Indianapolis Faculty Council (IFC) Minutes
February 2, 2010 ~ Joseph E. Walther Hall Auditorium (203) ~ 3:00 – 5:00 p.m.


Agenda Item I: Welcome and Call to Order
IUPUI Faculty Council Vice President, Jeff Watt, 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
Item XI was struck from the agenda. The Agenda was adopted as the Order for the Business of the Day.

Agenda Item III: [Action Item] Approval of the IFC January 12, 2010, Minutes
Hearing no objections, the IFC January 12, 2010, minutes stood as written and were entered into record. (http://www.iupui.edu/~fcouncil/minutes/Minutes_IFC 1-12-10.pdf)

Agenda Item IV: Updates/Remarks from the Chancellor
Charles Banta, Chancellor, IUPUI

Chancellor Bantz gave the following report:
- Budget hearings have begun. The Academic Deans have reported on how they are meeting the state budget cuts. You can find those reports here: http://planning.iupui.edu/apbr/. The next hearing weekend is February 20.
- A report is due by the university on how we are going to deal with the budget shortfall by the state government.
- The Campaign for IUPUI (Impact Campaign): We are in the silent phase in the campaign. On or around October 9 we will begin the public campaign. The campaign goal will be announced at that time.
• Construction: The LaRue Carter Building is in the process of demolition. The Glick building is going up rapidly. To find out more about construction, see http://www.masterplan.iupui.edu.
• Hoosiers for Higher Education: Over 500 persons in attendance at this event at the Statehouse.
• More apartments are slated to be built off of 16th Street in an area that Wishard had used for a parking lot. This will bring more persons closer to the campus for housing.
• Liberal Education and America’s Promise (LEAP): http://www.aacu.org/leap/index.cfm Bantz belongs to the LEAP President’s Trust which is committed to advocating for the values of liberal education. http://www.aacu.org/leap/presidentstrust/index.cfm
• Thanked those who attended the Martin Luther King, Jr., dinner event, and thanked the Black Student Union for hosting it. The guest speaker was Naomi Tutu.

Agenda Item V: Updates/Remarks from the IFC President
Jeff Watt gave the following report on behalf of Simon Atkinson, President:
• Review of Chancellor Bantz: An executive session of the IFC will be held on March 2, at 1:00 p.m. to hear a summary report from the committee. Only voting members of the IFC are invited to attend. The regular meeting of the IFC will occur at 2:15 directly following the executive session.

Agenda Item VI: [Action Item] Motion to allow non-IFC members to participate fully in Agenda Item VII
It was moved by the Executive Committee that all non-IFC members be able to participate in Item VII. A vote was taken and passed.

Agenda Item VII: [First Reading] Extension of the Tenure Clock Policy
Andre De Tienne, Chair, Faculty Affairs Committee
De Tienne reviewed the policy then addressed these questions:
• Are there any places nationally with a nine-year tenure period? De Tienne is not aware of any and the numbers vary from school to school. There is one school with a level higher than ten.
• In Item G of Conditions, you ask to hold a referendum “on the issue of extending the tenure probationary period in which all tenured/tenure-track faculty vote.” It is important that they have a discussion with faculty before holding a referendum. There should be a forum for faculty first. De Tienne said Item E would constitute a forum. Response was that if a forum was not required, you would not receive one. The faculty member would like to add in Item G that the administrators are required to have a forum with faculty within the school. De Tienne will add a forum to the policy. Another faculty member said that the “steering” committee is not always comprised of faculty. It was further clarified that any type of forum can be held—in person, electronic, etc.
• What is early tenure/promotion? It was suggested to spell that out in the policy. De Tienne said the Dean of the Faculties should be informed of how successful the school’s policy is and how engaged the faculty are to move forward with promotion and tenure. The faculty member felt that anything earlier than nine years will be considered “early.” Fisher suggested revising the wording to monitor faculty and the impact of the policy.
• If the policy went through and a school did all the necessary requirements and passes it, does it become the policy until the school says they want to change it again? De Tienne said the Dean of
the Faculties will annually review the policy and determine the continuation of the policy at five-year intervals. The faculty member said by putting the policy in the hands of the Dean of the Faculties, it takes it out of the hands of the faculty. It was felt that to change the policy once again, it would be appropriate to go through the same process as it took to make the policy. Sukhatme said it needs approval on both sides to implement it.

- Is there a reason for the five-year review? No one would have gone under tenure yet to gather the data. Fisher said that eventually there would be outcome data and the original thought would be to not have a length of time that there would not be a review.

- Why the 2/3 vote? De Tienne said the committee considered 3/4 and 2/3 for review. The thinking is that it would be an incentive for those who agree with the policy and for those who do not to debate the policy to ensure whatever decision is made is the clear majority of the faculty.

- Regarding the five-year review, should the review be at the three-year level, then six-year level, then nine-years instead? It is better to review earlier than later. Why not say that both the EC and faculty approve the nine-year clock?

