

**IUPUI
Indianapolis Faculty Council (IFC)
Minutes**
October 6, 2020 ~ Zoom Virtual Meeting ~ 3-5 p.m.

Faculty and Guests Present: Lisa Angermeier, Marta Anton, Rachel Applegate, Brent Arnold, Rafael Bahamonde, Nicolas Berbari, Edward Berbari, Kathryn Berlin, Brenda Blacklock, Amy Blevins, Stephen Boehm, Ben Boukai, Boyd Bradshaw, Nicholas Brehl, Camy Broeker, Angela Bruzzaniti, Olguta Buse, Tina Chen, Christopher Coleman, Amber Comer, Jennifer Conner, Theodore Cummins, Tamara Davis, Cornelis De Waal, Jeffrey Dean, Emilee Delbridge, Alexander Dent, John DiTusa, Kimberly Donahue, Rob Elliott, Alyson Essex, Sasha Fedorikhin, Jill Fehrenbacher, Stephen Fox, Andrew Gavrin, James Gladden, Philip Goff, Brian Gray, Richard Gunderman, Michele Hansen, Debora Herold, Catherine Herrold, David Hoegberg, Krista Hoffmann-Longtin, Matthew Holley, Ann Holmes, Lisa Hubbard, Greg Hull, Ashley Inman, Doug Johnson, Kathy Johnson, Josette Jones, Kyle Jones, Miyeon Jung, Hilary Kahn, NiCole Keith, Jason Kelly, Larita Killian, Leonidas Koniaris, Sarah Koskie, Joan Kowolik, Kimberly Lewis, Lei Li, Jiliang Li, Mari Luna, Katharine Macy, Elizabeth Malatestinic, Weiming Mao, Kathy Marrs, Lindsey Mayo, Laura Menard, Gwendolyn Morrison, Lindsey Mosier, Willie Miller, Sally Mitchell, Miriam Murphy, Carolyn Murry, M. Razi Nalim, Bethany Neal-Beliveau, Jennifer Nelson, Janet Nes, Jere Odell, Kristi Palmer, Amir Pasic, Nasser Paydar, Celeste Phillips, Christine Picard, Ted Polley, Karen Pollok, Sherry Queener, Rajeev Raje, Stephen Randall, Anusha S. Rao, Christian Rogers, Patrick Rooney, David Russomanno, Helen Sanematsu, Jim Scheurich, John Schild, Sheila Segura, Carol Shieh, Margie Smith-Simmons, Deborah Stiffler, Susan Storey, Thomas Stucky, Terri Tarr, Rosa Tezanos-Pinto, Jennifer Thorington Springer, Becky Torstrick, Jeffrey Watt, Kathleen Visovatti Weaver, Diane Von Ah, Crystal Walcott, Marlene Walk, Lixin Wang, John Watson, Amy Warner, Clark Wells, Jennifer Wessel, Stephanie Whitehead, Kim White-Mills, Jeffrey Wilson, Becky Wood, Robert Yost (alt: Michael Yard), Whitney Yu, and Lin Zheng

Members Absent: Jessica Alexander, Fredrik O. Andersson, Julia Arciero, Tina Baich, Janice Blum, Herbert Brant, Karen Bravo, Joan Carlson, Anna Carmon, Kenneth Carow, Jeremy Carter, Heather Coates, Elaine Cooney, Hannah Craven, Hamid Dalir, Sarah Isis Delima, Barbara deRose, Hong Du, Simone Duarte, Jerome Dumortier, Christine Eckel, Charles Feldhaus, Margie Ferguson, Dominique Galli, Gina Gibau, Anne Gingery, Raymond Haberski, Paul Halverson, Jay Hess, Reinhold Hill, Chang Ho, Muhammad Idrees, Merle Illg, Tandra Jackson, Sarath Janga, Sara Johnson, Steven Jones, Benjamin Keele, Katrina Kelly, Linda Kelly, Kathleen King Thorius, Daniella Kostroun, Amy Beth Kressel, Alexey Kuznetsov, Debomoy Lahiri, Chris Lamb, Steven Mannheimer, James Marrs, Brendan Maxcy, Marc Mendonca, Niki Munk, Carol Murdoch-Kinch, Robin Newhouse, Mathew Palakal, Megan Palmer, Phil Pash, Padmanabhan Pattabiraman, Stefan Petranek, Michael Pitts, Mike Polites, William Potter, Rupa Radhakrishnan, Denise Rayman, Robert Rebein, Cory Robinson, Patricia Rogan, Jesse Savage, Genevieve Shaker, Kristy Sheeler, Aisha Smiley, Armando Soto, Heather Staggs, Stephen Towne, Thomas Upton, Joshua Vest, Ruben Vidal, Mark Volpatti, Chandler Walker, Ying Wang, Angela White, Lisa Willis, L. Windsor, Yar Luan Yeap, Constantin Yianoutsos, and Michelle K. Zimmerman

Agenda Item I: Welcome and Call to Order

Deborah Stiffler, IUPUI Faculty Council Vice President, called the meeting to order at 3:00 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: [Information Item] Recommendations to Establish Policy on Course Evaluations for Indiana University

Becky Torstrick, Co-Chair

Stephanie Whitehead, Co-Chair

[Circular 2020-18](#): Student Course Evaluation Task Force Report

Torstrick and Whitehead reported on the following:

- Torstrick was charged to explore student course evaluation system—both the development and employment of models of student rating instructors to assess classes.
- There was countless research about the bias with regard to women and minority faculty, and her team was asked to think about that and if we need to rethink how we do student evaluations based on bias.
- Torstrick represented the ALC side of the committee.
- Whitehead gave the faculty perspective on course evaluations.
- Whitehead's office did interviews with the administrations of the University of Oregon and the University of Southern California, since they both no longer use course evaluations, to see what was working and what was not at Indiana University.
- Torstrick brought a set of recommendations to the University Faculty Council (UFC) in April for them to decide how to move forward.
 - Teaching evaluations should not be used for promotion and tenure based on the mounting evidence of bias. Their team felt that they were not a very good element for restaging promotion and tenure and personnel position decisions.
 - Numerical results especially should be eliminated. They should not be used to compare one faculty to another. Research from 2020 demonstrated that faculty numerical ratings had no correlation to their teaching ability, and they do not help to identify the very best teachers.
 - They do not recommend eliminating teaching evaluations entirely, as they are a good measure for teaching strategies. They recommend doing a better evaluation of student learning in classes.
- Campuses should be prepared to provide consultation to instructors to read their evaluations and improve the quality of their teaching.
- Torstrick recommended gathering mid-semester feedback that can be used for course correction and rename it to something like a “student experience survey” instead of a “student learning evaluation.”
- Whitehead recommended putting more of an emphasis on a faculty reflection process in annual evaluations, addressing specific questions about student learning. She recommended having a more robust peer-review process, as the current one has no formalized process.
- Torstrick said self-reflection and peer review would replace the role that student evaluations would play in the promotion and tenure process right now. This would provide more control for the process. This is pretty radical, would give more attention to bias, and move the process in a new direction.
 - These recommendations were made to the UFC. John Watson said that they haven't decided how to proceed, but need to get it rolling.
- Whitehead said that the UFC will look at policy implications.

Questions:

- There are two separate issues on evaluations: (1) Do evaluations correlate with good teaching? (2) Are evaluations biased by prejudiced? Did the committee look at these issues separately?
 - Torstrick replied that they did and that studies found that student evaluations do not enhance and sometimes undermine student learning. Student judgements of their own learning may be inflated. By asking students to reflect on teaching, we may actually be undermining the quality of teaching. Evaluations failed to identify the best teachers. There is extensive literature about bias—many examples of faculty presenting as male vs. female and receiving lower scores when presenting as female. There is a literature review in the report that includes a website that collects evidence about bias. This is an ongoing topic for review.
- Watson asked how we would roll this out. Was part of your task to decide a piece to be common

among the university? Or to be modified among campuses?

- Whitehead responded that it was not their role to find a grand scheme for all campuses to use. It will probably be up to each individual school to decide. Torstrick agreed and mentioned that the University of Oregon came up with principles of excellent teaching that should guide the campus and pulled those into their student experience surveys. However, different units may have different learning outcomes to address in those surveys.
- Watson mentioned that the Faculty Affairs Committee could analyze this and recommend a path forward.
- Torstrick said that she thinks the UFC has a role to play on the policy for promotion and tenure. When campuses have tried to move away from rating instructors, the questions seem to creep back into the process.
- Stiffler mentioned that many questions can be answered by the circular that can be downloaded on the website.

Offline Questions (with responses provided by Becky Torstrick):

- The proposed changes sound more valid but they may also require more resources than the current, online student evaluations. Where will the resources come from?
 - This will be for each campus to determine; it's really the peer review piece that requires resources. FACET is one university-wide organization that could be leaned on. Would campus FACET members be willing to become trained?
- Will these recommendations be made available through a report that will be shared broadly?
 - This was a report to the UFC, so it is up to the UFC to share the report. Because they have a committee taking up the recommendations, we believe that it's likely the report will be shared more broadly.
- Where is the report available?
 - From the UFC. (NOTE: Contact Elizabeth Pear, UFC Director.)
- Is there a recommendation for both (faculty) peer review and professional (e.g. CTL) review of teaching and learning?
 - The recommendation is for trained peer review, so it would be possible to train both faculty members and to use already trained CTL staff in the process.
- What are the next steps in this process in terms of the UFC and IFC? I think these recommendations are excellent and long overdue.
 - Our understanding is that the recommendations have been assigned to the Faculty Affairs Committee (FAC) of the UFC to review and determine how to proceed.
- Is there a timeline being considered?
 - That would be for the UFC to develop and recommend. It was only recently released to the FAC so it will take some time to develop further recommendations.
- There is currently not anywhere in the dossier specifically for service in peer review. This would need to be addressed.
 - We agree. Campuses could develop strategies in annual evaluations that would better recognize the work of peer reviewers, or as a service listed in promotion and tenure documentation. This will require campuses to reevaluate current strategies.
- The report noted that faculty could be compensated for peer reviews similar to Quality Matters (QM). However, QM reviews only pay \$150. How can we incentivize faculty to participate in the peer review training and peer review process? Right now IUPUI only has one FACET-trained peer reviewer (me), and it's a lot to do.
 - Faculty participate in the personnel processes on our campuses through the Promotion and Tenure Committee activity at many levels (department, school, campus). This peer review process we would hope would be viewed as an essential component of shaping the quality of teaching and student learning on our campuses—which is something every faculty

member should be deeply invested in. Faculty effort here, however, has to matter — and there are many mechanisms that could be used to signal these matters. It could be factored into raise levels or people could get course releases for service in a year as a campus peer reviewer. Departments could develop it as one way of fulfilling departmental service requirements (or college service requirements). So many processes for recognizing teaching excellence rely on peer review; to only have one person trained to do it on a campus the size of IUPUI means that faculty there are not being well-served when they try to compete for such awards.

- How would the faculty self-reflections be used? Who reads them, and what feedback will faculty get on them?
 - They would be submitted as part of the annual report process. They would definitely be read by department chairpersons, and we imagined that this level of review would be the most critical in terms of helping a faculty member think about how to continue to develop as an effective teacher. A faculty member might also decide to share their review with Center for Teaching and Learning (CTL) staff to get assistance if they are unsure how to overcome a particular issue. The reflections could also move forward as part of the annual reappointment process because they are part of the annual report.
- Is there any literature showing that the recommended method of evaluation is more effective at evaluating teaching quality?
 - We list the research addressed in the report. Two important studies were also alluded to during the IFC presentation. The recommended approach is also currently in use at two other institutions with good results.
- I have attempted to use student feedback similar to that suggested in the report in a promotion and tenure package and was told that quoting student feedback (especially positive feedback) wasn't appropriate. How will promotion and tenure committees be educated on how to use the student feedback provided by a candidate?
 - This would be up to the campuses to decide. Ideally, there would be training for promotion and tenure members to learn more about the importance of reflection and peer review to the evaluation process. This training could be developed by campus CTLs or FACET-related groups.
 - This is a process that will take time to implement and retraining people on how to use student feedback in promotion and tenure cases would be a critical part of that retraining.

