

IUPUI
IUPUI Faculty Council (IFC)
Minutes

October 5, 2021 ~ Campus Center Theater and Zoom Virtual Meeting ~ 3-5 p.m.

Faculty and Guests Present: Lisa Angermeier, Keith Anliker, Rafael Bahamonde, Tina Baich, Emily Beckman, Kathryn Berlin, Brenda Blacklock, Amy Blevins, Janice Blum, Stephen Boehm, Ben Boukai, Herbert Brant, Angela Bruzzaniti, Christian Buerger, Francesco Cafaro, Aaron Carroll, Kenneth Carow, Julia Cilleruelo Fernandez Del Moral, Christopher Coleman, Tim Corson, Tamara Davis, Cornelis De Waal, Jeffrey Dean, Sarah Delima, John DiTusa, Kimberly Donahue, Claire Draucker, Jerome Dumortier, Christine Eckel, Tami Eitle, Rob Elliott, Alyson Essex, Sasha Fedorikhin, Pat Fox, Stephen Fox, Robyn Fuchs, Andrew Gavrin, James Gladden, Philip Goff, Debora Herold, Patricia Snell Herzog, David Hoegberg, Ann Holmes, Kathy Johnson, Steven Jones, Miyeon Jung, Lasana Kazembe, Benjamin Keele, Jason Kelly, Leonidas Koniaris, Sarah Koskie, Joan Kowolik, Brian Krohn, Jiliang Li, Lei Li, Gina Londino-Smolar, Katharine Macy, Weiming Mao, Nadzeva Marozkina, Brendan Maxcy, Lindsey Mayo, Zina Ben Miled, George Mohler, Pamela Morris, Miriam Murphy, M. Razi Nalim, Bethany Neal-Beliveau, Janet Nes, David Nguyen, Jere Odell, Kristi Palmer, Amir Pasic, Padhu Pattabiraman, Nasser Paydar, Mike Polites, Ted Polley, Sherry Queener, Stephen Randall, David Russomanno, Jim Scheurich, John Schild, Margaret Schwarz, Sheila Segura, Sacha Sharp, Kristy Sheeler, Carol Shieh, Armando Soto, Deborah Stiffler, Susan Storey, Jennifer Thorington Springer, Heather Staggs, John Turchi, Thomas Upton, Mark Urtel, Nicole Van Andel, Kathy Visovatti Weaver, Crystal Walcott, Chandler Walker, Amy Warner, Jeffrey Watt, John Watson, Libba Willcox, and Robert Yost

Members Absent: Mangilal Agarwal, Fredrik O. Andersson, Marta Antón, Karen Bravo, Nicholas Brehl, Joan Carlson, Anna Carmon, Jeremy Carter, Amber Comer, Emilee Delbridge, Debbie DeMeester, Simone Duarte, Jasmine Graham, Brian Gray, Richard Gunderman, Paul Halverson, Jay Hess, Reinhold Hill, Lisa Hubbard, Greg Hull, Muhammad Idrees, Tandra Jackson, Sarath Janga, Sara Johnson, NiCole Keith, Linda Kelly, Larita Killian, Kathleen King Thorius, Amy Knopf, Amy Daniella Kostroun, Alexey Kuznetsov, Debomoy Lahiri, James Marrs, Kathy Marrs, Leslie Miller, Willie Miller, Wendy Morrison, Lindsey Mosier, Carol Murdoch-Kinch, Robin Newhouse, Mathew Palakal, Megan Palmer, Stefan Petranek, Celeste Phillips, Michael Pitts, Karen Pollok, Rupa Radhakrishnan, Cory Robinson, Patricia Rogan, Christian Rogers, Jesse Savage, Stuart Schrader, Shariq Siddiqui, Aisha Smiley, Joshua Vest, Ruben Vidal, Jennifer Wessel, Kim White-Mills, 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 3:02 p.m.

Agenda Item II: Adoption of the Agenda as the Order of Business for the Day

The Agenda was adopted as the Order of Business for the Day.

Agenda Item III: [Action Item] Approval of the Minutes of the September 14, 2021, Meeting

Attachment: <https://go.iu.edu/44Bf>

The minutes of the September 14, 2021, meeting were 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:

- IU President Pamela Whitten reported that there is \$30 million available for hiring tenure-track faculty from underrepresented groups. The details of this funding have not yet been worked out but will be available soon. This is intended to cover the salaries of the faculty hired for three years, after which schools are expected to pick up the salary costs and build up their budgets to do so. The funds will be distributed on a first come, first served basis over the course of seven years. IUPUI will need to work quickly once the official guidelines are provided. The university plans to work with schools and find opportunities to take advantage of this funding to bring in faculty of color and successfully support them on the campus. IUPUI is also looking into creating a pathway for students of color to be hired after graduation.

