

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

**January 12, 2010 ~ Campus Center, Multipurpose Room C ~ 3:00 – 5:00 p.m.**

**Faculty and Guests Present:** Laurie Ackerman, William Agbor-Baiyee, Rachel Applegate, Simon Atkinson, Carol Baird, Sarah Baker, Trudy Banta, Charles Bantz, Martin Bard, Terry Baumer, Anne Belcher, Teri Belecky-Adams, Ed Berbari, Robert Bigsby, Jacqueline Blackwell, William Blomquist, Polly Boruff-Jones, Amanda Cecil, Jeff Dean, Andre De Tienne, George Edwards, Scott Evenbeck, Vance Farrow, John Finnell, Mary Fisher, Jan Froehlich, Carol Brooks Gardner, Linda Adele Goodine, Brady Harman, Joseph Harmon, John Hassell, Jennifer Hehman, Sue Herrell, Pamela Ironside, Marilyn Irwin, Kathy Johnson, Sheila Kennedy, Joan Kowolik, Pam Laucella, David Lewis, Chris Long, Joyce MacKinnon, Virginia Majewski, Deanna Malatesta, Brenna McDonald, Henry Merrill, C. Subah Packer, Michael Patchner, Narayanan Perumal, Rebecca Porter, Stephen Randall, Lisa Riolo, Jodi Smith, Uday Sukhatme, David Suzuki, G. Marie Swanson, Rosalie Vermette, Richard Ward, John Watson, Jeff Watt, Elizabeth Whipple, Jack Windsor, Marianne Wokeck, Wanda Worley, Frank Yang, and Oner Yurtseven

**Faculty Absent:** Ron Ackerman, Margaret Adamek, Austin Agho, Hasan Akay, Stephen Allen, Jeff Anglen, Enrica Ardemagni, Samantha Bartholomew, 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, Janice Cox, Oscar Cummings, Nancy Eckerman, Valerie Eickmeier, Anthony Faiola, Jan Fulton, Greg Garrett, Jay Gladden, Philip Goff, Lawrence Goldblatt, Cliff Goodwin, Allison Howland, Susan Hyatt, Debomoy Lahiri, Kathy Lay, Carmen Luca-Sugawara, Jane Luzar, Mary Beth Minick, Bethany Neal-Beliveau, Bart Ng, Mathew Palakal, G. David Peters, William Potter, Fred Rees, Simon Rhodes, Kevin Robbins, Gary Roberts, Patricia Rogan, Alan Schmetzer, Robert Schnabel, Bill Schneider, Marwan Wafa, Clark Wells, Stuart Warden, Frank Witzmann, and William Wooden

### **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 December 1, 2009, Minutes**

Hearing no objections, the IFC December 1, 2009, minutes stood as written and were entered into record.  
([http://www.iupui.edu/~fcouncil/minutes/Minutes\\_IFC\\_12-1-09.pdf](http://www.iupui.edu/~fcouncil/minutes/Minutes_IFC_12-1-09.pdf))

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

Charles Banta, Chancellor, IUPUI

Emily Wren, Associate Vice Chancellor for Facilities

Handout: [http://www.iupui.edu/~fcouncil/documents/wren\\_1-12-10.pdf](http://www.iupui.edu/~fcouncil/documents/wren_1-12-10.pdf)

Chancellor Bantz gave the following report:

- Visited Peking University and Sun Yat-Sen University in China over the holidays. A strategic international alliance was signed with Sun Yat-Sen University to “expand collaboration across the arts and sciences as well as the professions.” The visits included a conference of all schools with Confucius Institutes. He thanked the faculty who assist students in choosing to be exchange students.
- Funding for external grants through December is up at an impressive rate. He thanked those who played a part in the rising rate.
- Campaign for IUPUI: A Lilly Endowment gift given in the silent phase is added to those already received and those yet to come.

