

IUPUI
Indianapolis Faculty Council (IFC)
Minutes

January 12, 2021 ~ Zoom Virtual Meeting ~ 3-5 p.m.

Faculty and Guests Present: Fredrik O. Andersson, Lisa Angermeier, Keith Anliker, Marta Antón, Rachel Applegate, Julia Arciero, Brent Arnold, Rafael Bahamonde, Tina Baich, Kristi Beach, Edward Berbari, Nicolas Berbari, Kathryn Berlin, Brenda Blacklock, Amy Blevins, Janice Blum, Stephen Boehm, Herbert Brant, Nicholas Brehl, Camy Broeker, Angela Bruzzaniti, Kenneth Carow, Jeremy Carter, Christopher Coleman, Amber Comer, Jennifer Conner, Elaine Cooney, Hannah Craven, Theodore Cummins, Tamara Davis, Cornelis De Waal, Jeffrey Dean, Emilee Delbridge, Barbara deRose, John DiTusa, Kimberly Donahue, Christine Eckel, Tami Eitle, Rob Elliott, Alyson Essex, Sasha Fedorikhin, Stephen Fox, Margie Ferguson, Andrew Gavrin, Gina Gibau, Debora Herold, Catherine Herrold, Patricia Snell Herzog, Chang Ho, David Hoegberg, Krista Hoffman-Longtin, Matthew Holley, Ann Holmes, Lisa Hubbard, Muhammad Idrees, Ashley Inman, Sarath Janga, Kathy Johnson, Sara Johnson, Kyle Jones, Miyeon Jung, Hilary Kahn, Benjamin Keele, NiCole Keith, Jason Kelly, Larita Killian, Leonidas Koniaris, Sarah Koskie, Joan Kowolik, Chris Lamb, Kim Lewis, Jiliang Li, Lei Li, Katharine Macy, Weiming Mao, James Marrs, Brendan Maxcy, Lindsey Mayo, Laura Menard, Marc Mendonca, Willie Miller, Wendy Morrison, Miriam Murphy, M. Razi Nalim, Bethany Neal-Beliveau, Janet Nes, Jere Odell, Mathew Palakal, Kristi Palmer, Amir Pasic, Padhu Pattabiraman, Nasser Paydar, Stefan Petranek, Celeste Phillips, Christine Picard, Ted Polley, Karen Pollok, Sherry Queener, Stephen Randall, Patricia Rogan, Christian Rogers, David Russomanno, Helen Sanematsu, Jim Scheurich, John Schild, Sheila Segura, Kristy Sheeler, Carol Shieh, Armando Soto, Deborah Stiffler, Thomas Stucky, Rosa Tezanos-Pinto, Jennifer Thorington Springer, Thomas Upton, Joshua Vest, Ruben Vidal, Kathy Visovatti Weaver, Diane Von Ah, Crystal Walcott, Marlene Walk, Lixin Wang, John Watson, Jeffrey Watt, Clark Wells, Kim White-Mills, Robert Yost, Whitney Yu, and Xinna Zhang

Members Absent: Ben Boukai, Karen Bravo, Olguta Buse, Joan Carlson, Anna Carmon, Hamid Dalir, Emily Davis Sarah Delima, Simone Duarte, Jerome Dumortier, Charles Feldhaus, James Gladden, Philip Goff, Brian Gray, Richard Gunderman, Raymond Haberski, Paul Halverson, Jay Hess, Reinhold Hill, Greg Hull, Tandra Jackson, Steven Jones, Linda Kelly, Kathleen King Thorius, Amy Daniella Kostroun, Alexey Kuznetsov, Debomoy Lahiri, Mari Luna, Steven Mannheimer, Kathy Marrs, Niki Munk, Carol Murdoch-Kinch, Robin Newhouse, Megan Palmer, Michael Pitts, Mike Polites, Rupa Radhakrishnan, Denise Rayman, Robert Rebein, Cory Robinson, Jesse Savage, Genevieve Shaker, Aisha Smiley, Susan Storey, Chandler Walker, Jennifer Wessel, Lisa Willis, Jeffrey Wilson, L. Jack Windsor, Yar Luan Yeap, and Constantin Yiannoutsos

Agenda Item I: Welcome and Call to Order

IUPUI Faculty Council Vice President Deborah Stiffler 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 December 1, 2020, Meeting

Attachment: <https://go.iupui.edu/3wmk>

The minutes of the December 1, 2020, meeting was 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 wished everyone a happy new year and welcomed them to the spring 2021 semester. He also welcomed Dr. Tamela Eitle, dean of the School of Liberal Arts, coming from Montana State University.
- We are beginning this semester at a moment of crisis. Angry protestors stormed our nation's

capital and five people died. Acts of violence fly in the face of who we are as educators and citizens. We must affirm our core values and search for solutions to some of our society's most pressing problems. We can work together to assure that 2021 ends better than it began. The FBI has issued a warning to be on high alert for potential violence in the days leading up to President Elect Joe Biden's inauguration. We are aware of this and are determining the best strategies to keep our campus safe.

- Mitigation testing resumed the week of January 4. Nearly 6,500 people were tested with 59 positive cases. We have two labs in Indianapolis that can manage our own testing. Each week, we will invite 15,000 faculty, staff, and students for mitigation testing. These numbers are significantly higher than last semester due to the circumstances surrounding the current COVID-19 situation. Testing has moved to inside the Campus Center.
- Students will start coming back to campus the week of February 1 before in-person classes start February 8. All students will receive an antigen test upon move-in, which will give us the results in about 20 minutes. Negative students can move-in immediately and positive students will have to quarantine. Going forward, every student will be tested twice per week and all faculty, staff, and students will be selected for testing. We do not want people to come to campus only for the purpose of testing, so they can opt out if applicable. Now, faculty, staff, and students can opt in to take a test whenever they want. This can be done by searching "COVID-19" on [One.IU](https://one.iu.edu). Symptomatic testing is currently being done by IU Health, but we are working on moving that to campus so that we can manage these tests.
- We are hopeful that the vaccines will create an opportunity for semi-normalcy in fall of 2021. The State Department of Health has received the vaccines and are dispersing them to several places in the state. They are past phase 1A, which vaccinates health care providers and nursing homes. We do not provide the vaccinations, but we invite faculty, staff, and students who are in these groups to get the vaccine. We are currently in phase 1B, which vaccinates people over age 80. IUPUI knows who faculty are by age and are providing information to these parties for vaccinations. We will do the same as more and more groups are available to receive the vaccine. There are limited number of places in the state that the vaccine is administered. We have enrolled in a process for our own "POD," or point of distribution. We hope to provide vaccines for our faculty, staff, and students. If approved, we will have a bigger role in administering the vaccine. More information can be found at covid.iu.edu. We are hoping that by summer, we will have most of our population vaccinated.
- Enrollment is almost flat. It is currently down about 0.9 percent in credit hours. This includes IUFW and IUPUC. We are up in certain areas, like juniors. Two soft areas are freshman, which is down over 17 percent, and international student enrollment, which is down about 12 percent. There are several schools that are down five percent or more, like the School of Liberal Arts and SPEA. Schools that are up by more than five percent are the School of Nursing, Richard M. Fairbanks School of Public Health, and the Lilly Family School of Philanthropy.
- Course modality is not that different from the fall semester. The online components will switch to in-person on February 8 and 72 percent of our courses are in this category.
- It has been difficult to know where we are going to be in the fall of 2021. If 75 percent of our population is vaccinated, we can have more students in classrooms. Masks will not go away. If we cannot reach these numbers, we will need to switch to another format.
- This semester, many universities have eliminated spring break. They have, instead, allowed two or three "reading days" throughout the semester. Working with the IFC, February 23 and March 24 will be our "wellness days." The idea is to create an opportunity for students to engage with each other. The Division of Student Affairs and several other groups are working on programming for these days. Paydar thanked faculty for accommodating this in their syllabi and hoped that no schools would have major meetings on these days. The Office of Academic Affairs will send a note to faculty to include these wellness days in their syllabi.
- Congress passed a \$900 billion COVID relief bill. This includes support for higher education. IUPUI received \$33 million. There is also some for the Columbus campus and IUFW based on size. This is helpful for financial aid and for funding mitigation tests. Mitigation testing has cost us about \$17 million so far. The Department of Education will provide guidance for what to do with the money. We are waiting for the guidelines due to changes in leadership among the Department of Education.
- Most campus facilities are key card access only right now, and this will be the case until February

