

FC980903 MINUTES:

APPROVED FC981001

Indiana University Purdue University Indianapolis

Faculty Council Minutes: September 3, 1998

Dental School Building, Room 115: 3:30 - 5:30 p.m.

Attendance Record.

I. Voting Members (106):

Present--: **Allen, Stephen** (Elected: Medicine 6/99);

Present--: **Atkinson, Simon** (Elected: Medicine 6/99);

Absent---: Bailey, Darrell (Ex Officio: Director of Music)

Present--: **Baldwin, James** (Elected: At Large 6/99);

Absent---: Banta, Trudy (Elected: At Large 6/99. Ex Officio: Chancellor's Admin. designee);

Present--: **Belcher, Anne** (Elected: Nursing 6/99);

Present--: **Bepko, Gerald** (Ex Officio: Officer: Chancellor of IUPUI.);

Present--: **Besch, Henry** (Ex Officio: UFC Representative 6/00);

Absent---: Bippen, Paul (Ex Officio: Dean of IUPU Columbus);

Absent---: Bjork, Ulf Jonas (Elected: Journalism 6/99);

Absent---: Blix, Susanne (Elected: Medicine 6/00);

Absent---: Broadie, Thomas (Ex Officio: UFC Representative 6/99);

Present--: **Brothers, Linda** (Elected: At Large 6/99);

Absent---: Brown, Trevor (Ex Officio: Dean of Journalism);

Present--: **Burr, David** (Elected: At Large 6/99);

Present--: **Canty-Mitchell, Janie** (Elected: At Large 6/99);

Present---:**Carr, Lucinda G.** (Elected: Medicine 6/00)

Present--: **Chernoff, Ellen** (Elected: Science 6/99);

Present--: **Chin, Ray** (Elected: Science 6/00);

Absent---: Cobb, Karen (Ex Officio: UFC Representative 6/99);

Absent---: Cronin, Blaise (Ex Officio: Dean of Library & Information Science) (Bloomington);

Alternate: Crowell, Dring (Elected: Science 6/99) --

-----[via **Simon Rhodes** (Science)];

Absent---: Dalsing, Michael (Elected: At Large 6/99);

Present--: **DeSchepper, Edward** (Elected: Dentistry 6/99);

Present--: **DiMicco, Joseph** (Elected: At Large 6/99);

Absent---: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies) (Bloomington);

Present--: **Eckerman, Nancy** (Elected: Medicine 6/99. (Elected: At Large 6/00);

Absent--: Eickmeier, Valerie (Ex Officio: Interim Dean of Herron Art)

Present--: **Evenbeck, Scott** (Ex Officio: Dean of University College),

Absent---: Faris, James V. (Elected: At Large 6/99);

Present--: **Fineberg, Naomi** (Elected: At Large 6/99);

Present--: **Fineberg, S. Edwin** (Ex Officio: UFC Representative 6/00);

Present--: **Fisher, Mary** (Elected: At Large 6/99);

Present--: **Ford, David** (Elected: At Large 6/99);

Present--: **Froehlich, Janice** (Elected: At Large 6/00);

Present--: **Galanti, Paul** (Officer: Vice-President 6/00. Ex Officio: UFC Representative 6/99);

Alternate: Gardner, Carol (Elected: Liberal Arts 6/99) --

-----[via **Robert Aponte** (Liberal Arts)];

Present--: **Gilman, Linda** (Elected: Nursing 6/99);

Alternate: Goldblatt, Lawrence (Ex Officio: Dean of Dentistry) --

-----[via **Chris Miller** (Dentistry)];

Alternate: Greene, Roberta (Ex Officio: Dean of Social Work) --

-----[via **J.M. Kapoor** (Social Work)];

Present--: **Gregory, Richard** (Elected: Dentistry 6/00);

Present--: **Hamant, Celestine** (Elected: Allied Health Sciences 6/99);

Present--: **Harrington, Susan** (Elected: At Large 6/00);

Alternate: Holden, Robert (Ex Officio: Dean of Medicine) --

-----[via **Meredith T. Hull** (Medicine)];

Present--: **Hook, Sara Anne** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present--: **Hoyt, Dolores** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present--: **Jafari, Maymanat** (Elected: University Libraries 6/99);

Absent---: Karlson, Henry (Elected: Law 6/00);

Present--: **Keck, Juanita** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present--: **Keck, Robert** (Ex Officio: Executive Committee 6/00);

Absent---: Keffer, M. Jan (Ex Officio: UFC Representative 6/99);

Absent---: Kellum, P. Nicholas (Ex Officio: Dean of Physical Education);

Absent---: Lee, Wei-Hua (Elected: Medicine 6/00);

Absent---: Lefstein, Norman (Ex Officio: Dean of Law);

Absent---: Man, Joyce Yan-Yun (Elected: Public & Environmental Affairs 6/00);

Present--: **Mannheimer, Steven** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/00);

Notice---: Mannix, Edward (Elected: Medicine 6/99);

Present--: **Marrs, James A.** (Elected: Medicine 6/00);

Present--: **Martin, Joyce** (Elected: At Large 6/00);

Absent---: Mayfield, Jennifer A. (Elected: Medicine 6/00);

Present--: **McBride, Angela** (Ex Officio: Dean of Nursing);

Present--: **McDaniel, Anna** (Elected: At Large 6/00);

Present--: **Minick, Susan** (Elected: At Large 6/00);

Absent---: Ng, Bart (Elected: At Large 6/99);

Absent---: Olson, Byron (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Absent---: Parsons, Michael (Elected: Education 6/00);

Present--: **Pfile, Richard** (Elected: Engineering and Technology 6/00);

Alternate: Plater, William (Ex Officio: Chancellor's Administrative Designee) --

-----[via **Erwin Boschmann** (Faculty Development Office)];

Absent---: Pless, John (Elected: Medicine 6/99);

Present--: **Porter, Rebecca** (Elected Officer: President 6/00. Ex Officio: UFC Rep. 6/00);

Present--: **Powers, Gerald** (Ex Officio: Executive Committee 6/99);

Present--: **Ralston, Rick** (Elected: At Large 6/00);

Present--: **Richwine, Margaret W.** (Elected: Medicine 6/00);

Present--: **Robertson, Jean** (Elected: Herron 6/99);

Absent---: Rogers, Richard (Elected: Business 6/99);

Absent---: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);

Present--: **Rothe, Carl** (Elected: Med 6/99. Ex Off: Exec C. 6/99, & UFC Rep 6/99);

Present--: **Russell, Steven** (Elected: Liberal Arts 6/00);

Present--: **Saatkamp, Herman** (Ex Officio: Dean of Liberal Arts);

Present--: **Sawchuk, Alan P.** (Elected: Medicine 6/00);

Notice---: Schmenner, Roger W. (Ex Officio: Associate Dean of Business--Indianapolis);

Present--: **Seifert, Mark** (Elected: At Large 6/00);

Present--: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);

Present--: **Spechler, Martin** (Ex Officio: UFC Representative 6/00);

Present--: **Stocum, David** (Ex Officio: Dean of Science);

Present--: **Sutton, Susan** (Elected: At Large 6/99);

Present--: **Swartz, Darl** (Elected: At Large 6/00);

Alternate: Tompkins, Philip (Ex Officio: Director of University Libraries) --

-----[via **Dolores Hoyt** (University Libraries);

Present--: **Touponce, William** (Elected: Liberal Arts 6/00);

Present--: **Udry, Eileen** (Elected: Physical Education 6/00);

Present--: **Unverzagt, Frederick** (Elected: At Large 6/00);

Present--: **VanVoorhis, Rebecca** (Elected: At Large 6/00);

Present--: **Vermette, Rosalie** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present--: **Vessely, Jeffery** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Absent---: Wagner, Marion (Elected: Social Work 6/99. Ex Officio: UFC Representative 6/99);

Present--: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00);

Present--: **Wass, Justin L.** (Elected: Medicine 6/00);

Absent---: Watt, Jeffrey (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present--: **Webb, Dorothy** (Elected: At Large 6/99);

Present--: **Wiebke, Eric** (Elected: At Large 6/00);

Absent---: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);

Present--: **Wilkins, Harriet** (Officer: Parliamentarian 6/99. Elected: At Large 6/00);

Present--: **Yokomoto, Charles** (Elected: At Large 6/00);

Present--: **Yurtseven, H. Oner** (Ex Officio: Dean of Engineering & Technology).

II. Non-Voting Members (3):

Absent---: Koch, Mary Jane (Ex Officio: Senior Academy Representative);

Present--: **Manaloor, Jacob** (Ex Officio: Student Assembly President);

Absent---: Phillabaum, Melinda (Ex Officio: Staff Council President).

III. Guests/Visitors/Others (non-voting):

Present--: **Carlin, Paul** (Liberal Arts);

Present--: **Elmore, Garland** (Associate Vice-Chancellor for Information Technologies);

Present--: **Frisby, David** (Faculty Council Coordinator);

Present--: **Grove, Mark** (Registrar);

Alternate: Lorentz, Donald (UITS Audio Engineer: Recorder) --

-----[via **Randy Newbrough** (UITS)];

Present--: **Rooney, Patrick** (IUPU Columbus);

Present--: **Sullivan, Cheryl** (Vice-Chancellor for External Affairs);

Present--: **Williamson, Gail** (Dentistry).

Agenda Item I. Call to Order: Paul Galanti (IUPUI Faculty Vice-President)!

Brandishing Judge Galanti's gavel, Vice-President Paul Galanti (his son) called the meeting to order at 3:33 p.m., and welcomed both new and returning members to the first faculty council meeting of the 1998/99 academic year, a "productive" one it was hoped. Galanti reminded members to please identify themselves and their school

or unit before speaking, and urged everyone to please arrange for an alternate if their attendance was not possible, so that meetings would constitute a quorum. He also noted that absences are noted in the Faculty Council minutes.

Agenda Item II. Memorial Resolution for Stephen A. Heifetz, M.D., Professor, School of Medicine, for Robert B. Forney, Ph.D., Distinguished Professor, School of Medicine, and for William P. Fisher, M.D., Emeritus Professor, School of Medicine (see attachments¹⁻³) (IUPUI Circulars 98-24, 98-25, and 98-26).

Galanti called for everyone to stand and observe a moment of silence.

Agenda Item III. Approval of Minutes for May 7, 1998 (see attachment⁴).

A motion was made and seconded to approve the May 7, 1998 minutes, with two changes on page 4: "its" was replaced by "this" on line 5, and "policy would be merely intermediary" was replaced by "policy's sanctions would only be intermediate (not including dismissal)" on lines 8-9. Motion carried. After a bit of discussion, it was moved and seconded that the Minutes for January 15, February 5, and March 5 of 1998, which had been campusmailed two days earlier, and which were available at the meeting, be approved. Motion carried. The four sets of approved minutes will be posted on the new Faculty Council Homepage Website at <http://www.iupui.edu/~fcouncil>.

Agenda Item IV. Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).

Recalling a great academic year last year, Chancellor Bepko looked forward to another this year. He announced and introduced some new appointments: Kimberly Quaid (Director of the Office for Women), Susan Kahn (Director of PEW), Herman Saatkamp (Liberal Arts Dean), and Valerie Eickmeier (Interim Dean for Herron Art). The council acknowledged them with applause.

An update on the new childcare facility was given. The topic has been talked about for many years and updates were given at every FC meeting last academic year. Progress has been slow this year due to bureaucratic complexity, and the administration remained embarrassed at the delay. An architect has been hired, the preliminary design is finished, bids will soon go out, and construction will begin during the spring of 1999 (it is hoped). One problem that slowed things up was that the architect concluded the originally designated land was not big enough.

Second, Bepko reported on academic reviews. Lillian Charleston's is finished. Copies of the summary of the report were distributed. Four others remain pending: Norman Lefstein (chaired by Jeffrey Grove), Mark Grove (chaired by Nasser Paydar), Angela McBride (chaired by David Stocum), and Trudy Banta (chaired by Lawrence Goldblatt). All are to be finished early in the spring term. With that, reviews will be up to date, so a year will be skipped.

Third, regarding 18/20 issues, monies are paid from the general fund and not an endowed fund. It will be necessary to allocate more and more money until it peaks about the year 2011. By 2015 eligible participants will be gone for the most part and then IU will experience a windfall of money. The committee formed under IU Vice-President Judith Palmer proposes three alternatives: 1) lower benefits for retirement plans for future new employees from 14-15% to 10%; 2) encourage people to not retire but work through the final five years with a 20% pay increase; or 3) tax academic units at 20% and hire new people at 80%. A possible fourth alternative

would be to borrow the money from ourselves and pay it back out of future income, and hope that we won't have a problem paying then.

Spechler suggested another approach which would avoid double-dipping from State funds, which is forbidden under 18/20. It would require legal ingenuity to pass Federal scrutiny. Faculty who retire early could continue using University facilities to carry out their grant research, but the overheads would be channeled through an independent, non-for-profit entity to the University as rent.

Bepko suggested the proposal be studied. It might possibly produce money. It is also possible that IU will need to orchestrate several strategies so as not to endanger academic programs.

Warfel mentioned another possibility: offering money as an incentive for 18-20 faculty to leave even earlier.

Bepko concluded this section on the note that we'll be hearing more on this.

Bepko then moved to the news that there were gifts to the campus of \$28 million during 1997/98, a 50% increase. This shows a new level of private support. Also research income for 1997/98 was up to more than \$135 million. He reported reading from the on-line version of the Chronicle for Higher Education that health funding is going to be increased 14% over one year, which amounts to a \$2 billion increase, or a 100% increase over several years. Also, July of 1998 was the best month for grants ever with \$31 million. If we extrapolate from that one month to the year we see IUPUI approaching the level of Johns Hopkins University.

Also, enrollments are up to record levels with 27,821 heads and 375,000+ credit hours (up nearly 3%). Parking is even more difficult than usual but it will settle out. There are more people attending full-time (52%) and one-half of all new people are freshmen between 18-20 (up 9%). The average age for an IUPUI student is now 27. The number enrolled as non-degree graduate students is up. Ethnic groups are up (except American Indian). The biggest jump is foreign students at 637 (or 12.3%). Minority students account for 14% with the African-American percentage rising from 9.9 to 10.1. Our goals for minority enrollment are being reached.

Finally, IU President Myles Brand will be returning to IUPUI for his State of the University speech this year (September 8 at 2:30 in the Conference Center Auditorium). Topics will include distributed or distance education, general education, and tenure.

Along with a speech by Secretary of Education Riley, on October 2 at 11 am, University College will be dedicated. This will be the first time a Secretary of Education has spoken at IUPUI.

Last, but not best, seeing the envy in the eyes of the members at the sight of the Jaguar T-shirts worn by those at the front, the Chancellor called upon Vice-Chancellor Cheryl Sullivan to distribute to everyone a Jaguar T-shirt.

Agenda Item V. President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary).

Commenting on the oddness of now being at the end of the table instead of the middle, President Porter wondered aloud at what would come next in this new tradition of IUPUI Starship T-shirts, University College Caps, and now Jaguar T-shirts. Bepko wondered aloud that the same explanation regarding childcare would

recur. She also reported on several other items.

The changes to the Constitution approved last May at the FC were approved by the faculty body over the summer and are now in effect.

