

IUPUI
IUPUI Faculty Council (IFC)
Minutes

September 14, 2021 ~ Campus Center Theater and Zoom Virtual Meeting ~ 3-5 p.m.

Faculty and Guests Present: Mangilal Agarwal, Fredrik O. Andersson, Lisa Angermeier, Keith Anliker, Marta Antón, Rafael Bahamonde, Tina Baich, Emily Beckman, Brenda Blacklock, Janice Blum, Stephen Boehm, Nicholas Brehl, Camy Broeker, Angela Bruzzaniti, Christian Buerger, Francesco Cafaro, Kenneth Carow, Julia Cilleruelo Fernandez Del Moral, Christopher Coleman, Tim Corson, Tamara Davis, Cornelis De Waal, Jeffrey Dean, Debbie DeMeester, John DiTusa, Kimberly Donahue, Claire Draucker, Simone Duarte, Jerome Dumortier, Christine Eckel, Tami Eitle, Rob Elliott, Alyson Essex, Pat Fox, Stephen Fox, Robyn Fuchs, Dominique Galli, Andrew Gavrin, James Gladden, Philip Goff, Jasmine Graham, Brian Gray, Richard Gunderman, Debora Herold, Patricia Snell Herzog, Ann Holmes, Lisa Hubbard, Sarath Janga, Kathy Johnson, Sara Johnson, Miyeon Jung, Lasana Kazembe, Benjamin Keele, NiCole Keith, Jason Kelly, Amy Knopf, Sarah Koskie, Joan Kowolik, Brian Krohn, Jiliang Li, Lei Li, Gina Londino-Smolar, Michael Mace, Katharine Macy, Weiming Mao, Nadzeva Marozkina, Kathy Marrs, Brendan Maxcy, Lindsey Mayo, Kevin McCracken, Zina Ben Miled, Leslie Miller, Willie Miller, George Mohler, Pamela Morris, Wendy Morrison, Lindsey Mosier, Miriam Murphy, M. Razi Nalim, Bethany Neal-Beliveau, Janet Nes, David Nguyen, Jere Odell, Kristi Palmer, Megan Palmer, Amir Pasic, Nasser Paydar, Stefan Petranek, Mike Polites, Ted Polley, Karen Pollok, Sherry Queener, Stephen Randall, David Russomanno, Jesse Savage, Jim Scheurich, John Schild, Stuart Schrader, Margaret Schwarz, Sheila Segura, Sacha Sharp, Kristy Sheeler, Carol Shieh, Shariq Siddiqui, Armando Soto, Deborah Stiffler, Susan Storey, Jennifer Thorington Springer, John Turchi, Thomas Upton, Nicole Vanandel, Joshua Vest, Ruben Vidal, Kathy Visovatti Weaver, Crystal Walcott, Chandler Walker, Amy Warner, John Watson, Kim White-Mills, Yar Luan Yeap, Robert Yost, and Xinna Zhang

Members Absent: Kathryn Berlin, Ben Boukai, Herbert Brant, Karen Bravo, Joan Carlson, Anna Carmon, Jeremy Carter, Amber Comer, Emilee Delbridge, Sarah Delima, Sasha Fedorikhin, Paul Halverson, Jay Hess, Reinhold Hill, David Hoegberg, Greg Hull, Muhammad Idrees, Tamba Jackson, Steven Jones, Linda Kelly, Larita Killian, Kathleen King Thorius, Leonidas Koniaris, Amy Daniella Kostroun, Alexey Kuznetsov, Debomoy Lahiri, James Marrs, Carol Murdoch-Kinch, Robin Newhouse, Mathew Palakal, Padhu Pattabiraman, Celeste Phillips, Michael Pitts, Rupa Radhakrishnan, Cory Robinson, Patricia Rogan, Christian Rogers, Aisha Smiley, Jeffrey Watt, Jennifer Wessel, 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 May 4, 2021, Meeting

Attachment: <https://go.iu.edu/4026>

The minutes of the May 4, 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

[Circular 2021-12](#): Fall 2021 Census

Paydar reported on the following:

- It has been an incredibly difficult 19 months for the campus, both on an individual-level and an organization-level. The faculty have done remarkable work. Faculty who have risen to meet the challenges need to be continually thanked for their flexibility. Staff have also done a marvelous job to support the mission of the campus.
- IUPUI strongly believes in shared governance. Working with faculty is what has kept the

campus going, including working with the IFC and the IFC Executive Committee.