- Campus safety is a priority. Last night, an alert was issued because of armed robbery that took place on the canal downtown. It was not on campus, but close enough to campus that faculty, staff, and students were notified. Three suspects were reported to have a gun. The Indianapolis police department is working on the case. Unfortunately, messaging sent out to the campus community was not the way we would have preferred it to be to represent our vision. The first message contained language that the campus has worked to eliminate. It described a black male with a gun. Paydar apologized on behalf of the campus and police department. These messages are supposed to help readers identify individuals by their characteristics, clothing, etc. On September 16, the campus issued an alert about 10 catalytic converter thefts on campus. This is not the first year this has happened. IUPUI is looking into the situation to try and identify the individuals. On September 20, the campus issued a crime alert of a reported rape on campus in the University Tower. The suspect is known to the police. The campus is working to add more cameras to residence halls and increase police patrols. IUPUI is working with the student body to find solutions and hopefully avoid these types of incidents on campus. The alerts currently go to everyone via email. If the situation compromises the safety of faculty, staff, and students immediately, the campus community will receive a text. Though everyone gets emails, individuals must opt in to receive texts. The campus is working on the legal aspects of texting everyone.
- Almost every Tuesday until November, IUPUI will have flu shots available in the Campus Center. The high dose flu shots are no longer available. On October 14, IUPUI will have a clinic from 9 to 3 p.m. that includes the high dose version.
- The inauguration of IU President Pamela Whitten is November 4 and 5. The November 4 event is in Bloomington and the November 5 event is in Indianapolis. The event at IUPUI is from 1:30 to 3:30 p.m. and the idea is to pack the building and celebrate.
- The IUPUI Regatta took place Saturday, September 26, on the canal next to Military Park. Roughly 3,000 of the university community participated. The winner of the women's division was Red Blood Cells from Nursing. The winner of the men's division was FIJI's fraternity. The winner of the co-ed division was "Whitening Lightning."
- The State of the Campus address is usually scheduled during an IFC meeting in the fall. Given Paydar's plans for retirement, this address has been postponed to February 1, 2022.

Agenda Item V: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- Many University Faculty Council (UFC) committees have upcoming work:
 - The Budgetary Affairs Committee will be meeting this month to discuss how IU's funding model and systems can be improved to support academic and research initiatives and support students at the university.
 - The Faculty Affairs Committee will make final recommendations to policies about student course evaluations suggested by a task force. They will present final proposals regarding how to address any issues.
 - The Policy Review Committee is proposing changes to faculty Board of Review procedures by providing minimum standards. There was a preliminary analysis of this, and there are several items that need to be changed so that policies and procedures match.
 - The Technology Committee determined the relationship of UFC to technologies of individuals on different campuses. They are looking at how faculty require the usage of various technologies, like Twitter, and students accepting company policies.
- What interests you? What concerns you? What should the council be focusing on to drive the university forward? Tomorrow, IFC members will receive an email from Karen Lee (Faculty Council director) to give feedback by October 18.

Agenda Item VI: [First Read] Election Slate for the IFC Nominating Committee

Jack Windsor, Chair, Nominating Committee

Stiffler noted the following election results and election slate for the IFC Representatives on the IUPUI Promotion and Tenure Committee on behalf of the Nominating Committee:

IUPUI Faculty Council: Election Results for Nominating Committee

Term: June 2021 through June 2023

Last Name	First Name	Tenure Status	Rank	School	Department Description
Li	Lei	TEN	Assoc. Prof.	Science	Chemistry
Maxcy	Brendan	TEN	Assoc. Prof.	Education	Education
Stucky	Thomas	TEN	Professor	The O'Neill School	The O'Neill School

IUPUI Faculty Council: Slate for Representative to IUPUI Promotion and Tenure Committee
Term: Various (1 through 2022; 2 through 2024)

Need to elect 3; number to slate 6 at least

Du	Yansheng	TEN	Professor	Medicine	Neurology
Hao	Chunhai	TEN	Professor	Medicine	Pathology and Laboratory Medicine
Hopf	Woody	TEN	Professor	Medicine	Psychiatry
Idrees	Muhammad	TEN	Professor	Medicine	Pathology and Laboratory Medicine
Li	Xiaochun	TEN	Professor	Medicine	Biostatistics and Health
Motaganahalli	Raghu	TEN	Professor	Medicine	Surgery
Robertson	Kent	TEN	Professor	Medicine	Pediatrics
Vemuri	Gautam	TEN	Professor	Science	Physics
Walcott	Crystal	TEN	Professor	IUPUC	Education
Whipple	Elizabeth	TEN	Librarian	Medicine	Medicine Library

