Indiana University-Purdue University Indianapolis
Indianapolis Faculty Council (IFC)
Minutes
May 3, 2016 ~ Campus Center Room 409 ~ 3:00 – 5:00pm


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: Updates/Remarks from the Chancellor
Nasser Paydar, Indiana University Executive Vice President and Chancellor of IUPUI

Paydar welcomed everyone to the meeting and reported on the following:

- IUPUI will graduate 6,717 students, and the ceremony for all students will be held at Lucas Oil Stadium. The commencement speaker will be John Lechleiter, CEO of Eli Lilly. In addition, there will be a number of other formal commencement ceremonies for special groups, i.e., LGBTQ, Cox Scholar, Latino, African-American students. Chancellor Paydar expressed thanks to the faculty participating in the commencement.
- Updates on the searches:
  - Executive Vice Chancellor – There are four candidates for this position. Chancellor Paydar is waiting on the recommendation from the committee and hopes to receive that within the next two weeks.
The Vice Chancellor for Finance and Administration, along with the Vice Chancellor for Student Affairs, both will be national searches conducted by search firms who will visit campus to assist in the process.

- Construction on North Hall, the newest on-campus residence hall, is on schedule. The building will be ready for August occupation.
- A celebration marking the newly-completed renovation of the Natatorium will take place on June 7th.
- The project to restore Ball Gardens has been completed. The fountain (Flo, short for Florence Nightingale) has returned to campus as part of the sunken gardens and park restoration.

Upcoming construction projects to take place during the summer include:
- The conversion of Michigan Avenue will start at the end of the summer.
- Lots 58 and 80 will close May 9th for renovation.
- The parking lot to the west of ICTC will close May 9th and is scheduled to reopen August 12th.
- Special arrangements will be made to accommodate holders of EM permits throughout the renovation period.

Parking rates will be rising. Student parking will increase, per month, $1.50. EM, $3.50. Garage rates will rise $2.00; North Campus will rise $2.50. Those additional monies will be used for renovations.

It was reported that Chancellor Paydar and other administrators are beginning to look at enrollment rates for Fall 2016.
- Enrollment credit hours, as of this date, are up 4 percent; heads are up 2 percent.
- Applications for African-American students are up 7.1 percent; for Latino students, up by 1.9 percent; for Asian students, up by 7.1 percent.
- Deposits that students pay are up by 38 percent.
- International applications are up 11.6 percent.
- Nonresident applications are up by 10.7 percent. Deposits for nonresidents up by 41 percent.
- SAT scores are up by 9 percent. SAT 1300 and up are up by 9 percent.
- External transfer admits are up by 26.9 percent (equivalent to 252 students). Transfers from other IU campuses are up by 3.8 percent.
- Chancellor Paydar is delighted to bring the year to a close and looks forward to next year.

Chancellor Paydar took a moment to thank Marianne Wokeck and Ed Berbari for their leadership over the last four years. He expressed that the relationship between faculty governance and administration has always been great--thanks in part to Marianne, Ed, Jack, and others who have served in these roles. He expressed thanks for their friendship and for working with the administration.

**Agenda Item IV: Updates/Remarks from the IFC President**

Marianne Wokeck, IUPUI Faculty President

- President Wokeck began her remarks with presenting the Gerald L. Bepko Outstanding Administrator Award to Becky Porter for her service as the Associate Vice Chancellor for Enrollment Management for the past 15 years.
• Wokeck went on to read her report to the Council:

Good afternoon. It is the final council meeting of the Academic Year 2015-16—a year that has seen significant change as is most evident the presence of two people at this table: Chancellor Paydar and EVC and CAO Johnson heading an administrative team that is striving for a transformational plan for the future of this campus, aligned with IU’s bicentennial plan, also with the goals to improve, reflect, and celebrate the unique, albeit complicated, character of IUPUI, our campus, that will mark its 50th anniversary soon.

In a year with mostly administrative changes, four themes have stood out to me with regard to faculty governance:

• A demonstrated commitment to freedom of speech, which is part of academic freedom, the hallmark of faculties’ rights and responsibilities;
• Support for increasing diversity, foremost among our students, but also in the ranks of staff and faculty;
• Conversations, discussions, and some action with regard to changes in our governance structure, policies, and procedures that are better reflective of the changing character of the faculty. Faculty ranks have been expanded and faculty roles have developed, become more specialized, in ways that require rethinking, redefinitions, and reorganization if, as I hope, we want to be inclusive and represent and serve all faculty;
• The shift from largely paper-based operations to digitally-focused ones has been accompanied with challenges that range from particulars of our academic calendar to specific uses of analytics for evaluating faculty work.

Much of the faculty governance work takes place in committees and many of the results of that work are unsung. Foremost among them, those faculty members who review grievances and that come to the fore only in committee reports and policy and procedure recommendations. All too often those recommendations do not result in action as, for example, the recommendation of offering faculty the option to have 10-month salaries paid out over a 12-month period. Irrespective of success or failure of bringing about desired change, the central issue of faculty governance remains active faculty engagement. This campus professes support of faculty governance. It is upon us to exercise that right and make it all of our responsibility.

