Indianapolis Faculty Council (IFC)
Minutes
May 5, 2015 ~ CE 450A ~ 3:00 – 5:00 p.m.

Faculty and Guests Present: Gregory Anderson, Keith Anliker, Rafael Bahamonde, Tina Baich, Charles Bantz, Ed Berbari, William Blomquist, Janice Blum, Angela Bruzzaniti, Dwight Burlingame, Jeffrey Crabtree, Susan DeMaine, Nancy Evans, Sasha Fedorikhin (alt: Tod Perry), Jan Froehlich, Andy Gavrin, James Gladden, Charles Goodlett, Paul Halverson, John Hassell, Jennifer Hehman, Pamela Ironside, Richard Jackson, Kathy Johnson, Josette Jones, Daniella Kostroun, Joan Kowolik, Andrew Kusmierczyk, Jane Luzar, Tim Lyons, Joyce Mac Kinnon, Angela McNelis, Monica Medina, Marc Mendonca, Robert Minto, Wendy Morrison, Stacy Morrone, Richard Nass, Amir Pasic, Nasser Paydar, Christine Picard, Barbara Pierce, Simon Rhodes, Kathy Risacher, Patrick Rooney, David Russomanno, William Schneider, Ross Silverman, Deborah Stiffler, Lee Stone, Rosa Tezanos-Pinto, Kate Thedwall, Thomas Upton, Crystal Walcott, Rick Ward, John Watson, Jeff Watt, Elizabeth Whipple (alt: Jennifer Herron), Marianne Wokeck, and Michelle Yip-Schneider

Members Absent: Rafat Abonour, Margaret Adamek, Austin Agho, Ryan Anderson, Rachel Applegate, Simon Atkinson, Sarah Baker, Robert Barr, Julie Belz, Gabrielle Bersier, Nancy Chism, Heather Coates, Philip Cochran, Tim Corson, Mary Dankoski, Niki Da Silva, Charles Davis, Kristina Dreifuerst, Valerie Eickmeier, Vance Farrow, Charles Feldhaus, James Flynn, Tatiana Foroud, Gina Gibau, Linda Adele Goodine, Tony Greco, Jay Hess, Mark Kaplan, Andy Klein, Abigail Klemsz, Dan Koo, Alan Ladd, David Lewis, Deanna Malatesta, Mary Maluccio, Tom Marvin, Amber Mosley, Mehdi Nassiri, Jim Nehf, Bill Orme, Matthew Palakal, Kristi Palmer, Megan Palmer, Michael Patchner, William Potter, Ken Rennels, Dawn Rhodes, Lilliard Richardson, Patricia Rogan, Barbara Russo, Dan Rusyniak, Marcus Schamberger, Katherine Schilling, Robert Siwiec, Yuichiro Takagi, Erik Tillema, Marwan Wafa, Emily Walvoord, Michael Weaver, John Williams, Jr., L. Jack Windsor, Frank Yang, and Michael Yard

Agenda Item I: Welcome and Call to Order
IUPUI Faculty Council Vice President Ed Berbari called the meeting to order at 3:00 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: Memorial Resolutions for Librarian Marie Turner-Wright (University Library) and Professor Marilyn S. Bartlett (School of Medicine)
Circulars 2015-05 and 2015-06 appended to the minutes.

A moment of silence was given by the assembly, and the resolutions were entered into record.

Agenda Item IV: Updates/Remarks from the Chancellor
Charles R. Bantz, Chancellor

Bantz reported on the following:

- The Purdue University Board of Trustees met at IUPUI this month. He felt their visit was successful.
- The Ph.D. in music technology was approved by the Board of Trustees.
- Associate Vice Chancellor for Enrollment Management Rebecca Porter was the speaker at the faculty retiree luncheon held earlier in the day. Although she was expected to retire, Porter was asked, and agreed, to stay one more year while a search is done for her successor.
- The Graduate Professional Student Group held an "Elite Top 50" event for the top graduate students. Over 100 applications were received. Janice Barlow won top student.

- The Indiana legislature closed its business for the year. The university budget went well and will show an increase for IUPUI and the university as a whole. The Woodrow Wilson Fellows received $5 million in funding and the program will continue.
- Occupants of University Hall should begin moving into their new offices in three weeks. Some will begin moving the first part of June with everyone in by the end of June. The IU Foundation and Alumni Association are on the first floor where two high-tech classrooms are also located, the School of Social Work is on the second floor, the Lilly Family School of Philanthropy is on the third floor, and administration is on the fourth and fifth floors. The building is in walkable distance for meetings and the conference rooms have fabulous views.
- Groundbreaking has occurred for North Hall, the new student residence hall.
- IU Health announced last week they will be building an entirely new hospital at 16th Street and Capitol. All of IU University Hospital and some departments of Methodist Hospital will move to that facility.
- The legislature did not fund renovation for Carroll Stadium. That does not mean that it could not happen in a future session.
- There is downward pressure on tuition. He will be surprised if the university receives 2%.
- The eastside of Indianapolis was chosen for improvement by the state. He anticipates this project will be good for campus community engagement.
- Robin Newhouse has been appointed as the new dean of the IU School of Nursing. Newhouse comes from the University of Maryland Baltimore.
- It was announced that IUB Provost Lauren Robel's husband died earlier in the week from a surfing accident in Hawaii. Vice President John Applegate will serve as acting provost in her absence.

Agenda Item V: Updates / Remarks from the IFC President
Marianne Wokeck, IUPUI Faculty President

Wokeck reported on the following:

- The search for the next IUPUI chancellor is underway.
- The pilot project for the online course questionnaire/evaluation has finished. Several schools participated. The administration is poised to take the next step. In light of the experience in piloting Blue, attention needs to turn to the questions asked to students. The questions are changed once a year.
- The search for the vice president for research is in the silent phase with the goal of filling the position by August 2015.
- She thanked the members for their participation on the IFC this academic year and offered a special thanks to those who participated on IFC committees as well.

Agenda Item VI: Announcement of Election Results: Executive Committee, Nominating Committee, University Faculty Council, and At-Large Members (Tenure Track)
L. Jack Windsor, Chair, Nominating Committee

Windsor noted the following election results.

IUPUI Faculty Council: Executive Committee

Term: July 1, 2015, through June 30, 2017

Last Name	First Name	Rank	School	Department Description
Goff	Philip	FT1	Liberal Arts	Religious Studies
Hassell	John	FT1	Business	Business
Murphy	Miriam	LT2	Law	Library
Windsor	L. Jack	FT2	Dentistry	Oral Biology

IUPUI Faculty Council: Nominating Committee

Term: July 1, 2015, through June 30, 2017

Last Name	First Name	Rank	School	Department Description
Bourus	Terri	FT2	Liberal Arts	English
Mendonca	Marc	FT2	Medicine	Radiation Oncology
Napier	Pamela	FT3	Herron	Herron

IUPUI Faculty Council: University Faculty Council

Term: July 1, 2015, through June 30, 2017

Last Name	First Name	Rank	School	Department Description
Atkinson	Simon	Ten FT1	IN-SCI	IN-BIOL
Froehlich	Jan	Ten FT1	IN-MED	IN-MDEP
Windsor	L. Jack	Ten FT2	IN-DENT	IN-DSOB

IUPUI Faculty Council: Slate for At-Large Rep (Ten/Tenure Track)

Term: July 1, 2015, through June 30, 2016

Aalsma*	Matthew	TEN	FT2	IN-MED	IN-PED

*This position takes over the vacated seat of Professor Rick Ward upon his retirement.

Term: July 1, 2015, through June 30, 2017

Preferred Last Name	Preferred First Name	Tenure Status	Rank	School	Department Description
Anderson	Gregory	NTK	FT3	IN-SCI	IN-BIOL
Ashburn-Nardo	Leslie	TEN	FT2	IN-SCI	IN-PSY
Atkinson	Simon	TEN	FT1	IN-SCI	IN-BIOL
Barth	Andrew	TEN	FT1	IN-SCI	IN-GEOL
Copeland	Andrea	NTK	FT3	IN-INFO	IN-SLIS
Firulli	Anthony	TEN	FT1	IN-MED	IN-PED
Gavrin	Andrew	TEN	FT2	IN-SCI	IN-SCI
Gibau	Gina	TEN	FT2	IN-LART	IN-ANTH
Goodine	Linda	TEN	FT1	IN-HERR	IN-HERR
Lemmer	Catherine	NTK	LT3	IN-LAW	IN-LAWL
Miller	Willie	NTK	LT3	IN-LIBR	IN-LIBR
Neal-Beliveau	Bethany	TEN	FT2	IN-SCI	IN-PSY
Orme	William	TEN	LT2	IN-LIBR	IN-LIBR
Randall	Stephen	TEN	FT1	IN-SCI	IN-BIOL
Roberts	Eva	TEN	FT1	IN-HERR	IN-HERR
Smith	Jodi	TEN	FT2	IN-MED	IN-SNEU
Upton	Thomas	TEN	FT1	IN-LART	IN-ENG
Von Ah	Diane	NTK	FT2	IN-NURS	IN-NURS
Watson	John	TEN	FT2	IN-SCI	IN-BIOL
Wek	Ronald	TEN	FT1	IN-MED	IN-BIOM
Yokota	Hiroki	TEN	FT1	IN-ENGT	IN-ENGT

Agenda Item VII: [Information Item – Vote] Report from the IFC Constitution and Bylaws Committee: Proposed Motions

Jennifer Hehman, Chair, Constitution and Bylaws Committee

With approval of the Faculty Council Executive Committee, the IFC Constitution and Bylaws Committee made the following motions.

Motion 1:
As the [Ad Hoc] Distance Education Committee's work has increased with the addition of IU Online and other distance education matters, the IFC Constitution and Bylaws Committee moves to change the IFC bylaws to change the committee's status from ad hoc to a standing committee.

Motion 2:
The Constitution and Bylaws Committee moves to amend the Faculty Council bylaws to reflect the changes in the Distance Education Committee's charge.

FROM:
Bylaw Article III. Committees of the Faculty
Section B. Standing Committees
6. Distance Education. This committee represents the IUPUI Faculty Council and administrative interests in programs of distance education, including those that involve collaboration with other institutions. The Committee coordinates its activities with those of the IUPUI Faculty Council Technology Committee, the Center for Teaching and Learning, the Community Learning Network, the Office of Online Education, and individual schools. 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.

TO:
Bylaw Article III. Committees of the Faculty
Section B. Standing Committees
6. DISTANCE EDUCATION. This committee represents the IUPUI Faculty Council and advises and acts as liaison with administration as well as faculty and other units concerned with distance education, including those that involve collaboration with other institutions. The committee coordinates its activities with those of the IUPUI Faculty Council Technology Committee, the Center for Teaching and Learning, UITS, the Office of Online Education, and individual schools.

Motion 3:
The Faculty of Indiana University recently voted to change the Constitution of the Indiana University Faculty to reflect the leadership of the University Faculty Council be three "co-chairs" – one from IUPUI, one from IUB, and one from the Regional Faculty Caucus. With those changes, the IUPUI Constitution and Bylaws Committee moves to amend the Faculty Council bylaws as follows:

FROM:
Bylaw Article 1. Officers of the Council: Duties
Section A. President
2. represent the IUPUI Faculty at the University Faculty Council meetings;

TO:
Bylaw Article 1. Officers of the Council: Duties
Section A. President
2. serve as co-chair of the University Faculty Council and represent the IUPUI faculty at University Faculty Council and University Faculty Council Executive Committee meetings.

