

**Indianapolis Faculty Council (IFC)**  
**Minutes**  
**May 1, 2012 ~ LD 010 ~ 3:15 – 5:00 p.m.**

**Faculty and Guests Present:** Rachel Applegate, Simon Atkinson, William Babler, Tina Baich, Sarah Baker, Mark Bannatyne, Trudy Banta, Charles Bantz, Terry Baumer, Ed Berbari, Brenda Blacklock, William Blomquist, David Burr, Philip Cochran, Zeb Davenport, Andre de Tienne, Mark Di Corcia, Nancy Eckerman, Mary L. Fisher, Betsy Fife, Mary L. Fisher, Barbara Friesth, Gina Gibau, Jay Gladden, Clifford Goodwin, Barbara Gushrowski, John Hassell, Sue Herrell, Kathy Johnson, Josette Jones, Michael Justiss, Kim Kirkland, Joan Kowolik, Jane Luzar, Joyce Mac Kinnon, Julie Magid, Steven Mannheimer, Kyle McCool, Brendon Maxcy, Michael McLeish, Mary Beth Myers, M. Razi Nalim, C. Subah Packer, William Potter, Dawn Rhodes, Kathy Risacher, Nancy Robertson, Jodi Smith, Deborah Stiffler, Uday Sukhatme, Richard Ward, Jeff Watt, John Williams, Marianne Wokeck, Wanda Worley, Eric Wright, Frank Yang, and Karmen Yoder

**Members Absent:** Austin Agho, Deborah Allen, Corey Ariss, Sotiris Avgoustis, Stephen Beck, Anne Belcher, Julie Belz, Bonnie Blazer-Yost, David Bodenhamer, Ben Boukai, D. Craig Brater, Marion Broome, Daniel Callison, Angelo Cardoso, Hsin-Liang Chen, Mary Ciccarelli, Jan Cox, Edward Curtis IV, Mary Dankoski, Stephen Downs, Dan Drew, George Edwards, Valerie Eickmeier, Anthony Faiola, Vance Farrow, Mary M. Fisher, Janice Froehlich, Mark Frohlich, Jan Fulton, Andy Gavrin, Mark Goebel, Linda Adele Goodine, Richard Gunderman, Susan Gunst, Osman Gurdal, Eyas Hattab, Jennifer Hehman, Allison Howland, Pamela Ironside, May Jafari, Roger Jarjoura, Pam Laucella, David Lewis, Tom Lipinski, Carmen Luca-Sugawara, Kathy Marrs, Angie McNelis, Marc Mendonca, James Miller, Steven R. Miller, Mary Beth Minick, Bill Orme, Michael Patchner, Simon Rhodes, Kevin Robbins, Gary Roberts, Patricia Rogan, Laura Romito, David Russomanno, David Sabol, Bill Schneider, David Stocum, G. Marie Swanson, Susan Tennant, Kate Thedwall, Laura Torbeck, Corinne Ulbright, Marwan Wafa, Jing Wang, Xianzhong Wang, John Watson, Clark Wells, Karen West, Elizabeth Whipple, L. Jack Windsor, Frank Witzmann, Codey Wooten, Hiroki Yokota, Robert Yost Jeani Young, Jerry Young, and Ping Zhang

**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**

The Agenda was adopted as the Order of Business for the Day with Item XI moved to after Item IV.

**Agenda Item III: Approval of the IFC February 7, March 6, and April 3, 2012, Minutes**

The minutes of the IFC February 7, 2012, March 6, 2012, and April 3, 2012, meetings were approved and entered into record.

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

Charles R. Bantz, Chancellor

Chancellor Bantz gave the following report:

- The retiring faculty lunch was held this afternoon. In the Department of Psychology alone, 185 years of service retired from the campus.
- Dean of the Faculties Uday Sukhatme's farewell reception was this week. He was given the title of Dean of the Faculties Emeritus.
- Faculty Council work is important and memorable. Yi Gang is responsible for managing a \$3.4 trillion currency reserve for the People's Bank of China. He developed the Chinese monetary policy at IUPUI. In his remarks after receiving an honorary degree from Indiana University, he commented on his service on the Faculty Council and the Academic Affairs Committee. He appreciated getting involved on this campus and faculty governance.

