

IUPUI
Indianapolis Faculty Council (IFC)
Minutes

February 2, 2021 ~ Zoom Virtual Meeting ~ 3-5 p.m.

Faculty and Guests Present: Lisa Angermeier, Marta Antón, Julia Arciero, Brent Arnold, Rafael Bahamonde, Tina Baich, Edward Berbari, Nicolas Berbari, Kathryn Berlin, Brenda Blacklock, Amy Blevins, Janice Blum, Stephen Boehm, Ben Boukai, Herbert Brant, Angela Bruzzaniti, Olguta Buse, Christopher Coleman, Amber Comer, Jennifer Conner, Hannah Craven, Theodore Cummins, Tamara Davis, Cornelis De Waal, Jeffrey Dean, Emilee Delbridge, Barbara deRose, John DiTusa, Kimberly Donahue, Simone Duarte, Christine Eckel, Tami Eitle, Rob Elliott, Alyson Essex, Sasha Fedorikhin, Stephen Fox, Alicia Gahimer, Andrew Gavrin, Gina Gibau, James Gladden, Philip Goff, Brian Gray, Kathy Grove, Chang Ho, David Hoegberg, Krista Hoffman-Longtin, Matthew Holley, Ann Holmes, Lisa Hubbard, Greg Hull, Muhammad Idrees, Sarath Janga, Kathy Johnson, Steven Jones, Kyle Jones, Miyeon Jung, Benjamin Keele, NiCole Keith, Jason Kelly, Linda Kelly, Larita Killian, Leonidas Koniaris, Sarah Koskie, Amy Daniella Kostroun, Joan Kowolik, Chris Lamb, Jiliang Li, Lei Li, Katharine Macy, Steven Mannheim, Weiming Mao, Brendan Maxcy, Lindsey Mayo, Laura Menard, Marc Mendonca, Willie Miller, Wendy Morrison, Carol Murdoch-Kinch, Miriam Murphy, M. Razi Nalim, Bethany Neal-Beliveau, Janet Nes, Jere Odell, Kristi Palmer, Megan Palmer, Amir Pasic, Padhu Pattabiraman, Nasser Paydar, Stefan Petranek, Christine Picard, Ted Polley, Karen Pollok, Sherry Queener, Rupa Radhakrishnan, Stephen Randall, Denise Rayman, Christian Rogers, Jim Scheurich, John Schild, Sheila Segura, Kristy Sheeler, Carol Shieh, Aisha Smiley, Deborah Stiffler, Susan Storey, Thomas Stucky, Rosa Tezanos-Pinto, Jennifer Thorington Springer, Thomas Upton, Kathy Visovatti Weaver, Diane Von Ah, Crystal Walcott, Marlene Walk, Chandler Walker, John Watson, Jeffrey Watt, Jennifer Wessel, Kim White-Mills, Robert Yost, and Whitney Yu

Members Absent: Fredrik O. Andersson, Keith Anliker, Kristi Beach, Karen Bravo, Nicholas Brehl, Joan Carlson, Anna Carmon, Kenneth Carow, Jeremy Carter, Elaine Cooney, Hamid Dalir, Emily Davis Sarah Delima, Jerome Dumortier, Charles Feldhaus, Richard Gunderman, Raymond Haberski, Paul Halverson, Debora Herold, Catherine Herrold, Patricia Snell Herzog, Jay Hess, Reinhold Hill, Ashley Inman, Tandra Jackson, Sara Johnson, Kathleen King Thorius, Alexey Kuznetsov, Debomoy Lahiri, Mari Luna, James Marrs, Kathy Marrs, Niki Munk, Robin Newhouse, Mathew Palakal, Celeste Phillips, Michael Pitts, Mike Polites, Robert Rebein, Cory Robinson, Patricia Rogan, David Russomanno, Helen Sanematsu, Jesse Savage, Genevieve Shaker, Armando Soto, Joshua Vest, Ruben Vidal, Lixin Wang, Clark Wells, Lisa Willis, Jeffrey Wilson, L. Jack Windsor, Yar Luan Yeap, Constantin Yiannoutsos, and Xinna Zhang

