

IUPUI
IUPUI Faculty Council (IFC)
Minutes

January 11, 2022 ~ Zoom Virtual Meeting ~ 3-5 p.m.

Faculty and Guests Present: Fredrik O. Andersson, Lisa Angermeier, Keith Anliker, Rachel Applegate, Cheryl Armstrong, Amrou Awaysheh, Rafael Bahamonde, Tina Baich, Emily Beckman, Zina Ben Miled, Brenda Blacklock, Janice Blum, Stephen Boehm, Davide Bolchini, Ben Boukai, Nicholas Brehl, Camy Broecker, Angela Bruzzaniti, Christian Buerger, Francesco Cafaro, Kenneth Carow, Aaron Carroll, Jeremy Carter, Tina Chen, Christopher Coleman, Tim Corson, Karen Dace, Jessica Davis, Tamara Davis, Jeffrey Dean, Debbie DeMeester, Cornelis De Waal, John DiTusa, Kimberly Donahue, Claire Draucker, Hong Du, Simone Duarte, Christine Eckel, Tami Eitle, Rob Elliott, Alyson Essex, Sasha Fedorikhin, Margie Ferguson, Pat Fox, Stephen Fox, Robyn Fuchs, Andrew Gavrin, Gina Sanchez Gibau, Jay Gladden, Philip Goff, Charles Goodlett, Brian Gray, Debora Herold, Kelli Herm, Patricia Snell Herzog, David Hoegberg, Ann Holmes, Lisa Hubbard, Muhammad Idrees, Merle Illg, Mark Jaime, Sarath Janga, Kathy Johnson, Nikki Johnson, Sara Johnson, Steven Jones, Steven Miyeon Jung, Hilary Kahn, Lasana Kazembe, Benjamin Keele, NiCole Keith, Jason Kelly, Larita Killian, Amy Knopf, Leonidas Koniaris, Sarah Koskie, Daniella Kostroun, Joan Kowolik, Brian Krohn, Alexey Kuznetsov, Debomoy Lahiri, Kim Lewis, Jiliang Li, Lei Li, Katharine Macy, Weiming Mao, Kathy Marrs, Brendan Maxcy, Lindsey Mayo, William Mello, Willie Miller, George Mohler, Pamela Morris, Wendy Morrison, Lindsey Mosier (alt: Beth Chaisson), James Motter, Miriam Murphy, M. Razi Nalim, Bethany Neal-Beliveau, Janet Nes, David Nguyen, Jere Odell, Kristi Palmer, Megan Palmer, Phil Pash, Amir Pasic, Padhu Pattabiraman, Nasser Paydar, Ted Polley, William Potter, Rajeev Raje, Jamie Rausch, Denise Rayman, Patrick Rooney, Leonid Rubchinsky, David Russomanno, Jesse Savage, Jim Scheurich, John Schild, Stuart Schrader, Margaret Schwarz, Sheila Segura, Sacha Sharp, Kristy Sheeler, Carol Shieh, Shariq Siddiqui, Margie Smith-Simmons, Armando Soto, Deborah Stiffler, Susan Storey, Jennifer Thorington Springer, Thomas Upton, Mark Urtel, Nicole Vanandel, Ruben Vidal, Kathy Visovatti Weaver, Crystal Walcott, Chandler Walker, Marquita Walker, Amy Warner, John Watson, Jeffrey Watt, Eric Weldy, Angela White, Kim White-Mills, Pamala Wiepking, Jeff Wilson, Becky Wood, Michele Yip-Schneider, Robert Yost, and Xinna Zhang