- Pamela Whitten is the new IU president and has been so for many months. She has been to the IUPUI campus numerous times and met with the IFC Executive Committee. The university is looking forward to her leadership.
- The pandemic is continuing. Testing continues, and IUPUI found around 50 positive cases on campus last week. As a whole, the campus is doing very well when it comes to the percentage of the community who have been vaccinated. Over 88 percent of the entire campus community has received the COVID-19 vaccination. Over 92 percent of faculty and staff are vaccinated. Students are at 86.7 percent vaccinated, and the university is working on testing those who are not vaccinated. Total cases across the country are high. The state of Indiana also has a high number of cases. The virus seems to be most affecting those who are not vaccinated, though there are some breakthrough cases. Breakthrough cases don't typically have serious outcomes or symptoms. Over the summer, the university appointed Dr. Aaron Carroll as chief health officer for IU, and IUPUI works closely with him on health-related issues. The university gets a lot of questions from faculty, and these questions have been integrated into a FAQ page, which can be found at <https://www.iu.edu/covid/faq/index.html>. Masks are currently mandatory indoors. Faculty need to deal with mask disruptions in the way they would deal with other disruptions in the classroom. Typically, this means asking disruptive students to follow the stated guidelines.
- Flu shots are available on campus. Although the high dose flu shot is not available today, the other dose is currently available.
- The official enrollment census is out. The bottom line is that at collectively combining IUPUI, IUPUC, and IU Fort Wayne, enrollment down by 5.8 percent, which is significant. The Indianapolis campus is down 5.2 percent, the Fort Wayne campus is down 6.3 percent, and Columbus is down 17.6 percent. While there are a few Indiana campuses where enrollment is up, specifically IU Bloomington and Purdue, every other university is down in enrollment. This data is currently being analyzed, but the enrollment drop is mainly from the Hoosier side. Regional campuses generally get more regional students, so this drop is related to the drop in students from Indiana. This needs to be turned around going forward. Since IUPUI campuses depend on Hoosiers and have historically focused their attention on the Hoosier population, these campuses are being affected more.
- This semester, 10.9 percent of undergraduate students are completely online, 37.3 percent are completely on campus, and 52 percent have hybrid schedules. As enrollment numbers have gone down, the percentage of White students has gone down about 8 percent. For the Indianapolis campus, Asian Americans are up 1.4 percent and constitute 7 percent of the campus. Latinx students are up by 3.3 percent and constitute 10 percent of the campus. African Americans are down 5.7 percent, constituting 9.8 percent of the campus. For the first time, Latinx students have higher numbers than African American students on campus. International students are up by 2.3 percent from last year, but there was a huge drop in the international student body last year, so it is not much.
- Enrollment numbers translate to the budget. As numbers drop, funding to schools does as well. As a result, there will be a deficit collectively of about \$6 million. The university has begun adjusting the budgets going forward, but not across the board. Spending needs to be more closely monitored. The state of Indiana determined its budget last year, so the university did receive back the 7 percent that had been cut the year prior. In this coming year, the state allocates funding to higher education based on the performance of the institutions for fiscal year 2022-2023. This campus will increase its state appropriations by around \$11 million.
- The Higher Education Emergency Relief Fund III (HEERF III) was approved, and the funding was received and distributed. The total amount distributed was \$27.7 million and roughly distributed to 12,000 students. To decide who received the funding, the university looked at individuals who needed money, like Pell Grant recipients. This campus received a significant amount of money from HEERF III because the government used Pell Grant recipients by

campus as an allocation justification. Pell Grant recipients received about \$1,400 each, and there is about \$2.2 million left that students can apply to receive. This time around, the funding can go to DACA and international students.

- Dr. Tamara Jackson has been the interim dean of the School of Education, and there was overwhelming support for Dr. Jackson's appointment as the dean. She was appointed as the dean of the School of Education over the summer. IUPUI also extended Greg Hull's interim dean role for two years at the Herron School of Art + Design. The campus has begun the search for the associate vice chancellor of undergraduate education and dean of university college role, chaired by Dean Tami Eitle. A committee meeting also occurred to conduct the search for the vice chancellor and dean of IU Fort Wayne.
- Administrative review for senior administrators is underway. This year, Executive Vice Chancellor and Chief Academic Officer Kathy Johnson, Dean of the School of Engineering and Technology David Russomanno, and Vice Chancellor and Dean of IUPUC Reinhold Hill will be reviewed. Deans Amir Pasic (Lilly Family School of Philanthropy) and Robin Newhouse (School of Nursing) were reviewed last year. Their review summaries can be found below:
 - Amir Pasic, Eugene R. Tempel Dean of the Lilly Family School of Philanthropy: <https://go.iu.edu/40Z6>
 - Robin Newhouse, Dean, School of Nursing: <https://go.iu.edu/40Z7>
- The Library Affairs Committee investigated increasing funding to libraries and made recommendations which were ultimately accepted.
- Innovation Hall is completed. The Schools of Engineering and Technology, Science, and Informatics and Computing funded Innovation Hall and will be occupying the building. One of the classrooms is football shaped. Ball Hall recently went through major renovations. During construction, a basketball court floor was discovered on the fourth floor and was kept. The design also incorporated 1920's architecture during construction. The Ball Hall renovation cost is \$16.4 million. IUPUI is currently looking at renovating The Tower before constructing new residence halls. A statue of a jaguar was dedicated outside of Hine Hall after a long history of setbacks. Paydar is starting a rumor that if you touch the statue, good luck will come to you. A sculpture was also dedicated called "Skylight" in the Magnolia Courtyard.
- Yesterday, the *U.S. News and World Report* released its higher education rankings. IUPUI has moved up in ranking by 22 places and is tied for 46th place for "Innovative Schools" in the United States. IUPUI is ranked 99th in state universities for tier one national universities. IUPUI is ranked 21st in the country for service learning.
- Commencement will be at Carroll Stadium this year on May 14, 2022. Plan B is to host Commencement on May 15, 2022, in the same place.
- Several priorities are set for the campus every year. This year, enrollment management and yield are priorities. Applications year over year have gone up, but matriculation has not stayed at the same level. A consultant looked the IUPUI program, and their recommendations are being implemented.
- Over the summer, it was announced that Paydar will be retiring on March 1, 2022, upon the successful search for his replacement.