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 mentioned that tomorrow marks exactly halfway in the semester. He thanked all faculty members for the adjustments they have made, changing teaching loads, and rising to the challenge.
- COVID-19 Update: The state of Indiana moved to Stage 5 (restaurants open full capacity, bars, gyms, etc.) but nothing will change at IUPUI. We will not change our practices regardless of what the Indiana stage is.
 - The results of mitigation testing are posted on fall2020.iu.edu/dashboards. We tested a little less than 2,000 asymptomatic faculty, staff, and students, and we only had one positive case. We asked them to isolate and looked at their contacts and asked them to take action to quarantine. There is no evidence of classroom-based transmission.
 - Every week, names are generated at random for mitigation testing and they need to be tested or submit an exemption. Compliance by staff is 98 percent and faculty is 90 percent. It takes a group of us to track the faculty who are not complying (we do not want to spend this energy). Encourage compliance.

- We are going to significantly increase testing going forward (two labs in Bloomington and one in Indianapolis are opening) so that we can do 10's of thousands of tests per week. We are taking this extremely seriously to protect faculty, staff, and students.
 - For the week before Thanksgiving, we will not require testing, but people can opt-in to take a test (i.e. so they can visit their family and be tested beforehand). There will be no testing during Thanksgiving week.
 - Flu shots are required, but we do not have enough for all 40,000 faculty, staff, and students. You are encouraged to get the shot in a clinical setting (CVS, primary care doctor, etc.).
 - Winter session will be completely online until February 8. Anyone who can do their work from home will be asked to do so to thin the campus as much as possible. Students will need to petition to stay in on-campus housing.
 - The state of COVID-19 is not going in the right direction in Indiana (increasing). Hospitalization is increasing, cases are increasing, etc. December is supposed to be really bad for Indiana.
 - The vaccine will likely be available next year. We are asking committees to consider the 2021-22 academic year to be similar to this year.
- Enrollment is looking good. Retention and graduation rates are looking good.
- Diversity and inclusion efforts are ongoing. We need to look at the promotion and tenure guidelines. Executive Vice Chancellor and Chief Academic Office Kathy Johnson will review.

EVC/CAO Kathy Johnson reported on the review and potential modifications to promotion, tenure, and merit criteria:

- The Office of [Academic Affairs Strategic Initiatives webpage on this subject](#) was developed last weekend and communication will go out on Wednesday.
- We want to reflect the diversity of our students, have a more diverse climate, and we want to look at this through an equity lens.
- The website provides background and a timeline based on research we have been able to do.
- FAQ's will be updated throughout the semester.
- Once the fall review work is done within schools, we ask that schools and departments take a look at their review criteria and consider if there are more opportunities that recognize work that supports the diversity goals of our campus.
- Our sense is that it might be worthwhile to think about how we put together dossiers. We are currently looking at teaching, research, and service but it's hard to appropriately recognize work at those different levels. Let's think as broadly and innovatively as possible and shift away from sorting research and activities.
- Criteria updates are due by the end of March.

Paydar continued his report:

- This review may start difficult conversations, but we should engage in this discussion with an open mind.
- He addressed a question about flu shots saying we are hosting different methods to receive the shot (including a drive-in clinic).
- Paydar addressed campus security. The police are taking a look at our methods and making sure we can increase the security of our faculty, staff, and students.
- Paydar visited Innovation Hall recently and said it will be ready November 29. It has many innovative classrooms (including a collaborative theater).
- The Board of Trustees identified two committees to work on recommending names to the board for the IU president—an advisory committee and a search committee. There is membership on both committees from IUPUI. He encouraged faculty to talk to the members of the Advisory Committee within the next month. The next IU president will be in office on July 1.

- The Bicentennial Campaign began on all campuses in 2012. Our goal was \$3 billion and we raised \$3.859 billion dollars. We raised 173 percent of our goal. Most will go to students, scholarship, faculty, and laboratories and will continue to pay off for decades to come.

Agenda Item V: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- Watson reported that Title IX documents have been reviewed and approved. His sense is that the required changes will make handing sexual harassment cases more difficult than easier.
- The Board of Trustees approved the search committee for the next IU president. UFC co-chairs were asked to suggest three names for each committee and only have one selected. The search advisory committee is larger with 16 people.

Agenda Item VI: [Action Item - Vote] Election to the IUPUI Promotion and Tenure Committee

Josette Jones, Chair, Nominations Committee

A ballot will be sent to the members following the meeting and the results announced at the November IFC meeting. There are five names, and you are asked to vote for two.

IUPUI Faculty Council: Slate for Representative to IUPUI Promotion and Tenure Committee

Term: 2 through 2023

Need to elect 2; number to slate 4 at least

Adamek	Margaret	TEN	Professor	Social Work	Social Work
Burns	Debra	TEN	Professor	Engineering and Technology	Music and Arts Technology
Coleman	Christopher	TEN	Professor	IU FW	Nursing
Mendonca	Eneida	TEN	Professor	Medicine	Pediatrics
Yu	Andy	TEN	Professor	Medicine	Microbiology and Immunology

[First Read] Election Slate: University Faculty Council Non-Tenure-Track Faculty

Jones announced that four non-tenure track faculty are up for election to the University Faculty Council. The Nominating Committee made a motion to elevate the election of these member to following this meeting instead of at the November meeting so that the new members would be able to participate in the October UFC meeting. The motion did not need a second since it came out of committee. A ballot will be sent from the council office on Wednesday.

IUPUI Faculty Council: Slate for University Faculty Council Non-Tenure-Track Faculty Term: July 1, 2020, through June 30, 2022

Need to elect 4; number to slate 8

Last Name	First Name	Rank	School	Department Description
Anliker	Keith	Senior Lecturer	Science	Chemistry
Davis	Emily	Clinical Assistant Professor	Nursing	Science of Nursing Care
DesNoyers	Lisa	Lecturer	Informatics and Computing	Health Information Management
Guevara	Tom	Lecturer	Public Policy Institute	Public Health
Herold	Debora	Senior Lecturer	Science	Psychology
Kemp	Tracy	Senior Lecturer	Liberal Arts	English
Merritt	Breanca	Clinical Assistant Professor	Public Policy Institute	Public Health
Polites	Mike	Senior Lecturer	Liberal Arts	Communication Studies
Walker	Mila	Clinical Assistant Professor	Nursing	Science of Nursing Care

Agenda Item VII: Enrollment Report

Boyd Bradshaw, Associate Vice Chancellor for Enrollment Management and Chief Enrollment Officer

Bradshaw shared the appended presentation and reported on the following:

- Looking at new enrollment data, compared to our peers in the state of Indiana, IU was down .7 percent. IUPUI was flat. Purdue West Lafayette was up 3 percent, but the rest of the Purdue campuses were down.
- Most other schools across the state were down in enrollment.
- We were admitting students through the first week of campus. Students said they were waiting to make a final decision and we kept up with that.
- Our biggest gain was on the retention side.
- 34 percent diversity, 3.51 GPA-average, 3,811 students.
- We had 300 more out of state students. 64 percent applied through the common app.
- Our goals for enrollment are on-track for total enrollment numbers. They are maintaining on the graduate side.
- Banded tuition has helped us reach our credit hour goal.
- There is a decline in undergraduate enrollment due to us graduating more students.
- At the graduate level, there is a large increase in new students at IUPUI. and that continues to grow. This really helps us maintain overall enrollment at IUPUI
- Diversity has been gradually increasing. There is an increase in all categories.
- Incoming undergraduate beginner students are down, but ethnicity is up. We brought in a more diverse population.
- Increase in the one-year retention rate is up 1.5 percent. Our biggest increases were African American students where we saw retention at a much higher rate.
- For spring 2021, we are targeting students who were admitted for fall 2020 and withdrew to encourage them to reactive. These students can honor their scholarship if they do so.
- There is an increase in in-person courses for the spring semester and a decrease in hybrid courses. Bradshaw asked for updates to be sent to the Office of the Registrar so that they can tell students what their semester will look like. Our advantage for prospective students is on-campus learning.
- For fall 2021, students want to visit campus. Face-to-face tours are occurring with one family and one ambassador. Also, many students want more virtual opportunities for tours.
- We are currently down 23 percent for applications in the fall, but prospective students are waiting to see what is going to happen with higher education for AY 2021-22.

- Bradshaw mentioned a postcard writing campaign for prospective students, and there will be incoming communication about that.

Agenda Item VIII: [Discussion Item] Public Safety at IUPUI

Doug Johnson, Chief of Police, IUPD Indianapolis

Johnson shared the appended presentation and reported on the following:

- Johnson mentioned a few cases this semester that have caused concern. All are still active investigations.
- Community safety is their number one priority with 24/7/365 service. The officers average over 90+ hours of in-service training, some of which are fair and impartial policing, mental health first aid, integrated communications and tactics, and trauma informed investigative approach.
- They have close working relationships with local, state, and federal public safety partners.
- They continue to grow, nurture, and maintain close relationships with campus and community partners.
- There are 810 cameras on campus and that is being expanded to 828 in FY21.
- There are 274 emergency phones (blue lights) on campus. Extensive review has been done recently, and the vendors will start maintaining their systems more regularly.
- They are reviewing building access/hours of operation as campus winds down.
- SafeWalk service provides an escort or a ride across campus.
- Day-to-day operations are invested in traffic safety enforcement, Project LOVE (which provides a voucher for an appropriate car seat that makes their ticket go away), crime stoppers, violence reduction partnership, sexual assault, intervention, and response task force, Rave Guardian App, social media engagement, K9 Indy, and additional patrols on campus inside buildings.
- Many people use the Rave Guardian app to submit tips via text.
- Rape Aggression Defense (R.A.D.) classes teach awareness and self-confidence for female faculty, staff, and students.

Questions:

- What is available as far as IUPUC, Columbus, and Ft Wayne?
 - Johnson: IUPUI offers police services to IUPUC. IU Ft Wayne is policed by Purdue University
- How likely is Trauma Informed Policing to connect with medical staff?
 - Johnson: The victim needs medical attention and mental health care and they would defer to facilities and take a step back. Then, they would reach out a couple days later. They have increasing interest in collaboration on experts in mental health, homelessness, and distress associated with either.
- I am concerned about the molestation events on campus. Are these incidents due to the lessened amount of people on campus? What can we do?
 - Johnson: Three cases involved people who knew each other, and the other was unknown. We're taking about making sure people across campus feel safe and for faculty, students, and staff to let the police department know if they don't see police doing patrols, to come by more often. Let them know if you see something out of the ordinary.
- What are we doing to ensure we are being impartial and addressing bias in policing?
 - Johnson: There is much training about bias to help officers realize that they have bias and then work through it. We take reports of suspicious activity seriously and ask the caller why something is suspicious (i.e. how someone looks or dresses). The officer may never go out or they may talk to the caller instead to help them realize bias.
 - Johnson also answered this question offline (unedited):

- The mission of the Indiana University Police Department is to create a safe environment through respectful, fair, and impartial policing and community engagement. In order to accomplish our mission, we engage in the following activities:
 - All IU dispatchers, police officers, cadets and cadet officers have completed a full day of initial Fair and Impartial Policing training and a separate full day of Mental Health First Aid training.
 - All IU dispatchers, police officers, cadets and cadet officers participate in regularly scheduled in-service training focused on fair and impartial policing, implicit bias and Mental Health First Aid.
 - We regularly review and discuss the actions of other officers and police agencies in order to learn from their successes and their mistakes.
 - We continue to grow, nurture and maintain close relationships with our campus and community partners.
 - Each supervisor periodically reviews our interactions with people that have been recorded on our in-car and body worn camera systems. This serves as a quality control effort that could help us identify conduct or training issues that need to be addressed. Every uniform officer, sergeant and lieutenant is issued a body worn camera and all of our marked police vehicles are equipped with in-car camera systems.
 - We investigate every complaint of officer misconduct and frequently work with IUHR, General Counsel and administrative leadership to determine the best response and way forward.

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

There were no standing committee reports.

Agenda Item X: Question / Answer Period*

The following questions were asked:

- Jim Scheurich: We need to take steps to be a humane and equitable organization when it comes to annual faculty reviews based on the effects of the pandemic (e.g., women taking care of children, people of color experiencing more death, etc.). He read the following statement (unedited): – Scheurich to send this to Watson for review.

My remarks are about the annual performance review during the pandemic and being a humane and equitable organization

I know some have been able to increase their productivity during the pandemic, but I would suggest that the consequences of the pandemic are potentially different for different groups.

For example, we know from research that women still have more responsibility for children and their education. Thus, female faculty may have to spend more time doing home schooling on top of their regular responsibilities and may have had to give up significant summer scholarship work to do childcare.