- 8.
- Paydar previously asked IUPUI to review our criteria to ensure that our institutional values are aligned with diversity, equity, and inclusion. He thanked those who have had this discussion at the department, school, and campus levels. The work acknowledges that all of us have a role to play in campus diversity. This helps ensure that the faculty who devote time to diversity, equity, and inclusion will be recognized.
 - Next Monday is Martin Luther King Jr. Day and the university has organized a daylong conference featuring social justice experts. Paydar encouraged faculty to participate.

Agenda Item V: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson conveyed hope that the coming semester will have a sense of normalcy. The first day of the semester is Tuesday for those with 16-week classes. The IFC and the Office of Academic Affairs have collaborated to create a COVID-19 statement for faculty to fill out regarding their personal impact during this time. This semester should see the culmination of many faculty governance efforts, particularly at the University Faculty Council (UFC) level. This list includes policies on consensual relationships, the use of online course questionnaires, grading systems, and others.

Agenda Item VI: [Action Item] Motion to Allow Guests to Ask Questions During the Next Topics of Discussion

A motion was moved and seconded to allow non-members of the Faculty Council to participate in discussion of discussion items on the council agenda. The motion was passed.

Agenda Item VII: [Discussion Item] In Progress Report on Diversity, Equity, and Inclusion in Faculty Promotion and Tenure

Rachel Applegate, Assistant Vice Chancellor for Faculty Affairs

[Circular 2021-01](#): Recognition of Faculty Activities Related to Diversity Equity and Inclusion and Tenure Review (Initial Proposal V.2)

Applegate spoke to the appended presentation and reported on the following:

- We looked to see how our established values could be made more concrete and show a bigger connection between work and reward with regards to DEI (diversity, equity, and inclusion). This is a multi-year process, and these are just the first steps.
- In our promotion and tenure guidelines, we have a long section on institutional values. It does say that DEI work is highly valued and should be acknowledged. Our initial steps are to develop an integrative case type focused on DEI with campus guidelines and criteria. Because a case in promotion and tenure is based in schools' departmental criteria, the schools must develop unit-specific criteria for DEI. We also developed consistent markings for the IUPUI promotion and tenure CV format to indicate activities related to DEI by using a hashtag. We also want to allow candidates to list and describe DEI work in a separate focused area in the dossier. Schools and departments may consider what role DEI activities could play within annual merit reviews, as the committee was not charged with this task.
- We created an integrative DEI case. Candidates can choose a traditional area of excellence case, a traditional balanced case, or an integrative DEI case. Regarding how this new case fits within current language, at the IU-level, the guidelines only talk about excellent overall performance, but does not have "bins" like IUPUI does.
- Our current balanced case says that you must be highly satisfactory in teaching, research, and service. It forces faculty to put different efforts into different bins that do not always match. An integrative DEI case would allow them to talk about their overall excellence.

- We hope to develop examples and guidelines that are like our other cases.
- An option we created would be to use a hashtag next to diversity-related work on the CV to mark it. The eDossier and CV structure can always be changed to work for us.
- This meeting and circular are the first opportunity we have had to show this work to a broader group. Applegate requested that faculty take it back to their schools and discuss for feedback. Then, the ad hoc working group will adjust. After that, the IFC Executive Committee will determine if it needs further committee action or can be brought to the IFC directly for approval.
- This is aimed towards tenure-track cases. The committee will review non-tenure track cases later.

Questions:

- Regarding including notation on a CV in eDossier, how does that end up getting defined? How is diversity described on a CV?
 - Applegate: To be frank, when we look at DMAI data, it is a huge range of things that people have checked as DEI work. We want to coordinate with the UFC Committee about how this can be defined better.
- What progress has been made for understanding the implications for Purdue faculty members?
 - Applegate: We are emphasizing that these are cases of excellence. Purdue uses the word “excellence” for their cases as well. An integrative case would be “excellent.” We believe that focusing on overall excellence is important for Purdue school faculty and we are determined to make it work.
- Examples of activities and outcomes of DEI are on page four of the circular and mentions minimum standards. What does that mean?
 - Applegate: Regarding whether there should be minimum standards for DEI work, the committee came up with some proposals of what it may look like. It is supposed to spark ideas of what this may be, like inclusive teaching practices.
 - Gina Gibau: These are just examples of this type of work because, due to feedback from faculty, we saw this as a need. These examples are not cumulative but should spawn further conversation within departments about DEI work.
- It makes me nervous to have minimum standards.
 - Gibau: We did not know where this document would go, so we provided as much information as possible for DEI work. If a case is being made about excellence in DEI work, you would want to highlight this work that went over and above. This is supposed to be food for thought for different schools if they wanted to develop their own criteria.
- I would be concerned if the campus decides to delineate it more than the schools do.
 - Applegate: We might add some explanations since these are examples.
 - Gibau: We can also use other words to underscore this.
- How do we designate DEI activities?
 - Applegate: This list is a good starting point, and we need a way to know that people who really know what they are doing to have their serious impacts recognized.

Agenda Item VIII: [Information Item] Academic Calendar Proposal for Fall 2021 and Spring 2022 Kim Lewis, Registrar

Lewis spoke to the appended presentation and reported on the following:

- A group of all IU registrars worked together to come up with and present a 2021-22 calendar that represents any scenario that we will be faced with over the next year to the UFC Executive Committee. The calendars can be found in the appendices following the minutes.

- We tried to model a traditional semester as much as possible while keeping the 13-week and 3-week sections. What we do not have an answer for is if we would have to pivot online at any point in the semester, but we built a calendar that allows us to plan.
- The dates on the fall calendar have not changed. Unlike this past fall, we will not have classes on Labor Day. We also agreed to stick with a one-week Thanksgiving break. We will not have a traditional fall break.
- The winter session would be offered as part of the spring semester. This is included in banded tuition. This session will continue to be online because it overlaps with the beginning of the fall term. For space purposes, it needs to be online.
- We have two options for the spring 2022 semester. In one model, we are back to a traditional spring break. We need to be able to continue monitoring the pandemic situation, so we built in three wellness days instead of spring break as the other option. The spring semester start would not be delayed a week and we would continue to build the 13-week and 3-week sessions across all IU campuses.