Executive Vice Chancellor and Chief Academic Officer Kathy Johnson added to the presentation:

- An update was recently sent to department chairs and deans regarding the promotion and tenure integrative diversity, equity, and inclusion case type. The campus Promotion and Tenure Committee will still be doing its work through the ad hoc task force appointed last year. The priority for this year is to look at non-tenure-track cases, as they only looked at tenure-track cases last year. Departments are requested to begin to consider if there are other types of cases that center on equity and inclusion, like public scholarship. The campus committee will provide guidance, videos, and examples for external reviewers about the Integrative DEI case. In STEM disciplines, there are several other institutions who want to partner with IUPUI for this work. At

the school and department level, the Office of Academic Affairs asks that they:

1. Consider the campus guidelines and whether it makes sense for the school.
2. Look at merit. Most people go up for promotion twice, but everyone should have a yearly merit review.
3. Consider having candidates have a statement related to their activities in this area.
4. Consider asking candidates for faculty positions to submit a similar statement regarding their philosophy, teaching, and practices that are inclusive.

Agenda Item V: Updates / Remarks from the IFC President

John Watson, President, IUPUI Faculty Council

Watson reported on the following:

- The IFC had several achievements over the last year. These include endorsing the United Nations Sustainable Development Goals Initiative, agreeing to allow tenure-track faculty at the associate or full level to serve on committees reviewing the teaching professor candidates, to write chair letters, and serve as external reviewers for a period of three years; endorsing the Alliance of Distinguished Entitled Professors document titled, “Becoming a More Equitable and Inclusive Institution”; approving the Integrative DEI promotion and tenure case for tenure-track faculty; approving the ability for faculty to document changes to teaching, research, and service during the pandemic as a COVID-19 annual review supplemental document; approving two wellness days for the spring 2021 semester; and finally providing an endorsement statement about the COVID-19 vaccination requirement.
- Dean David Russomanno (School of Engineering and Technology) was interviewed by WFYI about a new scholarship program involving IUPUI and NXG Youth Motorsports. IUPUI is home to the only bachelor’s degree in motorsports engineering. IUPUI is providing a \$2,000 scholarship to train young racers in STEM disciplines. This is an excellent example of tying in IUPUI to the local community.

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

Jack Windsor, Chair, Nominating Committee

IUPUI Faculty Council: Slate for Nominating Committee

Term: June 2020 through June 2022

Number to Elect: 3; Number to Slate: 6

Last Name	First Name	Rank	School	Department Description
Bruzzaniti	Angela	TEN FT2	Dentistry	Biomedical & Applied Sciences
Kowolik	Joan	TEN FT2	Dentistry	Pediatric Dentistry
Li	Lei	TEN FT2	Science	Chemistry
Maxcy	Brendan	TEN FT2	Education	Education
Schild	John	TEN FT2	Engineering and Technology	Biomedical Engineering
Stucky	Thomas	TEN FT1	O’Neill School of Public & Environ. Affairs	The O’Neill School

Agenda Item VII: [First Read] 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:

- The Academic Affairs Committee (AAC) looked at the policy after a student and the Undergraduate Student Government came to discuss forgiveness policies with the committee. The purpose of the policy was to establish an effective way to encourage students who did poorly in previous attempts at IUPUI and give them a fresh start after a significant hiatus. This provides a fresh start for IU and Purdue students in the same way accorded to students who transfer into IUPUI from other universities.
- The new name is now “Fresh Start Through Academic Renewal Policy” to renew the academic course for these students. The hiatus parameters for the current policy are for students who are pursuing a baccalaureate degree who have not been enrolled in any IU campus for a minimum of the last three years. The previous parameters stated that they could not have attended any other college and this unfairly judged students who attended Ivy Tech. All IUPUI students who meet the criteria regardless of the unit of enrollment are eligible to apply for Fresh Start. The application must be made by last day of classes of the second term of enrollment after the hiatus. Students will apply through their school of enrollment and their applications are forwarded to the Associate Vice Chancellor for Undergraduate Education for approval. All courses, grades, and credits will remain on their transcript, but an adjustment is applied to remove previous GPA values from the cumulative GPA. The student must complete a minimum of 30 credit hours on the IUPUI campus to meet the graduation residency requirement. This policy now includes students who transferred from the Purdue campus to an IUPUI Purdue program. This policy can only be invoked once. Academic misconduct language was added, stating that grades based on code violation will not be removed. This policy applies to all terms of IU enrollment. If students transfer to another campus, they can only receive forgiveness once, no matter the campus.

Questions:

- Purdue is stipulating that there is a five-year hiatus, and this policy only says three years. We may want to check if we need to align with Purdue for this policy.
- How did you get student feedback/ What kind did you get?
 - Blacklock: We had a student come in and talk to us and give us a presentation. We also talked to the Undergraduate Student Government.

