

## **Indianapolis Faculty Council (IFC)**

### **Minutes**

**May 4, 2010 ~ CE 450A ~ 3:30 – 5:00 p.m.**

**Faculty and Guests Present:** Ron Ackerman, William Agbor-Baiyee, Stephen Allen, Simon Atkinson, Carol Baird, Sarah Baker, Trudy Banta, Charles Bantz, Terry Baumer, Anne Belcher, Ed Berbari, Robert Bigsby, Jacqueline Blackwell, William Blomquist, Polly Boruff-Jones, Amanda Cecil, Janice Cox, Todd Daniels-Howell, Andre De Tienne, Nancy Eckerman, Vance Farrow, John Finnell, Mary Fisher, Dominique Galli, Jay Gladden, Cliff Goodwin, Joseph Harmon, John Hassell, Jennifer Hehman, Marilyn Irwin, Kathy Johnson, Joan Kowolik, Pam Laucella, Kathy Lay, Chris Long, Jane Luzar, Joyce MacKinnon, Brenna McDonald, Henry Merrill, Mary Beth Minick, Christina Mushi, Bart Ng, C. Subah Packer, Narayanan Perumal, Rebecca Porter, Stephen Randall, Simon Rhodes, Lisa Riolo, Lee Stone, G. Marie Swanson, Rosalie Vermette, Richard Ward, John Watson, Jeff Watt, Elizabeth Whipple, Jack Windsor, Marianne Wokeck, Emily Wren, Frank Yang, and Oner Yurtseven

**Faculty Absent:** Laurie Ackerman, Margaret Adamek, Austin Agho, Jeff Anglen, Rachel Applegate, Enrica Ardemagni, Martin Bard, Samantha Bartholomew, Teri Belecky-Adams, Marc Bilodeau, Bonnie Blazer-Yost, Terri Bourus, D. Craig Brater, Marion Broome, James Brown, Janice Buelow, Debra Sue Burns, John Butterworth, Daniel Callison, Ellen Chernoff, Philip Cochran, Oscar Cummings, George Edwards, Valerie Eickmeier, Scott Evenbeck, Anthony Faiola, Jan Fulton, Jan Froehlich, Carol Brooks Gardner, Greg Garrett, Philip Goff, Lawrence Goldblatt, Linda Adele Goodine, Charles Goodlett, Brady Harman, Allison Howland, Susan Hyatt, Pamela Ironside, Sheila Kennedy, Debomoy Lahiri, David Lewis, Carmen Luca-Sugawara, Virginia Majewski, Deanna Malatesta, Bethany Neal-Beliveau, Mathew Palakal, Michael Patchner, G. David Peters, William Potter, Fred Rees, Kevin Robbins, Gary Roberts, Patricia Rogan, Alan Schmetzer, Bill Schneider, Jodi Smith, Uday Sukhatme, David Suzuki, Marwan Wafa, Stuart Warden, Clark Wells, Frank Witzmann, William Wooden, and Wanda Worley

#### **Agenda Item I: Welcome and Call to Order**

IUPUI Faculty Council Vice President, Jeff Watt, called the meeting to order at 3:03 p.m.

#### **Agenda Item II: Adoption of the Agenda as the Order of Business for the Day**

The Agenda was adopted as the Order for the Business of the Day.

#### **Agenda Item III: [Action Item] Approval of the IFC April 6, 2010, Minutes**

Hearing no objections, the IFC April 6, 2010, minutes were approved and entered into record.

([http://www.iupui.edu/~fcouncil/minutes/Minutes\\_IFC-4-6-10.pdf](http://www.iupui.edu/~fcouncil/minutes/Minutes_IFC-4-6-10.pdf))

#### **Agenda Item IV: Updates/Remarks from the Chancellor**

Charles Banta, Chancellor, IUPUI

Chancellor Bantz gave the following report:

- Marianna Irwin, Glenn Irwin's (former Chancellor and Dean of the School of Medicine) wife of 66 years, died last week.
- The Indianapolis Tennis Center will close in August. According to the Master Plan, the NCAA will be expanded onto the property as part of the White River State Park.
- Dean H. Oner Yurtseven was thanked for his service as Dean of the School of Engineering and Technology. This is his last meeting with the IFC.
- Retention is improving and as a result our enrollment is increasing. We are expecting more students in the fall, but the exact number is not known at this time.
- Sunday is Commencement. We celebrate the talent of our students and wish them the best.