Motion 4:
As the university no longer supports an *Academic Handbook* for use by faculty, but rather lists policy for faculty in University Policies (http://policies.iu.edu/), the Constitution and Bylaws Committee moves to amend the Faculty Council bylaws to reflect the changes in the Handbook Committee's charge as well as the name of the supplement to the handbook to The Faculty Guide.

FROM:
Bylaw Article III. Committees of the Faculty
Section B. Standing Committees
8. IUPUI Faculty Handbook.
a) Composition. This committee shall include faculty members appointed by the Executive Committee and administrative members appointed by the IUPUI Chancellor as appropriate for review and production of the Handbook.
b) Duties. This committee shall be responsible for developing the IUPUI Faculty Handbook as a supplement to the Indiana University Academic Handbook. This committee then shall review both handbooks annually and make recommendations concerning revisions to the Faculty Council.

TO:
Bylaw Article III. Committees of the Faculty
Section B. Standing Committees
8. IUPUI Faculty Handbook.
a) Composition. This committee shall include faculty members appointed by the Executive Committee and administrative members appointed by the IUPUI Chancellor as appropriate for review and production of the Faculty Guide.
b) Duties. This committee shall be responsible for developing the IUPUI Faculty Guide as a supplement to the Indiana University Academic Policies. This committee then shall review the IU Policies and the IUPUI Faculty Guide annually and make recommendations concerning revisions to the Faculty Guide to the Faculty Council.

Motion 5:
To reflect the change in name of the supplement to the *Academic Handbook* to the IUPUI Faculty Guide, the Constitution and Bylaws Committee moves to change the committee's name to the IUPUI Faculty Guide Committee.

As the motions needed no second, the votes were taken and the motions approved.

Agenda Item VIII: [Discussion Item – Vote] Faculty Bonus Plan for IUPUI
Ben Boukai, Committee Member, Faculty Affairs Committee

Boukai presented the revised policy as appended. The appended draft reflects the discussion below.

Discussion:
- Russomanno asked if a bullet point could be added to say bonus pay is separate from research incentive pay and extra compensation and to make it explicit so it is not left to interpretation. Boukai responded yes, and that the committee meant it to be that way. Russomanno said it should be separate from unanticipated overload.
- Hassell asked if a unit has no bonus plan, we cannot just say we do not have one, right? Lavitt responded yes.
- S. Rhodes acknowledged that Boukai mentioned in his introduction of the policy that the School

of Medicine was complex. But, he thought the goal of the policy was consistency. He asked the School of Medicine faculty present if the sentence in the policy makes sense. [recording inaudible] Rhodes said the council was told the policy was overarching policy for the campus. Boukai said in terms of the procedure, the oversight was the same, but the question is how to figure salary for the bonus. Hurley said the medicine policy had not be implemented in his department, but core plus adjustable was considered base. Rhodes said then he could change that part of his motion to "10% of individual base salaries is the maximum for faculty bonuses (component 4 in medicine)." Hurley said that would make sense. Rhodes then said that was his motion and it would make the next sentence make sense. The motion was seconded and discussion opened. Froehlich said as Hurley mentioned the base was seen as adjustable already, she was not sure the extra language was needed as it is still base. Berbari said some people think it is set and other do not. How does everyone feel? An unidentified faculty member said the phrase "total compensation" to some people is going to mean salary plus benefits. Hurley said from the School of Medicine side, that has been a major point of contention between the faculty and administration. The faculty member said she was not sure if the term "total compensation" should be used. The motion passed.

- Russomanno made a motion to add a bullet point saying that "Bonus pay is distinct from research incentive pay and extra compensation." The motion was seconded and passed.
- A question was asked about the word "must" in the first three bullet points under "process." Was that intentional? Boukai responded that it was. One bullet point says "should." It should be changed to "must." The change was made. A motion was made to change this and it was seconded. Discussion was that the second bullet point was not being consistent. It makes a distinction over who approves the bonus pay. In the one we just did, it must be done by a faculty governance group, not an administrator. Once we have a policy, who decides? This raises a different issue. Who approves? We need to be consistent. It should be by faculty governance group. The motion passed.
- A motion was made to change "total compensation" to "total salary." The motion was seconded. Hurley said that if the School of Medicine wants to calculate bonuses on total compensation that is money out of their pocket. Rhodes supported the motion because it makes everyone on the same playing field. Schneider asked if the School of Medicine specifically asked for the language and who is the School of Medicine? [inaudible] Boukai said it is the view of the School of Medicine. The motion passed.
- Froehlich asked to consider shortening the second bullet point to, "10 percent of individual's base salary is the maximum for faculty bonuses (base salary in the School of Medicine is defined as core plus adjustable)." Also delete the next two bullet points. This was made in the form of a motion. The motion was seconded and passed.

A motion was made to approve the revised policy. The motion was seconded and passed. The policy as passed is as follows:

Faculty Bonus Plan for IUPUI

Scope

This policy applies to Responsibility Centers (RC) that elect to award faculty bonuses.

Policy Statement

Each Responsibility Center (RC) must develop its own specific policy and process, in consultation with appropriate faculty governance groups. The bonus policy must be approved by IUPUI Finance and Administration.

Faculty bonuses at IUPUI differ from annual merit raises in terms of the source and process for funding. RC leaders recognize annual meritorious contributions during annual pay increase

opportunities. A one-time cash bonus may be awarded no more than once every fiscal year in recognition of extraordinary accomplishment in service, teaching, research, and/or creative activity.

Cash bonuses cannot replace raises but are awarded in addition to raises. Raises should be awarded equitably and independent of any cash bonus award. Bonuses may not be given from funds that are intended for yearly raises. Bonus awards, like salaries, must be a matter of record made available upon request. The percentage and amount of each awarding RC's budget allocated to such bonuses annually must be available upon request.

Procedures

Only full-time appointed faculty members are eligible for faculty bonuses.

Agenda Item IX: Board of Review Annual Report
Marianne Wokeck

Wokeck gave the following report:

Annual Report on Board of Review Activity
Since May 2014

Total Number of Board of Review Cases: 0
Total Number of Requests Denied: 0

Number of Board of Review Cases for:
- Dismissal
- Academic Freedom
- Non-Reappointment
- Tenure
- Promotion
- Salary Adjustment
- Nature or Conditions of Work
- Office of Equal Opportunity

Board of Review Case 12-01 disbanded due to inaction by the grievant.

Total Number of Grievances 0
Members of the Faculty Grievance Advisory Panel reported one contact by a faculty member or librarian during the 2013-2014 academic year.

0 Grievances were resolved prior to any request for a Board of Review.
0 Grievance was sent to a Board of Review.
0 Grievances have not been referred to a Board of Review.

Agenda Item X: [Information Item] Office of Equal Opportunity Annual Report
Kim Kirkland, Director

Kirkland gave the report as appended to the minutes.

Among the questions asked during the presentation, it was asked why the campus is losing so many faculty in comparison to the number applying. Kirkland responded saying that the faculty are resigning for better

opportunities, going with their spouses elsewhere, or taking early retirement. Some of the separations were voluntary.

Agenda Item XI: [Information Item] Athletics Annual Report
W. Patrick Sullivan, Chair, Athletic Affairs Committee

Sullivan gave the presentation appended to the minutes. The committee is an advisory committee with a primary focus on student athlete's wellbeing. They may also review coaches, serve on search committees, and provide advice on potential disciplinary issues. In the last academic year, the committee asked the Faculty Council to reduce the size of the committee, and that recommendation passed by council vote. He said the small committee size has worked very well. They adopted a set of standard issues that would be discussed at each meeting, setting an agenda focusing on compliance. The student Athletic Affairs Committee does community work in a proactive way. Coaches work on community service with their students. Student athletes do exit surveys when they exhaust their eligibility. The data is not as complete as they would like and have met with Dr. Jeff Dean to work on that. In their most recent meeting, the budget was discussed. While men's basketball moved to the Fairgrounds Coliseum, they have been disappointed with the number of game attendees, but are pleased with the facility and program.

Sullivan shared the Commissioner's Cup standings. IUPUI is third in overall conference points. The program is successful even with the small budget they have compared to their peers. Athletic success is not compromised in the classroom. Bantz said there is a university that spends three times the budget IUPUI has, yet we are still doing very well.

Agenda Item XII: Report from the Campus Planning and Budgetary Affairs Committees
L. Jack Windsor, Chair, Budgetary Affairs Committee
Tom Hurley, Member, Campus Planning Committee

The committee reports are appended to the minutes, and includes the results of the 2015 Faculty Survey.

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

Research Affairs Committee (RAC): Simon Atkinson, committee chair, reported on progress toward the Grand Challenge Initiative. Not much has been talked about since January or February with the announcement of Vice President Jose stepping down. The President's Office wanted the initiatives coordinated across the entire system. The Office of the Vice President for Research is going ahead with conversations to move the initiative forward. It is hoped the campus will start to see significant progress in the Research Strategic Plan in the new academic year.

Agenda Item XIV: Question / Answer Period

The following questions were asked and discussed:

- Silverman asked about a rule that was introduced in March that prohibits all non-faculty/staff with JD degrees from using or mentioning their degree in any professional correspondence they do for the university. Soon after, the edict was revoked, but now has been reinstated again. He said this is not a faculty issue directly, but it is about our students we teach, alums we graduate, and employees we want to hire and whose morale needs to be maintained. The rule sends a negative message about the graduate degree from this university, and it sets a very dangerous precedent. He is strongly opposed to the rule and has a letter from an alum and employee who is outraged, but cannot state his case strongly because of the way hiring and firing is done. How could this measure be put in place without the input from the Faculty and Staff Councils and other bodies? Silverman said he may make a motion to recommend a statement by the IFC opposing the rule. He asked what the

campus was doing about the rule. Bantz said it is something that came from the Office of General Counsel from a complaint by a person who felt he was misled by another person as being counsel for the university. How does one stipulate that you are a legal representative of the university? The complaint was not adjudicated with a negative outcome, but it was felt the university was at risk. Other universities are doing it and has done it. It is a risk management decision that was made and was not an accident. Taking the policy back in the first place was not done by general counsel. It can be done without consultation. It is one that could/should have been consulted. It cannot be applied to academics. Silverman said there are many steps that could be taken that say people have the right to state they have completed a degree. Bantz agreed to that statement.

- Schneider asked what the raise percentage, if any, for the new academic year might be. Bantz said there has not been guidance issued on tuition or raises to date. The model in the budget hearings was 2.5% in raises and tuition; however, you can never separate tuition from raises. There is no other revenue stream that is significant. If he was to project, the modeling was pretty close. The deans will have the availability in their own RCs to do less or more. In addition, he said the university continues its stance on no flat raises. The Board of Trustees do not approve of flat raises or across-the-board raises. Instead, they approve in the differentiation of merit raises. He said there will be some significant attention on tuition in what we are charging residents and non-residents. He is pleased the university can continue to talk about raises when another major university has gone with raises for six years. IU was able to hire faculty during the recession.
- Regarding the hospital consolidation, what will happen to the building here and the monorail? Bantz said he is not on the board for the hospital and reads newspaper reports carefully. The *Indianapolis Star* recently said that IU Hospital could be used as a rehabilitation/long-term care hospital. He was told casually, the report on its analysis is that it needs major renovation. It was also very clear in the article that the transition could be five to eight years. No one is clear how healthcare should be delivered eight years out.

