

**Indianapolis Faculty Council (IFC)**  
**Minutes**  
**September 3, 2013 ~ CE 450A ~ 3:00 – 5:00 p.m.**

**Faculty and Guests Present:** Austin Agho, Karen Alfrey, Lisa Angermeier, Rachel Applegate, Simon Atkinson, William Babler, Sarah Baker, Trudy Banta, Charles Bantz, Nerissa Bauer, Teresa Bennett, Ed Berbari, William Blomquist, Heather Coates, Philip Cochran, David Craig, Whitney Dyer, Nancy Evans, Janice Farber, Sasha Fedorikhin, Mary Fisher, Jan Froehlich, Andy Gavrin, Gina Gibau, James Gladden, Charles Goodlett, Dan Griffith, Kathy Grove, Barbara Gushrowski, Paul Halverson, John Hassell, Rhonda Huisman, Thomas Hurley, Kathy Johnson, Jason Kelly, Khadija Khaja, Daniella Kostroun, Joan Kowolik, David Lewis, Jane Luzar, Mary Maluccio, Steve Mannheimer, Tom Marvin, Michael McLeish, Mehdi Nassiri, C. Subah Packer, Kristi Palmer, Megan Palmer, Mark Pfaff, Melinda Phillabaum, Rebecca Porter, William Potter, Lyne Racette, Dawn Rhodes, Simon Rhodes, Lilliard Richardson, David Russomanno, Marcus Schamberger, Ross Silverman, Lee Stone (Alt: Alicia Gahimer), Gene Tempel, Thomas Upton, Rick Ward, John Watson, Jeff Watt, Elizabeth Whipple, James White, John Williams, Jr., L. Jack Windsor, Marianne Wokeck, Michelle Yip-Schneider, and Momoko Yoshimoto

**Members Absent:** Rafat Abonour, Margaret Adamek, Keith Anliker, Anne Belcher, Gabrielle Bersier, Marion Broome, Catherine Brown, Jeffrey Crabtree, Todd Daniels-Howell, Mary Dankoski, Charles Davis, Mary De Groot, Valerie Eickmeier, Vance Farrow, Margaret Ferguson, Patrick Fueger, Linda Adele Goodine, Tony Greco, Richard Gunderman, Eric Horn, Pamela Ironside, Josette Jones, Andy Klein, Andrew Kusmierczyk, Alan Ladd, Debomoy Lahiri, Carmen Luca Sugawara, Joyce Mac Kinnon, Deanna Malatesta, Julie Meek, Mary Beth Minick, M. Razi Nalim, Richard Nass, Bethany Neal-Beliveau, Jim Nehf, Matthew Palakal, Michael Patchner, Fred Pavalko, Nasser Paydar, Patricia Rogan, Jodi Smith, Deborah Stiffler, Yuichiro Takagi, Rosa Tezanos-Pinto, Kate Thedwall, Chalmer Thompson, Frank Wadsworth, Marwan Wafa, Xianzhong Wang, Kenneth White, Frank Yang, Michael Yard, and Karmen Yoder

**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: [Action Item] Approval of the IFC April 2 and May 7, 2013 Meeting Minutes**

The minutes of the April 2, and May 7, 2013, IFC meetings were approved and entered into record.

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

Charles R. Bantz, Chancellor

[Circular 13-16](#): Fall Enrollment Report (Appended to these minutes.)

Circular 13-17: Fall 2013 Enrollment Highlights (Appended to these minutes.)

Chancellor Bantz gave the following report:

- Enrollment Report (Becky Porter): IUPUI grew by 13 students and Columbus a bit more making the fall semester the third highest headcount and record-increasing credit hours. A full enrollment report and slide presentation is appended to the minutes with more information.
- The Kelley School of Business MD/MBA program gives practicing physicians a chance to receive an MBA. This year, the program had a cutoff date of 20 enrollees; however, the program received 40 enrollees.
- Administrative Review Committees: Bantz thanked everyone who participated in an administrative review in any way. Those designated for the 2012-2013 year will be finished soon and their summaries are being prepared for public distribution. Five reviews are set to begin for 2013-2014.

