 Executive Management: **60**



5

AA/EO: IUPUI Faculty (Excluding IUSM)

	Tenure Track	Non-Tenure, Full Time	Part time/ Other Academic	Adjunct Faculty	Executive Management
All People of Color	133.7%	81.1%	131.0%	89.4%	89.3%
Asian	205.3%	76.5%	159.0%	54.9%	71.9%
Black	85.5%	119.2%	118.0%	127.5%	132.2%
Latino	89.1%	72.4%	94.1%	94.3%	105.8%
Multiracial	59.6%	25.4%	154.0%	104.9%	25.7%
Native American	62.2%	0.0%	102.9%	174.7%	-
NHOPI	-	-	-	-	-
Total Women	91.3%	128.2%	116.9%	109.3%	89.3%
Veteran	21.5%	44.7%	17.9%	52.9%	20.3%
Disability Reported	52.3%	50.3%	81.6%	44.8%	37.1%

- 100% signifies exact parity with expected employee demographics.
- Under 80% flagged in red

Total Faculty IUPUI, w/out SOM:
 Tenure Track: **655**
 NTT, Clinical: **454**
 PT/Other: **175**
 Adjunct: **1181**
 Executive Management: **154**



6

AA/EO: IUPUI Staff (IUPUI, including School of Medicine)

	Professional Staff	Clerical Staff	Technical Staff	Skilled Craft	Service Maintenance
All People of Color	160.4%	133.1%	153.6%	87.0%	171.1%
Asian	223.3%	83.7%	275.7%	0.0%	149.3%
Black	148.4%	129.4%	105.0%	161.3%	241.5%
Latino	112.9%	173.0%	184.3%	36.7%	33.9%
Multiracial	480.9%	292.8%	1228.9%	0.0%	403.2%
Native American NHOPI	45.8%	48.8%	19.2%	0.0%	44.8%
Total Women	120.0%	108.7%	121.1%	106.1%	138.9%
Veteran	25.2%	16.0%	28.8%	113.4%	42.0%
Disability Reported	48.1%	106.7%	74.6%	34.6%	69.1%

- 100% signifies exact parity with expected employee demographics.
- **Under 80% flagged in red**

Total Staff Employed (w/ SOM)

Professional: **2911**

Clerical: **683**

Technical: **651**

Skilled: **124**

Service: **372**



7

MONITORING THE SEARCH/SCREEN PROCESS.

Number of postings monitored: 418 faculty and 1110 staff. OEO expects that...

- Search committees are diverse and that each committee assesses candidates' skills associated with diversity, equity and inclusion
- Recruitment should be intentional and process should be accessible
- Standardization of criteria for screening / standardization of candidate experience
- Posting and interview questions should be compliant with non-discrimination policies



8

EXIT SURVEY INFORMATION

- Almost 90% of exiting employees indicated they would recommend IUPUI as a place to work. Top reasons for satisfaction while employed: benefits, work schedule and work/life balance, relationship with colleagues.
- Top reasons for dissatisfaction: rewards and recognition (faculty and staff), prospects for career advancement (faculty), and performance evaluation process (staff)
- 30% of those surveyed reported experiencing bias/harassment/discrimination while employed at IUPUI. Most common reported types: sex, age, race/ethnicity



9

2. ACCOMMODATIONS / ACCESSIBILITY

- Faculty and staff with disabilities who are requesting accommodations through the Office of Equal Opportunity is increasing (37 accommodation requests last year)
- Partnering with offices like Adaptive Education Services, Office of Student Advocacy and Support and Campus Facility Services to address issues of accessibility (<https://map.iu.edu/iupui/>)

Matters related to workplace accommodations should be directed to the Office of Equal Opportunity



10

3. NON-DISCRIMINATION / SEXUAL MISCONDUCT

- IU prohibits discrimination on the basis of any of the following: age, disability, ethnicity, color, national origin, race, sex, gender identity, gender expression, sexual orientation, marital status, genetic information, religion, or veteran status
- IU's sexual misconduct policy includes sex and gender based discrimination, sexual harassment, sexual assault, dating violence, sexual exploitation, and stalking and applies to all members of the IU community



11

RESPONSIBLE EMPLOYEES

All faculty and most staff at IUPUI are responsible employees

- Required to report any information related to sexual misconduct to a deputy Title IX official (myself and Sara Dickey, Office of Student Conduct)
- If the individual accused of engaging in the misconduct is a student – Office of Student Conduct handles the matter
- If the individual is anyone else (faculty, staff, visitor, etc.), OEO handles the matter



12

CHANGES TO SEXUAL MISCONDUCT POLICY

1. Language added to clarify that alcohol/drug use does not inherently mean incapacitation
2. Deception around contraceptives added to policy
3. Acceptance of responsibility option for matters involving faculty and staff
4. Exemptions for responsible employees spelled out:
 - Disclosures made as part of participation in research activities that have received human studies approval through IRB
 - Disclosures made as part of an academic assignment
 - Disclosures made at public awareness events



13

NON-DISCRIMINATION / SEXUAL MISCONDUCT

- | | |
|--|---|
| <ul style="list-style-type: none"> • Complainants <ul style="list-style-type: none"> • Student: 52 • Staff: 44 • Other: 30 • Faculty: 19 | <ul style="list-style-type: none"> • Respondents <ul style="list-style-type: none"> • Faculty: 54 • Staff: 41 • Other: 30 • N/A: 17 • Student: 3 |
|--|---|

TOTAL CASES: 145



14

CONCERN BASES

- Race, color, ethnicity: 25
- Sex: 24
 - Sexual orientation: 7
 - Gender identity: 3
- Disability: 17
- Age: 5
- Religion, creed: 4
- National Origin: 4
- Sexual Misconduct (51 accounts)
 - Sexual Harassment: 26
 - Sexual Assault: 12
 - Stalking: 7
 - Dating/Domestic Violence: 3
 - Sexual exploitation: 3
- Retaliation (8 accounts)
- HR related (21 accounts)



15

CONCERN RESOLUTIONS

- Closed with an action taken: **38**
- Closed without an action taken: **28**
- Complainant did not want to move forward: **27**
- Other resolution: **8**
- Ultimately referred to more appropriate office: **44**



16

4. EDUCATION / COLLABORATION

- EO Council (Accessibility in Hiring Process / Conflict Resolution & Election 2020 in the Workplace)
- Committees/task forces at the Campus and System levels (Employee Data Standing Committee, Chancellor's Diversity Cabinet, SAPIR, Sexual Misconduct Review Team, Bias Incident Response Team, BCT, etc.)
- Training
 - Search and Screen
 - Sexual Misconduct
 - Unlawful Harassment / EO / Affirmative Action
 - ADA
 - Mediation Training / Conflict Resolution (in conjunction with DEI)



IUPUI

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IUPUI OFFICE OF EQUAL OPPORTUNITY

Anne Mitchell, Director
 Charlette Bowling, Office Coordinator
 Kevonna Tyler, Sr. Investigator
 Ginger Arvin, Sr. Investigator
 Nay Petrucelli, Data Specialist
 Emily Kempfski, EO Specialist
 Karloa Stevens, Sr. EO Specialist

P: 317-274-2306
 E: oeoIUPUI@iupui.edu
 W: oeo.iupui.edu


IUPUI
FULFILLING *the* PROMISE

18

IFC Constitution and Bylaws Amendments Summary

April 21, 2020

CONSTITUTIONAL AMENDMENTS

The overall goal is to extend voting rights and representation in the IFC to the NTT faculty and add emergency procedures.

Article I. Section A.

Clarifies the definition of the faculty as a whole

Article I. Section B.

Detailed definition of the voting faculty

Detailed definition of the non-voting faculty

Note: These definitions match those found in the amended UFC Constitution

Article IV. Section A.3.

Brings the language regarding an alternate for an IFC member who cannot attend an IFC meetings into line with new definition of Voting Faculty

Article IV. Section F.1.

Changes the ratio of TT and NTT faculty in the IFC Executive Committee from 8:2 to 6:4. Six to 4 is maximum number of NTT allowed under the 60/40 rule. Six to 4 more closely matches the actual ratio of TT and NTT at IUPUI+ISUM, which is 40/60.

Article IV. Section F.5.

Adding a component to allow the IFC Executive Committee to act as the executive agent of the council without prior consultation with the council to take emergency action on educational matters when facing situations such as COVID-19.

Article V. Section F.2.

Updates the faculty definition for membership UFC Executive Committee in case of a tie.

BYLAWS AMENDMENTS

The overall goal is to adapt the Bylaws to match the proposed changes to the Constitution and add clarification to the Ombudsteam.

Article II. Section A.

Specify that Unit reps will be Voting Faculty as defined in the Constitution.

Article II. Section B.

New cap on the number of At-Large reps that can come from a single unit. This is to distribute voting power among the units in the face of a large increase of NTT faculty in the IUSM.

Article II. Section C.1.

Deleted phrase that limited the President and VP positions to TT faculty, now will be open to both NTT and TT faculty.

Article II. Section D.1.

Changes the number of IUPUI reps to the UFC to 12 to match the new IFC Constitution.

Article II. Section D.3.

Updates the apportionment of UFC reps between the TT and NTT faculty in accord with the changes to the UFC Constitution. The split will now be 8TT and 4 NTT of the 12 total. This is within the 60/40 rule. Clarify by reordering sentences in v.2.

Article IV. Section C.1.

Specifies that NTTF are eligible to serve on the Ombudsteam.

Article IV. Section C.4.

Clarify that the Ombudsteam will have representation from different schools (i.e., no two schools will have representation on the team).

