

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

Faculty and Guests Present: Lisa Angermeier, Marta Anton, Rachel Applegate, Rafael Bahamonde, Mark Bannatyne, Teresa Bell, Ed Berbari (alt: Josette Jones), Nicolas Berbari, Kathryn Berlin, Ashay Bhatwadekar, Boyd Bradshaw, Brenda Blacklock, Bonnie Blazer-Yost, Amy Blevins, Ben Boukai, Shawn Boyne, Olguta Buse, Ken Carow, Amber Comer, Tim Corson, Hannah Craven, Theodore Cummins, Tamara Davis (alt: Jeffry Thigpen), Susan deMaine, Lisa DesNoyers, Kimberly Donahue, Shiao-fen Fang, Stephen Fox, Pat Fox, Aaron Ganci, Gina Sanchez Gibau, James Gladden, Eileen Hacker, Katie Herrold, Debbie Herrold, Chang Ho, Ann Holmes, Ashley Inman, Kathy Johnson, Sara Johnson, Josette Jones, Justin Kani, Benjamin Keele, Joan Kowolik, Alexey Kuznetsov, Lawrence Lee, Katherine Macy, Steven Mannheimer, James Marrs, Kathy Marrs, Marc Mendonca, Laura Menard, Matt Moody, Gwendolyn Morrison, Miriam Murphy, Jere Odell, Kristi Palmer, Nasser Paydar, Christine Picard, Ted Polley, Daniel Ramras, Mohamed Razi Nalim, Robert Rebein, Hongxia Ren, Ron Sandwina, Patrick Rooney, Jesse Savage, Kristina Sheeler, Deborah Stiffler, Thomas Stucky, Rosa Tezanos-Pinto, Jennifer Thorington Springer, Stephen Towne, Diane Von Ah, Crystal Walcott (alt: Jennifer Conner), Marlene Walk, Amy Warner, John Watson, Jeff Watt, Angela White, Jeremy Wilson, Andrew Winship, and Errol Wint

Members Absent: Rafat Abonour, Gustavo Arrizabalaga, James Ballard, Kristy Beach, Janice Blum, Stephen Boehm, Herbert Brant, Nicholas Brehl, Angela Bruzzaniti, Joan Carlson, Subir Chakrabarti, Ellen Chernoff, Andrea Copeland, Jeff Dean, Alexander Dent, Brian Dixon, Greg Druschel, Hong Du, Christine Eckel, Sasha Fedorikhin, Charles Feldhaus, Philip Goff, Nan Goggin, Jeff Gruenewald, Ray Haberski, Paul Halverson, Brittney-Shea Herbert, Jay Hess, Reinhold Hill, Krista Hoffmann-Longtin, Matthew Holley, Tandra Jackson, Sarath Janga, Peter Jenkins, Jenny Johnson, Kevin Jones, Steve Jones, NiCole Keith, Kathleen King Thorius, Andy Klein, Daniella Kostroun, Sarah Koskie, Debomoy Lahiri, Chris Lamb, Matthew Landman, Jessica Lee, Troy Markel, Brenden Maxcy, Lindsey Mayo, Willie Miller, Kyle Minor, Dean Morton, Carol Anne Murdoch-Kinch, Robin Newhouse, Mathew Palakal, Megan Palmer, Amir Pasic, Tod Perry, Stefan Petranek, Celeste Phillips-Salimi, Mike Pitts, Karen Pollok, Nila Reimer, David Russomanno, Jim Scheurich, Gen Shaker, Ross Silverman, Sylk Sotto, Sean Stone, Jake Streepey, Beth Townsend, Matthew Turner, Ruben Vidal, Lixin Wang, Clark Wells, Jennifer Wessel, Rachel Wheeler, Kim White-Mills, Craig Willey, L. Jack Windsor, Xinna Zhang, and Teresa Zimmers

Agenda Item I: Welcome and Call to Order

IUPUI Faculty Council Vice President Jeff Watt called the meeting to order at 3:02 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 May 7, 2019, Meeting

The minutes of the May 7, 2019, meeting were approved and entered into the record.