I would like to conclude with some well-deserved thanks. It has been a pleasure to work with Ed Berbari who has chaired IFC meeting most ably—and that is not counting the many committees in which he has represented the IUPUI faculty. When the going became procedurally complicated, I could count on the IFC parliamentarian Joyce Mac Kinnon, and I thank her very much for that very particular service. I am most indebted to Karen Lee, the IFC coordinator, who has not only been outstanding in her service to the council, and all of the faculty it represents, but also in assisting me in many instances with her policy and procedural knowledge, with her good common sense, and with her administrative skills and her invaluable institutional memory.

Finally, I want to thank you who have engaged in shared governance for your critical contribution to making this university and especially the Indiana University Purdue University Indianapolis campus a better place to work. May it be with particular focus on excellence in research, teaching, and service.
With best wishes for concluding the spring semester smoothly and successfully, for
a productive and enjoyable summer, and for the academic year 2016-17 when Rachel
Applegate will sit in this chair. Thank you.

Agenda Item V: Announcement of Election Results for: At-Large Members (Tenure Track and
Nontenure Track), Board of Review, Executive Committee, Nominating Committee, and University
Faculty Council

Jack Windsor, chair of the Nominating Committee, began by presenting special notes of thanks for
President Wokeck and Vice President Berbari for their service, dedication, and commitment to shared
governance.

Subsequently, the following election results were shared:

Election Results:
At-Large Members (Tenure Track and Non-Tenure Track)
Term: June 2016 through June 2018

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<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Tenure Status</th>
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<td>Bruzzaniti</td>
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<td>Kostroun</td>
<td>Daniella</td>
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IUPUI Faculty Council: Slate for At-Large Rep (Non-Ten/Tenure Track)
Term: June 2015 through June 2017

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<td>Anita</td>
<td>Senior Lecturer</td>
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<td>IN-PED</td>
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<td>Clinical</td>
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<tr>
<td>Barr</td>
<td>Robert</td>
<td>Senior Scientist</td>
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<td>IN-GEOL</td>
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### Board of Review

**Term:** February 1, 2015, through January 30, 2017

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<td>Jones</td>
<td>Josette</td>
<td>T02</td>
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<td>Murphy</td>
<td>Miriam</td>
<td>TL2</td>
<td>Law</td>
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</tr>
<tr>
<td>Palmer</td>
<td>Kristi</td>
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<td>University Library</td>
<td>Center for Digital Scholarship</td>
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<tr>
<td>Petrache</td>
<td>Horia</td>
<td>T02</td>
<td>Science</td>
<td>Physics</td>
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<td>Pollock</td>
<td>Karen</td>
<td>TT02</td>
<td>Medicine</td>
<td>Ped Hem/Oncology Basic Research</td>
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<tr>
<td>Schild</td>
<td>John</td>
<td>T02</td>
<td>Engineering and Technology</td>
<td>Biomedical Engineering</td>
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<tr>
<td>Wells</td>
<td>Clark</td>
<td>T02</td>
<td>Medicine</td>
<td>Biochemistry/Molecular Biology</td>
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<tr>
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<td>L. Jack</td>
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<td>Biomedical and Applied Sciences</td>
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### Executive Committee

**Term:** June 2016 through June 2018

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<th>First Name</th>
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<td>Boukai</td>
<td>Ben</td>
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<td>Deborah</td>
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### Nominating Committee

**Term:** June 2016 through June 2018

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<td>Miller</td>
<td>Willie</td>
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<td>Wokeck</td>
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<td>T01</td>
<td>Liberal Arts</td>
<td>History</td>
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### Election Results for University Faculty Council

**Term:** February 1, 2016, through January 30, 2018

<table>
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<tr>
<th>Last Name</th>
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<th>Rank</th>
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<td>Goodlett</td>
<td>Charles</td>
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<td>Science</td>
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<tr>
<td>Mendonca</td>
<td>Marc</td>
<td>T02</td>
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<tr>
<td>Watt</td>
<td>Jeff</td>
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<td>Math</td>
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</table>
Agenda Item VI: Task Force Recommendations for Nontenure Track Faculty Serving on the IFC
Circular 2016-04 is appended to these minutes.

Parliamentarian Mac Kinnon shared the process for changing the constitution and bylaws. Following a brief discussion regarding the circular, a vote was taken and the decision made to table the issue at this time.

Agenda Item VII: Report from the Campus Planning and Budgetary Affairs Committees

Jack Windsor spoke on the report from the Budgetary Affairs Committee which is appended hereto.

Miriam Murphy reviewed the Campus Planning Committee reports which are appended hereto.

Murphy also talked about the OEO report (p. 15) (a 2016 report) and the evaluation of numbers as to faculty leaving the employ of IUPUI.

Agenda Item VIII: Board of Review Annual Report

Marianne Wokeck presented the annual Board of Review report which is appended hereto.