## **Agenda Item V: Updates/Remarks from the IFC President**

Simon Atkinson, President of the Faculty

Atkinson gave the following report:

- The IFC Office will move to the University Library sometime in late August.
- The IFC meetings will all be held in the Campus Center next year.
- The UFC Agenda Committee has been given authority to create wording to add the extension of the tenure clock document to the *Academic Handbook*. If the UFC approves the language, it is hoped the Board of Trustees will adopt it at their June meeting.
- The UFC is working to improve the governance structure of that body.
- Export control research (publication restrictions): A university-wide task force will begin to work on this issue during the summer.
- In 2003, the IFC established the Gerald L. Bepko Outstanding Administrator Award. The first recipient was Chancellor Bepko, then Mark Grove (Registrar), then Bill Plater (Executive Vice Chancellor and Dean of the Faculties). This year, the Executive Committee is honoring Dean H. Oner Yurtseven with the award. Below is the wording of the award given to Dean Yurtseven:

Gerald L. Bepko Outstanding Administrator Award Presented to H. Öner Yurtseven  
On May 4, 2010 by the IUPUI Faculty Council  
for representing with distinction the IUPUI faculty and its programs to the broader community;  
locally, nationally, and internationally  
Dean, School of Engineering and Technology July 1996 to June 2010  
and for fostering respectful, productive and collaborative relationships between faculty and administration  
to advance and sustain IUPUI as both the learner-focused and celebrated urban research campus of Indiana  
University.

- Atkinson thanked Lee for her work as the Council's Coordinator.
- Atkinson thanked the Executive Committee and the Administration for their work and cooperation with the Council during his tenure as President.
- Anne Belcher, on behalf of the IFC Executive Committee, presented appreciation gifts to Atkinson and Watt and thanked them for their advocacy to the faculty and staff.

## **Agenda Item VI: [Action Item] Election of Nominating Committee, Executive Committee, Undergraduate Curriculum Advisory Committee, President, and Vice President of the IUPUI Faculty**

Carol Baird, Chair, Nominations Committee

Baird announced that balloting for the various offices were open. She also announced the election results for the University Faculty Council members as well as Unit Representatives. They are as follows:

### **Election Results: Representatives from the IUPUI Faculty Council to the University Faculty Council**

July 1, 2010 - June 30, 2012 Term

Ed Berbari – E&T  
Nancy Eckerman – Medical Library  
Clifford Goodwin – E&T  
Richard Gunderman – Medicine  
Joan Kowolik – Dentistry  
Steve Mannheimer – Informatics

## Election Results: IUPUI Faculty Council Academic Unit Representatives 2010-2012

Schools highlighted in yellow are still conducting elections.