Agenda Item IV: Updates/Remarks from the Chancellor

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

Paydar reported on the following:

- Paydar thanked the council for serving the faculty and being committed to shared governance.
- Paydar updated the council on the senior leaders on campus. Rafael Bahamonde is now the dean of the School of Health & Human Sciences. Janice Blum is now interim vice chancellor for research and graduate education for two years. This is the result of a proposed merger between the Office of the Vice Chancellor for Research and the Graduate School. In spring 2020, the merger will be reviewed. Shiao-fen Fang is interim dean of School of Science. Tamara Jackson is interim dean of School of Education. It has been discussed that a search will take place in a year for the School of

Education dean. Hilary Kahn began work this week as associate vice chancellor of international affairs. Carol Anne Murdoch-Kinch is now dean of the School of Dentistry. Kristi Palmer is Founding Herbert Simon Family Dean of University Library.

- Paydar also shared the 10 appended campus priorities he has established for this new academic year.

Agenda Item V: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- Watson said that this will be a busy year at both the IFC and University Faculty Council (UFC) level. The UFC will be working on the following:
 - Two years ago, the council endorsed a document called “Guidelines of Faculty Work Arrangements.” This is a document the university would like to adopt, and a UFC task force has been assigned to this.
 - There is a task force reviewing the policies on consensual relationships between faculty, staff, and students. After the policies are reviewed, the task force will recommend whether the policies should be updated.
 - A task force has been formed to look into student evaluations and identify options for feedback tools that are more useful to measure student learning.
 - The UFC-EC will meet on Wednesday and discuss extending voting rights to non-tenure-track faculty.
 - The third tier on the lecturer track was passed last academic year by the Indiana University Board of Trustees. Promotion criteria will be updated this year. Watson then invited Kathy Johnson, executive vice chancellor and chief academic officer, to speak on the promotion criteria development this year. Johnson explained this process, using the appended circular.
 - One faculty member asked how they could get on the ad-hoc committee for this process. Those interested will need to send Rachel Applegate an email. For context, the Academic Affairs Committee and each school were asked to appoint a person to this committee. The [box folder](#) for this committee is open to anyone.

Agenda Item VI: [Information Item] Election Results of the University Faculty Council, Nominating Committee, and the Executive Committee

Josette Jones, Co-Chair, Nominating Committee

Josette Jones presented the below election results to the council. The elections were held electronically after the May 7, 2019, meeting of the council.

IUPUI Faculty Council: Election Results for Executive Committee–Tenure Track Faculty

Term: June 2019 through June 2021

Number to Elect: 4

Last Name	First Name	Rank	School	Department Description
Berbari	Edward	T01	Engineering and Technology	Electrical and Computer Engineering
Holmes	Ann	T02	Public Health	Health Policy and Management
Kowolik	Joan	T02	Dentistry	Pediatric Dentistry
Tezanos-Pinto	Rosa	T02	Liberal Arts	World Languages and Cultures

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

Term: June 2019 through June 2021

Number to Elect: 1

Last Name	First Name	Rank	School	Department Description
Johnson	Sara	FC3	Public and Environmental Affairs	Public and Environmental Affairs

IUPUI Faculty Council: Election Results for Nominating Committee

Term: June 2019 through June 2021

Number to Elect: 3

Last Name	First Name	Rank	School	Department Description
Jones	Josette	T02	Informatics and Computing	Informatics
Li	Lei	T02	Science	Chemistry
Von Ah	Diane	T02	Nursing	Community and Health Systems

IUPUI Faculty Council: Election Results for University Faculty Council

Term: July 1, 2019, through June 30, 2021

Need to elect 3

Last Name	First Name	Rank	School	Department Description
Feldhaus	Charles	Tenured Professor	E&T	E&T
Marrs	James	Tenured Professor	Science	Biology
Mayo	Lindsey	Tenured Assoc. Prof.	Medicine	Pediatrics

Agenda Item VII: [Information Item] IUPUI Timeline

Stephen Towne, Associate University Archivist

Towne shared the [timeline](#) and reported on the following:

- This timeline came from the welcoming campus initiative fund to create an interactive IUPUI timeline. It is almost complete. This timeline helps to identify who we are.
- The goal is to document the first 50 years and to add to the timeline in the future. Towne said the plan is to also expand the timeline further in the past to cover items like the School of Physical Education and Medicine. This will be a useful tool for advancement and development. A search function is coming soon as well as sports information.