- The Tower housing facility is operating with 560 students living in the building. Last year, there were 1,100 beds on campus with 260 students living in Park Place off campus. This year, 560 beds were added and filled. There are again 260 students in Park Place off campus. On move-in day, 150 students were on the waiting list for housing. Bantz said this was a huge win for students as they are more likely to succeed by living on campus. The renovated building hosts a dining hall open to faculty and staff for \$8 (cash only). Chancellor's Restaurant has been reopened and the Faculty Club is operating in its original location. Artisans has sandwiches available. Hine Hall is open for classrooms. Bantz thanked all those who worked to make the change from the hotel to a dorm area a reality and urged everyone to be careful of the new pedestrian traffic on campus.
- Transportation: The campus has partnered with ZipCar; a vehicle sharing mechanism available to anyone for a cost. There are two vehicles available for rent. It is hoped this will encourage students to not bring their cars to campus. There are also two bike share locations on campus near the Cultural Trail.
- Leadership Changes:
  - Paul Halverson, dean of Fairbanks School of Public Health.
  - Andy Klein, dean of the McKinney School of Law.
  - Jeff Dean, Chief of Staff for Chancellor Bantz.
  - Jay Hess, dean of the School of Medicine.
  - Karen Dace, VC for Diversity, Equity, and Inclusion.
  - Keith Hearit, ACE Fellow, from the Western Michigan University.
- IMPACT Campaign: A lunch was held to thank over 5,000 employees or retiree donors who gave over \$18 million to the campaign. A celebration will be held at the end of the month celebrating the final donations exceeding the goal of \$1.2 billion.
- IUPUI Regatta: The event will be held on September 21, 2013. The fifth annual event is a sell-out and benefits student scholarships.

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

L. Jack Windsor, President

Windsor reported on the following:

- The campus has a different atmosphere with the addition of The Tower, Hine Hall, and the dining hall located in the center of campus.
- Parking Privatization: At the Board of Trustees meeting, it was mentioned that no decision was made on privatization. A presentation will be given to the Trustees at the October meeting. The steering committee meets on September 4 to discuss the matter. He will be suggesting to MaryFrances McCourt to find a way to make things right for faculty, staff, and students.
- Tom Riley and Mary Ellen Bishop are the new Chair and Vice chair of the Board of Trustees.
- As this is Windsor's last year as president of the faculty, he asked the members to let him know if there is anything he needs to be doing before the end of his term.

#### **Agenda Item VI: [First Read] Slate of Nominees for At-Large Representatives to the IUPUI Promotion and Tenure Committee**

Jan Froehlich, Member, Nominating Committee

Froehlich announced the following slate for election. The election will be held at the October 8, 2013, IFC meeting.

##### **Slate for Promotion and Tenure Committee**

Election Date: October 8, 2013  
Number to Elect: 1

Term of Office: One faculty member for 3 years

The IUPUI Faculty Council Nominating Committee is pleased to present the following nominees for a three-year appointment on the IUPUI Promotion and Tenure Committee. Of the candidates listed, you will be asked to vote for one faculty member. Election will take place by paper ballot distributed and tallied at the October 8 meeting. You (or an alternate) must be present to vote.

Ed Berbari	E&T (Biomedical Engineering)	Professor, Tenured
Ben Boukai	Science (Mathematics)	Professor, Tenured
David Marrero	Medicine (Health Information and Translational Sciences)	Professor, Tenured

**Agenda Item VII: [Information Item] Common theme: Find Your Voice: Hear My Voice, Creating Civil Conversations**

Jane Luzar, Founding Dean, IUPUI Honors College

Khadija Khaja, Faculty Fellow Common Theme Project & Associate Professor School of Social Work

Daniel B. Griffith, Director, Office for Intergroup Dialogue and Civil Community

Kathleen S. Grove, Director, Office for Women

Circular 2013-18: IUPUI Common Theme Project (Appended to these minutes.)

