

IUPUI
IUPUI Faculty Council (IFC)
Minutes

February 1, 2022 ~ Zoom Virtual Meeting ~ 3-5 p.m.

Faculty and Guests Present: Lisa Angermeier, Keith Anliker, Rachel Applegate, Cheryl Armstrong, Tina Baich, Emily Beckman, Zina Ben Miled, Kathryn Berlin, Brenda Blacklock, Stephen Boehm, Davide Bolchini, Ben Boukai, Herbert Brant, Camy Broeker, Angela Bruzzaniti, Christian Buerger, Francesco Cafaro, Tina Chen, Christopher Coleman, Tim Corson, Tamara Davis, Jeffrey Dean, Emilee Delbridge, 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, Pat Fox, Stephen Fox, Barb Friesth, Robyn Fuchs, Dominique Galli, Andrew Gavrin, Gina Sanchez Gibau, Jay Gladden, Philip Goff, David Gonzalez, Richard Gunderman, Debora Herold, Patricia Snell Herzog, Rachel Hinrichs, David Hoegberg, Ann Holmes, Lisa Hubbard, Mark Jaime, Kathy Johnson, Nikki Johnson, Steven Jones, Miyeon Jung, Hilary Kahn, Lasana Kazembe, Benjamin Keele, NiCole Keith, Jason Kelly, Sarah Koskie, Brian Krohn, Alexey Kuznetsov, Lei Li, Cam Macris, Katharine Macy, Weiming Mao, Brendan Maxcy, Lindsey Mayo, William Mello, Willie Miller, Pamela Morris, Wendy Morrison, M. Razi Nalim, Bethany Neal-Beliveau, David Nguyen, Jere Odell, Mathew Palakal, Kristi Palmer, Megan Palmer, Padhu Pattabiraman, Stefan Petranek, Ted Polley, William Potter, Sherry Queener, Rajeev Raje, Stephen Randall, Denise Rayman, Patrick Rooney, Nathan Rousseau, David Russomanno, Lamia Scherzinger, Jim Scheurich, John Schild, Margaret Schwarz, Sheila Segura, Sacha Sharp, Kristy Sheeler, Carol Shieh, Margie Smith-Simmons, Teresa Sosa, Armando Soto, Deborah Stiffler, Susan Storey, Jennifer Thorington Springer, Thomas Upton, Mark Urtel, Ruben Vidal, Kathy Visovatti Weaver, Crystal Walcott, Chandler Walker, John Watson, Jeffrey Watt, Libba Willcox, Constantin Yiannoutsos, Robert Yost, Whitney Yu, and Xinna Zhang

Members Absent: Mangilal Agarwal, Fredrik O. Andersson, Rafael Bahamonde, Janice Blum, Karen Bravo, Nicholas Brehl, Anna Carmon, Kenneth Carow, Jeremy Carter, Julia Cilleruelo Fernandez Del Moral, Amber Comer, Sarah Delima, Jerome Dumortier, Peter Federman, Jasmine Graham, Brian Gray, Paul Halverson, Jay Hess, Reinhold Hill, Greg Hull, Muhammad Idrees, Tandra Jackson, Sarath Janga, Sara Johnson, Linda Kelly, Kathleen King Thorius, Amy Knopf, David Kondrat, Leonidas Koniaris, Daniella Kostroun, Joan Kowolik, Debomoy Lahiri, Jiliang Li, Gina Londino-Smolar, Gary Maixner, Nadzeva Marozkina, James Marrs, Kathy Miller, Leslie Miller, George Mohler, Carol Anne Murdoch-Kinch, Miriam Murphy, Janet Nes, Robin Newhouse, Thu Suong Thi Nguyen, Amir Pasic, Nasser Paydar, Celeste Phillips-Salimi, Michael Pitts, Mike Polites, Rupa Radhakrishnan, Cory Robinson, Christian Rogers, Jesse Savage, Stuart Schrader, Shariq Siddiqui, Aisha Smiley, Heather Staggs, John Turchi, Nicole Vanandel, Joshua Vest, Jennifer Wessel, Kim White-Mills, Pamala Wiepking, Yar Luan Yeap, and Hiroki Yokota

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: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- The University Faculty Council (UFC) co-chairs met with President Whitten and Vice President Wimbush about rebuilding a vice presidency for academic affairs. The position has been renamed as vice president for regional and online education. A search committee has been formed including faculty from the regional campuses, IUB, and IUPUI. The search will be internal.
- Chancellor Paydar did not have an agenda item today due to the State of the Campus report later in the meeting. He shared that the National Weather Service had issued a Winter Storm Warning for Central Indiana beginning the next day to Friday. Ten inches of snow is predicted on Thursday. The IUPUI campus will not be closed; however, faculty have been asked to shift their classes to online on Wednesday evening, Thursday, and Friday. Notify your students by Canvas of this

change. Supervisors are also asked to allow staff to work remotely on these days as well. On Thursday and Friday, COVID testing will be closed. It will rain first, then snow. Therefore, we cannot put chemicals down to prevent freezing now because they will be washed away.