Agenda Item VIII: [Information Item] Test Optional Task Force Report

Boyd Bradshaw, Associate Vice Chancellor for Enrollment Management

Errol Wint, Director of Undergraduate Admissions, Division of Enrollment Management

Matt Moody, Associate Director of Strategic Operations, Office of Undergraduate Admissions

Bradshaw, Wint, and Moody reported on the appended presentation, which was updated following the meeting, and on the following items:

- Wint shared that the goal for Test Optional applications is to increase efficiency and get “human-eyes” on applications and increase the pool of received applications while retaining the standards of academics for incoming students.
- This agenda item will go to Academic Affairs, Student Affairs, and Faculty Affairs Committees before it is brought to a vote at the IFC.

Question/Comments

- A faculty member asked what the downside to test optional is. The increase in volume of applications is the downside. This is why a full year is needed to identify how this could be probable for the campus.

Agenda Item IX: [Information Item] Enrollment Report, Fall 2019

Boyd Bradshaw, Associate Vice Chancellor for Enrollment Management

- Bradshaw reported on the following items:
 - See appended document, unofficial, for further information on enrollment data for fall 2019.
 - The IUPUI beginner class is at 34 percent of diverse student populations. There is a 2.4 percent increase in African American students and a 10.4 percent increase in Latinx students. The total enrollment looks positive for beginner students. There is a 4.7 percent increase in enrollment. (Enrollment encompasses IUPUI, IUFW, and IUPUC). The country is falling behind in enrollment, but IUPUI is experiencing an increase. Looking at Indianapolis alone, IUPUI hosts 3,763 beginner students—an increase and last year the campus experienced a decline in beginner students. One reason as to why IUPUI has increased in enrollment, would be the adoption of the common application. About 54 percent of students applied via the common application. 46 percent applied through the IU shared application. IUPUI’s record beginner enrollment was two years ago at 3,820 students. IU and IUFW have both seen increases in enrollment. There has been a small decrease in total student population (including IUPUI, IUPUC, and IUFW).

Agenda Item X: Constitution and Bylaws Vote Results

Jeff Watt, Vice President, IUPUI Faculty Council

Watt reported on the Constitution and Bylaws amendments.

Constitution and Bylaws Vote Results

Amendment to Constitution/Bylaws	Votes Yes	Votes No
Constitution Article V.A. Membership – An individual elected in more than one capacity may serve in only one seat during the elected term on the Council.	162	0
Constitution Article IV.F.2. – 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 governance body, or in leadership of an academic unit committee within the past four years is eligible for election to the Executive Committee. Two of the elected faculty on the Committee may be from the same academic unit, provided one is Voting Faculty and one is not. If the School of Medicine has two members, both may be Voting Faculty, and one each from the basic science departments and the clinical departments.	160	2
Constitution Article IV.B. – 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.	160	2

Agenda Item XI: [Information Item] United Way

Amy Conrad Warner, Vice Chancellor for Community Engagement and Member, United Way Executive Committee

Warner reported on the following:

- Warner shared the following website: unitedway.iupui.edu
- The campus United Way Campaign runs from September 3 to October 31 and the goal is to raise \$286,725.

- A way to be a part of the success is to research and learn more about United Way and the agencies serving Indianapolis; or donating through the campus campaign to the United Way, there will be an email with more information on this process. Those interested in giving can select specific agencies that support different issues in the community.
- The United Way has new ways of operating. The Lilly Endowment is matching new gifts or gifts increased by \$52. There are a number of giving circles to join as well.

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

No reports were given.

Agenda Item XIII: Question / Answer Period

- A faculty member asked why only four dean searches were listed and when the School of Education dean search will begin. Paydar responded that it was discussed in a meeting to make the interim dean a two-year position. Two years ago a search was done, and after a year the most recent dean left for personal reasons. Some people in the school believe that lengthening the appointment for the interim dean would help in the search process later. Feedback is still needed from the school for this.
- Watt read the following question, submitted via email by a faculty member (the question is unedited):
 “Can the IFC look into finding funding to install panic buttons in all classrooms on campus? Given all the attention to preparing for active shooters on campus, I’m quite surprised that faculty still do not have the technology to instantly and discreetly notify law enforcement of danger in their classrooms. Thank you for your consideration in this matter.”
 - This will be reviewed for response and it will be answered at the November IFC meeting.