- Ruth Lilly passed away at the end of December and her service was yesterday. She was a major philanthropist in the state of Indiana as well as the United States.
- He is pleased to make public the success of Ali Jafari and others for the Angel Learning Environment. Jafari and others have committed \$4M to the School of Engineering and Technology to build a new building. President McRobbie has added \$5M to the building fund as well. It is the first of three phases of the Science and Engineering research, lab, and learning facilities.
- The Spring Enrollment Statistics were distributed. Credit hours continue to rise. Head count is slightly down from last year; however, he reminded the faculty that approx 900 Kelley Direct students were transferred to Bloomington. Looking at that, the headcount is actually up.  
[http://www.iupui.edu/~fcouncil/documents/admsum\\_1-11-10.pdf](http://www.iupui.edu/~fcouncil/documents/admsum_1-11-10.pdf)  
[http://www.iupui.edu/~fcouncil/documents/enrollment\\_report\\_spring10.pdf](http://www.iupui.edu/~fcouncil/documents/enrollment_report_spring10.pdf)
- Budget:
  - \$58M is the share IU must give to the state's budget. This is a cash cut on top of the base cut already experienced.
  - If this is the end of the cuts, it will not be easy, but doable. If more cuts should occur, it will be much more difficult to manage.
- Wishard Landswap:
  - If Wishard were to succeed, they would need to build an entirely new hospital, make major renovations, or close. A public appeal was made and a referendum put on the ballot of the last election to build a new hospital.
  - Through that referendum, Wishard was approved to move forward with saving the hospital and swapping land with IUPUI to provide its space. IUPUI also received \$1M to assist with costs in renovating buildings received in the swap.
  - The west side of the campus will transition into the new Wishard Hospital.

Wren added to the report:

- Wishard and Parking:
  - She discussed the handout in detail. [http://www.iupui.edu/~fcouncil/documents/wren\\_1-12-10.pdf](http://www.iupui.edu/~fcouncil/documents/wren_1-12-10.pdf)
  - A new wrapped parking garage will be open in August (North and Blackford Streets near Sigma Theta Tau). The campus is talking with the city about installing a street light at Blackford and Michigan.
  - Six parking spaces are available at Indiana Avenue as well as garage spaces in North and Vermont Streets.
  - Wishard wants to make the swap of land in phases, which were included in handout. LaRue Carter will be demolished first, then the State Board of Health. Both projects are underway in various stages.
  - Phase 2 will take many parking spaces away around these buildings. Wishard has promised space for space replacements beginning in June 2010.
  - Phase 3 will occur in November 2011 (Union Building). Lockfield Village is being looked at by our campus (on Wishard property) as a possible place for Union Building inhabitants to go. The \$1M Bantz referred to in his report will be used for this phase.
  - Phase 4 building occupants will be moved to the Methodist campus.
  - Phase 5 (Physical Plant) will be turned over to Wishard in six years.
  - [www.wishardfacts.org](http://www.wishardfacts.org) will continued to be used as a site for updates on the Wishard projects. IUPUI will use this site as well for updates for the IUPUI changes along with Parking and Transportation Services' site.

Questions:

- Is acreage swap the same? Wren said “about.”
- What does it mean to be wrapped? Wren said the parking garage (North Street) will be obscured from the Cultural Trail so not to detract from the visage of the campus and city, but will also be located near the cultural trail for use for parking.
- What will happen to the parking near and around the new garage? Wren said some parking will be maintained and other parts will be turned to green space. Bantz said Blackford Street is part of the Cultural Trail and the city is trying to receive money to widen that street.
- What is the progress of making New York and Michigan Streets two-way streets. Bantz responded that some city departments are positive to make the changes, but it is not known who would pay for the change. It is expensive to do it “right.”

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

IUPUI Faculty President Simon Atkinson gave the following report:

- Extension of the Tenure Clock policy: This policy was discussed at the last IFC meeting. The current plan is to bring a revised proposal back to the IFC in February as an IFC policy (versus an administrative policy). It is currently with the Faculty Affairs Committee to make changes based on the responses at the IFC meeting in December. A first reading will occur in February with a vote in March.
- March 2 IFC meeting: At 1:00 p.m., an Executive Session (voting members only) will occur with the chair of the Chancellor’s Review Committee and President McRobbie. This will be followed immediately at 2:00-2:30 with our regular IFC meeting. We are hoping that McRobbie will be able to stay for the IFC meeting and have a more general discussion with him with topics of interest to the IFC.
- Budget: Atkinson spoke to VP Neil Theobald and AVP Dan Rives last week. Immediate changes in response to the budget situation were disclosed in the President’s letter to the campus last week which include items that affect fringe benefits for academic appointees.
  - When the funding plan for 18/20 was put into place, it included an increase to fringe benefit rates for academic appointees charged to grant accounts. President Brand introduced a policy to offset these increases in fringe benefit rates on federal grants. That offset now been taken away and those rates will be increased. The change will realize a considerable savings for the units, particularly the School of Medicine.
  - Healthcare benefits for faculty and staff will change. Our premiums will increase beginning in 2011, but individuals will be able to offset the costs with documented personal health practices. A news release will soon be released about what those changes will be. Examples are: tobacco cessation as well as certain health screenings. Some of these changes reflect the changes suggested by the Blue Ribbon Task Force on Healthcare. Rives is appointing a task force with faculty in these expertise areas. Dominique Galli (chair of IFC fringe benefits) will represent the faculty on this campus. The chair of the Bloomington Fringe Benefits Committee will also be on the committee. They will begin work at the end of the month and the goal will be to find a plan to be loaded into the benefits package as it is introduced next year. These changes come about due to the significant increase in the cost of the healthcare package to the university.
  - New faculty hires will not vest in retirement until five years of service. At this time, they are vested upon hire.
- VP John Applegate is appointing a task force to look at publication restrictions in sponsor agreements and export controlled research. The task force will look at whether changes are advisable given the increased costs that some changes will mean for the university. They will meet during the spring semester.
- Reminded all to get their H1N1 shots.