Luzar and colleagues explained the common theme for the next few years. See the appended PowerPoint Presentations (and linked above) for information.

**Agenda Item VIII: [Information Item] The Tower, Hine Hall, and Dining Facility**

Dawn Rhodes, Vice Chancellor for Finance and Administration

Rhodes reported briefly on behalf of Assistant Vice Chancellor Kate Julius, who was unable to attend the meeting. Julius will make a full presentation at the October 8, 2013, IFC meeting. She encouraged everyone to try the dining hall for lunch.

Question:

- The first week of the semester, the lines were long to get into the dining hall. Has anything been done to alleviate that? Rhodes responded that they are monitoring the first two weeks, and if there are still lines after that, the process will be changed. The wait time averages ten minutes during peak time.

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

The following questions were asked:

- Mannheimer said Bantz will take part in the celebration of the merger of the School of Library and Information Science and School of Informatics to become the School of Informatics and Computing on September 27.
- Ward asked if Bantz would comment on the move from the Center for Service and Learning to the old president's office in Hine Hall. Bantz responded that the Health and Life Science Academic Career Center and the Center for Research and Service have moved to the second floor of The Tower. He believes the move of these centers to higher traffic areas will be beneficial to students.
- Facilities: Bantz gave an update on the status of several facilities.
  - Dedication of the Science and Engineering Lab Building is on November 19.
  - Wishard Land Swap: Eskenazi Health is almost complete. It takes months to be certified as a hospital. Staff begin to move in on December 9. The Eskenazi garage is the second largest

- parking garage in the state. As transition occurs, the campus will begin to receive their buildings identified in the land swap. Some buildings need to be demolished. The main hospital and wings with letters will likely be demolished as will the Krannert and Bell Flower buildings. Regenstrief and Dunlap buildings will be renovated. The Dunlap building may become wet labs as it already has good HVAC systems. The business plan needs to be worked on to make this possible. Regenstrief is has no windows and a cost analysis is being done to see what it takes to have a new skin put on the building that includes windows. Lockefield Village is already being used. A family practice clinic is on the corner and there is talk to keep that in its present location. Other buildings are office buildings that may stay office buildings. There is a dream of building an education building that would house all the different health disciplines it serves. A building on 10<sup>th</sup> Street may remain a facilities building. The biggest problem is utilities. The final piece is the deal that included buildings that have not been given to Wishard yet. Two buildings behind Rotary building will be given to Wishard and demolished within two years. We will continue to identify what is needed the most. Office space is needed as well as lab space. We will receive the Wishard parking garage after January 2014. It can be expanded by two floors if needed. Rhodes said we are using 2,000 spaces in the Eskenazi garage; however, when Wishard opens on December 9, we lose those spaces. That is when we pick up the usage of the Wishard Garage. Windsor asked that VP Morris be invited to attend an IFC meeting to talk about the Wishard land swap.
- Is there an update on the proposed parking garage on New York Street and the new administration building? The office building was done on an RFP and a developer was selected. The states get a tax credit from the government each year, but this year Indiana received no tax credit because of Hurricane Sandy. Plans are being revised and if the project moves ahead, it will not break ground until the spring with occupancy in 2015. There will be a few parking spaces available.

#### **Agenda Item X: Unfinished Business**

There was no Unfinished Business.

#### **Agenda Item XI: New Business**

There was no New Business.

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

There were no reports.

#### **Agenda Item XIII: Report from the IUPUI Staff Council**

Alicia Gahimer, Second Vice President

Gahimer gave the following report:

- The Staff Council retreat was July 12 at Victory Field. The council heard a speaker from United Way followed by breakout sessions on various topics. Awards given were Outstanding Committee Chair, Outstanding New Member, and Member of the Year.
- A representative from the IUB Staff Council came to the retreat and discussed how the council works there compared to how IUPUI is administered. Both councils received good information. IUPUI Staff Council President, Lee Stone, attended their retreat later in the month.
- Conversations have begun on forming a University Staff Council.
- Last week, the council was asked to identify a member to serve on the search committee for the Director for Employee Relations for Human Resources Administration.