Members Absent: Mangilal Agarwal, Kathryn Berlin, Herbert Brant, Karen Bravo, Anna Carmon, Julia Cilleruelo Fernandez Del Moral, Amber Comer, Emilee Delbridge, Sarah Delima, Jerome Dumortier, Peter Federman, Dominique Galli, Jasmine Graham, Richard Gunderman, Paul Halverson, Jay Hess, Reinhold Hill, Greg Hull, Tamra Jackson, Linda Kelly, Kathleen King Thorius, David Kondrat, Gina Londino-Smolar, Gary Maixner, Nadzeva Marozkina, James Marrs, Kathy Miller, Leslie Miller, Carol Anne Murdoch-Kinch, Robin Newhouse, Mathew Palakal, Stefan Petranek, Celeste Phillips-Salimi, Michael Pitts, Mike Polites, Sherry Queener, Rupa Radhakrishnan, Cory Robinson, Christian Rogers, Aisha Smiley, John Turchi, Joshua Vest, Jennifer Wessel, Libba Willcox, Yar Luan Yeap, Constantin Yiannoutsos, and Hiroki Yokota

Agenda Item I: Welcome and Call to Order

Jeff Watt, IUPUI Faculty Council Executive Committee Member, called the meeting to order at 3:02 p.m. on behalf of IUPUI Faculty Council Vice President Deborah Stiffler.

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: Updates / Remarks from the Chancellor

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

Paydar reported on the following:

- Thanked the faculty for their work in the fall semester amid the COVID-19 pandemic. The spring semester seems like it will be bad for at least a few months. Morale on campus is down, and he recognized everyone is tired. Some are asking why the campus is open amid the high number of cases. While no risk is not achievable, the campus cannot create an opportunity where there is no risk at all. We are using a number of strategies to keep us all safe. We continue to mask indoors in public places, test for the virus, use contact tracing, isolation, and vaccination. A combination of

these, especially vaccination, makes our campus some of the safest places to be in Indiana. We continue to operate under the Indiana Department of Health and Centers for Disease Control guidelines. Dr. Aaron Carroll, IU's chief medical officer, is joining the meeting today to answer questions you may have. We are studying the transmission of COVID-19 and where it occurs. There is almost no transmission in classrooms. Some faculty ask why we are permitting in-person classes and couldn't we delay them by a few weeks. We aren't sure that will really be helpful. The virus is out there, and we have a task to do here. We understand there is risk, but we don't feel that delaying it a few weeks will mitigate the risk. The university's COVID-19 website will report positive cases soon. Effective today, a drive-through symptomatic testing option is available in the Barnhill Garage (drop off testing-appointments are needed to support the demand). There is a voluntary test (for vaccinated people) and a COVID check test for unvaccinated people. Drop off test kits have been distributed to the residence halls. He discussed effective masking. Events are curtailed (those with food) so that masks don't need to be removed. A town hall is scheduled for the next week to continue pandemic discussion and allow more time for questions. He asked everyone to continue to be flexible with everyone else.

- Staffing for food service is down, just as it is for much of the country. The emphasis is on supplying the residence halls rather than the Campus Center.
- We are doing our best given the present circumstances to deal with the pandemic. Please have patience.
- Spring semester enrollment is down by 5.4 percent for IUPUI; down 4 percent at IU Fort Wayne; and down 14.4 percent at IUPUC. This is about on track with what we experienced in the fall semester. These enrollment drops will have a financial impact if enrollment doesn't begin to turn positive.
- President Whitten's \$30 million initiative to hire diverse faculty is being monitored on this campus. We have made offers to six candidates with four accepting. IU Bloomington has made five offers with one acceptance.

Question:

- Will there be any changes in academic policies? Attendance? Grades?
 - Executive Vice Chancellor Kathy Johnson responded that there haven't been conversations on those subjects at this time. It is her assumption that we are under the same policies that we were under in the fall semester. She will discuss this with the IFC Executive Committee.

Agenda Item IV: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- The University Faculty Council (UFC) Policy Review Committee is meeting and continuing to review all university policies. The focus lately has been on ACA-17 (Minimum Standards for Boards of Review). IUPUI would like to keep as much control over our procedure as possible noting that our procedure works well for this campus. ACA-76 (Research Funding Imposing Restrictions on Publication) is also under discussion.
- The IFC is looking at a proposal from the Undergraduate Affairs Committee to use the Student Engagement Roster more than it currently is used. The IFC Academic Affairs, Faculty Affairs, and Student Affairs Committees are reviewing the proposal as well.
- Other policies under review by the IFC are the Missed Class Time Policy and an Integrated DEI Promotion case for clinical and lecturer ranks.