In addition, we also know from widely communicated research that individuals and communities of color are being harder hit by the virus. This may mean that faculty of color are experiencing more disease and death in their families, thus disrupting their scholarship.

I would recommend that the university as a whole take these issues into consideration. For example, faculty might have the option of individually taking a covid release from the annual review by simply stating what the disruptions have been for that individual.

Whatever we decide to do, we need some sort of steps along these lines to be a humane and equitable organization.

--Jim Scheurich, Professor, School of Education

- Paydar: We are very sensitive to that and are taking it into consideration
- Watson: It's being discussed at the UFC level and is something we are cognizant of.
- Johnson: Offered taking Jim's comments to the executive committee and drafting a resolution for review by this committee.
- Scheurich: There is a command from the federal government to stop anti-racist training. Will we make a public statement about this? Will there be a statement?
 - Paydar: We are talking to our counsel to see what our options are, and it has the potential to impact faculty and staff, so we're looking at it. We will only release a statement once there is a solution.

Offline Questions:

- NY Times reports 66 COVID cases at IUPUI since the pandemic began, which is remarkably low for a campus of our size, thanks to all. What fraction of these cases might be associated with the medical school or due to contact with patients, and what fraction is separate from that?
 - Answer TBD

Agenda Item XI: Unfinished Business

There was no Unfinished Business.

Agenda Item XII: New Business

There was no New Business.

Agenda Item XIII: Report from the IUPUI Staff Council

Lindsey Mosier, President Elect

Mosier reported on the following:

- Liberal Arts dean candidates are currently being brought in for interviews.
- We continue to sponsor the breakfast and hygiene shelves for Paws' Pantry. There are several ways to donate [online](#). Choose the "Paws' Pantry Support Fund" when choosing where to designate your gift. You can also financially support Paws' Pantry through the Kroger Rewards program. To sign up, visit Kroger.com, create or sign into your account, and select Kroger Community Rewards. Then search for "Indiana University Paws Pantry" or LV388.
- Voter registration and engagement resources are available through Canvas modules
- Beautification volunteer projects are underway. The next project is with Pathways to Peace (October 14 from 1-4 p.m.)

Agenda Item XIV: Final Remarks and Adjournment

Paydar reported that the next time we meet will be after the general election and encouraged everyone to vote on November 3.

Minutes prepared by Rachael Dillon, program coordinator of the Office of Academic Affairs
University Hall 5002/274-4500/fcouncil@iupui.edu/<http://www.facultycouncil.iupui.edu>



IUPUI Division of Enrollment Management

Fall 2020 Enrollment Update New Students / Continuing Students

Fall 2020, Degree-Seeking Enrollments

Campus	2015	2019	2020	1 Yr. % chg.
IU Bloomington	42,588	42,760	42,552	-0.5%
IUPUI	29,043	28,598	28,612	0.0%
IU East	3,305	3,271	3,134	-4.2%
IU Kokomo	2,894	2,910	3,002	3.2%
IU Northwest	4,471	3,633	3,637	0.1%
IU South Bend	5,672	4,910	4,765	-3.0%
IU Southeast	5,577	4,672	4,388	-6.1%
IU Total	93,550	90,754	90,090	-0.7%
Purdue West Lafayette	38,965	44,079	45,414	3.0%
Purdue Northwest	11,240	8,400	7,964	-5.2%
Purdue Fort Wayne	8,895	7,245	6,781	-6.4%
PU-Polytechnic	920	921	787	-14.5%
Purdue Total	60,020	60,645	60,946	0.5%
Ball State University	20,202	21,152	20,686	-2.2%
Indiana State University	12,944	11,476	10,719	-6.6%
Univ. of Southern IN	8,831	8,552	8,436	-1.4%
ITCC	69,972	58,971	51,043	-13.4%
Vincennes University	7,559	5,378	4,339	-19.3%
State Publics	273,078	256,928	246,259	-4.2%

Source: ICHE



IUPUI CLASS OF 2024

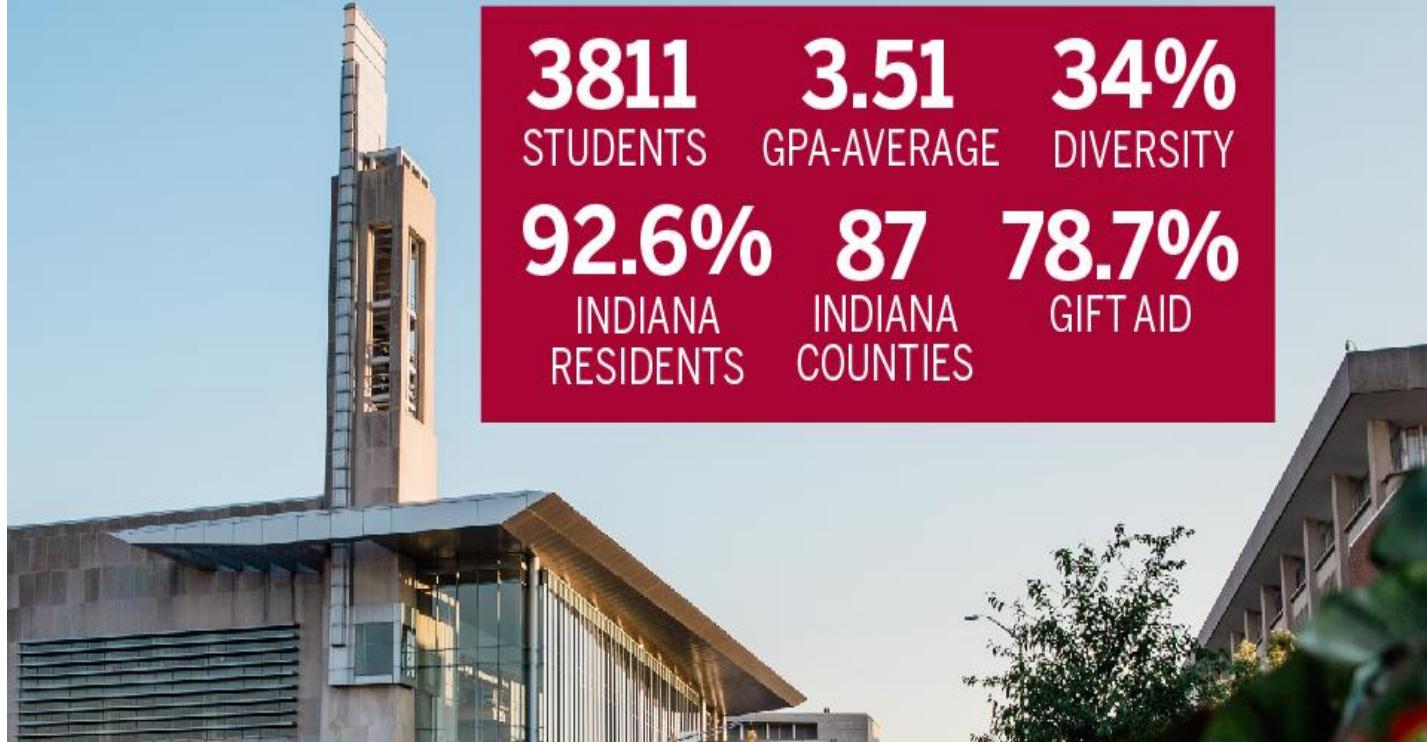
3811 3.51 34%

STUDENTS GPA-AVERAGE DIVERSITY

92.6% 87 78.7%

INDIANA
RESIDENTS INDIANA
COUNTIES

GIFT AID



Fall 2020 Takeaways

Behavior
and
attitudes
changing

- About 1 in 4 applicants are ‘stealth’ applicants.
- Mindsets evolve from applicant to enrolled, in terms of what they want to hear.
- 77 days on average between admit and deposit date

Beginner
UGRD admit
pool looked
different

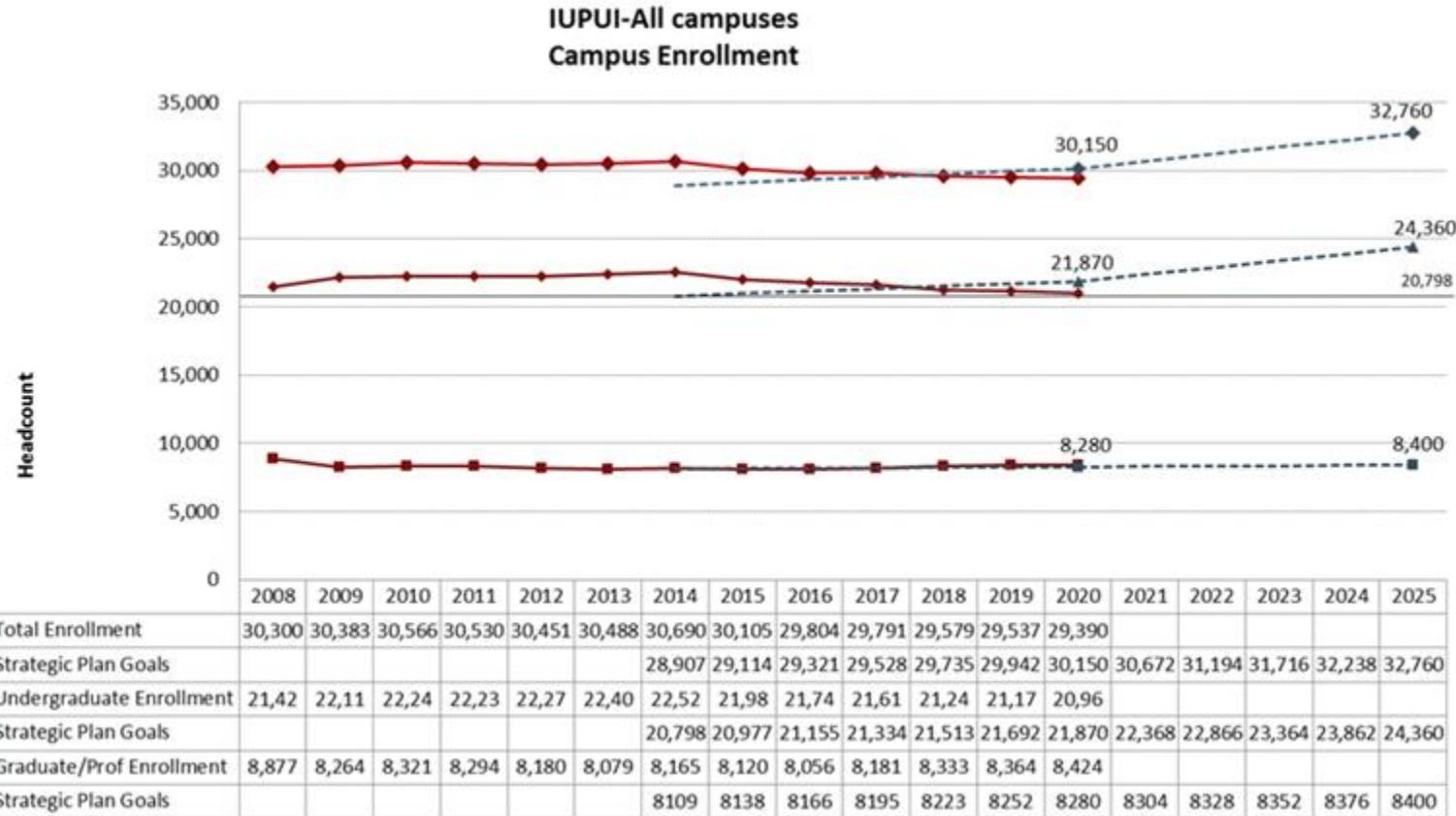
- Nearly 300 more out-of-state (mainly MSEP) than last year
- Nearly 600 more with a GPA or higher
- 64% applied via the Common App (58% last year)

More
segmented
messaging
needed

- Sent 1,932,095 email messages (120% increase)
- Open rate: 49.3% (4.5% percentage point decrease)
- Total unique messages sent: 675 (163% increase)