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

- Faculty Affairs Committee: Sarah Koskie, chair, shared Circulars 16-07 (Statement on Freedom of Speech) and 16-08 (Statement on Diversity-Unity), appended hereto. Following a brief discussion, the Council members voted unanimously to endorse each statement.
- Academic Affairs Committee: John Watson, chair, reviewed Circular 16-09 with members of the Council which is appended hereto.

Agenda Item X: Question/Answer Period

Question (Bill Schneider): What is the typical number of boards of review in a year? When you say Bloomington, do you mean IU Bloomington or the central administration?

President Wokeck: To answer in reverse order, IU Bloomington has a general campus questionnaire. If you think of the structure, it has a very large college of arts and sciences where that kind of approach makes difference sense than it does on our campus. As opposed to the number of reviews over the years, Karen is not here and Lori Klosterman very nicely fills in for her – but to have 2 or 3 is a pretty good measure, having 7 is heavy. I hope that my successors will not have to face that many next year is all I can say.

Agenda Item XI: Unfinished Business

President Wokeck reported to the members that, following concerns raised about emergency contingencies within Lecture Hall, panic buttons will be installed in the building in the near future. Chancellor Paydar reiterated that the safety of faculty, staff, and students remains to be a high priority.
Agenda Item XII: New Business

No new business items.

Agenda XIII: Report from the IUPUI Staff Council

Jim Klenner, president of the Staff Council, reported to the members the following:

- Staff Council also had an inquiry in EHS about that same issue and referred the question to the police department.
- On March 29th attended the Asian Pacific American Faculty and Staff Council Spring Reception. First Staff Council representative to meet with that group.
- The Staff Council is in the process of representative elections; polls will close May 5th.
- Executive Committee nominations also were distributed. This year, as opposed to past years, the number of nominations has increased to 15.
- Elections will be in June; installation will take place in early July.
- The Staff Council retreat will be held July 22nd. Kelly Thacker, president of the IUB Professional Council, will be invited to attend. A representative from the AAUP is also expected to attend.
- Bottle Caps to Benches is an innovative program that converts 400 pounds of bottle caps to benches.
- The staff survey resulted in 400 responses, an exponential leap from last year. Data is being review and will be presented to the parking subcommittee.

Agenda XIV: Final Remarks and Adjournment

Vice President Berbari closed with a final remark thanking the members for letting him serve.

The meeting was adjourned at 4:32.
Proposed Amendment to the Constitution of the IUPUI Faculty Council (IFC)
Concerning the Voting Rights of Full-Time Non Tenure Track Faculty (NTTF)
Drafted by IFC Task Force to Consider Participation of NTTF in the IFC
April 2015

Background
Currently the IUPUI constitution states in Article IV. A. Faculty Council shall be composed of elected and ex officio members.
1. Elected members. Faculty members dedicated to teaching, research, creative work, and service, and librarians dedicated to performance, professional development, and service shall represent academic units. Although faculty in any rank or track may meet this definition, the constitution goes on to restrict non-tenure track faculty (NTTF) from serving on the IFC (outside of the 10 positions held specifically for NTTF).

During the past decade the profile of faculty at IUPUI has shifted dramatically, and as of October 2014, 48% are full-time non-tenure track faculty. In spring 2015, the IFC Executive Committee formed a task force to address participation of full-time NTTF in campus faculty governance. We (the members of the task force) make a general recommendation that the IFC should not restrict, beyond those restrictions already imposed by the IU Constitution and the UFC Bylaws, participation of full-time NTTF from serving as voting members of the IFC.

We propose that unit representatives be determined by the unit faculty via election by the voting membership, as defined by the unit’s bylaws, and that all duly elected unit representatives be granted voting rights on the IFC. Further, NTTF should be granted the right to run for at-large positions on the IFC. In all cases, the number of NTTF seats allotment to the IFC as the unit’s representatives and as the at-large representatives will be proportional to its size in the unit’s faculty body and its size in the campus faculty body, respectively (in the spirit of Article IV, A.1.e of the IFC Constitution). However, the overall participation of NTTF as unit and at-large representatives in the IFC should be consistent with Indiana University policies, which reserves at least 60% of the voting weight to tenure-track faculty.

Listed below are the relevant sections of the constitution as well as proposed amendments that would need to be made to the IUPUI constitution in order to allow the participation of all full time faculty members (excluding visiting, acting, adjunct, and emeritus ranks) as full voting members of the IFC. The recommendation of the task force is to allow for all full time faculty in any track and rank to be eligible to be voting members of the IFC. Currently, the full-time faculty list includes (alphabetically): Clinical, Clinical Instructor, Instructor, Lecturer, Professor of Practice, Research Scientist, Scientist Scholar, Tenured, and Tenure Track.

Current: IFC Constitution Article IV. Section A.1f

Election of unit representatives. Each academic unit shall conduct its election of unit TT and NTTF representatives, in a manner that reflects the proportion of TT and NTTF faculty in the unit’s faculty body by procedures it shall itself establish. In the case where a unit has to elect a single representative, this individual may be either a TT or a NTTF faculty member, all in accordance with the unit’s bylaws. The results of the unit elections shall be reported by each academic unit president or chair to the Faculty Council Coordinator and the President of the Faculty no later than the middle of March. The President shall announce the results of the elections at the April Council meeting.