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

Jeff Watt

Constitution and Bylaws Committee

Cornelis de Waal, Chair

[First Read] Change to Bylaw Article II. Section B. Elections of At-Large Representatives

de Waal shared that when the bylaws were revised in May 2020, the Constitution and Bylaws Committee was tasked to revise the bylaw on electing at-large representatives to allow for 40 percent of the IFC membership to come from the tenured and tenure-track faculty while 60 percent would be distributed to tenure-track and non-tenure-track faculty to serve as unit representatives. Dividing the council in this way guarantees the council stay within the guidelines of University Policy ACA-18. At the time of the bylaw revision, the designation of at-large representatives coming from the full-time tenured or tenure-track faculty was accidentally omitted from the language. The Constitution and Bylaws Committee would like to correct that omission by proposing the following language:

Bylaws of the IUPUI Faculty Council

Bylaw Article II. Elections

Section B. Elections of At-Large Representatives to the IUPUI Faculty Council

At-large representatives shall be **full-time tenured or tenure-track** members of the Voting Faculty. The total number of at-large representatives shall be sixty (60).

Two elections are required to choose at-large representatives to the IUPUI Faculty Council: one for nominating candidates for the available at-large representatives' positions and a second to elect the at-large representatives.

This comes as a first read and a vote will take place on the amendment at the February 2022 IFC meeting.

Ad Hoc Committee to Review the Promotion and Tenure Guidelines

Rachel Applegate, Chair

Proposals are coming to the Promotion and Tenure Guidelines this spring. They will be available on the Office of Academic Affairs website soon. The proposals will be for an integrated balanced case that will help faculty who are doing fine things such as community engagement, change to the definition of service, and adjustment of the binned balanced case. A first read will be at either at the February or March meeting.

Agenda Item VI: Campus Health Update

Aaron Carroll, Chief Medical Officer, Indiana University

Carroll provided the following update.

- We are in another surge of COVID-19 with the omicron variant. Many people have it; however, it is not as concerning as the other variants of the disease. The symptoms are milder, especially for those who are vaccinated and/or boosted. The harm comes more to those who are unvaccinated.
- The majority of our cases come from symptomatic testing. We have shifted much of our resources to that type of testing. We also implemented drop-off testing. COVID check testing continues for employees who are unvaccinated.

Questions:

- In Marion County, the COVID test positive rate is 23.4 percent. What is IUPUI's and IU's test positive rate?
 - It depends on the type of test you are talking about. The COVID positive rate is significantly lower than the symptomatic positivity rate. He estimates the positivity rate to be around 20 percent.