Bantz took the opportunity to thank those faculty who had been members of the IFC for a long or short time. He appreciated the work of faculty governance and thanked them for the support even when questions were not always easy to answer. This meeting marked the last meeting with Bantz as chancellor.

Agenda Item XV: Unfinished Business
There was no Unfinished Business.

Agenda Item XVI: New Business
There was no New Business.

Agenda item XVII: Report from the IUPUI Staff Council
Lee Stone, President

Stone reported on the following:

- On June 2, the Staff Council is sponsoring a staff development mini conference. Carolyn Dowd-Higgins is the keynote speaker. The agenda includes speakers from campus on various topics.
- The spring blood drive was successful yielding 82 donations.
- The School of Dentistry donated the most bottle caps from the Staff Council for the Bottle Caps to Benches campaign.
- Stone thanked the Faculty Council for their work with the Staff Council during his three years as council president. This marked his last meeting. Jim Klenner will be the new president.

Agenda Item XVIII: Final Remarks and Adjournment

With no further business appearing, a motion was made to adjourn. The motion passed and the meeting was adjourned.

Minutes prepared by Faculty Council Coordinator, Karen Lee
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Report on Council Actions 2014-15 (per Bylaws Article 1. Section C.3)

Items that have been completed by the committees follow the Assignments for committees.

Assignments (Items in red have been brought to the IFC for a first read):

Academic Affairs Committee

- Campus Policy on Limits in Withdrawal: Policy to be voted on by AAFC, EC, and IFC fall 2013. (*Oct. 2013: The AAC agreed that the policy was too restrictive. They agreed that students should not be allowed to enroll and withdraw (or fail) a given course numerous times. Perhaps an alternative solution is to block registration for such students, initiated at the unit level. The registrar will investigate creating lists of students who enroll repeatedly in the same course. These lists could be provided to the appropriate unit for action (registration block), if the units choose to do so. Annual Report 2014: The proposed policy was put on hold pending further fact-finding and deliberation.)*
- Attending Classes Without Being Enrolled: Policy to be voted on by AAFC, EC, and IFC fall 2013. *(Oct. 2013 & Annual Report: The AAC has put the policy on hold and will do further fact-finding.)*
- Calculation of GPAs. How much campus policy harmonization is going to be suggested as a part of the student services initiative? *(Annual Report 2014: Carried over from 2012-2013. Should this assignment be eliminated?)*
- Grade Forgiveness Policy *(Annual Report 2014: Carried over from 2012-2013. Should this assignment be eliminated?)*
- Investigate what, if any, "University Sanctioned Events" should be included in the Registrar's list of Course Policies *(Annual Report 2014: Committee added this assignment for the 2014-15 AY.)*
- Common Calendar: Are all dates covered under this policy, or just the start and stop dates?
- IUPUI Policy on International Teaching Assistants
- Potential Policy on Credit Hour Overlap Between Minor to Major or Major to Second Major (Porter email of 5-14-14) *(Reported at February 3, 2015, IFC Meeting: The committee concludes that the academic units should have such policies and is generating a draft.)*
- Free Exchange of Ideas – Report from the University of Chicago: Should IUPUI develop a similar statement?

Budgetary Affairs

- Assessments (School of Medicine)

Campus Planning Committee

- Continue review of the Strategic Plan.
- Review IU Strategic Plan and compare it to the IUPUI Strategic Plan.
- Review and comment on National Survey of Student Engagement (NSSE) survey and other tools that gather information about students and faculty. *(May 2014: On hold due to priority given to strategic plan and budget hearings.)*
- Review and comment on PULSE surveys; the data gathered by these surveys may be reviewed by this committee; examples: campus safety; diversity; common theme. *(May 2014: On hold due to priority given to strategic plan and budget hearings.)*
- Review and comment on campus survey (first and second years – in house); (every third year NSSE is administered) *(May 2014: On hold due to priority given to strategic plan and budget hearings.)*
- Advise IUPUI Administration: Planning and Institutional Improvement Administrative Liaison on outcomes. *May 2014: Ongoing.)*

Constitution and Bylaws Committee

- Verbatim Minutes: Review proposal to exclude notation of taking verbatim minutes if a recording is being made during council meetings. *(Committee discussed this item; will suggest wording.)*
- Nominations Committee: Review and change bylaws so that the Nominations Committee is made up of faculty governance leaders of the schools. *(Update 7-10-14: Work in process.)*
- Rewrite the charge to the Constitution and Bylaws Committee. *(Update 7-10-14: No action at this time; keep on agenda.)*
- Recognition of Honors College (*Update 7-10-14: Recognition was discussion, but until the school submits a constitution and bylaws for review, no action is taken. Keep on agenda until C&B submitted by Honors College.)*
- FGAP Bylaws revision (problem raised by Handbook Committee/Faculty Affairs Committee last year). *(Update 7-10-14: No action at this time; keep on agenda.)*

- Undergraduate Curriculum Advisory Committee: Is the committee doing what the vision for the committee was set out to do. (*Update 2-25-14: With the Strategic Plan, this committee is under review by the Academic Affairs Committee and Faculty Affairs Committee as they determine whether the IFC should endorse an Undergraduate Curriculum Committee. The Constitution and Bylaws Committee will be asked to make a motion to remove the UCAC from the IFC Bylaws should the IFC endorse the new committee. The committee has been endorsed, so a motion is needed.)*
- Limit the amount of time a Board of Review can be heard before time runs out once it has been assigned by the IFC-EC. (Motion made by IFC-EC on March 27, 2014.) *(Update 7-10-14: No action at this time; keep on agenda.)*
- UFC Constitution change to reflect the change from "co-secretaries" to "co-chairs."

Faculty Affairs Committee

- Discuss the grievance process and the Board of Review procedures with the Constitution and Bylaws Committee. *(Update from annual report: Ongoing discussion: Theme of grievance = due process. Remaining questions: 1) good cause=not defined in bylaws; 2) full-time=100% or benefit eligibility (eligible for reappointment regular?); 3) What is grievance process for part-time faculty? Type of employment – serve at will (administrators, PG); 4) Adjunct faculty-freelance contract? – See handbook 2006 needs further investigation / Bylaws p. 18. Committee to continue the discussion in 2014-15.)*
- "Term Contracts" in the School of Medicine for faculty not complying with standards set by the school.
- School of Medicine policy issued for compensation guidelines for tenured faculty.
- Review draft Adjunct Faculty Policy/Procedures for Promotion *(On 4-21-14 committee agenda. Lavitt gave to Koskie on 2-2-15 by email.)*
- Parking Changes *(On 4-21-14 committee agenda.)*
- Definition of Tenure Status
- Faculty Bonus Plan (*First read at the 4-7-15 IFC Meeting.)*

Faculty Handbook Committee

- Revise charge to the committee. (*First read at the 4-7-15 IFC Meeting.)*

Fringe Benefits Committee

- Benefits: Keep pushing to get the message out about benefits in a timely manner.
- Get the word out to faculty: Clinical Care Services at IUPUI (http://hr.iu.edu/benefits/CCServices/index.html)
- Comparison of benefits for IUPUI and IUB faculty.
- Maternity and Family leave
- Benefits for part-time faculty
- How does the IUPUI benefits plan compare to other institutions?
- Benefits for gay married couples should a law be passed.

Library Affairs Committee

- Implementation of Open Access

Research Affairs Committee

- Limited submission – Atkinson doesn't feel that is an issue on this campus. He would be glad to discuss this as issues come up. This issue is on the strategic plan.
- Biomedical Research Institute
- Policy on Centers and Institutes
- Animal safety
- Update on Research Advisory Committee from VP Jorge Jose.
- Update on the transparency and funding of programs
- Presentation of the Indirect Cost Recovery guidelines to the IFC.
- Return of NIH funds from the administrators to the PI.
- Human Subjects Research (IRB Process).
- Other study approvals – especially biosafety approvals and IACUC as centralization of oversight continues.
- Center designation process – inventory of active/inactive centers as a first fact-finding step.
- IUCRG Program – faculty input into future directions/funding priorities if the program continues.
- Strategic Plan
- Monitor aspects of compliance across the university
- Purchasing and expenses on grants – detailed reporting
- IRB updates
- IU Strategic Plan review (Research Excellence) -- October 2014.

Staff Relations Committee

- TIME Timekeeping System
- Health Insurance Rates – John Whelan should have a positive impact on this.
- Performance Management – John Whelan should have a positive impact on this.
- Service with Distinction
- Intergroup Dialogue and Campus Civility

- Campus Safety
- Monitor Parking

Student Affairs Committee

- Student Wellness
- Personal Misconduct Procedures have changed, but there may be training that needs to be addressed.
- Sexual Assault and Prevention
- Review of Revised Student Misconduct Procedures

Technology Committee

- Review of FLAGS system to review enhancements made during summer 2013.
- Review updates to the RFS system
- Review e-learning system
- Monitor transition from Oncourse to Canvas.
- Testing Center
- Online course evaluations with the Testing Center (will work with Melissa Lavitt)
- Oncourse project sites – what do we use now?
- Evaluate Blue Online Course Evaluations with regard to ease of use, security, and analytics capabilities.

Items Completed:

Academic Affairs Committee

- Policy for Acceptance of Prior Learning (PLA) Credit for Veterans *(Minutes AAC 11-10-14: The committee unanimously agreed that the proposed policy will greatly benefit Indiana's veterans and meets the goals set forth in SB 331 and aligns well with the general policies and procedures at IUPUI. Presented at 12-2-14 IFC Meeting.)*
- UFC Policy on Transfer of Credit from Two-Year Institutions *(Minutes 11-10-14: The members agreed that the current policy (ACA-56) should remain as is. They also agreed that changing the title of the current policy as suggested would be appropriate. The suggested deletion of the background paragraph appears to be unnecessary since it is not included in the document posed on the IU Policies website.)*
- PULs 2.0 – Focusing on Student Learning to Evaluate and Improve General Education at IUPUI *(Reported at February 3, 2015, IFC Meeting: With the goal to "enhance faculty leadership for the PULs as the foundation for general education at IUPUI," the AAC endorsed the major concepts in the report. Report filed on committee's website.)*
- UFC Policy ACA-56, Transfer of Credit from Two-Year Institutions *(Report from AAC 11-17-14 filed on committee's website. Reported at February 3, 2015, IFC Meeting: The main wording of the policy should not be changed.)*
- Review the Blue Online Course Evaluations regard to security (protection of privacy of faculty and faculty work); the analytics capabilities of the platform and how they should be used (FARS, promotion and tenure), and by whom (chairs, deans, etc.). Suggest a procedure by which the campuswide questions should be determined and who should determine those questions and review and revise them. (*AAC Report of 4-2015 filed on committee's website.)*

Budgetary Affairs Committee

- Parking Business Plan – Ask Dawn Rhodes and Camy Broeker to bring the plan to the committee and discuss it. Ask Rhodes to report on the plan to the IFC.