Agenda Item IV: [Discussion Item] IFC Resolution Against HB 1134 and Related Bills

Jim Scheurich, School of Education, IFC Executive Committee Member

Willie Miller, University Library, IFC Executive Committee Member

Scheurich said that originally there were two bills, one in the House and the Senate. The Senate bill was cancelled due to remarks one senator made that got bad publicity for Indiana nationally and internationally. In contrast, the House Bill 1134 proceeded through the process, a process that happens on a very short timeframe. The IFC Executive Committee developed a statement on the bill, of which 95 percent of the IFC members voted in favor but was then revised by the House. A revised IFC statement was developed as soon as the revised House bill was available. The most important revision by the House was that while higher education was targeted in the original version, all of the higher education focus was removed. There were also other minor changes and the emergence of a bill focused on controlling what books libraries could carry. The IFC Executive Committee statement revision removed the address of higher education and added one paragraph condemning the library bill. The revised House bill now goes to the Senate where it will likely hold public hearings. After the hearings, the Senate will consider their own revisions. When the public hearings are held, we will need professors to testify. You will only get to two-to-three minutes, and you must be in person. We need a strong university commitment to racial and social justice to be heard.

Miller spoke to the content of the bill. Amendments have been removed from House Bill 1134, Education Matters. An amendment removed mention of colleges and universities which means that a parent or student can no longer seek a court case for violations by university faculty. However, it still establishes a curricular materials advisory committee that must be 60 percent parents and undermines the curricular expertise of teachers, thus reducing them as a profession. It also bars schools from promoting educational concepts, among other things, that might make an individual feel discomfort, guilt, anguish, responsibility, or any other form of psychological distress on account of an individual's sex, race, ethnicity, religion, color, national origin, or political affiliation. This seems to come into conflict with a provision in the bill that also says that it does not prohibit teaching about historical injustices as doing so frequently provokes feels of discomfort, guilt, anguish, etc., on account of an individual's relationship to those injustices. Connected to House Bill 17, the other bill named in the resolution, this alters Indiana Code Section 3549 on the sale and distribution or exhibition of obscene material to put libraries, colleges, and universities at risk of legal action by removing the educational exception to the law. Further, this bill ignores extensive policies and procedures, practices, and laws currently in place that safeguard children from the receipt of harmful material from a library or educational institution. As currently written, the bill goes straight to legal action against a library or school circumventing the processes already in place. Removing the defense of educational purpose in the criminal statute will have a chilling effect, opening doors for libraries and schools to be charged with the crime of disseminating harmful materials to minors. Since the original resolution passed so overwhelmingly with the IFC, the Executive Committee updated the resolution to reflect the changes.

The revised statement is as follows (unedited):

IFC Resolution Against HB 1134 and Related Bills

Indiana University has been a leader, across all its campuses, in addressing the urgent need for teachers throughout the State of Indiana. In particular, IUPUI has a strong, demonstrated commitment to diversity, equity and inclusion. In a state where culturally responsive education is mandated, the distinct contributions of IU Schools of Education to the development of teachers well equipped to teach all students in culturally responsive, inclusive, and affirming

ways is a reason to celebrate. Yet Indiana House Bill 1134, [Education Matters](#), voted out of the Indiana House of Representatives and moving on to the Indiana Senate, threatens much of the progress that has been made. A failure on the University's part to strongly and publicly oppose HB 1134 would seriously undermine Indiana University's commitment to racial and other forms of social justice.

HB 1134 puts IUPUI graduates at risk, as teachers and librarians trained in our holistic and culturally responsive teacher preparation programs would face civil suits in the course of performing their jobs. As written, it would allow for any K-12 student in any class to file a complaint that they were made uncomfortable by a faculty member's teaching about race and racism, sex and sexism, or any other so-called "divisive topic" listed in this bill. HB 1134 also restricts K-12 districts and schools from requiring that students or employees participate in any similar training. If passed, the bill would create systems of surveillance under which K-12 educators and librarians will work under constant scrutiny, where virtually all their classroom materials and activities will have to be posted and reviewed in advance, and where their teaching would need to be approved by community curriculum committees, the majority of whose members are not educators. Schools will be open to civil suits if they violate the provisions of the bill by discussing topics that create "discomfort, anguish...or psychological distress." Teachers, principals, and administrators will risk having their licenses revoked if they violate the bill's provisions. The hostile atmosphere of surveillance and punishment this bill would create around the honest address of racism will almost certainly impact the numbers of educators entering the profession and drive current teachers out, particularly teachers of color.