- The Executive Vice Chancellor and Dean of the Faculties search has concluded. The committee has spent a great deal of time on the work, and the chancellor is exercising due diligence through feedback and is beginning to select the successor.
- The Department of Athletics had more student athletes on academic honors this year than any other campus in the league. He recognized a few student athletes.
- Student Housing is full. The chancellor invited Zeb Davenport and Dawn Rhodes to talk about new student housing in University Place Conference Center and Hotel.
  - The change of the hotel to student housing includes a new dining hall.
  - 500 plus students can be housed in the hotel.
  - The hotel has been owned by the university for seven years. Before that it was owned by a private business. The conference center has always been owned by the university. The hotel is an auxiliary and must earn money through means other than campus tuition. After losing money for the last three years, the campus came to the determination that closing the hotel was the best solution for the facility, and then turning it into student housing and food service. Classroom space will also be gained.
  - A Request for Proposal is needed for a private developer to develop three buildings on the campus including a new office building, parking garage, and an additional 500-bed building for housing. By 2013, we will double the number of beds on campus for students. Breakfast, lunch, and dinner will be served in the dining hall in the hotel structure.
  - The staff of University Place and Conference Center has done a phenomenal job in the hotel and conference center. They are committed to run the hotel with the same dignity and performance as they have in the past until the hotel closes.

Questions to Rhodes and Davenport:

- Where will the new buildings be? Building B will be the preferred location for the office building. This building may be the new location of the Administration Building which would house the president's and vice president's office that are currently located in the conference center. The building would be 80,000 square feet. Building A will be student housing. Building C may be another parking garage. For each building, the RFP needs to speak to the esthetics of the campus.
- Will we lose the Faculty Club? Rhodes said the Faculty Club will stay where it is currently located. The restaurants (Chancellor's and The Den) will become a restaurant with a different price point.
- The National Art Museum of Sport may move to a new city or another location within the city.
- Scholars Hall will become the location of the new dining hall.
- Is there a way to reserve an apartment/room for visiting faculty? Davenport is talking with the director of housing about this to find out where the best space for this would be.
- Has there been any consideration of relocating the staff displaced into the new facility? Rhodes said she just left a meeting with FLIK about placement of the staff. Different hotels are needed to release temporary employees and hire permanent employees. This may be an option for our employees. Student housing staff is different than staff that runs a hotel. It is a different knowledge base. Davenport said Rhodes has always been concerned about the people involved in this change. This is not just a business deal for campus and housing, and we need to be mindful of these employees at all times.
- We will lose the ballroom for another function. We only have CE 450 now that can have large events. The Atrium of the law school can host large events but you need to be mindful of classrooms going on at the same time. Because we are a member of the NCAA, a discount for meeting space can be given for space at their location. The auditorium of the conference center may be saved for special events, but that is not known for sure. Dean Sukhatme started a conference fund that can be used to bring persons to campus for events.

- Are you thinking of taking Ball Residence out of the housing business? Davenport said Ball Hall needs to be renovated, but it will take many dollars to do that.
- Is the hotel paid for yet? Rhodes said it will not be paid off until around 2023.
- Will there still be a way to get from one side of the campus to the other under cover? Rhodes said this will not be changed.
- The RFP may result in a parking lot in the future and Rhodes and Emily Wren are working on when this will happen.
- The parking garage under the hotel will be added to the general inventory.
- It was suggested to bring back a cheap downtown circulator for travel to and from downtown.

