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


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. Shiaofen 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

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Rank</th>
<th>School</th>
<th>Department Description</th>
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<tbody>
<tr>
<td>Berbari</td>
<td>Edward</td>
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<td>Electrical and Computer Engineering</td>
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<td>Holmes</td>
<td>Ann</td>
<td>T02</td>
<td>Public Health</td>
<td>Health Policy and Management</td>
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<td>Kowolik</td>
<td>Joan</td>
<td>T02</td>
<td>Dentistry</td>
<td>Pediatric Dentistry</td>
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<tr>
<td>Tezanos-Pinto</td>
<td>Rosa</td>
<td>T02</td>
<td>Liberal Arts</td>
<td>World Languages and Cultures</td>
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IUPUI Faculty Council: Election Results for Executive Committee—Non-Tenure-Track Faculty
Term: June 2019 through June 2021
Number to Elect: 1

<table>
<thead>
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<th>Last Name</th>
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<th>Rank</th>
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<tbody>
<tr>
<td>Johnson</td>
<td>Sara</td>
<td>FC3</td>
<td>Public and Environmental Affairs</td>
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</table>

IUPUI Faculty Council: Election Results for Nominating Committee
Term: June 2019 through June 2021
Number to Elect: 3

<table>
<thead>
<tr>
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<th>First Name</th>
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</thead>
<tbody>
<tr>
<td>Jones</td>
<td>Josette</td>
<td>T02</td>
<td>Informatics and Computing</td>
<td>Informatics</td>
</tr>
<tr>
<td>Li</td>
<td>Lei</td>
<td>T02</td>
<td>Science</td>
<td>Chemistry</td>
</tr>
<tr>
<td>Von Ah</td>
<td>Diane</td>
<td>T02</td>
<td>Nursing</td>
<td>Community and Health Systems</td>
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IUPUI Faculty Council: Election Results for University Faculty Council
Term: July 1, 2019, through June 30, 2021
Need to elect 3

<table>
<thead>
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<tr>
<td>Feldhaus</td>
<td>Charles</td>
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<td>E&amp;T</td>
<td>E&amp;T</td>
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<tr>
<td>Marrs</td>
<td>James</td>
<td>Tenured Professor</td>
<td>Science</td>
<td>Biology</td>
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<tr>
<td>Mayo</td>
<td>Lindsey</td>
<td>Tenured Assoc. Prof.</td>
<td>Medicine</td>
<td>Pediatrics</td>
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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.

<table>
<thead>
<tr>
<th>Amendment to Constitution/Bylaws</th>
<th>Votes Yes</th>
<th>Votes No</th>
</tr>
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<tbody>
<tr>
<td>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.</td>
<td>162</td>
<td>0</td>
</tr>
<tr>
<td>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.</td>
<td>160</td>
<td>2</td>
</tr>
<tr>
<td>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.</td>
<td>160</td>
<td>2</td>
</tr>
</tbody>
</table>

**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
University Hall 5002/274-8974/fcouncil@iupui.edu/http://www.facultycouncil.iupui.edu
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.”

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

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

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

Ongoing:
- Campus Conversations
- Examine faculty vitality (IUPUI and School of Medicine)
- IU Branding
Constitution and Bylaws Committee
Assigned: No assignments as of August 2019.

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

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

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

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

Ongoing:
- Review of 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.

**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 disbursal 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

<table>
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<th>Target Date</th>
<th>Campus Level Activity</th>
<th>School/Department Level Activity</th>
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<tbody>
<tr>
<td>May 2019</td>
<td>Initial notes on teaching professor shared with EC and with faculty leaders (in Box-FA Guidance): Scratchpad</td>
<td>Preparation of Dossiers for Fall 2019 Review Cycle</td>
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<tr>
<td>August 2019</td>
<td>Ad Hoc P&amp;T Task Force(^1) membership re-constituted and schedule of meetings established for September</td>
<td>Compilation of existing Lecturer and Clinical promotion criteria language created and shared with John Watson</td>
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|                   | School/Department Level Activity:  
|                   | Deans briefed at August 17 Deans Retreat regarding overall timetable for work; IFC Executive committee briefed on 9/29/30 |
| August 2019       | Schools asked for representatives to the campus P&T committee and Ad Hoc task force                   | Primary and Unit Committees meet to review dossiers                                               |
| September, 2019   | Presentation at September Academic Deans meeting on Process of Developing Criteria/Standards; deadline of 11/27/19 introduced for draft of school guidelines to be submitted to OAA\(^2\)  
|                   | Ad Hoc P&T Task Force meetings (Mondays in September): Teaching Professor is the main agenda item but there are others (additional meetings to be added in October as needed)  
|                   | Deans briefed at August 17 Deans Retreat regarding overall timetable for work; IFC Executive committee briefed on 9/29/30 |
| Early October     | Distribution of draft campus-level guidelines to EC and to schools.                                     | Primary and Unit Committees meet to review dossiers                                               |
|                   | Presentation at IFC                                                                                      | 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 |
| October or November| OAA-sponsored discussion of school revisions to teaching excellence standards (for school-level P&T chairs and members) | 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 |
| November-December | Campus finalizes campus level standards and guidance                                                      | 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 |
| December 11       | Promotion in the Lecturer Ranks—P&T Workshop                                                            | 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 |
| January           | Campus guidelines to be refined and improved based on drafted school standards to ensure alignment       | 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 |
| February, 2020    | Campus guidelines to be refined and improved based on drafted school standards to ensure alignment       | 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 |
| March, 2020       | Campus standards to be endorsed by IFC                                                                 | 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 |
| July – December, 2020 | Departments adopt standards through endorsement by department faculty.                                     | 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 |