CONSTITUTION OF THE IUPUI FACULTY

Note: The first IUPUI Faculty Constitution was adopted in 1969. The present Constitution, with accompanying Bylaws, was adopted in April of 1978, and has been amended several times. This version includes amendments through 2019.

PREAMBLE

We, the faculty members of IUPUI, in recognition of our common goal to better human conditions through the process of education, and in recognition and appreciation of the rights and responsibilities bestowed upon us by the State of Indiana through the Indiana University and the Purdue University Boards of Trustees for the accomplishment of this goal, do establish this Constitution for the purpose of creating a system which will aid in the identification, definition, and accomplishments of major specific objectives of this faculty.

ARTICLE I. FACULTY MEMBERSHIP

Section A.

- ~~1. All individuals~~ individuals serving full-time who are tenure-track, non-tenure-track, and emeritus faculty, hold instructor (including lecturer) or professorial (including clinical and research) rank, as well as are librarians of comparable rank, and who perform their functions primarily in Indianapolis, or who, having their principal functions elsewhere have rank in an academic unit which is primarily situated at IUPUI, shall be considered members of the faculty.
- ~~2. The faculty is divided between, on the one hand, tenured and tenure-track faculty members, and, on the other, non-tenure-track faculty members.~~

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Section B.

- ~~1. All full time~~ tenured and tenure-track faculty members (herein called tenure-track faculty) shall be voting members of the faculty. ~~(referred to herein as the Voting Faculty).~~
- ~~2. All full-time non-tenure-track faculty shall be voting members of the faculty if they hold the following appointments:~~
 - ~~a. Clinical appointments.~~
 - ~~b. Lecturer and Teaching Professor appointments.~~
 - ~~c. Professor of Practice appointments.~~
 - ~~d. Research Scientist/Scholar appointments.~~
- ~~3. Those faculty described in Section B.1 and B.2 will be referred herein as the Voting Faculty.~~
- ~~4. Acting, visiting, adjunct, academic specialist, emeritus and other academic appointees are not voting members of the faculty.~~
- ~~2. Regarding issues that are in the broadest sense of the term relevant to IUPUI, 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.~~
- ~~3.5. Any provision in the IUPUI Constitution or Bylaws stating, directly or by implication, that voting shall occur by means of an in-person vote or a paper ballot shall be understood to permit electronic voting. The method and means of electronic voting shall be as established from time to time by the IUPUI Faculty Council Executive Committee.~~

Section C.

The Office of Academic Affairs at IUPUI shall be responsible for maintaining a census of the faculty, as well as a census of the Voting Faculty. It shall send a certified list of Voting Faculty as of October 1 to the President of the Faculty, and to the President of each academic unit not later than the middle of October each year.

Section D.

Anyone wishing to challenge any inclusion or omission from the official list shall first petition the Office of Academic Affairs. If that Office holds against the petitioner, the petitioner may present his or her case to the Faculty Council, which may rule for the petitioner by a 2/3 vote of those present and voting.

ARTICLE II. FACULTY RIGHTS AND RESPONSIBILITIES

The faculty shall:

1. advise the Chancellor of IUPUI, the Indiana University and the Purdue University Presidents, and the Boards of Trustees concerning policies for admission, retention, and academic placement of students;
2. establish policies governing conduct and discipline of students;
3. develop curricula, course content, academic procedures, and degree requirements, and nominate candidates for degrees, subject to the rights of review by appropriate governing bodies within the universities and by appropriate external bodies when their prerogatives are affected;
4. fix the academic calendar and the general policies for scheduling classes;
5. establish policies for institutional and student participation in extracurricular activities;
6. advise the Chancellor of IUPUI, the Indiana University and the Purdue University Presidents, and the Boards of Trustees concerning policies and administration of the libraries;
7. recommend to the Chancellor of IUPUI procedures for implementing at Indianapolis all-university criteria and procedures for appointments to the faculty, general faculty welfare, dismissal from the faculty, non-reappointment, promotion in academic rank, tenure, and sabbatical leaves of absence;
8. consult with decision-making administrators regarding proposed changes in academic organizations;
9. continually review educational policies;
10. consult with decision-making administrators regarding planning of physical facilities and staffing;
11. participate in the process of selecting candidates for major executive academic positions; and,
12. have the right to petition the Boards of Trustees through appropriate channels regarding views of the faculty on any matter pertaining to the conduct and welfare of the institutions.

ARTICLE III. EXERCISE OF RIGHTS AND RESPONSIBILITIES

Section A. Academic Unit Organization

The faculty of academic units within the university exercise their rights and responsibilities through faculty organization established by the faculty of those units, subject to the limitations of this Constitution.

Section B. The Faculty Council

1. Authority shall be exercised on behalf of the faculty by the Faculty Council (referred to herein as the Council) in regular and special meetings, subject to the limitation of this Constitution.
2. The Council shall adopt Bylaws of the IUPUI Faculty Council.
3. The Council shall fill vacancies for unexpired terms of any of its elected officers.

Section C. Review of Council Actions

1. If, at a duly called regular or special meeting of the Voting Faculty, a majority of those present and voting opposes an action of the Council, that matter shall be remanded to the Council for reconsideration. To become effective, it must then be reaffirmed by 2/3 of the entire membership of the Council. However, by a majority vote the Council may submit the matter to a mail ballot of the faculty where a majority of those voting shall suffice for passage.
2. Fifty members of the Voting Faculty may mandate a referendum concerning an action of the Council. The Executive Committee of the Council shall conduct the referendum.

Section D. Meeting of the Faculty

1. There shall be at least one meeting of the Voting Faculty during the academic year. The time and place of the meeting shall be determined by the Vice President of the Faculty in conjunction with the Executive Committee. The Vice President of the Faculty shall preside at any meeting of the faculty. The Chancellor of IUPUI shall report on the state of the Indianapolis campus at the annual meeting.
2. Special meetings of the faculty may be called by the President of the Faculty, the Chancellor of IUPUI, the Vice President of the Faculty, the Executive Committee of the Council, the Council itself, or by petition of at least fifty members of the Voting Faculty, said petition to be delivered to the President of the Faculty. A special meeting shall be called within thirty days of receipt of such a petition. Any special meeting of the faculty must be called for a specific purpose and may depart from that purpose only by a suspension of the rules of order. Faculty must be given notice of time, date, place, and agenda of any meeting of the faculty at least ten days in advance. The Vice President of the Faculty shall be responsible for keeping minutes of such a meeting and for distributing a copy of the same to each member of the faculty.
3. One hundred members of the Voting Faculty shall constitute a quorum for a meeting of the faculty.

ARTICLE IV. FACULTY COUNCIL

Section A. Membership

Faculty Council shall be composed of elected and ex officio members. All members of the Council shall be eligible to vote in matters brought before the Council, unless otherwise restricted in this Constitution, the Bylaws, or university policy.

1. Elected members. Faculty members dedicated to teaching, research, creative work, and service, and librarians dedicated to performance, professional development, and service shall represent academic units. To be entitled to representation on the Faculty Council, an academic unit shall have its faculty organization documents on file with the President of the Faculty, be headed by an Academic Dean, and be certified by the IUPUI Faculty Council. The University Libraries of IUPUI shall be considered an academic unit.
 - a) Elected members of the Council shall consist of unit representatives and at-large representatives.
 - b) If the Council selects as President of the Faculty or Vice President of the Faculty, a faculty member who is not otherwise a member of the Council, this shall confer ex officio membership.
 - c) If the Council elects to its Executive Committee a faculty member or librarian who is not otherwise a member of the Council, this shall confer ex officio membership.
 - d) Elected members of the Council shall serve terms of two years, commencing with the first Council meeting of the fall semester. No elected member shall be eligible to serve more than two terms consecutively.
 - e) Election of unit representatives. Each academic unit shall conduct its election of unit representatives by procedures it shall itself establish. The results of the unit elections shall be reported by each academic unit president or chair to the Faculty Council Director and the President of the Faculty no later than the middle of March. The President shall announce the results of the elections at the April Council meeting.
 - f) Election of at-large representatives. Election of at-large representatives shall be conducted in accordance with the procedures specified by the Faculty Council Bylaws.
2. Ex officio members. The Chancellor of IUPUI, two members from the Chancellor's Cabinet who hold faculty appointments, having been designated by the Chancellor, and any elected member of the Executive Committee who is not otherwise a member of the Council shall be ex officio members of the Council.
3. Alternate members. A member of the Council who must be absent from any meeting of the Council may be represented at that meeting by an alternate who is not a member of the Council, who will be permitted voice and vote provided that the alternate is a member of the Voting Faculty. If the absent member is a member of the Voting Faculty, the alternate must be a member of the Voting Faculty. If the absent member is not a member of the Voting Faculty, the alternate may be any member of the faculty. The alternate may have only one vote and may not represent more than one member of the Council.
4. Non-voting, ex officio members
 - a) The head of each academic unit located in Indianapolis shall be a non-voting ex officio member of the Council.
 - b) An elected representative of the faculty organization of academic units utilizing existing IUPUI faculty shall be non-voting ex officio members of the Council. The voting rights of each IUPUI faculty member shall be vested solely with the department and school or college of his or her primary academic appointment. Each such faculty organization shall be entitled to elect one ex officio non-voting representative.

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- c) An elected Parliamentarian of the Council who is otherwise not an elected member of the Council shall be a non-voting ex officio member of the Council.
 - d) The President or, in his or her absence, the Vice President of the IUPUI Student Assembly shall be a non-voting ex officio member of the Council.
 - e) The President of the IUPUI Staff Council shall be a non-voting ex officio member of the Council. When the Staff Council President is unable to attend meetings of the Council, he or she may send a designated alternate.
 - f) Members of the University Faculty Council (UFC) not otherwise holding positions in the IFC, shall be non-voting ex officio members.
 - g) An elected representative of the IUPUI Senior Academy (an organization of retired IUPUI faculty and staff members) shall be a non-voting ex officio member of the Council.
5. An individual elected in more than one capacity may serve in only one seat during the elected term on the Council.