Questions:

- Is this the same proposal that is being circulated among the UFC Executive Committee?
 - Lewis: It is the same proposal that the UFC Executive Committee approved in December.
- Is the 13-week schedule something that IUPUI is hoping to maintain post-pandemic?
 - Lewis: It is being built-in for all the IU campuses. For IUPUI specifically, we are discouraging it because there are challenges with being able to meet the instructional minutes. We encourage the full semester classes. The approval of the 13-week sessions is there as a pandemic back-up.
- Five years from now, do we see going back to normalcy?
 - Lewis: Long-term, yes, I see us moving away from the 13-week sessions. We have had very positive feedback for the winter session, and we hope to keep that.
- Why not keep the one-week Thanksgiving break in the future? Would that keep us from having the fall break in October?
 - Lewis: Right now, we do not have a final transition or change to fall break. We need to look at instructional minutes, so we cannot have a full week off and have the fall break.
- Who will decide between the two options for the spring 2022 semester and on what basis will they decide?
 - Lewis: The restart committee has been influential in examining safety precautions across the state. We rely on those people to make these decisions. There is no set date for this to be decided. We need to make sure that we do not set something too soon so we can see how the vaccinations progress. We do not have a final date.
- Would there be any wellness days in the fall semester? The stretch from Labor Day to Thanksgiving week is significant.
 - Lewis: The week of Thanksgiving gave us the best option to try and be back to a new normal or have an opportunity to pivot if needed. We did not introduce wellness days so that we could keep this.
- On the IUPUI campus, the undergraduate programs follow the PFW schedule and the graduate programs follow the IUPUI schedule. Is there any hope of collaborations with PFW so that schedules can be the same?
 - Lewis: We would love to be able to align. We are in constant contact with our PFW contacts to work on a better calendar. We are trying to ensure that the student experience is the best.
- Why not keep the three-week intensive at least in the fall? It is a way for students that didn't do well enough in a required course to try the course again and still proceed with regular spring semester courses.

- Lewis: We have not removed it yet. All these different sessions were in the first round of seeing if they were successful. We would love to hear positives or negatives either way and we appreciate any feedback.

Agenda Item IX: [Information Item] United Nations Sustainable Development Goals Initiative

Hilary Kahn, Associate Vice Chancellor for International Affairs

Kahn spoke to the appended presentation and reported on the following:

- The Office of International Affairs has been working with several different units on campus that uses Sustainable Development Goals (STG's) as a cornerstone of campus internationalization. This is an introduction to this work.
- The STG's were adopted in 2015 by the United Nations as a call to action. These replaced the millennium development goals, which were focused on "developing" countries. STG's are more holistic to promote equality.
- Sustainable development is not just about the environment, but also about creating economic foundations and social structures that promote equality. Universities are starting to become very committed to this work, as well as corporations and governments. We are trying to get IUPUI involved in this conversation. This is not just about our work around international education but is a good opportunity to bridge the global and local.
- Our goals are to survey, translate, align, foster, highlight, and initiate.
- In our survey, we asked, "How familiar are you with the STG's?" 50 percent of responses are not at all familiar. However, their work is involved in these guidelines.
- There is a listserv for those wanting to get more involved. There is also a student committee that helps us move this work forward.
- The Office of Sustainability submitted a proposal to be part of an initiative to recognize universities contributing to the world and doing major work. This helps us provide benchmarks and opportunities for collaboration.
- We just closed a small grant that was being used to foster research around STG's. We have been working with the Office of the Vice Chancellor for Research (OVCR) and are hoping to announce a grant soon that support interdisciplinary research for this work.
- We are also working on internationalizing the freshman year experience to introduce international competencies and perspectives. All freshmen, ideally, would encounter these global issues to pursue a sense of global responsibility.
- There is a "green team" that is specifically dedicated to this work within units.
- There are lots of upcoming conversation about STG's, one of which is at the International Festival at IUPUI, which is virtual this year.

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

There were no Standing Committee Reports.

Agenda Item XI: Question / Answer Period

Deborah Stiffler, IUPUI Faculty Council Vice President

The following questions were received:

- The initiative was to make sure that those who are involved in DEI work are adequately rewarded for that. The FAQ's list that the faculty will be penalized if they do not contribute to greater DEI. Which is the right way to look at this initiative?
 - Applegate: The proposal today is about those faculty who are very involved. Schools and the campus may someday in the future may have a conversation about

DEI. This current proposal does not reach that far. The Promotion and Tenure Committee is not in charge of annual reviews.

- Should the answer be changed if this is something that is going to be considered in the future rather than somethings that has been decided?
 - Kathy Johnson: IUPUI has an opportunity to be bold in this space. It is not for the campus to say what schools and departments will do. If we have teachers that use inclusive practices, and do so well, it will make our climate better for everyone. We have a lot of faculty who have the opportunity for professional development in this space. If we say that we value having an inclusive campus for all, we should put our actions where our words lie.
- Different faculty differ on what constitutes good teaching, so it is not clear to me where things will go with this. There are pitfalls that we need to avoid in our search for inclusiveness.
 - Margie Ferguson: It is a goal that would align with our values that all of us were engaging in this work or are reflecting on how we are contributing to this. I would love to see us to define excellence in inclusivity.
- Setting the wellness days four weeks apart is challenging for labs that have students only come to labs in-person every two weeks. It would be good to find an alternative solution to the four-week schedules, especially if we are introducing three wellness days and still using distancing measures.
 - Lewis: There were several considerations with picking the wellness days, like balancing the impact of different classes and making sure that days selected did not encourage travel. She does not know if this lab scenario came up. We will make sure we consider this.
- The faculty of the School of Education have asked me to raise the concern that there might be privacy issues with the COVID-19 supplement form.
 - Ferguson: We developed that tool to offer people an opportunity to reflect on the impact of their work, positive or negative. Many of our colleagues have been seriously impacted. This was to offer a structure of how they could best characterize their struggle. They do not need to disclose anything. We encourage chairs to respond to those reviews and acknowledge the extraordinary work from this year very thoughtfully. Also, DEI information is not broadly available for all users in the system.
 - Applegate: The supplement would not be a part of a regular report. It is basically sitting there in the system so that it can be referred to.
- In the document posted, there is a section for following next steps, “Consider encouraging faculty to adopt an integrated case model.” Have any other universities taken this perspective and what was the outcome? Is there a detriment to research activity?
 - Applegate: IUPUI is currently on a different path than everybody else. She has compared our peer institutions. Their standards say, “excellence in scholarship.” If you do research that is about teaching, it goes into a bin called “service.” Binning is IUPUI-specific. If we do an integrative case, we would be reverting to what other institutions do.

Agenda Item XII: Unfinished Business

There was no Unfinished Business.

Agenda Item XIII: New Business

There was no New Business.