Proposed Amendment to IFC Constitution Article 1. Section B.1

All tenured and tenure-track full time faculty members as well as all full-time non-tenure track faculty (excluding visiting, acting, adjunct, and emeritus ranks) shall be voting members of the faculty and are eligible, regardless of track, to serve on the IFC either as unit or as at large representatives.
Proposed Amendment to the IFC Constitution: Article IV. Section A.1g

Election of at-large representatives. Election of at-large TT and NTTF representatives shall be conducted in accordance with the procedures specified by the Faculty Council Bylaws, in a manner that is reflective of their proportion in the campus faculty body, provided that the number of tenured or tenure-track at-large representatives shall be equal to the number of unit representatives, and provided further that the number of elected tenured or tenure-track representatives from any academic unit shall be less than one-half of the total number of elected members of the Council. Ten additional at-large representatives shall come from the ranks of the full-time non-tenure-track faculty (NTTF) and be elected by their peers; they will have the same rights and duties as other at-large representatives.

Proposed Amendment to IFC Bylaws Article II. Section B.

For the purpose of the election of at-large representatives, a distinction is to be made between two groups of voting faculty:
1. Full-time tenured or tenure-track faculty (hereafter Group 1) and
2. Full-time non-tenure-track faculty (hereafter Group 2).

For each group, two elections are required to choose at-large representatives to the IUPUI Faculty Council: one for nominating candidates for the available at-large representatives' positions, and a second to elect the at-large representatives. For the first ballot, for each group the slate of candidates will consist of all eligible voting members of that group. In the subsequent voting, at-large representatives will be elected by each group from a slate resulting from the popular vote in the first election by that group (Constitution Article IV, Section A, Subsection 1, Paragraph g.).

1. Nomination to the at-large ballot
   a) Each voting member of Group 1 shall be eligible to nominate no more than three persons from a list of the tenured or tenure-track voting faculty prepared by the Faculty Council Coordinator under the supervision of the Nominating Committee. Each voting member of Group 2 shall be eligible to nominate no more than three persons from a list of non-tenure track faculty prepared by the Faculty Council Coordinator under the supervision of the Nominating Committee.
   b) These lists shall be distributed no later than the middle of November and the nominating votes shall be returned no later than the middle of December to the Faculty Council Office for counting under the supervision of at least two members of the Nominating Committee.
   c) The Nominating Committee shall submit to the Faculty by the end of January two ballots.
      1. One ballot for the tenured or tenure-track voting faculty containing twice the number of nominees as the number of persons to be elected.
      2. One ballot for the non-tenure-track faculty also containing twice the number of nominees as the number of persons to be elected. And securing that the results of each election be such that of the ten non-tenure-track faculty representatives on the Faculty Council no more than two shall come from the same school and that there are at least two representatives from each of the clinical, research, and lecturer ranks.
      3. Each ballot shall contain the names of persons receiving the most nominations. In the case of a tie for the last position on a ballot, the Nominating Committee shall select persons for the ballot from among those tied.
2. Elections
   a) For each group the ballots containing the names of the nominees shall be distributed by the Faculty Council Coordinator no later than the end of January. The two ballots shall identify each nominee by name, academic title, school, department, and administrative title, if any. Each voter may vote for as many at-large representatives on their ballot as there are positions to be filled and this number shall be specified on the ballot. No candidate may receive more than one vote per ballot. Votes shall be returned to the Faculty Council Office no later than the end of February for counting under the supervision of at least three members of the Nominating Committee before the middle of March. For each group the candidates receiving the greatest number of votes shall be declared elected. In case of a tie, the Executive Committee shall vote by secret ballot to break the tie. Only if needed, the total number of at large representatives from each group will be adjusted by the IFC Executive Committee to ensure a minimum of 60% tenure/tenure track faculty in the overall makeup of the faculty council—excluding deans and other administrators.

   b) The chair of the Nominating Committee shall announce the results of the election at the Council’s April meeting.

   Task Force Members:
   Ben Boukai
   Patricia Capps
   Xiaoling Xuei
   John Hassell
   Megan Palmer, Chair
   Kate Thedwall
   Robert Yost
   Ken Wendeln
   Lisa Angermeier
### Change from Current Subdivision of Faculty at IU Faculty Council

![Table Image]

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### Circular 2016-04

![Graph Image]

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Unit Reps: 22 10 32

Max (Current at Large): 10 10 20

total possible: 50 20 40
revised prep by IPC 5.60075 0.43925

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prop: 0.60075 0.43925

**Note:** Data includes all faculty, including those in the College of Medicine.
NEW FORMATS

- The Campus Conversations held with the Academic Deans was done in the “World Café” method in which six pods were formed. Members of the Budgetary Affairs Committee, Campus Planning Committee, Executive Committee, and other key listeners remained stationery while the deans traveled from one pod to the other answering predetermined questions and follow up questions (one 2 hour setting).