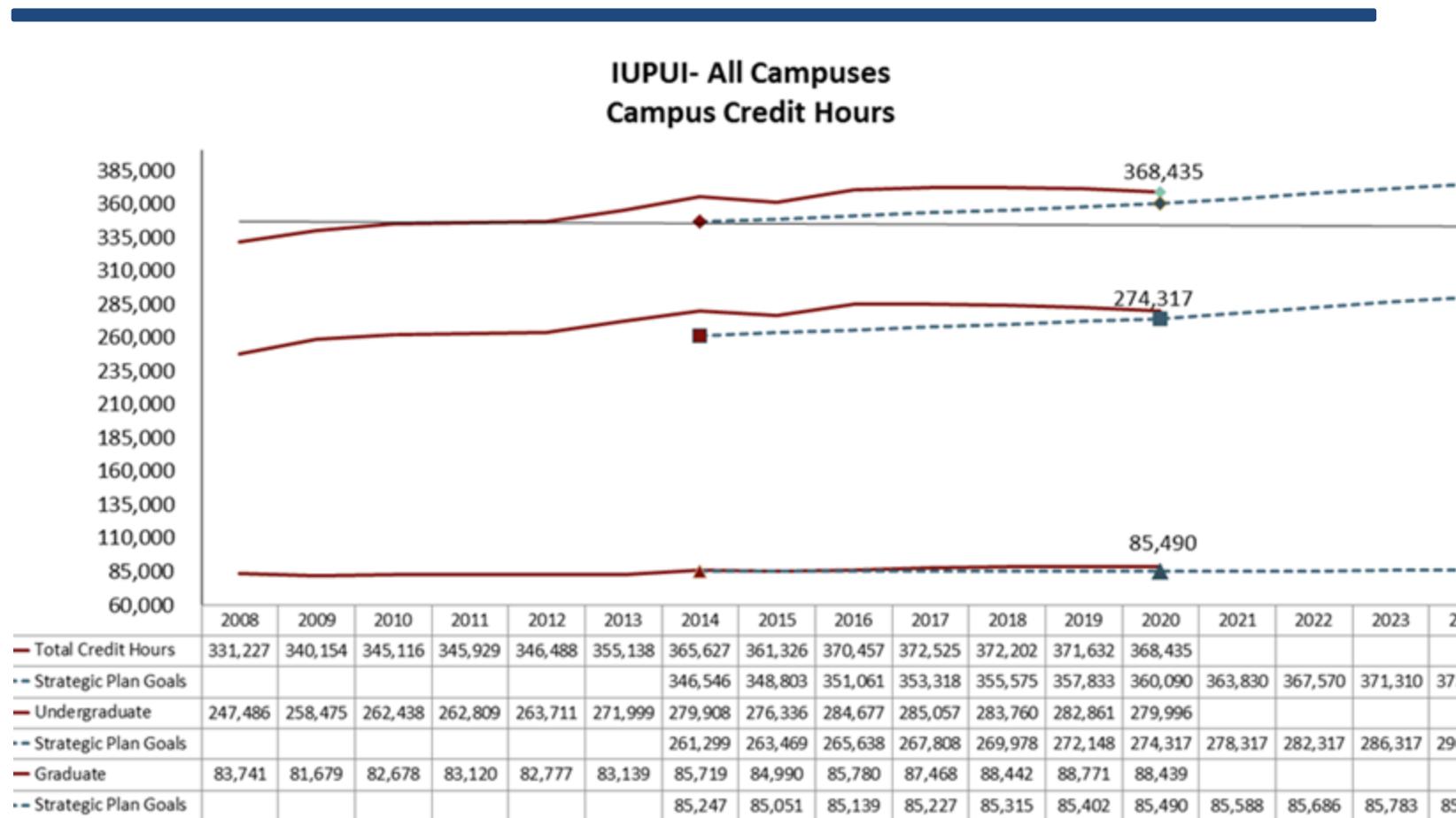


Heads and Credit Metrics



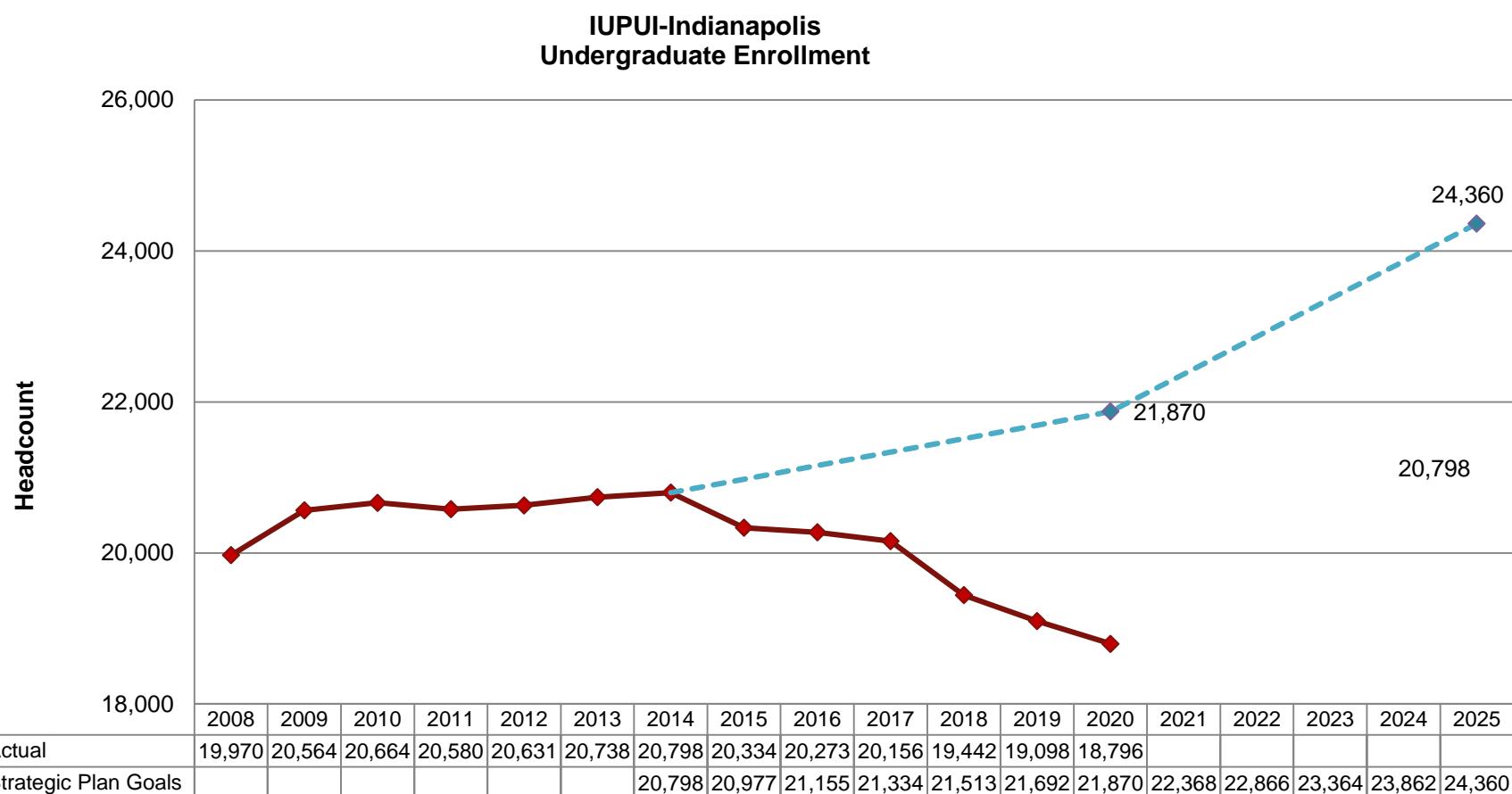
* Includes degree seeking and non-degree students

Heads and Credit Metrics



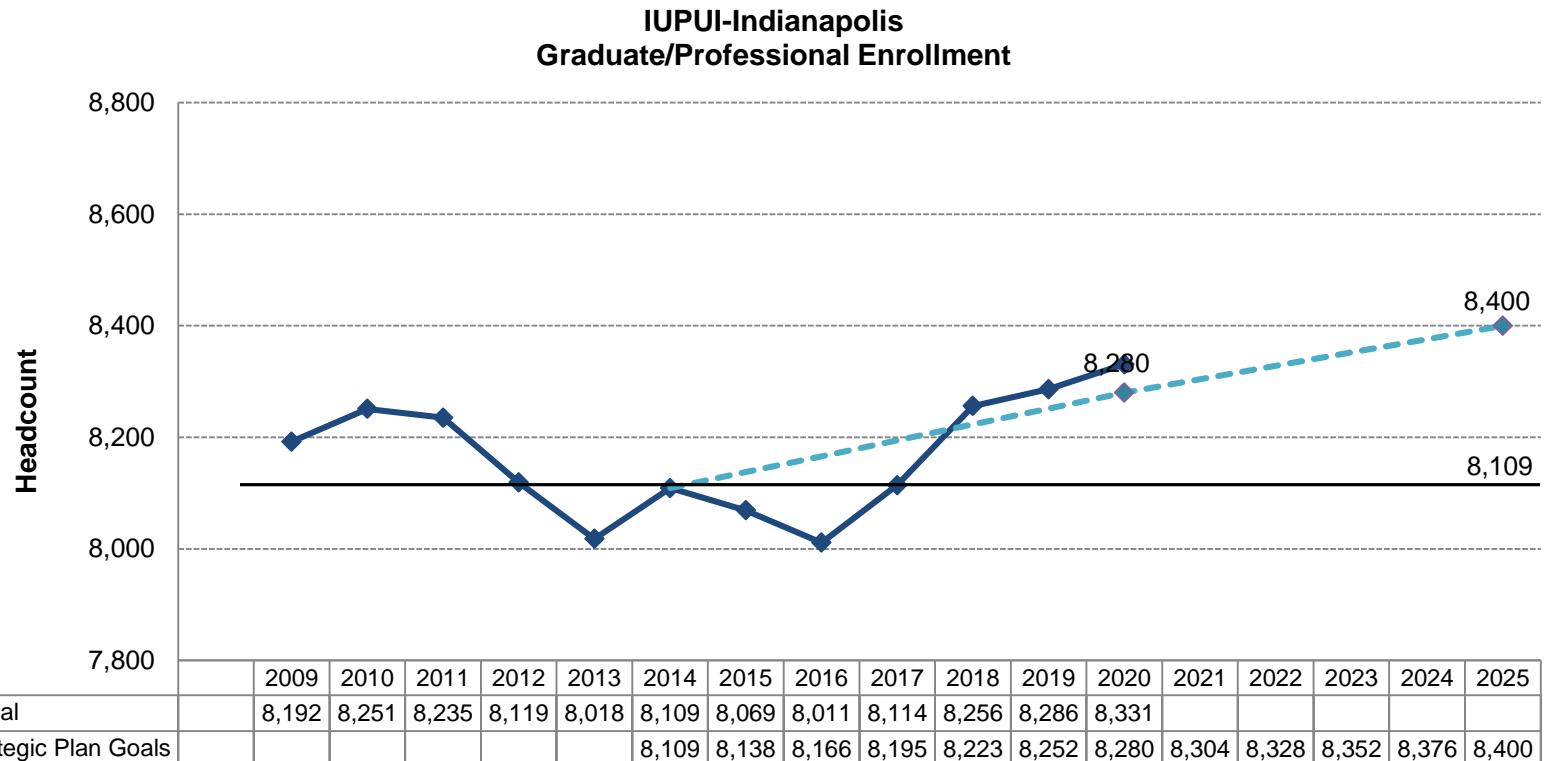
* Includes degree seeking and non-degree students

