



Welcome!

IUPUI Faculty Council
March 1, 2022

Please use the microphones located around the room
to ask questions during the meeting.

Thank you!



First Read: March 1 IFC
Town Hall: March 8, 3-5 pm
Town Hall: March 9, 10:30-12:30 pm
Vote: April 5 IFC

Ad Hoc Committee to Revise Promotion and Tenure Guidelines

Summary

1. Circular 04 Editorial changes: small definitions, consistency in use of satisfactory / areas of responsibility
2. Circular 05 Balanced Cases: new *integrative thematic case*; change to definition of 'highly satisfactory' for service
3. Circular 06 Scholarship: NTT allowed to present disciplinary scholarship as it supports teaching excellence
4. Circular 07 Service: Expand the scope beyond patient/client work
5. Circular 08 Peer Review of items: allow professional as well as academic



Town Halls, Emails, IFC March Q&A

Can a school/department limit the type of cases recognized--for all faculty, for particular faculty upon hiring?
Yes, as is currently practiced.

When do these go into effect? **As soon as** passed by IFC, *and* departments or schools have adopted. (How-to adopt guidance available. Some are already in use).

More materials will be posted later in April. A packet for the Integrative DEI case has been developed and distributed to schools. A template for the Integrative CVs is available in DMAI.

Any current case is okay to proceed as-is/using 2021-2022 guidelines.

Does the Integrative-Thematic case apply to clinical? **Yes**. [Lecturers are always excellence-in-teaching.]



Circular 2022-04 Editorial Changes

Consistently use “area of responsibility” and “area of excellence” terminology

Ensure all criteria explain what satisfactory means for each area of responsibility; no candidate can be promoted unless all of their areas of responsibility are at least satisfactory.

Add temporary note about language for external reviewers re COVID (IFC)

Note that tenure standards **at time of hire** must be preserved.

In Teaching Professor criteria, add note that excellence is sustained over time.

Direct schools to develop consistent / explicit policy on what is sent to external reviewers (per type of case).

Appendix: Documenting Quality and Impact



Circular 2022-05 Balanced Cases Changes

- Balanced:

- Integrative-DEI

Existing, one wording change

- Integrative-thematic

New

- Binned

Existing, some change
(dissemination not needed for highly
satisfactory in service)
(service changes as per Circular 07)



- **Circular 2022-06 Scholarship for NTT candidates/
teaching**

Lecturer and clinical faculty may present products of scholarly activity as part of a case for excellence in teaching*, on condition that they discuss and demonstrate how those activities support teaching. No product may be labelled as “research” (per IU policy) but they may be listed in the ‘teaching’ section of a IUPUI binned P&T CV.

*Clinical faculty whose scholarship supports their service will use service as an area of excellence.



Circular 2022-07 Service: Expand the scope

Service when presented as evidence for excellence can involve any of the following:

- Work with or for individuals as clients or patients. **existing**
- Work with or for organizations, community, or governmental partners outside the university including disciplinary or professional bodies or with or for individual practitioners. **new**
- Work advancing a university, campus, or school unit's teaching, research, or service missions. **new**

Current language for client-service is retained.



Circular 2022-08 Peer review adjustment

Proposal: Allow units to accept (or not, or to specify when they accept), professional-peer-review [of items](#) where applicable. Campus would accept those judgments.

- In effect, is already being used (art being reviewed by art critics or juries; presentations given at professional conferences; journals being edited/peer-reviewed by professionals.)
- External peer reviewers [of candidates](#) would remain largely academic.

*Community experts may be appropriate reviewers but they must be at arms-length
(not participants, collaborators, or beneficiaries)*



Proposed changes:

- Are within IU policy guidelines.
- None harm any current case.
- Some involve interpretations already used in many units.
- Most are interpretations that Bloomington already uses, or that are common in other universities who do not employ “binning.”

IFC website: [Circulars](#)

2022-04 Editorial Changes

2022-05 Balanced Case

2022-06 Scholarship for Clinical and Lecturer

2022-07 Service Change

2022-08 Peer Review Change





Happy successful faculty members!