- Administrators of Support Units provided brief accomplishments and challenges (one 2 hour setting).
Opinions About Formats

• People generally found them informative

• “World Café” format preferred (more interactive and open conservations).

• Support Unit format needs to modified to included common questions and incorporation of “World Café” method.

• Future Campus Conservation will move to fall semester as not to be concurrent with the budgeting process thus allowing for hopefully more input from faculty about the upcoming budget cycle.

• Need to examine the charge to the BAC and its alignment with the Campus Conversations
Items of Note from the Campus Conversations

**Banded tuition impact and concerns about students that took 12-14 credit hours in the past.**

- Funds will be set aside for need-based support for students.
- Effect on overall revenues will depend on student responses, which we don’t know; about 99% of all tuition to be distributed by actual enrollments.
- Banded tuition will apply to online courses but not online programs.

**Concerns about Campus and University assessments**

- Funding sources for the Grand Challenges are not transparent.
- Multiple changes with Campus assessments; some concerns that this makes it harder for schools to plan.
- Some of the concerns has been driven by the decline in enrollment of a large school on campus, which may or may not continue.
- Chancellor is to use fund raising rather than assessments to support his initiatives.
Thanks!

And now the honorable Chair of the IFC Campus Planning Committee

Miriam Ann Murphy
Campus Planning Committee Report on 2016 Campus Conversations

Miriam Murphy, Chair
Campus Conversations

1. Student employment

   - Implement an Advisory Panel of local employers.
   - Establish a set of competencies that are valued in the marketplace.
   - Integrate internships in the curriculum.
   - Bring in local professionals to assess student capstone projects (& e-portfolio content).
   - Implement intensive advising program on how to be prepared to operate in the workforce.

2. Increasing IUPUI Doctorates

   - Seek whatever administrative path will work
   - Mission differentiation could assist
3. Collaborations between units (particularly IUSM)
   - Key factor to collaboration seems to be that collaborations occur when they benefit the participants.
   - Collaboration will increase if:
     - financial and other incentives are provided
     - cross-unit communication is encouraged
     - faculty-to-faculty interactions are hosted
     - RCM funding concerns in cross-unit collaborations

4. RCM considerations
   - Units need predictability
   - Knowledge of the assessment process increases the perception of fairness
   - Driver assessment model needs to be applied to University tax components
   - Assessments should be modified to reflect changing conditions
Campus Conversations

5. What are the perceived effects and/or concerns related to banded tuition?
   - Nobody knows the impact of banded tuition so it is difficult to make recommendations
   - The student body profile could be affected

6. Recommendations to increase communication and understanding
   - Provide more effective exit interview process for faculty
   - Perform regular engagement studies of faculty satisfaction to identify and correct problems
   - Each unit dean implement an anonymous electronic comment box
   - Deans must demonstrate they are listening and responding
IUPUI Faculty Council, Campus Planning Committee Report
on the
2016 Campus Conversations
April 2016

The Campus Planning Committee (CPC) members participated in the February 24th and 25th Campus Conversations with IUPUI Deans and Vice Chancellors. The faculty appreciated the opportunity to ask pertinent questions and have discussions on issues of faculty concern. The CPC met to discuss and highlight recommendations based on the conversations.

1. How do you prepare students to compete in the employment marketplace? To what extent is this based on feedback from employers?
   - Implement an Advisory Panel of local employers.
   - Establish a set of competencies that are valued in the marketplace.
   - Integrate internships in the curriculum.
   - Bring in local professionals to assess student capstone projects (& e-portfolio content).
   - Implement intensive advising program on how to be prepared to operate in the workforce.

2. What are your current and planned doctoral degree programs? How are you addressing the need for IUPUI to receive credit for doctoral programs?
   - Core school mission differentiation could offer opportunities
   - IU & PU should each support degrees introduced by the other
   - Programs should seek whichever path will work.
   - Need improvement and streamlining of the approval process (administrative hindrance)

3. Describe the collaboration between IUSM and your school, and how these collaborations are supported/funded.
   - Key factor to collaboration seems to be that collaborations occur when they benefit the participants.
   - “How does collaboration fit in with the mission of your school?”
   - Collaboration will increase if:
     - financial and other incentives are provided (including matching-funds)
     - cross-unit communication is encouraged
     - faculty-to-faculty interactions are hosted
     - efforts are made to reduce inherent tension between RCM model and cross unit collaboration (whether research or academic)
   - On-campus collaborations are perceived as occurring more easily that collaboration between campuses
   - Significant funding for research is mostly limited to programs that are introduced at an administrative level; there is a need more ground swell faculty opportunities
4. In an RCM environment, assessments are needed to support core aspects of campus. In an ideal world, and from the standpoint of your school – what would the assessment model be based on?
   - Units need predictability
   - Knowledge of the assessment/driver process increases the perception of fairness
   - Assessments currently frozen should be modified to reflect changing conditions
   - Driver assessment model needs to be applied to University tax components