### **Herron School of Art (1)**

6/11: William Potter

### **Kelley School of Business (1)**

6/12: John Hassell

### **School of Continuing Studies (1)**

6/11: Henry Merrill

### **School of Dentistry (2)**

6/12: Jan Cox

6/12: William Babler

### **School of Education (1)**

6/10: Samantha Bartholomew

### **School of Engineering and Technology (2)**

6/11: Cliff Goodwin

6/12: Mark Bannatyne

### **School of Health and Rehabilitation Sciences (1)**

6/11: Stuart Warden

### **School of Informatics (1)**

6/11: Narayanan Perumal

### **School of Journalism (1)**

6/11: Pam Laucella

### **School of Law (1)**

6/11: George Edwards

### **School of Liberal Arts (3)**

6/10: Philip Goff

6/10: Susan Hyatt

6/11: Kevin Robbins

### **School of Library & Info Science (1)**

6/11: Rachel Applegate

### **School of Medicine (13)**

6/12: Ron Ackermann

6/12: Nancy Eckerman

6/12: Richard Gunderman

6/12: G. Marie Swanson

6/12: Frank Yang

6/12: Jerry Young

6/11: Laurie Ackerman

6/11: John Finnell

6/11: Elizabeth Whipple

6/11: Brenna McDonald

6/11: William Wooden

6/11: Stephen Allen

6/11: Clark Wells

### **School of Nursing (1)**

6/11: Jan Fulton

### **School of Phys Ed & Tourism Man (1)**

6/10: Amanda Cecil

### **School of Public & Environ Affairs (1)**

6/11: Deanna Malatesta

### **School of Science (3)**

6/10: Ellen Chernoff

6/10: Bethany Neal-Beliveau

6/10: Stephen Randall

### **School of Social Work (1)**

6/10: Carmen Luca Sugawara

### **University Library (1)**

6/11: Polly Boruff-Jones

## **Agenda Item VII: [Information Item] Parking Update**

Emily Wren, Associate Vice Chancellor for Facilities

PowerPoint: [http://www.iupui.edu/~fcouncil/documents/pps/wren\\_5-4-10.pdf](http://www.iupui.edu/~fcouncil/documents/pps/wren_5-4-10.pdf)

Wren reviewed the PowerPoint and reported on the following:

- Gateway Garage is on schedule for fall 2010.
- 1300 spaces will be added to the expansion garage to the Natatorium. The completion goal is fall 2011.
- LaRue Carter demolition phase is completed. The State Board of Health is currently under demolition.

- 162 spaces will be taken away mid-May east of the LaRue Carter site and south of the Psych Research building.
- 580 spaces will be taken away mid-June west of Union Building and between the LaRue Carter and State Board of Health sites. At this time, there is no plan in place to replace those spaces. Problems are not anticipated until fall due to the decrease in parking demand in the summer. Talks are occurring with Wishard about replacement of spaces in an off-campus location as well as shuttle service that will equal what IUPUI offers.
- Reduced rates for parking permits will be available for persons who carpool. Garage parking will also be a different rate than surface lots. A and B permits will be capped.

Questions:

- Fisher asked when parking permits for next year would be available. Wren said it will be available soon, but she wants to know more about off-campus parking before opening it up.
- Berbari asked about publicity of shuttle routes. Wren said there are signs by the routes saying when the shuttle will be available. You should not have to wait at any spot more than 10 minutes.
- Johnson asked if biking could be incentivized or the use of IndyGo. There is no incentive program for faculty or staff with IndyGo. The students receive the incentive through another program. A multimodal stop has been discussed with IndyGo, but nothing has been decided at this time.
- Whipple asked if Indiana Avenue was free but will now be charged. Wren said that is true, the lot will now be a charged permit lot. It is still much less than closer lots.
- Belcher asked about the Natatorium expansion garage. Who will be able to use it? Wren said the campus is negotiating with NIFS to purchase some spaces in the garage, but the garage should be available for faculty, staff, and students when finished in 2011.
- Rhodes asked if garage tags still need to be scanned when leaving. Wren said yes, the garage scans will continue because the scans will show when the garage is full or not.
- Goodwin asked if there will be an opportunity to park motorcycles in the garages. Wren said she wasn't sure about this but will ask.
- Watt asked about the new garage on Michigan and Blackford. There are many students crossing at that location. Are there plans for a crosswalk? Wren said there will be a stoplight installed to help with traffic flow. They are still in talks about how to better control this.
- Atkinson asked about the traffic flow addressed in the master plan. Wren said there are ongoing talks, but nothing concrete at this time.
- Is there a possibility for Bloomington and IUPUI swipe cards to be regulated? Wren said she does not believe that Bloomington is using swipe cards at this time, but there is no reason this cannot be considered in the future.
- Hassell asked if a left turn signal could be installed at Indiana and West Streets. Wren said that is a City of Indianapolis issue, but she can bring it to their attention.

**Agenda Item VIII: [Action Item] Motion to Adopt A *Guide for IUPUI Faculty: Supplement to the Academic Handbook***

Jennifer Hehman, Chair, Handbook Committee

Watt said this action item was first read in the fall and the motion comes out of the committee. Hehman moved that *A Guide for IUPUI Faculty: Supplement to the Academic Handbook* be adopted as its current addition 2009-2010 edition in its electronic form. There was no discussion. Motion was passed.