She outlined a long list of business items to accomplish during the 1998/99 academic year, a list that will be finalized in meetings of the Executive Committee with the Standing Committee Chairs (Sep 10) and then with the Faculty Governance Leaders (Sep 16).

Regarding the UFC this year, nontenure-track faculty will be considered as to defining the problem, long term contracts, salary issues, and appointments and dismissals. Since both IUB and IUPUI last year passed post-tenure review policies, the UFC will need to consider whether a common set of principles will be necessary, and whether there are any inconsistencies between the two. The reappointment policies in the IU Academic Handbook (page 59, item 4d, and page 60, item 4h) will need to be interpreted as to intent. When the UFC Agenda Committee met with the UFC Co-Chairs (Aug 25), a discrepancy regarding Promotion and Tenure was noticed among the campuses, an inconsistent practice involving the notification of individuals of decisions at each level as the dossier progresses. Last, discussion of and action on items related to distance learning and distributed education will continue.

At the University Level, there will be coming discussions on the ongoing evolution of the 18/20 Task Force, and on the President's Committee on Scholarly Communication, a committee convened by President Brand to resolve the problem of too many journals to acquire at too high a cost.

The policy on IUPUI Faculty/Librarian Review and Enhancement (approved FC980507) will need to be implemented, and it will be necessary for schools to define certain terms like "chronic unproductivity."

The Faculty Affairs Committee will work at the development of a Policy on Transfer, Merger, Elimination, and Discontinuance of Programs.

Due to the adoption of the IU Athletics Policy last year, changes will need to be implemented. A new committee structure has been put in place. Our old Athletic Affairs Standing Committee and the old Chancellor's Athletics Advisory Committee have been merged into a joint academic/administrative committee, the IUPUI Athletics Committee, and it has drafted guidelines.

The Honors Program Proposal will host a Town Hall meeting on Thursday, September 10, at 3:30 in the University Library Auditorium. They hope to upgrade and revise the proposal so as to make it shine.

The reorganization of the campus interrelations and student affairs offices will continue.

TERA will need to be reviewed during the spring semester and input will be requested.

President Porter completed her report with the expectation of a busy year but also with the hope that faculty governance will remain an efficient way of facilitating discussion and moving to effect resolution.

Agenda Item VI. Sexual Harassment Leadership Orientation Program: Gail Williamson (Chair of the Sexual Harassment Working Group for the Commission on Women) [INFORMATION ITEM].

Gail Williamson shared some information with the council regarding their program on sexual harassment leadership. Invitations for the program were sent from the Commission on Women to all deans, directors, and chairs. Their goal is to increase a wareness of sexual harassment and how to handle such issues in a university setting. The program is presented jointly by the commission, Human Resources Administration, and the Affirmative Action Office. Anyone wanting to schedule the program should conta ct Betty Wolf at 278-3600. Brochures were distributed. The work will continue next with staff and then students, having now completed administration and faculty. They look forward to organizing a program at other schools and to solving problems.

Agenda Item VII. [1 of 2]"OnCourse" Presentation: Garland Elmore [INFORMATION ITEM].

First, using overheads, and distributing a booklet, "Information Technology Strategic Plan: Architecture for the 21st Century (May 1998)," IU Associate Vice-President and IUPUI Information Technology Dean Garland Elmore presented an overview of the university wide effort to implement a s strategic plan five years into the future, a plan whose primary goal is to advance the university's mission. The plan lists 68 action items, not all of which can be funded, meaning hard decisions will be necessary. He invited the council members to read th e plan and send comments or questions to himself or Michael McRobbie (IU Vice-President for Information Technology), and closed saying he would be delighted to come back for a discussion.

Last, Elmore introduced OnCourse, a possible university wide canopy for distributed learning. It's goal is to make web authoring simple and intuitive using simple word processing skills with no coding necessary. It is not a commercial competitive produ ct. Faculty and students will be able to set profiles which will determine what appears when they log in. Pictures of students could be available to the professor before the first class. It is an evolving application and is not intended to compete with othe r web authoring tools. He distributed a guide which listed the URL (<http://oncourse.iupui.edu/>). A tutorial program is included. He requested comments or thoughts on its potential be sent to him (elmore@iupui.edu), invited everyone to visit the WebLab (ET 015A), or to stop by at the reception (following this meeting) for a demonstration.

Responding to a comment from J.Keck, Elmore described OnCourse as providing an online context for teaching. One can use the built in web authoring program or their own. The great advantage is that it offers one uniform front end.

Agenda Item VII [2 of 2]"Salary Equity Study update," Paul Carlin [INFORMATION ITEM].

Paul Carlin reported that he had given the council updates in September of 1997 and May of 1998, but that his updates are not to be compared with those concerning childcare. [laughter] The final report will be ready in a couple of weeks. No basic c hanges have occurred since his May 1998 report. The study is entering its remediation phase where statistical models are used to predict salaries for a particular faculty member within a particular confidence level band. One conclu sion is that there is a significant gap between male and female but not between minorities and non-minorities.

Warfel reminded the council that this was the first phase and did not include the Medical School, and asked the Chancellor if the university is committed to another study that will include it.

Chancellor Bepko responded that it is an open question. Probably not, but there is a plan to study all employees, with professional staff next, and then clerical staff. He pointed out that deans and executives at the administrative level were also not included in the study. He stated that it is necessary to be very careful with the Medical School at this time due to Clarian, and that it would be wise to leave the Medical School faculty alone for now.

Warfel rejoined that they are university faculty and that fairness is necessary.

In response to Rothe's question about other faculty categories, Carlin stated that scientists, lecturers, and librarians were included in the study.

Agenda Item VIII. Presentation of Slate for Election in October to Promotion and Tenure Committee: Karen West (Chair of Nominating Committee) [INFORMATION ITEM].

It was realized after the agenda was distributed that this need not happen until September of 1999.

Agenda Items IX. Question / Answer Period.

Spechler spoke of a document on the objectives of the campus, a document that was used to select SDI (Strategic Directives Initiative) proposals for funding, and asked when the council would be given the opportunity to see it.

Porter responded that it will be coming before the Planning Committee and that she will announce when at the next meeting.

Bepko responded that all such documents have been distributed and comments solicited. The administration does not have anything the council has not been privy to. After a bit more discussion, he then closed by also introducing Rebecca VanVoorhis in her new role as the Assistant Director to the Office for Women.

Agenda Items X-XII. Unfinished Business, New Business, & Adjournment.

Seeing there was no unfinished or new business, Vice-President Galanti adjourned the meeting at 5:00 and directed the group to a reception held at the School of Dentistry Cafeteria.

Attachments: Agenda for September 3, 1998 Faculty Council Meeting.

[Minutes prepared by Faculty Council Coordinator, David Frisby,

UN 403, 274-2215(Fax 274-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]

[Attachment for FC980903 Minutes]

Indiana University Purdue University Indianapolis

Faculty Council Meeting: Thursday, September 3, 1998

Dental School Building, Room S115 (DS 115): 3:30 - 5:30 p.m.

A G E N D A

I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!

II. Memorial Resolution for **Stephen A. Heifetz**, M.D., Professor, School of Medicine, for **Robert B. Forney**, Ph.D., Distinguished Professor, School of Medicine, and for **William P. Fisher**, M.D., Emeritus Professor, School of Medicine (see attachments¹⁻³) (IUPUI Circulars 98-24, 98-25, and 98-26).

III. Approval of Minutes for May 7, 1998 (see attachment⁴).

IV. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).

V. President's Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary).

VI. Sexual Harassment Leadership Orientation Program: **Gail Williamson** (Chair of the Sexual Harassment Working Group for the Commission on Women) [INFORMATION ITEM].

VII. "OnCourse" Presentation: **Garland Elmore** [INFORMATION ITEM].

VII. "Salary Equity Study update," **Paul Carlin** [INFORMATION ITEM].

VIII. Presentation of Slate for Election in October to Promotion and Tenure Committee: **Karen West** (Chair of Nominating Committee) [INFORMATION ITEM].

IX. Question / Answer Period.

X. Unfinished Business?

XI. New Business?

XII. Adjournment.

Immediately following the Faculty Council Meeting the annual reception for Faculty members will be held. Location of this reception will be announced at the meeting.

***Attachments:**

¹(IUPUI Circular 98-24) Memorial Resolution for Stephen A. Heifetz;

²(IUPUI Circular 98-25) Memorial Resolution for Robert B. Forney;

³(IUPUI Circular 98-26) Memorial Resolution for William P. Fisher;

⁴Unapproved FC Minutes for May 7, 1998 (synoptic);

⁵Lists of Members and Meetings for 1998/99.

Next Faculty Council Meeting: October 1, 1998!

[Agenda Prepared by Faculty Council Coordinator, David Frisby,

UN 403, 317-274-2215 (fax 4-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]

FC981001 MINUTES:

APPROVED FC981105.

Indiana University Purdue University Indianapolis

Faculty Council Minutes: October 1, 1998

Dental School Building, Room 115: 3:30 - 5:30 p.m.

Attendance Record and Original Agenda follow Adjournment as Attachments.

Agenda Item I. Call to Order: Paul Galanti (IUPUI Faculty Vice-President)!

Vice-President Galanti called the meeting to order at 3:32 pm.

Agenda Item II. Approval of Minutes for September 3, 1998 (see attachment¹); sent via email and posted on the web (<http://www.iupui.edu/~fcouncil/minutes/fc980903html.htm>).

Chancellor Bepko moved and Vessely seconded that the minutes be approved with the mentioned changes. Motion carried.

Agenda Item III. Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).

Chancellor Bepko began his report commenting on two capital projects: childcare and housing. Both are moving forward at a faster pace. He called upon Vice-Chancellor Martin for a childcare and housing report.

Martin had talked to the architect's office that day, a location has been decided (south of the graduate townhouses between Lansing and Limestone streets), and the building has been downsized a bit. There will be a kickoff meeting October 2, then the schematic design will go to the Board of Trustees December 4. The Trustees will submit the document for bids in May, and then there will come the normal state approvals, like the Commission for Higher Education, with construction beginning before the end of 1999. With regard to housing, the RFP process itself, including the use of construction firms, is being looked at with an eye to efficiency because the project has moved back to the private sector again. A design group should be selected by the first of November. Only two or three firms are really in the running.

Bepko added that it may be necessary to raise some private money for these, and that there is hope that the IUPUI campaign will generate some help. He suggested that the Executive Committee request a report on the campaign for dissemination to the Faculty Council. Preparation for the campaign is speeding up, some of the staffing is in place, the budget is set, the President's Office and the IU Foundation will help defray some of the costs to conduct the campaign, leading up to December of 1998 where the goals will be set. Throughout 1999 the campaign will work on the private sector and then publicly announce its goals in 2001 and raise funds through

2005. Expectations are that the goals will be high but the community will be supportive.

Bepko mentioned the faculty component of the salary equity study was now at the school level, and reminded FC members that any faculty member can ask for a review.

The athletic program is off to a good start. Those who missed out on an IUPUI Jaguars t-shirt last meeting can look forward to another batch distributed at some future meeting -- so don't miss a meeting. They're also available at the bookstores. The Jaguars (IUPUI basketball team) will be on the road at Georgetown University for their first game this season, and then at Houston where the media will likely play up the rivalry between IUPUI coach Ron Hunter and Houston coach Clyde Drexler. On December 7 the Jaguars will be nationally broadcast on LeSea Broadcasting (local affiliate WHMB-40) when they play Missouri at Kansas City (this marking a first in IUPUI's history).

In some ways, the attention of the country, or at least urban campuses across the country, will be on Indianapolis tomorrow (10-2) when University College is dedicated. Secretary of Education Richard Riley will become the first recipient of the Urban University Medal. Robing will take place at 10:15 am, the dedication at 11:00, and a reception will follow at several University College locations. Dean Evenbeck has received a national award at South Carolina for Freshman Advocacy, and University College has received two Department of Education grants for Upward Bound and for support initiatives for first generation students. There's also been the PEW grant for achievement strategies, a Lilly grant for retention, and an SDC grant for the Threshold Course.

Agenda Item IV. President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary).

Consistent with the constitutional changes approved over the summer, the council welcomes the addition to its membership of Ann Lowenkron, an elected but non-voting representative of University College, as well as another member soon to come out of IUPUI Columbus.

The Executive Committee had a productive meeting with the Faculty Governance Leaders and hopes to set another one for the beginning of the spring semester so as to continue to foster contact between and work with the campus faculty governance entity and the faculty governance entities of the schools.

Porter attended the last meeting of the IU Board of Trustees. They are interested in learning more about non-tenure track faculty policies, and hope that discussion will continue regarding university-wide guidelines for post-tenure review that are consistent with campus policies (guidelines we expect will already be consistent with ours).

The UFC will meet October 13 at IUB and discuss the same agenda items on our agenda today (18-20 and the UITS strategic plan). If they bring 18-20 discussions to a conclusion, President Brand expects it will appear on the agenda for the Trustees meeting October 30. The UFC Agenda Committee will probably recommend that the Trustees adopt a motion committing them to review these 18-20 policies when a financial surplus occurs. Most of the UFC standing committees will be meeting after the October 13 UFC meeting at IUB.

Our IUPUI Faculty Council Standing Committees are now in full swing. Faculty Affairs has generated the principles underlying our Enhancement and Review Policy, in preparation for the UFC level discussion, the Fringe Benefits and Technology committees have been active in relationship to today's discussions, and Student

Affairs is participating in conversations relating to the new configuration for Student Life services, and is considering a disruptive student policy (some loud noise from the kids in the hall outside the room at this time generated considerable amusement).

Lastly, the AAUP (American Association of University Professors) will be meeting on the IUPUI campus October 23-24. President Myles Brand will be there to receive the Defense of Academic Principles Award for his defense of tenure (for example see his State of the University address). Jim Richardson, the national president of AAUP, will lead a session on post-tenure review. Registration information was distributed. One need not be a member to attend. Past Faculty President Bill Schneider is the contact person on campus.

Agenda Item V. "The Final Report: 18-20 Financing Committee: Submitted September 1998" (campusmailed to Faculty Council Members) -- Bart Ng (Fringe Benefits Committee Chair) [INFORMATION ITEM].

Galanti set aside about 40 minutes for this item and the next, with 10 minutes for questions. The Fringe Benefits Committee chaired by Bart Ng met yesterday to discuss 18-20, but Ng couldn't be here today so Vessely will stand in for him. Richard Heinz from IUB, who along with Ng co-chairs the UFC fringe benefits committee (Compensation Committee), and who was one of the writers of the report, was also introduced, as was Dan Reeves who directs the IU Benefits Program, Judith Palmer who chaired the committee, and Robert Keck who was a committee member.

Heinz presented an overview. Brand's charge to the committee was to study how to finance 18-20 without changing the plan. Between 1998 and 2031 \$2.4 billion will be needed to finance the plan (IUSERP and 18-20). Assuming 5% growth per year, there will be a \$642 million shortfall between 1999 and 2021, and he presented three proposals to cover the shortfall. The first cuts benefits for new employees (hired after 7-1-99) down to 10% (from 12% for faculty and 11.25% for senior professional staff) and allows no early retirement. Saved resources would be reallocated to pay the 18-20 retirees. The figure of 10% was considered because that is the average of the big 10 universities. The second proposal would involve the selection of highly productive faculty to offer an incentive (\$5000) to stay on, instead of receiving their 18-20 benefit for 1-5 years. The proposal assumed that only 40% of the eligible faculty would be selected and that only 80% of those would choose to take the incentive. The third proposal would have departments reallocate from their base budgets 20% of the benefit for each retiree from their department as long as necessary. An internal financing plan was also mentioned where IU would borrow up to \$24 million from its own reserves. With the base budget growth of 5%, the three proposals, and the borrowing of \$24 million, the problem will be solved by 2014.