Agenda Item VII: [Action Item - Vote] IUPUI Fresh Start Through Academic Renewal Policy

Brenda Blacklock, Chair, Academic Affairs Committee

[Circular 2021-11](#): (Formerly IUPUI Forgiveness Policy)

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

- This policy is intended to give students who are returning to IUPUI after a hiatus a fresh start. This was discussed at the last IFC meeting. Regarding some questions from that meeting, at Purdue, the hiatus is five years rather than three. This policy is less strict than the Purdue policy and gives a direct way that Purdue students can use this opportunity.

A motion came out of committee to accept the proposed changes. The motion was seconded and passed.

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

Deborah Stiffler

Faculty Guide Committee

Amy Blevins, Chair

- The Faculty Guide Committee finished their work over the summer updating policies and adding new ones to the guide where appropriate. They also went through the guide and made sure that all links were functional.

Agenda Item IX: [Discussion Item] Q&A with Dr. Aaron Carroll
Aaron Carroll, Chief Medical Officer, Indiana University

Questions:

- Can you give us an overview of the current COVID-19 situation?
 - Carroll: The state has been consistently seeing a decrease in cases over the past two weeks. Hospitalizations are decreasing somewhat. In general, cases are going down. The IUPUI campus never really saw a surge. Cases went up a bit when students came back to campus. Vaccination rates are increasing with 93 percent for faculty and staff and 88 percent for students. The campus is continually trying to convince people to get vaccinated. In general, vaccination has worked in allowing us to return to a more normal campus. Mask mandates are not expected to change for the next few weeks. As numbers go down, states and counties will discuss masking, and we will continue to revisit that as we go along.
- Is there an anticipation of cases rising again in two months, following the two-month cycle we have seen this year so far?
 - Carroll: The last major surge was last October and lasted until February. This most recent surge started in July and went until now. We will likely see more surges, but they will be less and less as time goes on. Immunity will grow stronger over time with both the vaccine and those gaining immunity from getting COVID-19. We may not see another surge like this again. However, winter is coming, which could precipitate increased spread. All our measures will continue, like testing, so that we can monitor the situation.
- Students have been congregating without masks in some areas. Is there some way we can encourage them to wear masks?
 - Carroll: Use signs if you want. There are many available to be used in the IU system. If you see people without masks, please ask them to put them on. Sometimes people forget, and it is always good to ask. If people are being disruptive, that is a matter of student conduct. Most people, if asked, will put on their mask.
- Can you address the concerns we have heard about reactions to the vaccine?
 - Carroll: In general, there are some well-known and expected side effects. These include fever, chills, rash, and generally not feeling well. Often, your immune system is working, and the side effects are your body creating an immune response. Rare side effects, like myocarditis, have mostly occurred in younger males and usually dissolves on its own. Your risk of myocarditis is greater with getting COVID-19. Vaccines are still being recommended. Extreme allergies do still occur and do so far less with other antibiotics and medications. In general, these are still less rare and severe than anything associated with COVID-19.
- Can you address some of the issues surrounding boosters?
 - Carroll: Right now, if you received the Pfizer vaccine six months ago and are 65 years old or older, a booster shot is recommended. If you are immunosuppressed, a booster shot is recommended. If you work in a high-risk area, talk to your healthcare provider about a booster shot. At this point, those who received Pfizer could probably find a booster shot, but everyone should talk to their healthcare provider about their situation. We do not have a lot of data yet about which booster is best. The downside of receiving a booster now is that recommendations could change within the next couple months. But overall, there are very few downsides to getting a booster shot. You and your healthcare provider need to make this decision.
- Are faculty who teach eligible for a booster shot in Indiana, since they are potentially in contact with unvaccinated students?
 - Carroll: The current guidance is so unclear that there is no wrong answer. Talk with your healthcare provider to make this decision.
- AstraZeneca was studied at IU. Are there recommendations to get this shot?
 - Carroll: The guidance would probably say to go get vaccinated, no matter the shot.
- Any information about when we think that vaccine will be available for the five to 11 age group?
 - Carroll: There is an FDA panel meeting on October 26 and 27. If everything goes as it should, the vaccine should be potentially available for this age group by Halloween or

November 1.