Heads and Credit Metrics



* Includes degree seeking and non-degree students

Heads and Credit Metrics

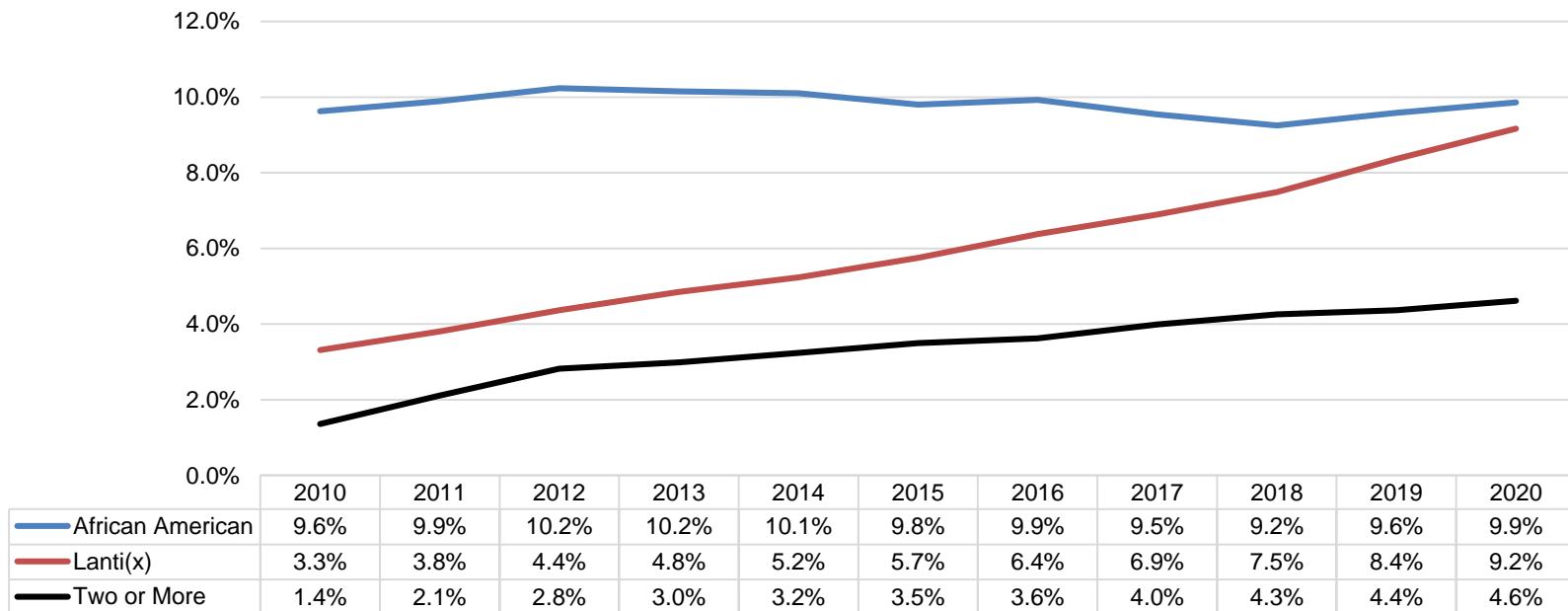


* Includes degree seeking and non-degree students

Total Enrollment Metrics

By Ethnic Diversity

IUPUI-Indianapolis
Minority Share Enrollment All Students
By Specific Ethnic Groups



Note: In 2010 there was a change in the Ethnicity/Race Definition as applied by the federal government

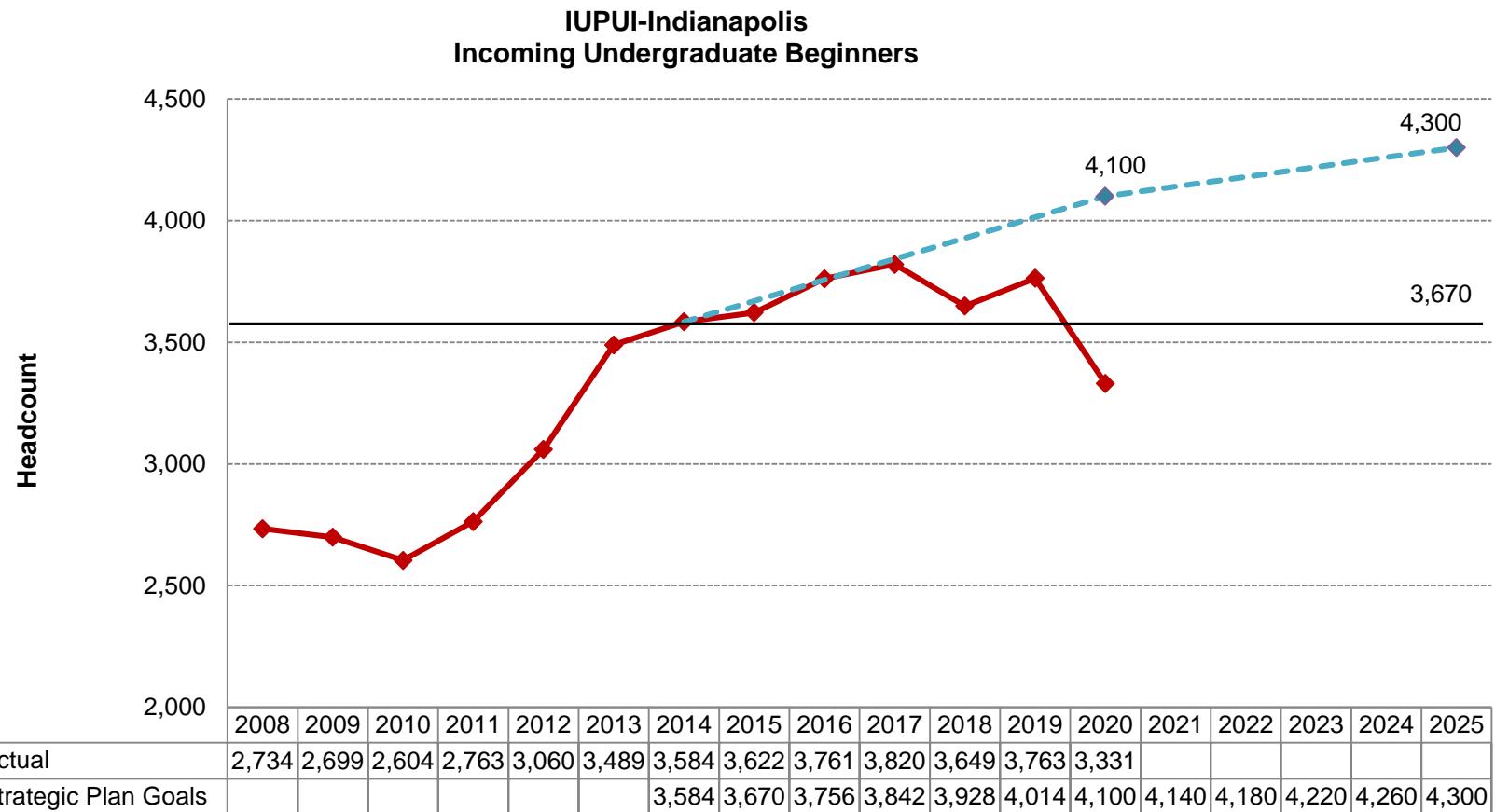
Office of Institutional Research and Decision Support



INDIANA UNIVERSITY–PURDUE UNIVERSITY INDIANAPOLIS

Entering Student Metrics

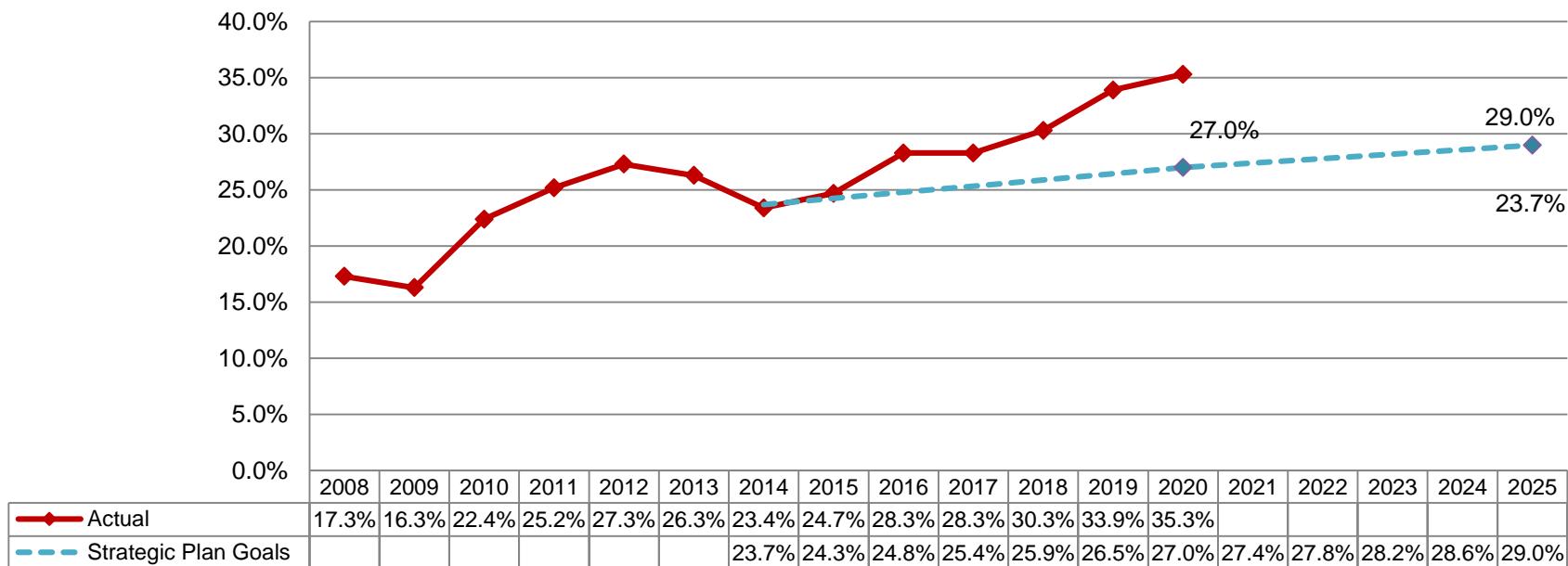
Beginner Enrollment



Entering Student Metrics

Beginner Enrollment

IUPUI-Indianapolis
Incoming Undergraduate Beginners
% Ethnic Diversity



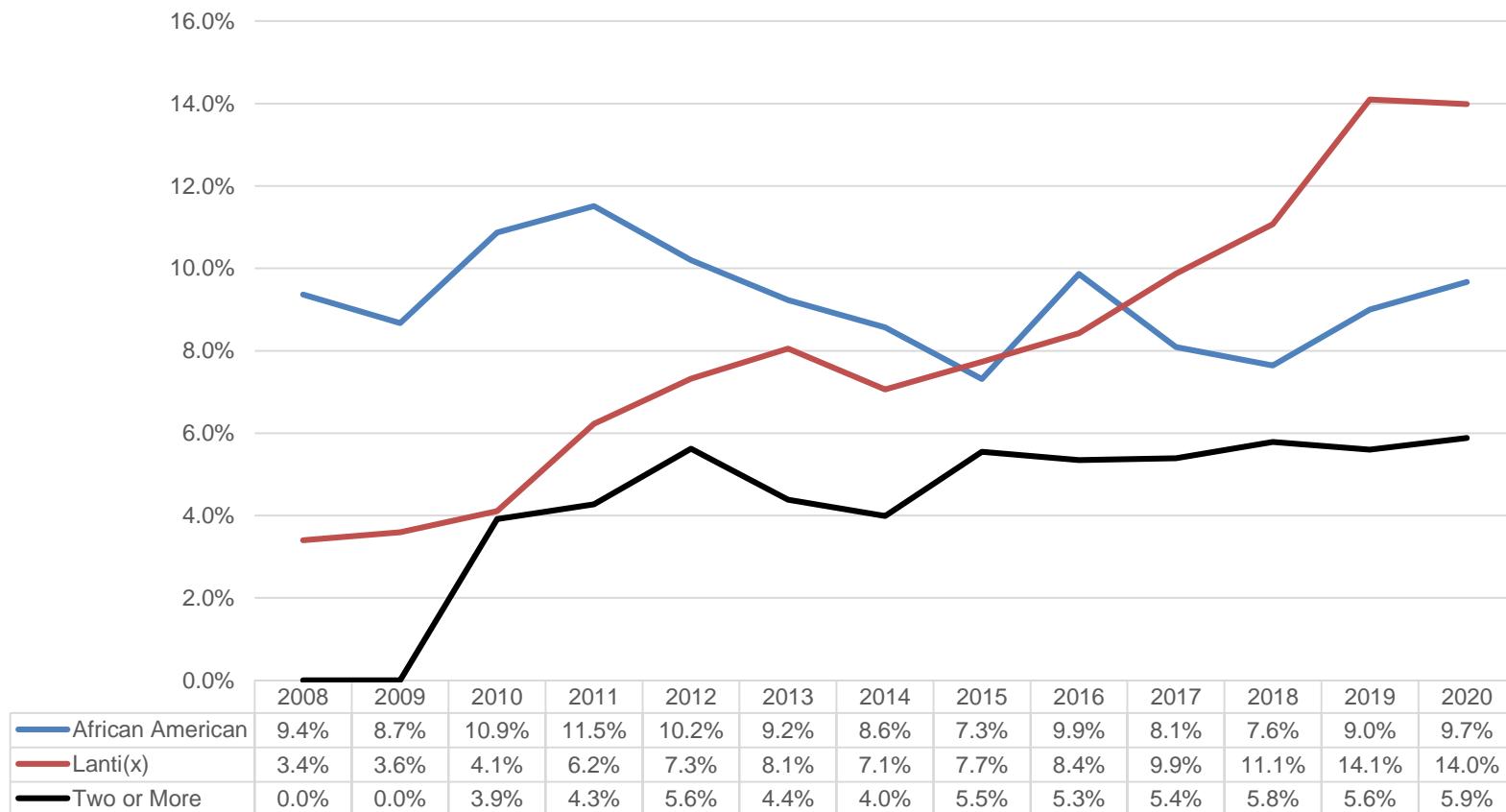
Includes U.S. students of color categories: African American, American Indian, Asian, Hispanic/Latino(a), Pacific Islander, Two or More Races. International students are excluded.