Section B. Officers

The Officers of the Faculty Council shall be the President of the Faculty, the Chancellor of IUPUI, the Vice President of the Faculty, and the Parliamentarian of the Faculty Council. The Presiding Officer shall be the Vice President of the Faculty or his or her designee. The President of the Faculty, the Vice President of the Faculty, and the Parliamentarian may be from any academic unit, and shall be selected in accordance with the procedure specified by the Faculty Council Bylaws.

Section C. Meetings of the Council

- 1. Regular meetings of the Council shall be held monthly during the academic year, starting in September.
- 2. Special meetings may be called by the President of the Faculty, the Chancellor of IUPUI, the Vice President of the Faculty, the Executive Committee, or by petition of at least 20 members of the Council, said petition to be delivered to the President of the Faculty. The person(s) calling the meeting shall state the reason(s) for calling it, and the business of the meeting shall be restricted to items relevant to the matters for which it is called. Members of the Council must be notified at least one week in advance of the meeting.

Section D. Quorum

A majority of the Faculty Council shall constitute a quorum.

Section E. Record

The Vice President of the Faculty shall be responsible for preparing minutes of the Faculty Council meetings and the President of the Faculty shall be responsible for preparing minutes of the Executive Committee meetings. The original copies of all minutes and the verbatim recording of the Faculty Council meetings shall be retained cumulatively in the Faculty Council Office for a period of at least one academic year. At the end of a year the original copies of the minutes and the verbatim recordings shall be sent to the IUPUI Archives for preservation.

Section F. Executive Committee

1. Composition. The Executive Committee shall consist of ten members of the ~~Voting Faculty, eight six~~ who are ~~Voting-tenure-track Faculty~~ and ~~two four~~ who are ~~not Voting non-tenure-track Faculty~~, elected by the Faculty Council. The President of the Faculty, who will chair the Committee, the Chancellor of IUPUI, or that officer's designee, and the Vice President of the Faculty, shall serve ex officio. The Immediate Past President of the Faculty shall also serve as a non-voting ex officio member.
2. Eligibility. Any person who has served as an elected member of the Council, as Chair of a Council Committee, as the presiding officer of a school faculty governance body, or in leadership of an academic unit committee within the past four years is eligible for election to the Executive Committee. Two of the elected faculty on the Committee may be from the same academic unit, provided one is ~~Voting-tenure-track Faculty~~ and one is not. If the School of Medicine has two members, both may be ~~Voting-tenure-track~~ faculty, and one each from the basic science and clinical departments.
3. Election. Each year, at the Council's April meeting, the Nominating Committee shall submit a slate of nominees to serve on the Executive Committee. At the following May meeting of the Council, four members of the Voting Faculty and one member who is not Voting Faculty shall be elected to the Executive Committee for terms of two years. They shall be eligible for re-election, provided that no person shall serve more than two terms consecutively.
4. Duties. The Executive Committee shall:
 - a) determine the agenda for its own meetings and for regular meetings of the Council;
 - b) solicit, with the help of the Faculty Council Director, the interest of faculty in serving on IUPUI Faculty Council Standing Committees by the middle of March;
 - c) serve as the Committee on Committees for the Council;
 - d) conduct the elections which are governed by the provisions of the Faculty Council Bylaws, and rule on matters of dispute relating to election procedures;
 - e) determine the proper apportionment of unit representatives among the academic units, in accordance with the Bylaws; and
 - f) perform such other duties as may be assigned to it by the Council or by the Council's Bylaws.
5. Emergency Procedures. The Executive Committee is delegated to act as the executive agent of the IUPUI Faculty Council without prior consultation with the Council as follows:
 - a) In cases requiring emergency action within a period during which no meeting of the Council is scheduled, including during the summer sessions;
 - b) Emergency actions taken by the Executive Committee require, at minimum, a simple majority which must include the President and Vice President;
 - c) When acting as the delegated executive agent for the Council, the Executive Committee will inform Council members through electronic communication of its activities; and
 - d) Actions taken by the Executive Committee as delegated executive agent for the Council may, at the request of an elected representative of the IUPUI Faculty Council, be reviewed by the Council at its next subsequent meeting and, where feasible, may be overruled by a two-thirds vote of the IUPUI Faculty Council.

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Section G. Procedures

1. A member of the Council may appeal an action of the Executive Committee to the Council, which may overrule the Executive Committee by majority vote.

2. Matters which the Council deems to be of extraordinary significance may, by majority vote, be termed "important," thereby requiring a 2/3 vote of those voting in the Faculty Council to ratify.

ARTICLE V. REVIEW FUNCTIONS OF THE FACULTY

Section A.

The faculty shall express its judgment on any administrative action brought to its attention which raises an issue of academic freedom, tenure, promotion, salary, the nature and conditions of work, non-reappointment, or dismissal.

Section B.

The Faculty Boards of Review shall consider grievances of faculty members or librarians concerning academic freedom, tenure, promotion, salary adjustment, the nature or conditions of work, or reappointment. Any faculty member or librarian desiring a review of university action in these stated areas shall request, in writing, a review by a Faculty Board of Review.

Section C.

Collective faculty judgment on major issues affecting faculty interests may be expressed via a referendum. A referendum shall be initiated by delivery to the President of the Faculty of a petition by the Chancellor of IUPUI, the Vice President of the Faculty, the Executive Committee of the Council, the Council itself, or at least 50 members of the Voting Faculty. The Executive Committee of the Faculty Council shall conduct the mandated referendum within four weeks of the delivery of such petition. The question (or series of questions) comprising the referendum shall be answerable by the word "yes" or "no." A majority vote shall be necessary to sustain or reject the question(s). The President of the Faculty shall inform the faculty of the results of the referendum within a period of no longer than 30 days after the final receipt date of answer specified on the circulated referendum.

ARTICLE VI. AMENDMENTS

Section A.

A constitutional amendment may be brought to the Council by any member thereof, or by a petition signed by twenty members of the Voting Faculty.

Section B. Adoption

1. If an amendment is approved by two-thirds of those present and voting at any regular meeting of the Council, copies of the amendment shall be distributed by campus mail by the President of the Faculty to the Voting Faculty within one week of this approval.
2. If fifty or more members of the Voting Faculty so request by a written petition delivered to the President of the Faculty within three weeks after Council approval, the President of the Faculty shall then call a special meeting (Constitution Article IV, Section C, Subsection 2) of the entire Voting Faculty within no less than two weeks nor more than four weeks to consider the amendment. The amendment may be returned to the Council (with or without instructions) by a majority vote of those present and voting at this special meeting.

If the amendment is not returned to the Council, the President of the Faculty shall conduct a mail ballot within one week after the meeting.

3. If no meeting is requested, a mail ballot shall be conducted within four weeks after Council approval and counted no earlier than four weeks later.
4. The ballots shall be distributed within a time frame to assure that both ten-month and twelve-month faculty will have the opportunity to cast their ballot.
5. An amendment shall become effective at the beginning of the academic year following its adoption, unless otherwise specified.

Amended: 06/26/86; 10/07/87; 06/25/92; 01/01/93; 03/04/93; 07/01/98; 03/02/00; 05/31/04; 03/03/09, 11/03/09, 04/03/18, 05/07/19.

BYLAWS OF THE IUPUI FACULTY COUNCIL

BYLAW ARTICLE I. OFFICERS OF THE COUNCIL: DUTIES

Section A. President

The President of the IUPUI Faculty shall:

1. be the primary representative of, and spokesperson for, the Faculty;
2. serve as co-chair of the University Faculty Council and represent the IUPUI faculty at University Faculty Council and University Faculty Council Executive Committee meetings;
3. serve as informal intermediary between aggrieved faculty members and the Administration;
4. be an ex officio member of the Executive Committee and serve as its chair;
5. be responsible for reviewing, editing, and distributing the minutes of the Executive Committee meetings, including reporting in the minutes those present at and those absent from the committee meetings; and,
6. at the end of the elected term, the President shall normally serve as the Immediate Past President for one year.

Section B. Chancellor

The Chancellor of IUPUI shall be an ex officio member of the Faculty Council and shall represent the University Administration.

Section C. Vice President

The Vice President of the IUPUI Faculty shall:

1. preside at all regular and special meetings of the Faculty Council;
2. be responsible for reviewing, editing, and distributing the minutes of the Council meetings, including reporting in the minutes those present at and those absent from the Council meetings;
3. report in the minutes of the Council meetings on the status of all Council actions which require subsequent implementation but have yet to be completed, and shall continue to report the status of implementation of such actions until they are completed or the Council authorizes their discontinuation from the minutes;
4. be the liaison with the Faculty Council Director to circulate the next Council meeting agenda and documents at least two days in advance of the meeting to all members of the Faculty Council and to such other persons as the Executive Committee may designate. Members of the Council shall be notified of the time, place, and agenda of any special meeting at least six days in advance of the meeting;
5. prepare an annual summary of the activities of the Council for the faculty;
6. serve as an ex officio member of the Executive Committee;
7. perform such other duties as may be delegated by the President; and,
8. in the President's absence, serve in the President's stead.

Section D. Parliamentarian

The Parliamentarian shall be appointed by and serve at the pleasure of the Vice President of the Faculty in conjunction with the President of the Faculty and the Chancellor of IUPUI, and he or she shall:

1. serve as advisor on parliamentary procedure to the Presiding Officer;
2. serve as a resource to faculty committees at their requests; and,
3. serve as an ex officio member of the Constitution and Bylaws Committee.