Agenda Item VIII: [Information Item] Administrative Update

Camy Broeker, Vice Chancellor for Finance and Administration

Broeker reported on the following:

- IUPUI will continue to have disposal masks available at building entrances. If you see an issue, call 317-278-1900 or if you see a CFS staff member, let them know to get it updated.
- IUPUI has reinstated the Busy Streets, Busy Campus initiative. Campus police are enforcing the 25 miles per hour speed limit.
- The Health Sciences building renovation is continuing. The Bryce and Ott buildings renovation is working on infrastructure and are due to be completed at the end of December. This work will continue with buildout work until the end of 2022 to make space for administrative offices. The tennis courts back on campus at the southeast corner of Carroll Stadium. Large tents are available across campus to facilitate events and gatherings outside. These will be up through the end of September and can be reserved through IUPUI Events. Permanent informal seating has been added along Michigan Street and in the Taylor Courtyard.
- IUPUI has continued to have parking capacity on campus. EM permits are allowed to park in ST surface lots, but not garages. The occasional permit option has been added as a pilot. Using the occasional permit, employees can park in the North Street Garage for \$5 a day and this can be used up to 10 times per month. Construction of the parking lot behind Bryce and Ott has begun and will add about 400 parking spaces. This construction is expected to be done in early November. The License Plate Recognition (LPR) program has continued to be implemented on

campus. For that technology to work, employees need to pull into the parking spaces instead of backing in to read the license plates. Parking rates were adjusted for employees and students by banded tiers. Starting at the lowest tier, the reduction rate was 35 percent, then 25 percent, then 15 percent, and finally 5 percent for the top tier. A 10 percent cost reduction was implemented for students.

- There are nationwide labor shortages in food service, and this has affected Chartwells. The campus convenience stores have also experienced supply chain issues.
- Special events with 50 or more attendees need to be approved through the University Events Review Committee (UERC) and have a safety plan. More information can be found at <https://eventservices.iupui.edu/>.
- For COVID-19 testing, symptomatic testing can be accessed through the symptom checker on [One.IU.edu](https://one.iu.edu). Those who are not fully vaccinated are being tested once a week in the Tower Garage. Hours for this testing site may be modified to accommodate earlier and later times. Voluntary testing is available at this testing site as well. Those being tested should arrive as close to their scheduled appointment time as they can so that crowding can be avoided.
- Flu shot clinics are happening again this year. On Thursday, September 16, IUPUI will host a mass vaccination clinic from 9–3 p.m. outside of the Campus Center. No appointments are necessary for this clinic. Other flu clinics will be on Monday, September 20, in the Tower Ballroom and will need appointments and Tuesday, September 28, in the Campus Center. The clinics on September 20 and September 28 will include the high dose flu vaccine and the egg free flu vaccine.
- Fire drills occurred at the beginning of the semester.

Questions:

- What is the difference between the high dose and the normal dose flu vaccines?
 - Paydar: Anyone over 65 years old is qualified for getting the high dose vaccine, and it has four times the number of antigens as the regular vaccine.
- Are we planning on requiring flu vaccines this fall?
 - Broeker: They are not required, but highly encouraged. They do not need to be reported.
- Are retirees going to be eligible for the flu vaccine?
 - Broeker: The mass vaccination clinic is open for retirees, but the others will need to be checked.

Agenda Item IX: [Information Item] Student Accommodation Needs

Kevin McCracken, Director, Adaptive Educational Services

Michael Mace, Manager, Assistive Technology & Accessibility Centers

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

- There is a three-step process for accommodations. First is determining if the student is qualified, then deciding what the appropriate accommodations are, and lastly implementing those accommodations. The first step is the responsibility and authority of Adaptive Educational Services (AES). This office determines if they are qualified. The next step about determining accommodations is largely internal. AES works with the student and approves accommodations. A complex accommodation that fundamentally could alter the curriculum necessitates a conversation with the academic unit. Regarding application, the academic units and faculty members are the ones who implement accommodations. AES provides support for the implementation.
- To assist AES in determining accommodations, it is helpful if faculty provide clear and detailed course learning objectives, use “out of office” email reply, post their syllabus as early as possible, and refer students to AES if they disclose a disability.
- Over 1300 students are registered with the AES office, with neurodevelopmental and psychological/emotional students comprising two thirds of registered students. Only two categories, sensory and neurological, are likely to have students who have visible disabilities and only comprise 11 percent of registered students. In the sensory category, IUPUI has 44 blind or visually impaired students and 36 deaf or hard of hearing students.

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

- AES is a division of UITS and assists every campus in creating accessible materials, textbook coordination, captioning for both live and prerecorded events, and deploying and supporting software for students.
- Last year, services doubled and incurred a \$440,000 deficit. This is because digital learning tools are increasing, canvas usage has exploded, and video has transformed the higher education environment. Since these services are more dynamic, they are more difficult to fix. Textbook costs have grown quite a bit, especially when they are transformed to braille. Closed captioning costs are increasing, and these are often sourced outside of existing university resources. Audio description, describe what is happening on screen in a separate audio track, costs are rising. This deficit was paid from the president's office and some the funding going forward may come from the departments.
- For video, faculty can work with resource librarians. Specifically, librarians can source video with accurate captions. Faculty can also use Kaltura for video delivery and editing captions. For textbooks, faculty can determine if a textbook is necessary and select them early. Faculty can also use the IU eText program.
- Several self-help tools exist, including Kaltura ASR captions, equidox PDF remediation software, and Ally is currently being tested out.
- The ATAC website can be found at <https://atac.iu.edu>.
- The Accessibility@IU webpage can be found at <https://accessibility.iu.edu>.
- ATAC's email is atac@iu.edu.
- Courses for improvement can be found at:
 - [Improving the Accessibility of Your Canvas Course](#)
 - [Creating an Accessible Syllabus using Microsoft Word](#)

Questions:

- Would it be better to post PowerPoint slides as a PDF instead of the PowerPoint file?
 - Mace: Yes, unless there are a lot of graphics in them.
- We need to remind our colleagues that we have students who have disabilities, and we need to accommodate them. When we go back to our faculty meetings and discuss this IFC meeting, mention this discussion and that we must be accommodating our students with disabilities.
 - Mace: This is true especially since our numbers are students who are registered for our services. There's a stigma attached to it, so there are more out there.
- How can we find out more about Ally?
 - Mace: Email atac@iu.edu
- Question:
 - Mace: MyLab has been cited frequently in OCR complaints. We have tried to talk with their accessibility staff, but they tend to cycle out quickly. We're always willing to retest it, but they tend to not want to allow us to test it.
- There was an icon of some sort that indicates if an item is accessible?
 - Mace: VitalSource does this but there are plans to integrate this into our eText program. VitalSource has an accessibility page for all textbooks.
- Videoing lectures is useful, but I have had issues with Kaltura on phones. What's wrong with YouTube?
 - Mace: On YouTube, you do not control content and it can be taken down at any time. We have an automatic system in Kaltura for captioning. If you're having issues, I can help.

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

There were no reports.

Agenda Item XI: Question / Answer Period

There were no questions.

Agenda Item XII: Unfinished Business

There was no Unfinished Business.

Agenda Item XIII: New Business

There was no New Business.

Agenda Item XIV: Report from the IUPUI Staff Council

Lindsey Mosier, President

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

- The Staff Council Awards are currently accepting nominations until September 24. Selected staff will be celebrated at the Chancellor's Staff Recognition Ceremony.
- Items are continuing to be collected for Paws Pantry.
- Out of 17 applications, 11 staff professional development requests were funded.
- The Special Events Committee will be hosting a blood drive in the Campus Center on Wednesday, October 6.

Agenda Item XV: Final Remarks and Adjournment

Stiffler reminded the members that the next meeting is October 5, 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.



Adaptive Educational Services

Student Accommodation Needs IUPUI Faculty Council 09/14/21

Accommodation Process

Step	Responsibility	Authority
Determine Qualification	AES	AES
Determine Accommodations	AES	AES
Implement Accommodations	Shared: Primarily the Academic Unit	Shared