Vessely stated the IUPUI Faculty Council Fringe Benefits Committee had come up with several questions for Heinz and Reeves and the committee. Why was only the worst case scenario presented? Why assume 5% growth for salaries? What will be the impact on recruitment? Will IRS let us consider other scenarios? How will the 20% budget reallocations affect schools who have clinical practices? Why is the surplus number based on 2021 different than the one based on 2031? Why use value as a percent of base pay when base pays differ so much (page 10)?

Spechler had an objection but first raised the question of the possible impact on retirement of the legislation passed by Congress yesterday. Reeves's response touched on the IRS and Brand's original charge, but concluded probably no effect. Spechler then outlined two defects in the plan, one technical and one involved a principle.

The technical defect is that the 20% reallocation may be a matter of double-counting. Vice-President Judith Palmer responded to this point. The other point, based in principle, involved who would select the "most productive" with the implication that the ability to make this offer might increase the power of the Deans. Regardless, it will create dissension, and it might be, legally, discrimination. Heinz responded that hard decisions have to be made by Deans, for example at tenure time, and that 40% is no limit, in fact the more the merrier.

Burr asked how the figures of 40% and 80% were arrived at and Heinz said they were guesses on his part, but that the plan would have to be monitored and reviewed each year.

Fisher asked if there was any assessment of what the impact on the academic programs will be and presented a special case with Nursing. Heinz responded that special cases will need to be assessed separately, and Palmer added that some departments will have to have their campus balance things out.

Yokomoto found it interesting but uncomfortable that while on the one hand we are working hard to keep some faculty, on the other we are working hard to get rid of some of them.

Chancellor Bepko began to bring the discussion to a conclusion saying the Trustees will be dealing with this in December of 1998 and may adopt it. Since it will likely be given that new hires will be receiving less benefits, then new possible appointees should be made aware of that possibility if they begin after the first of the year.

IU Vice-President Palmer added that whether the Trustees get it will depend on what the UFC does with it this month (October). But also, that if one is hired on June 30, 1999 or before, the older and better benefits will apply.

R. Keck added the comment that tuition must not be jeopardized by utilizing institutional reserves.

President Porter volunteered to forward any further comments to the IUPUI representatives on the UFC, or to the UFC membership itself, if they are sent to her at rporter@iupui.edu

Heinz and Reeves added that they expect to see more of what they saw today at the next UFC meeting.

Vice-President Galanti asked whether the committee who constructed this document will also be examining it each year. Palmer replied that that is not determined yet, but that President Brand and the Trustees will put something in place.

Agenda Item VI. "The UITs Strategic Plan" -- Garland Elmore (IU Associate Vice-President and IUPUI Information Technology Dean) [INFORMATION ITEM].

Elmore began saying this would for the most part be a chance to ask questions, but that he first wanted to distribute two handouts and speak a bit about them using the overhead. The first was a series of overhead images he would have used if he were simply going to talk, and the other was a distillation of appendix D from the UITs Strategic Plan (copies of which were again available). His main purpose today was to attempt to lead the council into a recognition of the priorities involved. This is the first comprehensive IU plan and stretches into 2003. There are 10 recommendations and 68 action items. The overall goal of the plan is to advance IU's leadership using information technology as a tool, along with other things. About 50 meetings are now planned. The three

major themes will be the potential of information technology, the focus on access, and life cycle funding. Elmore elaborated each of the 10 recommendations and pointed out the priority given to the development of SIS (Student Information System). For example, he highlighted the fact that IUPUI is not only the IU hub, but with Internet2 is a national hub, and with TRANSPAC is an international hub, all in all making IU the lead institution. The plan calls for students to be given basic service, leaving the schools to provide advanced service. There is a consensus that archiving for the long term is important, but not on how to do it. One of the biggest challenges will be how to both provide access and protect privacy. He requested that comments, especially as to what is important in the plan, be emailed to ITPLAN@indiana.edu or to himself at elmore@iupui.edu or to Carl Rothe at crothe@iupui.edu. The \$20 million to support the plan will bring \$60 million to the university.

J.Keck, speaking for the Nursing faculty, faulted the plan for assuming that workloads will become less. Elmore replied incentives might be necessary to meet the objectives of the plan. He noted that some of the technologists of the committee debated on what should be left to the schools. J.Keck said she would send him her written comments.

Mannheimer questioned how to set guidelines for a long term policy regarding the transferring of credit for courses that overlap schools, and added that this is an example of how technology is going to crumble previously sacrosanct traditions. More immediately, his colleagues at Herron feel this is not evolution but a revolution and they wonder what priorities will prevent some schools being left in the dust. He also generated some discussion by pointing to a "point well taken" regarding academic incentives on page 2.

Chernoff expressed a concern of her department (biology) that the efforts to advance computer technology will leave other technologies (like the simple microscope) in the dust. She highlighted action point #6 as an example of the danger wherein training of students takes a back seat to an emphasis on webpage construction. Elmore responded that the plan is indeed focused on information technology (which includes but expands beyond computer technology), but that he'd make a note of it and has no better response at this time.

Tompkins, University Librarian, asked that the highest priority be given to the allocation of funding for life-cycle replacement of hardware and software supporting IUPUI publicly accessible computer clusters, found in the University Library, the libraries of the Professional Schools, and the student technology centers across the campus. Although the first action item of the strategic plan, it relates to six others. He made a plea for serious priority to be given to meeting student needs in this regard.

Harrington (Liberal Arts) pointed out that part-time faculty need training and support.

Roberts (Herron) voiced a concern that the new be assumed as better than the old, for example, in slide technology. Elmore responded there was no intent to assume improvement in quality, only to recognize the inevitable with regard to access.

Spechler pointed out that this campus has had lots of soft money for computer technology but not hard money, money put in the hands of those who are enthusiastic like Garland Elmore, which is okay, but who have also been the ones to evaluate the results, which is not okay. Assuming computer-based instruction is the way to go may be a mistake. Elmore replied that no one in the information technology world would disagree with him on that and pointed out that the Center for Teacher and Learning could potentially catapult us into the heights, so he agreed with Spechler, but he also pointed out that computer technology is only part of instructional technology (which

still doesn't include microscopes though).

Wilkins commented on Spechler's point by pointing out that a plan to assess the technology plan is not part of the plan, or at least is not on paper. Elmore responded that his office plans to focus on usability and acceptance, not on learning outcomes. In response to Spechler's rejoinder to therefore let education do it, Elmore referred the council members to the IUB website for finance which can actually show the per unit cost, and that's just a start.

Chancellor Bepko suggested to Elmore that it might be a good idea to assess the plan for purposes of talking to state government, for example, being able to supply a clear concrete answer to the question of what was the value of the funds for the last 2-4 years regarding so and so. Elmore mentioned Trudy Banta's effort regarding the question of what is actually happening with the students.

J. Keck said the comments on University Library reminded her of the question of priorities with regard to adequate teaching resources, and asked Elmore if the priorities would be cross-referenced, to which Elmore responded affirmatively, after they cost them out.

Porter asked who would determine the allocation of monies across IU, and how and when? Elmore requested that Chancellor Bepko jump in and help if needed, and then answered that the timeline will be determined fairly quickly, by the first of December (1998), and then compiled and synthesized and sent to McRobbie, and from there to President Brand, who will analyze and review it and then release some one-time monies for December and January. Base funding for staffing will likely be known by January or February but we may have to wait for the legislature for the long-term base. Chancellor Bepko added that along with President Brand, it will also go through the Trustees.

Agenda Item VII. Question / Answer Period.

In response to Baldwin's question as to why IUB will be receiving more monies than IUPUI, given that IUPUI has more need, Elmore responded that IUB is better funded.

Elmore added that funding modern pools is a black hole, and the only question is "when" we must begin to ration them. A hard decision will have to be made to limit their use or set a limit beyond which one must pay.

Chancellor Bepko gave a response to Burr's question as to why students must pay about \$50 to use athletic facilities between semesters, but only \$14 during semesters. He first noted that Vessely, Dean of Students, had somehow managed to slip out, and then indicated that he did not know the answer but promised to find out. He did however also point out that paying the costs for the upkeep of the facilities has been a problem, that students already get a reduced rate, and that the campus does not plan to reallocate any money from academic programs, so maybe that's why.

Agenda Items VIII-X. Unfinished Business, New Business, & Adjournment.

Seeing there was no unfinished or new business, Vice-President Galanti adjourned the meeting at .

Noting that the time was fast approaching closing time, Vice-President Galanti called for unfinished or new

business, and since there was none, adjourned the meeting at 5:26.

Attachments:

Attendance Record for October 1, 1998 Faculty Council Meeting;

Agenda for October 1, 1998 Faculty Council Meeting.

[Minutes prepared by Faculty Council Coordinator, David Frisby,

UN 403, 274-2215(Fax 274-2970), fcouncil@iupui.edu : [http ://www.iupui.edu/~fcouncil](http://www.iupui.edu/~fcouncil)]

[Attachment for FC981001 Minutes]

Attendance Record for FC981001.

I. Voting Members (106):

Absent---: Allen, Stephen (Elected: Medicine 6/99);

Present--: **Atkinson, Simon** (Elected: Medicine 6/99);

Absent---: Bailey, Darrell (Ex Officio: Director of Music)

Present--: **Baldwin, James** (Elected: At Large 6/99);

Absent---: Banta, Trudy (Elected: At Large 6/99. Ex Officio: Chancellor's Admin. designee);

Present--: **Belcher, Anne** (Elected: Nursing 6/99);

Present--: **Bepko, Gerald** (Ex Officio: Officer: Chancellor of IUPUI.);

Present--: **Besch, Henry** (Ex Officio: UFC Representative 6/00);

Absent---: Bippen, Paul (Ex Officio: Dean of IUPU Columbus);

Absent---: Bjork, Ulf Jonas (Elected: Journalism 6/99);

Present--: **Blix, Susanne** (Elected: Medicine 6/00);

Absent---: Broadie, Thomas (Ex Officio: UFC Representative 6/99);

Absent---: Brothers, Linda (Elected: At Large 6/99);

Absent---: Brown, Trevor (Ex Officio: Dean of Journalism);

Present--: **Burr, David** (Elected: At Large 6/99);

Absent---: Canty-Mitchell, Janie (Elected: At Large 6/99);

Present---:**Carr, Lucinda G.** (Elected: Medicine 6/00)

Present--: **Chernoff, Ellen** (Elected: Science 6/99);

Present--: **Chin, Ray** (Elected: Science 6/00);

Absent---: Cobb, Karen (Ex Officio: UFC Representative 6/99);

Absent---: Cronin, Blaise (Ex Officio: Dean of Library & Information Science) (Bloomington);

Present--: **Crowell, Dring** (Elected: Science 6/99);

Present--: **Dalsing, Michael** (Elected: At Large 6/99);

Absent---: DeSchepper, Edward (Elected: Dentistry 6/99);

Absent---: DiMicco, Joseph (Elected: At Large 6/99);

Absent---: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies) (Bloomington);

Present--: **Eckerman, Nancy** (Elected: Medicine 6/99. (Elected: At Large 6/00);

Absent--: Eickmeier, Valerie (Ex Officio: Interim Dean of Herron Art)

Present--: **Evenbeck, Scott** (Ex Officio: Dean of University College),

Absent---: Faris, James V. (Elected: At Large 6/99);

Present--: **Fineberg, Naomi** (Elected: At Large 6/99);

Absent---: Fineberg, S. Edwin (Ex Officio: UFC Representative 6/00);

Present--: **Fisher, Mary** (Elected: At Large 6/99);

Present--: **Ford, David** (Elected: At Large 6/99);

Present--: **Froehlich, Janice** (Elected: At Large 6/00);

Present--: **Galanti, Paul** (Officer: Vice-President 6/00. Ex Officio: UFC Representative 6/99);

Alternate: Gardner, Carol (Elected: Liberal Arts 6/99) --

-----[via **William Gronfein** (Liberal Arts)];

Present--: **Gilman, Linda** (Elected: Nursing 6/99);

Alternate: Goldblatt, Lawrence (Ex Officio: Dean of Dentistry) --

-----[via **Donald R. Tharp** (Dentistry)];

Alternate: Greene, Roberta (Ex Officio: Dean of Social Work) --

-----[via **J.M. Kapoor** (Social Work)];

Present--: **Gregory, Richard** (Elected: Dentistry 6/00);

Present--: **Hamant, Celestine** (Elected: Allied Health Sciences 6/99);

Present--: **Harrington, Susan Marie** (Elected: At Large 6/00);

Absent---: Holden, Robert (Ex Officio: Dean of Medicine);

Present--: **Hook, Sara Anne** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present--: **Hoyt, Dolores J.** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present--: **Jafari, Maymanat** (Elected: University Libraries 6/99);

Absent---: Karlson, Henry (Elected: Law 6/00);

Present--: **Keck, Juanita** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present--: **Keck, Robert** (Ex Officio: Executive Committee 6/00);

Present--: **Keffer, M. Jan** (Ex Officio: UFC Representative 6/99);

Present--: **Kellum, P. Nicholas** (Ex Officio: Dean of Physical Education);

Present--: **Lee, Wei-Hua** (Elected: Medicine 6/00);

Absent---: Lefstein, Norman (Ex Officio: Dean of Law);

Absent---: Man, Joyce Yan-Yun (Elected: Public & Environmental Affairs 6/00);

Present--: **Mannheimer, Steven** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/00);

Present--: **Mannix, Edward** (Elected: Medicine 6/99);

Present--: **Marrs, James A.** (Elected: Medicine 6/00);

Present--: **Martin, Joyce** (Elected: Medicine 6/00);

Absent---: Mayfield, Jennifer A. (Elected: Medicine 6/00);

Present--: **McBride, Angela** (Ex Officio: Dean of Nursing);

Present--: **McDaniel, Anna** (Elected: At Large 6/00);

Absent---: Minick, Susan (Elected: At Large 6/00);

Absent---: Ng, Bart (Elected: At Large 6/99);

Present--- **Olson, Byron** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Absent---: Parsons, Michael (Elected: Education 6/00);

Present--: **Pfile, Richard** (Elected: Engineering and Technology 6/00);

Notice---: Plater, William (Ex Officio: Chancellor's Administrative Designee);

Present--: **Pless, John** (Elected: Medicine 6/99);

Present--: **Porter, Rebecca** (Elected Officer: President 6/00. Ex Officio: UFC Rep. 6/00);

Absent---: Powers, Gerald (Ex Officio: Executive Committee 6/99);

Present--: **Ralston, Rick** (Elected: At Large 6/00);

Present--: **Richwine, Margaret W.** (Elected: Medicine 6/00);

Present--: **Robertson, Jean** (Elected: Herron 6/99);

Absent---: Rogers, Richard (Elected: Business 6/99);

Absent---: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);

Present--: **Rothe, Carl** (Elected: Med 6/99. Ex Off: Exec C. 6/99, & UFC Rep 6/99);

Present--: **Russell, Steven** (Elected: Liberal Arts 6/00);

Present--: **Saatkamp, Herman** (Ex Officio: Dean of Liberal Arts);

Absent---: Sawchuk, Alan P. (Elected: Medicine 6/00);

Present--: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis);

Absent---: Seifert, Mark (Elected: At Large 6/00);

Present--: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);

Present--: **Spechler, Martin** (Ex Officio: UFC Representative 6/00);

Absent---: Stocum, David (Ex Officio: Dean of Science);

Present--: **Sutton, Susan** (Elected: At Large 6/99);

Present--: **Swartz, Darl** (Elected: At Large 6/00);

Present--: **Tompkins, Philip** (Ex Officio: Director of University Libraries);

Absent---: Touponce, William (Elected: Liberal Arts 6/00);

Present--: **Udry, Eileen** (Elected: Physical Education 6/00);

Present--: **Unverzagt, Frederick** (Elected: At Large 6/00);

Present--: **VanVoorhis, Rebecca** (Elected: At Large 6/00);

Present--: **Vermette, Rosalie** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present--: **Vessely, Jeffery** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Present--: **Wagner, Marion** (Elected: Social Work 6/99. Ex Officio: UFC Representative 6/99);

Present--: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00);

Present--: **Wass, Justin L.** (Elected: Medicine 6/00);

Absent---: Watt, Jeffrey (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present--: **Webb, Dorothy** (Elected: At Large 6/99);

Absent---: Wiebke, Eric (Elected: At Large 6/00);

Absent---: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);

Present--: **Wilkins, Harriet** (Officer: Parliamentarian 6/99. Elected: At Large 6/00);

Present--: **Yokomoto, Charles** (Elected: At Large 6/00);

Absent---: Yurtseven, H. Oner (Ex Officio: Dean of Engineering & Technology).