Distance Education Committee

- IU Online: Schedule a joint meeting between the Distance Education Committee and the Technology Committee, with leadership from IU Online. – *(Update: The meeting was held on November 11, 2014.)*
    - Update on state authorization process
    - Status of differential funding or fee for online courses
    - ADA compliance for distance education
- Canvas transition – *(Update: Canvas has been selected as Unizin's first learning management system, and progress is being made to add pilot content sources and analytical tools. Minutes of 11-11-14 meeting. Committee continues to monitor the progress at each meeting.)*
- Unizin Consortium – *(See update on Canvas transition.)*

Faculty Affairs Committee

- IUPUI Faculty Credo *(Report submitted to the IFC-EC. Discussion at the April 17, 2014, EC meeting. Developed guidelines for department chairs/not performance review. Revised Credo. Suggest adding Civility Statement.) (On IFC-EC agenda for discussion. 9-18-14: IFC-EC determined the Code of Academic Ethics takes care of the Credo. This item will not be discussed further.)*
- IUPUI Faculty Librarian Review and Enhancement: President McRobbie asked each campus to look at the policy and tweak it for their needs. At the 4-24-14 EC meeting, an administrative committee was formed composed of Melissa Lavitt, Rick Ward, Simon Atkinson, Jack Windsor, and the chair of the FAC. *(Note: 1-22-15 IFC-EC: The IFC-EC heard a report from Melissa Lavitt on the usage of the policy. It was decided the academic deans would be surveyed to see how often the policy is used. No further action will be taken by the FAC at this time.)*

- NTTF representation on the IFC. A task force will be established by the IFC Executive Committee to review the NTTF and how they are affected through the Constitution and Bylaws, handbooks, and policies and procedures. The Faculty Affairs Committee would manage the work of the task force. The FAC should send names to the EC for inclusion in the membership of the task force. Member need to come from the schools including the School of Medicine and one member from the Handbook Committee. *(Update: On 1-15-15, the IFC-EC developed a charge to the committee. On 1-30-15, the charge and proposed committee members were sent to the FAC to pare down the list. The task force will be charged once the list is received from the FAC. 3-11-15: Task Force was charge and had first meeting.)*

Faculty Handbook Committee

- Completed revision of timeline for approving the supplement. *(Presented to the IFC 10-7-14.)*
- Revise the handbook to reflect the change in links to the Academic Handbook to policy numbers from the University Policies website.
- Apply numbering system to the Faculty guide as was used in the online version of the IU Academic Handbook.
- Make title changes and other miscellaneous grammar and style content.

Library Affairs Committee

- Open Access *(Passed as policy on 10-7-14.)*

Technology Committee

- Product to replace the FAR (will work with Melissa Lavitt) *(NOTE: 11-26-14 KEL: A product was selected and discussion lends to what kind of data will be received once the product is used.)*
- Conduct joint meeting of Distance Education Committee with IU Online Office Leadership - *(Update: The meeting was*

Marilyn Snyder Bartlett MS (1928 - 2015)

Emerita Professor Pathology and Laboratory Medicine

Marilyn was born in Lincoln, Nebraska, on October 19, 1928, to Mildred and Ivan Snyder. She was raised in Indianapolis and attended Shortridge High School then Purdue University for a BS. She trained in Medical Technology at Indiana University. She married James Bartlett in 1951 and had five children. After the youngest began school in 1970, she began to work in the Microbiology Laboratories at IU Hospital. She also began studying for a Master's Degree under Dr. Clyde Culbertson receiving an MS in 1974. In the hospital microbiology laboratory there was a need for better Parasitology, and she did an outstanding job of developing that area. She subsequently did the same for the field of Mycology, the study of fungi. In the late 1970's an outbreak of Pneumocystis pneumonia occurred in children at Riley Hospital who were being treated for Acute Lymphatic Leukemia with an aggressive new leukemia therapy that severely depressed the child's immune system. In the early 1980s at IU hospitals and around the country, Pneumocystis pneumonia began to appear in gay men, a manifestation of the immune suppression in HIV/AIDS. Because Pneumocystis pneumonia was so devastating for these patients, Marilyn performed pioneer work to develop animal models of Pneumocystis in rats and mice and to develop a culture system to allow study of this difficult organism. The need for alternate therapies for Pneumocystis was urgent and as one of the few research groups working with that organism, Marilyn along with Dr. James W. Smith applied for and received NIH funding. Adding Dr. Sherry Queener in the Department of Pharmacology and Toxicology, the Indiana Pneumocystis group discovered that the combination of Clindamycin plus Primaquine was effective in animal models and subsequently in humans. Today, this combination is a recognized alternate therapy for Pneumocystis pneumonia. She held two patents for anti-Pneumocystis drugs.

Marilyn Bartlett was a gifted microscopist who worked in diagnosing pulmonary infections in immunocompromised patients. These complicated infections were often caused by fungi and occasionally by parasites, viruses, or bacteria. The diagnostic protocol developed with Marilyn saved many lives by assuring proper diagnosis and therapy.

After retiring from IU in 1998, Marilyn became a Fulbright Research Scholar at Moi University School of Medicine and Moi Teaching and Referral Hospital in Eldoret, Kenya, where she trained technologists to identify parasites and fungi, including those seen in HIV/AIDS patients. She subsequently served on a Fulbright SubSaharan Study Section 2000-2003. Marilyn wrote over 130 referred scientific publications, and presented numerous talks and workshops at regional, national, and international meetings. She also served on some NIH grant review bodies as a recognized leader in mycology and parasitology.

Some of her professional activities include National Committee for Clinical Laboratory Standards; Member National Institutes of Health-Planning Panels; "Outstanding Contribution to Clinical Microbiology Award"; Foundation Lecturer American Society for Microbiology; President, South Central Association for Clinical Microbiology;

Medical Mycological Society of Americas, International Society for Human and Animal Mycoses, American Society for Tropical Medicine and Hygiene, Immune Compromised Host Society, and Sigma Xi. She is listed in Who's Who in American Women and Who's Who Women of Science.

Marilyn's community interests and contributions were extensive and involved the Indianapolis Museum of Art, St. Margaret's Hospital Guild, Eiteljorg Museum, the Children's Museum, IUPUI University Library, Indianapolis Sailing Club, Antiquarian Society, and Maxinkuckee Yacht Club in Culver. She was a Sagamore of the Wabash. Marilyn is survived by husband of sixty four years, James D. Bartlett Sr.; her five children, James D. Bartlett Jr. (Michele), Elizabeth B. Foland, Thomas M. Bartlett (Rosie), Matthew Clark Bartlett (Cindy), and Amy L. Cooper (Rick); nine grandchildren and three great-grandchildren.

THUS, BE IT RESOLVED: that this memorial resolution be placed in the minutes of the IUPUI Faculty Council with a moment of silence observed in her honor.

Prepared by James W. Smith, Professor Emeritus of Pathology and Laboratory Medicine, IU School of Medicine

Adopted by the IUPUI Faculty Council at their meeting on May 5, 2015.

Memorial Resolution
on Behalf of

Marie Turner-Wright

May 13, 1936-December 8, 2014
Librarian Emeritus
IUPUI University Library

The IUPUI University Library is profoundly saddened by the passing of our esteemed colleague, Marie Turner-Wright. Ms. Turner-Wright served the campus for twenty years as a librarian, as well as an adjunct faculty member in the English Department of the IU School of Liberal Arts at IUPUI.

Ms. Turner-Wright graduated from Shortridge High School in Indianapolis and received her Bachelor of Arts from Indiana University in Bloomington. In addition to an M.L.S., also from IU Bloomington, she held a post-master's specialization in Folklore.

Ms. Turner-Wright began her professional career as an elementary school teacher in the Indianapolis Public Schools system. Her first library position was with the Indianapolis Marion County Public Library as an assistant in Children's Services. She later served as a head branch librarian.

After a term as a visiting assistant librarian, Ms. Turner-Wright joined the University Library as an associate librarian in 1985. During her tenure at University Library, Ms. Turner-Wright worked in Government Documents, Bibliographic Instruction, and Reference. She was Acting Head of Public Services for two years. In addition, she was successful in bringing to the library a number of culturally significant national exhibits, which facilitated exchange between the campus and the Indianapolis community. Ms. Turner-Wright retired in 2001.

Throughout her IUPUI career, Ms. Turner-Wright was esteemed by colleagues campus-wide. A number of awards and distinctions demonstrate her significant contributions to the IUPUI community. These include the Glenn W. Irwin, Jr., M.D. Experience Excellence Recognition Award (1995), the Herbert S. & Virginia White Professional Development Award (1999) and the Outstanding Contribution Award from the IUPUI Black Faculty and Staff Conference in 2002.

In retirement, Ms. Turner-Wright taught as an adjunct faculty member at Martin University. She also served on the Board of Directors of the Indianapolis Public Library and the Dean's Advisory Council for the IU School of Liberal Arts at IUPUI. In 2007, in commemoration of the important people in her life, she established the Marie Turner-Wright Scholarship for Africana Studies for undergraduates at IUPUI.

Ms. Turner-Wright had many interests beyond the University. Among these were horticulture, music and story-telling. Her passion to fight censorship led her to be active

in the Freedom to Read Foundation. She was also a member of the Indianapolis Fortnightly Literary Club.

Ms. Turner-Wright was an advocate for life-long learning and diversity. She was a trusted teacher and mentor, a caring friend and a community connector. Her service at IUPUI made a difference in the lives of many.

THUS, BE IT RESOLVED: that this memorial resolution be placed in the minutes of the IUPUI Faculty Council with a moment of silence observed in her honor.

This resolution is written on behalf of Ms. Turner-Wright's students, staff and colleagues. This resolution was prepared by Kindra Orr, University Library Assistant Dean for Administration.

Adopted by the IUPUI Faculty Council at their meeting on May 5, 2015.

IUPUI

OFFICE OF THE FACULTY COUNCIL

INDIANA UNIVERSITY–PURDUE UNIVERSITY Indianapolis

Faculty Bonus Plan for IUPUI

Circular 2015-04

FULL POLICY CONTENTS

Scope
Policy Statement
Procedures
History

Effective: *Draft*
Last Updated: *Draft*

Office of Academic Affairs

Policy Contact:
Melissa Lavitt
Senior Associate Vice Chancellor for Academic Affairs
mlavitt@iupui.edu

Scope

This policy applies to Responsibility Centers (RC) that elect to award faculty bonuses. ~~only to those units that are able to afford the cost of faculty bonuses. If unit level resources are available, then bonuses should be awarded according to this policy.~~

Policy Statement

~~IUPUI seeks to implement a faculty bonus plan for the purposes of recognizing, rewarding, and retaining faculty talent.~~ Each Responsibility Center (RC) must ~~should~~ develop its own specific policy and process, in consultation with appropriate faculty governance groups. The bonus policy must ~~written document should~~ be approved by IUPUI Finance and Administration.

Faculty bonuses at IUPUI differ from annual merit raises in terms of the source and process for funding. RC leaders recognize annual meritorious contributions during annual pay increase opportunities. A one-time cash bonus may be awarded no more than once every fiscal year in recognition of extraordinary accomplishment in service, teaching, research, and/or creative activity.

Cash bonuses cannot replace raises but are awarded in addition to raises. Raises should be awarded equitably and independent of any cash bonus award. Bonuses may not be given from funds that are intended for yearly raises. Bonus awards, like salaries, must be a matter of record made available upon request. The percentage and amount of each awarding RC's ~~department, unit, or school's~~ budget allocated to such bonuses annually must be available upon request.