Section E. Immediate Past President

The Immediate Past President shall:

1. serve as an advisor to the newly elected Presiding Officer;
2. serve as a resource to faculty committees, at their request; and,
3. normally serve as a non-voting ex officio member of the Executive Committee for one year.

BYLAW ARTICLE II. ELECTIONS

Section A. Election of Unit Representatives to the IUPUI Faculty Council

Unit representatives to the IUPUI Faculty Council shall be elected in accordance with the procedures specified by the IUPUI Faculty Constitution Article IV, Section A, Subsection 1, Paragraph f.

Unit representatives shall be ~~full-time members of the Voting Faculty and may be of any rank~~. The total number of unit representatives shall be forty (40). Each academic unit shall have at least one unit representative.

The Executive Committee shall equitably apportion the remaining academic unit representatives among the academic units based on the number of Voting Faculty in each unit as relates to the number of all Voting Faculty.

Section B. Elections of At-Large Representatives to the IUPUI Faculty Council

At-large representatives shall be members of the Voting Faculty. The total number of at-large representatives shall be sixty (60).

Two elections are required to choose at-large representatives to the IUPUI Faculty Council: one for nominating candidates for the available at-large representatives' positions and a second to elect the at-large representatives.

1. Nomination to the at-large ballot
 - a) Each member of the Voting Faculty shall be eligible to nominate no more than three persons from a list of the Voting Faculty prepared by the Faculty Council Director under the supervision of the Nominating Committee.
 - b) The list shall be distributed no later than the middle of November and the nominating votes shall be returned no later than the middle of December to the Faculty Council Office for counting under the supervision of at least two members of the Nominating Committee.

- c) The Nominating Committee shall submit the ballot to the Voting Faculty by the end of January.
 - 1) The ballot shall contain one and one-half times the number of nominees as the number of persons to be elected.
 - 2) The ballot shall contain the names of persons receiving the most nominations. In the case of a tie for the last position on a ballot, the Nominating Committee shall select a person for the ballot from among those tied.
- 2. Elections of At-Large Representatives
 - a) The ballots containing the names of the nominees shall be distributed by the Faculty Council Director to members of the Voting Faculty no later than the end of January. The ballot shall identify each nominee by name, academic title, school, department, and administrative title, if any. Each member of the Voting Faculty may vote for as many at-large representatives on their ballot as there are positions to be filled and this number shall be specified on the ballot. No candidate may receive more than one vote per ballot. Votes shall be returned to the Faculty Council Office no later than the end of February for counting under the supervision of at least three members of the Nominating Committee before the middle of March. The candidates receiving the greatest number of votes shall be declared elected. In case of a tie, the Executive Committee shall vote by secret ballot to break the tie. No unit shall have more than 6 At-Large Representatives.
 - b) The chair of the Nominating Committee shall announce the results of the election at the Council's April meeting.

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Section C. Election of the President and the Vice President of the Faculty

- 1. Eligibility. Members of the Voting Faculty ~~holding the rank of assistant professor or higher and librarians of comparable rank~~ shall be eligible for nomination by the Nominating Committee as President of the Faculty or Vice President of the Faculty, provided that any nominee shall have served, or shall be presently serving, as a member of the Faculty Council. The slate shall be announced to the Council at its March meeting.
- 2. Term of office. The President of the Faculty and the Vice President of the Faculty shall serve a term of two years starting immediately after the last meeting of the academic year. They shall be eligible for re-election, provided that no person shall serve more than two terms consecutively in the same office.
- 3. Election. The Faculty Council shall elect the President of the Faculty and the Vice President of the Faculty at its April meeting by a vote of those present and voting.
- 4. Vacancy. In case of a vacancy in the office of the President of the Faculty or the Vice President of the Faculty, the Executive Committee shall appoint a President or a Vice President pro tem until another election can be held.
- 5. Privileges. The President of the Faculty and the Vice President of the Faculty shall have all the privileges of membership on the Council, including the right to participate in debate and to vote in the business of the Council.

Section D. Election of IUPUI Representatives to the University Faculty Council (UFC)

- 1. Number of members - UFC. The number of members elected from IUPUI to the University Faculty Council ~~will shall~~ be ~~determined twelve~~ in accordance with the provisions of Article 4, Section 4.1, Subsection B of the Indiana University Faculty Constitution.

2. Term of office - UFC. All elected members shall serve terms of two years, starting with the first meeting of the academic year, and shall be eligible for re-election, provided that no member shall serve more than two terms consecutively, or until their successors are elected, and whereby any extension beyond two terms may not exceed the length of one term.
3. Apportionment - UFC. The President of the IUPUI Faculty shall serve ex officio. The remaining twelve members shall be elected from the IUPUI Voting Faculty-at-large, provided that not more than 40% of the total number of four members may be from the same academic unit, and that eight be tenure track and four be non-tenure-track faculty. Half, or the number nearest to half, of the at-large members shall be elected each year.
4. Nomination - UFC representatives from IUPUI.
 - a) The faculty of each academic unit may nominate two candidates. These nominations shall be submitted by the president or chair of the unit to the Nominating Committee by the middle of January.
 - b) Additional nominations may be made by filing with the Nominating Committee, by the middle of January, a nominating petition signed by at least 25 members of the Voting Faculty.
 - c) The Nominating Committee may supplement the list of nominees if necessary to provide a reasonable balance between academic units and to select nominees with current or recent experience as members of the IUPUI Faculty Council. The ballot shall slate at least twice the number of persons as the number to be elected. Any candidate nominated for membership on the University Faculty Council shall be provided the opportunity to file a written statement of not more than fifty (50) words to accompany the ballot.
5. Elections - UFC.
 - a) The Faculty Council Director shall distribute the ballot to the Voting Faculty by the end of January. The ballot shall identify each nominee by name, academic title, school, administrative title, if any, and term of service on the IUPUI Faculty Council, if any, and it shall designate the number of candidates to be elected. The ballot must be returned to the Faculty Council Office before the end of February.
 - b) A subcommittee of no fewer than three members of the Nominating Committee appointed by the President of the Faculty with the concurrence of the Executive Committee shall open and verify the returned ballots and assure that votes are properly tallied and reported to the President by the middle of March. The President shall report the results to the Council at the April meeting. In case of a tie, the Executive Committee shall vote by secret ballot to break the tie.
6. Vacancies - UFC. In case an at-large member of the University Faculty Council cannot complete his or her term of office, the Executive Committee shall decide if, and by what method, the vacancy is to be filled, provided that if an election is held to fill the vacancy, the nominees shall be drawn from the slate of nominees prepared for the last election of the at-large members.

Section E. Election of the Executive Committee

1. Election of members to the Executive Committee of the Faculty Council shall be made in accordance with the provisions of Article IV, Section F of the Constitution of the IUPUI Faculty Council.
2. In case an elected member of the Executive Committee cannot complete his or her term of office, the Executive Committee shall choose the replacement from the eligible slate of nominees from the last two elections to the Executive Committee.

BYLAW ARTICLE III. COMMITTEES OF THE FACULTY

Section A. Committee on Committees

1. Composition. The Committee on Committees shall be composed of the members of the Executive Committee of the Faculty Council.
2. Responsibilities. The Committee on Committees shall:
 - a) determine the size, appoint the members, and designate the chairs of each standing committee of the faculty, except as provided otherwise by the Constitution or the Bylaws. At least one member of each standing committee shall be a member of the Faculty Council, and no committee shall have a majority of its members appointed from the same academic unit. To facilitate year-to-year transition, the Committee on Committees may designate that a standing committee will have staggered co-chairs, each serving two-year terms;
 - b) specify the terms of service of each person appointed to a standing committee, provided that no appointment shall be for a term exceeding two years, and that no person shall be eligible to serve more than three terms consecutively on the same committee;
 - c) make recommendations to the Council concerning the establishment of new committees, abolition of existing committees, or modification of the charge to any committee; and,
 - d) solicit and receive from the faculty, nominations for committee appointments, provided that the nominees shall have indicated their willingness to serve if appointed.

Section B. Standing Committees

The standing committees of the faculty shall be:

1. Academic Affairs. This committee shall make recommendations to the Council on matters relating to general, not school specific, educational curriculum matters, establishing and revising academic calendars, degree formats, graduation requirements, the academic structure of IUPUI, and other related matters. The Executive Committee of the IUPUI Faculty Council may appoint one or more students as non-voting members of the standing committee. The Executive Committee of the IUPUI Faculty Council shall make this appointment based on nominations submitted by the Undergraduate Student Government and Graduate Student Organization.
2. Athletic Affairs. This committee participates in the development of general athletics policies related to academic matters, team competition, and practice schedules within the scope of athletics conference and association rules. The committee participates in the approval of plans for addition/elimination of sports and plans for significant modification of athletics facilities. The Chancellor shall appoint the IUPUI Athletic Affairs Committee on the recommendation of the IUPUI Faculty Council Executive Committee. The Committee shall consist of seven voting members. The Committee's voting membership shall have a majority of faculty.
3. Budgetary Affairs. This committee shall act as a representative of the Council in offering to the IUPUI Chancellor and the Campus Administration its continuing advice and the Faculty perspectives on all aspects of the IUPUI budgetary policy and the allocation of the IUPUI financial resources, especially those proposed allocations and re-allocations of

financial resources that have bearing on the economic well-being of the faculty and the academic programs.