#### **Agenda Item V: [Action Item] IUPUI Emergency Withdrawal**

Eric Wright, Chair, Academic Affairs Committee

Circular 2012-14: [http://www.iupui.edu/~fcouncil/committees/academic\\_affairs/emergency\\_withdrawal\\_final.pdf](http://www.iupui.edu/~fcouncil/committees/academic_affairs/emergency_withdrawal_final.pdf)

The Academic Affairs Committee reviewed the suggestions for the policy made at the April 17 IFC meeting. Those changes were made and as a motion came out of committee to approve the policy, no second was needed. A vote was taken and passed unanimously.

#### **Agenda Item VI: [Information Item] Report from the Office of Equal Opportunity (OEO)**

Kim Kirkland, Director

PowerPoint: [http://www.iupui.edu/~fcouncil/documents/pps/oEO\\_report\\_2012.pdf](http://www.iupui.edu/~fcouncil/documents/pps/oEO_report_2012.pdf)

Kirkland discussed the information contained in the PowerPoint.

- The numbers of applicants received for faculty positions should be higher. Recruitment should be better. OEO is working to reach out further to find a diverse faculty.
- Forty-nine faculty took the early retirement separation. Professional staff, over two years, lost a number of professionals from resignations.
- The complaint data includes complaints of multiple issues. Sexual harassment continues to be a problem as faculty believes they can date students. When a relationship ends, there is usually a complaint received. Disability is also a concern as numbers are too high in this category for complaints. A question was asked about whether the data show a school or unit where much of the complaints come from. Kirkland responded that there was one school where five employees left during the summer and all indicated there was something happening within the school that needed to be reviewed.
- Kirkland recognized the IU Health employees have separated and the information was culled out of the data.
- A question was asked about polling retiring faculty. Kirkland said this group is not communicated with, but thinks it would be advisable.

#### **Agenda Item VII: [Information Item] Update on Accreditation 2012**

Trudy Banta

Banta reported the self-study needs to be transmitted by June 5. She is speaking with the librarians about a virtual library for reviewers. The committee will continue to work over the summer for the November campus visit.

#### **Agenda Item VIII: [Information Item] Report from the Athletics Affairs Advisory Committee**

Pat Sullivan, Chair

Sullivan reported on the following:

- The committee has 30 members extending across the campus and is appointed by the chancellor. Tod Perry is the faculty athletic representative.
- There is an athletics personnel subcommittee that also serves as the search committee if we are searching for new directors. They were busy last year as we hired several coaches.
- The committee is also responsible for recreational sports for students.
- The committee is most interested in student athletic academic performance. Academic support needed to be ramped up several years ago and they continue to work on this for students' benefits. Denise O'Grady heads this area and is doing a great job. 3.51 is the average GPA of student athletes. Three athletes had a 3.6 GPA. We don't expect our athletes to go to the Final Four, but we do expect them to graduate.
- Nearly \$2.3 million went back to departments on campus because of the academic success of the student athletes.

Questions:

- Could you suggest the honoring of faculty be at a women's sporting event instead of a men's event as it is every year? Sullivan responded he could do this.
- How many student athletes do we have? Approximately 300 NCAA students. He doesn't know how many intramural athletes.

**Agenda Item IX: [Action Item] A Transferrable Common Core Curriculum at IUPUI**

No business needed at this time.

**Agenda Item X: Unfinished Business**

No unfinished business.

**Agenda Item XI: New Business**

No new business.

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

Jeff Watt

Watt gave the following report:

**Annual Report on Board of Review Activity**

Since May 2011

L. Jack Windsor, President

IUPUI Faculty Council meeting

May 1, 2012

**Total Number of Board of Review Cases:** 4  
**Total Number of Requests Denied:** 2\* (1 – reconsideration to the President)

\*From 2010-2011 and not reported previously.

Number of Board of Review Cases for:

- Dismissal
- Academic Freedom
- Non-Reappointment 3\*\*
- Tenure
- Promotion
- Salary Adjustment
- Nature or Conditions of Work 1\*\*
- Office of Equal Opportunity 1

\*\*One case was regarding non-reappointment and nature or conditions of work.