Agenda Item XIV: Report from the IUPUI Staff Council

Kristy Beach, President, IUPUI Staff Council

Beach reported on the following:

- The Staff Council is relaunching our random acts of kindness campaign next month. This was started last February and was pushed aside due to the pandemic. February 17 is Random Act of Kindness Day. Staff Council will be doing something to honor that.
- Elections are coming very soon. We will be sending out a call for nominations in March. Voting will take place in April and the results will be shared in May. The Executive Committee elections will follow with nominations taking place in April, voting in May, and the results announced at our June meeting. This election cycle, we will be voting on a new second vice president and a corresponding secretary.
- In past years, the Staff Council has been involved in Martin Luther King Jr. Day events on campus. She encouraged staff to take part in virtual conference this year.
- The Sustainability Committee is working on the carbon neutrality resolution. Our Bylaws Committee is doing a total rewrite of our current bylaws. Communications Committee is working on the random acts of kindness. Staff Affairs Committee is working on a paid volunteer leave expansion, voting policy change, and PTO donation program. The Special Events Committee is working on our 2021 Retreat, blood drives, and volunteer opportunities. The Staff Development Committee is working on the virtual mini conference that is scheduled for October 2021. The DEI committee conducting a survey of future needs for DEI initiatives.
- The first Staff Council meeting of 2021 is next Wednesday where we will welcome an update from Vice Chancellor Karen Dace from the Office of DEI and update from Betsy Larson and Jennifer Geary on the job framework redesign.

Agenda Item XV: Final Remarks and Adjournment

With no further business appearing, Stiffler reminded the members that the next meeting is February 2, 2021.

Minutes prepared by Rachael Dillon, program coordinator of the Office of Academic Affairs
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Ad Hoc Committee on Promotion and Tenure Revisions:
Diversity, Equity and Inclusion

Changes to P&T Guidelines to Support Diversity, Equity and Inclusion at IUPUI

IUPUI

IUPUI P&T Guidelines p. 6-7

Institutional Values:

Diversity, Equity and Inclusion

IUPUI is committed to providing, nurturing and enhancing a diverse community of learners and scholars in an environment of equity and inclusion.

Faculty work that contributes to the diversity of learners and scholars at IUPUI and that enhances our environment of equity and inclusion is highly valued and should be acknowledged and rewarded in the review process.

Initial

**For your consideration:
Initial steps**

Circular: Recognition of Faculty Activities Related to Diversity Equity and Inclusion in Promotion and Tenure Review. *Draft of 12-20-2020*

1. Initial steps (formulate now)
2. Next steps
3. Definitions, recommendations and examples
4. IU policy language



Initial steps

1. Develop an **integrative case type focused on DEI** with campus guidelines and criteria
2. Charge schools and departments with developing unit-specific criteria for a DEI-focused integrative case
3. Develop **consistent markings** for the IUPUI P&T CV format to indicate activities related to DEI
4. Allow candidates to list and describe DEI work in a separate focused area in the dossier (whether or not they present DEI-integrative cases.)
5. Schools and departments may consider what role DEI activities could play within annual merit reviews (not part of P&T).



1-The “integrative DEI case” option

Candidates can CHOOSE:

- a traditional one-area-excellent case
- a traditional balanced case
- an integrative DEI-focused case

Intended for faculty whose teaching, research/creative activity, and service are holistically entwined and intentionally grounded in diversity, equity and inclusion.



Integrative:

1. Current IU policy language:

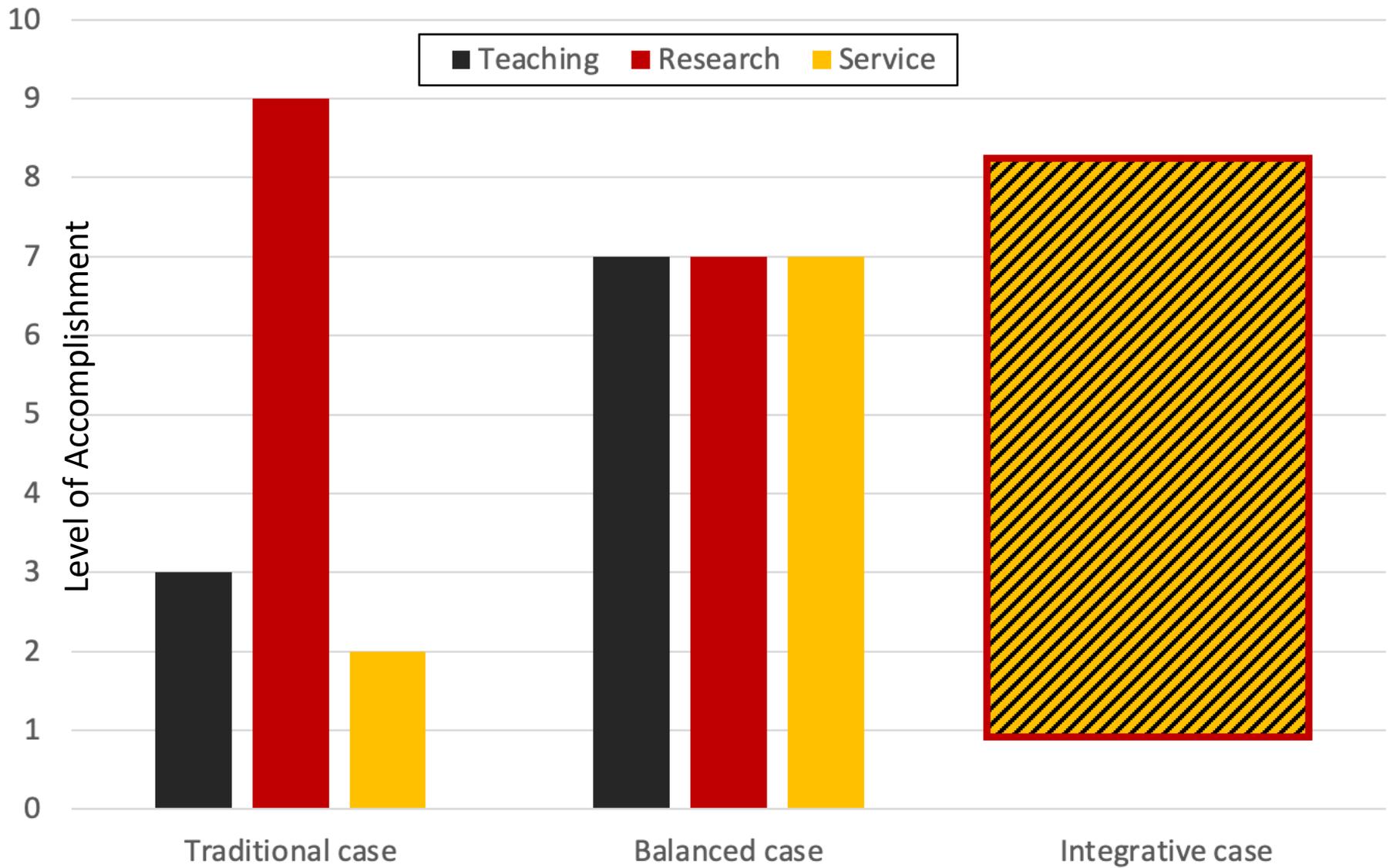
a candidate may present evidence of balanced strengths that promise **excellent overall performance** of comparable benefit to the university.