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

Aimee Brough, First Vice President, Staff Council

Watt reported Brough’s Staff Council updates:

- The Staff Council had their first meeting of the new academic year on Wednesday, August 21. Minutes from the June 19 meeting were approved and they welcomed guest speaker, Chancellor Paydar, to the meeting. Chancellor Paydar discussed with the Staff Council his priorities for the campus for the academic year that align with the IUPUI Strategic Plan. A brief question and answer period occurred after. The Staff Council will, once again, be participating in the Regatta this year. Staff Council is also sponsoring various IUPUI sports teams and will have at least one night where the members will attend together. It is also important to note that the IUPUI Staff Council is proud to be celebrating its 40th year at IUPUI. The next meeting is on Wednesday, September 18, at 2 p.m. in CE 409.

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
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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.
- 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.

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.”

Budgetary Affairs

Assigned:

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

Ongoing:

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

Campus Planning Committee

Assigned:

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

Ongoing:

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

Constitution and Bylaws Committee

Assigned: No assignments as of August 2019.

Distance Education Committee

Assigned:

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

Diversity, Equity, and Inclusion Committee

Assigned:

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

Faculty Affairs Committee

Assigned:

- Review of Draft Research Disclosure Policies
- Voting rights of non-tenure-track faculty within the schools (working with the Academic Affairs Committee)
- Need for systematic analysis of policies and procedures in the Faculty Guide to assure definitions for “faculty” and “full-time,” for example, are consistent and correctly and appropriately applied: The SAVCAA and the Constitution and Bylaws Committee need to be involved in coordinating this effort.
- Review policies and procedures for tenure, practice plan, and compensation in the School of Medicine.
- Determination of “full-time” for School of Medicine faculty, especially with those whose “effort” and compensation is primarily in IU Health.
- Discuss the creation of a subcommittee of the Faculty Affairs Committee and the campus P&T Committee to review core school policy of P&T at IUPUI.
- Discuss matching Kelley School of Business (IUB) promotion and tenure up through IUPUI.
- Continue with NTT career paths, potential new classifications or ranks.
- How does the Ombudsteam operate? Should the Ombudsteam replace the Faculty Grievance Advisory Panel? Is there training? Can the Ombudsteam sole a faculty member’s issue? Coordinate with new Ombudsteam for methods of addressing faculty concerns.
- Update the language of the policy on Faculty Access to Student Evaluations in the Faculty Guide to reflect the use of Blue.
- Update the language of the Policy on School or Program Restructuring in the Faculty Guide. Clarify the language regarding faculty. Does faculty refer to non-tenure-track or clinical?

Faculty and Staff Relations Committee

Assigned:

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

Faculty Guide Committee

Assigned:

- Need to link to a policy on creating a new department within a school that isn't in financial distress. Kathy Johnson is willing to construct new language to point to this.
- Addition of language describing clinical rank (similar to language of lecturers).
- Addition of language describing the new teaching professor rank, when available from the campus.

Ongoing:

- Review the guide and updated all links.
- Review the guide and update for obsolete language.
- Review of the term "faculty" throughout the document and particularly in Section 1. Are definitions for faculty clearly defined? Are there definitions that are missing or confusing? Create annotation guide.

Fringe Benefits Committee

Assigned:

Ongoing:

- Monitor benefits
- Review forthcoming changes in retirement benefits provider and plan changes.

Library Affairs Committee

Assigned:

- Explore adding doctoral student thesis information to IUPUI transcripts.
- Collaborate with Research Affairs Committee regarding support for R1 university status.
- Link open access uploading to Activity Insight.
- Library Town Halls and Campus Tour
- Improve communication with faculty
- Discuss scholarly communication situation.
- Review and expand the Promotion and Tenure service offered by UL staff.

Ongoing:

- Providing input to and advocating for the University Library at IUPUI
- Continue to monitor Open Access policy
- Evolving nature of the scholarly record
- Training for chairs and associate deans for research (Open Access/ScholarWorks)
- Consider methods of educating general faculty regarding information-access issues.

Promotion and Tenure Committee

Assigned: No assignment given as of August 2019.

Research Affairs Committee

Assigned:

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

Student Affairs Committee

Assigned:

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

Ongoing:

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

Technology Committee

Assigned:

- Intellectual Property and ability to share materials
- Communication with UITs
- Update on electronic and IT accessibility
- Find a better way to keep faculty informed.
- Potential replacement of Taskstream.
- Bridge vs. Zoom?
- 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.