**Agenda Item IX: [Information Item] Faculty Grievance Advisory Panel / Board of Review Annual Report**

Simon Atkinson

Atkinson referred to the following report:

**Annual Report on Board of Review Activity**

Since May 2009

Simon Atkinson, President

IUPUI Faculty Council meeting

May 4, 2010

**Total Number of Board of Review Cases: 3**  
**Total Number of Requests Denied: 0**

Number of Board of Review Cases for:

- Dismissal
- Academic Freedom
- Non-Reappointment 1
- Tenure
- Promotion
- Salary Adjustment 1
- Nature or Conditions of Work 1 (lab space, hostile environment, and teaching load)

Update from Board of Review Case 08-03 (not included in data above): A Board of Review was appointed and met regarding salary adjustment. After deliberations, the Board reported to the Chancellor that it was felt no formal hearing could be held at this time pending the review of recommendations made to the Chancellor. The Chancellor accepted the Board's primary recommendations and asked the IFC Executive Committee to consider the grievance "pending" until the recommendation has been implemented. He also asked that the Faculty Council "conduct a review of its procedural rules and modify them, if needed, to eliminate future misunderstandings or complaints from either a grievant or respondent concerning the need to conduct a hearing." The Board was reconstituted and has become Case 09-02.

Update from Board of Review Case 09-01 (not included in data above): A formal hearing was held May 21, 2009, dealing with non-reappointment and nature and conditions of work. The Board's recommendations did not fully support the grievant. The Chancellor accepted the Board's primary recommendations.

Board of Review Case 09-02 (formerly Case 08-03): A Board of Review was appointed and met regarding salary adjustment. This case was settled between the Grievant and Campus Administration before going to a formal Board of Review.

Board of Review Case 09-03: A Board of Review was appointed and met once regarding non-reappointment. The grievant withdrew the case and accepted employment elsewhere.

Board of Review Case 10-01: A Board of Review was appointed and a hearing is scheduled for May 17, 2010, regarding hostile environment, lab space, and teaching load.

**Total Number of Grievances 3**

Members of the Faculty Grievance Advisory Panel reported three contacts by faculty members or librarians during the 2009-2010 academic year.

- 3 Grievances were resolved prior to any request for a Board of Review.
- 0 Grievances were sent to Boards of Review.
- 0 Grievances have not been referred to a Board of Review.

Report accepted.

**Agenda Item X: [Discussion Item] Health Engagement Program**

Dominique Galli, Chair, Fringe Benefits Committee, and Member, Health Engagement Program Committee

PowerPoint: [http://www.iupui.edu/~fcouncil/documents/pps/galli\\_5-4-10.pdf](http://www.iupui.edu/~fcouncil/documents/pps/galli_5-4-10.pdf)

Galli reported on the following:

- Insurance premiums will increase every year beginning with this next registration year.
- The Health Engagement Program premiums will be income-based (tiers) for employees not participating in the Health Engagement Program.
- The program is being drafted by Dan Rives (University Human Resources) and Hewitt Associates. It is a voluntary program which will be rolled out in three phases. There will be payroll incentives if targets are met. The program will be implemented next year with first phase starting fall 2010. The official program announcement starting in July and throughout summer months.
- The program is for employees, spouses, and domestic partners covered by IU. It is not for children.

Questions/Comments:

- Swanson said that “healthy” does not fit for everyone. Healthy means something different for everyone. She would also reverse the table showing credits based on income.
- Whipple asked about the participation of children. They will be insured, but they cannot participate in the HEP.
- Hassell asked if this is something that HR will need to have a separate branch for implementation. What about persons who already have physicals scheduled for the summer? Galli stated that Clarion will handle the records separately because IU employees cannot have access to results.
- Allen asked how the money flow would operate for the cost of testing. Who pays for the testing? Galli said IU pays for it and they negotiate the price with Clarion. He also asked about the LDL level. Galli said Hewitt worked with health physicians to find the levels.
- Perumal asked about receiving the slides. They will be placed with the minutes and on the IFC website.
- Eckerman asked if the staff will have release time to attend the programs to receive the incentives. Galli has asked if the clinics would be open in the evenings or weekends. She understands it is an option.
- Fisher said from the presentation at the SC meeting, the premiums would be higher for those whose income is higher if they do not participate in the HEP.
- Packer agreed with the statements made by Marie Swanson.
- Ng asked about the privacy issue. Galli said HIPPA laws prevent others with sharing results.
- Fisher said the Healthcare Cost Containment Committee studied the issue. They made a recommendation that employees need to receive incentives to lead healthier lives, or we will not be able to control healthcare costs. Currently our healthcare costs are destined to cost what it costs to run the Kelley School of Business. This impacts the inability to give salary increases.
- Atkinson offered to take comments or questions to Dan Rives, or you can make them directly to Rives. He said another committee headed by Neil Theobald is looking at other items such as onsite clinics and making the high deductive health care plan more desirable.