#### **Agenda Item IVX: Recognition of Faculty Celebrating 20 Years**

Chancellor Bantz recognized the faculty serving 20 years on campus. Those being honored were:

Marta Anton  
Trudy Banta  
Teresa Bennett  
Lorraine Blackman  
Herbert Brant  
Ralph Buschbacher  
Herbert Cushing  
Deborah Demeester  
Paul Dexter  
Kimberly Donahue  
Asuncion Dorotheo  
Jonathan Eller  
Andrea Ferreira-Zondona  
Patricia Gallagher

Charles Goodlett  
John Guare  
Brian Herring  
Ann Holmes  
Carol Hofstetter  
Thomas Hurley  
Gary Hutchins  
Vanchit John  
Michael Kraus  
Yun Liang  
Laura Littlepage  
Thomas Marvin  
Debra Mesch  
Michal Misiurewicz

Sharon Moe  
Ann Ociepka  
Zhe-Yu Ou  
Kenna Quinet  
Rick Ralston  
Brian Sloan  
Rajiv Sood  
Andrew Stasic  
Christopher Steinmetz  
Wilfredo Torres-Martinez  
Mark Urtel  
Gautam Vemuri  
Laurence Walsh  
David Wilkes

A reception followed the meeting.

**Agenda Item XV: Adjournment**

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

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

Items to be Completed:

Items Completed:

Minutes prepared by Faculty Council Coordinator, Karen Lee  
UL 3115N / 274-2215 / Fax: 274-2970 / [fcouncil@iupui.edu](mailto:fcouncil@iupui.edu) / <http://www.iupui.edu/~fcouncil>



What matters. Where it matters.

# Fall 2013 Enrollment Highlights





Census	2012	2013	Change	% Change
IN Heads	28,789	28,802	13	0.0%
IN Credits	328,629	336,901	8,272	2.5%
IUPUC Heads	1,701	1,732	31	1.8%
IUPUC Credits	17,858	18,236	378	2.1%
IUPUI Heads*	30,451	30,488	37	0.1%
IUPUI Credits	346,487	355,137	8,650	2.5%

*\*Official totals are adjusted for dual enrollments between Indianapolis and Columbus .*

- IUPUI (IN + CO) third-highest headcount
  - 18<sup>th</sup> consecutive record for Fall credit hours and 19 consecutive years of credit hour increases
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- Indianapolis campus is up 168 undergraduates (+0.8%) from last year
  - Graduate degree-seekers and professional students essentially unchanged from last year (Grads +10 heads; Professionals -3).
  - Non-degree students are down significantly (-162, -13.0%)
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# FULL TIME ENROLLMENT

	2012		2013	
<b>Freshmen</b>	4,465	12.7	4,720	13.4
<b>Sophomore</b>	4,451	12.3	4,386	12.6
<b>Junior</b>	4,077	12.2	4,118	12.5
<b>Senior</b>	6,866	11.6	6,803	11.7
<b>Total</b>	19,859	12.1	20,027	12.5

- 71.0% of students enrolled full-time (up from 68.3% in 2012)
  - Undergraduates increased average credit hour load to 12.5 (up from 12.1 in 2012)
  - Freshmen took 11% more credits this year, nearly double their growth in heads
-

- Enrollment by students of color up 263 heads (+4.2%)
  - Minority students = 22.6% of enrollment (21.7% in 2012)
  - Indiana residents declined by 134 heads (-0.5%).
    - Bulk of decline in graduate and non-degree students
  - Non-residents up 147 heads (+5.1%).
    - Non-residents = 10.5% of heads and 10.1% of credits.
    - Last year = 10.0% of heads and 9.9% of credits
  - Record 1,816 international students, up 230 heads (+14.5%) from last year.
    - International beginners were down slightly
-