- Do we need to report boosters to IU in the same way we reported our initial vaccines?
 - Carroll: No. There is no mandate for this. We do not expect that many people will have to have it. If evidence changes, we will ask to provide information later.
- I have some concerns about vaccine injury. We are encouraged now to get flu shots and the COVID-19 booster. Some of us may also be getting pneumonia vaccines and Shingle's vaccines. What are your thoughts about the potential for vaccine injury because of multiple immunizations?
 - Carroll: Ask a baby what they think about this! Is this too much at once? The human body is primed to respond to tens of thousands of antigens all the time. The number of antigens in vaccines is very low. It feels like a major stress to the immune system, but your body is shockingly good at dealing with this. Talk to your healthcare provider if you need to wait between shots to get the best immune response.
- What is the potential of not being able to travel for Christmas? This concern was raised recently by Anthony Fauci.
 - Carroll: I am hoping that everyone asking this question is vaccinated. Vaccines work and travel is not necessarily dangerous. What you do when you travel can be dangerous. If you are vaccinated and you are being careful, there should not be any concern.
- Why has IU moved from a fully transparent recording system to one that cannot be used in any interpretable fashion by just reporting the number of positive cases without context?
 - Carroll: Cases are very low and positivity rate is low given the number of people we test every week. There is not much context to be added. Regarding the way we used to manage the dashboard, we had to report so many positivity rates. It is not just overall testing, there is the positivity rate of symptomatic testing, there is positivity rate of voluntary testing, and there is the positivity rate of our COVID-19 check testing which is the mandatory testing for those who have not received the vaccine. All of these are very low. There were only 40 positive cases at IUPUI across all that testing. Even symptomatic testing is significantly lower than the state level. Last year, we were testing at such high numbers that we were able to report prevalence. We are just not seeing a lot of COVID-19. We went simpler to report vaccination rate. Also, many of our positive cases are coming from outside sources, like those getting tested at CVS, and there is no way to integrate that into a positivity rate. Our testing used to be mostly internal and that is just not the case anymore.
- Can you comment on the data used to estimate vaccination rate? Concern has been brought up that those attesting vaccination are not honest and skewing the number high.
 - Carroll: I understand where people are coming from. I get this question often because there is a lot of mistrust that students will do the right thing. This happened with the mask mandate. People said they would not wear masks and they did. This happened with mitigation testing. People said they would not get tested when we asked, and they did. The response across all campuses was amazing. When we mandate vaccines, most people get vaccinated. Has someone lied? Probably, but the numbers are probably low. We can use legal means to address dishonest accounts if necessary. We are comfortable that the number of people being dishonest is low. We are not seeing a lot of positive COVID-19 cases, and we are not seeing a lot of spread. Almost all transmissions are in a household context. The people who are lying are putting themselves at risk. Most of the bad outcomes are among unvaccinated people.
- We have seen research that the protection of Pfizer is significantly reduced around six months. Will there be a continued diminishing?
 - Carroll: We do not know, but it is being watched closely. It is likely that immunity will wane over a long period of time. For example, the flu shot is a booster shot. We may combine COVID-19 booster shots with the flu shot in the future. We will eventually know the length of time it will take, but every bit of immunity helps. We should feel good about how good our vaccines are.
- What do you say to someone who had COVID-19, did not get vaccinated, and now thinks they do not need the vaccine since they had COVID? Does recent research indicate that antibodies last longer from having COVID-19, versus taking the vaccine?

- Carroll: Antibodies are one part of the immune response and not necessarily the longest-term response. Immunity is not a binary process. It is a scale. The studies we have on people who had COVID-19 shows that while some people do have protection, it depends on many factors. If you get the specified dose of a vaccine, it shows long-lasting immunity in the field. Natural immunity is not as robust or long-lasting.

Agenda Item X: Question / Answer Period*

Questions:

- What is the timeline for the \$30 million support for faculty diversity?
 - Paydar: The campus is working out the details and the information will be released very soon. It is designed for tenure-track positions, and we need to make sure there is a process within the units as we hire tenure-track faculty members. The intention is for us to go out and recruit more faculty than what we were thinking or hiring. We will have more information very soon.
- What is Paydar going to do after retirement?
 - Paydar: I am going to spend more time with family, and I am also hoping to contribute through higher education organizations in the Washington, D.C. area.

Agenda Item XI: Unfinished Business

There was no Unfinished Business.

Agenda Item XII: New Business

There was no New Business.