2. Current IUPUI P&T language:

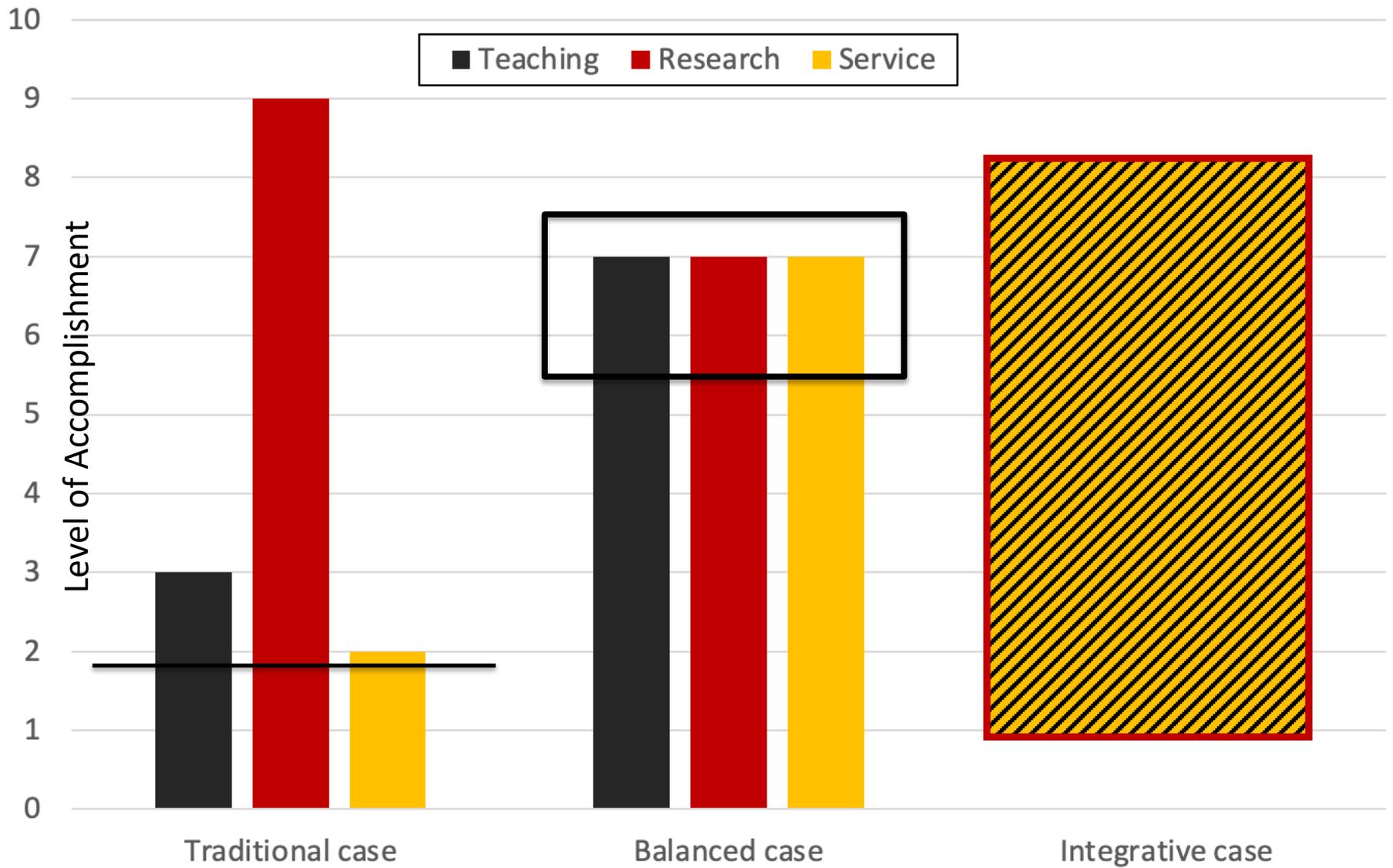
The Candidate's Statement should address the interrelated aspects of a whole, **integrated career**. Few candidates make sharp distinctions among the various aspects of their work as they do it, and the statement should indicate how the candidate views the integration of these aspects, even while assessing achievements in each. Special attention should be given to work that cuts across specializations and disciplines and that helps integrate and apply knowledge to broad patterns of intellectual activity.



Comparing Case Types



Comparing Case Types



3-Specific markings for IUPUI P&T CV

Current markings:

Author, in-rank

* Student co-author

Possible:

Diversity-related

Course re-design: LIS S506: added section on bias in research population selection

External funding. Established scholarship fund for diverse graduate students.

Chair of School of XXXX Diversity Strategic Plan Committee



quickly

Process and timeline

Next steps for this proposal:

FEEDBACK from IFC / others to this:

- Via the Office of Academic Affairs [website](#)
- To your school's representative at the Campus P&T Committee
- To your school's representatives at the IFC
- To Rachel Applegate rapplega@iupui.edu

Ad Hoc Working Group finalizes a proposal

IFC Executive Committee determines:

- Refers to committees?
- Brings to IFC directly

The IFC will vote on any final formal proposal.



When would this go into effect?

2021-2022 promotion and tenure candidates:

- Formatting changes for the CV and e-dossier
 - marking DEI items
 - providing a special DEI reflection if desired

No penalty for not using these markings.

2022-2023 promotion candidates:

- Integrative DEI case *opt-in*

Tenure candidates may use tenure criteria from when they were hired OR may opt into later standards. The integrative case is not mandatory for anybody.



Not done yet:

1. Are there other integrative case types that may be useful? (e.g. community engaged faculty?)
2. How would this apply to non-tenure-track cases?
3. What do units and the campus want in terms of diversity, equity and inclusion for all faculty, during annual reviews?
4. How do we account for, measure, and value, items that are primarily local? That are not grants, publications, or presentations?

ALREADY AVAILABLE:

There are many resources already available to assist faculty in considering how to more fully engage with diversity, equity and inclusion in their research, teaching and service.



Comments, questions?



2021 – 2022 Academic Calendar

Fall 2021

Fall 2021 Term = UGRD & GRAD 08/23/2021 - 12/19/2021	August		September				October				November					December	
	23	30	6	13	20	27	4	11	18	25	1	8	15	22	29	6	13
Full session = 08/23/21 - 12/19/21 <i>(15 instructional weeks, 1 week break, 1 week for final exams. May pivot to online after Thanksgiving Break)</i>	1	2	3*	4	5	6	7	8	9	10	11	12	13	Break	14	15	16
13 Week Session = 08/23/21 - 11/21/21	1	2	3*	4	5	6	7	8	9	10	11	12	13	Break			
3 Week Intensive Session = 11/29/21 - 12/19/21														Break	1	2	3
8 Week One Session = 08/23/21 - 10/17/21	1	2	3*	4	5	6	7	8						Break			
8 Week Two Session = 10/18/21 - 12/19/21 <i>(May pivot to online after Thanksgiving Break)</i>									1	2	3	4	5	Break	6	7	8
Legend	Notes																
In-person, hybrid or online classes	*Labor Day = No Classes (9/6/21)																
Modality TBD. Dependent on final decision that is based on the expectation of suitable mitigating controls.	IUPUI will also continue to offer 10W, 12W, DST and NON sessions.																
Thanksgiving Break 11/22/21 - 11/28/21																	
Online classes only																	



