

IUPUI  
**Indianapolis Faculty Council (IFC)**  
**Minutes**  
**May 4, 2021 ~ Zoom Virtual Meeting ~ 3-5 p.m.**

**Faculty and Guests Present:** Keith Anliker, Rachel Applegate, Julia Arciero, Brent Arnold, Tina Baich, Kristy Beach, Edward Berbari, Nicolas Berbari, Kathryn Berlin, Amy Blevins, Janice Blum, Stephen Boehm, Ben Boukai, Herbert Brant, Nicholas Brehl, Camy Broeker, Angela Bruzzaniti, Kenneth Carow, Christopher Coleman, Amber Comer, Hannah Craven, Theodore Cummins, Tamara Davis, Cornelis De Waal, Jeffrey Dean, Emilee Delbridge, Sarah Delima, John DiTusa, Kimberly Donahue, Jerome Dumortier, Christine Eckel, Tami Eitle, Rob Elliott, Alyson Essex, Sasha Fedorikhin, Margie Ferguson, Stephen Fox, Andrew Gavrin, James Gladden, Philip Goff, Richard Gunderman, Paul Halverson, Debora Herold, Chang Ho, David Hoegberg, Krista Hoffman-Longtin, Matthew Holley, Ann Holmes, Lisa Hubbard, Greg Hull, Muhammad Idrees, Ashley Inman, Sarath Janga, Kathy Johnson, Sara 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, Alexey Kuznetsov, Debomoy Lahiri, Chris Lamb, Jiliang Li, Lei Li, Katharine Macy (alt: Randall Halverson), Steven Mannheimer, Weiming Mao, Brendan Maxcy, Lindsey Mayo, Laura Menard, Marc Mendonca, Anne Mitchell, Wendy Morrison, Carol Murdoch-Kinch, Miriam Murphy, M. Razi Nalim, Bethany Neal-Beliveau, Jere Odell, Mathew Palakal, Kristi Palmer, Megan Palmer, Amir Pasic, Nasser Paydar, Tod Perry, Stefan Petranek, Celeste Phillips, Christine Picard, Ted Polley, Karen Pollok, Christian Rogers, David Russomanno, Helen Sanematsu, Jim Scheurich, John Schild, Sheila Segura, Carol Shieh, Armando Soto, Deborah Stiffler, Susan Storey, Rosa Tezanos-Pinto, Jennifer Thorington Springer, Wanda Thruston, Thomas Upton, Joshua Vest, Kathy Visovatti Weaver, Diane Von Ah, Crystal Walcott, Marlene Walk, Chandler Walker, Lixin Wang, Amy Warner, John Watson, Kim White-Mills, Robert Yost, Whitney Yu, and Xinna Zhang

**Members Absent:** Fredrik O. Andersson, Marta Antón, Rafael Bahamonde, Brenda Blacklock, Karen Bravo, Olguta Buse, Joan Carlson, Anna Carmon, Jeremy Carter, Jennifer Conner, Elaine Cooney, Hamid Dalir, Emily Davis, Simone Duarte, Barbara deRose, Sheri Eggleton, Charles Feldhaus, Brian Gray, Raymond Haberski, Catherine Herrold, Patricia Snell Herzog, Jay Hess, Reinhold Hill, Tandra Jackson, Josette Jones, Kathleen King Thorius, Mari Luna, James Marrs, Kathy Marrs, Niki Munk, Janet Nes, Robin Newhouse, Padhu Pattabiraman, Michael Pitts, Mike Polites, Sherry Queener, Rupa Radhakrishnan, Stephen Randall, Denise Rayman, Robert Rebein, Cory Robinson, Patricia Rogan, Jesse Savage, Genevieve Shaker, Kristy Sheeler, Aisha Smiley, Thomas Stucky, Ruben Vidal, Mark Volpatti, Jeffrey Watt, Clark Wells, 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 3:03 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 April 6, 2021, Meeting**

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

The minutes of the April 6, 2021, meeting were approved and entered into the record.

**Agenda Item IV: Memorial Resolutions**

[Circular 2021-08](#): Memorial Resolution for W. Todd Roberson (Kelley School of Business)

[Circular 2021-10](#): Memorial Resolution for James Baldwin (University Library)

A moment of silence was given by the assembly, and the resolutions were entered into the record.

## Agenda Item V: Updates / Remarks from the Chancellor

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

Paydar reported on the following:

- IU President McRobbie is retiring in June. The university has witnessed great progress in many areas due to his leadership. For instance, he supported teaching and research efforts of the university, led the Grand Challenges, strengthened international engagement, expanded construction, and led the Bicentennial Campaign that ended a few months ago. IU raised over \$4 billion through the Bicentennial Campaign. We are grateful for his service and wish him the best in the next chapter of his life. The final State of the University address can be read here: <https://president.iu.edu/speeches/state-of-university/2021.html>.
- Pamela Whitten is the next IU president. She was introduced on April 16 and will be welcomed to her role on July 1. She is currently the president of Kennesaw University. She has risen through the ranks of various institutions. She has a strong track record focused on student success, diversity, and inclusion. The university is looking forward to her leadership. On the day she was announced, she visited IUPUI, and a group of faculty, staff, and students welcomed her to the campus. John Watson represented the IFC in this initial meeting. She will be returning to IUPUI on May 24 and will meet more stakeholders on campus.
- The legislator's session ended last week. It is a biennium year, which means state budgets are set in addition to laws and policies for the next two years. Regarding state appropriation, the situation is looking great. The state cut IUPUI's appropriation last year by seven and a half percent, but it will be reinstated. All budget cuts are coming back on July 1. The state allocated appropriation for July 2022 is expected to increase by more than nine percent, which amounts to \$11 million in appropriation. The School of Medicine is increasing their appropriation by two percent. All of this is owed to the work of faculty and staff for supporting and graduating our students. IUPUI receives more funding than any other school in Indiana.
- Last year, IUPUI gave no raises. Expenses this year have increased and income has gone down. Come July, a modest raise should be approved.
- Commencement is May 15. For the first time, undergraduate and graduate students will be celebrated in separate events. IUPUI is granting 7,361 total degrees. Of these, 5,725 are IU degrees and 1,636 are Purdue degrees. 4,579 of the degrees are undergraduate degrees and 2,782 are graduate degrees. IUPUI has graduates from 44 states and 103 countries, 85 percent are residents and 15 percent are nonresidents. The oldest graduate is 72 years old and the youngest is 15 years old. There are two sets of twins. First generation graduates account for 29 percent of degrees. Students of color account for 26 percent of graduates. The graduate commencement is at 10 a.m. with 890 graduates participating. During the afternoon is the undergraduate ceremony and 1,366 students have registered.
- Mitigation testing has moved to the Tower Garage. COVID-19 vaccines are being administered on the fourth floor of the Campus Center. Riley Hospital, Eskenazi Hospital, the Neuroscience building, and the Campus Center are all places on campus that give vaccinations. The Campus Center is only open for faculty, staff, and students. In the last three and a half weeks, 3,411 doses have been administered. Once faculty, staff, and students receive their second dose, two weeks later, their names will be removed from the mitigation testing pool. Interest in vaccinations has fallen and IUPUI is depending on students, faculty, and staff to get the vaccine. 23 percent of IUPUI students have received the vaccine. 45 percent of faculty and staff are vaccinated. These numbers are much lower than the university was hoping.
- The summer 2021 Restart Committee recommendation document is available. All of the changes made from this semester to summer are highlighted in yellow in the [document](#). With the relaxation of certain state travel restrictions, quarantine regulations, etc., during fall 2021, IUPUI is planning for an on-site presence on campus. IUPUI is developing policies regarding off-campus operations. This all depends on the vaccination rate, which will need to be between 70

and 80 percent. IUPUI is looking at different options for vaccination requirements during fall 2021. There will be another recommendation document released about fall 2021 within the next couple weeks.