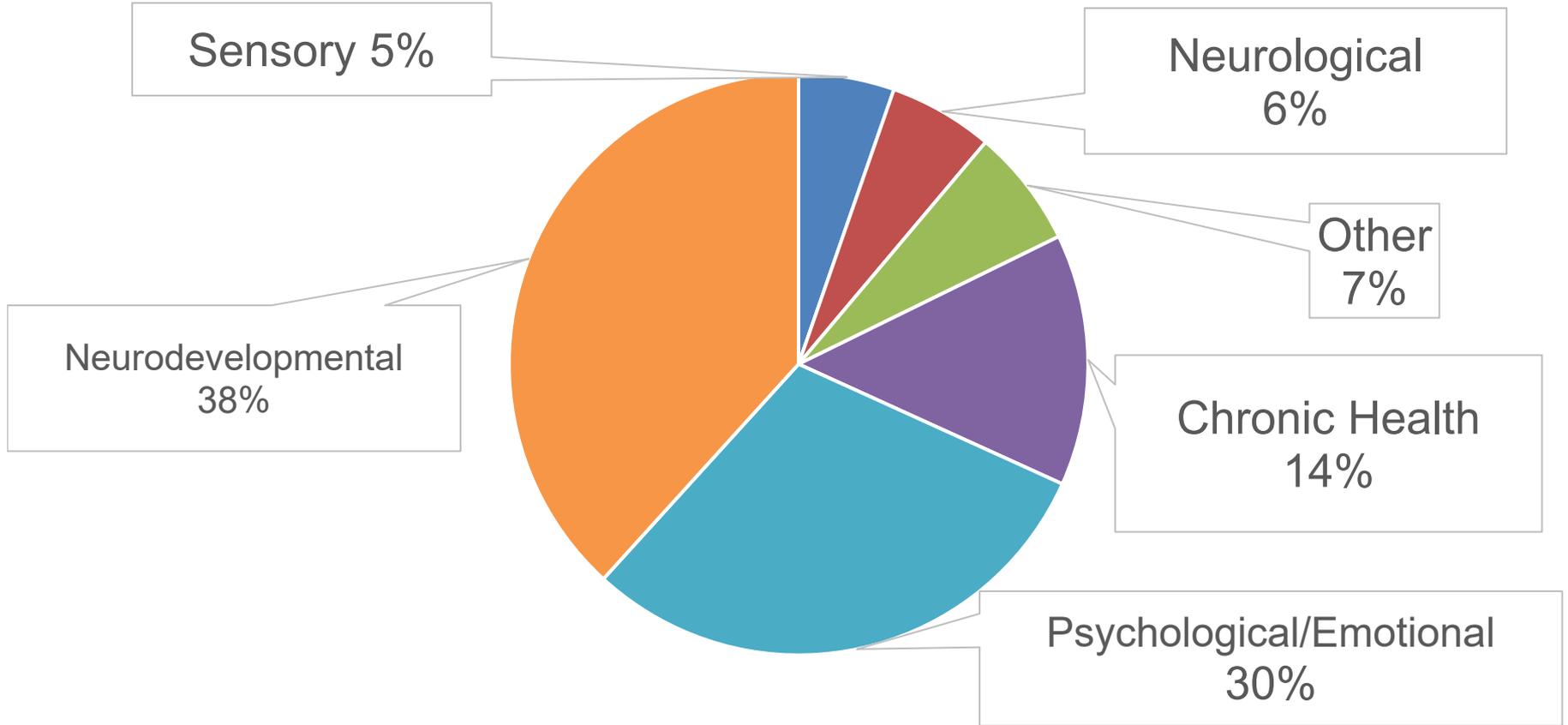


Faculty Guidance

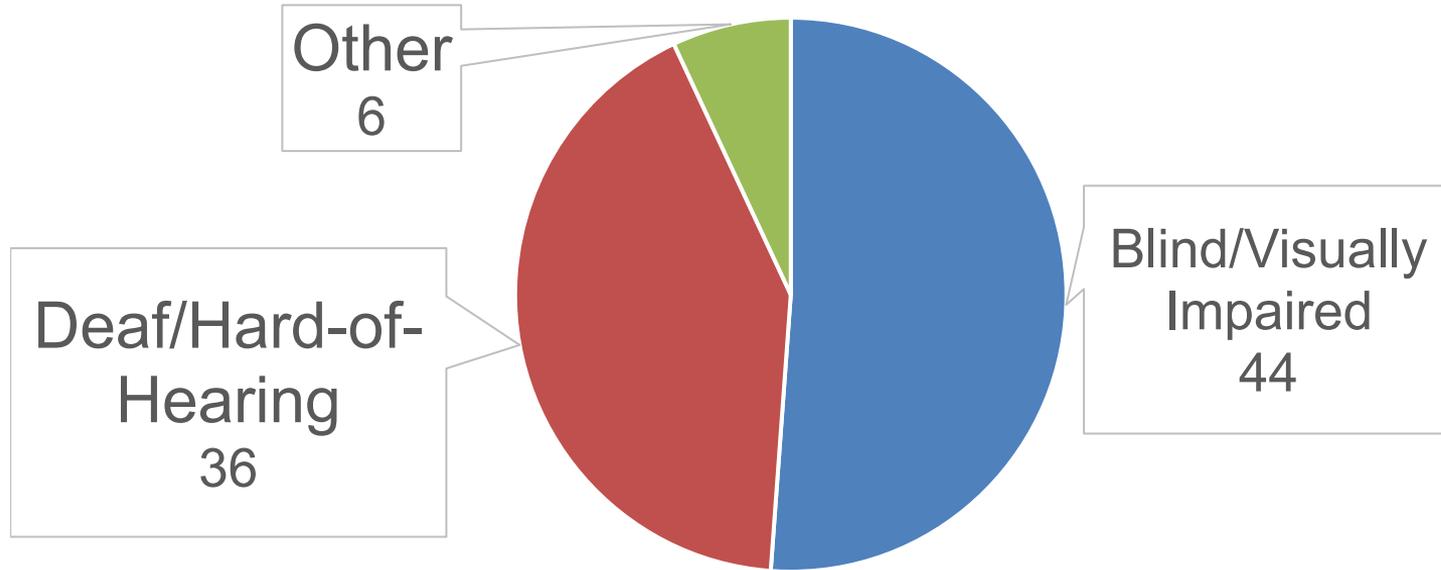
1. Provide clear and detailed course learning objectives.
2. Use “Out of Office” email reply.
3. Post your syllabus as early as possible.
4. Refer students to AES if they disclose a disability.
5. Refer student to AES, CAPS, Bepko LC, and/or departmental tutors if they struggle.



Disability Categories at AES (09/2021)



AES: Sensory Disability Category (09/2021)





UITS Assistive Technology and Accessibility Centers

State of Accommodations at IU

Who Am I?

Michael Mace

Manager
UITs Assistive Technology and Accessibility Centers

Associate Faculty, Computer Information and Graphics
Technology,
Purdue School of Engineering and Technology

Website: <https://atac.iu.edu>



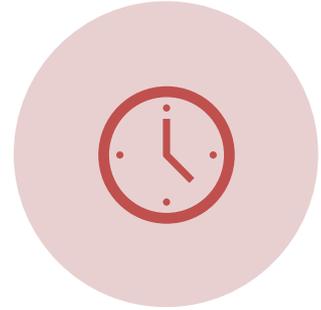
Who are we?



DIVISION OF
UITS



9 APPOINTED
STAFF



5 PART-TIME
STAFF



What do we do?