5. What are the perceived effects and/or concerns related to banded tuition?
   - Nobody knows the impact of banded tuition so it is difficult to make recommendations
   - The student body profile is being pushed toward the traditional model (which has not been the IUPUI student body profile that includes students that work/have families)
   - Serving diversity populations could be diminished with the implementation of banded tuition (also the push toward merit over need scholarships)

6. Additional faculty recommendations to increase communication and understanding
   - Campus should provide more effective exit interview process for faculty
   - Perform regular engagement studies of faculty satisfaction to identify and correct problems
   - Each unit dean should implement an anonymous electronic comment box
   - Deans must demonstrate they are listening and responding
Annual Report on Board of Review Activity  
Since May 2015  
Marianne S. Wokeck, President  
IUPUI Faculty Council meeting  
May 3, 2016  

| Total Number of Board of Review Cases: | 7 |
| Total Number of Requests Denied:      | 1 |
| Number of Board of Review Cases for:  |   |
| - Dismissal                          | 1 |
| - Academic Freedom                   | 1* |
| - Non-Reappointment                  | 1 |
| - Tenure                             | 4* |
| - Promotion                          | 2* |
| - Salary Adjustment                  |   |
| - Nature or Conditions of Work       |   |
| - Office of Equal Opportunity        | 2 |
| *same case                           |   |

Requests Approved:

Board of Review Case 15-01: A Board of Review was appointed and a formal hearing was held on June 15, 2015, regarding non-reappointment. The board’s recommendation fully supported the grievant. The chancellor rejected the board’s findings and provided documentation per the bylaws of the Faculty Council. The board met again on October 5, 2015, to discuss the case further. After consideration, the board responded to the chancellor’s concerns (October 12, 2015). Following further examination by the chancellor, a response was received with further recommendations, and the case was closed.

Board of Review Case 15-02: A Board of Review was appointed and a formal hearing was held on October 29, 2015, regarding dismissal for cause. The board’s recommendation did not fully support the grievant; however, it was recommended the cause for dismissal be reopened. The chancellor accepted the recommendations but added additional process steps before the case could be concluded. The grievant did not accept the decision of the chancellor; therefore, dismissal was affirmed.

Board of Review Case 15-03: Disbanded as a settlement was reached with the grievant. A hearing was not held.

Complaint Case 15-04: A complaint case was appointed for review by the Faculty Council Executive Committee as per the bylaws of the Faculty Council regarding matters concerning the Office of Equal Opportunity. The EC’s recommendations did not fully support the grievant. The chancellor accepted the board’s recommendations.

Board of Review Case 15-05: A Board of Review was appointed and a formal hearing was held on July 21, 2015, regarding a negative tenure decision. The board’s recommendations did not fully support the grievant; however, it recommended addressing existing structural issues related to the process. The chancellor accepted the board’s final report and recommendations.
Board of Review Case 16-01: A Board of Review was appointed and an initial meeting was held on May 2, 2016, regarding a negative promotion and tenure decision. A hearing was not held by the time of this report.

Complaint Case 16-02: A complaint case was appointed for review by the Faculty Council Executive Committee as per the bylaws of the Faculty Council regarding matters concerning the Office of Equal Opportunity. A hearing was not held by the time of this report.

Requests Denied:

A request for a Faculty Board of Review was received after a negative promotion and tenure decision. After negotiations, an administrative resolution was not achieved. The IFC Executive Committee did not agree to move the case forward to a formal review.

Total Number of Grievances Referred to the Faculty Grievance Advisory Panel: 2

Members of the Faculty Grievance Advisory Panel reported two contacts by faculty members or librarians during the 2015-2016 academic year.

2 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.
Statement on Freedom of Speech
Presented by the
Faculty Affairs Committee
April 11, 2016

The IUPUI Faculty Council supports the campus Statement on Freedom of Speech. IUPUI, as a public institution respecting the rights and privileges of all its community members, as well as acknowledging the responsibilities of civility and respect in oral and written discourse, commits to the fundamental principle of open and free inquiry, discussion, deliberation, and debate, on any issue of interest except when that freedom interferes with the functioning of the university or violates the law.

In accordance with the state and federal constitutions and university policy, the university recognizes the rights of all members of the university community to engage in discussion, to express thoughts and opinions, and to assemble, speak, write, publish or invite speakers on any subject without university interference or fear of university disciplinary action.

Individual university community members who practice dissent acknowledge the right of others to dissent. Although members of the university community are free to criticize and contest the views expressed on campus, they may not obstruct or otherwise interfere with the freedom of others to express their views.

IUPUI reserves the right to regulate the time, place, and manner of expressions and restrict expressions which constitute threats or harassment, unjustifiably invade privacy or confidentiality, or disrupt university activities.