II. Non-Voting Members (3):

Absent---: Koch, Mary Jane (Ex Officio: Senior Academy Representative);

Present--: **Lowenkron, Ann** (Elected: University College 6/00);

Absent---: Manaloor, Jacob (Ex Officio: Student Assembly President);

Absent---: Phillabaum, Melinda (Ex Officio: Staff Council President).

III. Guests/Visitors/Others (non-voting):

Present--: **Elmore, Garland** (IU Associate Vice-President and IUPUI Information Technology Dean);

Present--: **Frisby, David** (Faculty Council Coordinator);

Present--: **Heinz, Richard** (UFC Fringe Benefits Committee IUB Co-Chair)

Present--: **Lorentz, Donald** (UITs Audio Engineer: Recorder);

Present--: **MacKinnon, Joyce** (Allied Health Sciences);

Present--: **Martin, Robert** (Vice-Chancellor for Administration and Finance);

Present--: **McLaughlin, Lee** (Office of Vice-President for Information Technology);

Present--: **Miller, Hank** (Human Resources Administration);

Present--: **Palmer, Judith G.** (IU Vice-President and Chief Financial Officer);

Present--: **Reeves, Dan** (Indiana University Director of Benefits Program).

[Attachment for FC981001 Minutes]

Indiana University Purdue University Indianapolis

Faculty Council Meeting: Thursday, October 1, 1998

Dental School Building, Room S115 (DS 115): 3:30 - 5:30 p.m.

A G E N D A

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Approval of Minutes for September 3, 1998 (**see attachment¹**); sent via email and posted on the web (<http://www.iupui.edu/~fcouncil/minutes/fc980903html.htm>).
- III. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- IV. President's Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary).
- V. "The Final Report: 18-20 Financing Committee: Submitted September 1998" (campusmailed to Faculty Council Members) -- **Bart Ng** (Fringe Benefits Committee Chair) [INFORMATION ITEM].
- VI. "The UITS Strategic Plan" -- **Garland Elmore** (IUPUI Associate Vice-Chancellor for Information Technologies) [INFORMATION ITEM].
- VII. Question / Answer Period.
- VIII. Unfinished Business?
- IX. New Business?
- X. Adjournment.

***Attachment:** [not included as part of FC981001 minutes]

¹Unapproved FC Minutes for September 3, 1998 (synoptic).

Next Faculty Council Meeting: November 5, 1998!

[Agenda Prepared by Faculty Council Coordinator, David Frisby,
UN 403, 317-274-2215 (fax 4-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]

FC981105 MINUTES:
APPROVED FC981203.

Indiana University Purdue University Indianapolis

Faculty Council Minutes: November 5, 1998

Dental School Building, Room 115: 3:30 - 5:30 p.m.

Attendance Record and Original Agenda follow Adjournment as Attachments.

Agenda Item I. Call to Order: Paul Galanti (IUPUI Faculty Vice-President)!

Vice-President Galanti called the meeting to order at 3:35 pm.

Agenda Item II. Approval of Minutes for October 1, 1998 (distributed earlier via email and on web at "<http://www.iupui.edu/~fcouncil/minutes/fc981001html.htm>" and see attachment¹).

Sutton moved and Webb seconded the approval of the minutes. Motion carried.

Agenda Item III. Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).

Chancellor Bepko reported on two items, the first a response to the question of how things are with IUPUI. If we could sell stock in IUPUI we would be beating the market because investor confidence is up, even in the face of shrinking percentages of State funds in our budget. Confidence is up because of IUPUI's reputation, a fact highlighted recently at New Orleans during a conference on the future of the land grant university. He then called upon Executive Vice-Chancellor William Plater to report on the Third Annual Chancellor's Fall Convocation: "Post-Tenure Review: Where Enrichment and Accountability Converge" (November 4). Plater spoke highly of guest speaker Christine Licata, a Senior Associate of the American Association for Higher Education. She spoke of the New Pathways Project which focuses on faculty careers and employment in the 21st century. The project is looking at many universities, but enormous attention has been paid to IUPUI. Licata singled IUPUI out with regard to post-tenure review, and the life and work of faculty. Plater summed up saying our innovation has made us a hot topic. He gave special thanks to Sara Hook and Karen Gable for their work.

For his second item, Bepko used the overhead to reflect some numbers that indicate the quality of our success. He compared the 1997/98 academic year with that of 1998/99 by looking at the September amounts of contracts and grants at IUPUI, compared to IUB. In September of 1997 IUB had \$6.2 million and IUPUI \$15.7, while this September IUB has \$8.3 and IUPUI \$22.6. Extrapolating from September of 1998 to all of 1998/99 leads again to the conclusion that we would be beating the stock

market (if we were a stock).

Agenda Item IV. President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary).

President Porter gave a brief report. At the October Trustees' meeting the new Herron sculpture and ceramics facility, the new law school building, and the new physical therapy teaching laboratory were approved. The 18-20 recommendations were also adopted. This coming Tuesday (11-10), the University Faculty Council (UFC) will meet at IUPUI. Topics include guidelines on post-tenure review and the choice of open or closed hearings by grievants at Boards of Review. An inconsistency was discovered to exist between the policies of UFC and IUPUI, and also IUB. The intent will be to change the language of the policy to allow campus determination of the matter. Lastly, she reminded members that the Chancellor's State of the Campus Address would follow the December meeting, and that the exact time and location was not yet set.

Agenda Item V. "UFC Guidelines for Post-Tenure Review Update" -- Karen Gable (IUPUI Faculty Affairs Committee Chair & UFC Faculty Affairs Co-Chair) [INFORMATION ITEM]

As a segue to the next item, President Porter explained that Karen Gable would be "visually" presenting the "UFC Guidelines" because they have not yet been approved, and because the IUB Faculty Affairs Committee only yesterday came up with different guiding principles. The bottom line was that it is unclear what to expect regarding the UFC discussion this coming Tuesday (11-10). Even the label itself, "post-tenure review," is an issue in need of resolution. It is possible that the same thing will be referred to differently at the campus level and the UFC level.

Continuing Porter's segue, Karen Gable explained the UFC had not only not seen the guidelines yet but would now be seeing both IUB's and IUPUI's jointly. She said she hesitated to share the ones she was projecting on the wall using the overhead, since UFC had not yet discussed them. The first six guiding principles were later supplemented with three others to make nine "Guiding Principles for Post-Tenure Review":

Guiding Principles for Post-Tenure Review

The quality and integrity of academic programs depend upon the performance of individual faculty. Indiana University as an institution and its faculty members have a mutual and reciprocal commitment to ensure the ongoing productivity of individuals throughout their academic careers. Peer review is an essential aspect of continued improvement and faculty development.

It is the intent of the University Faculty Council Faculty Affairs Committee to identify principles which serve as the foundational concepts upon which campus policies related to post-tenure review are derived. With that focus, the Committee has supported the following "Guiding Principles":

Post-tenure review should

1. preserve academic freedom,
2. recognize situational differences of its diverse faculty,
3. define chronic lack of productivity,
4. establish professional development as a goal,
5. protect due process,
6. establish dismissal process consequent to non-compliance,
7. rely upon peer review at all steps in the process,
8. incorporate existing faculty review mechanisms, and
9. include the concept of intermediate sanctions prior to dismissal proceedings.

University Faculty Council Faculty Affairs Committee (10/28/98)

A follow up meeting of the UFC Faculty Affairs Committee is in the process of being scheduled.

Porter called for a discussion by the council of the principles.

Spechler, a member of the IUPUI Faculty Affairs Committee, praised Gable's efforts to negotiate a compromise with IUB, and found it outrageous and very serious that no discussion between IUPUI and IUB has taken place with respect to the guidelines. He pointed out that IUB voted "no" with regard to dismissal for underperformance (allowing dismissal only for misconduct or incompetence), whereas IUPUI's policy also envisions a standard of productivity below which corrective procedures are set in place. He questioned whether we can live with this vast difference between IUB and IUPUI, especially with regard to the system schools. What we now have is an unsatisfactory situation, a chaos.

Hook pointed out that the extra three principles (#7-9) are consistent with our policy (she submitted them), and that the UFC Co-Chair from IUB did express a concern with defining "chronic unproductivity."

Porter responded affirmatively to Chernoff's question of whether the schools should continue to work on defining chronic unproductivity, a task they had been given.

Plater spoke of the campus's proposal for funding the implementation of the policy. He named the members of the committee (Erv Boschmann, Jeannette Dickerson-Putman, Bob Harris, Susan Kahn, Doug Lees, Jerry Powers, Bill Schneider, et al) who would be working with the faculty governance leaders and organizations. There is a new form where satisfactory or unsatisfactory performance can be indicated, but it won't be used this year.

Spechler responded to Porter by drawing attention to the fact that there is no unanimity even within the committee regarding the dismissal process.

Porter replied that the committee was careful that our "Faculty Review and Enhancement" plan not mention dismissal, and pointed out that unless the dean gives notice of the intent to dismiss for incompetenc, dismissal cannot happen. The committee does plan to review how the two documents fit together during the spring semester.

In response to Galanti 's question of whether the IUB council or only the faculty affairs committee had adopted these guidelines, Gable and Porter said it was only the committee, but IUB does have a policy.

In response to Rothe's point of order, seconded by Galanti, that the council members need to see the new IUB guidelines, it was agreed the coordinator would email them to members the following day. Porter recognized the problematic nature of discussing the principles and explained that the general intent is to receive responses from council members in preparation for the UFC meeting Tuesday (11-10).

Galanti brought the discussion to a halt by returning to an item under the Chancellor's report and called upon Vice-Chancellor Bob Martin for an update on the child care center.

Martin reported that Beth Jeglum and the architects were working together successfully, that he had brought the latest designs to show those interested after the meeting, that it is hoped the Trustees will approve the design request at their meeting on December 4, and that overall, we're on target.

Agenda Item VI. "Honors Development Plan" -- Jeff Watt and Sharon Hamilton (document on web at "<http://www.iupui.edu/~fcouncil/documents/honorsdevelopmentplanhtml.html>" and also campusmailed earlier) [INFORMATION ITEM].

Watt explained that he was standing in for the chair of the Academic Affairs Committee, Jim Baldwin, who was out of town. Ted Mullen had presented this plan to the Academic Affairs Committee at its September meeting. The committee feels an Honors P rogram is vital and recommends the council move forward on it, to address the need to attract honors caliber students.

Hamilton spoke for Mullen saying he was sorry he couldn't be here (he was out of town), but that he had provided a script for Hamilton's presentation. Using overheads, Hamilton presented "Creating an Honors Program in University College." Those involve d included Scott Evenbeck, Sharon Hamilton, Joseph Kuczkowski, N. Douglas Lees, E. Theodore Mullen, Jr., William Orme, and Gary Wittlich. Her presentation highlighted certain features of the document: the rationale, the review of the program in 2002/03, a nd the qualifications for entrance to the program. She brought to a focus the program's mission and vision: emphasizing academic excellence, student inclusion, cultural diversity, service learning that leads to community leadership, and research under fac ulty mentors. The sample program consists of 24 credit hours and involves learning teams that consist of faculty members, librarians, student mentors, and the students themselves -- with information technology as a focus. The plan calls for a first year s eminar, a research project, an integrative experience, a senior thesis (which includes a public presentation, a web posting, and an eventual work shelved at University Library). Besides a BA or AA program, students may also participate in individual cours es. The general improved intellectual

vitality of the whole campus is the aim. In summary, the program will be inclusive, reach out to the community, educate, bring about mentoring, and produce research, with electronic media playing an integral role.

Hamilton answered Pfile that both IU and PU degrees are possible.

Hamilton responded to Eckerman's comment on the importance of marketing and the potential problem of creating two student classes by saying outreach work would be ongoing.

Warfel recommended adding the word "enhanced" before "intellectual stimulation" on page five of the document, so as to not convey the wrong impression.

Hamilton pointed to the first year experience with learning communities in response to Wilkins concern that the "small classes" mentioned on page five will lead to a trickle down rationale.

R. Keck supported the program, but expressed concern that the proposal did not include adequate assessment criterion. A review is promised in five years and measures are referred to (page 14), but that's not enough -- a mechanism of measurement is needed. He found this problem routinely, not just with this project.

Hamilton clarified for Rhodes that the research project and the senior thesis could possibly be combined.

Responding to Ross, Hamilton noted that the plan could possibly result in students taking more credit hours than the usual 120 or so, but not necessarily. Rothe emphasized that "Honors within the Major" needs to be emphasized. Spechler seconded Rothe and pointed out that a demanding major might make a problem of the honors option, a problem that could result in small enrollments, which in turn could lead to relaxed standards. Spechler's main criticism though is that there is no budget (above and beyond whatever University College will cost).

Hamilton responded that they are aware of the problem of demanding majors and that Lees is working on it. Plater spoke to the budget pointing out that the Trustees had allocated 1/2 of 1% of the undergraduate tuition which would be dedicated to implementing this project (an amount of about \$225,000).

In response to Schmenner's request for a comment on the integration of the plan with the existing schools, Evenbeck commented that they would be working with the faculty of each individual school, and confirmed that he (Schmenner), as a faculty governance leader, would soon be contacted, possibly by Mullen.

Sutton supported the program but wondered why only 1/4 of the necessary credit hours (6/24) were from present courses, and speculated that this might be a waste of resources. Hamilton responded that the determination of the need for new courses was based on the new principles of undergraduate learning,

the intent to integrate the student into IUPUI, and the focus on electronic portfolios. Some of the features of the Honors Program are intended for all students.