Agenda Item I: Welcome and Call to Order

IUPUI Faculty Council Vice President Deborah Stiffler called the meeting to order at 3:03 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 January 12, 2021, Meeting

Attachment: <https://go.iu.edu/3APF>

The minutes of the January 12, 2021, 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:

- The university is less than a week from onsite classes beginning. We started the spring semester two weeks ago online. Buildings are open this week from 8 to 5 p.m. Next week, buildings will resume their normal operating hours.
- IUPUI is beginning to bring students to the dorms as of yesterday. We are testing everyone who

lives on campus with the antigen test before they can move in. Paydar thanked the staff who have worked hard to make this seamless. If the students test negative, they are given their keys. If they test positive, they are then tested with the PCR test and will wait a few more hours for their results. They isolate while awaiting this result. We have tested 308 students and 8 were antigen positive. We are testing them with the PCR test to see if there are any false positives.

- We have census data now for the spring semester. Credit hours are down 2.3 percent compared to this same time last year. Some schools are up, like Nursing and Public Health, and some are down, like Health and Human Sciences and Liberal Arts. Executive Vice Chancellor Kathy Johnson is meeting with schools that are down significantly to look at their budgets so that we can go forward financially. We are down 16 percent in freshmen, which will stay with us for a few more years. We are also down 20 percent for international undergraduate students.
- Paydar thanked faculty for meeting the students where they are, either in online, hybrid, or in-person courses.
- Mitigation testing will continue. Last week, 5,484 faculty, staff, and students were tested with only had 23 positive results. The situation in the state of Indiana has been improving within the last few weeks, but we need to stay vigilant. Different variants of the virus are being detected. We are upping our mitigation testing. All residence hall students are being tested twice a week. Off campus students, faculty, and staff will also be tested to monitor the situation on campus. We may slow down testing if the number of positives go down. Paydar asked those who were called for testing to go get tested, as we must do this to protect each other.
- The Moderna and Pfizer vaccines are available. Pfizer is more common in hospitals. Moderna is more common in less populated areas. The state of Indiana is doing well with vaccinations. As of yesterday, people over 65 years old can register to receive the vaccine. We are moving in a good direction for those 60 years of age and older to be able to register soon. Overall, we are doing better than other states. 7.8 percent of Indiana's population has received one dose, and 1.2 percent have received both doses.
- Faculty are doing a great job with scholarly work. The easiest way of measuring scholarly work is with grants and awards. Not every program follows that mode of excellence. In the first six months of this academic year, faculty have increased the awards received by 85 percent over the same period last year. This does not include the School of Medicine's grants and awards. The School of Medicine has increased their awards received by 11.4 percent.
- A Town Hall meeting for faculty and staff occurred last week, and the next one is February 25. Paydar intends to bring individuals to discuss vaccines again.

Agenda Item V: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- In 2018, the University Faculty Council (UFC) Policy Review Committee proposed to consolidate the IU grading policy by updating several components that had not been refreshed for some time. They encountered a variety of problems when this was rolled out in fall 2019. The documents have since been improved and is being circulated for comments. We hope this is the final version.
- Last year, the IFC endorsed the IUPUI Sustainability Resolution. Jessica Davis, director of the Office of Sustainability, and John Watson are the IUPUI representatives. The task force is meeting very soon with a few new members.

Agenda Item VI: [Information Item] Next Generation 2.0 Update

Kathy Grove, Director, Office for Women

Gina Sanchez Gibau, Associate Vice Chancellor for Faculty Diversity and Inclusion

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

- The Next Generation 2.0 program is a leadership development program designed for women and people of color. These groups tend to be less represented in leadership positions. This program was developed in 2015.
- We engaged in a hybrid format for this year's cohort.