- For the fall semester, applications are down by one percent and admissions are up by six percent, meaning the incoming class will be smaller unless things pick up. Continuing credit hours are down nearly 10 percent. The university is working very hard to increase the student body for the fall semester.
- On May 24, Innovation Hall will be dedicated. On that same day, President-Elect Pam Whitten will be visiting the IUPUI campus. Ball Residence Hall went through \$16 million renovations and will open June 28. Tennis courts are being built on the south side of campus to be completed by July. The Health Sciences renovations should be completed by August 2022. Massive renovations of Bryce, Dunlap, and Ott buildings, site of the old Wishard Hospital buildings, should be available for occupation in October 2022.
- In the Times Higher Education's Impact Rankings, IUPUI is number two in the country and number 28 in the world. This is based on the United Nations' sustainable development goals, which work toward the elimination of poverty, hunger, etc.

#### Questions:

- Will IUPUI consider a vaccination mandate for faculty, staff, and students?
  - Paydar: There is an extensive list of universities mandating vaccines, but most of these are private universities. Public universities are considering policies to mandate vaccines. For IUPUI, there is currently no mandate, but it is being considered.
- Many students have said they intend to get vaccinated after finals. Will the Campus Center site be active over the summer?
  - Paydar: The site will hopefully continue through the summer and encourage students to come and take the vaccine. In the country, the level of interest in vaccinations has gone down and production has increased.
- If a mandate is not reasonable, might the campus consider incentivizing vaccinations (i.e., with a bonus for faculty and staff, or scholarship for students, or something similar)?
  - Paydar: That would be something IUPUI is looking at. Some companies offer one day off after the vaccine. Staff should not be penalized for taking a day off to get vaccinated. Given that students are only at 22 percent vaccinated, there may not be a good enough incentive to raise this rate.

#### **Agenda Item VI: Updates / Remarks from the IFC President**

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- Progress is being made in the effort led by Kim Donahue, senior lecturer in the Kelley School of Business, to create a new Executive Committee task force on student and faculty integrity, which aims to reduce cheating. The committee is charged with reporting back to the Executive Committee with a recommendation plan to address academic integrity on the IUPUI, IUPUC, and IUPUI campuses. This has expanded on work from the previous community of practice.
- The University Faculty Council (UFC) is creating a new committee that had previously been a task force on technology policy. There is a need for a university-wide technology policy committee because so many of our platforms are university-wide. There is still a need for campuses to have their own technology committees, but this new committee branches out to deal with administration and staff technology issues.
- The grading policy under analysis by the Policy Review Committee passed with no changes last week by the UFC.

**Agenda Item VII: [First Read] Election Slate for the University Faculty Council and IFC Executive Committee**

Josette Jones, Chair, Nominating Committee

Stiffler announced the availability of the election slates to view on behalf of Josette Jones, chair of the Nominating Committee. The elections will be held through Qualtrics following the meeting.

**IUPUI Faculty Council: Slate for University Faculty Council Tenure-Track Faculty Term: July 1, 2021, through June 30, 2023**

Need to elect 3; number to slate 6

Last Name	First Name	Rank	School	Department Description
Bruzzaniti	Angela	TEN Assoc. Prof.	Dentistry	Biomedical and Applied Science
Cramer	Kevin	TEN Assoc. Prof.	Liberal Arts	History
Marrs	James	TEN Professor	Science	Biology
Mayo	Lindsey	TEN Assoc. Prof.	Medicine	Pediatrics
Perez	Rodrigo	TEN Assoc. Prof.	Science	Mathematics
Tennekoon	Vidhura	NTK Assist. Prof.	Liberal Arts	Economics
Wang	Lixin	TEN Assoc. Prof.	Science	Geology
Windsor	L. Jack	TEN Professor	Dentistry	Biomedical and Applied Science

**IUPUI Faculty Council: Slate for University Faculty Council Non-Tenure-Track Faculty Term: July 1, 2021, through June 30, 2023**

Need to elect 2; number to slate 4

Last Name	First Name	Rank	School	Department Description
Davis	Emily	Clin. Asst. Prof.	Nursing	Science of Nursing Care
Meister	Patrick	Senior Lecturer	Liberal Arts	Economics
Miller	Leslie	Lecturer	Liberal Arts	English
Nelson	Jennifer	Senior Lecturer	Science	Geology
Polites	Mike	Senior Lecturer	Liberal Arts	Communication Studies
Zhu	Lin	Senior Lecturer	Science	Chemistry

**IUPUI Faculty Council: Slate for Executive Committee – Tenure Track Faculty Term: June 2021 through June 2023**

Number to Elect: 4; Number to Slate: 8

Last Name	First Name	Rank	School	Department Description
Fedorikhin	Sasha	TEN 02	Business	Business
Goff	Philip	TEN 01	Liberal Arts	Religious Studies
Haberski	Raymond	TEN 01	Liberal Arts	History
Holmes	Ann	TEN 02	Public Health	Health Policy and Management
Kowolik	Joan	TEN 02	Dentistry	Pediatric Dentistry
Scheurich	Jim	TEN 01	Education	Education
Schild	John	TEN 02	Engineering and Technology	Biomedical Engineering
Windsor	L. Jack	TEN 01	Dentistry	Biomedical and Applied Science

\*No two elected members of the committee shall be from the same academic unit, except from the School of Medicine which may have twomembers: one each from the basic science and clinical departments.

**IUPUI Faculty Council: Slate for Executive Committee – Non-Tenure-Track Faculty Term: June 2021 through June 2023**

Number to Elect: 1; Number to Slate: 2

<b>Last Name</b>	<b>First Name</b>	<b>Rank</b>	<b>School</b>	<b>Department Description</b>
Elliott	Rob	Senior Lecturer	Engineering and Technology	Engineering and Technology
Johnson	Sara	Clinical Assistant Professor	O’Neill School of Public and Environmental Affairs	O’Neill School of Public and Environmental Affairs
Londino-Smolar	Gina	Senior Lecturer	Science	Chemistry

\*No two elected members of the committee shall be from the same academic unit, except from the School of Medicine which may have two members: one each from the basic science and clinical departments.

**Agenda Item VIII: [Information Item] Report from the Office of Equal Opportunity**

Anne Mitchell, Director

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

- The Office of Equal Opportunity (OEO) is responsible for Americans with Disabilities Act (ADA) coordination and accessibility, equal employment opportunity, affirmative action, discrimination and sexual misconduct, and education and collaboration for all these responsibilities. There is a similar office on every campus. Ours handles IUPUI, IUPUC, IUPFW, and every IU School of Medicine location.
- This year, COVID-19 provided many ADA challenges. In a typical year, IUPUI has about 30 workplace accommodations. This past year, the Community Responsibility Acknowledgement (CRA) form had an opportunity for staff to ask about workplace accommodations. This resulted in 1,500 employees noting they were interested in hearing about accommodations. The OEO, Human Resources, and Academic Affairs spent a lot of time understanding COVID-19’s impact on ADA.
- OEO monitors adverse impact in the hiring process for all faculty and staff. They also write a yearly affirmative action policy. Included in this is information related to any adverse impact IUPUI has and if there are demographic inconsistencies in our workforce compared to our expected workforce. If it looks different, an affirmative action goal is created. This is written for each unit on campus. Deans are met with to discuss how they are doing and what needs support. In reported data, anything over 100 percent indicates IUPUI is doing better than expected, anything under 100 percent is less than expected, and anything under 80 percent is flagged.
- Especially during a year where hiring is down, retention is key. OEO invites all exiting faculty and staff to fill out an exit survey or meet with someone to have an exit interview. It is difficult to find conclusions in these. However, faculty talk about being frustrated by lack of recognition for work by colleagues and administration, which is in terms of who is being highlighted on social media, newsletters, etc. They also discuss the lack of value placed on community engaged research and that schools and chairs are not equipped to mentor them through the promotion and tenure process. Lastly, they discuss the hidden labor around diversity, equity, and inclusion (DEI), meaning individuals consistently engaged in DEI are not recognized appropriately.
- The interim harassment and sexual misconduct policy covers on- and off-campus behavior. It covers faculty, staff, students, and anyone visiting the campus. It provides resources for anyone who has experienced sexual misconduct and assistance with reporting. All faculty and most staff are responsible employees, which means they are obligated to report sexual misconduct. University employees with teaching or supervisory authority must also report incidents of

discrimination or harassment to the designated equity office. This is not required in Interactive Research and Development (IRD) sponsored research, academic assignments like papers or presentations, public awareness events, and correspondence that is protected. This outlines specific investigation and adjudication procedures. Title IX sexual misconduct is a formal complaint and involves a process around this complaint. The act(s) must be severe, pervasive, and objectively offensive behavior conducted on or off campus. University sexual misconduct is misconduct that does not fit within Title IX. Title IX misconduct is rare.