Seeing that time was running short, Galanti called for one more question from Hamant, who asked why the program began with freshmen instead of juniors (as the honors program at Allied Health Sciences now does). She also wondered how this new Honors Program would fit together with the one her school already offers. Hamilton promised to take her question back to the committee.

Galanti thanked Watt and Hamilton.

Agenda Item VII. "Disruptive Student Policy" -- Beverly Ross [INFORMATION ITEM: TO BE VOTED ON AT THE DECEMBER 3 MEETING].

Ross, as Chair of the Student Affairs Committee, told the council her committee welcomed comments at this meeting for her to take back to the next committee meeting before returning to the council's December meeting for a vote of approval. She first wanted to emphasize however that the focus is on disruptive conduct and not disruptive students. The submitted document contains an introduction, a set of definitions like what is meant by the academic environment, some expectations of behavior, and guidelines to follow if there is disruption.

Spechler noted the timeliness of the document given the disruptions at IUB last spring, but also wondered whether there should not be an intermediate authoritative body for the faculty member to consult before contacting university police.

Ross distinguished disruptions in a classroom from those outside the classroom. Langsam added that police are sometimes necessary and faculty need to know they are available and that it is appropriate to call upon them.

Harrington found the focus on conduct instead of students to be very useful, but raised the issue of when demonstrations outside the classroom cross the line of protected political speech into disruption. Ross responded that some demonstrations are appropriate and others aren't, but that generally it is okay for students to demonstrate.

E. Fineberg spoke to the need to define the conditions under which demonstrations are permissible so as to escape the charge of being arbitrary, and raised the question of whether any demonstration is disruptive if large enough.

Mannheimer appreciated the concern of his older colleagues who might not remember 1971 but pointed out that often the point of disobedience is to go over the edge, such that no enacted protocol would help. Times change and using the lessons of the '60s and '70s might be dangerous. Generally it's the tone and spirit of the campus that will determine what is proper comportment, so we shouldn't attempt to delineate too much. Beyond that, we're at the mercy of history.

Warfel pointed out that disruptors often "want" the police to be called, and raised a point on the documentation of the incident: should a copy go to the student?

Galanti thanked everyone for their useful comments, and directed that any others be sent to Ross, who will return at the December meeting for the council to take action.

Agenda Item VIII. "NCAA Self-Study Announcement" -- Trudy Banta (Vice-Chancellor for Planning and Institutional Improvement) [INFORMATION ITEM].

Standing in for Trudy Banta, Bill Kulsrud (NCAA Faculty Representative) reiterated that IUPUI is now in the NCAA Division I, and therefore must do a self-study. A team of NCAA reviewers will be coming next spring to review our program. The handout that was distributed at the meeting listed an URL (<http://www.jaguars.iupui.edu/ncaa/ncaa.html>) where various documents can be found. The NCAA requires that he circulate the self-study, so he is here to ask for feedback from the council (email is fine). The document lists two upcoming open meetings: Tuesday, December 1, 12-1, in Lecture Hall 103, and Thursday, December 3, at 5:30, in Lecture Hall 104. The document also contains a summary.

Agenda Item IX. Question / Answer Period.

Warfel began the question/answer period asking Chancellor Bepko to compare the School of Medicine to the other schools with regard to the numbers he had shown (Contracts and Grants). Bepko admitted that the School of Medicine contributed the lion's share (85%), but Warfel clarified she actually wanted to hear of the increases on the academic side. Bepko confirmed that their percent of increase was greater than Medicine, and highlighted Engineering and Technology as increasing more than any other school in the IU system. SPEA also has done well. Warfel emphasized that it is not only the School of Medicine that is contributing to the quality of IUPUI. Bepko added that we do better than either IU or PU when one considers the size of the faculty that generates the money -- and we teach more too -- we're wonderful. Besch commented that if the State learns that we're doing so well they might give us even less so we can do even better. Bepko acknowledged that the State does not always reward high performance appropriately.

Galanti requested a breakdown by the schools which Bepko promised would be sent in campusmail by Monday.

Fisher inquired if the recently retired were included in the salary equity study, and Bepko answered that the retired were in fact excluded, right or wrong, because of possible legal problems. We can't go back and reward those who are no longer working .

Galanti raised a question for the Chancellor regarding the funding of 18-20. He wondered what was the reaction of the Dean's Council. Bepko said they were sceptical. Someone pointed out that no one will work fulltime for 120% rather than not work for 100%. Besch added that when Social Security is

factored in, the choice becomes 120% if work and 120% if not work, so no one will opt to work. The Dean's Council was also sceptical of how much of a burden the 20% will be, especially for particular schools. Switching taxation to the schools within which the retirements are located, away from the campus level budget, will put all of the burden on those schools who have retirements, the same schools who will need new people, whom they will have to pay more to compensate for less benefits. The burden seems to compound on those units where there is retirement activity.

Spechler relayed the feeling from the UFC that the plan is deficient, but noted that at a previous IUPUI faculty council meeting, the possibility was raised of an unofficial early retirement (for those no longer enthused), which would save the campus a lot of money, but added that legally this can not be an open policy. Galanti commented that even with the reorganization of the IRS, keeping secrets from them and their ubiquitous tentacles is still a problem, but Spechler remained confident there were no IRS agents in the room. [Laughter]

After the laughter quieted down, Bepko admitted that Spechler had indeed raised an interesting new definitional issue, distinguishing incompetency, the chronic lack of productivity, and the end of enthusiastic participation. [Laughter]

Galanti turned to Besch for a word of wisdom.

Besch responded he is the wrong voice for any word of wisdom, but did voice concern over how the faculty pocket is being picked to pay for 18-20, and wondered about the supposed "windfall" at the end of the period, and raised questions concerning interest. Overall we will have less people doing the work of more.

R. Keck continued the discussion speaking of a surtax, a mechanism of reimbursement back to the academic units whether with or without interest. Bepko responded that this will generally be the way it will work, but that the tax on a retirement line will eventually come back to the campus, so there will be a windfall for the campus, around 2018. Keck rejoined that academic units are not interchangeable with the campus though. Bepko agreed but added that the money will go from the campus to the academic units. Besch then brought up responsibility centers, but Galanti called a halt to the discussion.

Agenda Items X-XII. Unfinished Business, New Business, & Adjournment.

Seeing no unfinished or new business, and hearing no motion to adjourn, Vice-President Galanti reminded members to sign the attendance sheet so a quorum is registered, and took it upon himself to say we are adjourned.

Attachments:

Attendance Record for November 5, 1998 Faculty Council Meeting;

Agenda for November 5, 1998 Faculty Council Meeting.

[Minutes prepared by Faculty Council Coordinator, David Frisby,

UN 403, 274-2215(Fax 274-2970), fcouncil@iupui.edu : [http ://www.iupui.edu/~fcouncil](http://www.iupui.edu/~fcouncil)]

[Attachment for FC981105 Minutes]

Attendance Record for FC981105.

I. Voting Members (106):

Absent---: Allen, Stephen (Elected: Medicine 6/99);

Present--: **Atkinson, Simon** (Elected: Medicine 6/99);

Absent---: Bailey, Darrell (Ex Officio: Director of Music)

Absent---: Baldwin, James (Elected: At Large 6/99);

Absent---: Banta, Trudy (Elected: At Large 6/99. Ex Officio: Chancellor's Admin. designee);

Present--: **Belcher, Anne** (Elected: Nursing 6/99);

Present--: **Bepko, Gerald** (Ex Officio: Officer: Chancellor of IUPUI.);

Present--: **Besch, Henry** (Ex Officio: UFC Representative 6/00);

Absent---: Bippen, Paul (Ex Officio: Dean of IUPU Columbus);

Absent---: Bjork, Ulf Jonas (Elected: Journalism 6/99);

Present--: **Blix, Susanne** (Elected: Medicine 6/00);

Absent---: Broadie, Thomas (Ex Officio: UFC Representative 6/99);

Alternate: Brothers, Linda (Elected: At Large 6/99) --

-----[via **Sotiris H. Avgoustis** (Physical Education)];

Absent---: Brown, James W. (Ex Officio: Associate Dean of Journalism);

Absent---: Burr, David (Elected: At Large 6/99);

Absent---: Canty-Mitchell, Janie (Elected: At Large 6/99);

Absent----: Carr, Lucinda G. (Elected: Medicine 6/00)

Present--: **Chernoff, Ellen** (Elected: Science 6/99);

Present--: **Chin, Ray** (Elected: Science 6/00);

Absent---: Cobb, Karen (Ex Officio: UFC Representative 6/99);

Absent---: Cronin, Blaise (Ex Officio: Dean of Library & Information Science) (Bloomington);

Alternate: Crowell, Dring (Elected: Science 6/99) --

-----[via **Simon Rhodes** (Science)];

Absent---: Dalsing, Michael (Elected: At Large 6/99);

Absent---: DeSchepper, Edward (Elected: Dentistry 6/99);

Absent---: DiMicco, Joseph (Elected: At Large 6/99);

Absent---: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies) (Bloomington);

Present--: **Eckerman, Nancy** (Elected: Medicine 6/99. (Elected: At Large 6/00);

Absent--: Eickmeier, Valerie (Ex Officio: Interim Dean of Herron Art)

Present--: **Evenbeck, Scott** (Ex Officio: Dean of University College),

Absent---: Faris, James V. (Elected: At Large 6/99);

Present--: **Fineberg, Naomi** (Elected: At Large 6/99);

Present--: **Fineberg, S. Edwin** (Ex Officio: UFC Representative 6/00);

Present--: **Fisher, Mary** (Elected: At Large 6/99);

Present--: **Ford, David** (Elected: At Large 6/99);

Alternate: Froehlich, Janice (Elected: At Large 6/00) --

-----[via **Julia Chester**];

Present--: **Galanti, Paul** (Officer: Vice-President 6/00. Ex Officio: UFC Representative 6/99);

Alternate: Gardner, Carol (Elected: Liberal Arts 6/99) --

-----[via **Brad Smith** (Liberal Arts)];

Present--: **Gilman, Linda** (Elected: Nursing 6/99);

Present--: **Goldblatt, Lawrence** (Ex Officio: Dean of Dentistry);

Alternate: Greene, Roberta (Ex Officio: Dean of Social Work) --

-----[via **J.M. Kapoor** (Social Work)];

Present--: **Gregory, Richard** (Elected: Dentistry 6/00);

Present--: **Hamant, Celestine** (Elected: Allied Health Sciences 6/99);

Present--: **Harrington, Susan Marie** (Elected: At Large 6/00);

Alternate: Holden, Robert (Ex Officio: Dean of Medicine) --

-----[via **Meredith T. Hull** (Medicine)];

Present--: **Hook, Sara Anne** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Alternate: Hoyt, Dolores J. (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00) --

-----]via **Jonathan D. Makepeace** (University Libraries)];

Present--: **Jafari, Maymanat** (Elected: University Libraries 6/99);

Absent---: Karlson, Henry (Elected: Law 6/00);

Present--: **Keck, Juanita** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present--: **Keck, Robert** (Ex Officio: Executive Committee 6/00);

Absent---: Keffer, M. Jan (Ex Officio: UFC Representative 6/99);

Alternate: Kellum, P. Nicholas (Ex Officio: Dean of Physical Education); --

-----]via **Betty Jones** (Physical Education)]

Present--: **Lee, Wei-Hua** (Elected: Medicine 6/00);

Absent---: Lefstein, Norman (Ex Officio: Dean of Law);

Present--: **Man, Joyce Yan-Yun** (Elected: Public & Environmental Affairs 6/00);

Present--: **Mannheimer, Steven** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/00);

Present--: **Mannix, Edward** (Elected: Medicine 6/99);

Present--: **Marrs, James A.** (Elected: Medicine 6/00);

Present--: **Martin, Joyce** (Elected: At Large 6/00);

Absent---: Mayfield, Jennifer A. (Elected: Medicine 6/00);

Alternate: McBride, Angela (Ex Officio: Dean of Nursing) --

-----[via **Shirley A. Ross** (Nursing)];

Absent---: McDaniel, Anna (Elected: At Large 6/00);

Present--: **Minick, Susan** (Elected: At Large 6/00);

Absent---: Ng, Bart (Elected: At Large 6/99);

Present--- **Olson, Byron** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Absent---: Parsons, Michael (Elected: Education 6/00);

Present--: **Pfile, Richard** (Elected: Engineering and Technology 6/00);

Present--: **Plater, William** (Ex Officio: Chancellor's Administrative Designee);

Absent---: Pless, John (Elected: Medicine 6/99);

Present--: **Porter, Rebecca** (Elected Officer: President 6/00. Ex Officio: UFC Rep. 6/00);

Present--: **Powers, Gerald** (Ex Officio: Executive Committee 6/99);

Present--: **Ralston, Rick** (Elected: At Large 6/00);

Present--: **Richwine, Margaret W.** (Elected: Medicine 6/00);

Present--: **Robertson, Jean** (Elected: Herron 6/99);

Absent---: Rogers, Richard (Elected: Business 6/99);

Absent---: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);

Present--: **Rothe, Carl** (Elected: Med 6/99. Ex Off: Exec C. 6/99, & UFC Rep 6/99);

Present--: **Russell, Steven** (Elected: Liberal Arts 6/00);

Absent--: Saatkamp, Herman (Ex Officio: Dean of Liberal Arts);

Absent---: Sawchuk, Alan P. (Elected: Medicine 6/00);

Present--: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis);

Absent---: Seifert, Mark (Elected: At Large 6/00);

Present--: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);

Present--: **Spechler, Martin** (Ex Officio: UFC Representative 6/00);

Absent---: Stocum, David (Ex Officio: Dean of Science);

Present--: **Sutton, Susan** (Elected: At Large 6/99);

Present--: **Swartz, Darl** (Elected: At Large 6/00);

Absent--: Tompkins, Philip (Ex Officio: Director of University Libraries);

Present--: **Touponce, William** (Elected: Liberal Arts 6/00);

Absent---: Udry, Eileen (Elected: Physical Education 6/00);

Present--: **Unverzagt, Frederick** (Elected: At Large 6/00);

Present--: **VanVoorhis, Rebecca** (Elected: At Large 6/00);

Absent--: Vermette, Rosalie (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Absent--: Vessely, Jeffery (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Present--: **Wagner, Marion** (Elected: Social Work 6/99. Ex Officio: UFC Representative 6/99);

Present--: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00);

Present--: **Wass, Justin L.** (Elected: Medicine 6/00);

Present--: **Watt, Jeffrey** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present--: **Webb, Dorothy** (Elected: At Large 6/99);

Present--: **Wiebke, Eric** (Elected: At Large 6/00);

Absent---: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);

Present--: **Wilkins, Harriet** (Officer: Parliamentarian 6/99. Elected: At Large 6/00);

Absent---: Yokomoto, Charles (Elected: At Large 6/00);

Present--: **Yurtseven, H. Oner** (Ex Officio: Dean of Engineering & Technology).

II. Non-Voting Members (3):

Absent---: Koch, Mary Jane (Ex Officio: Senior Academy Representative);

Absent---: Lowenkron, Ann (Elected: University College 6/00);

Absent---: Manaloor, Jacob (Ex Officio: Student Assembly President);

Absent---: Phillabaum, Melinda (Ex Officio: Staff Council President).