Summary of Chancellor Paydar's Priorities for AY 2019-20

Each year, the Chancellor's Cabinet determines yearly priorities to guide annual planning, decision-making, and implementation of actions to be undertaken during the Academic Year. These priorities are aligned with and derived from the IUPUI strategic plan goals and objectives.

- 1. Support IU Bicentennial and Leverage 50th Anniversary and Welcoming Campus Outcomes.** Provide IUPUI support to IU's Bicentennial celebration, including reporting on campus-specific accomplishments related to the Bicentennial Strategic Plan; complete manuscript for *Faces and Places of IUPUI* from IU Press; analyze evaluations/impact reports from 50th Anniversary and institutionalize select anniversary-related activities; and scale and sustain promising elements from Welcoming Campus Innovation Fund projects.
[Supports all Strategic Plan Goals]
- 2. Student Success Initiatives.** Implement *Profiles of Learning for Undergraduate Success*; scale use of the Experiential and Applied Learning Record; involve students in JagsSpeak Student Forum; restructure existing services into a single Transfer Center; expand awareness of/investment in Open Textbooks; explore unbundling of technology credentials through potential partnerships; conduct situational analysis of partnership between Division of Student Affairs and Multicultural Center; and continue to develop student support services at IU Fort Wayne.
[Supports Strategic Plan Goal 1, *Promote Undergraduate Student Learning and Success*]
- 3. Diversity and Inclusion.** Disseminate Climate Survey results; continue/expand implicit bias training for search committees; finalize campus Diversity Plan initiative; continue to shape and influence faculty/staff hiring processes to support diversity goals; implement next steps in the White Racial Literacy Project; and develop capacity for faculty/staff development related to classroom climate, implicit bias, microaggressions, etc.
[Supports Strategic Plan Goal 9, *Promote an Inclusive Campus Climate*]
- 4. Research and Graduate Education.** Fully integrate school research plans into school strategic plans and annual reporting; build upon initial Data Science Symposium to continue leveraging partnerships/synergies in these disciplines; leverage Academic Analytics in research-related planning/decision-making; increase cooperation between Graduate Office and OVCR and develop integrated campus plan for research and graduate education; and intensify support for community-engaged scholarship.
[Supports Strategic Plan Goal 2, *Increase Capacity for Graduate Education*; Goal 6, *Accelerate Innovation and Discovery through Research and Creative Activity*; and Goal 7, *Deepen our Commitment to Community Engagement*]
- 5. Enrollment Management.** Strategically refine disbursement of institutional aid; consider test-optional admissions process; continue to provide Strategic Enrollment Management support to units; review target enrollment for IUPUI; pursue international enrollment management strategy; and collaborate across units to develop a more strategic, coordinated approach to K-12 student outreach and engagement related to admission inquiries to IUPUI.
[Supports Strategic Plan Goal 4, *Optimize our Enrollment Management*]

6. **Community Engagement.** Continue and expand meaningful partnerships with community organizations and events; plan for the opening of Madam Walker Legacy Center and build opportunities for IUPUI involvement; advance the campus's anchor mission role in partnership with the Indy Chamber; and support continued development of 16 Tech by getting schools involved and bringing 16 Tech principals to IUPUI.
[Supports Strategic Plan Goal 7, *Deepen our Commitment to Community Engagement*]
7. **Leadership and Faculty/Staff Development.** Implement staff performance management and bias training programs; review/update new senior leader onboarding process; develop campus-wide framework for faculty mentoring; develop/implement strategic communication plan for Forum Network and Faculty Crossing; continue to enhance staff engagement opportunities; and successfully recruit new leaders to serve as Deans of Education, Law, Liberal Arts, and Science.
[Supports Strategic Plan Goal 10, *Develop our Faculty and Staff*]
8. **Organizational Structure and Campus Infrastructure/Experiences.** Implement transportation study findings and finance-related AM 360; transition NIFS to campus operations, including relocating Athletics to campus; increase bilingual signage/webpages/application information; launch task force to explore alignment between Graduate Office and OVCR; implement next steps related to the Task Force on Problematic Substance Abuse; develop a strategic plan for IU Fort Wayne; and prepare for a campus master plan to address IU Health plans and renovation plans for Ott, Bryce, Dunlap, and Health Sciences.
[Supports all Strategic Plan Goals]
9. **Advancement.** Ensure that IUPUI exceeds its Bicentennial Campaign goal, including assisting units with their individual goals; continue to grow the Chancellor's Circle through engagement opportunities; advance the Research Interdisciplinary Collaborative to full implementation; and offer development and fundraising workshops to Deans.
[Supports all Strategic Plan Goals]
10. **Communication and Reputation-building Activities.** Refine communications strategies to convey the impact of IUPUI's engagement with the community; assess feasibility of longitudinal reputational engagement study; identify conferences and competitions at which the campus can increase national awareness/recognition about IUPUI; and communicate more about research at IUPUI.
[Supports all Strategic Plan Goals]