## **Agenda Item VI: [First Reading] Review Procedures for Academic Administrators**

Andre De Tienne, Chair, Faculty Affairs Committee

Handout: [http://www.iupui.edu/~fcouncil/committees/faculty\\_affairs/review\\_procedures\\_2009.pdf](http://www.iupui.edu/~fcouncil/committees/faculty_affairs/review_procedures_2009.pdf)

De Tienne reviewed the handout and discussed some of the changes in the policy:

- The last revision was 15 years ago.
- The document provides a better list of administrative officers that are to be reviewed and school officials that do not need to be reviewed.
- Significantly updates the list of officers to be reviewed at the end of the document.
- Titles of positions have been updated; others deleted.
- The IFC-EC may recommend to the Chancellor additional campus officers that should be reviewed based on certain criteria.
- Solidified the NTTF in the review process. Replaced “clinical” with “non-tenure-track,” etc.

Questions:

- On the bottom of page 4, it speaks to “not consider anonymous submissions.” For persons who are responding to a survey, will names be included? De Tienne said persons that want to make comments should sign those comments. Names will not be revealed to those who are being reviewed. Atkinson asked De Tienne to review the language to make it more clear. Packer suggested that with a solicited survey, comments should be anonymous.
- Banta: On page 3, Item B. it says that the chair should be a senior tenured faculty member. Our practice is to have the dean review another academic dean. Was there an intention to being silent regarding involving another dean to be able to say the chair would not be another dean? Are you excluding deans or are you addressing deans at all? De Tienne said that particular sentence was not changed from the past document. Banta was okay to remain silent in the document as long as you are not excluding deans. She asked about reviewing a director of an administrative unit -- are we still going to use persons who are not faculty members to review faculty members? De Tienne asked if the question had to do with administrative service that does not involve faculty? Banta is thinking about persons such as those in Student Affairs or persons in VC Rhodes' division. Is it important to have tenured faculty review those types of persons? De Tienne said those decisions would be handled on an individual basis. Item G, page 3 – is missing wording about core administrators. Please review what is in the core administrator document. Page 5, there isn't anything about a public report. Currently the reports are on the IFC website. De Tienne said they had not contemplated making a public report. Atkinson said it is current practice to put a summary report on the IFC website after being reviewed at an IFC meeting. It would be advisable to add this to the document. Banta proposed adding on page 4 A-H, a New B. “Has the administrator provided evidence of the units' goals and objectives?”
- Boruff-Jones: Why are Librarian Associate Deans included in this process? That process has been handled differently in the past. De Tienne said the recommendation depends on the unit and what is appropriate. The office of the dean includes the associate deans and responsibilities of the associate deans. It would be one review for the dean's office. Suggested to re-word to “include associate deans” because the way it reads now is that each one would be reviewed separately instead of as a unit.
- Bantz said he appreciates the sharpening of the document. People need to be aware that this will increase by nine reviews that he has not done in the past. He is a fan of reviews, so this is fine. He asked that the committee look more carefully at reviewing AVCs especially in the realm of workload. Secondly, exclusivity is an issue. He thinks the document seems to follow the Trustees' guidance that nothing is included that is anonymous. Surveys conducted for himself included no comments that were anonymous. In discussions with the Board of Trustees about the

review of the Chancellor, the Trustees felt that anonymous comments are not appropriate because it is important that individuals make their comments knowingly and by the persons conducting the review, not by the person being reviewed. Confidentiality of the responder should be preserved. Bantz asked the committee to take that into consideration.

- The Trustees' policy doesn't include the possibility for free comments in the review process. If you aren't willing to sign your name to something that is serious, you should not offer the comment.