To this end, the university has a solemn responsibility not only to promote freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it.
Statement on Diversity-Unity
Presented by the Faculty Affairs Committee
April 11, 2016

The IUPUI Faculty Council (IFC) wishes to reaffirm its commitment to embracing and celebrating diversity in all of its forms, and it will continue to work actively with the university community to ensure that all individuals feel welcome, valued, safe, and respected. The IFC will continue to actively collaborate to safeguard against any act of discrimination or intimidation within our university community.
In a continuation of the evaluation of the transition to online course questionnaires (OCQs), the Academic Affairs Committee (AAC) discussed at length whether IUPUI should adopt a set of core questions that would be used campuswide. One likely outcome from adopting such a system would be to compare the OCQ results across schools and departments. The AAC sees considerable risk in such comparisons without taking into full account the significant differences in the structure and organization of courses in the wide range of academic disciplines represented at IUPUI. The AAC’s concern over the potential for inappropriate comparison among instructors is made more acute because the results of OCQs play a role in promotion, tenure, and reappointment decisions. Indeed, the AAC notes that the IUPUI Faculty Council (IFC) has already spoken on this issue in the resolution titled Faculty Access to Student Evaluations: “…we recognize the right, and the desirability, of each school or division to establish evaluation procedures that best meet its needs…” The AAC heartily agrees with this statement. Therefore, the AAC strongly recommends against employing a set of core questions on OCQs at IUPUI.

The AAC also evaluated the issue of making the results of course questionnaires for individual instructors available to students. The committee concluded that there is no compelling reason to alter the current practice of supplying OCQ results only to the faculty being evaluated and their direct supervisors (if such is the standard practice in that specific unit).

† http://www.iupui.edu/~7F/council/documents/studentevalaccess.htm
Report on Council Actions 2015-16 (per Bylaws Article 1. Section C.3)

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

Committee Assignments

**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.)
- 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.)
- 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)
- Evaluation of IUPUI Withdrawal Deadlines (Note: The committee meets the week of 5-9-16. It will be on the meeting agenda.)
- Best Practices for Accelerated Programs
- Report from Student Advocate on the status of the IUPUI Emergency Withdrawal procedures

**Budgetary Affairs**
- Assessments (School of Medicine)
- RCM Review/Banded tuition
- Monitor parking revenue / parking in general

**Campus Planning Committee**
- Advise IUPUI Administration: Planning and Institutional Improvement Administrative Liaison on outcomes. (May 2014: Ongoing.)
- Monitor parking on campus. Is the current plan working?
- Monitor crosswalk document in regard to IUPUI Strategic Plan and Bicentennial Strategic Plan.
- For 2016-17 Consideration – First Priority: Draft communication to be sent on behalf of the IFC on the NTTF Task Force Report and next steps following tabling the vote on 5-3-16. (See also note under Faculty Affairs Committee.)

**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 and 6-10-15: keep on agenda.)
- Review and rewrite the charge to the Constitution and Bylaws Committee. (Update 7-10-14 and 6-10-15: keep on agenda.)
- Recognition of Honors College (Update 7-10-14 and 6-10-15: 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 in 2013-2014). (Update 7-10-14 and 6-10-15: keep on agenda.)
- Undergraduate Curriculum Advisory Committee: (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 and 6-10-15: keep on agenda.)
For Approval: 12-6-16

- Metropolitan Affairs Committee: The committee has been inactive for several years and no member appointed. Does it still need to be a committee of the IFC?
- Add the usage of Senior Academy faculty when considering composition of Boards of Review (Assigned per IFC-EC at 5-21-15 meeting).
- Look at coordinating with IUB the University Policies and how they interact with each other. (Also assigned to Faculty Guide Committee.)
- Review Constitution Article 1. Faculty Membership. Section A1. to reflect members of the faculty are those whose tenure home is IUPUI regardless of where they primarily work.

**Distance Education Committee**
- Continue work to include IUPUI’s voice in decision making at the university/system level
- Canvas transition
- IU Online Updates
- Follow-up on policies related to online testing and pilot software
- Review of video technologies utilized in distance education
- Connect with CTL on faculty development related to online education
- Replacement of Oncourse Project Sites

**Faculty Affairs Committee**
- “Term Contracts” in the School of Medicine for faculty not complying with standards set by the school. *(Update from annual report: Committee not able to identify the problem to be addressed during 2014-15.)*
- School of Medicine policy issued for compensation guidelines for tenured faculty. *(Update from annual report: Lengthy discussion eventually foundered on the question of academic freedom. Is the SoM required to bow to the university in deciding standards?)*
- How is tenure viewed in the School of Medicine and how is it tied to the practice plan?
- Review draft Adjunct Faculty Policy/Procedures for Promotion *(On 4-21-14 committee agenda. Lavitt gave to Koskie on 2-2-15 by email. Will be addressed at the September 2015 meeting.)*
- Definition of Tenure Status *(Update from annual report: Not able to identify the problem to be addressed.)*
- Report from the Task Force on Non Tenure Track Faculty *(On May 3, 2016, the task force report to include additional NTTF faculty was heard. A motion was made to table the vote in order to consider the consequences of the changes. The report will be reconsidered in 2016-2017.)*
- What does the word “faculty” mean in policies in the Faculty Guide? Who are the policies for? (“Faculty” appears to mean something different depending on the policy.)
- How can we involve more faculty in faculty governance (who can serve, who can vote, Faculty Guide, develop new faculty to serve in governance as the more senior faculty retire)?
- Sexual Violence Prevention Rules – compliance and review

**Faculty Guide Committee**
- Look at coordinating with IUB the University Policies and how they interact with each other. (Also assigned to Constitution and Bylaws Committee.)