Teaching Professor Calendar

Target Date	Campus Level Activity	School/Department Level Activity
May 2019	Initial notes on teaching professor shared with EC and with faculty leaders (in Box-FA Guidance): Scratchpad	Preparation of Dossiers for Fall 2019 Review Cycle
August 2019	Ad Hoc P&T Task Force ¹ membership re-constituted and schedule of meetings established for September Compilation of existing Lecturer and Clinical promotion criteria language created and shared with John Watson	
August 2019	Schools asked for representatives to the campus P&T committee and Ad Hoc task force	Deans briefed at August 17 Deans Retreat regarding overall timetable for work; IFC Executive committee briefed on 9/29/30
September, 2019	<i>Presentation at September Academic Deans meeting on Process of Developing Criteria/Standards; deadline of 11/27/19 introduced for draft of school guidelines to be submitted to OAA²</i> Ad Hoc P&T Task Force meetings (Mondays in September): Teaching Professor is the main agenda item but there are others (<i>additional meetings to be added in October as needed</i>)	Primary and Unit Committees meet to review dossiers <i>Kathy Johnson and John Watson to send letter to IUPUI faculty explaining the overall process for developing standards/criteria and clarifying the role of unit committees, deans, chairs, and faculty</i>
Early October	<i>Distribution of draft campus-level guidelines to EC and to schools.</i>	
October or November	<i>Presentation at IFC</i>	<i>Schools develop own standards in response to draft campus-level guidelines engaging both TT and NTT faculty in process. Draft of <u>school</u> standards due to OAA by November 27, 2019. Department standards ideally should be finalized after the school standards, but development can begin in parallel.</i>
October 29	OAA-sponsored discussion of school revisions to teaching excellence standards (for school-level P&T chairs and members)	
November-December	<i>Campus finalizes campus level standards and guidance</i>	
December 11	Promotion in the Lecturer Ranks—P&T Workshop	<i>Departments finalize standards for use in primary committee reviews [only in schools with departmental structures for which separate primary committee criteria exist]</i>
January	<i>Campus guidelines to be refined and improved based on drafted school standards to ensure alignment</i>	
February, 2020		<i>Schools adopt standards through appropriate faculty governance body.</i>
March, 2020	<i>Campus standards to be endorsed by IFC</i>	<i>Departments adopt standards through endorsement by department faculty.</i> <i>Potential candidates inform chairs, and prepare materials for external reviewers. [Possible but not likely: new hires may be hired at the Teaching Professor level (as judged by the school's P&T committee; this will be very rare)]</i>
July – December, 2020		Submission of edossiers for promotion to Teaching Professor

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

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



IUPUI Division of Enrollment Management

Test-Optional Admissions

IFC – September 3, 2019

IUPUI

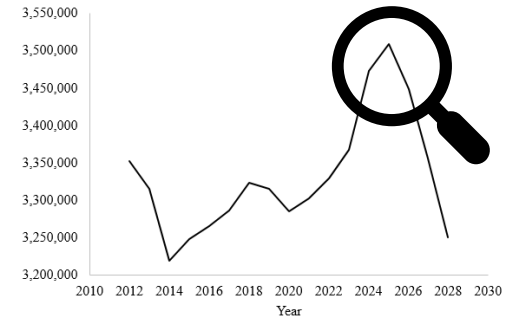
Background

Test-Optional: first-time, first-year applicants are not required to submit an ACT or SAT score for the purpose of admissions.

Nearly a third of all U.S. four-year college and universities are test-optional including 330 top tier institutions.