- This program is for faculty and staff, which is a change from its original inspired program that was only faculty. Faculty participants are at the lecturer/assistant professor level who have been at IUPUI for at least five years. They are within or aspiring to a new leadership role. Associate professors who are new to IUPUI within the last two years also welcome to participate. Staff participants are assistant directors and above or comparable. The cost is \$1500 split between the units and the Office of Academic Affairs.
- Within this program, there is more participation from women than men. We probably only have three or four men per year. We need help getting the word out that this is not just a women's program, but also for historically underrepresented men in education. We have participation from IUPUI and IUPUC. It is open to IUFW as well, but we have not had a participant from that campus yet.
- There is a steady increase in people of color going through the program. All 18 schools on campus have participated in the program. We will have had 122 people participate as of this year.

Grove reported on the following:

- We evaluate the program every year with the Center for Multicultural Education. This gives us the opportunity to adjust the format and curriculum.
- Participants talk about getting new skills, learning to feel more empowered, learning to feel more confident as a leader, and developing long-term connections on campus. The impact is on a personal and professional level.
- Participants' accomplishments after the program are kept track of, like those who receive campus awards and promotions.
- We are currently taking applications until March 14 for the next cohort. The Advisory Board will make the selections and those selected will be notified the week of April 26. They will then come to an orientation session in late May. You can apply on the Office of Academic Affairs website: <https://academicaffairs.iupui.edu/Strategic-Initiatives/Next-Generation-2>.

Questions:

- Is this program open to Clinical Faculty?
 - Gibau: Yes.
- Can clinical associate professors participate in Next Generation 2.0?
 - Gibau: Yes.

Agenda Item VII: Election Slate: At-Large Representatives

Josette Jones, Chair, Nominating Committee

Jones reported that of the 54 candidates slated, the council needs to elect 30 representatives. The candidates have been asked to send their bios by February 22 and then elections will be open.

June 2021 through June 2023

Need to elect 30; number to slate 45; number slated 54

Last Name	First Name	Middle Name	Rank	School	Department
Abu Zaid	Mohammad	I	FT3	IN-MED	IN-MDEP
Agarwal	Mangilal		FT1	IN-ENGT	IN-ENGT
Al-Haddad	Mohammad	A	FT2	IN-MED	IN-MDEP
Al Nasrallah	Nawar		FT3	IN-MED	IN-MDEP
Badve	Sunil		FT1	IN-MED	IN-PATH
Ben Miled	Zina		FT2	IN-ENGT	IN-ENGT
Berlin	Kathryn	Lynn	FT2	IN-SHHS	IN-HS
Bhatwadekar	Ashay	D	FT2	IN-MED	IN-OPHTH
Bolchini	Davide		FT1	IN-INFO	IN-INFO
Brown	Brandon	Patrick	FT2	IN-MED	IN-RADY
Bruzzaniti	Angela		FT2	IN-DENT	IN-DSOB
Chen	Shaoxiong		FT2	IN-MED	IN-PATH