Among others, the committee's responsibilities shall include:

- a) Assessing the fiscal health of all academic and administrative support units, through its participation in the Campus Planning and Budgetary Hearings, and by other means including direct communication with faculty budgetary committees at the school or unit level.
 - b) Considering and reviewing the general academic priorities of IUPUI and the reflection of such needs in capital outlays and in the creation of budgets.
 - c) Considering the relative allocations of the Campus financial resources with respect to new programs and the implications to existing programs.
 - d) Alerting the Council to all matters of budgetary importance internal or external to IUPUI.
 - e) Facilitating coordination and communication among school level budgetary affairs or equivalent committees.
4. Campus Planning.
- a) Composition. This committee shall act as a representative of the Council in offering to the IUPUI Chancellor and the Campus Administration its continuing advice and the Faculty perspectives on academic and strategic planning.
 - b) Duties. Broad faculty involvement in institutional planning is valued. The Committee is not itself the faculty planning body, but works to facilitate involvement and communication between the Faculty Council, Executive Committee, Budgetary Affairs Committee, and committees and academic units concerning institutional planning and improvement at IUPUI. This Committee shall be responsible for continued communication with the Administration, particularly the Senior Advisor to the Chancellor for Planning and Institutional Improvement.
5. Constitution and Bylaws. This committee shall periodically review the Constitution and Bylaws, draft revisions when necessary and provide, in conjunction with the Parliamentarian, interpretations of those documents when questions arise.
6. Distance Education. This committee represents the IUPUI Faculty Council and advises and acts as liaison with administration as well as faculty and other units concerned with distance education, including those that involve collaboration with other institutions. The committee coordinates its activities with those of the IUPUI Faculty Council Technology Committee, the Center for Teaching and Learning, UITS, the Office of Online Education, and individual schools.
7. Diversity, Equity, and Inclusion.
- a) Composition. Voting members of this committee shall be comprised on one faculty representative from each academic unit, one staff representative, and two student representatives (one undergraduate and one graduate). The ex officio members shall include the Associate Vice Chancellor for Faculty Diversity and Inclusion and the Vice Chancellor for Diversity, Equity, and Inclusion.
 - b) Duties. This committee is to advise and make recommendations to the IFC and campus leadership on issues relative to promoting and ensuring diversity, equity, and inclusion. To accomplish this charge, the committee shall have, but will not be limited to, the following duties:
 - 1) Promote the recruitment, hiring, retention, and advancement of diverse faculty and staff.
 - 2) Advocate for increased recruitment, enrollment, retention, and graduation of students from diverse backgrounds and experiences.

- 3) Disseminate information and successful practices related to diversity, equity, and inclusion in higher education.
 - 4) Ensure the availability of mentoring opportunities for diverse faculty.
 - 5) Review and make recommendations based on campus DEI plans and reports.
 - 6) Provide guidance to academic and support units with their DEI plans upon request.
 - 7) Provide a representative/liaison to meetings of the Chancellor's Diversity Cabinet and the Vice Chancellor's Diversity Group.
 - 8) Encourage campus development of DEI education and training opportunities for faculty, staff, and students.
8. Faculty Affairs. This committee shall advise the Council on matters involving the faculty, including but not limited to, issues of academic freedom, appointments, and tenure and promotion policies and procedures.
 9. Faculty-Staff Relations. This committee shall be responsible for setting up the two Constitutionally-mandated annual joint meetings in conjunction with the Staff Council's Faculty Relations Committee. This committee shall serve in conjunction with the Staff Council's Faculty Relations Committee as a clearinghouse for information of common interest. The Committee shall, when necessary, meet independently to formulate faculty positions on faculty-staff matters.
 10. IUPUI Faculty Guide.
 - a) Composition. This committee shall include faculty members appointed by the Executive Committee and administrative members appointed by the IUPUI Chancellor as appropriate for review and production of the Faculty Guide.
 - b) Duties. This committee shall be responsible for developing the IUPUI Faculty Guide as a supplement to the Indiana University Academic Policies. This committee then shall review the IU Policies and the IUPUI Faculty Guide annually and make recommendations concerning revisions to the Faculty Guide to the Faculty Council.
 11. Fringe Benefits. This committee shall be responsible for reviewing needs unique to the IUPUI campus and recommending to the Council policies to deal with such needs, and shall participate in policy development and ongoing reviews of fringe benefits matters affecting the total Indiana University system.
 12. Library Affairs. This committee shall review and advise the Council on policies and resources of the IUPUI University Library. It shall also consider issues that might affect the quality of the campus libraries. This committee may serve as a forum for the discussion of existing or proposed policies and for the critique of planning and budgetary proposals. The Executive Committee of the IUPUI Faculty Council may appoint one or more students as non-voting members of the standing committee. The Executive Committee of the IUPUI Faculty Council shall make this appointment based on nominations submitted by the Undergraduate Student Government and Graduate Student Organization.
 13. Research Affairs. This Committee shall periodically review research policies and procedures, draft revisions when necessary, and provide interpretations about those policies and procedures when questions arise. The Committee shall include faculty members from a broad range of schools across campus reflecting both faculty and student research interests and artistic/scholarly activities. The Committee shall coordinate its activities with other relevant committees with a goal of improving the environment for research at IUPUI. The Committee shall be responsible for continued communication with the administration through the IUPUI Vice Chancellor for Research.
 14. Student Affairs. This committee shall review and make recommendations to the Council regarding matters involving student affairs. The committee shall provide advice and guidance to the Vice Chancellor for Student Life and to the Dean of Students in the areas of student administrative and campus life services. The committee shall maintain liaison with IUPUI student governing bodies. The committee membership shall include two full-time

students: one enrolled as an undergraduate and one enrolled in either the Graduate School or one of the graduate professional programs. Appointments of student members will be made from nominations submitted to the Executive Committee of the IUPUI Faculty Council by the IUPUI Undergraduate Student Assembly and the Graduate Student Organization. Student members shall have the same responsibilities and privileges as the other members of the Student Affairs Committee.

15. Technology. This committee shall examine overall planning, use, and funding of technology at IUPUI; and advise and act as liaison with administration, as well as faculty and other technology committees including those which are university-wide (e.g., University Faculty Council, University Information Technology Services). The Executive Committee of the IUPUI Faculty Council may appoint one or more students as non-voting members of the standing committee. The Executive Committee of the IUPUI Faculty Council shall make this appointment based on nominations submitted by the Undergraduate Student Government and Graduate Student Organization.
16. Nominating.
 - a) Composition. This committee shall consist of seven members who are or were members of the Faculty Council serving staggered two-year terms. No more than two members of the committee shall be elected from the same academic unit.
 - b) Election.
 - 1) Members of the faculty shall be nominated by the Nominating Committee. The slate shall be announced to the Council at its April meeting.
 - 2) Election of the members of the Nominating Committee shall be by vote of the Faculty Council at its May meeting. Those persons elected will commence their terms of committee service on July 1, following their election. The nominee receiving the highest number of votes in any year should chair the committee during the second year of his or her term.
 - c) Duties. The Nominating Committee shall:
 - 1) solicit and receive from members of the Voting Faculty nominations for at-large representatives to the IUPUI Faculty Council (Bylaws Article II, Section B) and for members of the University Faculty Council (Bylaws Article II, Section D);
 - 2) nominate members of the faculty and librarians for elections by the Faculty Council to the positions of:
 - a) President of the Faculty and Vice President of the Faculty (Bylaws Article II, Section C)
 - b) membership on the Executive Committee (Bylaws Article II, Section E),
 - c) membership on the Nominating Committee (Bylaws Article III, Section B, Subsection 15, Paragraph b, Subparagraph 2),
 - d) at-large membership on the IUPUI Promotion and Tenure Committee (Bylaws Article III, Section C, Subsection 2, Paragraph b), and
 - e) membership in the pool for appointment to Faculty Boards of Review (Bylaws Article IV, Section E, Subsection 2);
 - 3) verify in every case that any nomination is made with the prior consent of the person(s) nominated; and
 - 4) oversee the election of the at-large IUPUI representatives and the UFC representatives. The members of the Faculty Grievance Advisory Panel shall be nominated by the Executive Committee for election by the Faculty Council at their January meeting (Bylaws Article IV, Section C, Subsections 1-2).

Section C. Promotion and Tenure Committee

1. Composition. The IUPUI Promotion and Tenure Committee shall consist of the following members:
 - a) one representative from each school with five or more full-time members who are based at IUPUI except from the School of Medicine which shall have two representatives, one each representing the basic science and the clinical departments;
 - b) one librarian representative who shall be elected by the IUPUI Library Faculty;
 - c) six members elected at-large by the IUPUI Faculty Council; and
 - d) the executive vice chancellor who shall serve as a member ex officio without vote.

All members of the committee shall be tenured and to the extent practicable shall hold appointment at the rank of professor or librarian. No person with the authority and responsibility to sign an administrative document concerning the title, pay, or working conditions of a faculty member or librarian may serve on the Promotion and Tenure Committee. The Chair of the Committee shall be elected from and by the members of the Committee.