- OEO handled 169 complaints last year. These included concerns related to every protected class with faculty being the most common respondent. Concerns related to ethnicity and race doubled this past year. Much of this was in workplace conversations and classroom conversations. There was also a rise in Asian bias related to COVID-19.
- OEO did over 100 trainings on Zoom this past year about sexual misconduct, inclusive workplaces, bias, etc.

#### Questions

- How is the ‘expected’ demographic calculated? Is it based on the U.S. Census data?
  - Mitchell: For staff, it is based on census data. For faculty, it is calculated using several data sources, like a survey of earned doctorates, professional associations specific to every discipline in departments, etc.

#### **Agenda Item IX: [Information Item] Sabbatical Leaves Report**

Margie Ferguson, Senior Associate Vice Chancellor for Academic Affairs

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

- A clarification was made about when sabbaticals can be taken and can be viewed at <https://academicaffairs.iupui.edu/Faculty-Affairs/Sabbaticals/>. Faculty do not need tenure to have taken effect to take sabbaticals. This clarification makes IUPUI policy more aligned with the institution’s policies. Regarding delayed sabbaticals, nearly all approved sabbaticals in 2020 were put on hold and schools could forward them to this year if they wanted to. Most of them were put on hold and schools were asked if they would like to bring these forward this year. The campus did not require any new approvals from these holdovers. The School of Liberal Arts and the School of Science usually have the largest numbers of sabbaticals. The Office of Academic Affairs has approved a handful of sabbaticals and is hopeful that people can travel for collaboration if needed. There are still travel restrictions, but these will hopefully be rectified. If further postponements are necessary, the campus will work with schools to make sure that these sabbaticals can go forward.

#### **Agenda Item X: [Action Item-Vote] Promotion and Tenure Standards: Integrative Diversity, Equity, and Inclusion Case for Tenure Track**

Rachel Applegate, Assistant Vice Chancellor for Faculty Affairs

[Circular 2021-04.1](#): Background and Description: Integrative DEI Case

[Circular 2021-05.1](#): P&T Guidelines Language: Integrative DEI Case

[Circular 2021-06.1](#): P&T Guidelines with Revisions

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

- In September, a committee looked at the Integrative DEI case. This was an information item in the January IFC meeting. A month ago, there was a first read. Two additional town hall meetings were held to address the proposals. The final proposal form was edited in presentation, not so much in substance. What is being voted on today is what was presented as a first read.
- For technical reasons, this proposal includes something that was requested by schools. If your school wants you to use a DEI statement, place it at the end of the candidate statement. If you

choose to mark DEI items on CVs, use a hashmark (#).

- All other tenure-track case types will remain. Schools and departments will develop their own specific standards for the Integrative DEI case. The campus level standards are typically not as specific as school level standards.
- A “yes” vote says that this case is an option. Candidates must wait for schools and departments to adopt campus or discipline-specific standards.

Questions:

- The wording was changed around the candidate being satisfactory in teaching, research, and service. Where is this indicated in the current document?
  - Applegate: This is indicated in a footnote on the first page and in the second proposal on page six. This was moved around a bit to focus on integrative excellence.
- Has a broader system been considered regarding the issues with the balanced case?
  - Applegate: Yes, however there was not time to address this specifically. There is interest in pursuing it further.

A motion was made and seconded to allow non-members to ask questions.

A motion was made and seconded to conduct the vote confidentially. The motion failed (46 No, 40 Yes). The vote on the proposal would be conducted through Zoom chat by entering the member’s name and affiliation to the council.

A motion came out of committee to approve the proposal for an Integrative DEI Case type and required no second. The motion passed (76 Yes, 5 No).

### **Agenda Item XI: [Information Item] Promotion and Tenure Update**

Margie Ferguson, Senior Associate Vice Chancellor for Academic Affairs

Rachel Applegate, Assistant Vice Chancellor for Faculty Affairs

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

- For this past year’s promotion and tenure cycle, there were 134 cases. This is more than last year but less than 2018. There were 33 promotion only cases. The campus is trying to encourage faculty to go for full rank and not get stuck in the associate rank. Fifteen faculty were promoted to teaching professor. Dossier examples for teaching professor can be found on the Office of Academic Affairs website: <https://academicaffairs.iupui.edu/Faculty-Affairs/PromotionTenure/dossier/Dossier-Samples>.
- Regarding the effects of COVID-19 on promotion and tenure, this year had more cases go to full rank and fewer to associate rank. Extensions due to COVID-19 will come due in future years. The safest thing to do is to take the extension, but the case could be reviewed if the faculty member is ready. Most of these were non-Medicine faculty. The School of Medicine has a nine-year probationary period, so that is probably why they did not take as many extensions. In future years, if faculty find their research is interrupted, there is a normal extension process.
- The Ad Hoc Committee will look at revising promotion and tenure standards. The dossier and CV will be looked at for simplification. The Integrative DEI case may place a burden on the faculty who use it. They will also review using evaluations as evidence of satisfactory teaching.
- The Office of Academic Affairs is adding hands-on workshops for candidates to work on their candidate’s statements. This helps prepare candidates for their third-year reviews.

Questions:

- Question: Can you tell us what the statistical balanced case has been in years prior to this?
  - Applegate: This bounces between three and six each year with no discernable pattern.

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

- Budgetary Affairs Committee, Phil Goff and Ann Holmes, Co-Chairs: Goff spoke to the appended presentation and reported on the following:
  - The charge of the Budgetary Affairs Committee (BAC) is to monitor campus and unit-level fiscal health, improve communications with other BAC units, and review policy on dealing with effect of financial difficulties.
  - There were short-term issues within units with relatively more freshman or international students and these suffered the greatest declines. Auxiliary units like housing and parking have also experienced declines. As for the state's financial position, appropriations will be restored.
  - As for long-term issues, we are approaching an enrollment cliff, meaning there will be fewer traditional age college students in 2025. There will be an increase in assessments from Central Administration. The role of IU Online and IUPUI's ability to offer online-type classes is being examined. Fall enrollments are down about 10 percent and these are steeper at undergraduate level. At the graduate level, enrollment is up by 11.3 percent. Students are typically waiting for a better picture of the fall before they register for classes.
  - Communication with the Division of Finance and Administration (FIAD) has been regular and transparent. There is less need for interaction with the UFC. As for communication with school-level BACs, some units have not had a meeting, and this is concerning.
  - The financial exigency policy was rewritten and shows faculty participation in the declaration of financial excellency.
- Diversity, Equity, and Inclusion Committee, Wanda Thruston, Chair: Thruston spoke to the appended presentation and reported on the following:
  - A diverse group of people from many different schools participated on the Diversity, Equity, and Inclusion Committee. The first charge of the committee is to offer research-based evidence of faculty contributions related to DEI that can be used for the development of the Integrative DEI promotion and tenure case proposal. The second charge is to develop guidelines to integrate anti-bias and anti-racist pedagogy into course curriculums. The third charge is to develop recommended needs of faculty when integrating anti-bias and anti-racist inclusive classrooms and pedagogy into course curriculums. Each charge has a self-selected subgroup.
  - The Integrative DEI promotion and tenure case group provided examples of DEI work that could be included as evidence in a P&T dossier for candidates who wish to document this work across research, teaching, and service. The group developing anti-racist and anti-bias pedagogy received comprehensive information from the Center for Teaching and Learning, reviewed an article on sustainable campus-wide diversity curriculum, and joined efforts across units to develop a campuswide toolkit. The group developing recommendations for faculty integrating anti-racist and anti-bias pedagogy reviewed inclusive questions on student evaluations and placed an emphasis on classroom climate. This group made recommendations for questions on the evaluations.
  - For the next academic year, the DEI Committee will look at how to improve search and screen training for hiring committees and develop examples of diversity statements for syllabi.
- Fringe Benefits Committee, Tod Perry, Chair: Perry reported on the following:
  - The Fringe Benefits Committee was reconstituted a couple years ago in connection with the change in retirement plans and were charged with facilitating communication with IU Human Resources for benefits on the IUPUI campus. This past year, the committee has initiated conversations with individuals in IU Human Resources to understand what IU as a system is doing with regards to benefits. For example, COVID-19 related