Corson	Timothy	W	FT2	IN-MED	IN-OPHTH
Dalir	Hamid		FT2	IN-ENGT	IN-ENGT
Dean	Jeffrey	Alan	FT1	IN-DENT	IN-DSPE
Dir	Allyson	L	FT3	IN-MED	IN-PSYC
Draucker	Claire	Burke	FT1	IN-NURS	IN-NURS
Dumortier	Jerome		FT2	IN-SPEA	IN-SPEA
Edwards	Paul	Charles	FT1	IN-DENT	IN-DSAD
Galli	Dominique	M	FT2	IN-DENT	IN-DSOB
Graham	Jasmine		FT3	IN-EDUC	IN-EDUC
Herzog	Patricia	Snell	FT2	IN-CPHL	IN-CPHL
Holley	Matthew		FT3	IN-MED	IN-FAMM
Holmes	Ann	M	FT2	IN-PBHL	IN-HPM
Janga	Sarath	Chandra	FT2	IN-INFO	IN-INFO
Kazembe	Lasana		FT3	IN-EDUC	IN-EDUC
King	Brian		FT2	IN-ENGT	IN-ENGT
Knopf	Amy		FT3	IN-NURS	IN-NURS
Kowolik	Joan	E	FT2	IN-DENT	IN-DSPE
Krohn	Brian	Dale	FT2	IN-SHHS	IN-TCEM
Maxcy	Brendan		FT2	IN-EDUC	IN-EDUC
Miller	Kathy	D.	FT1	IN-MED	IN-MDEP
Morris	Pamela	Lynn	FT3	IN-COLU	IN-CLAR
Nalim	M. Razi		FT1	IN-ENGT	IN-ENGT
Newell	Kathy	L	FT1	IN-MED	IN-PATH
Nguyen	David Hoa	Khoa	FT3	IN-EDUC	IN-EDUC
Petranek	Stefan	Alexander	FT2	IN-HERR	IN-ASFA
Pourtaheri	Navid		FT3	IN-MED	IN-SURG
Ren	Hongxia		FT3	IN-MED	IN-PED
Salama	Paul		FT1	IN-ENGT	IN-ENGT
Savage	Jesse	Jay	FT3	IN-MED	IN-SNEU
Scheurich	Jim		FT1	IN-EDUC	IN-EDUC
Scifres	Christina	M	FT2	IN-MED	IN-OBGY
Sears	Catherine	Rufatto	FT3	IN-MED	IN-MDEP
Sharma	Tasneem	Putliwala	FT3	IN-MED	IN-OPHTH
Shou	Weinian		FT1	IN-MED	IN-PED
Stanton-Nichols	Kathleen	Ann	FT2	IN-SHHS	IN-PE
Urtel	Mark	G.	FT2	IN-SHHS	IN-PE
Von Ah	Diane	Marie	FT1	IN-NURS	IN-NURS
Walker	Chandler	Leon	FT3	IN-DENT	IN-DSOB
Wells	Clark	D	FT2	IN-MED	IN-BIOM
Wessel	Jennifer		FT2	IN-PBHL	IN-EPI
Yokota	Hiroki		FT1	IN-ENGT	IN-ENGT
Yu	Whitney		FT2	IN-ENGT	IN-ENGT

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

Lisa Angermeier, Co-Chair, Campus Planning Committee

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

- The Campus Planning Committee participated in the two rounds of the campus conversations related to the effects of COVID-19 on budgets.
- In some schools, graduate students were not allowed to take courses outside of their home school, even if they matched their course of study. The committee agreed that they should be able to do this.
- The groups also discussed teaching support during COVID-19 and beyond, including support for instructors.
- For the February meeting, Stephen Hundley, special assistant to the chancellor, is sharing the progress

- of the Higher Learning Commissions Reaffirmation Process.
- For the March meeting, they will discuss the status of undergraduate research based on restructuring of the Center for Research & Learning and the Institute for Engaged Learning.
- In April, Vice Chancellor Camy Broecker will give budgetary updates.
- In May, Vice Chancellor Karen Dace will talk about diversity, equity, and inclusion (DEI) plans for the schools and discuss ways for us to help facilitate more collaboration for DEI.

Agenda Item IX: Question / Answer Period

Deborah Stiffler, IUPUI Faculty Council Vice President

The following questions were received:

- Are the at-large representative nominations only from certain schools for the slate of nominations?
 - Jones: The slate of nominations was closed January 25. All schools were requested nominations and we had 54 responses. All administrators and Faculty Council leaders in the schools were contacted. (NOTE post-meeting: After a review of the current membership and the IFC bylaws, it was noted that schools are allowed no more than six representatives. In a review of the membership through June 2021, the Schools of Liberal Arts and Science had six representatives and would not be able to be on the slate for an election through June 2022.)
- Can we please get an update of the status of the Revised Policy on Consensual Relationships? Has it been adopted at the IFC level? UFC?
 - Watson: The work is being finished up and will be brought to the UFC Executive Committee for one of the next meetings. The hope is that it will go to the full UFC at the April meeting.
- Is there any update for IUSM in-person classes?
 - Eckel: They are still pretty much all online for now.
- Could we ask UITs to report on the problems related to migrating email to Exchange Online, especially for faculty and staff who do not necessarily use the most common Windows/Outlook systems. Particularly, why was this rolled out with only a week notice and conducted on weekdays?
 - Paydar: It was migrated to different servers and many people had issues. It took some of us quite a while to get this implemented. We will ask this question to UITs.
- Is there any sense of whether faculty/instructors would be given priority to get the vaccine by the state?
 - Paydar: When the CDC came up with the recommendations for states, Phase 1 had teachers as a recommendation. The state of Indiana decided to go with age for their distribution because most of the death has been in the upper age groups. We do not control what the state does and we only get the information as it is released. I am not aware of a plan for vaccinating teachers. There is also not a clear idea of what a teacher is in the recommendations, whether this means K-12 teachers or university professors.
- Have updates to the grading policy been shared with the faculty at large? What issues identified in 2019 have been addressed and how?
 - Watson: This has not been circulated to the faculty at large. We are using the normal procedure for this policy by going through the faculty councils. The most pivotal issues were about who had control over changes. This was not handled in the best way possible and generated friction. We have transitioned through that and everybody is now on the same page.
- As a follow-up from last month's meeting, is there a discussion regarding revising P&T?
 - Paydar: Discussion is continuing.

- Johnson: Conversations are still happening, and, in some schools, it is going down to the department level. We are still working on campus level guidelines. Remember that the web form is still open on the Office of Academic Affairs website. We want feedback and we share that feedback with various groups.
- I had a question regarding mitigation testing in an outdoor setting?
 - Broeker: Testing has moved indoors, and we have adjusted the ventilation in that room for safety. There may be an opportunity, weather taken into consideration, to open the balcony in that room if we have that surface cleaned. We will be moving back probably sometime in March.
- Was there an issue where chairs or someone (I do not recall exactly) could change students' grades after reviewing student complaints? What was the solution?
 - No comments were made.
- We heard a lot today about a program that will assist only some faculty and staff members, but every faculty member is affected by the IU grading policy. Could we get more details on that?
 - Watson: It is working through the normal process. The Policy Review Committee in the UFC is reviewing it since it is a UFC policy. This got circulated to several committees around campus for feedback who gave their own separate input. It is too early to bring to the entire faculty because it is still with the committee.
- Will new grade policy apply to IUPUC?
 - Watson: This is a university-wide policy.
- Does this new policy address length of time for a grade appeal? In some cases, it is up to five years.
 - Watson: I am not sure about specifics.

Agenda Item X: Unfinished Business

There was no Unfinished Business.

Agenda Item XI: New Business

There was no New Business.

Agenda Item XII: Report from the IUPUI Staff Council

Alicia Gahimer, Second Vice President, IUPUI Staff Council

Gahimer reported on the following:

- Last month, we had a presentation from Vice Chancellor Karen Dace highlighting her recent diversity, equity, and inclusion (DEI) efforts. This included her office and other schools and units around campus. The IUPUI Action Committee put forth many recommendations for DEI initiatives. They encouraged us to participate in DEI initiatives every month, if possible. Many people not aware of what is available. The Staff Council DEI Committee also sent out a survey.
- We also had a presentation from Beth Larson in HR Compensation on the status of job framework redesign project. The project retired existing structures, like professional, service, support staff roles, and moves them to new job families. There is also a new IU career navigator tool. After four years, this launches February 21 and staff will receive an email with their new role. Staff are asked to meet with their supervisors to discuss their new role descriptions. We are anxiously waiting to get feedback from staff about this project.