Happy supportive mentors, colleagues, and staff

Ad Hoc Members

Columbus: Andrea Valentine
Dentistry: Gail Williamson
Richard Gregory
Education: Jim Scheurich
Engineering: Deb Burns
Marj Rush Hovde
FSPH: Paul Halverson
Constantin Yiannoutsos
Sylvia Bigatti
HHS: Robyn Fuchs
NiCole Keith
Keith Avin
Herron: William Potter
Informatics: Andrea Copeland
Kelley: Steve Jones
Ken Carow

Liberal Arts: Sue Hyatt
Thom Upton
Jennifer Thorington Springer
Lilly: Patrick Rooney
McKinney: George Wright
Medicine: Megan Palmer
O'Neill: Tom Stucky
Science: Deb Herold
Jane Williams
Social Work: Margaret Adamek
Univ. Library: Willie Miller
OAA: Gina Gibau
Margie Ferguson
Mary Price
Convenor: Rachel Applegate



In every single case, faculty members are doing faculty work that advances the campus and university.

Overall goals: Remove barriers, reward excellence

Or, What are the problems we are trying to solve?

- “Service” is poorly understood in non-Medicine contexts.
- “Peer-reviewed dissemination” is poorly understood and sometimes inadequate if defined only as “academic” and when applied to non-Medicine service.
- Administrative accomplishments (program-building, etc.) have been recognized by Bloomington and allowed by IU language but ignored by IUPUI rules.
- Balanced-integrative vs. balanced-binned: how ‘integrative’ one’s activities are is often a personal or disciplinary perspective and varies a lot. Retaining two different balanced cases allows people to choose the framework that fits their case best.



Spring 2022

- Balanced Cases ([Circular 2022-05](#)):
 - Change wording: “local” to “direct” [impact]
 - Balanced-Integrative thematic case added
 - Balanced-Binned Case revisions
- Definition of Service ([Circular 2022-07](#))
- Other:
 - Professional peer review of works where appropriate ([Circular 2022-08](#))
 - Types of scholarship allowed for NTT/teaching cases ([Circular 2022-06](#))
 - Documenting quality and impact ([Circular 2022-04](#))
 - Re-emphasize areas of responsibility ([Circular 2022-04](#))



IUPUI Faculty Council

IUPUI



CONSTITUTION AND BYLAWS COMMITTEE

REVISIONS TO THE BYLAWS

IUPUI



CHANGES TO THE FACULTY GRIEVANCE PROCEDURE

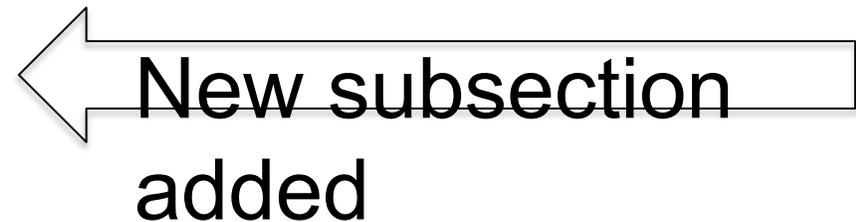
BYLAW ARTICLE IV. FACULTY GRIEVANCES PROCEDURES

Section A. Purpose

Section B. Submission of Grievances

Section C. Composition and Election of Ombudsteam

Section D. Procedures of the Ombudsteam



**New subsection
added**



Reason for adding the new subsection

To provide language that will stop the Ombudsteam work on an issue or concern brought to it by a faculty member that has led to a faculty Board of Review.

This would prevent the grieved faculty member from reactivating the Ombudsteam to assist in continuing the discussion following the Board of Review and chancellor's decision.



The new subsection (IV.D.8)

8. The Ombudsteam, or any member of it, cannot be reinstated to assist an Individual for the original criticism, complaint, or grievance following the decision of a Faculty Board of Review and/or a decision by the Chancellor. Members should refrain from interacting with the faculty member/librarian about the case once the Board of Review process begins.