treatment and vaccines are 100 percent covered through IU's health insurance and there is consideration for extending mental health benefits. On the retirement side, there is an increasing emphasis on education, and Human Resources will be rolling out a "road to retirement" system aimed to prepare faculty within five years of retirement.

- Board of Review, John Watson, IFC President: Watson presented the following reporting noting that there is one grievance case pending this year.

### **Annual Report on Board of Review Activity**

Since May 2020

John Watson, President  
IUPUI Faculty Council meeting  
May 4, 2021

**Total Number of Board of Review Cases: 1**

**Total Number of Requests Denied: 0**

Number of Board of Review Cases (Approved) for:

- Dismissal
- Academic Freedom
- Non-Reappointment
- Tenure
- Promotion
- Salary Adjustment
- Nature or Conditions of Work 1
- Office of Equal Opportunity

\*Same case.

**Case Carried Over from 2019-20:** None

**Requests Approved 2020-21:**

Board of Review Case 21-01: A board of review was appointed, and the case is currently under review. A formal hearing is scheduled on May 16, 2021. The outcome of the case will be reported in 2021-2022. Category: Nature or Conditions of Work

**Requests Denied:** None

#### **Agenda Item XIII: Question / Answer Period**

There were no questions.

#### **Agenda Item XIV: Unfinished Business**

There was no Unfinished Business.

#### **Agenda Item XV: New Business**

There was no New Business.

#### **Agenda Item XVI: Report from the IUPUI Staff Council**

Kristy Beach, President

Beach reported on the following:

- The Bylaws Committee presented changes to the Executive Committee. The council then voted unanimously for approval.
- The changes for the operational committees were presented as a first read and will be voted on at the May Staff Council meeting.
- The Executive Committee nominations have concluded and those on the ballot will present a short bio and introduction at the May meeting with voting taking place in June. Three at-large members, a second vice president, and a corresponding secretary will be elected.
- Eugene Pride from the Paul H. O'Neill School of Public and Environmental Affairs presented on the master's degree and certificate programs.

**Agenda Item XVII: Final Remarks and Adjournment**

Stiffler reminded the members that the next meeting is September 7, 2021. With no further business appearing, the meeting was adjourned.

Minutes prepared by Rachael Dillon, program coordinator of the Office of Academic Affairs  
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ANNUAL REPORT

# OFFICE OF EQUAL OPPORTUNITY

## WHAT WE DO

- ADA Coordination / Accessibility
- Equal Employment Opportunity / Affirmative Action
- Discrimination / Sexual Misconduct
- Education / Collaboration



# OUR OFFICES @ IU

OFFICE OF INSTITUTIONAL EQUITY (IUB)

OFFICE OF EQUAL OPPORTUNITY (IUPUI, IUPUC,  
IUFW, IUSM all locations)

OFFICE OF AFFIRMATIVE ACTION (IUE)

OFFICE OF AFFIRMATIVE ACTION (IUK)

OFFICE OF EQUAL OPPORTUNITY AND AFFIRMATIVE  
ACTION PROGRAMS (IUN)

OFFICE OF INSTITUTIONAL EQUITY AND DIVERSITY  
(IUSB)

OFFICE OF INSTITUTIONAL EQUITY AND DIVERSITY  
(IUSE)



# 1. ADA Coordination / Accessibility

- ADA & COVID-19
- Accommodation requests should be always be directed to appropriate offices
  - Students (AES)
  - Staff (Human Resources)
  - Faculty (Academic Affairs / FAPDD)
- Concerns / Grievances about accommodations or accessibility directed to OEO



## 2. Equal Employment Opportunity / Affirmative Action

Monitor adverse impact in hiring & write Affirmative Action Plan



# AA/EEO: IUPUI Faculty (IU School of Medicine only)

	Tenure Track	Non-Tenure, Full Time	Other Faculty Titles	Adjunct Faculty	Dually Employed Faculty	Executive Management
All People of Color	144.6%	166.9%	195.8%	114.6%	98.4%	119.0%
Asian	212.7%	245.8%	287.9%	97.0%	116.5%	132.5%
Black	30.7%	72.6%	70.8%	205.1%	119.0%	46.8%
Latino	77.3%	80.9%	113.4%	124.8%	63.5%	234.2%
Multiracial	39.8%	11.8%	0.0%	0.0%	31.8%	71.3%
Native American	0.0%	0.0%	0.0%	>300%	66.1%	0.0%
NHOPI	-	-	-	-	-	-
Total Women	71.2%	109.2%	118.3%	122.9%	92.9%	100.9%
Veteran	6.1%	0.0%	28.0%	24.3%	35.9%	0.0%
Disability Reported	20.5%	13.6%	59.0%	6.8%	5.7%	0.0%

Totals:

Tenure Track: **279**

NTT, Clinical: **315**

Other: **121**

Adjunct: **209**

Dually Employed: **1512**

Executive Management: **61**

- 100% signifies exact parity with expected employee demographics.
- Under 80% flagged in red (unless 0% and >1 FTE expected); Trend of 0% in yellow



# AA/EEO: IUPUI Faculty (Excluding IUSM)

	Tenure Track	Non-Tenure, Full Time	Other Faculty Titles	Adjunct Faculty	Dually Employed Faculty	Executive Management
<b>All People of Color</b>	139.3%	84.1%	132.7%	88.7%	-	84.1%
<b>Asian</b>	203.4%	72.8%	117.9%	55.8%	-	66.0%
<b>Black</b>	100.5%	120.5%	145.7%	147.4%	-	125.4%
<b>Latino</b>	96.5%	80.3%	114.2%	65.4%	-	94.0%
<b>Multiracial</b>	68.1%	41.8%	269.0%	94.5%	-	29.3%
<b>Native American</b>	35.3%	0.0%	0.0%	78.1%	-	0.0%
<b>NHOPI</b>	0.0%	0.0%	0.0%	148.1%	-	0.0%
<b>Total Women</b>	90.1%	118.4%	112.3%	113.5%	-	80.9%
<b>Veteran</b>	24.5%	53.1%	23.7%	60.5%	-	35.1%
<b>Disability Reported</b>	62.0%	55.1%	69.9%	58.7%	-	49.3%

Totals:

Tenure Track: **622**

NTT, Clinical: **415**

Other: 143

Adjunct: **925**

Executive Management: **145**

- 100% signifies exact parity with expected employee demographics.
- Under 80% flagged in red (unless 0% and >1 FTE expected)



## Equal Employment Opportunity / Affirmative Action

- Hiring – monitoring & search expectations
- Retention – exit interviews / surveys



### 3. Discrimination, Harassment & Sexual Misconduct

UA-03: Discrimination, Harassment and Sexual Misconduct Policy (**interim**)