III. Guests/Visitors/Others (non-voting):

Present--: **Frisby, David** (Faculty Council Coordinator);

Present--: **Gable, Karen** (Allied Health Sciences);

Present--: **Grove, Mark** (Registrar);

Present--: **Hamilton, Sharon** (Liberal Arts);

Present--: **Langsam, Miriam** (Liberal Arts);

Present--: **Kulsrud, Bill** (Business);

Present--: **Lorentz, Donald** (UITs Audio Engineer: Recorder);

Present--: **Martin, Robert** (Vice-Chancellor for Administration and Finance);

Present--: **Ross, Beverly A.** (Nursing);

Present--: **Schneider, Bill** (Liberal Arts).

[Attachment for FC981001 Minutes]

Indiana University Purdue University Indianapolis

Faculty Council Meeting: Thursday, November 5, 1998

Dental School Building, Room S115 (DS 115): 3:30 - 5:30 p.m.

A G E N D A

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Approval of Minutes for October 1, 1998 (distributed earlier via email and on web at "<http://www.iupui.edu/~fcouncil/minutes/fc981001html.htm>" and see attachment¹).
- III. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- IV. President's Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary).
- V. "UFC Guidelines for Post-Tenure Review Update" -- **Karen Gable** (IUPUI Faculty Affairs Committee Chair & UFC Faculty Affairs Co-Chair) [INFORMATION ITEM]
- VI. VI. "Honors Development Plan" -- **Jeff Watt** and **Sharon Hamilton** (document on web at "<http://www.iupui.edu/~fcouncil/documents/honorsdevelopmentplanhtml.html>" and also campusmailed earlier) [INFORMATION ITEM].
- VII. VII. "Disruptive Student Policy" -- **Beverly Ross** [INFORMATION ITEM: TO BE VOTED ON AT THE DECEMBER 3 MEETING].
- VIII. VIII. "NCAA Self-Study Announcement" -- **Trudy Banta** (Vice-Chancellor for Planning and Institutional Improvement) [INFORMATION ITEM].
- IX. IX. Question / Answer Period.
- X. X. Unfinished Business?
- XI. XI. New Business?
- XII. XII. Adjournment.

***Attachments:**

¹Unapproved FC Minutes for October 1, 1998 (synoptic).

Next Faculty Council Meeting: December 3, 1998!

[Agenda Prepared by Faculty Council Coordinator, David Frisby,

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FC981203 MINUTES:

APPROVED FC990114.

Indiana University Purdue University Indianapolis

Faculty Council Minutes: December 3, 1998

Dental School Building, Room 115: 3:00 - 4:00 p.m.

Attendance Record and Original Agenda follow Adjournment as Attachments.

Agenda Item I. Call to Order: Paul Galanti (IUPUI Faculty Vice-President)!

Vice-President Galanti called the meeting to order at 3:05 pm.

Agenda Item III. Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).

Galanti moved directly to the Chancellor's report which was brief. Bepko introduced the new IUPUI Jaguar Mascot, "Jinx," who bounded into the room waving at everyone and shaking hands with some. The basketball game with Oral Roberts Saturday at 1:00 was announced, as was the televised game (channel 40) with the University of Missouri-Kansas City. Galanti reminded everyone that after the meeting adjourned everyone was to reassemble for the Chancellor's "State of the Campus" address.

Agenda Item II. Approval of Minutes for November 5, 1998 (distributed earlier via email and on web at "<http://www.iupui.edu/~fcouncil/minutes/fc981105html.htm>").

Spechler moved that the minutes be approved. Vermette seconded the motion. Motion carried. Galanti reminded members that time was limited and that each item would only be allowed fifteen minutes or so.

Agenda Item IV. President's Report: Rebecca Porter (IUPUI Faculty President & University Faculty Council (UFC) Co-Secretary).

Porter reported that today's agenda (items vi and vii) reflects the major activity focus at the UFC. She anticipates that during the spring semester the council will be acting on proposed IU guidelines concerning non-tenure track faculty prior to UFC action. Our policy on post-tenure review, which the Council passed May 1998, is consistent with the proposed UFC guidelines for post-tenure review. Proposals for some wording changes in the "Faculty Review and Enhancement" document and the "Dismissal for Misconduct" document to clarify the review processes are under discussion. During the spring, the council will also be adopting its policy on dealing with disruptive student conduct, and its policy on the transfer, merging, and discontinuance of programs. Lastly, for the spring semester, council members will be kept informed of the legislative session. She reminded members of the brochure at the back of the room distributed by the Chancellor's office, which presents the highlights of IU's 1999-2001 appropriation request. She also reminded everyone that the Trustees

would be meeting on the IUPUI campus Friday, the following day. Their business meeting from 3:30 to 6:00 in University Place 132 is open to the public. Last, Porter encouraged everyone to stay for the Chancellor's address which was to focus on the scope of campus activities.

Agenda Item V. Further Discussion of the "Disruptive Student Conduct Policy" -- Beverly Ross (Chair of Student Affairs Committee) [DISCUSSION ITEM]

Ross explained that the latest version of the disruptive student conduct policy was not yet available, but would be distributed in time for a possible vote at the next January 14 meeting. She presented a summary of what had transpired since the previous meeting. The committee spoke to University Counsel Joe Scodro, and as a result substantial changes were made. Scodro recommended that all definitions be eliminated; however, the committee compromised and kept one-half of them. The definitions of campus demonstrations and eccentric behavior were eliminated: eccentricity and dissent are okay if not disruptive. She thought it possible to yet re-order the latter part so as to improve clarity, especially as to when contacting the police becomes necessary. The list at the end of who was to receive copies of the written report of disruptive behavior was limited, but one to the student was added.

Agenda Item VI. "Guiding Principles for Tenured Faculty (or Post-Tenure) Review" -- Karen Gable (UFC Faculty Affairs Committee Co-Chair) [Policy Proposal to be Presented to the UFC Agenda Committee] [INFORMATION ITEM]

Gable began with more optimism than she had at the previous meeting, and using an overhead, presented the original nine principles and then the three additional ones now added as a result of the IUB and IUPUI collaboration at the UFC Faculty Affairs Committee meeting. Those principles are attached to these minutes. She pointed out one minor but still possible change: IUPUI would prefer to have principle #8 separated into two principles. After the proposal leaves UFC, each campus will have to decide how best to comply with the policy. In response to Rothe, Gable pointed out that the ninth principle was suggested by President Brand as a kind of built-in accountability. Porter commented that the success of the policy should be measured more by how many were helped rather than how many were dismissed.

Spechler congratulated Gable for her patience in working with her IUB colleagues and then explained why principle #8 should be divided: intermediate sanctions are used for a return to satisfactory performance, but dismissal requires something more for which we already have a policy. He concluded that nevertheless the document as it is can be approved system-wide and still appropriately represent the various interests.

Dean Plater expressed the hope that the campus administration, the implementation team, and the faculty affairs committee would collaborate well when the proposal returns to the campus, and that principle #9 can then be addressed.

Agenda Item VII. "Regularizing and Improving the Employment of Non-Tenure Track Faculty" -- Karen Gable (UFC Faculty Affairs Committee Co-Chair) [Policy Proposal to be Presented to the UFC Agenda Committee] [INFORMATION ITEM]).

Using an overhead to show attachment #3 (attached to these minutes), Gable reviewed each point of the proposal that came out of the UFC faculty affairs committee as guiding principles, drawing attention to the

emphasis of the proposal on campus determination. She explained that these are over-arching concepts and that the proposal is only a draft.

In response to Chancellor Bepko's question regarding the application of a cap as it applies to both full and part time non-tenure track faculty, Spechler added that a sub-committee of the faculty affairs committee is working on this and that IUPUI's proposal is better than IUB's because of its FTE basis instead of a head count. They also plan to clean up the difficulty with the meaning of certain titles like "adjunct faculty" and "associate faculty," or "lecturer" and "instructor." He then emphasized that the cap is a very important matter, especially on this campus, since some programs here are almost all non-tenure track faculty, but added that there are very different situations at the various campuses, and we must be sensitive and not too strict because we do want progress in this matter.

In response to Schmenner's question regarding the motivation behind this proposal, Gable said the concern for how non-tenure track faculty are treated has existed for many years, and touches on necessary equipment, office space, and monetary compensation, but that primarily it is a matter of fairness.

Spechler added that besides fairness, there are at least three other issues. First, given the nature of the institution, relying too much on part-time non-tenure track faculty (who only teach) means less research generally will be done, while the service burden on tenure-track faculty will increase thus cutting down on their research opportunities also. Second, although many of the part-time non-tenure track faculty are indispensable, do an excellent job, and deserve to be paid well, there should not be a standardized approach that treats the less-deserving the same through a blanket salary; there should be mechanisms such as supervision and merit raises to reward those who do well. This is not a movement to abolish all part-time non-tenure track faculty. [In response to Schmenner's interjection that the third issue is the lack of trust in the market, Spechler contended that the use of part-time non-tenure track faculty is necessary to provide better instruction, and that they could exchange stories later on how well the market works.] Third and last, there is a need to rectify the impact their limited ability to instruct students outside of the classroom has on instruction.

Porter pointed out that there are also non-altruistic reasons for our concern here, reasons external to us that have been brought to our attention. The claim is that there are not enough full-time tenured faculty teaching the classes, and instead an over-reliance on those who are perceived to be unqualified. Consumers claim they are not getting what they are paying for. She commented that we need to satisfy a large spectrum of constituents.

Schmenner said there is a tension we need to be aware of between quality and accreditation on the one hand, and economics on the other, even for full-time tenure-track faculty.

Sutton commented that part-time non-tenure track faculty certainly deserve fair treatment and better pay, and she welcomed their treatment as colleagues; however she seconded the economic concern and addressed the issue of funding. If no provision is made for funding this proposal, the fear is that what may result is a heavier teaching burden on full-time tenure-track faculty, meaning they will have less research time. Also, unless the proposal includes the graduate teaching assistants at IUB, it won't address the issue of who is teaching in the classroom. These two important components are missing from this proposal and will adversely affect IUPUI. There might be additional motivation to consider given that the proposal is coming out of IUB. She questioned whether this document protected IUPUI very well.

Gable responded no to Plater's question of whether this policy was intended to include graduate teaching assistants or clinical-track faculty but conceded that the way it is written it might be read to include our clinical-track faculty.

Spechler added that all of these categories were considered about six years ago as one single issue, but they were then divided into three parts: clinical faculty, graduate teaching assistants (which is primarily an IUB issue), and non-tenure track faculty. There's now a call from President Brand and Strategic Directions to review and improve the level of instruction at IU, and there is money allocated for Strategic Directions and for other things, so we hope there will be money for this third part.

With regard to improving instruction at IU, Plater questioned whether we can address non-tenure track faculty without also addressing graduate teaching assistants, and if there are caps for one there should be caps for both.

Harrington pointed out that the writing program, which she directs, and two other programs, math and speech, are all staffed almost exclusively by non-tenure track faculty. She expressed concern that there exists no structural way for these faculty to have input into this policy

Spechler used that as an example of how the IUPUI document is superior to the IUB one, the one in front of everyone, because of its non-sensitivity to problems such as this. The present document is unacceptable for IUPUI. Any issue of a cap must be kept flexible. The UFC faculty affairs committee will address it in January or February, and the UFC February agenda will also include it.

Porter commented that we want the IUPUI language ready for the UFC February meeting, and Gable confirmed it would be. She then thanked members for the useful discussion and promised another report for the next faculty council meeting.

Agenda Item VIII. Question / Answer Period.

Ng raised a question related to the profiles of incoming students that were recently released from Vic Borden's office. Standards have changed dramatically over the 1994-1998 period. He contended the university must not admit students without regard to their preparation, and given higher enrollments suggested there be more stringent screening so as to improve the quality of the incoming students. He then asked for a response from the administration.

Chancellor Bepko responded that the figures Ng quoted from Vic Borden's office were correct, but pointed out that the council has recently received the administration's plan to develop a stronger bottom level for the entering class by raising the floor so that more students who are not yet prepared are excluded. Crist elaborated on the new procedures saying more unprepared students will be excluded from direct admission and directed into alternate programs such as Ivy Tech, no-credit programs, the community learning network, and other community related programs; and that this does at least represent a start to dealing with the problem.

Ng then contended that faculty have a moving target with demands on them to improve the DWF rate, while even the students know they are unprepared, so a report should be made to the faculty council every year on the academic level of the students being admitted, so that the faculty will at least know what they are up against.

Bepko responded that the credentials of entering students have been reported at the beginning of every academic year, but also pointed out that part of the roots of IUPUI's history is its open admission standard. There is an ebb and flow to students' abilities, and we are working on diverting the students at the very bottom into other programs.

Plater added that this issue of the relation of admissions and performance (or comparing input measures taken from the profiles of entering students with measures of their success after they have arrived) is very complex. He cited data that suggested that the actual performance of students admitted from the bottom quartile was about the same as those from the upper quartile. He also seconded the usefulness of presenting this issue to the council at a later time.

Ng countered that the performance measures of ill-prepared students were misleading because of the pressure on the faculty to keep the DWF rates down; rather than fail 60% of the unprepared students, they are permitted to squeak by, and the impact of that is corrosive.

Porter promised to take this issue to the executive committee.

Bepko concluded saying this important issue goes to the heart of the IUPUI enterprise, and that we've addressed it with the breadth of our mission as an urban campus, but that it remains one of our most confounding issues.

Agenda Items IX-XI. Unfinished Business & New Business & Adjournment for the Chancellor's "State of the Campus" Address at 4:00.

Galanti refused a comment from Spechler on Ng's issue, skipped any unfinished or new business and adjourned the meeting at 4:00 to prepare for the Chancellor's "State of the Campus" address.

Attachments:

Attendance Record for December 3, 1998 Faculty Council Meeting;

Agenda for December 3, 1998 Faculty Council Meeting;

"Guiding Principles for Tenured Faculty (or Post-Tenure) Review."

[Minutes prepared by Faculty Council Coordinator, David Frisby,

UN 403, 274-2215(Fax 274-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]

[Attachment for FC981203 Minutes]

Attendance Record for FC981203.