COMMITTEE CHARGE REVISIONS

SECTION TITLE GOES HERE IF
NECESSARY

Campus Planning Committee

The Committee is not itself the faculty planning body, but works to facilitate involvement and communication between the Faculty Council, Executive Committee, Budgetary Affairs Committee, and committees and academic units concerning institutional planning and improvement at IUPUI **that ensures an equitable outcome for all campus and community stakeholders.**



Technology Committee

This committee shall examine overall planning, use, and funding of technology at IUPUI; and advise and act as liaison with administration, as well as faculty and other technology committees including those which are university-wide (e.g., University Faculty Council, University Information Technology Services). **The committee shall strive to make recommendations supporting equity, inclusion, and the diversity of IUPUI's faculty, staff, and students.** The Executive Committee of the IUPUI Faculty Council may appoint one or more students as non-voting members of the standing committee. The Executive Committee of the IUPUI Faculty Council shall make this appointment based on nominations submitted by the Undergraduate Student Government and Graduate Student Organization.



Academic Affairs Committee

This committee shall make recommendations to the Council on matters relating to general, not school specific, educational curriculum matters, establishing and revising academic calendars, degree formats, graduation requirements, the academic structure of IUPUI, and other related matters.

This committee shall act in alignment with the diversity, equity, and inclusion strategic priorities of IUPUI. The Executive Committee of the IUPUI Faculty Council may appoint one or more students as non-voting members of the standing committee. The Executive Committee of the IUPUI Faculty Council shall make this appointment based on nominations submitted by the Undergraduate Student Government and Graduate Student Organization.



Faculty Affairs Committee

This committee shall advise the Council on **all** matters **that pertain to the responsibilities, rights, privileges, opportunities, and welfare of the faculty, collectively and as individuals; ~~involving the faculty,~~** including but not limited to, issues of **equity**, academic freedom, appointments, and tenure and promotion policies and procedures.



Faculty and Staff Relations Committee

This committee shall be responsible for setting up the two Constitutionally-mandated annual joint meetings in conjunction with the Staff Council's Faculty Relations Committee. This committee shall serve in conjunction with the Staff Council's Faculty Relations Committee as a clearinghouse for information of common interest **including, but not limited to, shared issues of equity, morale, health, safety, community, human resources, and compensation.** The Committee shall, when necessary, meet independently to formulate faculty positions on faculty-staff matters.



Research Affairs Committee

This committee shall periodically review research policies and procedures, draft revisions when necessary, and provide interpretations about those policies and procedures when questions arise. The Committee shall include faculty members from a broad range of schools across campus reflecting both faculty and student research interests and artistic/scholarly activities. The Committee shall coordinate its activities with other relevant committees with a goal of improving the environment for research at IUPUI. **The Committee shall support the goal of fostering diverse, equitable, inclusive, and just research endeavors by IUPUI faculty, staff, and students.** The Committee shall be responsible for continued communication with the administration through the IUPUI Vice Chancellor for Research and Graduate Studies.



Athletic Affairs Committee

This committee participates in the development of general athletics policies related to academic matters, team competition, and practice schedules within the scope of athletics conference and association rules. **The committee collaborates with administrators, coaches, and staff to promote diversity, equity, and inclusion within athletics and ensure appropriate educational opportunities on these subjects are offered to IUPUI student-athletes.** The committee participates in the approval of plans for addition / elimination of sports and plans for significant modification of athletics facilities. The Chancellor shall appoint the IUPUI Athletic Affairs Committee on the recommendation of the IUPUI Faculty Council Executive Committee. The Committee shall consist of 7 voting members. The Committee's voting membership shall have a majority of faculty.



Distance Education Committee

This committee represents the IUPUI Faculty Council **and advises and acts as liaison with and administrative administration as well as faculty and other units concerned with interests in programs of distance education, including those that involve collaboration with other institutions. It aims to improve and promote distance education, making use of best practices and frameworks, and coordinating resources available with the** ~~The Committee coordinates its activities with those of the~~ IUPUI Faculty Council Technology Committee, the Center for Teaching and Learning, **UITS, the Community Learning Network,** the Office of Online Education, and individual schools. **The committee supports faculty teaching online, provides distance education assessment guidelines, and assists in ensuring inclusive and accessible learning for all students**



That's it!

Ψ IUPUI

IUPUI Faculty Council

Remaining IFC Meetings

April 19, 3 p.m., Campus Center Theater

May 3, 3 p.m., Campus Center Theater