There is no question that IU and IUPUI university leadership have made important progress in recent years centering social, racial, and economic justice issues— increasing faculty diversity, preparing future teachers, and providing service to the community around issues of equity. We have seen the development of a new Diversity, Equity, and Inclusion pathway for promotion and tenure, and a new requirement that faculty document the ways in which their work demonstrates evidence of a focus on diversity, equity, and inclusion in the faculty annual reporting system. In addition, IU is funding important efforts through its Racial Justice grant program. This public commitment to, and documentation of, our work in these areas is crucial and demonstrates that Indiana University takes current state mandates to teach cultural responsiveness and cultural competence very seriously.

The disproportionate impact on Black, Brown, and Indigenous People of Color-- K-12 students, their families, and educators in our schools--*implores* the university to take a firm position on protecting the rights of K-12 students and K-12 teachers, many of whom we train.. If we remain silent, we fail our own University community and lose both students and educators of color who will seek out environments that promote diversity, equity and inclusion in education. At the same time, our silence will fail K-12 students' rights to be included in curriculum and instruction and to be taught by teachers who are free to address issues of diversity, equity and inclusion.

Related to HB 1134, [Senate Bill 17](#) in its current iteration removes legal protection for school and public librarians doing their professional work. The IU School of Informatics and Computing's Library and Information Science department on the Indianapolis campus trains many of Indiana's librarians. At its core the MLS program, accredited by the American Library Association, holds the professional philosophy that every learner should have the freedom to read and opposes censorship. SB 17 overtly characterizes the creation of a balanced collection as pushing harmful agendas, and the librarian who creates the collection as a threat to the patrons served by the collection. Subversively, the bill will cause professionals to deselect

certain materials before they are attacked or even censor materials prior to inclusion for fear of being accused of providing materials harmful to minors as defined by singular points of view.

On these grounds let it be resolved, we, the faculty in the IUPUI Faculty Council, the elected representatives of all IUPUI faculty, firmly oppose HB 1134, SB 17, and similar legislation. We see our opposition as an expression of our commitment to racial justice and equity. We also see our opposition to this bill as an expression of our support for public school teachers at all levels and to Indiana students, families, and communities of color.

Miller asked for questions or comments:

- (Watson) I got an email this morning with links to lots of other universities because their states are doing similar things to ours, or at least trying. There were documents trying to drum up support for their view. We aren't alone in this, unfortunately.
 - (Miller) Unfortunately, there are a lot of copycat bills like this all across the country right now.
- (SFox): Fox strongly supports the resolution. He sent some suggestions for revision in an email to Karen Lee, Deb Stiffler, and Jim Scheurich that will not change the substance but would clear up a couple of sentences. He didn't feel the changes would affect any vote.
- (Potter) I'm still confused about the university being exempt because I looked at the Senate bill but it looks like a college library could be named as a defendant. Am I reading this wrong? Please clarify.
 - (Scheurich) He has been in meetings over the past few weeks with various stakeholders and many of them feel that the higher educational portion is out of the bill. He can't guarantee that, but that's what people involved with the legislature have concluded that higher education is not longer a focus. Our University Library would fit within the library portion of the bill.
 - (Miller) There are some confusing pieces on the Senate website where it outlines what has been removed or added in their long series that includes colleges, universities, museums, libraries, and school libraries. Connected to 1134, the note identifies that those entities can defend themselves against a violation, but connected to Senate Bill 17, they cannot defend themselves and they are open to civil suits.
- (Rosseau) I don't think it matters if the university is excluded. All of these youngsters will work their way to a university at some point and it's a matter of preparing them for college, life, and dealing with our past. This bill, and ones like it around the country, is an issue that has been coming. I think some people in the academic community are fully aware of this. It comes at a time when tenure is eroding. I would like to see universities become more active in their political engagements to work with legislators and crafting things that are consistent with progress.
 - (Scheurich) All of this worry about stress on kids has been focused around white kids hearing about slavery, Jim Crow, genocide of the indigenous people, etc. But, nobody seems to be worrying about the impact on children of color not to hear an honest representation of our history. I see that as actually more damaging that they do not get to see themselves in the curriculum and do not get to see an honest picture of the nature of our country.
- (Kazembe) I think often what happens in cases like this are knee-jerk reactions and looking at things in a silo. That is to say to look at this bill as being disconnected from other things that are going on in the country right now, I don't see things that way. I tend to do a systems analysis when I'm looking at issues. And, I think this bill's timing is really interesting and dangerous, not in the least, because it's coming at a time when there's massive voter disenfranchisement and at a time when there is a ramp up of white paramilitary extremism, where the Department of Homeland Security and the FBI had both released reports citing that white domestic terrorism is the number one threat to the internal security of the United States. It's coming at a time where we just saw the former

president in Texas essentially call for race riot in cities. There are many things going on in tandem with these bills. It would do well for people to look at things in a systemic way. Look at what the impact is as we think about what sort of positions we want to take up on this issue.