~~Reasons for providing faculty bonus include:~~

- ~~Retaining productive faculty in a competitive environment~~
- ~~Rewarding things that do not necessarily get rewarded in other traditional ways (e.g., accreditation; teaching larger section of a class)~~
- ~~Encouraging or stimulating specific behaviors (e.g., mentoring)~~

~~Faculty bonus plans are modeled after the same criteria for staff bonuses:~~
- ~~Exemplary overall performance~~
- ~~Significant achievement on a project or major assignment~~

~~Faculty bonuses may be based on all types of academic work: teaching, research, service, etc.~~

Procedures

Only full-time appointed faculty members are eligible for faculty bonuses. ~~Eligibility criteria for faculty bonus:~~
- ~~Full-time appointed faculty~~
- ~~Department chairs are considered 'faculty' for purposes of faculty bonuses~~

Calculation of faculty bonus:
- 10 percent of individual's base salary is the maximum for faculty bonuses (base salary is defined by the IUSM as core plus adjustable) (component 4 in IUSM).
- For IUSM, a bonus is calculated from total ~~compensation~~salary defined as core plus adjustable per IUSM Compensation Principles and Policy
-

Process for determining faculty bonus:
- Each ~~unit~~ RC must ~~should~~ develop its own policy and guidelines for faculty bonuses.
- Policy and guidelines must~~should~~ be approved by the RC's ~~vetted by the unit's~~ faculty governance group.
- Faculty bonus policy and guidelines must~~should~~ be filed with IUPUI's Office of the Executive Vice Chancellor and Chief Academic Officer.
- Faculty bonus policy and guidelines must~~should~~ be approved and administered by IUPUI Finance and Administration.
- Bonus pay is distinct from research incentive pay and extra compensation.

History

This policy replaces the Policy for Cash Bonuses for Academic Appointees at IUPUI as passed by the IUPUI Faculty Council in May 2003.

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Indiana University Purdue University Indianapolis

Office of Equal Opportunity

ANNUAL REPORT 2015

2014-15
Annual Placement Goals
Women & Minorities

Annual Placement Goals by Percentage								
Job Group	Fem.	Min.	Black	Hisp.	Asian	Nat. Am.	NHOPI	Two+
Tenure/TT Faculty & Library	**44.00**	20.00	5.00	**4.00**	11.00	0.00	0.00	0.00
Clinical & FT Non-T Faculty	43.00	23.00	5.00	**4.00**	14.00	0.00	0.00	0.00
Other Academic: Visitors & PT	45.00	20.00	6.00	**4.00**	9.00	0.00	0.00	1.00
Executive Management	42.31	19.95	5.05	**4.17**	**10.67**	0.04	0.01	0.02
Professional Staff	58.69	12.66	6.80	**2.64**	2.57	**0.32**	0.03	0.30
Clerical Staff	85.36	19.17	14.89	**2.23**	1.26	0.34	0.00	0.45
Technical Staff	53.23	20.42	11.89	**3.51**	3.67	**1.08**	0.00	0.28
Skilled Craft	6.24	12.40	8.10	**3.01**	**0.95**	0.21	0.00	0.13
Service Maintenance	30.22	35.86	22.96	**11.04**	0.90	**0.63**	0.13	0.21

Percentages marked in red indicate campus goals where underutilization exists.

Incumbency vs. Availability Analysis
Veterans (7.2% Availability)

Job Group	Category	Incumbency No.	Incumbency %	National Benchmark (7.2%)	Less than 80%
Tenure/Tenure-Track Faculty and Librarian	Veteran	32	2.3	31.7%	Yes
	Non-Veteran	1,372	97.7		
Total – 1404					
Clinical and Full Time Non-Tenure Faculty	Veteran	33	2.4	34.0%	Yes
	Non-Veteran	1,370	97.6		
Total – 1350					
Other Academic: Visitors and Part Time	Veteran	47	2.6	36.3%	Yes
	Non-Veteran	1,749	97.4		
Total – 1796					
Executive Management	Veteran	4	3.1	43.1%	Yes
Total - 129	Non-Veteran	125	96.9		
Professional Staff	Veteran	71	3.1	42.8%	Yes
Total -2304	Non-Veteran	2,233	96.9		
Clerical Staff	Veteran	16	1.8	24.4%	Yes
Total – 910	Non-Veteran	894	98.2		
Technical Staff	Veteran	23	3.9	53.6%	Yes
Total – 596	Non-Veteran	573	96.1		
Skilled Crafts	Veteran	15	12.9	179.6%	No
Total - 116	Non-Veteran	101	87.1		
Service Maintenance	Veteran	18	5.3	74.2%	Yes
Total – 337	Non-Veteran	319	94.7		
Total	Veteran	259	2.9	40.2%	Yes
	Non-Veteran	8,683	97.1		

Incumbency vs. Availability Analysis
Individuals with a Disability (7% Availability)

Job Group	Category	Incumbency No.	Incumbency %	National Benchmark (7%)	Less than 80%
Tenure/TT Faculty and Librarian	Disability	17	1.2	17.3	Yes
	No Disability	1,387	98.8		
Total – 1404					
Clinical and F.T. Non Tenure	Disability	5	0.4	5.3	Yes
Total – 1350	No Disability	1,345	99.6		
Other Academic: Visitors and P.T.	Disability	0	0	0.0	Yes
	No Disability	1,796	100		
Total – 1796					
Executive Management	Disability	0	0	0.0	Yes
Total - 129	No Disability	129	100		
Professional Staff	Disability	7	0.3	4.3	Yes
Total -2304	No Disability	2,304	100		
Clerical Staff	Disability	11	1.2	17.3	Yes
Total – 910	No Disability	899	98.8		
Technical Staff	Disability	6	1.0	14.4	Yes
Total – 596	No Disability	590	99		
Skilled Crafts	Disability	0	0	0.0	Yes
Total - 116	No Disability	116	100		
Service Maintenance	Disability	7	2.1	29.7	Yes
Total – 337	No Disability	330	97.9		
Total	Disability	53	0.06	8.5	Yes
	No Disability	8,889	99.4		

Summary of Faculty & Professional Staff Recruitment, Appointments, and Separations

	Faculty					Professional Staff			
	2014	2013	2012	2011		2014	2013	2012	2011
Total Applicants	3,660	3,134	3,411	4,713	Applicants	21,895	21,637	21,990	22,785
Total Appointments	283	306	294	249	Appointments	435	410	434	359
Total Exceptions Approved	12	8	8	8	Total Exceptions Approved	9	7	8	7
Total Exceptions Denied	0	3	2	0	Total Exceptions Denied	0	2	2	1
Total Separations	248	223	195	209	Total Separations	293	260	272	339
Pending Appointments	15	9	10	34	Reclassifications	132	148	142	99
Search Exception Justifications:					Search Exception Justifications:				
Programmatic Need	7	4	4	6	Programmatic Need	8	3	4	4
Target of Opportunity	2	2	2	0	Target of Opportunity	1	2	1	3
Transfer	1	0	0	0	Transfer	0	1	3	0
Spousal Accommodation	2	2	2	2	Spousal Accommodation	0	1	0	0

Employment Monitoring Activity
By Constituent Group

Faculty

	Fem	Male	Unks	**Total**	Asian	Black	Hisp.	N.Am.	NHOPI	Two+	White	Unk	**Total**
Applicant	555	862	2,243	**3,660**	393	107	60	2	0	18	836	2,244	**3,660**
Appointment	149	134	0	**283**	53	15	3	0	0	9	203	0	**283**
Pending Appt.	5	4	6	**15**	1	1	0	0	0	0	6	7	**15**
Exceptions	8	4	0	**12**	2	3	1	0	0	0	6	0	**12**
Separations	101	147	0	**248**	51	9	3	1	2	3	179	0	**248**

Professional Staff

	Female	Male	Unks	**Total**	Asian	Black	Hisp.	N.Am.	NHOPI	Two+	White	Unk	**Total**
Applicant	12,555	7,802	1,538	**21,895**	1,184	4342	573	44	9	409	13757	1,577	**21,895**
Appointment	309	126	0	**435**	17	48	2	1	0	11	356	0	**435**
Exceptions	8	1	0	**9**	0	4	0	0	0	0	5	0	**9**
Reclass.	75	57	0	**132**	4	13	1	0	0	2	112	0	**132**
Separations	201	92	0	**293**	15	36	1	0	0	4	237	0	**293**

***Excludes Adjunct, Part-time, Postdoctoral, Visiting & Volunteer**

Legend: Unks: Unknown Gender, Wht: White, Blk: Black, Asn: Asian, Hsp: Hispanic, Ami: American Indian, Unk: Unknown Ethnicity

Four-Year Snap-Shot
Separations

Faculty	2014	2013	2012	2011
18/20 Retirement	17	20	25	30
Cancellation of Hire	1	1	0	5
Death	10	7	9	5
Emeritus Retirement	7	9	5	2
End Appointment	18	6	22	20
ERIP - Retiree Status	19	31	10	6
IU Retiree Status	18	8	7	6
Multiple Jobs Situation	0	4	1	2
Other	2	2	1	3
Resignation	156	135	115	130
Total	248	223	195	209

Professional Staff	2014	2013	2012	2011
18/20 Retirement	0	0	2	2
Cancellation of Hire	6	4	0	2
Death	1	0	1	0
End Appointment/Expired Contract	2	2	1	1
ERIP - Retiree Status	34	0	0	49
Indiana Clinic Employment	9	19	16	65
Ineligible to work in the U.S.	1	0	1	0
IU Retiree Status (RTD)	17	18	11	19
Medical	1	2	5	2
Performance/Misconduct	14	14	13	12
Reduction in Force	22	18	16	22
Resignation	181	177	203	164
Staff Term/Hire to Hourly	5	6	3	1
Total	293	260	272	339

Top-cited Reasons for Separations
3-Year Snapshot

2014	2013	2011/12
• Retirement • Accepted new position • Dissatisfaction with job • Interpersonal work environment • Relocation other than for new position	• Accepted new position • Retirement • Interpersonal work environment • Relocation other than for new position • Dissatisfaction with job	• Dissatisfaction with pay • Dissatisfaction with job • Retirement • Conflict with supervisor • Limited opportunity for advancement

Areas of Concern…
Key Issues

Work Environment (34)	Job Related (31)	Health & Family (14)	Other (39)
• Interpersonal work environment	• Limited growth or career opportunities	• Primary care responsibilities	• Return to school
• Conflict with supervisor ○ Bad management style ○ "Micro-manager" ○ Unable to handle conflict ○ Disengaged ○ Lacked professionalism ○ Lacked direction ○ Not fair/inflexible	• Dissatisfied with job or pay ○ Lack of training ○ Heavy workload ○ Dissatisfied with type of work ○ Slow decision-making process	• Personal health issues	• Retirement
• Conflict with co-workers or colleagues	• Workload too much or too little	• Work/life balance and scheduling	• Involuntary separation
• University challenges ▪ Politics ▪ Budget	• No regular evaluations • One performance evaluation in 7 years	• Relocation – spouse	• Downsize
• Lack of recognition	• Position temporary and/or visiting		• Gender/Sexual Harassment
▪ Stressful work environment	• Work schedule ○ More time off ○ Ability to take earned time off in increments of more than one week at a time		• Discrimination ▪ Age ▪ Race
• Low morale	• Not allowed to make mistakes		• Long commute
• Unprofessional behavior			• Parking