\(^1\) 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.
Test-Optional Admissions
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)
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
  o Automate review through systems update
  o Scale review by hiring seasonal application readers
• IUPUI Academic Schools that use SAT/ACT in Direct Admit Standards for FYU’s (7 total)
  o 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

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

August 2020 Launch for 2021 Recruitment
Discussion
<table>
<thead>
<tr>
<th>Fall 2019</th>
<th>Indianapolis Enrollment</th>
<th>9/2/2019 - Census unofficial</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credit Hours Taught</td>
<td>Headcount by Student School</td>
<td>Internal School Change</td>
</tr>
<tr>
<td>Dentistry</td>
<td>11,101</td>
<td>10,638</td>
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<tr>
<td>Education</td>
<td>9,078</td>
<td>8,420</td>
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<tr>
<td>Engineering-Tech</td>
<td>33,097</td>
<td>32,337</td>
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<tr>
<td>Herron Art &amp; Design</td>
<td>9,871</td>
<td>9,254</td>
</tr>
<tr>
<td>Informatics &amp; Computing</td>
<td>13,661</td>
<td>14,179</td>
</tr>
<tr>
<td>Kelley Business</td>
<td>25,262</td>
<td>23,997</td>
</tr>
<tr>
<td>McKinney Law</td>
<td>11,166</td>
<td>11,228</td>
</tr>
<tr>
<td>Liberal Arts</td>
<td>52,375</td>
<td>51,511</td>
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<tr>
<td>Medicine</td>
<td>32,814</td>
<td>33,322</td>
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<tr>
<td>Nursing</td>
<td>12,118</td>
<td>12,309</td>
</tr>
<tr>
<td>Lilly Family Philanthropy</td>
<td>9,871</td>
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<td>Lilly Family Philanthropy</td>
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<td>9,254</td>
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<td>Science</td>
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<tr>
<td>Social Work</td>
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<td>11,122</td>
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<td>IUPUI Honors College</td>
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<td>21</td>
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<tr>
<td>Graduate</td>
<td>138</td>
<td>208</td>
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<tr>
<td>University College</td>
<td>2,580</td>
<td>2,637</td>
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<tr>
<td>IU Online</td>
<td>208</td>
<td>502</td>
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<tr>
<td>Indianapolis Total</td>
<td>348,857</td>
<td>344,443</td>
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<tr>
<td>IUPUC</td>
<td>17,213</td>
<td>17,010</td>
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<tr>
<td>IU Ft. Wayne</td>
<td>6,132</td>
<td>10,179</td>
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<tr>
<td>IUPUI Combined#</td>
<td>372,202</td>
<td>371,632</td>
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<tr>
<td>IN Total#</td>
<td>27,745</td>
<td>27,399</td>
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<tr>
<td>IUPUC</td>
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<td>1,411</td>
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<td>IU Ft. Wayne</td>
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<td>747</td>
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<tr>
<td>IUPUI Combined#</td>
<td>29,632</td>
<td>29,557</td>
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</table>

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

<table>
<thead>
<tr>
<th>Student Level^</th>
<th>2018</th>
<th>2019</th>
<th>Change</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshman</td>
<td>4,463</td>
<td>4,650</td>
<td>187</td>
<td>4.2%</td>
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<tr>
<td>Sophomore</td>
<td>4,124</td>
<td>3,826</td>
<td>-298</td>
<td>-7.2%</td>
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<tr>
<td>Junior</td>
<td>4,209</td>
<td>4,114</td>
<td>-95</td>
<td>-2.3%</td>
</tr>
<tr>
<td>Senior</td>
<td>6,101</td>
<td>5,892</td>
<td>-209</td>
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</tr>
<tr>
<td>Undergrads</td>
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<td>18,482</td>
<td>-415</td>
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<tr>
<td>UG Non-Degree</td>
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<td>631</td>
<td>69</td>
<td>12.3%</td>
</tr>
<tr>
<td>Graduate</td>
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<tr>
<td>Doctoral-Practice</td>
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<td>2,912</td>
<td>45</td>
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<tr>
<td>Doctoral-Research</td>
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<td>867</td>
<td>68</td>
<td>8.5%</td>
</tr>
<tr>
<td>Grad Non-Degree</td>
<td>272</td>
<td>262</td>
<td>-10</td>
<td>-3.7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-Resident^</th>
<th>2018</th>
<th>2019</th>
<th>Change</th>
<th>%</th>
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</thead>
<tbody>
<tr>
<td>UG Heads</td>
<td>17,889</td>
<td>17,381</td>
<td>-508</td>
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<tr>
<td>UG Credits</td>
<td>236,298</td>
<td>223,591</td>
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<tr>
<td>Total Res Heads</td>
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<td>23,405</td>
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<tr>
<td>Total Res Credits</td>
<td>302,728</td>
<td>297,480</td>
<td>-5,248</td>
<td>-1.7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-Residents as Share of Campus Totals</th>
<th>2018</th>
<th>2019</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG non-residents as % of total campus heads</td>
<td>5.7%</td>
<td>6.3%</td>
<td></td>
</tr>
<tr>
<td>UG non-residents as % of total campus credits</td>
<td>6.1%</td>
<td>6.6%</td>
<td></td>
</tr>
<tr>
<td>Total NR as % of total campus heads</td>
<td>13.9%</td>
<td>14.6%</td>
<td></td>
</tr>
<tr>
<td>Total NR as % of total campus credits</td>
<td>13.2%</td>
<td>13.6%</td>
<td></td>
</tr>
</tbody>
</table>

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.

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