2. Election
 - a) School representatives shall be elected by the respective promotion and tenure committee of each school from among the school's eligible members in accord with procedures established by each school. The librarian representative shall be elected by the IUPUI Library Faculty in accord with procedures which that group shall establish. Elections shall be held in time for the representatives to be named prior to November 1. The head of the faculty governance of each school and of the IUPUI Library Faculty shall notify the executive vice chancellor of the name of the representative by November 1 of each academic year.
 - b) Six at-large members of the Promotion and Tenure Committee shall be nominated by the Nominating Committee. The slate shall be announced to the Council at its September meeting for election at the October meeting.
3. Term of office. Term of office shall start December 1. Terms for school or librarian representatives may be up to three years and shall be determined by school or IUPUI Library Faculty procedures. The term for at-large representatives shall be three years. No elected member of the committee may serve more than six consecutive years. The chair will be elected annually.
4. Responsibilities. The IUPUI Promotion and Tenure Committee shall:
 - a) monitor the promotion and tenure policies of the university and recommend, as may be desirable from time to time, such modifications as the Faculty Council may seek thereof;
 - b) recommend on the promotion and tenure of those candidates who are presented for consideration by the schools or libraries. Voting shall be by secret ballot, and the results recorded for each candidate;
 - c) review, as needed or requested, methods to establish primary and unit promotion and tenure committees, and, when such methods are deemed to be deficient, recommend changes to the schools or libraries;
 - d) review, as needed or requested, primary and unit level procedures for promotion and tenure and, when such procedures are deemed deficient, recommend changes to the schools or libraries;
 - e) review, as needed or requested, documents which specify standards that are used at the primary, unit, and campus levels to evaluate whether candidates meet the criteria for tenure and promotion and, when such documents are deemed deficient, recommend changes to the schools, libraries, or campus;

- f) establish such internal committee procedures as may be necessary to assist the committee and the Executive Vice Chancellor and Chief Academic Officer in providing for reviews of candidates for promotion and tenure; and,
 - g) receive requests from any faculty member or librarian, and, if appropriate, investigate and evaluate the promotion and tenure process of any department or unit, and make a written report to the faculty member or librarian making the request and to the department chairperson or the chief administrative officer of the unit.
5. The Executive Vice Chancellor shall provide the administrative support necessary for the operation of the committee.

Section D. Reports

Chairpersons shall supply the President of the Faculty the minutes of committee meetings on a continuing basis, and each committee shall make an annual report to the Council toward the close of the academic year.

BYLAW ARTICLE IV. FACULTY GRIEVANCES PROCEDURES

Section A. Purpose

1. To further the aims of IUPUI in teaching/performance, research/scholarly activity/creative work/professional development, and professional/public service, the faculty has established grievance procedures. These grievance procedures serve the full-time tenured and tenure-track faculty and librarians, full-time clinical and scientist/scholar rank faculty, and full-time lecturers of the IUPUI campus, by providing peer evaluation with respect to administrative actions of dismissal, academic freedom, non-reappointment, tenure, promotion, salary adjustment, and the nature or conditions of work. Equity for the individual and the good of the university shall always be considered.
2. The IUPUI Ombudsteam is an elected faculty group designed to be available early on in the course of emerging concerns or potential grievances. It is further designed to provide designated places and persons for faculty to voice concerns and learn about options for channeling criticisms and addressing complaints so that faculty can be fully informed about possible actions and consequences before they make a decision as to what steps, if any, to take next. The IUPUI Faculty Ombudsteam serves all IUPUI faculty, including both full- and part-time faculty and librarians who may utilize these grievance procedures and other faculty and librarians who may wish to voice concerns but otherwise lack standing to file a formal grievance pursuant to these procedures.
 - a) The Faculty Ombudsteam members are available to serve as impartial consultants for faculty/librarians and administrators who seek confidential informed advice from senior faculty colleagues.
 - b) The Ombudsteam members also are available to help resolve situations informally by the following means:
 - Identifying and evaluating options and possible solutions to respond to concerns
 - Providing coaching, shuttle diplomacy, or informal mediation
 - Making referrals to appropriate resources within and outside the university for additional support
 - With the faculty member or librarian's consent and without serving as an advocate for the individual, making formal inquiries and ensuring concerns are heard with relevant university administrators, offices, and representatives

- Advocating for fair, objective processes for addressing and resolving concerns and potential grievances
 - Encouraging and facilitating discussions between the parties to the emerging concern or potential grievance
 - Other actions consistent with the International Ombudsman Association Standards of Practice and applicable university policy and law
- c) At the conclusion of its work, the Faculty Ombudsteam shall not compile any report or file containing the specific information of any concern or potential grievance brought to it.
3. A Faculty Board of Review is to consider grievances, via a Formal Hearing, to gather appropriate information, and to consider its findings in light of existing policies and principles of fairness. The Board of Review shall file a written report of its findings and recommendations in a timely and expeditious manner.
4. In each formal grievance case, the Faculty Board of Review acts in an impartial way. It is not an advocate for the faculty member or librarian, nor is it an advocate for the administration. The Board shall determine:
- a) whether appropriate procedures were followed;
 - b) whether the grievance arose from inadequate consideration of the qualifications of the faculty member or librarian;
 - c) whether presentation of erroneous information substantially affected the decision; and
 - d) whether essential fairness was accommodated throughout the decision-making process.
 - e) The Boards of Review may consider the issues set forth in 4 a-d regarding promotion and/or tenure grievances, but a Board of Review shall not function as a substitute Promotion and Tenure Committee.
5. In those cases in which the Board of Review concludes that the rights of a faculty member or librarian have not been adequately protected, the Board is expected to formulate a recommendation for remediation.

Section B. Submission of Grievances

1. A faculty member or librarian seeking advice about or informal assistance with review of an administrative action may contact:
 - a) the President of the IUPUI Faculty; or,
 - b) the Chair or any member of the Faculty Ombudsteam.
 - 1) The Ombudsteam roster will be available in the IUPUI Faculty Council Office.
2. A faculty member or librarian may consult informally with a member of the Faculty Ombudsteam before filing a formal grievance for a Board of Review.
3. A faculty member or librarian may request that a grievance be considered by a Faculty Board of Review without first presenting it to the Faculty Ombudsteam.

Section C. Composition and Election of Faculty Ombudsteam

1. The Faculty Ombudsteam shall consist of five members of the IUPUI faculty and librarians nominated by the Executive Committee and elected by the IUPUI Faculty Council at its May meeting. [Non-tenure-track faculty and m](#)Members of the IUPUI Senior Academy who have served as faculty or librarians are also eligible for election. The President of the IUPUI Faculty serves as a member ex officio.
2. In offering nominations for election to the Faculty Ombudsteam, the Executive Committee should give consideration to representation across the academic units of IUPUI.

- a) At least three members of the Ombudsteam shall be tenured full or emeritus professors.
- b) At least four members should have served on the IUPUI or a Unit Promotion and Tenure Committee; Academic Affairs Committee; Faculty Affairs Committee; Diversity, Equity, and Inclusion Committee; on a Faculty Board of Review; or as President of the IUPUI Faculty.
3. Ombudsteam members shall hold office beginning July 1, for staggered terms of three years.
4. [Ombudsteam members shall be representative of different schools. No two members shall be from the same school.](#)
5. The members of the Ombudsteam shall elect their own chairperson, who should be a tenured full Professor or Librarian.
5. No faculty member serving on the Faculty Ombudsteam may serve concurrently on a Faculty Board of Review or as the Grievant's representative before a Faculty Board of Review.

Section D. Procedures of the Faculty Ombudsteam

1. When an Ombudsteam member has been contacted by a faculty member/librarian or an administrator seeking advice, that member will:
 - a) meet with the Individual to discuss the case; and
 - b) inform the Individual concerning the types of further assistance the Ombudsteam members can provide and other resources available on campus.
2. The Ombudsteam members who are contacted by or designated to assist the faculty member/librarian or administrator shall keep all information shared by the individual in confidence.
3. The faculty member or librarian may terminate the assistance of the Faculty Ombudsteam at any time.
4. The meetings of the Ombudsteam and the process of assistance employed by the Ombudsteam members should be informal, neutral, impartial, and confidential consistent with the International Ombudsman Association Standards of Practice as permitted by applicable university policy and law.
5. The full Ombudsteam should meet regularly to review its methods and update facilitation techniques.
6. Reports:
 - a) The Ombudsteam shall not report case-related or summary data that include any specifics of individual cases.
 - b) The Ombudsteam shall prepare an annual summary of its work for the Executive Committee of the IUPUI Faculty Council. This report shall include only the number of cases, the categories of the concerns and potential grievances, the number or cases in which the Ombudsteam was successful in resolving concerns and potential grievances, and the number of cases in which the individual withdrew the request for assistance prior to the Ombudsteam completing its work.
7. A faculty member requesting the assistance of the Ombudsteam may also utilize assistance offered by other faculty or other organizations, except that an attorney representing the faculty member or librarian or the Administration may not participate in any process facilitated by the Ombudsteam.

Section E. Composition and Election of Faculty Boards of Review

1. Each Faculty Board of Review shall consist of five members appointed by the Executive Committee of the IUPUI Faculty Council from a group of 20 faculty members and librarians elected by the Faculty Council.
 - a) Members should be appointed to a Board of Review as needed on a rotating basis.
 - b) No more than two members of a Board may be from the same academic unit.
 - c) No more than four members should hold the same academic rank.
 - d) At least four of the members shall be tenured.
 - e) No person with the authority and responsibility to sign an administrative document concerning the title, pay, or working conditions of a faculty member or librarian may serve on a Board of Review.
2. At its January meeting, the Faculty Council shall elect members to serve on the Boards of Review from a slate of eligible faculty members and librarians presented by the IUPUI Nominating Committee.
 - a) The number of nominees should be at least half again as many as the number of positions to be elected.
 - b) If there is a tie vote that affects the election of a member, an individual vote of the Council involving only the tied nominees shall be taken.
 - c) If during the course of the year the Executive Committee determines that there is a need for additional Board members, the nomination and election process may be repeated.
3. Faculty members and librarians elected to be members of Boards of Review shall hold office beginning February 1 for staggered terms of two years. Members should complete the review of any case that they have begun to consider, even if their terms have expired. (If a member leaves after the Formal Hearing has begun, that member shall not be replaced. The Board shall continue with four members and may continue with only three members with the consent of the parties concerned.)
4. An orientation session for all elected members shall be provided annually by the President of the IUPUI Faculty or his/her designee. An IUPUI Faculty Board of Review Current Practices Manual, approved by the Executive Committee of the IUPUI Faculty Council and the Chief Academic Officer, will be provided.
5. Faculty members or librarians elected to be members of Boards of Review shall be eligible for re-election, except that no person may serve more than two terms consecutively.
6. In the event legal actions are brought against faculty members or librarians in connection with or as a result of their membership on a Board of Review, the Trustee's Liability Insurance Policy, resolution of May 22, 1971, shall apply.