I. Voting Members (109):

Absent---: Allen, Stephen (Elected: Medicine 6/99);

Present--: **Atkinson, Simon** (Elected: Medicine 6/99);

Absent---: Bailey, Darrell (Ex Officio: Director of Music)

Present--: **Baldwin, James** (Elected: At Large 6/99);

Present--: **Banta, Trudy** (Elected: At Large 6/99. Ex Officio: Chancellor's Admin. designee);

Present--: **Belcher, Anne** (Elected: Nursing 6/99);

Present--: **Bepko, Gerald** (Ex Officio: Officer: Chancellor of IUPUI.);

Present--: **Besch, Henry** (Ex Officio: UFC Representative 6/00);

Alternate: Bippen, Paul (Ex Officio: Dean of IUPU Columbus) --

-----[via **Pat Rooney** (IUPU Columbus)];

Absent---: Bjork, Ulf Jonas (Elected: Journalism 6/99);

Notice----: Blix, Susanne (Elected: Medicine 6/00);

Absent---: Broadie, Thomas (Ex Officio: UFC Representative 6/99);

Absent---: Brothers, Linda (Elected: At Large 6/99);

Absent---: Brown, James W. (Ex Officio: Associate Dean of Journalism);

Absent---: Burr, David (Elected: At Large 6/99);

Present--: **Canty-Mitchell, Janie** (Elected: At Large 6/99);

Present---:**Carr, Lucinda G.** (Elected: Medicine 6/00)

Absent---: Chernoff, Ellen (Elected: Science 6/99);

Present--: **Chin, Ray** (Elected: Science 6/00);

Absent---: Cobb, Karen (Ex Officio: UFC Representative 6/99);

Absent---: Cronin, Blaise (Ex Officio: Dean of Library & Information Science) (Bloomington);

Present--: **Crowell, Dring** (Elected: Science 6/99);

Absent---: Dalsing, Michael (Elected: At Large 6/99);

Notice----: DeSchepper, Edward (Elected: Dentistry 6/99);

Absent---: DiMicco, Joseph (Elected: At Large 6/99);

Absent---: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies) (Bloomington);

Present--: **Eckerman, Nancy** (Elected: Medicine 6/99. (Elected: At Large 6/00);

Absent---: Eickmeier, Valerie (Ex Officio: Interim Dean of Herron Art)

Absent---: Evenbeck, Scott (Ex Officio: Dean of University College),

Absent---: Faris, James V. (Elected: At Large 6/99);

Present--: **Fineberg, Naomi** (Elected: At Large 6/99);

Present--: **Fineberg, S. Edwin** (Ex Officio: UFC Representative 6/00);

Present--: **Fisher, Mary** (Elected: At Large 6/99);

Present--: **Ford, David** (Elected: At Large 6/99);

Absent---: Froehlich, Janice (Elected: At Large 6/00);

Present--: **Galanti, Paul** (Officer: Vice-President 6/00. Ex Officio: UFC Representative 6/99);

Alternate: Gardner, Carol (Elected: Liberal Arts 6/99) --

-----[via **Brad Smith** (Liberal Arts)];

Present--: **Gilman, Linda** (Elected: Nursing 6/99);

Present--: **Goldblatt, Lawrence** (Ex Officio: Dean of Dentistry);

Alternate: Greene, Roberta (Ex Officio: Dean of Social Work) --

-----[via **J.M. Kapoor** (Social Work)];

Absent---: Gregory, Richard (Elected: Dentistry 6/00);

Present--: **Hamant, Celestine** (Elected: Allied Health Sciences 6/99);

Present--: **Harrington, Susan Marie** (Elected: At Large 6/00);

Absent---: Holden, Robert (Ex Officio: Dean of Medicine);

Present--: **Hook, Sara Anne** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Absent---: Hoyt, Dolores J. (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present--: **Jafari, Maymanat** (Elected: University Libraries 6/99);

Absent---: Karlson, Henry (Elected: Law 6/00);

Present--: **Keck, Juanita** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present--: **Keck, Robert** (Ex Officio: Executive Committee 6/00);

Present--: **Keffer, M. Jan** (Ex Officio: UFC Representative 6/99);

Present--: **Kellum, P. Nicholas** (Ex Officio: Dean of Physical Education);

Absent---: Kennedy, Sheila (Elected: Public & Environmental Affairs 6/00 -- replaced Joyce Man);

Absent---: Lee, Wei-Hua (Elected: Medicine 6/00);

Absent---: Lefstein, Norman (Ex Officio: Dean of Law);

Present--: **Mannheimer, Steven** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/00);

Absent---: Mannix, Edward (Elected: Medicine 6/99);

Present--: **Marrs, James A.** (Elected: Medicine 6/00);

Present--: **Martin, Joyce** (Elected: At Large 6/00);

Absent---: Mayfield, Jennifer A. (Elected: Medicine 6/00);

Alternate: McBride, Angela (Ex Officio: Dean of Nursing) --

-----[via **Shirley A. Ross** (Nursing)];

Present--: **McDaniel, Anna** (Elected: At Large 6/00);

Notice---: Minick, Susan (Elected: At Large 6/00);

Absent---: Modibo, Najja (Elected: Continuing Studies 6/00);

Present--: **Ng, Bart** (Elected: At Large 6/99);

Present--- **Olson, Byron** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Absent---: Parsons, Michael (Elected: Education 6/00);

Present--: **Pfile, Richard** (Elected: Engineering and Technology 6/00);

Present--: **Plater, William** (Ex Officio: Chancellor's Administrative Designee);

Absent---: Pless, John (Elected: Medicine 6/99);

Present--: **Porter, Rebecca** (Elected Officer: President 6/00. Ex Officio: UFC Rep. 6/00);

Present--: **Powers, Gerald** (Ex Officio: Executive Committee 6/99);

Present--: **Ralston, Rick** (Elected: At Large 6/00);

Present--: **Richwine, Margaret W.** (Elected: Medicine 6/00);

Present--: **Robertson, Jean** (Elected: Herron 6/99);

Present--: **Rogers, Richard** (Elected: Business 6/99);

Absent--: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);

Present--: **Rothe, Carl** (Elected: Med 6/99. Ex Off: Exec C. 6/99, & UFC Rep 6/99);

Present--: **Russell, Steven** (Elected: Liberal Arts 6/00);

Present--: **Saatkamp, Herman** (Ex Officio: Dean of Liberal Arts);

Present--: **Sawchuk, Alan P.** (Elected: Medicine 6/00);

Present--: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis);

Absent--: Seifert, Mark (Elected: At Large 6/00);

Present--: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);

Present--: **Spechler, Martin** (Ex Officio: UFC Representative 6/00);

Present--: **Stocum, David** (Ex Officio: Dean of Science);

Present--: **Sutton, Susan** (Elected: At Large 6/99);

Present--: **Swartz, Darl** (Elected: At Large 6/00);

Absent--: Tompkins, Philip (Ex Officio: Director of University Libraries);

Absent--: Touponce, William (Elected: Liberal Arts 6/00);

Present--: **Udry, Eileen** (Elected: Physical Education 6/00);

Present--: **Unverzagt, Frederick** (Elected: At Large 6/00);

Absent--: VanVoorhis, Rebecca (Elected: At Large 6/00);

Present--: **Vermette, Rosalie** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present--: **Vessely, Jeffery** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Present--: **Wagner, Marion** (Elected: Social Work 6/99. Ex Officio: UFC Representative 6/99);

Absent--: Warfel, Kathleen (Ex Officio: UFC Representative 6/00);

Alternate: Wass, Justin L. (Elected: Medicine 6/00) --

-----[via **Stan Alexander** (Medicine)];

Absent---: Watt, Jeffrey (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present--: **Webb, Dorothy** (Elected: At Large 6/99);

Present--: **Wiebke, Eric** (Elected: At Large 6/00);

Absent---: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);

Present--: **Wilkins, Harriet** (Officer: Parliamentarian 6/99. Elected: At Large 6/00);

Present--: **Yokomoto, Charles** (Elected: At Large 6/00);

Present--: **Yurtseven, H. Oner** (Ex Officio: Dean of Engineering & Technology).

II. Non-Voting Members (5):

Absent---: Koch, Mary Jane (Ex Officio: Senior Academy Representative);

Present--: **Lowenkron, Ann** (Elected: University College 6/00);

Present--: **Manaloor, Jacob** (Ex Officio: Student Assembly President);

Absent---: Phillabaum, Melinda (Ex Officio: Staff Council President);

Present--: **Rooney, Patrick** (Elected: IUPU Columbus).

III. Guests/Visitors/Others (non-voting):

Present--: **Borden, Vic** (Institutional Research);

Present--: **Boschmann, Erwin** (Faculty Development Office);

Present--: **Christ, Alan** (Enrollment Services);

Present--: **Combs, Terri** (Coordinator of Associate Faculty Affairs);

Present--: **Frisby, David** (Faculty Council Coordinator);

Present--: **Gable, Karen** (Allied Health Sciences);

Present--: **Gray, Ralph** (Liberal Arts, Retired);

Present--: **Grove, Mark** (Registrar);

Present--: **Jinx** (IUPUI Jaguar Mascot);

Present--: **Kahn, Susan** (Faculty Development);

Present--: **Kenyon, Jane Mac** (guest);

Present--: **Lorentz, Donald** (UITs Audio Engineer: Recorder);

Present--: **Martin, Robert** (Vice-Chancellor for Administration and Finance);

Present--: **Nehf, Laura C.** (Associate Faculty Liaison to Faculty Council);

Present--: **Ross, Beverly A.** (Nursing);

Present--: **Schneider, Bill** (Liberal Arts);

Present--: **Sloan, John** (IU Foundation);

Present--: **Sullivan, Cheryl** (Vice-Chancellor for External Affairs);

Present--: **Turner, Regina** (University College).

[Attachment for FC981203 Minutes]

Indiana University Purdue University Indianapolis

Faculty Council Meeting: Thursday, December 3, 1998

IUPUI Conference Center: Room 118 (IP 118): 3:00 - 4:00 p.m.

A G E N D A

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Approval of Minutes for November 5, 1998 (distributed earlier via email and on web at "<http://www.iupui.edu/~fcouncil/minutes/fc981105html.htm>" and see attachment¹).
- III. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- IV. President's Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary).
- V. Further Discussion of the "Disruptive Student Conduct Policy" (latest version available in hardcopy at the meeting)-- **Beverly Ross** (Chair of Student Affairs Committee) [DISCUSSION ITEM]
- VI. "Guiding Principles for Tenured Faculty (or Post-Tenure) Review" (see attachment²) -- **Karen Gable** (UFC Faculty Affairs Committee Co-Chair) [Policy Proposal to be Presented to the UFC Agenda Committee] [INFORMATION ITEM]
- VII. "Regularizing and Improving the Employment of Non-Tenure Track Faculty" (see attachment³) -- **Karen Gable** (UFC Faculty Affairs

Committee Co-Chair) [Policy Proposal to be Presented to the UFC Agenda Committee] [INFORMATION ITEM]) .

VIII. Question / Answer Period.

IX. Unfinished Business?

X. New Business?

XI. Adjournment for the Chancellor's "State of the Campus" Address at 4:00.

***Attachments:**

¹ Unapproved FC Minutes for November 5, 1998 (synoptic);

² "Guiding Principles for Tenured Faculty (or Post-Tenure) Review";

³ "Regularizing and Improving the Employment of Non-Tenure Track Faculty."

Next Faculty Council Meeting: January 14, 1999!

[Agenda Prepared by Faculty Council Coordinator, David Frisby,

UN 403, 317-274-2215 (fax 4-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]

Indiana University Purdue University Indianapolis

Meeting of the IUPUI Faculty Body: Thursday, December 3, 1998

IUPUI Conference Center: Room 118 (IP 118): 4:00 - 5:30 p.m.

I. Call to Order!

II. "State of the IUPUI Campus Address" -- **Chancellor Gerald Bepko**.

III. Adjournment.

Next Meeting of the IUPUI Faculty Body: Thursday, December 2, 1999!

[Agenda Prepared by Faculty Council Coordinator, David Frisby,

UN 403, 317-274-2215 (fax 4-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]

[Attachment for FC981203 Minutes]

DRAFT DRAFT DRAFT DRAFT DRAFT

Guiding Principles for Tenured Faculty (or Post-Tenure) Review

The quality and integrity of academic programs depend upon the performance of individual faculty. Indiana University as an institution and its faculty members have a mutual and reciprocal commitment to ensure the ongoing productivity of individuals throughout their academic careers. Peer review is an essential aspect of continued improvement and faculty development.

Each campus shall have:

1. Procedures for annual merit review of faculty performance that comply with Principles Guiding Indiana University Faculty/Librarian Salary Policy (University Faculty Council, April 25, 1989),
2. Procedures for evaluation of faculty performance on occasion of reappointment, appointment with tenure, and promotion in rank that comply with the provisions on Academic Advancement (standards, procedures, and annual review) in the *Academic Handbook*, and
3. Procedures, adopted by faculty governance, for review, remediation, and sanction (including sanction of dismissal) of faculty conduct that violates the rules of the University or fails to meet generally understood and accepted standards of professional conduct.

Therefore, the tenured faculty review process should be congruent with the following Guiding Principles:

1. preserve academic freedom,
 2. protect due process,
 3. recognize situational differences of its diverse faculty,
 4. establish professional development as a goal,
-
5. define a mechanism for initiating the in-depth review process,
-
1. rely upon peer review at all steps in the process,
 2. incorporate existing faculty review mechanisms,
 3. include the concept of intermediate sanctions prior to dismissal proceedings and establish dismissal process consequent to misconduct or incompetence, and
 4. specify outcome criteria for assessment of the effectiveness of the policy at the time of implementation of the policy.

University Faculty Council Faculty Affairs Committee

11/16/98

[Attachment for FC981203 Minutes]

[Subject: Dealing with Non-Tenure Track Faculty: UFC Faculty Affairs Committee approved this proposal to turn over to the UFC Agenda Committee for its consideration, and then for the UFC agenda].

Proposal for Regularizing and Improving the Employment of Non-Tenure Track Faculty.

- (1) Each campus shall establish a Non-Tenure Track Faculty Policy Committee, preferably by an election that will include all NTTFs (both full-time and part-time) and all tenure-track faculty in the balloting. The NTTF Committees shall include NTTFs in their memberships, perhaps in a 50-50% balance with tenure-track faculty. The NTTF Committees will report to the chief academic officer on each campus.
- (2) The first task of the NTTF Committees will be to draft policies that are campus-specific, but that incorporate the various items (3-6) in this UFC Policy. Once the campus-specific policies are adopted, copies of these policies will be forwarded to President Brand, to the Co-Secretaries of UFC, and to the Co-Chairs of the UFC Faculty Affairs Committee. The NTTF Committees will continue to function (a) to monitor the execution of the campus-specific policies; (b) to recommend further ways to improve and regularize the employment of NTTFs in all units on each campus; and (c) to provide an annual report concerning the employment of NTTFs to President Brand and the Co-Secretaries of UFC.*
- (3) Some limit or "cap" will be placed on the number of NTTFs employed by each campus, in order to avoid increasing IU's dependence on NTTFs for instructional purposes, and hence also to avoid eroding the number of tenure-track faculty lines now budget ed to each campus. Each campus-specific policy should address the distribution of NTTFs among the various academic units.
- (4) In order to improve and regularize the pay scale for NTTFs, the NTTF Committee for each campus will set a goal of raising per-section pay for all NTTFs, both full-time and part-time, to a minimum of \$2000 (a figure close to the national average for per-section pay for sections of composition and beginning math courses taught by part-time faculty). In the case of NTTFs who are paid on a salary basis, the per-section pay should in no case be lower than \$2000. The specific policy adopted by each campus will set a reasonable timeline for meeting this goal of at least \$2000 per section.
- (5) The NTTF Committee on each campus will establish a means for providing multi-year contracts for NTTFs who have been teaching on a semester- or annual-contract basis for 3 or more years. In some circumstances, NTTFs may prefer to teach on one-year or semester appointments. But multi-year contracts should be made available to long-term NTTFs who apply for them.
- (6) As a corollary to item (5), each campus will adopt a regular system for evaluating the work of NTTFs.*

* It is not the intention of this Policy to have the NTTF Committees on the various campuses serve also to evaluate the work of NTTFs. Rather, such evaluation seems best if done by departments and disciplines, rather than by a centralized committee or administrator. At the same time, the NTTF Committees should ensure that such evaluation is being conducted and is adequate for making informed decisions about the appointment of NTTFs especially to multi-year contracts.