Assist instructors in creating accessible materials



Coordinate creation of textbooks in alternative formats



Manage captioning for both live and pre-recorded events*



Deploy and support AT software for students*



Last Year



2X SERVICES
GROWTH



-\$440K DEFICIT



Digital materials usage is increasing



Digital Learning Tools



Canvas



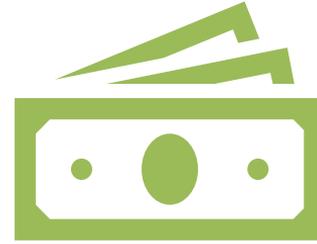
Video



Complexity of remediation is increasing



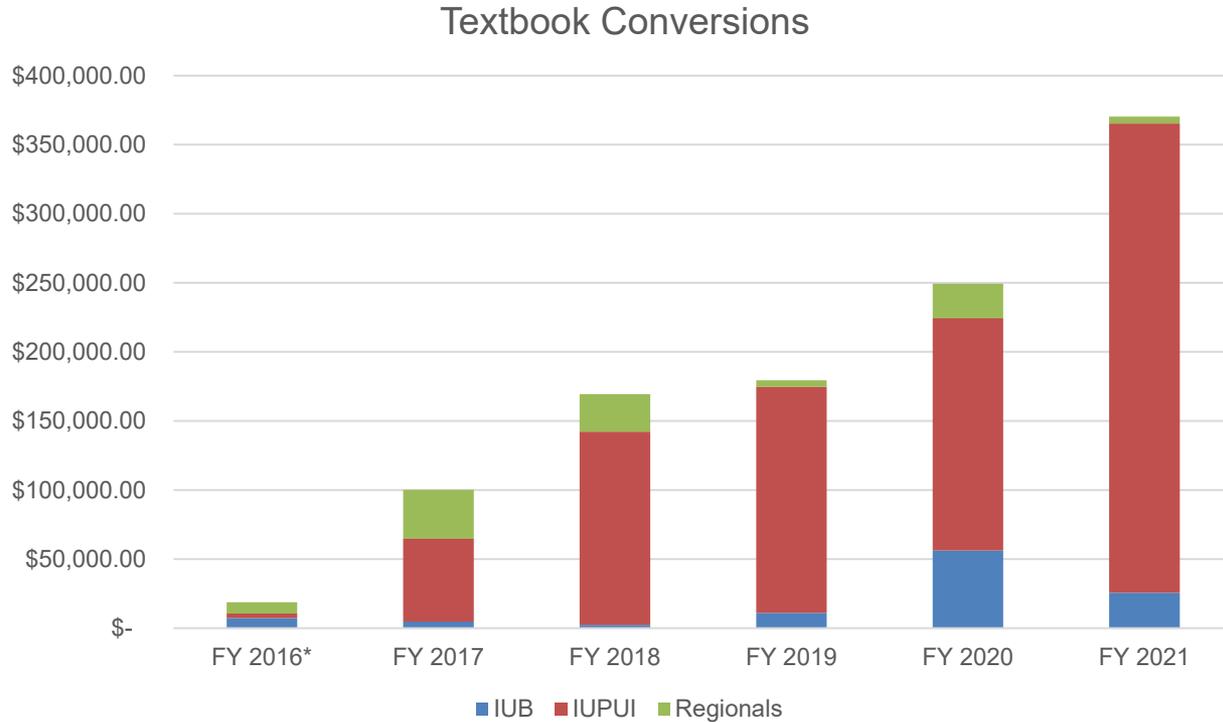
Course materials are more dynamic



6X more expensive to remediate after development



Textbook costs



Closed-captioning costs

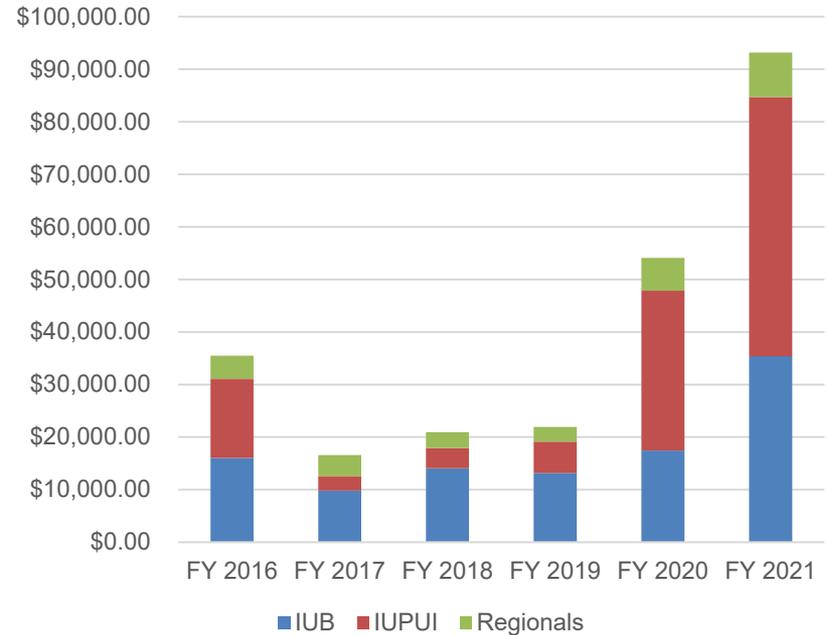


Captioning volume is increasing



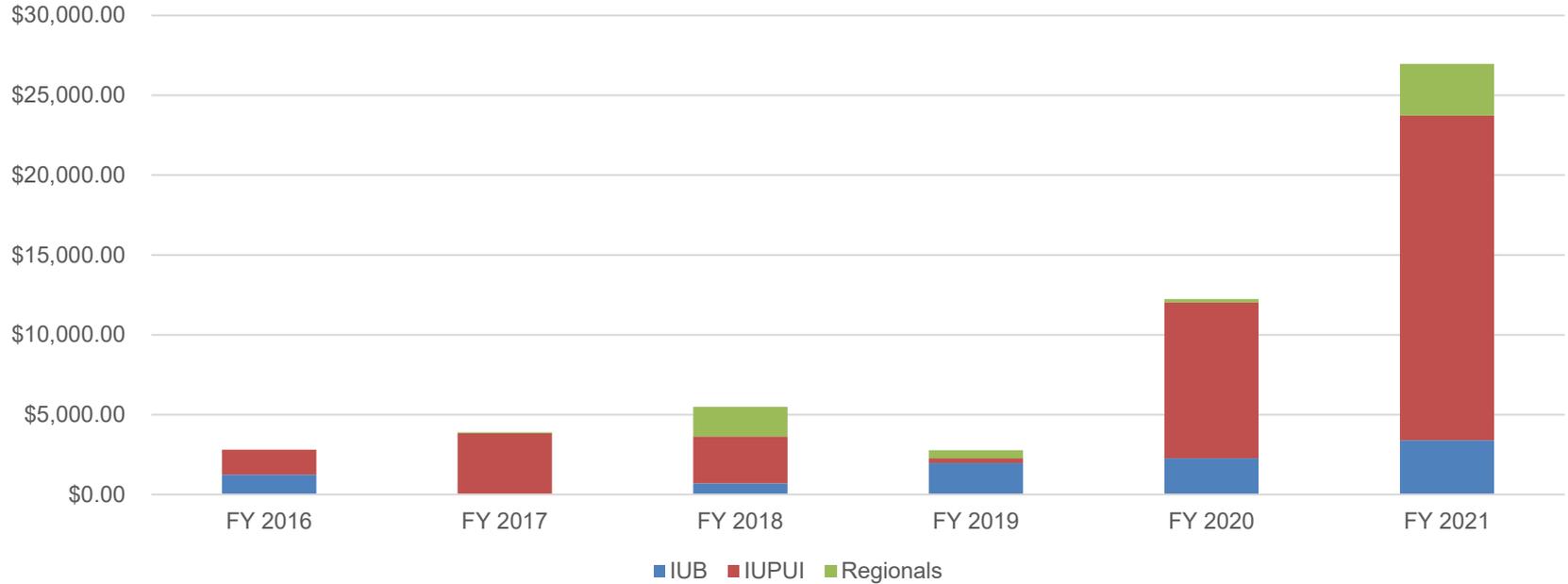
Content is often sourced outside of existing University resources

Closed Captioning



Audio description costs

Audio Description



How does this impact you?

Cost recovery is coming



Closed-captioning



Audio description



PDF remediation



Textbooks*

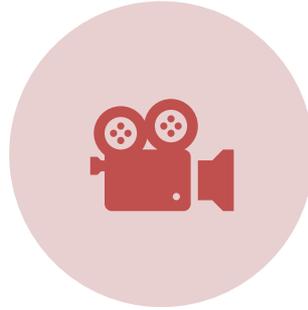


What help can you receive?

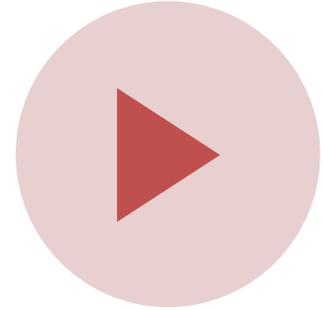
Video



WORK WITH
RESOURCE
LIBRARIANS



SOURCE VIDEO
WITH ACCURATE
CAPTIONS



USE KALTURA FOR
VIDEO DELIVERY



Textbooks



Is a textbook necessary



Select textbooks early



Use the IU eText Program



Minimize use of Pearson



Self-help tools



Kaltura ASR Captions w/Caption Editor



Equidox PDF Remediation Software



Ally



Want more information?

1. Websites:

- ATAC - <https://atac.iu.edu>
- Accessibility@IU – <https://accessibility.iu.edu>

2. Email: atac@iu.edu

3. Courses:

- [Improving the Accessibility of Your Canvas Course](#)
- [Creating an Accessible Syllabus using Microsoft Word](#)





INDIANA UNIVERSITY



IUPUI Faculty Council Meeting

September 14, 2021