Agenda Item XIII: Final Remarks and Adjournment

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

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>



NEXT GEN 2.0

CRITERIA

- FACULTY
 - LECTURER/ASST. PROF. POST-DOSSIER SUBMISSION; 5YRS
 - ASSOC. PROF.+ , ASPIRING OR WITHIN NEW LEADERSHIP ROLE
 - ASSOC. PROF.+ NEW TO IUPUI; 2YRS
- STAFF
 - ASST. DIR.+ OR COMPARABLE
- COST
 - \$1,500, MATCHED

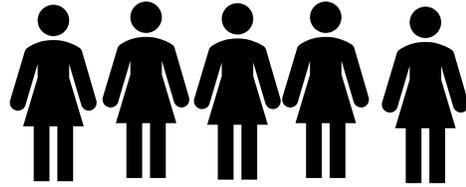


2017-18 Cohort

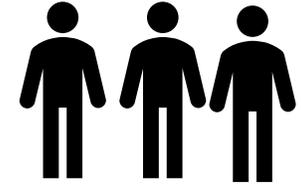


IUPUI NEXT GENERATION 2.0

2015 - 2020



84%



16%



122



43%



57%


IUPUI
91%


IUPUC
9%



53%
people of Color



All 18 RCs (+ UL)



10 admin. units



01/25/21

ENGAGEMENT/Impact

"I am meeting people across campus and continue to challenge myself to **gain new skills** and strengthen the things I feel confident about."

"I feel much more **empowered** as a minority to take more risks in my current leadership role."

"I am **feeling more confident** in my role as a leader and in seeking additional growth opportunities."

"The Next Generation 2.0 Program exceeded my expectations... and I was able to learn a lot about the campus, myself, and **develop long-term connections.**"

ACCOMPLISHMENTS*

Cohort	Awards/Honors National	Award/Honors Local	Promotions	Other
2015-16	5	4	12	7
2016-17	2	9	5	6
2017-18	-	-	3	10
2018-19	1	2	1	3
2019-20	-	1	-	2
2020-21		2		1

*Some individuals received multiple awards and recognitions

IMPORTANT DATES

- JANUARY 25, 2021: APPLICATIONS OPEN FOR 2021-22 COHORT
- MARCH 14, 2021: APPLICATIONS CLOSE (@11:59PM)
- WEEK OF APRIL 26TH: NOTIFICATION OF SELECTED PARTICIPANTS
- *MAY 25TH, 2021: CAPSTONE PRESENTATIONS

Professional Development



NextGen 2.0

Home / Strategic Initiatives
NEXT GENERATION 2.0

Ψ IUPUI NEXT GENERATION 2.0



The IUPUI Next Generation 2.0 program is a 9-month (September-May) leadership development program dedicated to the preparation of women and underrepresented faculty and staff for positions of leadership and opportunities for advancement in higher education. The program builds upon the success of a previous 2009 leadership program, "Next Generation @IUPUI" while drawing inspiration from the national [HERS Institute](#) model. The program is also aligned with [IUPUI Strategic Plan](#) goals to "develop our faculty and staff" and "promote an

inclusive campus climate."

Next Gen 2.0 seeks to address the need for institutional leadership succession planning and for increasing diversity among administrative ranks. Program participants are identified as both emerging and established leaders interested in seeking leadership opportunities at IUPUI or professional development to enhance their current roles. The curriculum is designed to broaden their knowledge, skills and experiences as members of the higher education community.

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Apply here!

Application

Applications will be accepted either through nomination or self-nomination. A complete application includes:

- The online application form
- Candidate statement, inclusive of an idea for a capstone project
- Current CV or resume (maximum 5 pages)
- Letter of support from dean, chair or supervising administrator

[Submit an application](#)

QUESTIONS?

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CAMPUS PLANNING COMMITTEE MID-YEAR UPDATE

- Participated in the two rounds of Campus Conversations
- Carryover issue of graduate students taking courses outside of their home school
- Teaching support during COVID and beyond with Julie Johnston, Margie Ferguson, and Terri Tarr (December meeting)
- Higher Learning Commission Reaffirmation Process with Stephen Hundley (February meeting)
- Status of Undergraduate Research with Jay Gladden and Jerry Daday (March meeting)
- Campus Budgetary Updates with Camy Broeker (April meeting)
- Diversity, Equity and Inclusion Updates with Karen Dace (May meeting)
- Feedback to Post Pandemic Planning Group via co-chair participation and dedicated time at meetings for the remainder of the year

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