Winter Session (part of Spring 2022)

Winter Session (part of Spring 2022 Term)	December		January				February	
	20	27	3	10	17	24	31	7
Winter Session = 12/20/21 - 02-06/22 <i>(6 instructional weeks. Overlaps with the first 4 weeks of the Spring 2022 term. Online)</i>	1	Break	2	3	4*	5	6	
	Notes							
Legend	*MLK Day = No Classes							
Online classes only								



Spring 2022 – Option 1 (Spring Break)

Spring 2022 Term = UGRD & GRAD 01/10/2022 - 05/08/2022	January					February				March				April				May	
	3	10	17	24	31	7	14	21	28	7	14	21	28	4	11	18	25	2	9
<i>Continuation of Winter Session</i>	2	3	4*	5	6														
Full session = 01/10/22 - 05/08/22 <i>(15 instructional weeks, 1 week for Spring Break, 1 week for final exams)</i>		1	2*	3	4	5	6	7	8	9	Break	10	11	12	13	14	15	16	
13 Week Session = 01/31/22 - 05/08/22 <i>(13 weeks of instruction and 1 week for spring break)</i>					1	2	3	4	5	6	Break	7	8	9	10	11	12	13	
3 Week Intensive Session = 01/10/22 - 01/30/22		1	2*	3															
8 Week One Session = 01/10/22 - 03/06/22		1	2*	3	4	5	6	7	8										
8 Week Two Session = 03/07/22 - 05/08/22										1	Break	2	3	4	5	6	7	8	
Legend	Notes																		
In-person, hybrid or online classes	*MLK Day = No Classes (01/17/2022)																		
Online classes only	Spring Break (3/14/22 - 3/20/22)																		



Spring 2022 – Option 2 (Wellness Days)

Spring 2022 Term = UGRD & GRAD 01/10/2022 - 05/08/2022	January					February				March				April				May	
	3	10	17	24	31	7	14	21	28	7	14	21	28	4	11	18	25	2	9
<i>Continuation of Winter Session</i>	2	3	4*	5	6														
Full session = 01/10/22 - 05/08/22 <i>(15 instructional weeks, 3 Wellness Days, 1 week finals. Start online. Pivot to in-person 1/31/2022)</i>		1	2*	3	4	5	6**	7	8	9	10**	11	12	13	14**	15	16	17	
13 Week Session = 01/31/22 - 05/08/22 <i>(13 weeks of instruction & 3 Wellness Days)</i>					1	2	3**	4	5	6	7**	8	9	10	11**	12	13	14	
3 Week Intensive Session = 01/10/22 - 01/30/22		1	2*	3															
8 Week One Session = 01/10/22 - 03/06/22 <i>(Start online. Pivot to in-person 1/31/2022)</i>		1	2*	3	4	5	6**	7	8										
8 Week Two Session = 03/07/22 - 05/08/22										1	2**	3	4	5	6**	7	8	9	

Legend	Notes
In-person, hybrid or online classes	*MLK Day = No Classes (01/17/2022)
Online classes only	**Wellness Day = No classes (02/15/2022)
	**Wellness Day = No classes (03/16/2022)
	**Wellness Day = No classes (04/14/2022)





OFFICE OF THE REGISTRAR

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IUPUI

The SDG Initiative at IUPUI: Making the World a Better Place

Hilary Kahn

Office of International Affairs
Department of Anthropology

IUPUI Faculty Council
January 12, 2021

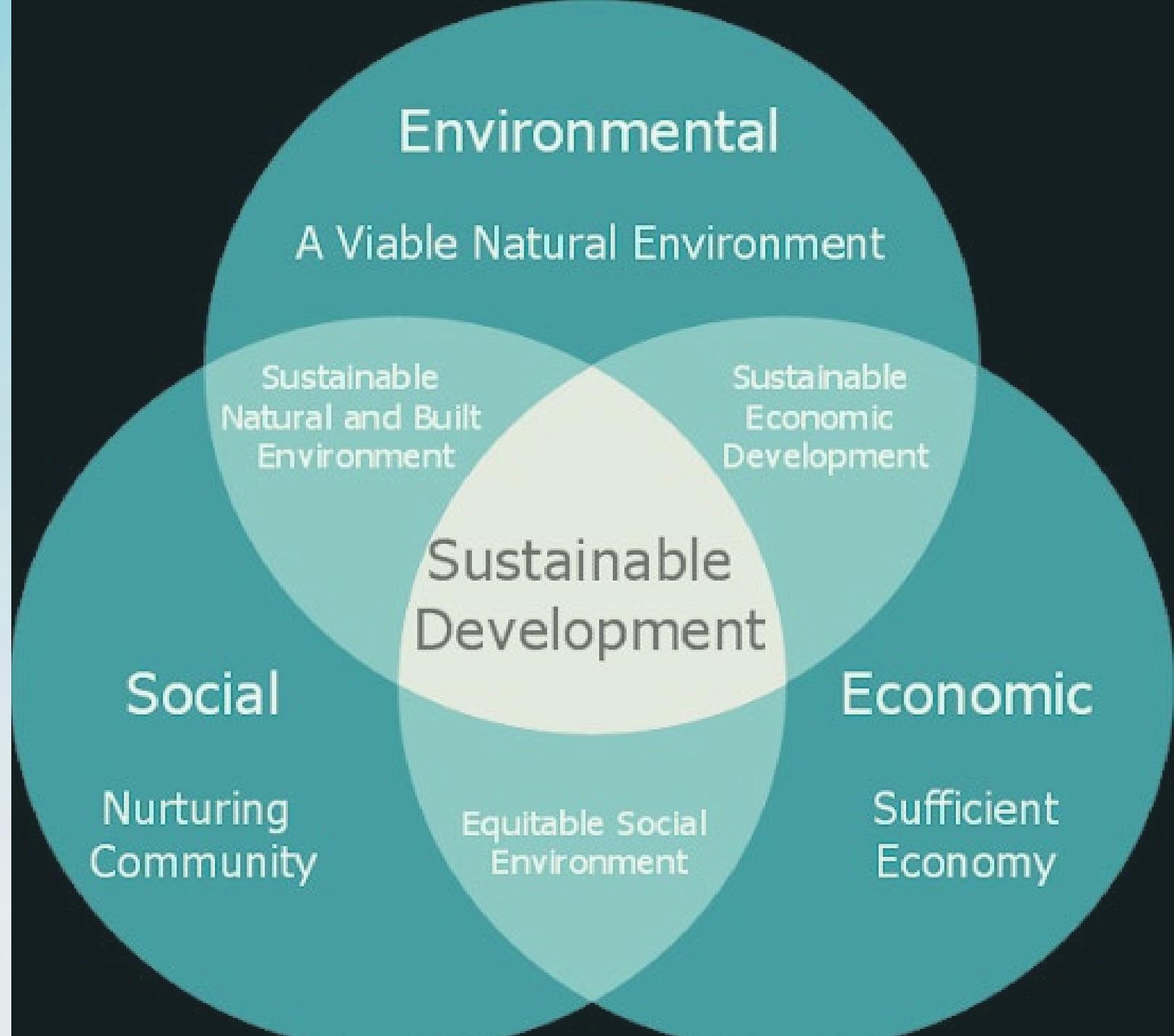


SUSTAINABLE DEVELOPMENT GOALS

- Adopted in 2015 as a universal call-to-action to achieve peace and prosperity for all by 2030
- MDGs were about lifting developing countries out of poverty
- SDGs also focus on our own need to transform unsustainable lifestyles, and promote equality, human rights, and justice



Sustainable development meets the needs of the current generation without compromising the needs of future generations.





SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

14 LIFE BELOW WATER

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

SUSTAINABLE DEVELOPMENT GOALS

Universities are key to achieving the SDGs, and increasing numbers of institutions are committing to this work.



Teaching and High Impact Practices

Collaboration and Interdisciplinary Research

Programming and Communications

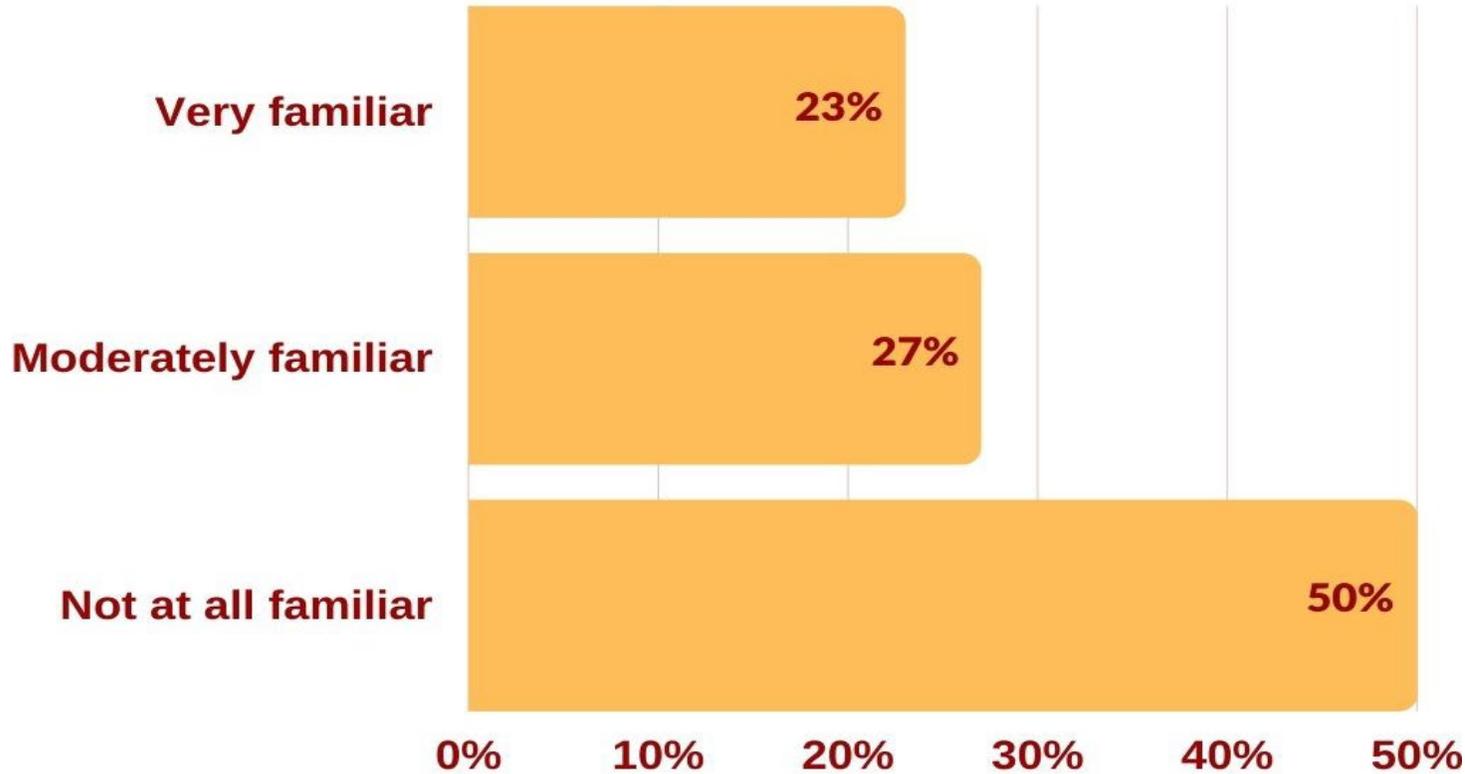
Community Engagement

Global and Local***

Building an IUPUI Foundation for SDGs

Survey	Survey IUPUI faculty and staff on SDG projects and interests.
Translate	Translate the research, teaching, learning, and community engagement of faculty, staff, and students into the language of the SDGs.
Align	Align SDGs with the ethos of IUPUI and the various missions and activities of our schools, departments, and units.
Foster	Foster new research, curriculum, co-curriculum, and community engagement projects in sustainable development.
Highlight	Highlight best practice through regular international forums and communication.
Initiate	Initiate an awareness campaign for IUPUI on the importance of the SDGs

How familiar are you with the 2030 Sustainable Development Goals?