Agenda Item XIII: Report from the IUPUI Staff Council

Heather Staggs, First Vice President

Staggs reported on the following:

- The Staff Council awards concluded collecting nominations on September 24. 42 nominations were received and those who receive awards will be presented them at the Chancellor's Recognition Ceremony later this fall.
- There is continued support for Paw's Pantry.
- The Executive Committee identified three top goals to work on this year. These are the establishment of a University Staff Council, working with IU Human Resources regarding an analysis of the Job Framework Redesign, and for staff to get more involved in executive searches.
- The committees are off to a good start. Several have met multiple times. Ideas are being shared. Progress will be shared throughout the year. Currently, the Sustainability Committee is continuing work with the IUPUI Office of Sustainability in writing the Green Staffer column about hosting sustainable campus events. The DEI Committee is working with Kevin McCracken, director of Adaptive Education Resources, to speak on October 17 about disabilities. On October 6, there will be a blood drive and every available slot has been filled.

Agenda Item XIV: Final Remarks and Adjournment

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

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>

Revision of Grade Forgiveness Policy

- Academic Affairs Committee reviewed policy after prompt by student + Undergraduate Student Government
- policy revised with substantial input from the Registrar, Kim Lewis
- revised policy passed by Academic Affairs Committee April 2021

Purpose:

To establish an effective way to encourage capable mature students who have achieved poorly at an earlier attempt to return to IUPUI after a significant hiatus to complete their bachelors degree.

Provides a fresh start for Indiana University and Purdue University students in the same way accorded to students who transfer into IUPUI from other universities.

	Current Policy	Revised Policy
Name	Grade Forgiveness Policy	Fresh Start through Academic Renewal Policy
Hiatus parameters	Former IU students pursuing a first undergraduate degree who have been away from the IU system and <u>have not attended any other college or university</u> , including any campus of IU, for a minimum of the last three years.	Returning students pursuing a first <u>baccalaureate degree</u> who <u>have not been enrolled in any IU campus</u> for a minimum of the last three years.
Eligibility	Forgiveness is not available to students in all schools.	All IUPUI undergraduate, degree-seeking students who meet the criteria, regardless of the unit of enrollment, are eligible to apply for Fresh Start.
Application	Application for invocation of the policy <u>upon application for admission to a degree-granting unit</u> .	Application must be made by the <u>last day of classes in second term of enrollment</u> after hiatus.

	Current Policy	Revised Policy
Approval	Dean of degree-granting school approves forgiveness.	Students apply through school of enrollment. Applications that meet eligibility criteria are forwarded to AVC Undergraduate Education for approval.
Transcript/GPA Impact	All courses remain on transcript. Only grades of A+ thru C, P, S count toward degree completion but value not calculated into cumulative program GPA.	All courses, grades, credits remain on transcript but adjustment is applied to remove GPA values from cumulative GPA. Credit for IU coursework with C or better count toward degree/program requirements.
	Cumulative GPA after petition approval starts at 0.00 after which all rules of academic probation and dismissal apply.	Post-Fresh Start Academic record starts at GPA of 0.00 after which all rules of academic probation and dismissal apply.
Campus Residency	The student must complete a minimum of 32 credit hours on the IUPUI campus after his/her return in order to meet the graduation residency requirement	The student must complete a minimum of <u>30 credit hours</u> on the IUPUI campus after his/her return in order to meet the graduation residency requirement.

	Current Policy	Revised Policy
Eligible Courses	Only available for courses taken at IU. Schools retain right to consider records of performance at other institutions in determining admission, granting of honors, or other matters.	There may be students who had transferred to IUPUI from a Purdue campus into a Purdue mission program where transfer credit applied to the record retained GPA value. In order to allow these returning students the opportunity to reset with a 0.00 cumulative program GPA, these courses, while not IU courses, are eligible for the application of the Fresh Start policy.
Frequency	Policy can only be invoked once and is not available for degrees beyond the first undergraduate degree.	Policy can only be invoked once and is not available for degrees beyond the first undergraduate degree.
Grade Replacement	Invocation does not preclude use of other course-specific grade replacements for work subsequent to re-enrollment.	Invocation does not preclude use of other course-specific grade replacements for work subsequent to re-enrollment.

	Current Policy	Revised Policy
Academic Misconduct	(not addressed)	Grades awarded based on a violation of the IU Code of Student Rights, Responsibility, and Conduct will not be removed from the cumulative program GPA by application of Fresh Start.
Terms of Application	(not addressed)	The policy will apply to all terms of IU enrollment, regardless of the campus on which the courses were completed, for the purposes of determining IUPUI degree progress and completion.
Transfer to Another IU Campus	(not addressed)	Students receiving Fresh Start at IUPUI who subsequently become degree-seeking students on another IU campus are subject to the policies in effect for the IU campus from which they receive their degree. Students receiving a similar academic forgiveness or academic renewal application on another IU campus are not eligible for IUPUI Fresh Start.