- Beginners are up 430 heads (+ 14.1%).
- Average SAT (critical reading and math) increased from 1023 to 1030
- Average high school GPA = 3.37 (3.32 in 2012)
- 2/3rds of Indiana beginners have Academic Honors Diploma
- 35% first in their families to attend college
- 20.2% of Indiana beginners identify themselves as 21st Century Scholars
  - 18.0% last year and 16.8% two years ago
- 26.3% of beginners are non-white
- External transfers are down 52 heads (-3.1%).

# **IUPUI Common Theme Project**

**The Common Theme Project promotes campus unity, conversation and collaboration on timely issues that connect IUPUI to central Indiana and the world.**

**The Common Theme features a book central to a Theme, supported by related books, programs, and speakers**

**Themes change every two years, under the direction of a Faculty Fellow and Steering Committee**



# **IUPUI Common Theme Project**

## ***Our Previous Common Themes:***

- **Common Theme 2009–2011: “Consuming Well for the Wealth of Communities, from IUPUI to the World.”**

***Faculty Fellow: David Craig***

- **Common Theme 2011-2013: “Change Your World: The Power of New Ideas.”**

***Faculty Fellow: Kathleen Hanna***

# IUPUI Common Theme Project

***2013-2015 Common Theme Faculty Fellow:***

**Khadija Khaja, Associate Professor,  
School of Social Work  
kkhaja@iupui.edu**

***2013-2015 Common Theme:***

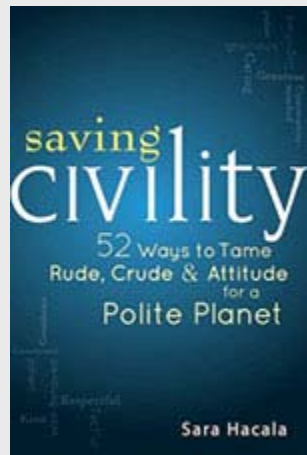
**“Find Your Voice, Hear My Voice  
Creating Civil Conversation”**





**Find Your  
Voice:  
Hear My  
Voice**

**2013-2015**



***Saving Civility: 52 Ways to Tame Rude, Crude & Attitude for a Polite Planet by Sara Hacala***

**Campus Presentation: Wednesday,  
November 13, 2013, 1:30 Campus Center**



**Staff Workshop Thursday, November 14,  
2013, 1:00 Campus Center**

# Discovering Common Ground Through Civil Discourse: A Focus Group Study



***Khadija Khaja, Ph.D.***

*Common Theme Fellow, Associate Professor, School of Social Work*

***Daniel B. Griffith, J.D., SPHR***

*Director of the Office for Intergroup Dialogue and Civil Community*

***Kathy Grove, J.D. ,***

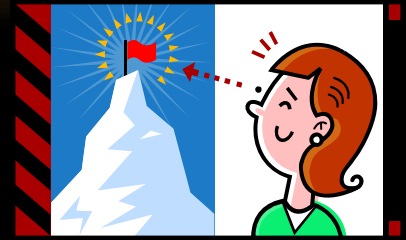
*Director of the Office for Women*

***Ian McIntosh, Ph.D.,***

*Director of International Partnerships*



# Purpose



- ❧ Foster more engaged conversations
- ❧ Promote understanding, respect & awareness
- ❧ Address polarizing & divisive viewpoints in teaching and learning climates

# Literature Review



- ❧ Hacala defines civility (2011) as working together with “greater respect, awareness, understanding and acceptance of one another” (p. 5).
- ❧ Concern that many discussions “breed mistrust” or “polarize the discussion” of diverse and contemporary issues (Rodin & Steinberg, 2003, p.1; Weeks, 2011).

# Literature Review



Forni (2011) reports:

“communicating is only as good as what is being communicated” (p.4).