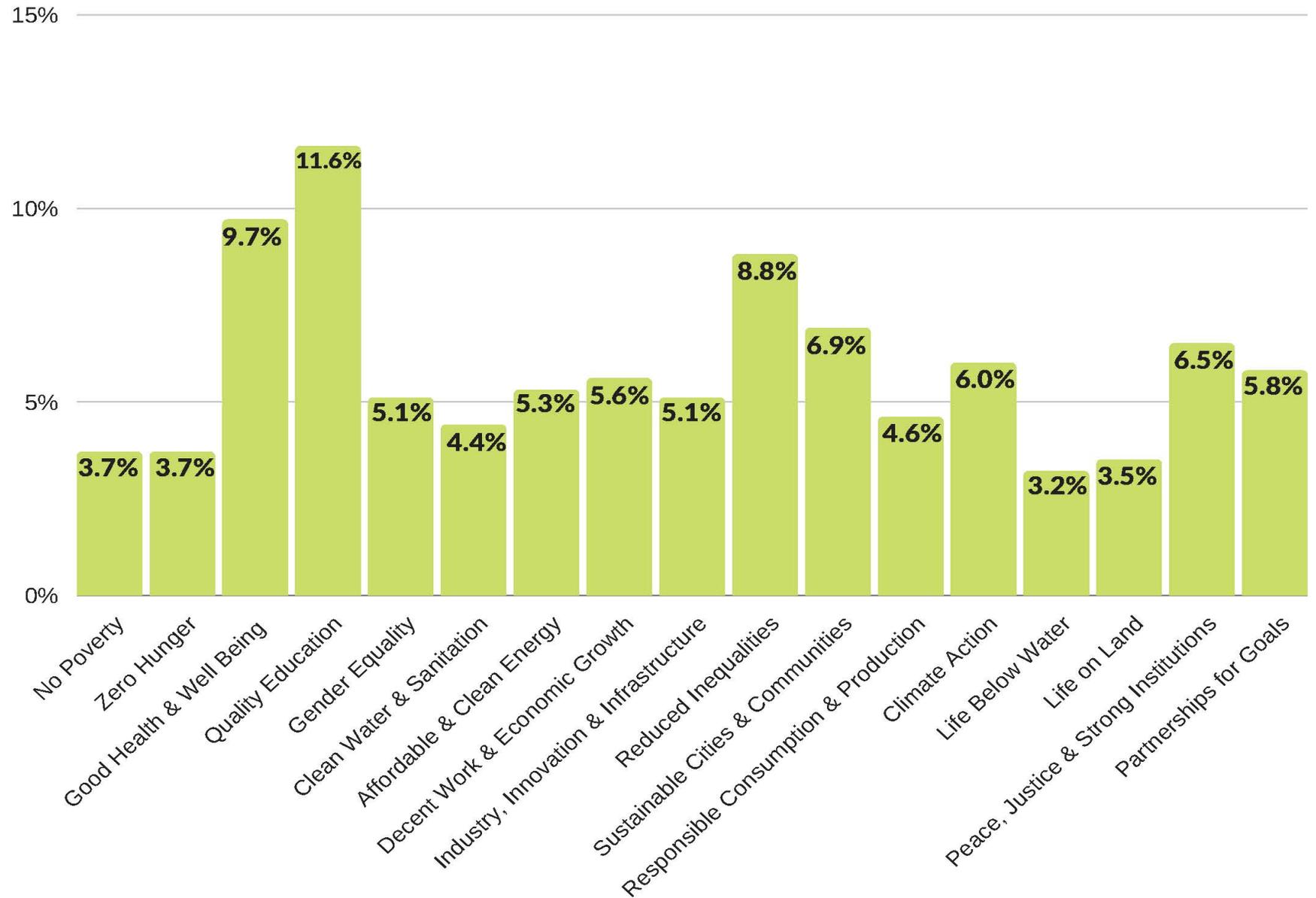
YOU ARE NOT ALONE IF YOU ARE NOT FAMILIAR WITH THE SDGS

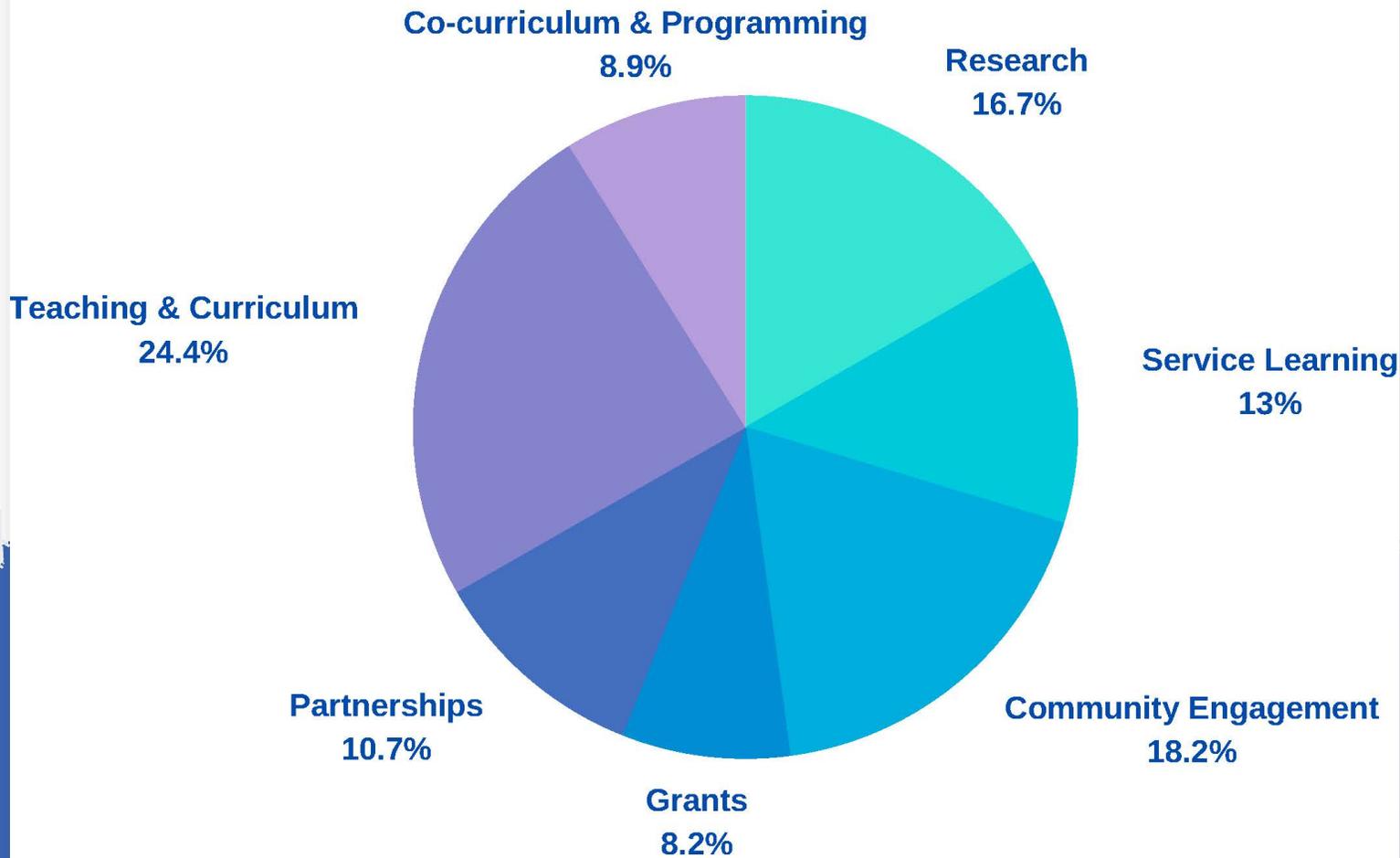
EVEN SO, CHANCES ARE YOU AND OTHER FACULTY/STAFF ARE CONTRIBUTING TO THEM IN MANY WAYS.

SUSTAINABLE DEVELOPMENT GOALS



Which of the 17 SDGs are most applicable to your work?





In which areas of your work or higher education do you think the SDGs could (or currently do) contribute the most value?

What is already happening?

- SDG Network and Listserv
- SDG Informal Advisory Group
- THE Impact Rankings Submission
- Faculty and Staff Funding
- Curriculum Internationalization
- [The Collaboratory](#): database of community engagement and more
- OIA SDG practices: A Green Team
- Global Conversations: Interdisciplinary discussions with colleagues from partner institutions around the world



IUPUI

OFFICE OF INTERNATIONAL
AFFAIRS



Upcoming SDG Global Conversations

Thursday January 28

8.30am

Absolute Poverty Eradicated in China.

A discussion with Lunyu Xie, Renmin University, China

Tuesday February 23 (during **International Festival Week**)

10am

The Indian Farmers Protest: Local and Global Responses to the World's Largest Strike: Ending Global Poverty and Hunger

*****Zoom Links Forthcoming**



To learn more and join the conversation



SIGN UP FOR THE SDG LISTSERV

<https://international.iupui.edu/global-learning/iupui-sdgs.html>

INTERNATIONAL FESTIVAL INFO AND EVENT SUBMISSION

<https://international.iupui.edu/machform/view.php?id=213736>