IUPUI Test-Optional Exploration



Reasons that institutions consider test-optional admission policies:

1. Access to higher education
2. Increase in applications, expedited processing time and downstream impact on enrollment
3. Response to changing demographics
4. Continued commitment towards preserving academic quality through commitment to holistic review process



IUPUI Timeline

1. IUPUI test-optional task force (Fall 2018)
2. Joint meeting between Division of Enrollment Management offices for IUB and IUPUI
3. Centralized task force from USS Admissions and UITS focused on implementation timeline and work
4. IUPUI assessing fit and engaging key stakeholders with implications (Enrollment Management Advisory Council, Academic Deans and University College Admissions Committee)



IUPUI Timeline (Continued)

5. Met and/or shared report asking for feedback with key constituency groups (IFC Executive Committee, IFC Academic Affairs Committee, IFC Student Affairs Committee, IFC Faculty Affairs Committee and Undergraduate Affairs Committee)
6. 9/3 IFC Presentation
7. 10/1 IFC Final Vote – Resolution to be presented (to alter ACA-54)
8. 11/14 UFC Presentation and Vote (to alter ACA-54)
9. 12/5 Trustee Review and Vote (to alter ACA-54)



Implementation Analysis

Holistic Review

- Understanding who would opt into test-optional
- Review multiple factors in the decision making
 - Automate review through systems update
 - Scale review by hiring seasonal application readers
- IUPUI Academic Schools that use SAT/ACT in Direct Admit Standards for FYU's (7 total)
 - Education, Engineering and Technology, Health and Human Sciences, Informatics, Kelley, O'Neill, and Science

Anticipated increase in applications with the introduction of Test-Optional (10-15%) based on research



Operational Timeline

March 2019:
Exploration of
Central System
Requirements

April 2019:
Exploration
of Local System
Requirements

January 2020:
Central System
Adjustments
Begin



August 2020 Launch
for 2021
Recruitment

Spring 2019:
Exploration of
direct admit
impact with
academic
schools

Fall 2019:
Finalize direct
admit
criteria with
academic
schools

January 2020:
Local System
Adjustments
Begin



Discussion



IUPUI
FULFILLING *the* PROMISE

**Fall 2019
Credit Hours Taught**

Indianapolis Enrollment

**9/2/2019 - Census unofficial
Headcount by Student School**

School	8/27/2018	9/2/2019	Change	%
Dentistry	11,101	10,638	-464	-4.2%
Education	9,078	8,420	-659	-7.3%
Engineering-Tech	33,097	32,337	-760	-2.3%
Health & Human Sci *	25,723	23,352	-2,371	-9.2%
Herron Art & Design	9,871	9,254	-617	-6.2%
Informatics & Computing	13,661	14,179	518	3.8%
Kelley Business	25,262	23,997	-1,265	-5.0%
McKinney Law	11,166	11,228	62	0.6%
Liberal Arts	52,375	51,511	-864	-1.6%
Medicine	32,814	33,332	518	1.6%
Nursing	12,118	12,309	191	1.6%
Lilly Family Philanthropy	1,436	1,416	-20	-1.4%
O'Neill SPEA	9,772	9,207	-565	-5.8%
Fairbanks Public Health	8,027	8,521	494	6.2%
Science	80,314	80,254	-60	-0.1%
Social Work	10,110	11,122	1,013	10.0%
IUPUI Honors College	7	21	14	n/a
Graduate	138	208	70	50.7%
University College	2,580	2,637	57	2.2%
IU Online	208	502	294	141.3%
Indianapolis Total	348,857	344,443	-4,414	-1.3%
IUPUC	17,213	17,010	-204	-1.2%
IU Ft. Wayne	6,132	10,179	4,047	66.0%
IUPUI Combined#	372,202	371,632	-570	-0.2%