- Is the vaccine with the boosters still effective in preventing the COVID-19 infection or are we at the point where vaccinations just protect us from more severe cases of the infection?
 - Both are true to different extents. The vaccines and the boosters do not appear to be as effective at preventing every case of omicron. People are more likely to get omicron even if they are vaccinated and boosted than they were with delta. Having said that, they are actually even less likely to get ill because omicron seems to be less severe in general and the vaccines are protective on top of that. At some point in the future, COVID will become endemic, and we will be begging people to get vaccinated. When they do, they will be less likely to get it and significantly less likely to get very ill.
- For those who have been vaccinated and boosted, will there be a second round of boosting?
 - Probably. The CDC has said if you're really severely immunocompromised, they are already talking about a fourth dose. He agrees that we may see different variants and they may create boosters for those variants. If they do, those who are not vaccinated will be encouraged to get vaccinated. Those who are vaccinated will be encouraged to get even more boosters. Half the people in Indiana are unvaccinated and 70 to 80 percent are unboosted. The evidence shows that after a third booster, you are massively protected against bad outcomes.
- What is "long COVID," how do we know if we have it, and how do we treat it?
 - Some people have lingering symptoms from COVID. We have no idea what makes that happen. Some people are more severely ill. As a physician, we see this in other illnesses as well. I think that COVID is so prevalent that we're seeing it more at the moment. It's just symptomatic. You don't have to get checked for it. If you feel fine, you're fine. A small number of people have lingering symptoms.
- How many days should a person isolate? The person asking the question has an autoimmune disease. How long should you isolate if you are compromised?
 - You isolate to protect others, not yourself. The guidelines are that if you are positive with COVID and you feel better, not even all the way better, but you're feeling better than you did, and you no longer have a fever, then on day six with day zero being the day you were symptomatic, you can go back into the world if you are masked all the time. For day 6 through 10, you can be in the world masked up all the time. However, if you still don't feel well after day 6, you should still isolate for days 6 through 10.
- Is there any recommended safety guidance, beyond masks, for instructors when teaching in large classrooms with more than 50 or 60 students in the room?
 - For January, don't remove your masks. Wear the best mask that you can. Surgical masks are better than cloth masks. KN95 masks are better than surgical masks. Distancing still matters. Don't walk around. From what we have seen, the transition is between the faculty to the students. Transition mainly occurs on the bus, at bars, at parties, and weddings. It almost never occurs in the classroom. Be sure to tell your students to not come to class if you have symptoms. Be flexible. If you have symptoms, do the online symptom checker, get tested, then stay home until you feel better.
- Has a study been done to determine what percentage of vaccination status reports are actually false? Decisions are being made on a 95 percent vaccination rate, but I believe that some of my students lied about their status last semester.
 - We hear this rumor all the time. We have checked. We use every legal available means to check vaccine status. At the beginning, we had everyone upload their data, then we incentivized data uploads. We have uploaded data on most of our constituents. On top of that, we have other legal means of doing things. We don't talk about it a lot; we don't call attention to ourselves. But the proof is that we did very well last fall compared to the rest of Indiana throughout the delta surge. Why? Because the vast majority of our constituents are vaccinated. If the rest of Indiana had been vaccinated to the level that we had, then their surge would have looked like our "surge," which was barely noticeable. We were trying to

spend much more time trying to get the vast majority of people to do the right thing than to crack down on the few people who are going to willfully lie. Some people fake the carts; some people just want to lie. People thought the students wouldn't want to mask up. The vast majority of them did. Some people thought the students wouldn't want to be tested. The vast majority of them did and sometimes twice a week. They did the right things. If we can get people to do the right thing, we can achieve a reasonably good level of safety.

- Did I understand the last statement correctly about transmission that asymptomatic people cannot transmit the disease?
 - It's possible that they can, it's just not the major mode of transmission and testing positive that we are seeing right now. Last year, the majority of our cases were asymptomatic. The positivity rates that we've seen for asymptomatic cases haven't been nearly as big as they were last year. Theoretically, I suppose you could transmit, but there's the believe that with omicron, people who get it and are most infectious, especially are vaccinated. It goes up fast and comes down fast and tend to be symptomatic. By the time we catch them, it's been days. Trying to catch them with PRC tests almost can't be done. It's not going to provide us with the same yield testing people once a week as we did last year. We'll miss the vast majority of no transmissible cases. We need to switch to relying much more on people tracking their won symptoms, staying home when their sick, getting tested, and isolating. Omicron is too transmissible. We need to focus on vaccination and boosters. The disease has changed. We are in a much better place at IU than we were a year ago.
- For some classes, group work is regularly integrated into the classroom where students would be or you would be in close proximity. We most around to consult with the different groups. What can we do?
 - For the next few weeks, do what you can. Safety isn't binary. It isn't "risk" or "safe." The more you do to be safe, the better. Get them to double mask while they're in group. Do whatever you can to be safe.
- What do we do when a student refuses to wear their mask or wear them properly? Do we report them?
 - Do not call the police. We have too many problems in America. If a student isn't wearing a mask, ask them to and they probably will. If they aren't wearing a mask correctly, ask them to and they probably will. If a student is willfully disobedient, then I would say the next thing to do is ask them to leave. If they refuse to leave, report them to student conduct. That's what the office is for. We should use it when people are being rude or obstructive for whatever reason. I think people will do the right thing. This kind of thing is very rare.