**Agenda Item XI: Report from the IUPUI Staff Council**

Lee Stone, Second Vice President

Stone reported on the following:

- Rives addressed the SC about the HEP.
- The campus holiday will now be a floating holiday for staff.
- Meetings have changed time from 2:00 – 4:00 p.m. instead of 3:00 – 5:00 p.m. The meeting day (third Wednesday) remains the same.
- The staff will participate with the Service with Distinction program so that we can improve our service to faculty and students.
- Elections First Vice President, Members at Large, and unit representatives are ongoing.
- Komen Race for the Cure: 50 people were on team and more than \$2,100 was raised.
- Blood Drive: 41 units of blood were collected at Taylor Hall and 52 at the Campus Center.
- Fine Arts and Crafts Fair application deadline has been moved to July 1.
- Chancellor Bantz will address the Council at the May 19 meeting.

**Agenda Item XII: Call for IFC or UFC Standing Committee Reports**

No reports.

**Agenda Item XIII: Announcement of Election Results for Election of Nominating Committee, Executive Committee, Undergraduate Curriculum Advisory Committee, President, and Vice President of the IUPUI Faculty**

Carol Baird

Election Results:

- President: L. Jack Windsor (Dentistry)
- Vice President: Jeff Watt (Science)
- Undergraduate Curriculum Advisory Committee: Kristine Karnick (Liberal Arts) and Ken Rennels (E&T)
- Executive Committee: Sarah Baker (Medicine), Ben Boukai (Science), John Hassell (Business), and Marianne Wokeck (Liberal Arts). (NOTE: Cliff Goodwin (E&T) was later added by the Executive Committee due to the election of Jack Windsor as President. Windsor's seat was given to the person with the next highest votes – Goodwin.)
- Nominating Committee: Jan Froehlich (Medicine), Debomoy Lahiri (Medicine), Rosa Tezanos-Pinto (Liberal Arts), and Elizabeth (Elee) Wood (Education)

A motion was moved to destroy the ballots. The motion was seconded and passed.

**Agenda Item XIV: Question / Answer Period**

- Rhodes: Does the idea of a basketball arena ever come up? The Chancellor said the master planners did have that on the master plan, but the need for a parking garage was greater. There are no funds for the arena at this time, but he has been in contact with someone who would like to have an ice arena on campus [laughter].
- Uday Sukhatme (Dean of the Faculties and Executive Vice Chancellor) mother passed away this morning.

**Agenda Item XV: [Discussion Item] Athletics Committee Report**

Bob Sandy, Assistant Executive Vice President

PowerPoint: [http://www.iupui.edu/~fcouncil/documents/pps/sandy\\_athletics\\_5-4-10.pdf](http://www.iupui.edu/~fcouncil/documents/pps/sandy_athletics_5-4-10.pdf)

Sandy said NCAA rules state that the Chancellor appoints the Athletics Affairs Committee. He reviewed the PowerPoint.

**Agenda Item XVI: Unfinished Business**

No Unfinished Business.

**Agenda Item XVII: New Business**

Belcher expressed appreciation on behalf of the IFC to Galli for her efforts to work with campus administration on the Fringe Benefits Committee.

**Agenda Item XVIII: Adjournment**

Vice President Watt adjourned the meeting at 4:56 p.m.

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

Items to be Completed:

- Unit Representatives: Inclusion of the Columbus Campus

Items Completed:

- Policy: Review Procedures for Academic Administrators: Passed February 2010
- Policy: Extension of the Tenure Clock Policy: Passed March 2010
- Election: At-Large Members for the TTF and NTTTF faculty: April 2010
- Policy on Class Participation and Observance of Religious Holidays: Updated and Approved April 2010
- Development of a webpage for students and instructors containing links to the statement of University-wide policies concerning courses: Approved April 2010.
- Election: University Faculty Council and Undergraduate Curriculum Advisory Council: May 2010
- Election: President, Vice President, Nominating Committee, and Executive Committee: May 2010
- Election: Faculty Board of Review Pool and Faculty Grievance Advisory Committee: May 2010

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