School	8/27/2018	9/2/2019	Change	%	Internal School Change
Dentistry	642	631	-11	-1.7%	+6 ug; -14 grad/prof; -3 non-degree
Education	957	886	-71	-7.4%	-81 ug; +2 grad; +8 non-degree
Engineering-Tech	3,249	3,164	-85	-2.6%	-32 ug; -53 grad; +0 non-degree
Health & Human Sci *	1,706	1,565	-141	-8.3%	-114 ug; -27 grad
Herron Art & Design	716	685	-31	-4.3%	-33 ug; +1 grad; +1 non-degree
Informatics & Computing	1,366	1,406	40	2.9%	-21 ug; +52 grad; +9 non-degree
Kelley Business	1,688	1,609	-79	-4.7%	-23 ug; -55 grad; -1 non-degree
McKinney Law	875	869	-6	-0.7%	-5 grad/prof; -1 non-degree
Liberal Arts	2,067	2,125	58	2.8%	+24 ug; -9 grad; +43 non-degree
Medicine	2,058	2,104	46	2.2%	+5 ug; +40 grad/prof; +1 non-degree
Nursing	1,228	1,227	-1	-0.1%	-4 ug; +17 grad/prof; -14 non-degree
Lilly Family Philanthropy	211	221	10	4.7%	+7 ug; +3 grad
O'Neill SPEA	965	889	-76	-7.9%	-74 ug; -2 grad
Fairbanks Public Health	633	645	12	1.9%	+30 ug; -18 grad/prof
Science	3,097	3,022	-75	-2.4%	-89 ug; +9 grad; +5 non-degree
Social Work	1,008	1,101	93	9.2%	+23 ug; +72 grad; -2 non-degree
Undistributed Grad**	175	154	-21	-12.0%	-21 non-degree
University College	5,088	5,081	-7	-0.1%	-39 ug; +5 hs; +27 non-degree
Admin Tracking Group	16	15	-1	-6.3%	-1 non-degree
IN Total#	27,745	27,399	-346	-1.2%	
IUPUC	1,453	1,411	-42	-2.9%	
IU Ft. Wayne	434	747	313	72.1%	
IUPUI Combined#	29,632	29,557	-75	-0.3%	

* Fall 2018 headcount and credit hour totals represent the sum of School of Health and Rehabilitation Sciences and School of Physical Education and Tourism Management. Though the merger became official on July 1, 2018, snapshots leading to the beginning of the semester still reflected a split.

Credit hour totals may be rounded in cases where a school total includes .5 credits

Student Level^	2018	2019	Change	%
Freshman	4,463	4,650	187	4.2%
Sophomore	4,124	3,826	-298	-7.2%
Junior	4,209	4,114	-95	-2.3%
Senior	6,101	5,892	-209	-3.4%
Undergrads	18,897	18,482	-415	-2.2%
UG Non-Degree	562	631	69	12.3%
Graduate	4,348	4,245	-103	-2.4%
Doctoral-Practice	2,867	2,912	45	1.6%
Doctoral-Research	799	867	68	8.5%
Grad Non-Degree	272	262	-10	-3.7%

Resident^	2018	2019	Change	%
UG Heads	17,889	17,381	-508	-2.8%
UG Credits	236,298	233,591	-2,708	-1.1%
Total Res Heads	23,896	23,405	-491	-2.1%
Total Res Credits	302,728	297,480	-5,248	-1.7%
Non-Resident^	2018	2019	Change	%
UG Heads	1,570	1,732	162	10.3%
UG Credits	21,353	22,638	1,285	6.0%
Total NR Heads	3,849	3,994	145	3.8%
Total NR Credits	46,129	46,963	835	1.8%

**Total also adjusted for students enrolled in degrees offered through the Graduate School but who also have been distributed to schools housing their programs. Heads are counted only once in IN Total. Credits are not affected.

#Students enrolled at multiple campuses are counted twice at this time. This will be adjusted at the official census report. Credits are not affected.

Notes: While most IUPUI students pursuing graduate studies enroll through the IUPUI school that offers the degree, GRAD holds students who enroll through the IU Graduate School. This is primarily students in Liberal Arts and Medicine but also includes some students pursuing other IU graduate degrees. In this report most degree-seeking students have been attributed to their units.

Non-Residents as Share of Campus Totals	2018	2019
UG non-residents as % of total campus heads	5.7%	6.3%
UG non-residents as % of total campus credits	6.1%	6.6%
Total NR as % of total campus heads	13.9%	14.6%
Total NR as % of total campus credits	13.2%	13.6%

^ Counts are Indianapolis only

Source: IRDS Point-in-Cycle, Registrar, and UIRR Reports

Tables with student level and enrollment by residency status are Indianapolis only

Office of Institutional Research and Decision Support 9/2/2019