2014 Complaint Data by Approach
All Complaints

Female

	Consult	Mediate	Investigate	Agency	Total	%
Faculty	13	2	4	0	19	14%
Staff*	29	1	5	4	39	28%
Student*	48	0	26	1	75	54%
Other**	2	0	0	3	5	4%
Total	92	3	35	8	138	100%

Male

	Consult	Mediate	Investigate	Agency	Total	%
Faculty	10	0	2	1	13	20%
Staff*	20	0	7	1	28	44%
Student*	11	0	2	0	13	20%
Other**	8	0	0	2	10	16%
Total	49	0	11	4	64	100%

Total

	Consult	Mediate	Investigate	Agency	Total	Percent
Faculty	23	2	6	1	32	16%
Staff	52	1	12	5	70	34%
Student	60	0	28	1	89	43%
Other*	10	0	0	5	15	7%
Total	145	3	46	12	206	100%

2014 Complaint Data by Basis
All Complainants

Complaint Sub-Categories	Consult	Mediate	Investigate	Agency	Total
Academic Environment	10	1	1	0	12
Age	4	1	2	3	10
Communication	5	0	0	0	5
Compensation	2	0	1	0	3
Disability	30	0	0	1	31
Equity Review	0	0	4	0	4
Gender	5	1	2	1	9
Hostile Work Environment	14	0	6	1	21
Human Resources	6	0	2	0	8
Marital Status/Pregnancy	1	0	1	0	2
National Origin	3	0	0	2	5
Other	2	0	0	0	2
Performance	4	1	0	0	5
Race/color	19	0	3	4	26
Religion/creed	3	0	1	1	5
Retaliation	4	0	4	4	12
Sexual Assault	7	0	13	0	20
Sexual Harassment	25	0	14	0	39
Sexual Orientation	2	0	0	0	2
Title IX (relationship violence, stalking)	10	0	5	0	15
Veteran's Status	2	0	0	2	4
Violence in Workplace	1	0	0	0	1
Work Environment	7	0	2	0	9
Total*	166	4	61	19	250

*There are more bases than complainants because a complainant will often raise multiple issues (i.e. a complainant may allege discrimination based on race, religion and gender, thus three bases).

2014 Complaint Data by Approach
Female

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	5	1	1	0	7
Age	2	1	1	1	5
Communication	3	0	0	0	3
Compensation	2	0	0	0	2
Disability	15	0	0	1	16
Equity Review	0	0	2	0	2
Gender	3	1	0	1	5
Hostile Work Environment	7	0	3	0	10
Human Resources-Related	3	0	0	0	3
Marital Status/Pregnancy	1	0	1	0	2
National Origin	1	0	0	0	1
Other	1	0	0	0	1
Performance	2	1	0	0	3
Race/Color	12	0	3	3	18
Religion/Creed	1	0	0	0	1
Retaliation	4	0	1	2	7
Sexual Assault	7	0	12	0	19
Sexual Harassment	20	0	11	0	31
Sexual Orientation	1	0	0	0	1
Title IX (relationship violence, stalk)	9	0	5	0	14
Violence in the Workplace	1	0	0	0	1
Work Environment	3	0	0	0	3
Total	103	4	40	8	155

2014 Complaint Data by Approach
Male

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	4	0	0	0	4
Age	3	0	1	1	5
Communication	2	0	0	0	2
Compensation	0	0	1	0	1
Disability	15	0	0	0	15
Equity Review	0	0	2	0	2
Gender	2	0	2	0	4
Hostile Work Environment	6	0	3	1	10
Human Resources-Related	3	0	2	0	5
National Origin	1	0	0	2	3
Other	1	0	0	0	1
Performance	2	0	0	0	2
Race/color	6	0	1	0	7
Religion/creed	2	0	1	1	4
Retaliation	0	0	3	2	5
Sexual Assault	0	0	1	0	1
Sexual Harassment	5	0	3	0	8
Sexual Orientation	1	0	0	0	1
Title IX (relationship violence, stalk)	1	0	0	0	1
Veteran Status	2	0	1	1	4
Work Environment	3	0	2	0	5
Total	59	0	23	8	90

2014 Complaint Data by Basis
Students

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	8	0	1	0	9
Age	1	0	0	0	1
Communication	1	0	0	0	1
Disability	5	0	0	1	6
Gender	1	0	0	0	1
Hostile Work Environment	2	0	0	0	2
Race/color	6	0	1	0	7
Religion/creed	1	0	0	0	1
Sexual Assault	8	0	11	0	19
Sexual Harassment	21	0	12	0	33
Sexual Orientation	1	0	0	0	1
Title IX*	10	0	5	0	15
Total	65	0	30	1	96

*Pursuant to federal requirements, the above Title IX complaints include relationship and dating violence – assault and battery incidents between people who are married, dating, family or friends. See all Title IX complaints below.

2014 Complaint Data by Basis
Faculty

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	0	1	0	0	1
Age	1	1	0	0	2
Communication	2	0	0	0	2
Disability	7	0	0	0	7
Employment	1	0	0	0	1
Equity Review	0	0	2	0	2
Gender	1	1	1	0	3
Hostile Work Environment	6	0	6	1	13
National Origin	1	0	0	1	2
Other	1	0	0	0	1
Race/color	3	0	1	0	4
Religion/creed	1	0	0	1	2
Retaliation	0	0	1	1	2
Sexual Harassment	1	0	2	0	3
Veteran Status	1	0	0	0	1
Total	26	3	13	4	46

2014 Complaint Data by Basis
Staff

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	1	0	0	0	1
Age	1	0	2	2	5
Communication	2	0	0	0	2
Compensation	2	0	1	0	3
Disability	15	0	0	0	15
Equity Review	0	0	2	0	2
Gender	1	0	1	1	3
Hostile Work Environment	8	0	2	0	10
Human Resources-Related	6	0	2	0	8
Marital Status/Pregnancy	1	0	1	0	2
National Origin	1	0	0	0	1
Other	1	0	0	0	1
Performance	4	1	0	0	5
Race/color	6	0	0	2	8
Religion/creed	0	0	1	0	1
Retaliation	4	0	3	2	9
Sexual Assault	0	0	1	0	1
Sexual Harassment	2	0	1	0	3
Sexual Orientation	1	0	0	0	1
Veteran Status	0	0	1	0	1
Violence in Workplace	1	0	0	0	1
Work Environment	4	0	0	0	4
Total	61	1	18	7	87

2014 Complaint Data by Basis
Visitor/Other

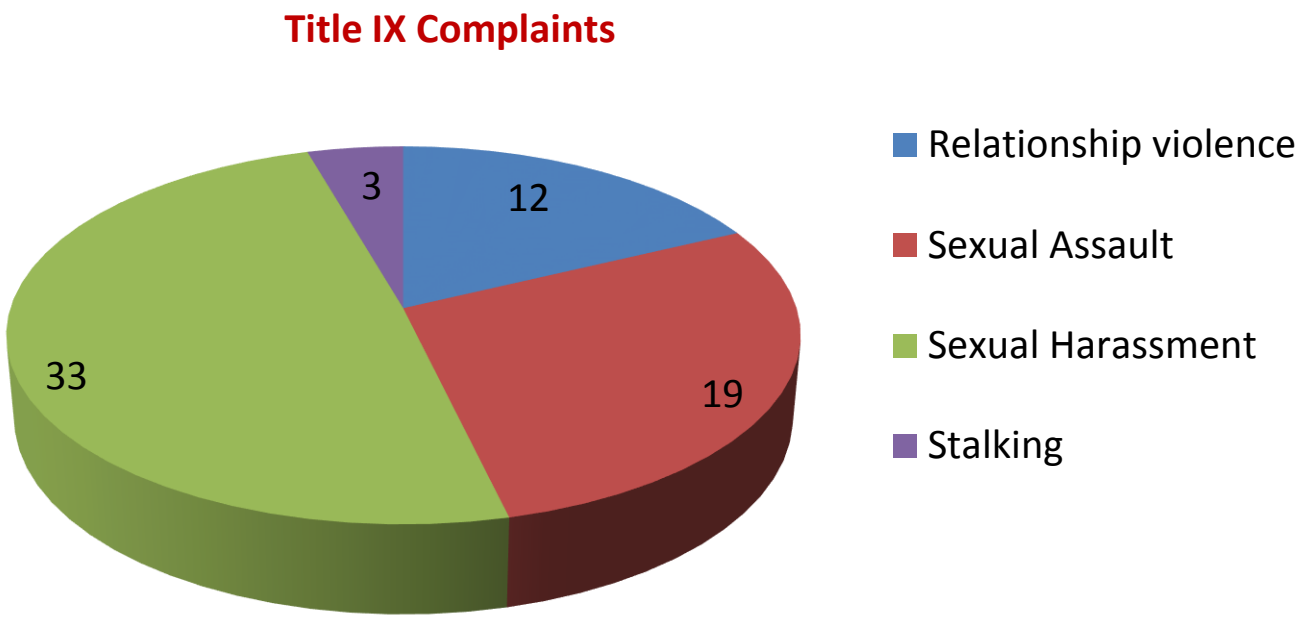
	Consult	Mediate	Investigate	Agency	Total
Academic Environment	1	0	0	0	1
Age	1	0	0	1	2
Disability	3	0	0	0	3
Gender	2	0	0	0	2
National Origin	1	0	0	1	2
Race/color	4	0	0	3	7
Religion/creed	1	0	0	0	1
Retaliation	0	0	0	1	1
Veteran Status	1	0	0	1	2
Total	14	0	0	7	21

Five-Year Snap Shot
Sexual Assault/Sexual Harassment

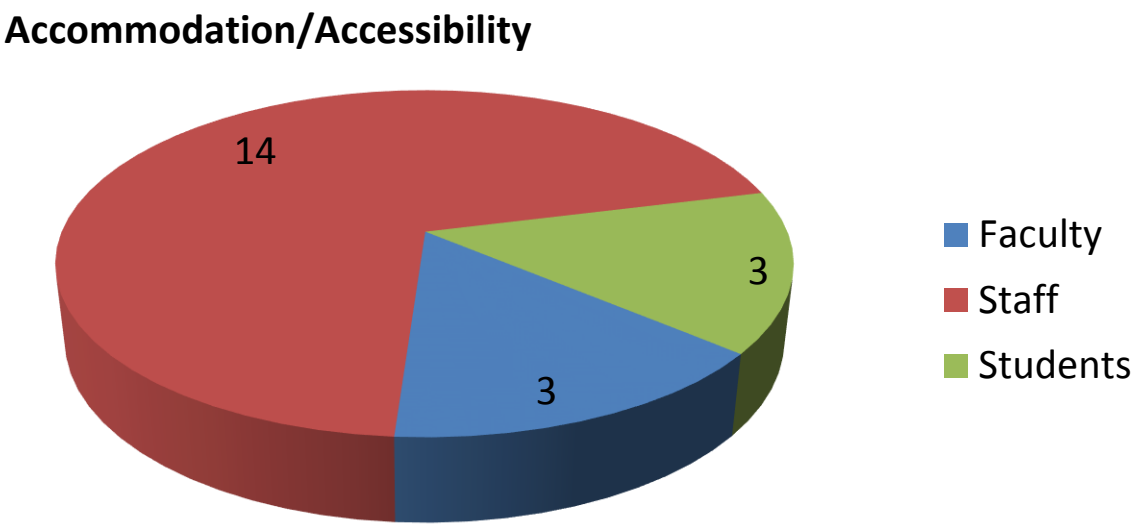
	2014*	2013	2012	2011	2010
Consult	32	8	15	24	16
Mediate	0	0	0	0	0
Investigate	27	8	6	5	1
Agency	0	1	0	0	0
Total	59	17	21	29	17

***Pursuant to federal requirements, the Title IX complaints above only include sexual assault and sexual harassment. Of the 59 cases of sexual assault and sexual harassment, three were faculty related complaints, four complaints were from staff, and 52 involved students.**

2014
Title IX Complaints



2014
Accommodation Requests



2014
Participant Data by
Training and/or Presentations

	Faculty	Staff	Student	Community	Total
Americans with Disabilities Act	32	96	0	0	128
Culture and Community	11	49	185	75	320
EEO/AA	32	75	0	190	297
FAM	0	12	0	0	12
Intergroup Dialogue	110	190	0	0	300
LGBT at IUPUI	35	125	0	0	160
Mediation Training	8	51	0	6	65
OEO Introduction	6	52	0	0	58
Preventing Sexual Harassment	1,278	1,651	965	0	3,894
Health and Benefits Resource Fair	18	882	0	0	900*
Search and Screen	69	71	0	0	140
Title IX/Clery/VAWA	64	661	0	0	725
Total	1,663	3,915	1,150	271	6,999

* HRA Health and Benefits Fair attendance is estimated at approximately 900.