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

Sue Herrell, President, IUPUI Staff Council

Herrell discussed the following:

- Staff Council supported efforts of the Ronald McDonald House who needed items for the families staying over the holidays. Sarah Baker recommended sending a message to the faculty to help with donations. Herrell thanked the faculty for their generosity in making donations. Both houses were excited about receiving DVD players donated by the Baker and the staff as well.
- She recognized the SC Staff Affairs Committee who works for the staff, faculty, and students. 35 staff members currently sit on this committee that is chaired by Lee Stone. Stone has made task force groups which addresses a more specific issue. Those task forces are: Food Service Task Force will address Chartwells and other food service issues on campus; Health and Safety Task Force addresses health and safety issues such as crosswalk safety, security, and other areas falling under this heading; Parking and Transportation Task Force addresses parking (works closely with Wren and Carol Pferrer), alternative transportation, etc.; Benefits Task Force addresses fee courtesy and other benefits; Human Resources Task Force addresses performance evaluations and other HR-related activities.
- EVC Sukhatme will visit the SC at their meeting this month and make a presentation on the Academic Plan.

Wokeck offered the following motion in appreciation of staff:

The IFC recognizes that in many instances the staff has been carrying disproportionately the financial burdens brought about by difficult economic times in the academic year 2009-2010. The faculty appreciates this sacrifice by the staff.

The motion was seconded and passed.

Vermette asked if there were faculty on some of the task forces. Herrell said faculty participate with the staff on campus committees.

#### **Agenda Item VIII: [Information Item] Announcement of Slates for the Faculty Grievance Advisory Panel, Board of Review Pool, and At-Large Representatives**

Carol Baird, Chair, Nominating Committee

Baird was not able to present a slate for the At-Large Representatives as not enough faculty have been found to complete the required numbers on the slate.

Baird read the slates for the Faculty Grievance Advisory Panel and Board of Review Pool as follows. Elections will take place by the end of January by electronic means.

**IUPUI Faculty Council: Slate for Board of Review Pool**

**Term: February 2010 through January 2012**

Need to elect 10; slate 20.

Barth	Andrew	P	IN-SCI
Bennett	Robert	B	IN-SOCW
Das	Indra	Jeet	IN-MED
Dean	Jeffrey	Alan	IN-DENT
Gardner	Carol	B	IN-LART
Gurdal	Osman		IN-MED
Hehman	Jennifer	L	IN-LIBR
Kaufman-McKivigan	John	R	IN-LART
Mannheimer	Steven		IN-INFO
Miller	James	Christopher	IN-MED
Misseri	Rosalia		IN-MED
Nass	Richard	Michael	IN-MED
Rees	Fred	J	IN-ENGT
Rhodes	Nancy		IN-LART
Riolo	Lisa		IN-AHLT
Shen	Li		IN-MED
Tezanos-Pinto Vargas-Vila	Rosa		IN-LART
Vargus	Brian	Stanley	IN-LART
Wiebke	Eric	Alan	IN-MED
Xie	Jingwu		IN-MED

**IUPUI Faculty Council: Slate for Faculty Grievance Advisory Panel**

**Term: February 2010 through January 2012**

Need to elect 4; slate 8.

Daley	James	G.	IN-SOCW
Horton-Deutsch	Sara	Lynne	IN-NURS
Kaufman-McKivigan	John	R	IN-LART
Mannheimer	Steven		IN-INFO
Minick	Mary	Beth	IN-LIBR
Rhodes	Nancy		IN-LART
Stocum	David	L.	IN-SCI
Stocker	Randi	L.	IN-LIBR

**Questions:**

- Is there anything that would preclude allowing our senior academy members to serve on a Board of Review? Watt said that group currently cannot participate but the IFC-EC would review this if it became necessary. (NOTE: The Senior Academy can participate in a Faculty Grievance.)

**Agenda Item IX: [Information Item] Core School Dean's Review Report**

Jack Windsor, IFC Executive Committee Member, and Member of the Core School Dean's Review Committee

Handout: [http://www.iupui.edu/~fcouncil/documents/core\\_schools\\_review\\_12-09.pdf](http://www.iupui.edu/~fcouncil/documents/core_schools_review_12-09.pdf)

Windsor discussed the handout in detail. He noted that, as Banta had mentioned, the procedures includes the right of a dean to "object to any nominee for cause."

**Questions:**

- Who were the members of the committee? Jack Windsor, Anne Belcher, and Cathy Bonser-Neal represented this campus. He shared the schools that were involved in the process as well.