- Covers on and off campus discrimination, harassment, and sexual misconduct
- Covers faculty, staff, students & visitors/volunteers/contractors/vendors
- Covers resources, support mechanisms
- Covers employee reporting requirements
- Documents formal investigation procedures



## Employee Reporting Obligations

- University employees designated as “Responsible Employees” (all faculty, most staff) are obligated to promptly report all incidents of sexual misconduct to University or Campus Deputy Title IX Coordinators (Jenny Kincaid, OIE; Sara Dickey, OSC; Anne Mitchell OEO)
- **New:** University employees with teaching responsibility or supervisory authority within the university are obligated to promptly report incidents of discrimination or harassment to the designated Equity Official (Anne Mitchell, OEO)



## Times When Reporting is Not Required

- IRB sponsored research
- Academic assignment
- Public Awareness Event
- Correspondence that is protected (e.g. e-mail with physician)



## Investigation & Adjudication Procedures (Interim Policy)

- Discrimination/Harassment (Student)
- Discrimination/Harassment (Faculty and Staff)
- University Sexual Misconduct (Student)
- University Sexual Misconduct (Faculty and Staff)
- Title IX Sexual Misconduct (Student)
- Title IX Sexual Misconduct (Faculty and Staff)



# University Sexual Misconduct versus Title IX Sexual Misconduct

## Title IX Sexual Misconduct:

- Formal complaint (as opposed to a report)
- Severe, pervasive, *and* objectively offensive
- Conduct that occurred on campus or off-campus as part of a campus related activity, within the US

## University Sexual Misconduct:

- All sexual misconduct previously in IU policy that does not fit within Title IX



# Concerns Coming into OEO

169 complaints last fiscal year

- Faculty most common respondent (individual accused)
- Discrimination/harassment based in race/ethnicity doubled (accounting for 30% of all concerns that came into the office)
- Action taken (28%), Ultimately referred to more appropriate office (33%), Complainant did not move forward (22%)



## 4. Education / Collaboration

- EO Council
- Committees/task forces (Diversity Cabinet, SAPIR, Sexual Misconduct Review Team, Bias Incident Response Team, Anti-Racism Policies & Practices Committee, Black Women Taskforce, etc.)
- Training
  - Search and Screen
  - Sexual Misconduct
  - Unlawful Harassment / EO / Affirmative Action
  - Inclusive Workplaces
  - ADA
  - Mediation Training / Conflict Resolution (in conjunction with DEI)



# IUPUI OFFICE OF EQUAL OPPORTUNITY

Anne Mitchell, Director

Charlette Bowling, Office Coordinator

Emily Kempski, Equity Specialist / Hiring & Accessibility

Nay Petrucelli, Data & Compliance Specialist

Karloa Stevens, Equity Specialist / Investigator

Ginger Arvin, Equity Specialist / Investigator

Keisha Green, Equity Specialist / Investigator

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**IUPUI**

FULFILLING *the* PROMISE



Sabbaticals at IUPUI

**Prepared by  
Margie Ferguson for presentation to the IUPUI Faculty Council  
May 4, 2021**

# Sabbaticals Policies and Processes

# IU Sabbatical Policy ACA-47

- Requires statement on proposed use of time—must be related to research.\*
- Only tenured faculty/librarians are eligible.
- Faculty member/librarian is eligible for one sabbatical leave during each period of seven years' full-time service in faculty rank (following completion of first six years of full-time service).
- A sabbatical is not “earned” by virtue of length of service.
- Sabbatical pays one semester at full salary or one year at half salary.
- May be divided over multiple years.



# IUPUI Clarification on Timing of Sabbaticals

- Per revised IU policy, people who have served six years at IU can apply to take a sabbatical in their seventh year. *This is a change from IUPUI understanding prior to 2020.*
- For years of credit towards tenure or early tenure, the candidate must have six full years of IU service, regardless of when tenure was conferred.
- If someone applies for a sabbatical for the year after their tenure review, and does not receive tenure, then they are ineligible for the sabbatical.
- Sabbaticals require faculty to return full-time to IU for at least one year afterwards.



# Updated Application Process

Online application form is available via the following website: <https://academicaffairs.iupui.edu/Faculty-Affairs/Sabbaticals/>



# Data on Sabbaticals Taken

# Delayed Sabbaticals Due to COVID-19

- In 2020 nearly all approved sabbaticals were put on hold due to COVID-19 (though four leaves went forward)
  - Visits to other institutions were problematic
  - Travel restrictions limited access
  - Financial concerns arose as well



# Sabbatical process 2021-2022

1. The campus encouraged schools to decide whether postponed sabbaticals should go forward. Nearly all were postponed.
2. The campus did not subject those that were approved last year to a new review this year. The schools decided to let those go forward in 2021-2022
3. Schools also allowed a limited number of new proposals
4. The campus reviewed those new proposals



## Breakdown by School and Year

School	2019-2020	New 2021-2022
Kelley School of Business	2	1
Education		
Engineering and Tech	6	4
Fairbanks School of Public Health	1	1
Herron	3	
IUPUC	2 (not postponed)	2
McKinney School of Law	1	1
LF School of Philanthropy	2 (1 not postponed)	1
Liberal Arts	11	
Nursing	1	
Health and Human Sci		
Science	4	7
Social Work		
O'Neill School		2
Informatics	2	
Medicine	1 (not postponed)	



## Summary Data for Campus Sabbatical Approvals

	2018-2019	2020-2022 (including postponed leaves)
Associate rank	20	33
Full rank	8	19
Semester long	21	39
Year long	7	13
Total sabbaticals	28	52



# Conclusions

- ❑ Sabbaticals, like everything else have been impacted by the pandemic
- ❑ This is due to limitations on travel, the suspension of programs at other institutions and financial concerns
- ❑ The schools and campuses have agreed to let many postponed sabbaticals go forward and they have granted a limited number of new sabbatical leaves
- ❑ I hope that travel will be possible for those whose sabbatical plans depend upon it! If not, we will work on a process to allow for further postponement with as little addition work for the schools and the faculty members as possible.



As always, contact me if you have any questions

[mferguso@iupui.edu](mailto:mferguso@iupui.edu) or 317-278-1846



**IUPUI**

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From the Ad Hoc Committee to Revise Promotion and Tenure Guidelines

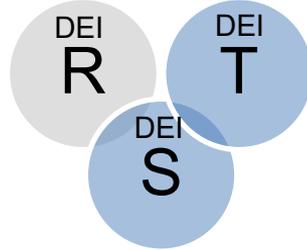
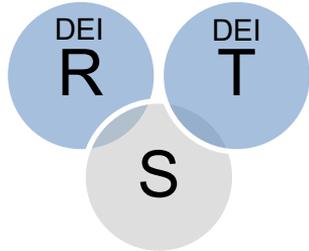
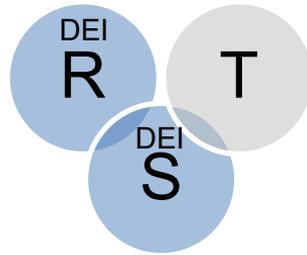
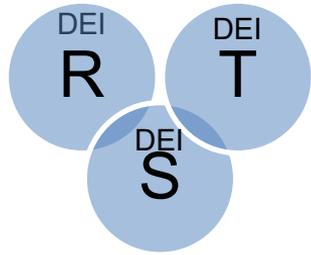
# **Integrative Diversity, Equity and Inclusion Promotion and Tenure Case Type**

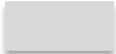
# Proposal:

1. Balanced Case: Integrative DEI *for tenure-track faculty*
  - Holistically excellent in diversity, equity and inclusion, to include DEI philosophy, integration, scholarly activity, local impact, independence
2. Language affirms the requirement for all faculty to be at least satisfactory in all areas of responsibility: *DEI cases present a comprehensive argument for excellence across an integrated array of scholarly activities aligned with DEI; most cases will emphasize activities across teaching, research and service activities. However, in the case that only two of the three areas are the focus for DEI-related work, DEI candidates must demonstrate at least satisfactory performance in the third area. (circular)*
3. Optional (or if required by school or department):
  - Place DEI statement at the end of the candidate statement
  - Mark DEI items with a # in the CV



# Possible DEI Cases



 = satisfactory performance



For librarians:  
Excellence in performance,  
beyond satisfactory in either professional development or service  
satisfactory in the other

# All other tenure-track cases remain

Research excellence (satisfactory in teaching, service)

Teaching excellence (satisfactory in research, service)

Service excellence (satisfactory in research, teaching)

Balanced-Binned (highly satisfactory in research, teaching and service, as defined in current standards)

Balanced-Integrative DEI (holistic excellence considering all areas)

School and department standards to be developed: may be more specific and/or more rigorous than campus, but not less.