Agenda Item VII: [Information Item] Sustainability Development Goals Update

Hilary Kahn, Associate Vice Chancellor for International Affairs

Jessica Davis, Director, IUPUI Office of Sustainability

Kahn and Davis reported on the following:

- IUPUI was ranked number two in the United States and number 28 in the world for its commitment to the Sustainable Development Goals (SDGs) last year through the *New York Times* Higher Education rankings.
- In 2020, a survey was sent to faculty and staff trying to ascertain their knowledge, awareness, and engagement with the SDGs. Not surprisingly, we realized that not many of our faculty and staff know what the SDGs are. When we began mapping out what they are and how they are used, it was clear that faculty are truly involved in this work. Their research aligns perfectly with the various different goals. It's not that our faculty aren't engaged in the work, they just don't know that they are.
- The United Nation's definition of sustainability is meeting the needs in the present without compromising the ability of future generations to meet their own needs. We recognize that there

are things we are all doing today that are making a negative impact on people around the world now and will continue to have a negative impact into the future and we are committed to making the situation better.

- The aspirational 17 goals are: no poverty; zero hunger; good health and well-being; quality education; gender equality; clean water and sanitation; affordable and clean energy; decent work and economic growth; industry, innovation and infrastructure; reduced inequalities; sustainable cities and communities; responsible consumption and production; climate action; life below water; life on land; peace, justice, and strong institutions; and partnerships for the goals.
- The goals are being tracked across the globe. Each year, IUPUI submits new evidence to add to the goals we are identified for. All the goals are interrelated.
- The [SDG website](#) focuses on the SDGs and how IUPUI is working on them. Funding is available and partnerships encouraged.
- We are working on communication to get the word out about our work and our commitment to them. There is a lot of research that demonstrate how much students care about this work.
- We are doing work around curriculum and the SDGs. They are being introduced in the freshmen seminars.
- There are opportunities for community engagement and fundraising. IUPUI received a grant from the Department of State to host a Humphrey Fellows Program that is an initiative to bring in international professions from around the world to your location to help them prepare, get best practices, and engage in dialogue about a particular global issue.
- During the February 17 International Festival, we will have an SDG day. It will have short introductions of faculty research around the SDGs.
- The website shows our performance on air and emission, buildings, energy, and others. We also use the Sustainability Tracking, Assessment, and Rating System (STARS). STARS reporting shows how much energy we're using, the amount of waste we're producing, and our water usage.
- IUPUI is directing its greenhouse gas emissions and all of our sustainability strategy to reduce our carbon footprint.
- A \$20,000 sustainability scholarship is available to any freshman and a high school senior as long as they are committed to studying in any program and are interested in a career in sustainability. The scholarship application is due January 23, 2022.
- Because of our ranking, Kahn and Davis attended the Vision 2025 conference as presenters in Scotland.

Question:

- Are there any plans to add car plugs in any of the garages?
 - Those are electric vehicle chargers. Yes, we are exploring that with Parking Services. Blue was our previous charging infrastructure but have lost those charges when the service went out of business.

Agenda Item VIII: Unfinished Business

There was no Unfinished Business.

Agenda Item IX: New Business

- Gavrin said the Technology Committee is working with UITs to get a couple of listening sessions during the first two weeks of February to gather information from faculty about what problems they are having or opportunities they would like to explore that could enable changes in technology provided. There will be eight or nine one-hour sessions.
- Question: About the sustainability scholarship, are students at IUPUI eligible for the scholarship? Davis replied that since the scholarship comes with a guaranteed internship with her office, it makes location tough, but she is willing to discuss a virtual internship.

Agenda Item X: Report from the IUPUI Staff Council

Beth Chaisson, Second Vice President

Chaisson reported on the following:

- The Staff Council will have a blood drive on January 18 in the Campus Center. Appointments are needed.
- Nine professional development grant applications were received during the most recent submission period. Eight were funded.
- The search for a Staff Council coordinator is ongoing.

Agenda Item XI: Final Remarks and Adjournment

The next IFC meeting will be on February 1. It will be announced whether that meeting will be virtual or in person. With no further business appearing, the meeting was adjourned.

Minutes prepared by Karen Lee, Director of Academic Affairs and Strategic Initiatives
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