“...much to the frustration of the best brains among us, work is increasingly for *doing*, not thinking” (p.13-14).

# Literature Review



- ❧ Concern about “ongoing assault against honest debate in America” (Williams, 2011, p.3).

## **Millennial students:**

- ❧ 1<sup>st</sup> generation to adapt so quickly to online social networks & learning environments.
- ❧ 1st to carry immediate portable communication devices.
- ❧ Send & receive 2,899 text messages monthly (Weeks, 2011).



# Method



Focus groups (33) on IUPUI campus & dorms, purposive sample

Participant Total: 193

Staff: 62

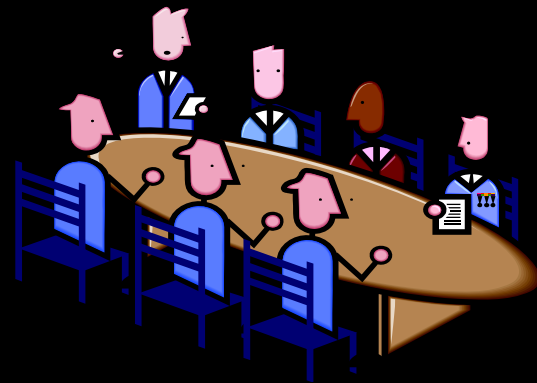
Faculty: 22

students: 98

Lecturers: 3

Community: 3

Other: 5



# Questions



- 
- ❧ What led you to attend the focus groups?
  - ❧ How would you define civil discourse?
  - ❧ When does civil discourse breakdown?
  - ❧ Why does it breakdown?
  - ❧ Your recommendations?

# Came to Focus Group Because?

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❧ Intrigued & curious

❧ Worry about polarized discourse on social & political issues

❧ See growing global diversity on campus

❧ Topic of civility was timely

# Came to Focus Group Because?



☞ Experienced stigmatization & stereotyping if holding a minority view

☞ Seen societal backlash to some international students



☞ Like to support focus group research



# Came to Focus Group Because?



❧ Want to support IUPUI to maintain its unique & diverse voice within the bigger system



❧ Wanted to meet others

❧ Common Theme projects build better campus community

# Define Civil Discourse As?



❧ Frame passion  
constructively

❧ Language is  
equitable

❧ Respectful dialogue

❧ Feel safe to express  
viewpoint

❧ Relationship  
building

❧ Appreciate  
difference

# When Does Does Civil Discourse Breakdown?



❧ Burnout Mode

❧ Exclusion of voices

❧ Media

❧ Don't deal with  
difficult personalities

❧ Language barriers

❧ Technology  
anonymity

❧ Hot button issues

❧ Cultural shift

❧ Group think

# Why Does Civil Discourse Breakdown?



❧ Backlash towards  
diversity

❧ Lack of  
transparency

❧ Poor facilitation

❧ Punitive course  
evaluations

❧ Unwillingness to  
heal/forgive

❧ Lack of resources



# Recommendations



- ❧ Share findings at FC and SC, post results on CT site
- ❧ Implement more instructional presentations on how to communicate about difficult subjects
- ❧ Provide list of resources of books, films, websites
- ❧ Partner with varied offices, departments, student organizations, dorms, & community in holding events dealing with civil discourse (need more resources for this to succeed)

# Recommendations



- ❧ Include rural voice in events
- ❧ We need to interact more, getting too busy, relationships key to getting along
- ❧ Staff, faculty, admin, & students, should sit together more at events
- ❧ Develop civil discourse pledge like the ChuckStrong foundation
- ❧ Develop additional workshops on forgiveness & healing, listening, & conflict resolution strategies

# Recommendations



- ❧ Other suggested having more dialogues at IUPUI on topics such as:
- ❧ Who defines what is politically correct? Who defines hate speech? Where do we draw the line?
- ❧ Is it possible to address self-censorship rather than institutional censorship?
- ❧ Have conduct codes at universities made it unsafe to express minority views?
- ❧ What about legitimate value differences?