2021-2022: school/department DEI case standards; school/department/campus expectations, in annual merit review criteria, for all faculty for DEI; non-tenure track DEI case types; other integrative case types)



# Questions from town halls etc.

1. Yes, all tenure-track faculty will do research\creative activity and have peer-reviewed dissemination.
2. Yes, all DEI-case faculty activity will be at least satisfactory in all areas; required evidence is stipulated in the guidelines.
3. Cumulative DEI work across all areas (or two out of three) would amount to excellence in value to the university. *If seen in only one area, would not be an 'integrative' case.*
4. Recognize DEI work/workload in other ways? the IFC Ad Hoc Committee and DEI Committee propose to embed the recognition in the core reward system of academia.



## A YES vote

- Adds the Balanced-Integrative DEI case as an option. (Candidates may not proceed until their units either adopt campus standards as their own or develop specific implementations.)
- Allows for the option (or requirement, depending on unit) of a DEI statement from all candidates, placed at the end of the Candidate Statement; and use of # to denote DEI activities in the CV.



Office of Academic Affairs

# Promotion and Tenure Spring 2021 Review

# 2020-2021 by the numbers

# 134 cases completed

2017-2018: 115
2018-2019: 142
2019-2020: 122

41 cases involved tenure (*42 last year*)

- 32 to associate professor + tenure
- 2 to full professor + tenure
- 1 tenure-only professor
- 5 to associate librarian + tenure
- 1 to full librarian + tenure

33 tenure track promotion-only cases (promotion to full) (*25 last year*)

58 non-tenure track promotion cases (*55 last year*):

- 35 clinical (28 to associate, 7 to full)
- 6 research (to associate)
- 2 senior lecturer (4 last year)

**15 senior lecturer to teaching professor**



# Effect of COVID

**This year:** more cases to full, slightly fewer to associate

33 tenure track faculty were **due for review** in 2020-2021

Of those, 9 requested an extension (0 Medicine, 9 other) = 27%

101 tenure track faculty requested an extension

Request was made during calendar 2020

Of those, 9 were people due in 2020

92 are due in future years

101 out of 413\* total pre-tenure tenure track faculty have COVID extensions = 24%

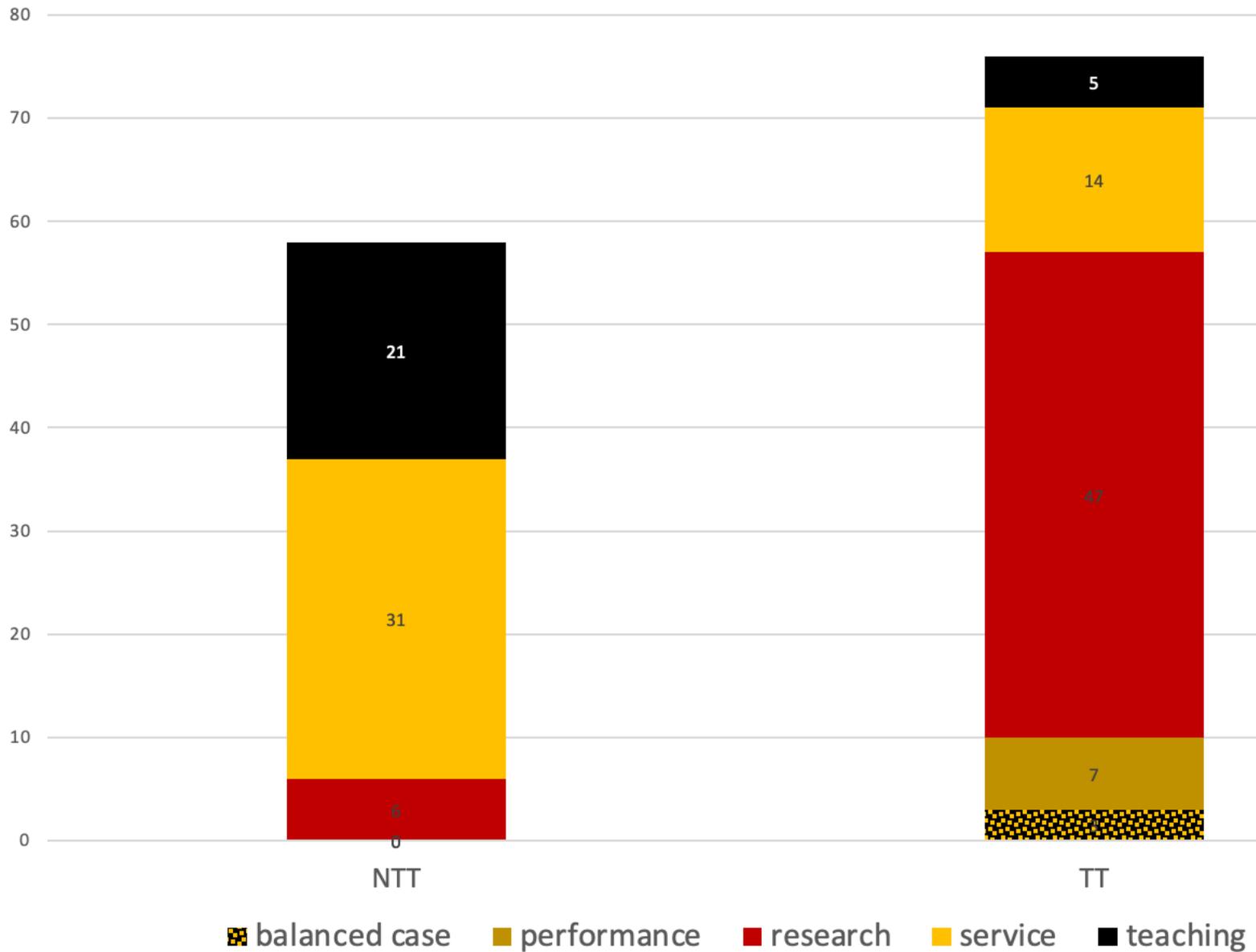
99 out of 170 non-Medicine = 58%

2 out of 243 Medicine = 1%

\*total TT faculty as of fall 2020



# Areas of Excellence



# Out of all tenure track cases (76)

## Promotion to associate:

- 21 research cases
- 6 service cases
- 3 teaching cases
- 2 balanced cases
- 5 performance cases

## Promotion to full:

- 24 research cases
- 7 service cases
- 2 teaching cases
- 1 balanced case
- 1 performance case

## Medicine:

- 9 research cases
- 6 service cases
- 2 teaching cases

- 8 research cases
- 7 service cases

## Non-medicine:

- 12 research cases
- 1 teaching case
- 2 balanced cases

- 16 research cases
- 1 teaching case
- 1 balanced case



# Out of all NTT cases

Research scientists: 5 to associate ←all from IUSM

Clinical: 31 for service (24 associate, 7 full) ←all **but one** from IUSM  
4 for teaching (4 associate) ←2 from IUSM

Senior Lecturer: 2 cases ←none from IUSM

Teaching Professor: 15 cases. ←none from IUSM

*One non-IUSM Clinical full was on service: SPEA*



# Begin



# Issues for 2021-2022

Dossier and CV format: simplification?