Note: In 2010 there was a change it the Ethnicity/Race Definition as applied by the federal government

Entering Student Metrics

Beginner Enrollment

IUPUI-Indianapolis
Incoming Undergraduate Beginners
% Ethnic Diversity by Specific Groups



Note: In 2010 there was a change in the Ethnicity/Race Definition as applied by the federal government

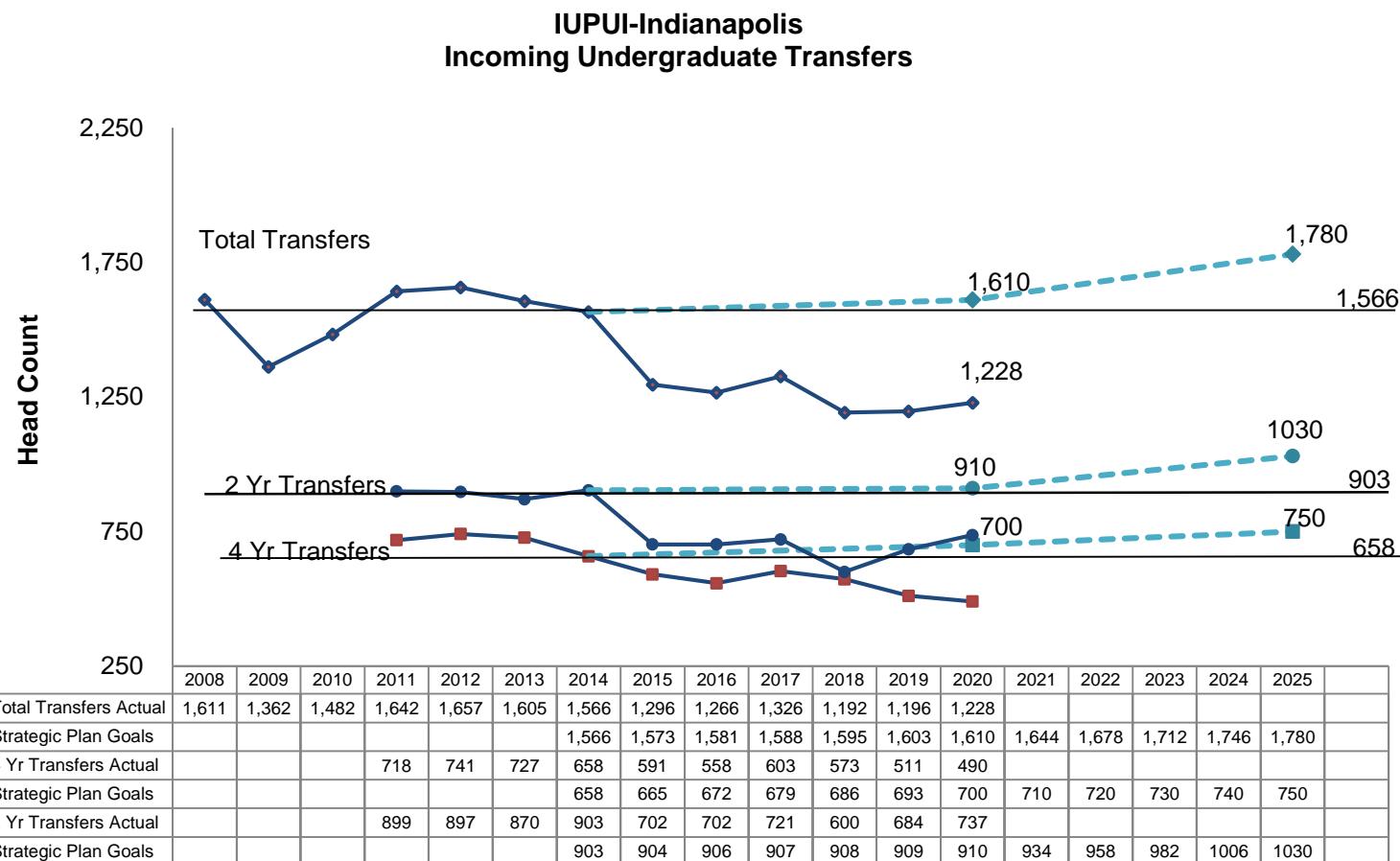
Office of Institutional Research and Decision Support



INDIANA UNIVERSITY–PURDUE UNIVERSITY INDIANAPOLIS

Entering Student Metrics

Transfer Enrollment

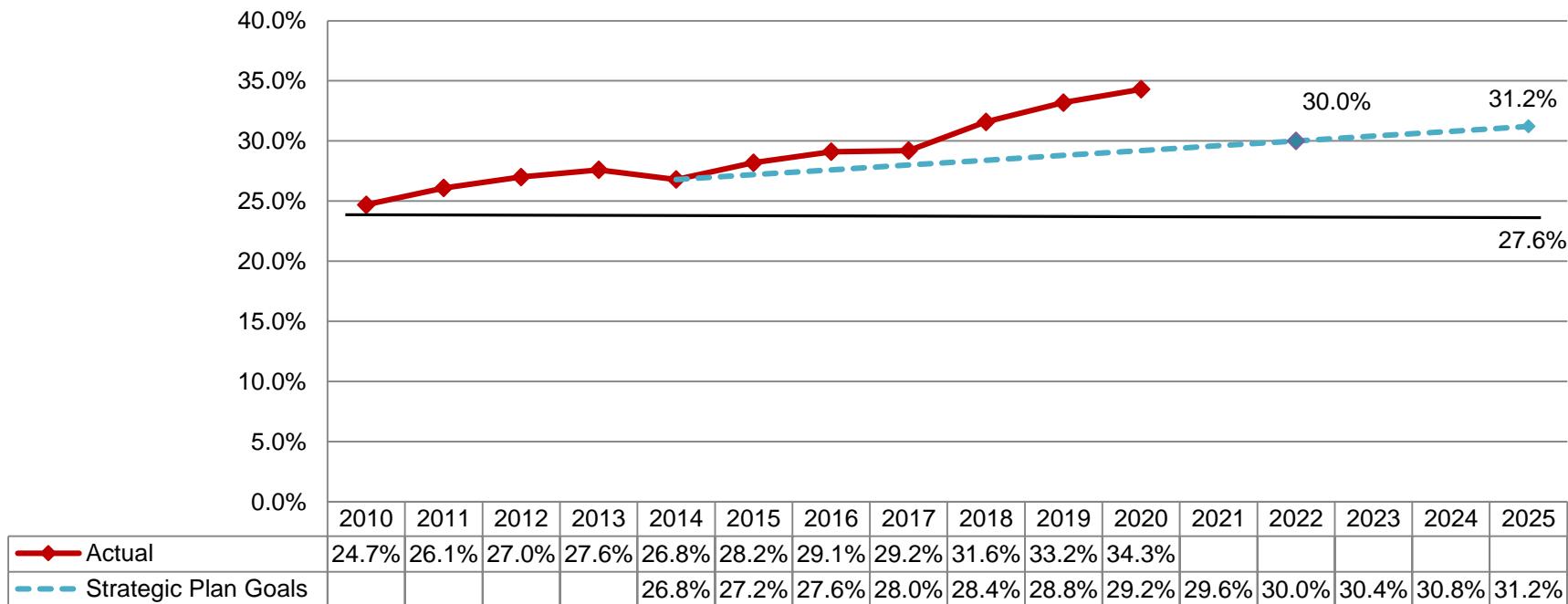


Profiles the makeup of our Incoming Transfer Cohort - does not include Intercampus Transfers (ICT)

Incoming Undergraduate Transfers

% Ethnic Diversity

IUPUI-Indianapolis
Incoming Undergraduate Transfers
% Ethnic Diversity



Profiles the makeup of our Incoming Transfer Cohort - does not include Intercampus Transfers (ICT)

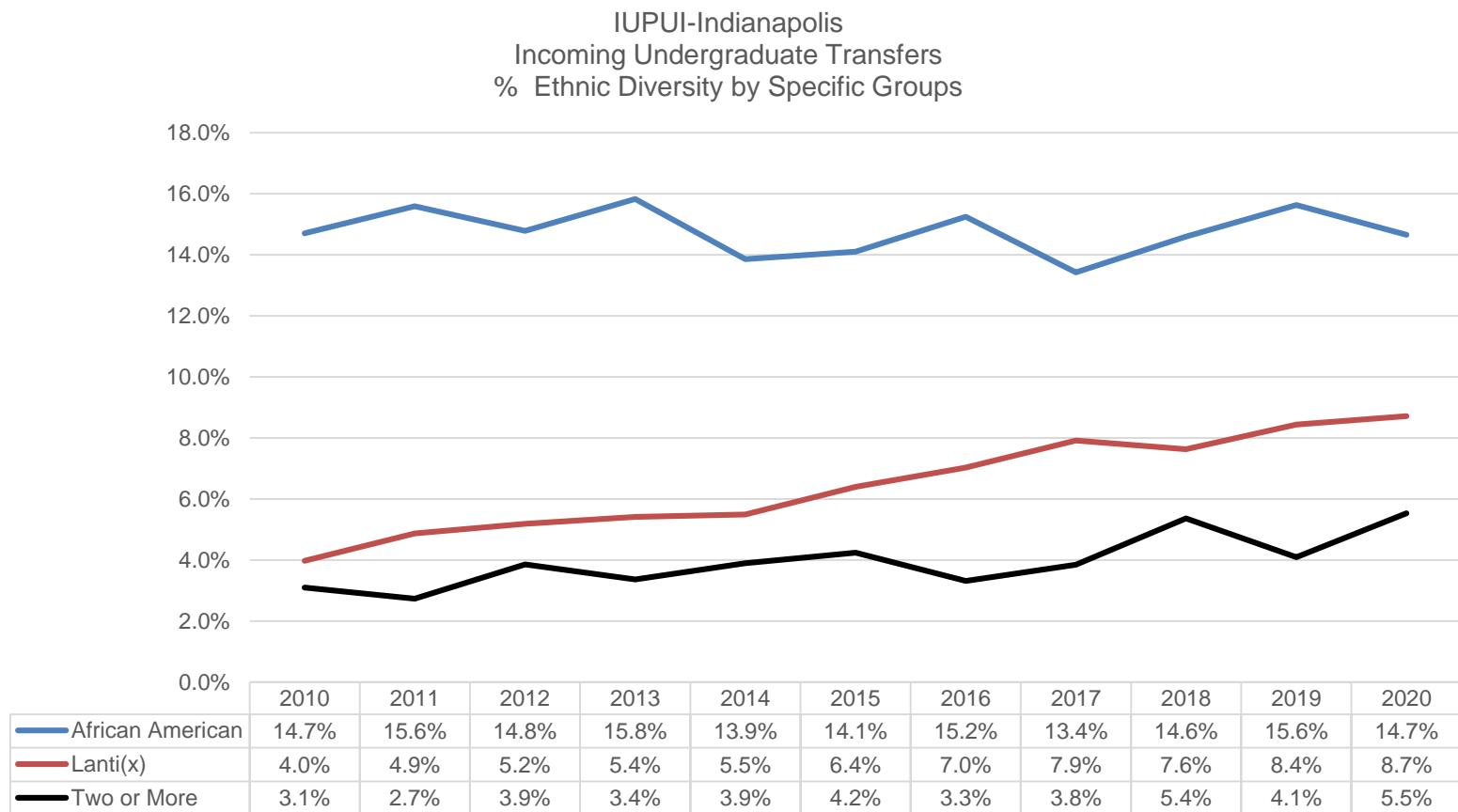
Office of Institutional Research and Decision Support