IUPUI Athletics Program

Fall 2014 Academic Statistics

Fall 2014 Team GPAs

- Women's Tennis 3.736
- Volleyball 3.642
- Women's Cross Country 3.550
- Women's Soccer 3.494
- Softball 3.461
- Women's Basketball 3.391
- Women's Swimming & Diving 3.301
- Men's Tennis 3.292
- Women's Golf 3.262
- Men's Golf 3.255
- Men's Swimming & Diving 3.220
- Men's Cross Country 3.073
- Men's Soccer 3.054
- Men's Basketball 2.707

Overall Departmental GPA

Fall 2014 Semester GPA: 3.305

Cumulative GPA: 3.336

- **23 student-athletes achieved a 4.00 fall GPA.**
- **72% of student-athletes (186 out of 258) achieved a fall GPA of 3.00 or higher.**

1. South Dakota 88.5
2. SDSU 85.0
3. IUPUI 77.5
4. Oral Roberts 69.0
5. Denver 68.0
6. NDSU 66.5
7. Western 40.5
8. Omaha 38.5
9. IPFW 35.0

Men's and Women's Outdoor Track and Baseball still to be accounted for.
Go Jags!!!!

Indianapolis Faculty Council
May 5, 2015

IUPUI

Campus Planning Committee Report On Dean's Cluster Conversations And Faculty Survey

Thomas Hurley, Member
Campus Planning Committee

Planning & Budget Hearings

Questions for Deans

- Identify any specific intercampus and/or interschool collaborative initiatives that are underway in your school.
- How is your unit reacting to the current changes in the funding environment for research? What are the implications for your graduate and undergraduate education missions?
- What are your action plans to recruit, retain, and promote the well-being of diverse and qualified faculty and staff members? Provide an example of the successful implementation of these plans.

Questions for Administrative Units

- Identify any specific collaborative initiatives that are underway involving your division and other campus units.
- Describe key challenges that your unit is facing and suggest some possible solutions.
- What are your action plans to recruit, retain, and promote the well-being of diverse and qualified staff members? Provide an example of the successful implementation of these plans.

IUPUI

Planning & Budget Hearings

- Need for increased campus communication resources

  - IUPUI needs a unified faculty (&staff!) services web page
    – like a knowledge base (NOT employee benefits)

  - Potential Content:
    - Answer questions like “Whom do I contact for X?”
    - List / promote new initiative, signature centers & services (e-textbooks)
    - IUPUI & IU acronym listings / definitions
    - Popular forms, links
    - Provide periodic updates (including new policies)
    - Outline academic program overlaps
    - Provide forums for faculty interaction
    - User-friendly format with bite sized information

IUPUI

Planning & Budget Hearings

- Ideas to Assist Schools and Units to Collaborate

- Inter-professional Grand Rounds (faculty present at other Schools)

- Successful signature centers provide mentoring to those seeking

- IUPUI to do synergy mapping for intellectual endeavors and fiscal programs

-Share successful high impact student engagement programs

IUPUI

Planning & Budget Hearings

- Increasing Degree Guidance

  -IUPUI has multiple advising centers

    -need more coordination between offices

    -Need better communication concerning available scholarships to current students.

IUPUI

Planning & Budget Hearings

- Career Counseling and Employment Services
  - Need more promotion of on-campus employment opportunities
  - Include potential career goals as part of admissions / orientation
  - Provide floating list of best job/careers
  - More promotion of the e-portfolio as personal development planner tool with touch points along the way
  - Need more communication/coordination about pre-med and pre-dent specifics
    - Student lab volunteers are unaware of DDS admission requirements
    - Students don't know about timelines for coursework in preparation for MCAT.

IUPUI

Planning & Budget Hearings

- Tips for Recruiting Faculty other than Salary
  - Provide opportunity to keep private practice (Dental)
  - Offer an established Indiana Health Information Exchange through Regenstrief
  - Offer faculty the opportunity to realize their research dreams
  - Medicine offers team-based inter-disciplinary options
  - Indianapolis as a living environment
  - Tips for Latino recruitment – Indianapolis Hispanic Business Council, word of mouth
  - Offer joint appointments between Schools

IUPUI

Highlights of the Faculty Survey

- Most faculty rate IUPUI national reputation as good or excellent (71%); up from 53% in 2009 survey.
- 75% of faculty are satisfied/very satisfied with their job at IUPUI (up from 66% in 2009)
- Part-time faculty and lecturers tend to be more satisfied on most items compared to tenure-track faculty.
- Faculty rate most services on campus as “good” or “excellent”, if they use them. (significant increase since 1998).
- Full-time faculty report engaging in high-impact practices and community engagement activities at higher rates than part-time faculty.
- Roughly 80% of tenure-track faculty are familiar with the PULs (principles of undergraduate learning). PGPLs (principles of graduate and professional learning) are less known and used overall.

IUPUI

Budgetary Affairs Committee Report

IUPUI 2015 Cluster Conservations

May 5, 2015 IFC Meeting

L. Jack Windsor, Chair

Budgetary Affairs Committee

Cluster Conservation Questions

Questions for Deans

- **Identify any specific intercampus and/or interschool collaborative initiatives that are underway in your school.**
- **How is your unit reacting to the current changes in the funding environment for research? What are the implications for your graduate and undergraduate education missions?**
- **What are your action plans to recruit, retain, and promote the well-being of diverse and qualified faculty and staff members? Provide an example of the successful implementation of these plans.**

Questions for Administrative Units

- **Identify any specific collaborative initiatives that are underway involving your division and other campus units.**
- **Describe key challenges that your unit is facing and suggest some possible solutions.**
- **What are your action plans to recruit, retain, and promote the well-being of diverse and qualified staff members? Provide an example of the successful implementation of these plans.**

Cluster Conservation Format

1. Five minute for Deans/Associate Deans/Vice-Chancellors to summarize responses to questions

2. Questions/comments among the Deans/Associate Deans/Vice-Chancellors

3. Questions/comments from the members of the BAC, Campus Planning, and Executive Committee of the IFC

BAC members overall comments about Cluster Conservations

Process is very interactive and great opportunity for the Deans/Associate Deans/Vice-Chancellors to share among themselves and with faculty from all across the campus serving on these committees.

The Cluster Conservations should continue in some form.

Collaborations are enhanced and not impeded by RCM (Responsibility Centered Management).

Need for better communication overall and especially in regards to what people are doing in other schools/units to identify common themes and potential collaborations, as well as to reduce duplications of efforts.

Be proactive in increasing and maintaining diversity (defined broadly) and it might be valuable to create a working document compiling best practices.

Be proactive in faculty and staff retention and development (maximize potential and opportunities).

Continue to maximize “urban and engaged”.

Share more widely high impact student engagement and successes.

Enhance communication to students and parents about scholarships, as well as increase need based scholarships.

Students should leave IUPUI with job skills and potential, NOT just debt!

PROUD to be IUPUI!

Thank you!

IUPUI Faculty Survey – 2015

Overview of Findings

April 2015

Survey Research Office
Planning and Institutional Improvement
1100 Waterway Blvd
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PURPOSE: To measure indicators related to employment satisfaction, satisfaction with services, and engagement in high impact practices in order to better understand faculty experiences at IUPUI.

METHODS: Survey administered to census of all full-time and part-time faculty (excluding School of Medicine) in spring 2015.

RESPONDENT CHARACTERISTICS:

	All Respondents	All Invited
Female	52.4%	50.0%
Male	47.6%	50.0%
White	80.4%	78.1%
Black	6.1%	6.6%
Hispanic	2.3%	2.2%
Asian	9.1%	10.8%
Other	2.1%	2.3%
34 and under	11.5%	15.0%
35-44	22.0%	23.5%
45-54	24.7%	24.8%
55-64	30.1%	26.9%
65+	11.7%	9.8%
Liberal Arts	21.3%	20.7%
Science	13.1%	13.2%
Dentistry	7.6%	10.7%
Nursing	7.1%	7.6%
ENGT	7.7%	7.4%
Business	6.5%	6.0%
PETM	3.9%	4.2%
Social Work	4.4%	3.8%
Herron	3.6%	3.8%
SPEA	3.7%	3.2%
Public Health	4.0%	3.2%
Education	3.7%	3.0%
Law	2.3%	3.0%
Informatics	2.3%	2.8%
SHRS	2.5%	2.5%
University Library	2.0%	1.5%
Philanthropy	0.6%	0.7%
UGE	1.0%	0.7%
Other	2.7%	2.0%
N	**815**	**1890**
Response Rate	**43%**	**--**

- Participants approximate the demographic characteristics of IUPUI faculty as a whole.

- Faculty from every School participated in the survey.

- Full-time faculty were more likely to respond than part-time faculty. There are 31 part-time faculty who responded to this survey who are also full-time staff at IUPUI.

REPUTATION OF IUPUI:

- Most faculty (71%) rate IUPUI's national reputation as good or excellent – significantly more than in 2009. Rating of reputation does not differ by type of faculty.

- The vast majority of faculty (89%) rate IUPUI's local reputation as good or excellent.

- Faculty were more likely to rate their department/program's reputation nationally as excellent or good than IUPUI as a whole.