Stiffler called the discussion to a close due to time constraints on the agenda. She welcomed further comments by email or through Zoom Chat.

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

Deb Stiffler

Constitution and Bylaws Committee

Cornelis de Waal, Chair

[Second Read - Vote] Change to Bylaw Article II. Section B. Elections of At-Large Representatives de Wall shared at the January IFC meeting 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.

The Constitution and Bylaws Committee moved to approve the change. Coming from committee, the motion did not need a second. A vote was taken, and the motion passed.

Faculty Affairs Committee

Rachel Applegate, Assistant Vice Chancellor for Faculty Affairs, on behalf of the faculty administrators

- Distinguished Level for Honorary Appointments: In the IUPUI Faculty Guide, there are some honorary titles listed; however, there are no distinguished titles. Some schools/units have individuals in the community whom they would like to see singled out or distinguished by a distinguished title. Control of who receives an distinguished title is controlled by the school/unit and would vote on the approval. The addition of this level for honorary appointments comes to the IFC as an addition to the IUPUI Faculty Guide. The proposed language is as follows:

PROPOSAL: Distinguished level for Honorary Appointments

To: IFC

From: Faculty Affairs Committee

Rachel Applegate
On behalf of faculty administrators

We request that the Faculty Guide add a sub-section (“Addition” below) to the Honorary Appointments section of the guide (pp. 43-46). This section lists these approved titles:

Community Scholar (ordinarily, baccalaureate or above)
Community Associate (community knowledge/expertise)
Visiting Community Associate (short-term)
International Scholar (terminal degree appropriate for a professorial appointment)
International Associate (ordinarily, terminal degree appropriate for lecturer or above)
International Affiliate (an advanced degree but exceptions can be made)

This part of the IUPUI Faculty Guide conforms to IU policy ACA-14 Classification of Academic Appointments, C. Specialist and Honorary Appointments, 2. Honorary Appointments:

Honorary Appointments. Honorary appointments are given to those not employed within the university who render service to the university’s mission in a manner that justifies the recognition of an honorary title. The published academic regulations for each campus shall maintain a list of honorary titles, indicated as such.

Each of these ‘honorary’ titles applies to volunteers (unpaid persons) but not all volunteers have ‘honorary’ titles. This addition makes the title consistent and official, which makes it more prestigious for the recipients.

Addition:

The designation “Distinguished” may be added to any of the above appointment types. The designation is made in the “Notes” section of the appointing documentation.

For an honorary volunteer to be designated as “Distinguished,” the relevant administrator must make a recommendation to, and receive an endorsement by vote of the faculty of the relevant unit, either as a whole or by an appropriate committee. Ordinarily, the qualification “Distinguished” would apply to persons with exceptional achievements and experience in professions, business, government, or community as appropriate.

This designation applies only to these listed titles. It does not apply to adjunct or no-pay appointments which are not one of these listed titles. People who are in paid positions, full or part-time, may not use the term “distinguished” unless they qualify under IU policy ACA-39, Distinguished Ranks.

The Faculty Affairs Committee moved to approve the change. Coming from committee, the motion did not need a second. A question was asked about whether there was a timeline on the rank (i.e., does the rank expire). Applegate responded that the honorary titles already have a timeline embedded within them in the Faculty Guide. Most are a one-year or five-year appointments. A vote was taken, and the motion passed.

Agenda Item VI: Question / Answer Period

Deb Stiffler

- Can you confirm the weather statement you gave earlier?
 - (Chancellor Paydar) The National Weather Service’s Winter Storm Warning is in effect

from 7 a.m. on Wednesday, February 2, to 1 a.m. on February 4. The temperature on Wednesday will be in the 30s and so, pure rain. I suggest faculty move classes online at 4 or 5 p.m. on Wednesday. A note will be sent to the deans to clarify this. Thursday should be online, and you are asked to avoid campus if possible.

- (SFox) Regarding the House Bill resolution discussed earlier, are we considering the IFC statement passed even though it was revised?
 - (Scheurich) The higher education portion has been removed from the bill but the council still believes in the content of the revised statement, so we will consider it approved unless there are significant changes to the bill. The original vote was approved by 95 percent.
- (Question from Chat) Is there a need for anyone to go to the State House to speak to the bill?
 - (Scheurich) I can provide the information if needed. The IFC-EC is staying on top of the bill. If there will be someone speaking to the bill, there is only two minutes and a limited number of people. If there is a need to speak, the information will be shared.

Agenda Item VII: Final Remarks and Adjournment

Following this meeting at 4 p.m. the Chancellor will give his State of the Campus address by Zoom. 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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