Section F. Procedures for Beginning a Formal Board of Review Hearing

1. A faculty member or librarian desiring a formal review of administrative action shall submit to the President of the Faculty a specific written request for review stating:
 - a) the category or categories of the grievance actions involved (dismissal, academic freedom, non-reappointment, tenure, promotion, salary adjustment, and/or nature and conditions of work);
 - b) the nature of the grievance in a concise summary of the grievance scenario;
 - c) the steps taken to have the grievance redressed prior to contacting the President; and
 - d) the redress of the grievance sought.
2. The Chief Academic Officer of IUPUI shall immediately be informed of the request. If discrimination or sexual harassment is alleged in the complaint, a copy of the complaint shall also be sent to the IUPUI Office of Equal Opportunity.

- a) The determination of whether discrimination or sexual harassment has occurred is in the purview of the Director of the Office of Equal Opportunity. The Board of Review shall not render an opinion concerning the existence of discrimination or sexual harassment.
 - b) The Board of Review can proceed, however, with a formal hearing concerning the conditions of work, essential fairness of treatment, and other aspects of the grievance generally in the purview of Boards of Review. A simultaneous investigation of charges of discrimination or sexual harassment by the Director of the Office of Equal Opportunity shall not delay the Board of Review process.
 - c) A faculty member or librarian may not file a Board of Review grievance against the Director of the Office of Equal Opportunity. Rather, any faculty or librarian complaint concerning the Office of Equal Opportunity may be brought to the Executive Committee of the IUPUI Faculty Council, which shall gather appropriate information and advise the Chancellor.
3. If the Chief Academic Officer of IUPUI is unable to resolve the problem to the satisfaction of the faculty member or librarian within two weeks, the President of the Faculty shall submit the grievance to the Faculty Council Executive Committee to determine that:
 - a) administrative reviews have been completed;
 - b) the complaint was brought within one year, for good cause; and
 - c) the complaint falls within the purview of a Faculty Board of Review.
 4. If the conditions of Section F.3 have been met, the Executive Committee of the IUPUI Faculty Council shall constitute a Board of Review to consider the grievance (See Section E). In the motion approving the appointment of a Board of Review, the Executive Committee shall specify a reasonable time period during which the hearing should be conducted and the final report issued. The time period should allow for the timing during the academic year, but should not generally exceed six months.
 5. Disqualification
 - a) A potential member of a Board of Review who is a member of a department (or a school which is not departmentalized) from which a case arises is disqualified from considering that case.
 - b) A member of a Board who believes that he/she may not be impartial shall disqualify himself or herself, and a replacement shall be appointed by the Executive Committee provided that the formal hearing has not yet been initiated.
 6. The Grievant may withdraw a complaint at any time. If the complaint is withdrawn prior to the appointment of a Board of Review, the grievant has up to one year to ask for the complaint to be reopened. If the complaint is withdrawn after the appointment of a Board of Review, it is up to that board to determine at that time whether a future request by the grievant to reopen the case will be considered. If so, the grievant will have up to one year from the date of the appointment of the Board of Review to ask for the complaint to be reopened.
 7. Among other things, Boards may be asked to review cases of Dismissal and Non-Reappointment
 - a) Dismissal shall mean the involuntary termination of a tenured faculty member's or librarian's appointment prior to retirement or resignation, or the termination of the appointment of a non-tenured faculty member or a librarian prior to the expiration of his or her term of appointment. Dismissal shall be deemed legitimate only by reasons of:
 - 1) incompetence,
 - 2) serious personal professional misconduct, or
 - 3) extraordinary financial exigencies of the University.

- b) Non-reappointment shall mean the involuntary termination of a non-tenured faculty member or librarian at the time of the expiration of his or her term of appointment.

Section G. Board of Review Meetings and Reports

1. Before the first meeting
 - a) Upon notice that a Board of Review will be convened, the Chief Academic Officer of IUPUI shall have the appropriate administrator promptly furnish a written statement of the reasons for the action which led to the grievance. This document should be a concise narrative that provides pertinent background information and that addresses all of the points made in the Grievant's written request for review of administrative action.
 - b) The Grievant may provide for the Board of Review a written response to this statement of reasons.
 - c) In setting the date for a Formal Hearing, sufficient time must be allowed for the Grievant and other parties involved to prepare their case.
2. General Considerations
 - a) The Faculty Council Office will provide logistical support for the Boards of Review.
 - b) The Board of Review proceeding does not delay the timing of administrative actions related to other policies and procedures.
 - c) Throughout the Board of Review process, the Grievant and the Administration should communicate only with the Chair of the Board and not with the other members of the Board.
 - d) The Board may consult concerning clarification of legal matters at any time with the members of the Law School faculty who have been designated as the IUPUI Board of Review consultants by the School of Law Executive Committee.
3. The President shall call the initial meeting of the Board of Review. At the first meeting;
 - a) the President shall respond to procedural questions;
 - b) the President shall present the Grievant's written statement, the Administration's written response, and the Grievant's written response to that (if any); and
 - c) the presiding officer of each Board shall be elected by the Board's members from among its members.
4. At formal hearings before the Board of Review,
 - a) The Grievant shall be required to appear in person, video conferencing or other forms of electronic participation should not be used.
 - b) Both parties shall have the right to counsel or a representative of their choice. If external or University legal counsel are present, they shall offer private advice to their clients but may not speak during the hearing unless special permission to do so is granted by the Chair of the Board of Review. If the Grievant wishes to have another faculty member or librarian present as a representative, that person may speak during the hearing to help the Grievant present his/her case effectively, as long as the Chair of the Board deems that the representative's participation is not disruptive to the Board of Review process.
 - c) The faculty member or librarian and the administrative parties shall be permitted to present witnesses and other evidence relevant to the case, and to hear and question all witnesses who are called to appear before the Board. So that the hearing is not unreasonably delayed, a witness may reply in writing to questions drafted by the board if the witness is unable to attend the hearing. Witnesses shall not be present in a hearing during the presentation of other witnesses unless all parties concur.
 - d) The faculty member or librarian making the complaint is responsible for stating the grounds upon which he or she bases the complaint.

- e) The hearing may also include observers, but observers will not be permitted to attend the hearing of the Board of Review if either the Grievant or the University Administration objects.
- 5. The Board of Review may request and secure further information from the Grievant and/or the university administration when it feels this is necessary to render a proper decision. The Chief Academic Officer (or Chancellor) Administration and Grievant shall make available to the Board of Review all materials relevant to the decision against which the faculty member or librarian had complained, provided that:
 - a) confidential faculty records of other faculty members and librarians shall not be made available to the Board of Review; and
 - b) all further information obtained by the Board shall be shared with the parties to the grievance.
- 6. An electronic record of the hearing shall be prepared at the University's expense through the Office of Academic Affairs. The tape will be available to the Board during their deliberations. It also will be made available for confidential listening in the Office of Academic Affairs on request to either party in the dispute. Copies of the tape may not be made for either party in the dispute. Upon completion of the Board's review, this tape, along with the Board's written documentation and correspondence, shall be kept in the Office of Academic Affairs; provided that if the Board reviewed any letters of recommendation that had been obtained under pledge of confidentiality, such letters shall be returned to the original confidential file and shall not be part of the Board's stored materials. Four years after the completion of the Board of Review, the material shall be destroyed.
- 7. Board recommendations.
 - a) Upon completion of the Formal Hearing and submission of additional written materials, the Board of Review shall meet in executive session to assess:
 - 1) whether a reasonable case has been made by the Administration to support the decision complained of by the aggrieved faculty member or librarian;
 - 2) whether essential fairness was accommodated in observing the formalities and in following the procedures; and
 - 3) whether the challenged actions are inconsistent with the policies of Indiana University or the policies of the school or division involved.
 The Board shall render a decision within two weeks.
 - b) If the Grievant withdraws the grievance, the Board of Review process shall cease and no Board of Review report shall be compiled.
 - c) If the Grievant voluntarily leaves the University (not because of dismissal or non-reappointment) during the period of time in which the Board is considering the grievance, the Board of Review may choose to continue its work when doing so appears to be in the best interest of the University. If the Board chooses not to continue, it shall report the decision and reasons to those listed Section G, Subsection 9, paragraph b. If the Board continues, it shall submit a Final Report as specified in Section G, Subsection 9.
- 8. The final report.
 - a) The Board must make a Final Report that includes:
 - 1) the nature of the grievance and redress sought,
 - 2) a summary of the findings of the Board,
 - 3) conclusions of the Board based upon the findings,
 - 4) recommendations of the Board based upon the conclusions, and
 - 5) signatures of the Board members.
 - b) Copies of the Final Report must be communicated to:
 - 1) the Chancellor of IUPUI;