**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?

**Research Affairs Committee**
- New research policy that took effect August 2015: Dual Use Research of Concern: [http://policies.iu.edu/policies/categories/research/IU-Research-Policies/durc.shtml](http://policies.iu.edu/policies/categories/research/IU-Research-Policies/durc.shtml)
- Biomedical Research Institute
- Policy on Centers and Institutes
- Animal safety
- 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.
- 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.
- Monitor aspects of compliance across the university
- Purchasing and expenses on grants – detailed reporting
- Administrative burden on signature centers.

**Staff Relations Committee**
- “Guidelines on Use of Legal Credentials by Professional Staff” (JD Degree)
- TIME Timekeeping System
- Health Insurance Rates
- Performance Management
- Service with Distinction
- Intergroup Dialogue and Campus Civility
- Campus Safety / Emergency Planning

**Student Affairs Committee**
- Academic Misconduct
- Student Wellness
- Sexual Assault and Prevention / Title IX
- Awareness of students living on/off campus (Title IX and other issues)
- Climate Survey and LGBTQ Students
- Sexual Violence Prevention Rules – compliance and review

**Items Completed:**

**Academic Affairs Committee**
- Interpretation of “first undergraduate degree” in the Grade Replacement Policy (10-14-15: Reported on and approved by the IFC. The interpretation is to mean “first baccalaureate degree” The clarification is effective fall 2015.)
- Decide whether or not common questions should be adopted for course evaluations at IUPUI. Determine how common questions should be handled within core schools at IUPUI. (4-28-16: Discussed by IFC-EC.)
- Recommendation on Campuswide Core Questions for Online Course Questionnaires (Statement endorsed by the IFC at their meeting on 5-3-16.)

**Budgetary Affairs Committee**
- Cluster Conversations (Renamed to Campus Conversations.)

**Campus Planning Committee**
- Cluster Conversations (Renamed to Campus Conversations.)
- Monitor release of Grand Challenges and report on faculty opportunities (Simon Atkinson presented to IFC and provided periodic press releases.)
- Review Climate Survey results (Committee members met with Ann Mitchell and reviewed results, later met with VC Dace to give feedback.)
- Review IUPUI Strategic Plan including performance indicators and identify important goals and formulate priorities recommendation from the faculty’s point of view. (Chancellor’s report and stated priorities were reviewed.)
• Review and comment on National Survey of Student Engagement (NSSE) survey and other tools that gather information about students and faculty. *(Committee members met with Ann Mitchell and reviewed results, later met with VC Dace to give feedback.)*
• Review and comment on PULSE surveys; the data gathered by these surveys may be reviewed by this committee; examples: campus safety; diversity; common theme. *(Committee members met with VC Dace.)*
• Review and comment on Continuing Student Campus survey (first and second years – in house); (every third year NSSE is administered) *(Waiting on the next survey to be released.)*

**Faculty Affairs Committee**

• Statement on Freedom of Speech *(Statement endorsed by the IFC at their meeting on 5-3-16.)*
• Statement on Diversity-Unity *(Statement endorsed by the IFC at their meeting on 5-3-16.)*

**Faculty Guide Committee**

• Archived Faculty Guide on July 1, 2016.

**Library Affairs Committee**

• Monitor Open Access.
• Review role of online journals.
• Library resources for students are not the same as their faculty member has within Oncourse or Canvas.

**Student Affairs Committee**

• Community of Practice on Academic Integrity report to the committee.
• Update the Academic Misconduct portion of the *Student Code of Rights, Responsibilities, and Conduct.*
• Presentation by the Office of Student Involvement regarding their mission and activities.
• Presentation from the Office of Student Conduct regarding misconduct cases.
• Discussed proposal from the USG asking that language regarding sexual misconduct be placed in every course syllabus.
• Campus pedestrian safety.

**Technology Committee**

• How does the committee become informed about policies, guidelines, recommendations, proposed technologies, etc., and how can it provide input before a decision is made? *(Discussed, but continued frustration with lack of input into decisions about technology and paucity of communication once decisions have been made.)*
• BLUE course evaluation system
• FAR system
• Oncourse project site replacement
• One place to find a myriad of information. Communication. One.IU
• Received updates on new and continuing technologies throughout the year.
• Presentation on PERMA, a service for capturing websites cited in scholarly works.
• Updates on new classrooms and classroom technology.
• Regular updates about status/adoptions of Canvas.
• Joint meeting of IFC Distance Education Committee: Bulk of meeting was devoted to IU Online.
• 3D Printing Services on Campus
• Next.IU pilot projects
• Update on eDossier system
• IU’s videoconferencing strategy
• Updates on Unizen
• Notification plan for major system outages.