**Agenda Item X: [Information Item] IUPUI Supplement to the Academic Handbook**

Jennifer Hehman, Co-Chair, Handbook Committee

Handout: [http://www.iupui.edu/~fcouncil/committees/handbook/supplement\\_12-09.pdf](http://www.iupui.edu/~fcouncil/committees/handbook/supplement_12-09.pdf)

Hehman discussed the handout and reported on the following:

- The process to review the document was three years. The last change was ten years ago.
- Policies previously omitted were included; updates made to others. No wording was changed in the policies.
- Changes to titles, offices, and other small changes were made.
- Some policies and documents were not dated, so those dates were found and added.
- She asked that the IFC review the document and suggest changes.
- The new name of the document is “A Guide for IUPUI Faculty: A Supplement to the Academic Handbook.”
- Each year, sections of the handbook will be reviewed to ensure it is kept up-to-date. A handbook will be made for the future committee for review purposes.
- Todd Daniels-Howell, archivist, will archive every July 1 the current document.
- Links are used in the new document to refer to policies or documents elsewhere, including the *Academic Handbook*.
- Fisher noted that several policies have been sent to Academic or Faculty Affairs for policy review.

**Agenda Item XI: [Information Item] International Travel / Study Abroad**

Susan Sutton, Associate Vice Chancellor of International Affairs

PowerPoint: [http://www.iupui.edu/~fcouncil/documents/sutton\\_1-12-10.pdf](http://www.iupui.edu/~fcouncil/documents/sutton_1-12-10.pdf)

Sutton discussed the handout and reported on the following:

- If you are considering sending a student or student group on study abroad, there are procedures that must be followed. It is best that faculty contact the Office of International Affairs (OIA) before beginning any discussion.
- Partnerships and Affiliations: Again, she stressed that you must begin with the OIA before beginning to construct an MOU or any other affiliation.
- Off-shore programs requires a separate review. The OIA is the starting the place as well.
- All proposals must be routed through the OIA first.

Questions:

- Atkinson asked her to clarify who is on the review process and the role of the IUPUI campus? Sutton said there is an Overseas Advisory Council that has four to six faculty members from IUPUI and others from other campuses. Every study abroad proposal goes to a team of three including a faculty member from the originating campus. Partnership and Affiliations has a smaller committee with one member from IUPUI. The entire committee decides all those decisions with McRobbie making the final decision. Off-shore programs for IUPUI is reviewed and decided by Sutton herself. She pointed out that Curriculum Committees should not manage the entire process themselves. They should go through the OIA to look at security issues and other mandates required by the countries being visited.
- Should proposals be channeled through the IUPUI Undergraduate Curriculum Advisory Committee first? There is some overlap of programs and the UCAC might want to review the proposal first. Sutton said some study abroad programs are made very quickly and she wondered if she should not begin the discussion process until the UCAC reviews the proposal. Wokeck said it would be good to do this because she has seen some duplication in proposals.

Watt noted that the meeting time had expired and unless a motion was made to extend the time, the meeting would end. Suzuki moved the meeting be extended by five minutes to answer a question. The motion seconded and passed to extend the meeting time.

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

- Is international admissions a concern? Porter said that it is a concern when representing “the community we live in.” As we increase the number of admits, we often times will see an increase in percentage in international enrollment. We are pursuing activities to get international students to apply and admissible before enrolling them. The Office of Admissions and the Diversity Access and Achievement will present their plan that addresses minority recruitment in enrollment. They want to solicit faculty members to help in this area as well. Spring admissions is about five percent for overall beginners. High ability students were directly enrolled and those numbers will shift to the fall semester with a smaller pool for the spring semester.
- What is the status of the School of Public Health? Bantz said he would be happy to expand at another meeting, but the report by the committee currently is under review by his office. There are requests into Dean Sukhatme to move faculty from department to department. This is moving along and a \$1M gift was received from the Eli Lilly Company endowment to begin a school. There will be a significant change in time as many people have a interest in this school. Atkinson said the IFC-EC is actively following this topic from the perspective of faculty moving to other units and faculty remaining in units not affected.

**Agenda Item XIII: Unfinished Business**

No Unfinished Business

**Agenda Item XIV: 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:

- School Tenure Probationary Period Extension Policy: Review by the Faculty Affairs Committee
- Unit Representatives: Inclusion of the Columbus Campus
- Administrative Review Policy: Review by the Faculty Affairs Committee
- Election for Faculty Board of Review Pool and Faculty Grievance Advisory Committee

Items Completed:

Minutes prepared by Faculty Council Coordinator, Karen Lee  
UN 403 / 274-2215 / Fax: 274-2970 / [fcouncil@iupui.edu](mailto:fcouncil@iupui.edu) / <http://www.iupui.edu/~fcouncil>