Integrative case: Community-engaged? Translational?

Evidence of satisfactory teaching / minimum documentation including use of evaluations

Work on effective metrics



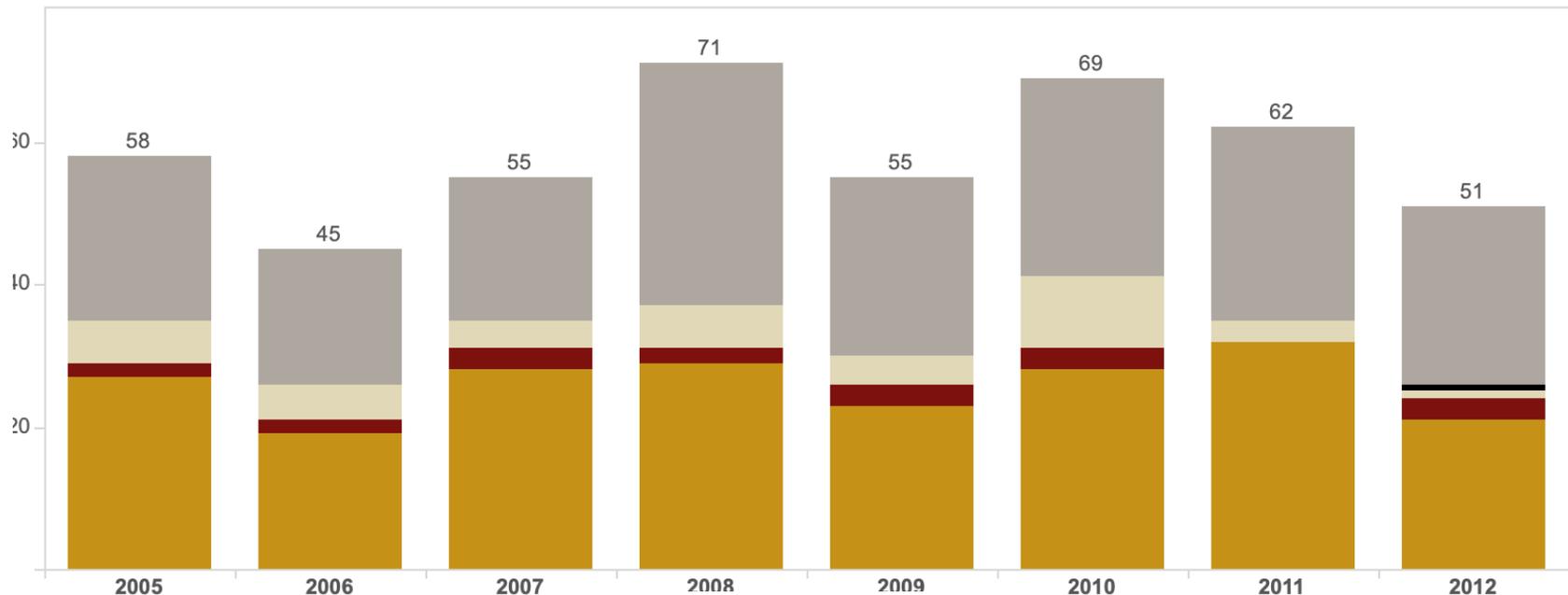
## Faculty support changes:

- Adding:
  - Candidate statement hands-on workshops
  - Preparing for third year review
- Coordination of programming with Library, Research, CTL
- Enhanced website/coordination of resources including:
  - Live group programming
  - On-on-one consultations
  - Guides and other static materials



# What do we want? When do we want it?

Retention Status After 8 Years (8 year checkpoint data not yet available for 2013-2020 cohort)



## 8 Yr Tenure Status

- Not Retained
- Other Tenure Status
- Retained [Not on track]
- Retained [Tenure Track]
- Retained [Tenured]





Happy successful faculty members!

Happy supportive mentors, colleagues, and staff



IFC Budgetary Affairs Committee

# Report to the IFC, May 4, 2021

# Charges

1. Monitor campus and unit-level fiscal health
2. Improve communication with other BAC units (school, IU system-wide)
3. Review policy on dealing with the effect of financial difficulties



# Campus and Unit-level fiscal health

- Short-term issues and prospects
  - Schools that have relatively more freshmen (Science and Liberal Arts) or relied on international students (E&T) suffered the greatest COVID-related enrollment declines
  - Some auxiliary units (e.g., housing) have experienced revenue declines
  - State financial position/support stabilizing



# Campus and Unit-level fiscal health

- Longer-term issues and prospects
  - Enrollment cliff
  - Increasing assessments from Central Administration
  - Role of IU Online and IUPUI ability to offer online-type classes (accelerated by pandemic)



## UG Fall Enrollments Concerning (data as of May 3, 2021)

### Undergraduate

	Previous Yr	Current Yr.	1 Yr % Diff
Columbus	6,185	5,661	-8.5%
Fort Wayne	6,708	6,858	2.2%
Indianapolis	134,487	115,955	-13.8%
<b>Grand Total</b>	<b>147,380</b>	<b>128,474</b>	<b>-12.8%</b>

### Graduate

	Previous Yr	Current Yr.	1 Yr % Diff
Columbus	159	228	43.4%
Indianapolis	19,108	21,208	11.0%
<b>Grand Total</b>	<b>19,267</b>	<b>21,436</b>	<b>11.3%</b>



# Communication among BACs

- Communication with VC for Finance and Administration and the IFC BAC has been regular and transparent
- Communication with UFC BAC limited
  - They have not been meeting with the same regularity
- Communication with school-level BACs
  - 3 of 13 units have not had a meeting of their BAC/equivalent body



# Financial Exigency Policy

- ACA-41 Faculty Role Regarding University Financial Exigency, adopted May 2020
  - Applies to faculty participation in the declaration of financial exigency
- Policy on Dealing with the Effect of Financial Difficulties Upon Faculty at IUPUI (IUPUI Faculty Guide)
  - Applies to the response to the declaration of financial exigency
- Policies are not in conflict; no revisions needed.



# IFC Budgetary Affairs Committee, 2020-2021

**Co-chairs:** Phil Goff (Liberal Arts), Ann Holmes (Public Health)

**Members:**

Fredrik Andersson (O'Neill)	Ryan Brewer (Columbus)
Guoli Dai (Science)	Vance Farrow (Herron)
Jill Fehrenbacher (Medicine)	Randy Heron (Kelley)
Alan Jones (E&T)	David Kondrat (Social Work)
Brian Krohn (Health and Human Sciences)	Xiaowen Liu (Informatics and Computing)
Murphy, Miriam (Law)	Julie Otte (Nursing)
Laurie Paarlberg (Philanthropy)	Jim Scheurich (Education)
Brian Steensland (Liberal Arts)	Jeannie Vickery (Dentistry)
Angela White (University Library)	

**Liaisons:** Camy Broecker (OVCF), Corey Black (OVCF), Ann Holmes (IFC-EC)



# Budgetary Affairs Committee

**Members:** Phil Goff (Liberal Arts), Ann Holmes (Public and Phil Goff (Liberal Arts)  
Fredrik Andersson (O'Neill)  
Ryan Brewer (Columbus)  
Guaoli Dai (Science)  
Vance Farrow (Herron)  
Jill Fehrenbacher (Medicine)  
Randy Heron (Business)  
Alan Jones (E&T)  
David Kondrat (Social Work)  
Brian Krohn (Health and Human Sciences)  
Xiaowen Liu (Informatics and Computing)  
Miriam Murphy (Law)  
Julie Otte (Nursing)

Laurie Paarlberg (Philanthropy)  
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Brian Steensland (Liberal Arts)  
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Angela White (University Library)

**Liaisons:** Camy Broeker (OVCF), Corey Back (OVCF), and Ann Holmes (IFC EC)



Questions?