INDIANA UNIVERSITY–PURDUE UNIVERSITY INDIANAPOLIS

Incoming Undergraduate Transfers

% Ethnic Diversity by Specific Groups



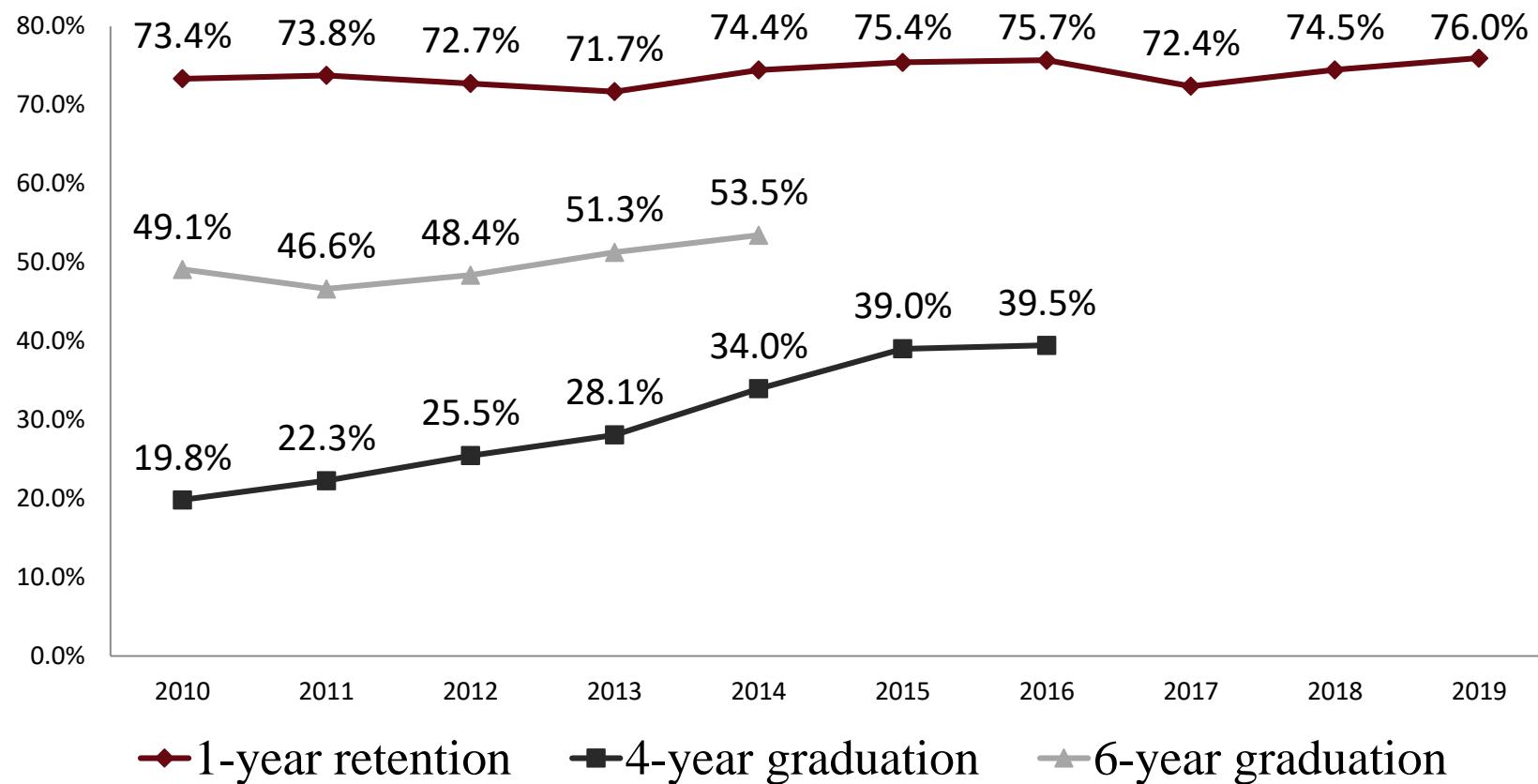
Profiles the makeup of our Incoming Transfer Cohort - does not include Intercampus Transfers (ICT)

Office of Institutional Research and Decision Support

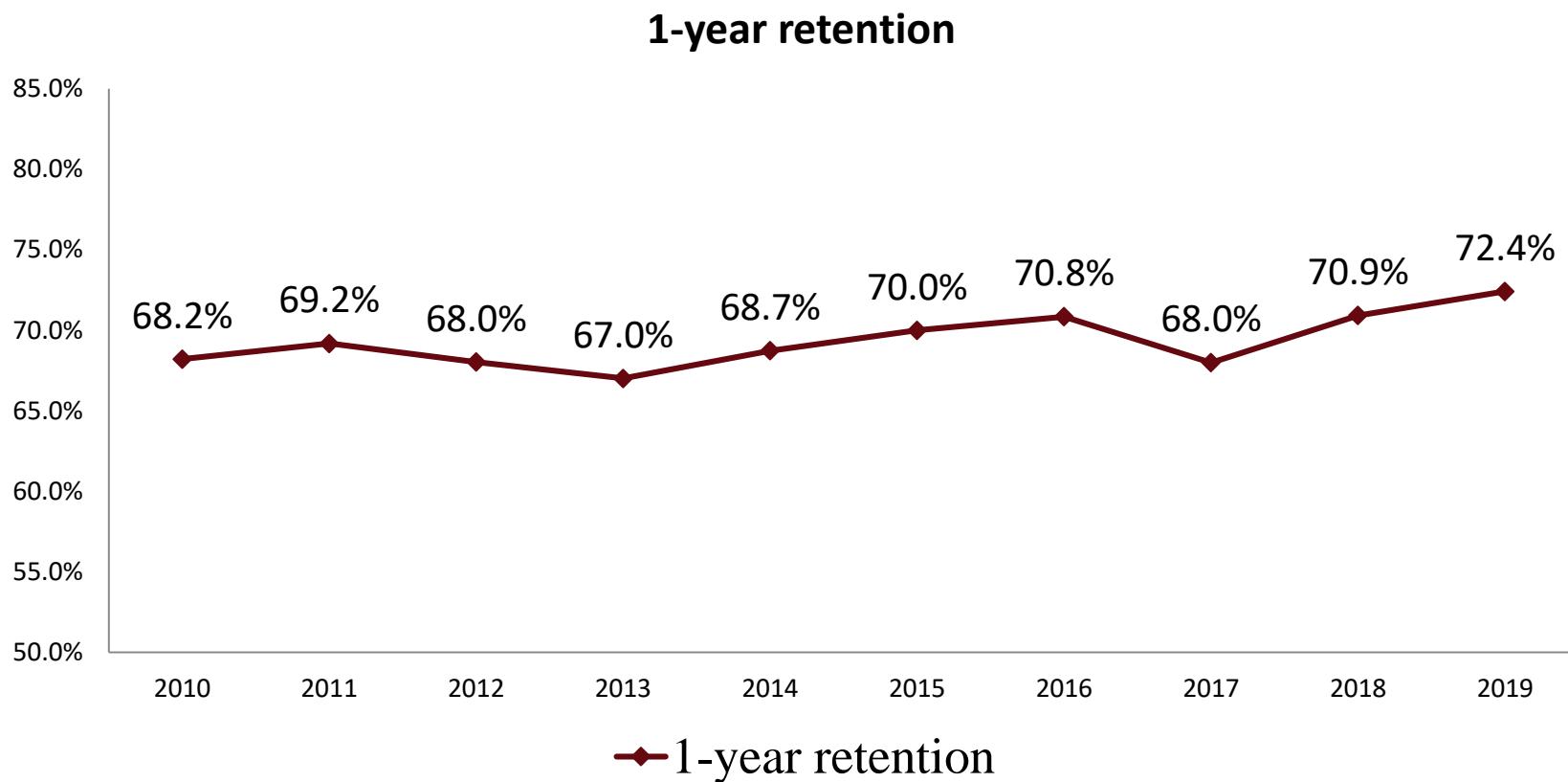


INDIANA UNIVERSITY–PURDUE UNIVERSITY INDIANAPOLIS

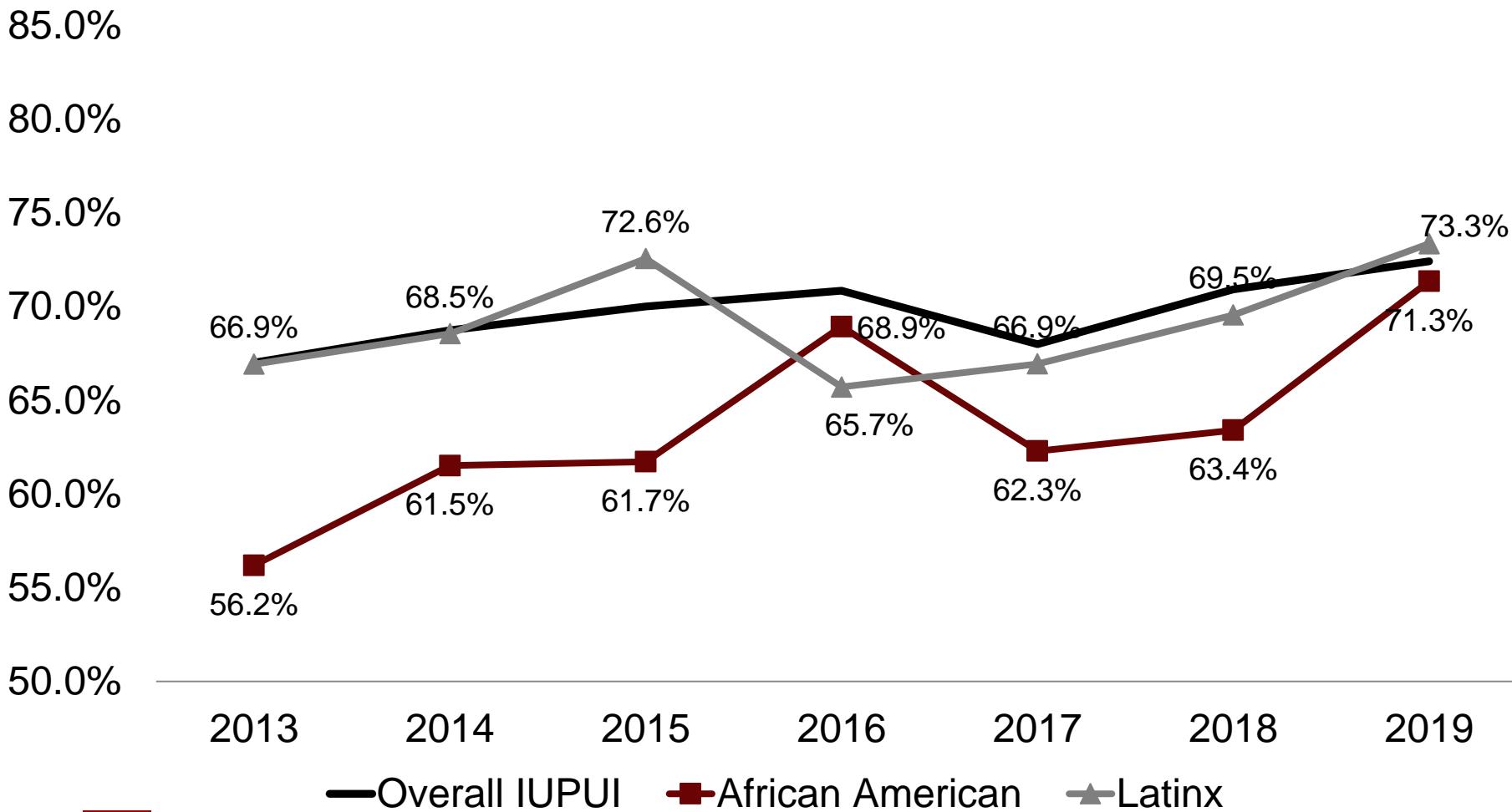
Indianapolis Only First-Time, Full-Time Cohort Retention and Graduation Rate Any IU Campus (Bachelor's, Associate, and Certificate)