Welcome Executive Team

- Leslie Albers, Secretary
- Beth Chaisson, 2nd Vice President
- Jeff Creaser, At-Large Member
- Tricia Edwards, At-Large Member
- Lisa Elko, Staff Council Coordinator
- Aaron Fields, At-Large Member
- Alicia Gahimer, Incoming Parliamentarian
- Julie Garringer, At- Large Member
- David Hanson, At-Large Member
- Teresa McCurry, Retiring Parliamentarian
- Lindsey Mosier, President
- Heather Staggs, 1st Vice President
- Kylee Sutton, At-Large Member

Pictured: Indy Parks My City My Park Beautification Project



SC Updates

1. Staff Council Awards are accepting nominations from Sept. 1-24. Awards will be presented at the Chancellors Staff Recognition ceremony later this fall. WE are encouraging our colleagues to submit a nomination.

Please Offer Nominations

[Bepko Spirit Award 2021](#)

[Carol D. Nathan Scholarship 2021](#)

[Bohan Award 2021](#)

[Staff Irwin Award 2021](#)

2. We have restarted our Paws' Pantry collection now that we are meeting in-person again. Items collected can be brought to the monthly full council meetings and placed in the bin near the sign-in table.

3. For the August PD round, we had 17 applications and were able to fund 11 of them. All applicants have been notified on the status of their applications.

4. The Special Events Committee will be hosting a blood drive in the Campus Center on Wednesday, October 6. They plan to use Salesforce to communicate this broadly.

5. Thank you!

Closing Remarks

Thank you!

The IUPUI Staff Council Executive Committee will be providing reports to the Faculty Council on a rotated schedule, as we have historically.

If you have questions, please don't hesitate to reach out to [us](#)!

Website: <https://staffcouncil.iupui.edu/>

Next Staff Council meeting: September 15, 2021 2-4pm