 IUPUI



2020-2021

# IUPUI Faculty Council

***DIVERSITY EQUITY AND INCLUSION COMMITTEE***

**Dr. Wanda Thruston, Chair**

Clinical Assistant Professor  
Special Assistant to the Dean on Diversity Equity and Inclusion  
IU School of Nursing  
Director, Center for Research on Inclusion and Social Policy  
IU Public Policy Institute

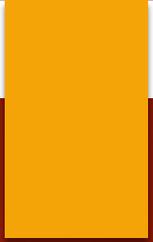
# Members

Alomari, Ahmed (Medicine)  
Jones, Kevin (IUPUC)  
Laulhé, Sébastien (Science)  
Lemus-Rojas, Mairelys (University Library)  
Mariscal, Susana (Social Work)  
Meagher, Ashley (Medicine)  
Thorington Springer, Jennifer (Liberal Arts)  
Bigatti, Silvia (Public Health)  
Brady, Erin (Informatics and Computing)  
Brown, Darrell (Business)  
Cho, Sapanis (Dentistry)  
Horváth, Robert (Herron)  
Keller, Deb (Div. Undergrad. Education)  
Siddiqui, Shariq (Philanthropy)  
Strunk, Valerie (Health and Human Sciences)  
Sullivant, Larissa (Law)

Taylor, Kara (Education)  
Javier Barrera (Staff Council Representative)  
Maricruz Luna (Undergraduate Student Government Representative (USG President))  
Leena Dobouni (Graduate Student Organization Representative)

## Liaisons for 2020-2021 (or Ex Officio)

Dace, Karen (Vice Chancellor for Diversity, Equity, and Inclusion)  
Gibau, Gina (Associate Vice Chancellor for Faculty Diversity and Inclusion)  
Tezanos-Pinto, Rosa (Liberal Arts) (Executive Committee Liaison)



# CHARGE ONE



**OFFER RESEARCH-BASED EVIDENCE OF FACULTY CONTRIBUTIONS RELATED TO DIVERSITY, EQUITY, AND INCLUSION THAT CAN BE USED FOR THE DEVELOPMENT OF THE DEI INTEGRATIVE CASE PROMOTION & TENURE PROPOSAL**



# INCLUSIVE EDUCATION



# CHARGE TWO

**DEVELOP GUIDELINES TO  
INTEGRATE ANTI-BIAS AND ANTI-  
RACIST PEDAGOGY INTO COURSE  
CURRICULUMS**

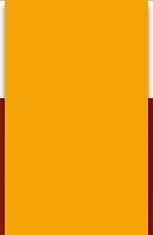
Gender Preferences Subconscious  
Cognition Unconscious Judgement  
**IMPLICIT BIAS**  
Stereotypes Behavior Disrespect  
Prejudice Race Research Decisions  
Unfair Ethnicity Psychologist  
Reaction Beliefs People Groups  
Social Hidden Subtle Train

# CHARGE THREE

DEVELOP RECOMMENDED NEEDS OF FACULTY WHEN INTEGRATING ANTI-BIAS AND ANTI-RACIST INCLUSIVE CLASSROOMS AND PEDAGOGY INTO COURSE CURRICULUMS

THREE SELF-  
SELECTED  
SUB-COMMITTEES





# DEI INTEGRATIVE CASE PROMOTION & TENURE PROPOSAL

Provided examples of DEI work that could be included as evidence in a P& T dossier for candidates who wish to document this work within and/or across the areas of research, teaching and service

# Examples

## Pubs/Dissemination

1. Publications about DEI in any venue demonstrating impact (e.g., targeted disciplinary venues) and/or through alternative ways of dissemination (e.g., altmetrics; blog analytics)
2. Sharing related scholarship in open access journals, open platforms, or IUPUI institutional repositories (ScholarWorks & DataWorks) to support knowledge equity
3. Conference presentations and/or invited speaking engagements (e.g., invitations, keynote addresses, workshops, guest lectures); community-based, national, and/or international
4. Policy work and impacts related to DEI

## Grants

1. Major grants related to DEI
2. Grants serving communities of color or other marginalized communities
3. Grants that include rationale related to DEI in the work/research to be conducted
4. Internal grants awarded for DEI work

## Mentorship

1. Advising and/or mentoring underrepresented and/or international students (undergrad, graduate, professional students)
2. Serving as an advisor to a student organization related to marginalized/minoritized groups (e.g., Black Student Union, Alliance for Immigrant Justice, Latino Student Association, etc.)
3. Mentoring faculty/staff from underrepresented groups
4. Mentoring faculty engaged in community-based research
5. Program development and leadership targeting underrepresented high school students

# Examples Con't

## Research/Discovery Creative Activity

1. Research agenda pertaining to DEI (e.g., health disparities)
2. Any efforts of “diversifying” --e.g., collections; newly created programs; innovations/interventions related to DEI
3. Elevate collection/data development practices to be more inclusive and equitable in an effort to better represent a diverse range of voices and perspectives
4. Scholarship/research/creative activity focused on minoritized and diverse communities (e.g., community engaged research)
5. Recruitment and/or retention of diverse research teams/personnel

## Teaching

1. Inclusive teaching practices (e.g., pedagogy, DEI content, multicultural courses, global perspectives)
2. Curriculum development and/or revision related to DEI

## Awards

1. National, international, local (campus), and/or community-based awards and/or recognitions for DEI work
2. FACET membership based on DEI work

## Community Engagement

1. Community engaged research
2. Coaching and providing supports to community engaged researchers; engaging communities (e.g., building capacity)
3. Policy work and impacts related to DEI
4. Scholarship creation and/or management
5. Active recruitment of diverse students

# Example -- Service

1. Community board service linked to DEI
2. Chairing a DEI-based board
3. Community-based outreach to minoritized communities (e.g., programming for K-12 students, community organizations, religious institutions)
4. Consulting work (paid or unpaid) related to DEI
5. Any efforts to increase the presence of underrepresented groups and communities in open platforms
6. Service on department, school, and/or campus committee pertaining to DEI work
7. Leading/delivering DEI professional development programming
8. Chairing the department/school/unit diversity committee
9. National service to the discipline related to DEI (e.g., elected position in national organization)
10. DEI professional development (e.g., trainings, workshops, certification, reading groups)
11. Policy work and impacts related to DEI
12. Creating and/or leading programs related to DEI, on campus and/or beyond (e.g., efforts that create spaces/programs that facilitate greater sense of belonging and a welcoming environment for marginalized students, faculty and/or staff)
13. Serving on search committees when diverse membership is requested
14. Providing exposure to the research produced by underrepresented groups in open knowledge environments

**Develop  
guidelines to  
integrate anti-  
bias and anti-  
racist  
pedagogy into  
course  
curriculums**

CTL

Center for Teaching & Learning: Support for DEI in Teaching

Article

How to Sustainable Campus-Wide Diversity Curriculum Fosters Academic Success

Join

Join efforts with other campus groups that are working on this

# Inclusive questions on student evaluation

Should DEI questions have an emphasis on climate, since the course content may not be conducive to DEI?

Focus: [1] My instructor maintains good rapport with the class?

[2] My instructor actively helps students

# Recommendations

These questions are evaluated from “Strongly Disagree to Strongly Agree”; 6 levels

- ▶ My instructor treats students with respect. (all students)
- ▶ My instructor creates a welcoming environment. (for all students)
- ▶ My instructor makes the students feel included.
- ▶ My instructor treats all students the same way.

# 2021-2022 Recommendations for DEI Committee

## Search & Screen

How to improve search and screen training for hiring committees by developing recommendations for content of such training to schools, who could then be empowered to offer this training to their colleagues – consult with unit diversity committees in doing this work

## Diversity Statements

Research and develop examples of diversity statements that can be added to a course syllabus to be shared to faculty across campus