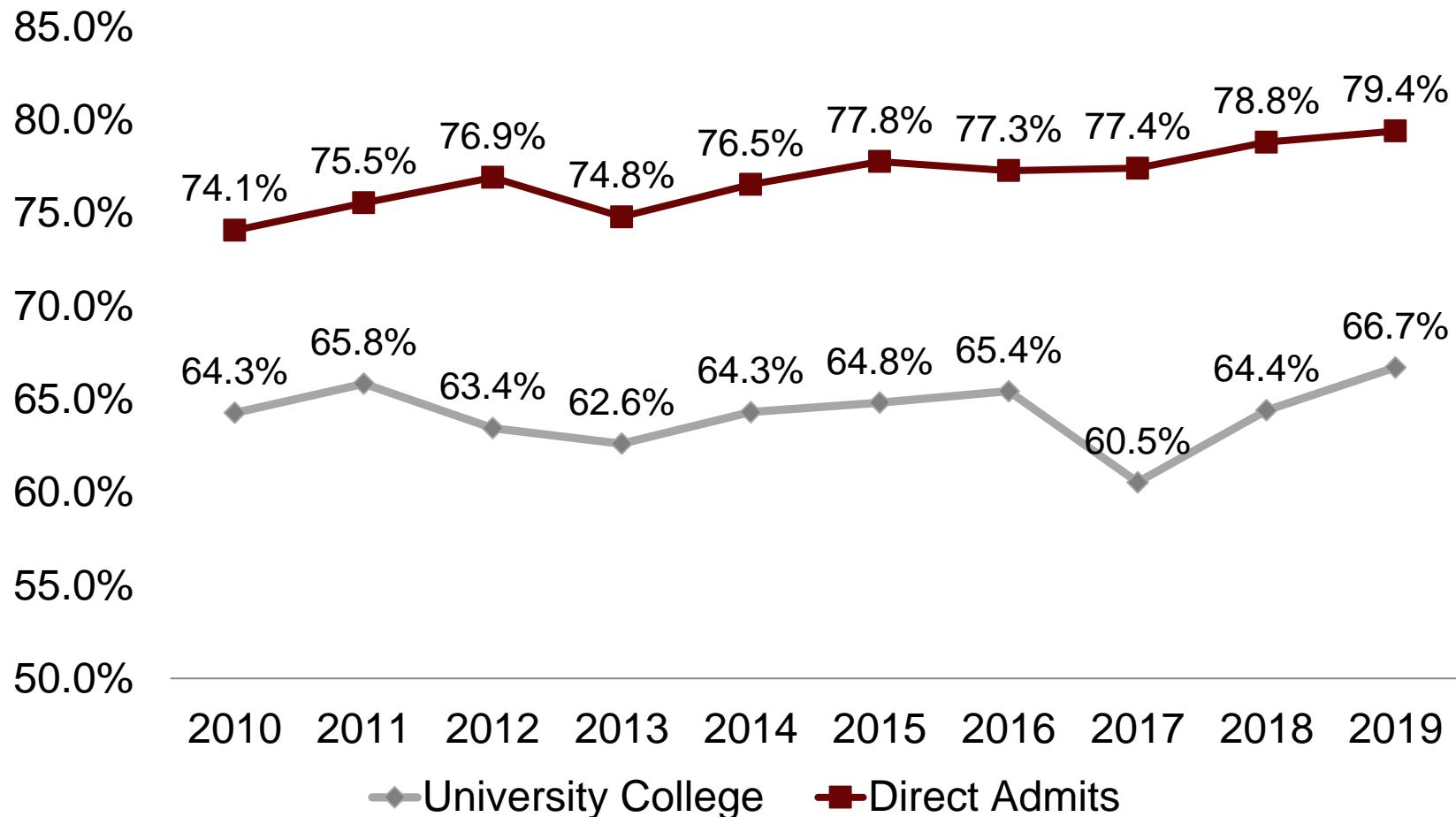
Indianapolis Only First-Time, Full-Time Cohort Retention IUPUI Indianapolis Campus (Bachelor's, Associate, and Certificate)



Indianapolis Only FTFT Cohort One-Year Retention IUPUI Indianapolis Campus (Bachelor's, Associate, and Certificate) – African American and Latinx



Indianapolis Only FTFT Cohort One-Year Retention IUPUI Indianapolis (Bachelor's, Associate, and Certificate) – Admit Type





IUPUI Division of Enrollment Management

Looking Ahead: Spring 2021 and Fall 2021 New Student Enrollment Strategies

Spring 2021:

- Actively develop a campaign to target students who were admitted and withdrew for Fall 2020, encouraging them to reactivate their application for Spring 2021
- Honoring FYU scholarships from fall 2020 to students who did not enroll at IUPUI
- Outreach to students who did not complete their apps for fall.



Course Offering Modality Comparison – as of 10.6.20

Course offering modality comparison – IUPUI courses only

4208 - Fall 2020

4212 - Spring 2021

In Person	11.53%	In Person	16.08%
Hybrid-On Campus & Online	22.97%	Hybrid-On Campus & Online	15.59%
Hybrid-Distance Video & Online	20.11%	Hybrid-Distance Video & Online	14.33%
100% Online All	18.02%	100% Online All	15.32%
Distance Synchronous Video	12.85%	Distance Synchronous Video	12.48%
Independent/Directed Study	9.86%	Independent/Directed Study	20.21%
Internship/Practica	3.36%	Internship/Practica	5.36%
76-99% Online Interactive	1.30%	76-99% Online Interactive	0.63%

Fall 2021:

- Enhanced Virtual Visit Opportunities
- Increased Face to Face Campus Tours – High Demand
- EAB You Visit Virtual Tour
- Aggressive Senior Search
- Test Optional
- GPA Only Admission Based Scholarships
- Increased Digital Strategies
- Postcard Writing Campaign(s) using IUPUI Commitment Initiative Champions



Thank You!!



Dr. Boyd A. Bradshaw
Associate Vice Chancellor and Chief
Enrollment Officer
Division of Enrollment Management
bobradsh@iupui.edu



The IUPUI Faculty Council

October 6th, 2020

Public Safety Discussion





IUPD Mission Statement

The Indiana University Police Department creates a safe environment through respectful, fair, and impartial policing and community engagement.



Community Safety is Job #1

- ✓ The IU police at IUPUI are a 24/7/365 full-service Tier I law enforcement agency.
- ✓ Our officers average over 90(+) hours of in-service training annually:
 - ✓ Fair and Impartial Policing
 - ✓ Mental Health First Aid
 - ✓ Integrated Communications and Tactics
 - ✓ Trauma informed investigative approach
- ✓ Close working relationships with local, state and federal public safety partners.
- ✓ We continue to grow, nurture and maintain close relationships with our campus and community partners:
 - ✓ Chief's Community Advisory Board
 - ✓ Engagement and Inclusion Program
 - ✓ Downtown Indianapolis, Inc
 - ✓ Community Resource Development Council-Downtown Indy



Public Safety Initiatives



- ✓ Campus-wide Camera Program:
 - ✓ 810 in FY20 to 828 in FY21
- ✓ E-phone management
 - ✓ 274 on campus
- ✓ Building Access/Hours of Operation Review
- ✓ SafeWalk service 317-274-7233(SAFE)



Public Safety Initiatives (Cont'd)

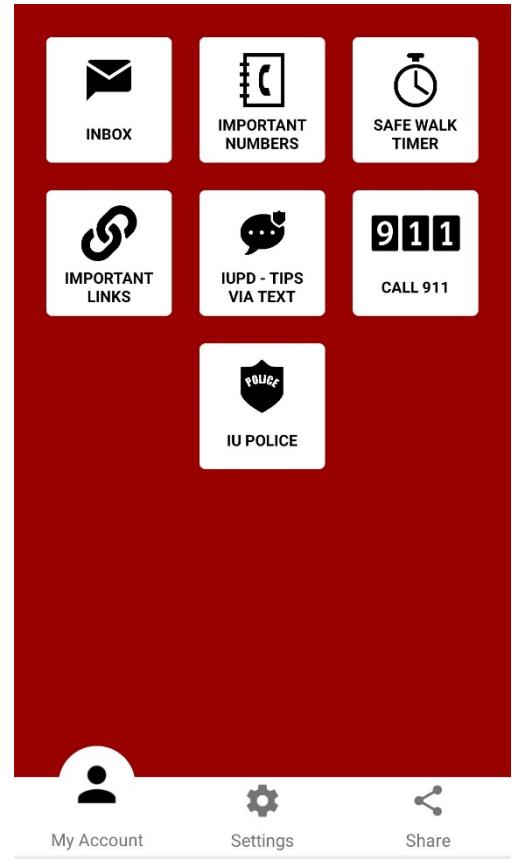
- ✓ Busy Campus-Busy Streets
- ✓ Indianapolis/Marion County Traffic Safety Partnership
- ✓ Project LOVE and Automotive Safety Program
- ✓ Crime Stoppers of Central Indiana
- ✓ Indianapolis Violence Reduction Partnership
- ✓ Sexual Assault, Intervention and Response Task Force
- ✓ Rave Guardian App for cellphones
- ✓ Social Media engagement
- ✓ Websites
- ✓ K9 Indy!!!
- ✓ Additional patrols on campus





Information Sharing and Exchange

- ✓ Rave Guardian App @ <https://protect.iu.edu/emergency-planning/communication/guardian.html>
- ✓ Social Media Outlets
 - ✓ Twitter:
 - ✓ @IUPD_IUPUI and @IUPUI
 - ✓ FaceBook:
 - ✓ IUPDIndy
 - ✓ Instagram:
 - ✓ iupd9indy and iupolice
- ✓ Websites:
 - ✓ protect.iu.edu, iupd.iupui.edu and safe.iupui.edu
- ✓ Public Data Initiative
 - ✓ <https://protect.iu.edu/police-safety/pdi>



Programs and Services

- ✓ RAD Classes
- ✓ Citizen Police Academy
- ✓ Community Talks and Discussions
- ✓ Informational Sessions
- ✓ Special Requests
- ✓ Contact Us!!!





Contact Info:

Doug Johnson

Chief, IUPD-IUPUI
1232 W. Michigan Street
Indianapolis, IN 46202
Office: 317-274-1383 | Cell:
317-694-2393

johnsodo@indiana.edu

Emergency: 317-274-7911
or 911

Non-emergency: 317-274-
2058

SafeWalk: 317-274-7233
(SAFE)



My remarks are about the annual performance review during the pandemic and being a humane and equitable organization

I know some have been able to increase their productivity during the pandemic, but I would suggest that the consequences of the pandemic are potentially different for different groups.

For example, we know from research that women still have more responsibility for children and their education. Thus, female faculty may have to spend more time doing home schooling on top of their regular responsibilities and may have had to give up significant summer scholarship work to do childcare.

In addition, we also know from widely communicated research that individuals and communities of color are being harder hit by the virus. This may mean that faculty of color are experiencing more disease and death in their families, thus disrupting their scholarship.

I would recommend that the university as a whole take these issues into consideration. For example, faculty might have the option of individually taking a covid release from the annual review by simply stating what the disruptions have been for that individual.

Whatever we decide to do, we need some sort of steps along these lines to be a humane and equitable organization.

--Jim Scheurich, Professor, School of Education



IUPUI STAFF COUNCIL

Lindsey Mosier
President-Elect

TOP PROJECTS

- Meeting with the Liberal Arts Dean Candidates
- Paws Pantry Staff Council continues our support of sponsoring the BREAKFAST and HYGEINE shelves.
- **Voter Registration and Engagement Resources** - As we head into the election season, a number of resources are available to promote voter registration and voting across the campus. These include a Canvas module, a voting guide and the opportunity to have Civic Engagement Assistants present to classes. Read more about these resources [here](#).
- Beautification Volunteer Projects Are happening!
 - Pathways to Peace is the next opportunity: Wednesday, October 14 1-4pm

PAWS PANTRY SPONSORSHIP

There are several different ways you can help support:

- If you are working on campus, you can continue to put your donations in the orange Paws' Pantry bins and indicate it's from Staff Council.
- You can also ship items to Paws' Pantry (if you're not working on campus) to:
- There is also an [online donation](#) option. Simply choose the “Paws’ Pantry Support Fund” when choosing where to designate your gift.
- Another way to financially support Paw’s Pantry is through the Kroger Rewards program. To sign up, visit Kroger.com, create or sign into your account, and select Kroger Community Rewards. Then search for “Indiana University Paws Pantry” or LV388.

INDY PARKS MY CITY MY PARK BEAUTIFICATION PROJECT



Before



After



QUESTIONS?



THANK YOU!

Next Virtual IUPUI Staff Council Meeting is October 21, 2020 2-4pm