- What about faculty who are still under the old policy, will there be a process to extend individual cases? Response was “yes.” Then, will that group be monitored? Response was “no.”

- With regard to the review policy, it needs to be cognizant of the individuals who are in the program. You can’t eliminate the program if the faculty member came in under that policy.

- The nine-year clock is not meant to be a mandate. If faculty all want to allow a potential nine-year clock, what is the problem? It would give you data earlier than you would have received otherwise. Fisher said there are procedures for individuals to ask for extensions. The new policy is not to preclude those individuals. The policy is to allow for a clock to allow for nine-years and they can go up earlier if they are ready.

- Why does the policy only apply to new faculty? The policy is unfair to the current faculty. Can’t the established faculty change to the new policy as well in all fairness?

- The policy is written to help the medicine faculty meet the standards which are becoming increasingly difficult.

- How do you decide who gets nine years or seven? How do you legally decide?

- If tenure is not attainable at seven years, why do we think they will be attainable in nine? We should look at the standards across the country. Bogdewic said the IU standards were sent to other schools for comparison. We have faculty who need to perform in a competitive arena and we want them to succeed.

- In the School of Medicine, we are dealing with the NIH whose funding is decreasing. If we say to a faculty member that we expect them to have a federally funded research grant, it takes longer for the faculty to attain this. When faculty compete on a national level, the standards have changed.

- The same pressures exist for the clinical faculty as well as teaching faculty.

- The IU Academic Handbook does not say the NIH grant is not a standard.

- If we are to be competitive with other institutions, we should adopt a ten-year clock.

Watt announced time had expired on this agenda item. These comments will be taken back to the committee.

**Agenda Item VIII: [Action Item] Review Procedures for Academic Administrators**

Andre De Tienne, Chair, Faculty Affairs Committee

Policy:  [http://www.iupui.edu/~fcouncil/committees/faculty_affairs/review_procedures_2010tracked.pdf](http://www.iupui.edu/~fcouncil/committees/faculty_affairs/review_procedures_2010tracked.pdf)

De Tienne reviewed the policy and addressed these questions:

- Is it reasonable to put a timeline on the review as well as how long it will take to receive the summary report? De Tienne responded that Item H addresses the timeline for the review.
• Under E. Does extra-mural mean outside the school? De Tienne responded “yes.”

The Faculty Affairs Committee moved for adoption. The policy was adopted as changed.

**Agenda Item IX: [Information Item] Announcement of Slates for At-Large Representatives (TTF and NTTF)**

Carol Baird, Chair, Nominating Committee

Baird read the slates as follows and announced that voting would begin on February 3, 2010.

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

Term: June 2010 through June 2012

Need to elect 17; number to slate 34.

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**IUPUI Faculty Council: At-Large Representative NTTF Slate**

Term: June 2010 through June 2012

Need to elect 10; need to slate 20.

Restriction on winners: No more than two faculty from a school can be elected in this category. **There must be at least two representatives from each of the clinical, research, and lecturer ranks.**

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Agenda Item X: [Information Item] Getting Students Off to a Good Start
Scott Evenbeck, Dean, University College
PowerPoint: [http://www.iupui.edu/~fcouncil/minutes/evenbeck_2-2-10.pdf](http://www.iupui.edu/~fcouncil/minutes/evenbeck_2-2-10.pdf)

Evenbeck gave his presentation per the PowerPoint link above and addressed the following questions:

- Is financial aid still an issue for entering students? Porter said it is an ongoing problem especially as students are getting married.
- Is there data for each school so we know where we need to be more successful? Evenbeck said a Partnership Report is given to each school Academic Dean every year.
- Banta pointed out the IMIR information gateway. School information can be received at this site.
- A group of Academic Deans are working with Dean Sukhatme to find the shortest route to graduation. Summer school is key to graduating in four years. Financial literacy is also key. Sometimes it is better to have student loans and not work as much in order to graduate.
- Bantz thanked University College for their work in increasing retention. He said more need-based financial support for our students would benefit them greatly.

Agenda Item XI: Report from the IUPUI Staff Council
No report.

Agenda Item XII: Call for IFC or UFC Standing Committee Reports
No reports.

Agenda Item XIII: Question / Answer Period
No questions.

Agenda Item XIV: Unfinished Business
No Unfinished Business.

Agenda Item XV: New Business
No New Business.
Agenda Item XV: Adjournment
A motion to adjourn was made and seconded. The motion carried. Vice President Watt adjourned the meeting.

Report on Council Actions (per Bylaws Article 1. Section C.3):

Items to be Completed:
- Extension of the Tenure Clock Policy: Policy being updated by Faculty Affairs Committee and should be ready for a vote in March 2010.
- Unit Representatives: Inclusion of the Columbus Campus
- Election of At-Large Members for the TTF and NTTF faculty.

Items Completed:
- Election for Faculty Board of Review Pool and Faculty Grievance Advisory Committee