FACULTY SATISFACTION:

	Tenure-track Faculty	Lecturer	Part-time Faculty
Overall job satisfaction	2.83	3.18**	3.12***
Overall autonomy and independence	3.10	3.41**	3.41***
Salary	2.21	1.94*	2.08
Flexibility in work/life balance	2.99	3.30**	3.22**
Campus safety	2.96	2.87	2.93
Quality of office space	2.77	2.80	2.29***
Quality of teaching space	2.69	2.82	2.86
Quality of research space	2.31	2.59	2.64*
School administration overall	2.62	2.79	2.95***
Campus administration overall	2.51	2.81**	2.90***
IU administration overall	2.29	2.65***	2.82***
IUPUI Faculty Council as a process of addressing concerns	2.65	2.64	2.76
Opportunity to provide input to your department	3.06	3.05	2.86*
Opportunity to provide input to School administration	2.73	2.70	2.61
Opportunity to provide input to Campus administration	2.38	2.45	2.52
Communication from your department	2.93	2.98	3.05
Communication from School administration	2.71	2.85	2.81**a**
Communication from Campus administration	2.57	2.76*	2.85**b****
N	300	103	208

***p<.001; **p<.01; *p<.05, group compared to tenure-track faculty
Scale: 1 = Not Satisfied; 2 = Somewhat satisfied; 3 = Satisfied; 4 = Very satisfied
a Roughly 14% of Part-time Faculty said "Not Applicable" to this item; Average is based on individuals who did answer
b Roughly 18% of Part-time Faculty said "Not Applicable" to this item; Average is based on individuals who did answer

- Faculty tend to score dimensions of satisfaction between somewhat satisfied and satisfied.
- Lecturers and part-time faculty are more satisfied with a number of dimensions of satisfaction compared to tenure-track faculty.
- 75% of all faculty are satisfied/very satisfied overall with their job at IUPUI *(the average satisfaction increased from 2.87 to 3.00 for full-time faculty since 2009 survey)*.
- 69% of all faculty are satisfied/very satisfied with campus administration overall *(the average satisfaction with campus administration increased from 2.59 to 2.72 since 2009)*.
- 55% of all faculty are satisfied/very satisfied with the opportunity to provide input to campus administration.
- 70% of all faculty are satisfied/very satisfied with the communication from campus administration.
- Over 80% of all full-time faculty are satisfied/very satisfied with health and retirement benefits -- 41% for salary *(average satisfaction with salary (full-time faculty) increased from 1.81 to 2.28 since 2009)*.

	Tenure-track Faculty	Lecturer	Part-time Faculty
Teaching load	2.62	2.47	2.94***
Service load (committees, etc.)	2.56	2.62	2.95***
Opportunities for research	2.71	2.32**	2.67
Opportunities for community engagement	2.98	2.87	2.75*
Rewards and recognition for teaching	2.44	2.16*	2.48
Rewards and recognition for research	2.49	2.55	2.55
Rewards and recognition for service to the institution	2.35	2.23	2.46
Rewards and recognition for community engagement	2.43	2.29	2.48
Rewards and recognition for professional service	2.27	2.34	2.46
Quality of undergraduate students	2.45	2.79**	2.84***
Quality of graduate students	2.54	2.97***	3.07***
Competence of colleagues	3.05	3.47***	3.33**
Professional relationships with colleagues	3.03	3.34**	3.19
Level of collaboration with colleagues	2.87	3.04	3.00
Clerical and administrative support	2.72	3.21***	3.37***
Prospects for career advancement	2.59	2.05***	2.16***
Adequacy of support of part-time faculty	2.02	1.92	2.57***
Mentoring opportunities for faculty	2.43	2.23	2.67*
Faculty development opportunities concerning teaching	2.80	2.68	2.81
Faculty development opportunities concerning research	2.59	2.46	2.59
Faculty development opportunities concerning community engagement	2.62	2.47	2.62

***p<.001; **p<.01; *p<.05, group compared to tenure-track faculty

Scale: 1 = Not Satisfied; 2 = Somewhat satisfied; 3 = Satisfied; 4 = Very satisfied

- Faculty tend to score dimensions of satisfaction between somewhat satisfied (2) and satisfied (3).
- Lecturers are less satisfied with rewards/recognition for teaching than tenure-track faculty.
- 64% of all faculty are satisfied/very satisfied with the quality of undergraduate students (67% for graduate students).
- 81% of all faculty are satisfied/very satisfied with competence of colleagues (81% for professional relationships with colleagues).
- 57% of all tenure-track faculty are satisfied/very satisfied with promotion and tenure process (64% for the assistance in preparing for P and T).
- Part-time faculty rate the adequacy of support for part-time faculty higher than do full-time faculty.

QUALITY OF IUPUI SERVICES:

	Excellent	Good	Fair	Poor	Do not use
Center for Teaching and Learning	46.1%	43.0%	8.8%	2.2%	17.2%
Center for Service and Learning	35.7%	51.1%	10.4%	2.7%	36.9%
Center for Research and Learning	33.8%	53.2%	10.0%	2.9%	41.1%
University Library	52.4%	42.1%	4.6%	0.9%	8.8%
Human Resources Administration	23.8%	50.0%	20.8%	5.4%	15.0%
Office of Equal Opportunity	26.6%	53.3%	14.0%	6.0%	37.8%
Office of Research Administration - Contracts and Grants	23.6%	58.3%	13.2%	4.9%	30.3%
Office of Research Administration - Compliance/Human Subjects	24.3%	54.1%	16.2%	5.4%	34.0%
Counseling and Psychological Services	31.0%	50.0%	14.0%	5.0%	56.8%
Office for Women	30.1%	57.2%	7.5%	5.2%	66.5%
Office of International Affairs	34.0%	51.0%	10.8%	4.2%	38.4%
Multicultural Center	26.2%	57.8%	13.1%	2.9%	59.9%
Adaptive Education Services	36.6%	53.0%	8.5%	1.9%	30.0%
Testing Center	29.4%	57.7%	9.1%	3.8%	52.6%
Technology services (UITS)	32.7%	47.9%	15.9%	3.5%	3.7%
Phone services	19.6%	54.6%	18.6%	7.3%	11.0%
Food services on campus	8.0%	42.3%	32.5%	17.2%	12.0%
Building services	17.4%	58.6%	20.7%	3.2%	6.8%
Facilities services	16.8%	59.3%	20.3%	3.7%	7.4%
Parking services	10.0%	40.4%	30.6%	19.0%	3.6%
Police services	26.4%	59.2%	12.1%	2.2%	11.3%

- Faculty rate the majority of campus services as excellent or good.
- Parking services and food services are rated lower than other services.
- Over 90% of faculty rate University Library as excellent or good (over half as excellent).
- Tenure-track faculty are more likely than part-time faculty and lecturers to use most campus services (exceptions: CAPS, Testing Center, Multicultural Center).
- Overall, part-time faculty are more likely to rate most campus services positively than their counterparts.

QUALITY OF IUPUI SERVICES (1998 v. 2015):

	Excellent/Good 1998	Excellent/Good 2015	Mean 1998	Mean 2015
Center for Teaching and Learning	85%	89%	3.15	3.33
Center for Service and Learning	80%	87%	2.99	3.20
University Library	88%	95%	3.24	3.46
Office of Equal Opportunity	57%	80%	2.53	3.01
Office of Research Administration	73%	80%	2.91	2.99
Office for Women	72%	87%	2.87	3.12
Office of International Affairs	76%	85%	2.96	3.15
Adaptive Education Services	68%	90%	2.76	3.24
Testing Center	66%	87%	2.72	3.13
Technology services (UITS)	53%	81%	2.47	3.10
Building services	36%	76%	2.14	2.90
Parking services	45%	50%	2.29	2.41

- More than half of the services rated in 2015 were also included on the 1998 faculty survey.
- Every item has shown improvement in the 17 years.
- The most dramatic increases include building services (previously listed as building maintenance) which more than doubled the percentage of faculty rating it as excellent or good.
- Other notable increases in perceived quality of IUPUI services include UITS (53% increase), OEO (40% increase), AES (32% improvement), and the Testing Center (32% increase).

HIGH IMPACT PRACTICES AND OTHER ENGAGEMENT:

Percentage of faculty who have done the following in the past two years:	Tenure-track Faculty	Lecturer	Part-time Faculty
Include an internship, co-op, field experience, student teaching, or clinical placement for credit as part of a course	37.7%	36.6%*	14.7%***
Include a study abroad/international travel experience as part of a course	8.4%	10.8%	1.4%*
Require an undergraduate research project as part of your course	55.9%	39.8%	21.0%***
Teach as part of a Themed Learning Community for first-year students or some other formal program where groups of students take two or more classes together	4.7%	30.1%*	11.9%***
Mentor an undergraduate student on a research project	59.3%	36.6%	15.4%***
Teach a culminating senior experience (capstone course, senior project or thesis, comprehensive exam, portfolio, etc.)	44.6%	33.3%	4.9%***
Require students to participate in a community-based project (service-learning) as part of a course	23.3%	32.3%	19.6%
Provide periodic and structured opportunities for reflection	53.1%	57.0%	44.1%
Advise a student organization or group	31.3%	49.5%*	13.4%***

***p<.001; **p<.01; *p<.05, group compared to tenure-track faculty

- Tenure-track faculty are more likely to participate in high-impact practices overall.
- Half of lecturers have advised a student organization in the past two years (compared to 31% of tenure-track faculty).

Percentage of faculty who engage in the following activities occasionally or frequently:	Tenure-track Faculty	Lecturer	Part-time Faculty
Engaged in a collaborative research project with a community partner	44.6%	25.0%**	13.9%***
Served on a board or committee of a local business or civic/ social service agency in a professional capacity	41.9%	39.2%	35.0%
Gave talks to local community organizations	46.9%	34.3%	36.2%***
Provided professional services to a community group, local business, or government agency for free or reduced rate	41.0%	35.1%	44.4%
Participated in campus (or school) sponsored community service event	29.7%	30.9%	24.0%*

***p<.001; **p<.01; *p<.05, group compared to tenure-track faculty

- Less than half of faculty participate in the community engagement activities above.
- Part-time faculty who are also staff are more likely to engage in these activities.

PRINCIPLES OF LEARNING:

To what extent….	Tenure-track Faculty	Lecturer	Part-time Faculty
are you familiar with the PULs?	79.0%	91.3%**	61.7%***
have you incorporated the PULs in the undergraduate classes you teach? (of those familiar)	70.1%	85.7%***	65.9%
has your department incorporated the PULs in the undergraduate curriculum? (of those familiar)	77.0%	84.6%***	77.5%
do you evaluate student learning of the PULs in the undergraduate classes you teach?* (of those familiar)	53.9%	71.9%***	56.9%

Percentages reported of those who answered "quite a bit" or "very much"
1 = Very little 2 = Some 3 = Quite a bit 4 = Very much
***p<.001; **p<.01; *p<.05

- 79% of tenure-track faculty are familiar with the PULs (compared to over 90% of lecturers and 62% of part-time faculty.
- Of those tenure-track faculty familiar with the PULs, just over half evaluate student learning of the PULs in their undergraduate courses – less likely than both lecturers and part-time faculty.
- There has been no change in familiarity of use of PULs since 2009 (for all faculty).

To what extent….	Tenure-track Faculty	Lecturer	Part-time Faculty
are you familiar with the PGPLs?	38.2%	29.6%*	33.3%
have you incorporated the PGPLs in the undergraduate classes you teach? (of those familiar)	65.0%	74.1%**	50.0%**
has your department incorporated the PGPLs in the undergraduate curriculum? (of those familiar)	33.0%	22.2%**	54.5%***
do you evaluate student learning of the PGPLs in the undergraduate classes you teach? (of those familiar)	26.2%	19.2%	45.5%***

Percentages reported of those who answered "quite a bit" or "very much"
1 = Very little 2 = Some 3 = Quite a bit 4 = Very much
***p<.001; **p<.01; *p<.05

- Overall, faculty are much less familiar with the PGPLs than the PULs.