Board of Review Case 11-01: A Board of Review was appointed and a formal hearing was held on June 28, 2011, regarding non-reappointment. The board's recommendations did not fully support the grievant. The chancellor accepted the board's final report.

Board of Review Case 11-02: A Board of Review was appointed and a formal hearing was held on March 3, 2012, regarding non-reappointment and conditions of work. The board's recommendation did not fully support the grievant. The chancellor accepted the board's findings, but rejected a recommendation by the board and provided documentation for the rejection per the bylaws of the Faculty Council.

Board of Review Case 12-01: A Board of Review is in the process of being appointed for a case of non-reappointment.

Board of Review Case 12-02: A Board of Review has been appointed for review by the IFC Executive Committee as per the bylaws of the Faculty Council regarding matters concerning the Office of Equal Opportunity.

**Total Number of Grievances**

**2**

Members of the Faculty Grievance Advisory Panel reported two contacts by faculty members or librarians during the 2011-2012 academic year.

- |   |  |
|---|--|
| 0 | Grievances were resolved prior to any request for a Board of Review. |
| 1 | Grievance was sent to a Board of Review.                             |
| 1 | Grievances have not been referred to a Board of Review.              |

**Agenda Item XIV: Call for IFC or UFC Standing Committee Report**

- Handbook Committee: Subah Packer, chair of the committee, reported that the committee met twice during the year (November 7, 2011, and March 28, 2012). Between the fall and spring meetings, committee members updated most, if not all links, to various documents and other electronic sites. At the March meeting, several new policies approved by the IFC over the course of the 2011-12 academic year were inserted into the current work in progress online version of the Handbook. The policies included:
  - Administrative Withdrawal Policy (approved March 6, 2012)
  - IFC Recommendation Regarding the Future of the Bachelor of General Studies at IUPUI (approved March 6, 2012)
  - Student Disciplinary Procedures for the Indianapolis Campus (approved January 11, 2011)
  - Paid Family Leave Policy for Academic Appointees (approved by the Board of Trustees on December 9, 2011)

In doing the work of the Handbook Committee, the committee realized that the Timeline created by the committee in 2010-2011 was not optimal since most new policies are not approved and ready for upload before the March or April meetings of the IFC. Therefore, the committee is currently working on revisions to make a Timeline that is more in sync with the policy-making activities of the IFC. Likely, the committee will meet one additional time this year to complete its 2011-2012 work including finalizes the version of the Handbook to be archived and agree on a new Timeline. The report was accepted by the council.

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

Sue Herrell, President

Herrell reported on the following:

- Showed the video from Fox59 about the Make a Soldier Smile project. Since the showing of the video, the council has received a number of offers to donate other items for the next shipment. The video has been seen in Florida, on HLN, and other places around the country.
- The spring blood drive was on April 24 and attendance was down. The next drive will be scheduled earlier in April next year.
- She thanked the faculty for an opportunity to serve on search committees.

- She thanked Dean Sukhatme for his support over the last four years of her presidency on the council. This was the last IFC meeting of her term as president of the Staff Council.

**Agenda Item XVI: Question and Answer Period**

- Wokeck thanked Watt for his service on the council as vice president. She presented him with a gift of a glass sculpture made by a Herron student and current staff member.

**Agenda Item XVII: Adjournment**

With no further business appearing, the meeting was adjourned.

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

Items to be Completed:

- Unit Representatives: Inclusion of the Columbus Campus
- Faculty Board of Review: Ability to request a Board of Review after employment ends.
- Administrative Reviews for the following:
  - Craig Brater (Medicine)
  - Phil Cochran (Business)
  - Uday Sukhatme (Executive Vice Chancellor and Dean of the Faculties)
  - Gary Roberts (Law)
  - Ken Durgans (Diversity, Equity, and Inclusion)

Minutes prepared by Faculty Council Coordinator, Karen Lee  
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