- 2) the Grievant;
 - 3) the appropriate School administrative officer;
 - 4) the President of the Faculty;
 - 5) the Chief Academic Officer;
 - 6) the Office of Academic Affairs; and
 - 7) each member of the Faculty Board of Review.
9. Unit Recommendation Report.
 - a) Upon completion of the Final Report, the Board may prepare a Unit Recommendation Report recommending changes in the operation of the academic unit that could benefit the prevention of future grievances.
 - b) A Unit Recommendation Report shall be communicated to the dean of the academic unit, the faculty president of the academic unit, and the Chancellor of IUPUI.
 10. Administrative response.
 - a) Any review by the University Administration of the final report of the Board of Review shall be limited to information that has been presented to the Board of Review, and shall remain within the confines of sections A.4 and G.7.a of the present article, as will any determination by the Administration to agree or disagree with the recommendations of the Board.
 - b) Should the Administration in its review chance upon any information that affects in any way the decision-forming process but that was not previously communicated to the Board of Review, this new information must be shared promptly with all parties to the grievance. The President of the IUPUI Faculty Council, upon consultation with the Board of Review, shall then determine whether the new information warrants a reexamination of the grievance.
 - c) In cases where any such information cannot be legally disclosed to all parties, the Administration shall promptly inform all parties to the grievance of its existence, identify it under a general nondisclosure category, and clarify the extent to which that information influences its final decision.
 - d) The Chancellor of IUPUI shall report the Administration's final decision within four weeks after receiving the report of the Board of Review. Copies of this report shall be sent to all parties that received the final report of the Board of Review in accordance with section G.8.b of the present article.
 - e) If a recommendation of the Board of Review is not followed by the Administration, the Chancellor's report shall state in detail the reason(s) that the Administration disagrees with said recommendation, pointing out divergent interpretations of facts or erroneous representations of procedural handlings.
 - f) If the Administration fails to state its reasons against the Board of Review's recommendations, the President of the IUPUI faculty shall
 - 1) inform in writing all parties that received the final report of the Board of Review of the fact, and
 - 2) include it in his or her report for the May meeting of the IUPUI Faculty Council as described in section G.12 of the present article.
 - g) Should the Administration agree with the findings and recommendations of the Board of Review but form in the end a decision not in harmony with the latter, the Administration shall clarify the extent to which its final decision was shaped by reasons foreign to the Review.
 11. Further appeal by the Grievant may be made to the President of the University and the Board of Trustees.
 12. A copy of each final Faculty Board of Review Report and the Chancellor's response shall be kept in confidence in the Office of Academic Affairs.

13. The President of the IUPUI Faculty shall prepare a report for the May meeting of the IUPUI Faculty Council on Faculty boards of Review activity for the year. The report shall include no confidential information related to any case but shall include:
 - a) the number of cases brought to the Faculty Boards of Review in each of the following categories: dismissal, academic freedom, non-reappointment, tenure, promotion, salary adjustment, and the nature or conditions of work; and
 - b) in each category for each Board of Review:
 - 1) the number of cases in which the findings and recommendations of the Board supported the position of the grievant,
 - 2) the number of cases in which the findings and recommendations did not fully support the grievant,
 - 3) the number of cases in which the recommendations of the Board were sustained by appropriate and sufficiently documented Administrative action,
 - 4) the number of cases and the extent to which the recommendations of the Board were denied by the Administration and, within the latter,
 - 5) the number of cases that involved violations by the Administration of section 9 of the present article, and the general character of those violations.

Section H. Confidentiality

1. The activities of the Boards and the Faculty Ombudsteam shall be carried out in confidence.
2. Confidential material shall be treated in accord with the Indiana University Policy ACA-27 "Access to and Maintenance of Academic Employee Records."
3. Public statements concerning the details of any case are to be avoided by the principals involved, including Board members, Faculty Ombudsteam members, the Grievant, or other faculty member or librarian raising a concern or potential grievance, witnesses, observers, and administrative officials, prior to and during the hearing, and to the extent practicable at all times thereafter.

BYLAW ARTICLE V. PARLIAMENTARY AUTHORITY

Robert's Rules of Order (Most Recent Edition) shall govern the conduct of the meetings of the faculty legislative bodies except insofar as the Constitution or the Bylaws may otherwise provide.

BYLAW ARTICLE VI. AMENDMENTS

Section A. Introduction of Amendments

A resolution to amend the Bylaws may be introduced at any regular meeting of the Faculty Council by any member thereof, by the Constitution and Bylaws Committee, or by written petition of at least 20 members of the Voting Faculty submitted to the President of the Faculty. Any resolution to amend the Bylaws not arising from the Constitution and Bylaws Committee shall be referred to that committee for review. The Constitution and Bylaws Committee shall report to the Council at its regular meeting.

Section B. Adoption

Adoption of an amendment to the Bylaws shall require a favorable vote of 2/3 of those present at a regular meeting of the Faculty Council, if prior notice of the intention to conduct a vote is given to members of the faculty and to members of the Council. If no prior notice is mailed at

least two weeks prior to the meeting adoption will require a favorable vote of 2/3 of the total membership of the Faculty Council.

Section C. Clerical Modifications

The President is authorized, after consultation with the Chair of the Constitution and Bylaws Committee, to make simple clerical modifications to the Bylaws—such as corrections to spelling or punctuation, insertion or removal of cross-references, or updating the Bylaws to reflect changes in the names of administrative offices or positions—provided that doing so in no way alters the intent of the text thus modified.

Adopted 6/1/82. Amended: 07/26/84, 08/21/85, 06/26/86, 10/07/87, 04/05/90, 08/05/91, 03/05/92, 05/07/92, 06/25/92, 01/01/93, 02/03/94, 05/07/97, 05/28/98, 04/06/00, 02/01/01, 03/06/03, 04/06/04, 04/05/05, 03/06/07, 05/06/08, 01/13/09, 03/03/09, 05/05/09, 06/01/09, 05/03/11, 12/3/13, 4/15/14, 5/5/15, 5/2/17, 4/3/18, 5/7/19, 3/3/20

Clerical Modifications: 10/3/12, 6/29/15, 9/15/17, 6/12/18, 10/10/19



IFC Budgetary Affairs Committee

Report to the IFC, April 21, 2020

IUPUI

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SECTION TITLE GOES HERE IF NECESSARY

Outline of Report

1. Before COVID-19
2. COVID-19 Era
3. After Distancing



IUPUI

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Before COVID-19

1. Declining enrollments and the enrollment cliff
 - Shift from recruitment to retention (campus financing a sophomore retention scholarship)
 - Need to manage the large number of potentially overlapping programs
 - Fort Wayne one area of growth
2. Growth in assessments from Central Administration (versus campus)
 - 5% annual growth not sustainable (referred to UFC BAC)
3. Monitoring perennial concerns:
 - schools in deficits, IU Online, ...



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SPRING 2020 Enrollments

- upper-level UG drops
- 11 schools suffered declines

Student Level ^A	2019	2020	Change	%
Freshman	2,976	3,045	69	2.3%
Sophomore	3,609	3,489	-120	-3.3%
Junior	3,944	3,798	-146	-3.7%
Senior	6,434	6,305	-129	-2.0%
Undergrads	16,963	16,637	-326	-1.9%
UG Non-Degree	499	506	7	1.4%
Graduate	4,100	4,138	38	0.9%
Doctoral-Practice	2,833	2,882	49	1.7%
Doctoral-Research	719	798	79	11.0%
Grad Non-Degree	269	194	-75	-27.9%

School	1/7/2019	1/13/2020	Change	%
Dentistry	10,536	9,764	-772	-7.9%
Education	8,787	8,397	-390	-4.6%
Engineering-Tech	30,442	29,214	-1,228	-4.2%
Health & Human Sci***	24,856	22,828	-2,028	-8.9%
Herron Art & Design	9,348	8,748	-600	-6.9%
Informatics & Computing	12,897	13,454	557	4.1%
Kelley Business**	21,904	21,151	-753	-3.6%
McKinney Law	10,042	10,029	-13	-0.1%
Liberal Arts	48,018	48,002	-16	0.0%
Medicine**	35,011	35,156	145	0.4%
Nursing	12,431	12,268	-163	-1.3%
Lilly Family Philanthropy	1,495	1,267	-228	-18.0%
O'Neill SPEA	9,046	8,415	-631	-7.5%
Fairbanks Public Health	7,926	8,527	601	7.0%
Science	64,596	64,965	369	0.6%
Social Work	10,714	11,081	367	3.3%
IUPUI Honors College	32	47	15	31.9%
Graduate	114	156	42	26.9%
University College	304	339	35	10.3%
IU Online	336	787	451	57.3%
Indianapolis Total	318,832	314,594	-4,239	-1.3%
IUPUC	14,823	14,329	-494	-3.3%
IU Ft. Wayne	5,801	9,264	3,463	59.7%
IUPUI Combined#	339,456	338,187	-1,270	-0.4%



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COVID-19 Era

1. Immediate financial impact
 - Incurred substantial losses (\$15M) just in Spring Semester, enrollments down in Summer
 - Increased uncertainty in the intermediate term (projecting 5% or more decline)
2. CARES Act
 - \$20.9M to IUPUI (inclusive of IUPUC, FW, SOM); half to students/half to campus
3. HR implications
 - No furloughs prior to June 30, 2020
 - Staff Hiring Freeze; Faculty Hiring Frost



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After Distancing (aka the new normal)

1. Units have been asked to cut 5%, with a plan to cut a further 5% if need be
 - BUT preserving CAPS expansion (2 positions)
2. Financial Exigency Policy
 - IUPUI Faculty Handbook, p. 119-127 outlines role of school and campus BACs
 - Based on survey 3 years ago, lots of variation in robustness of school-level BACs
 - BAC is re-surveying to evaluate current functionality of these bodies and supports we can provide



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Questions?

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