FC990114 MINUTES:

APPROVED FC990204.

Indiana University Purdue University Indianapolis

Faculty Council Minutes: January 14, 1999

Dental School Building, Room 115: 3:30 - 5:30 p.m.

Attendance Record and Original Agenda follow Adjournment as Attachments.

Agenda Item I. Call to Order: Paul Galanti (IUPUI Faculty Vice-President)!

Vice-President Galanti called the meeting to order at 3:35 pm, and then announced that item IX with Kimberly Quaid would be deferred until February's meeting, and that any questions concerning the weather or closing the campus should be withheld until the question/answer period.

Agenda Item II. Memorial Resolution for Professor Emeritus James E. Simmons.

Galanti directed the council to stand for a moment of silence.

Agenda Item III. Approval of Minutes for December 3, 1998 (distributed earlier via email and on web at "<http://www.iupui.edu/~fcouncil/minutes/fc981203html.htm>").

Vessely moved with Froehlich's second that the December minutes be approved. Motion carried.

Agenda Item IV. Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).

Given last meeting's "State of the Campus" address, Chancellor Bepko gave a brief report. He informed the council that Tom Binford had died. A chair in the Kelley School of Business has been named in Binford's honor.

Bepko also spoke briefly to the snow emergency, promising an extended treatment later by Vice-Chancellor Bob Martin. The advice the administration receives concerning campus closings falls into four categories: those who express outrage at any closing, those who expect closing anytime there is snow, those who complain that closings come too late, and those who are angry no matter what. [Laughter] Bepko explained that since learning is important, any decision to close the campus takes into consideration many other important concerns related to the roads or emergency conditions. The campus was closed the night before (Wednesday, January 13) because it was determined not enough students

were arriving to justify holding classes. One premise established years ago is that the campus will not close before the retail stores or sports events do.

Bepko also introduced the new head of the Kelley School of Business at Indianapolis, Associate Dean Roger Schmenner. He then called upon Executive Vice-Chancellor and Dean of Faculties Bill Plater to announce some new appointments.

Plater announced that Sara A. Hook, who came to IUPUI the same year he did, would be leaving her present position as Director of the Dental School Library, and assuming a new administrative position, Associate Dean of Faculties, replacing retiring Shirley Nusbaum's old position with Academic and Faculty Records, while also assuming some further responsibilities. Sara has graduate degrees in Library and Information Science (MLS), Law (JD), and Business Administration (MBA). She has served as the chair of the Faculty Affairs Committee for several years, among many other things, and Plater expressed confidence that she would continue to find ways to strengthen the relation between university administration and the faculty governance structures. He also congratulated the Search & Screen Committee for a job well done.

Plater also thanked Registrar Mark Grove for his excellent work and then reported his enrollment figures: a head count of 24,730 (slightly up from last year) and credit hours of 255,855 (up 3% from last year). More data would be forthcoming later.

Bepko added an announcement of one more appointment, Erwin Boschmann to IU Associate Vice-President for Distributed Education, a position filled after a national search, and created after the distribution of the Cronin Report ("Distributed Education at Indiana University" -- see <http://www.indiana.edu/~disteduc/iu/index.html>). Boschmann will be responsible for distributed education at all eight campuses, but Bepko expressed confidence that Erv's heart would stay with IUPUI. Although he and others had hoped Boschmann might turn it down, they also knew it would be good overall for IU. Congratulations were extended. [Applause]

Agenda Item V. President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary): Executive Committee Report on the Number of Unit and At-Large Representatives to Elect for 1999/00 - 2000/01.

President Porter welcomed council members back to the campus for a new year. Reminding everyone that at the last council meeting, concerns were expressed about undergraduate admission policies, enrollment practices, and retention results, she announced that a town meeting will be held on Wednesday, January 27, at 3:00 p.m., in the University Library Auditorium, to discuss the findings in the Fall 1998 enrollment report prepared by Vic Borden. Explaining that the discussion would help to inform future considerations of possible actions by the council, she requested that members attend.

Two items have been referred to committees for discussion. Both the Faculty Affairs and Student Affairs Committees have been asked to address an issue stemming from the Student Code of Conduct that

concerns charges of sexual harassment by a student against a faculty member, and the need, if any, for the council to adopt procedures beyond what is already in place. Also, Academic Affairs has been asked to look into a proposal brought forward by the faculty of University College to establish procedures to administratively withdraw students who fail to show up for any class sessions during the first three weeks of classes.

The Executive Committee has several items under discussion. Insights and suggestions are being gathered from the members of the Board of Review Pool who have been quite active recently. This information hopefully will assist future Boards in dealing with procedural issues. She invited any concerns or comments be emailed to her at rporter@iupui.edu. The Executive Committee is also considering an endorsement of the Search & Screen Committee for the new Vice-Chancellor for Student Life and Diversity, some changes in the language with the Faculty Review and Enhancement Policy aimed at clarifying the timeliness of the process in certain cases, some questions raised by the Constitution and Bylaws Committee concerning wording in the IUPUI Faculty Constitution and the IU Faculty Constitution regarding which members of the faculty can vote and hold office, and a possible revision of the charge to the Campus Planning Committee.

The Faculty Affairs Committee, under chair Karen Gable, will be coming forward again with two items for discussion at later council meetings, post-tenure review and non-tenure track faculty. The first will again be addressed later today (Item X). < /P>

The UFC agenda includes the post-tenure review guidelines which are up for discussion today, as well as non-tenure track faculty guidelines, and concerns about the rising costs of health care coverage for retirees.

The IU Board of Trustees will be meeting January 22 at IUB.

Finally, President Porter drew attention to the constitutionally-mandated report on the number of unit and at-large representatives to be elected to the council for the term 7/99 through 6/01 (attached to the agenda).

Agenda Item VI. "Election of Mediation Committee and Faculty Board of Review Pool" -- Karen West (Nominating Committee Chair) (slates distributed in advance via email and attached to agenda -- ballots distributed at meeting) [ACTION ITEM].

Harriet Wilkins (standing in for Karen West who had a time conflict), with help from Mannheimer, Hook, and Pfile, conducted the election. Wilkins confirmed a quorum was present (55 required). 58 ballots were cast. Election results are as follows: James Baldwin, Henry Besch, and Betsy Joyce were elected to the Mediation Committee for the two-year term 2-1-1999 through 1-31-2001. Ronald Britton, Carol Gardner, Christian Kloesel, Samuel Nunn, Carl Rothe, Bernadette Rodak, Gary Rosenberg, Marguerite Sh epard, Mark Shermis, and Aslam Siddiqui were elected to the Review Board Pool for the two year term 2-1-1999 through 1-31-2001. Wilkins moved with Mannheimer's second that the ballots

be shredded and the tally sheet kept in the Faculty Council Office. Motion carried.

Agenda Item VII. Presentation on "Campaign for IUPUI" -- Phil Hardwick, John Sloan, & Sally McGuffey (IU Foundation) [INFORMATION ITEM].

Phillip K. Hardwick (IU Foundation Vice-President), assisted by John Sloan (Campaign Executive Director) and Sally McGuffey (Campaign Coordinator), gave a powerpoint presentation outlining what is in store for IUPUI over the next six years with regard to the "Preparation for the Comprehensive Campaign for IUPUI." The presentation included a definition of a successful campaign, the overall development goals for the campaign, the six phases of a campaign, the progress on phases I and II, moving ahead, and the role of faculty. A huge step for IUPUI, the three main overall goals for the IUPUI Campaign are to dramatically increase private support to IUPUI over the next six years, to improve the way we do business by establishing a strong fund raising base built on major gift fund raising, and to strengthen our relationship with our alumni and central Indiana. The campaign began in June of 1995 with a discussion by IU President Myles Brand, IUPUI Chancellor Gerald Bepko, IU Foundation President Curtis Smith, and IU Foundation Vice-President Phillip Hardwick. The feasibility study, now underway, is due to be completed in February of 1999. The preliminary working goals for the schools comes to \$212 million. The preliminary summary of the focused priorities comes to \$273 million. The role of a faculty member will be to be an advocate and an ambassador for the university and for their school, to assist their development officer in the identification of prospective donors, to assist their dean and development officer in the development of relationships with prospective donors, and to consider their own gifts to the campaign. The groundwork is now being laid for a successful campaign. Hardwick, McGuffey, and Sloan closed their presentation with a request that they be allowed to return to the council next year for an update. They also offered to give their presentation in other forums. An interesting handout on a donor to the West Virginia law school was distributed to council members, as well as copies of all presentation frames. Questions were solicited and there was some discussion.

Agenda Item VIII. "Disruptive Student Conduct Policy" -- Beverly Ross (Student Affairs Committee Chair) [ACTION ITEM: VOTE].

Ross called for an approval of the document. Initiated by Stocum, considerable discussion ensued concerning the wording regarding weapons, especially knives, at I.i: "Possession of dangerous weapons." Vessely pointed to the importance of context. Ross elucidated some of the history of the process regarding this section of the document. Porter called for a return of the document back into committee to consider the points raised before returning to the council. Wilkins suggested a vote on the policy with the exception of I.i which would return with some rewording. Rothe moved with J. Keck's second that a vote be taken, but after further discussion, withdrew his motion and instead moved that the item be tabled until the February meeting. Motion carried.

Agenda Item IX. Report on Research Misconduct at IUPUI -- Kimberly Quaid (Chair of IUPUI Committee on Ethics in Research) [INFORMATION ITEM].

This item was necessarily deferred until the February meeting.

Agenda Item X. Update on "Guiding Principles for Tenured Faculty (or Post-Tenure) Review" (latest version available at meeting) -- Karen Gable (UFC Faculty Affairs Committee Co-Chair) [Policy Proposal to be Presented to the UFC Agenda Committee] [INFORMATION ITEM]

Gable drew attention to the two-sided handout distributed at the meeting, one side already approved by the UFC, and the other with a modification proposed by the IUPUI Faculty Affairs committee, a modification consisting primarily of a division of #8 into two parts (#8 and #9, with the old #9 becoming #10). She expressed hope that the modification would be approved by the UFC. In response to E. Fineberg's question as to why mention developing procedures for "misconduct" and "incompetence" when the procedures are already specified in the IUPUI handbook, Gable explained that they are not in the IU handbook or other campus handbooks, only IUPUI's.

Gable mentioned two other issues the Faculty Affairs Committee is working on and which will be coming to the council at some late time, perhaps in February. First, the policy on non-tenure track faculty, for which she requested that concerns or comments be emailed to Martin Spechler or herself. Second, she presented an early draft of a policy to be sent to the deans regarding reorganizations, transfers, and mergers, for which she also requested feedback.

Agenda Item XI. Question / Answer Period.

Assuming the first question would refer to the weather and the closing of the campus, Chancellor Bepko called upon Vice-Chancellor Bob Martin to explain IUPUI's procedures.

Martin said he is called about 4:30 a.m. if conditions for accessing the campus are bad. He calls the Chancellor and from there the message is sent to the deans and directors. If evening classes are jeopardized, the call comes about 2:30 p.m. and the decision is again made with the Chancellor and then sent to the deans and directors. IUPUI's snow removal plan uses some university employees for sidewalks and some side streets, but contracts out to the Sweeney Firm (who, he pointed out, do their work for the city first) the large removal of snow from the parking lots. He closed saying it is an art rather than a science, and welcomes any advice, although he'd prefer to just delegate it. [Laughter] The Medical and Dental Schools are always excluded from any closing of the campus. The Medical Center never closes. After considerable discussion, Martin and Grove resolved to do even better next time and will explore additional means to distribute information. Everyone agreed however that IUPUI's dedicated staff did a wonderful job, especially from the pedestrian standpoint, much much better (according to McBride) than IUB. [Applause]

In response to a reminder from Porter on child care, Martin said the detailed design will go to the Board of Trustees for approval in April or May, with construction beginning July of 1999 and opening in the fall of 2000.

In response to a question from R. Keck on student housing, Martin said they plan to refresh the study and learn from past mistakes, and then present the plan to the Board of Trustees again in March. Some sort of privatized operation will remain the plan.

Agenda Items XII-XIV. Unfinished Business, New Business, and Adjournment.

Given no old or new business, Galanti declared the meeting adjourned at 5:14 p.m.

Attachments:

Attendance Record for January 14, 1999 Faculty Council Meeting;

Agenda for January 14, 1999 Faculty Council Meeting.

[Minutes prepared by Faculty Council Coordinator, David Frisby,

UN 403, 274-2215(Fax 274-2970), fcouncil@iupui.edu : [http ://www.iupui.edu/~fcouncil](http://www.iupui.edu/~fcouncil)]

[Attachment for FC990114 Minutes]

Attendance Record for FC990114.

I. Voting Members (109):

Absent---: Allen, Stephen (Elected: Medicine 6/99);

Present---: **Atkinson, Simon** (Elected: Medicine 6/99);

Absent---: Bailey, Darrell (Ex Officio: Director of Music)

Present---: **Baldwin, James** (Elected: At Large 6/99);

Present---: **Banta, Trudy** (Elected: At Large 6/99. Ex Officio: Chancellor's Admin. designee);

Present---: **Belcher, Anne** (Elected: Nursing 6/99);

Present---: **Bepko, Gerald** (Ex Officio: Officer: Chancellor of IUPUI.);

Absent---: Besch, Henry (Ex Officio: UFC Representative 6/00);

Absent---: Bippen, Paul (Ex Officio: Dean of IUPU Columbus);

Absent---: Bjork, Ulf Jonas (Elected: Journalism 6/99);

Present---: **Blix, Susanne** (Elected: Medicine 6/00);

Absent---: Broadie, Thomas (Ex Officio: UFC Representative 6/99);

Absent---: Brothers, Linda (Elected: At Large 6/99);

Absent---: Brown, James W. (Ex Officio: Associate Dean of Journalism);

Present---: **Burr, David** (Elected: At Large 6/99);

Absent---: Canty-Mitchell, Janie (Elected: At Large 6/99);

Present---: **Carr, Lucinda G.** (Elected: Medicine 6/00)

Present---: **Chernoff, Ellen** (Elected: Science 6/99);

Present---: **Chin, Ray** (Elected: Science 6/00);

Absent---: Cobb, Karen (Ex Officio: UFC Representative 6/99);

Absent---: Cronin, Blaise (Ex Officio: Dean of Library & Information Science) (Bloomington);

Present---: **Crowell, Dring** (Elected: Science 6/99);

Present---: **Dalsing, Michael** (Elected: At Large 6/99);

Absent---: DeSchepper, Edward (Elected: Dentistry 6/99);

Present---: **DiMicco, Joseph** (Elected: At Large 6/99);

Absent---: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies) (Bloomington);

Present---: **Eckerman, Nancy** (Elected: Medicine 6/99. (Elected: At Large 6/00);

Absent---: Eickmeier, Valerie (Ex Officio: Interim Dean of Herron Art)

Absent---: Evenbeck, Scott (Ex Officio: Dean of University College),

Absent---: Faris, James V. (Elected: At Large 6/99);

Present---: **Fineberg, Naomi** (Elected: At Large 6/99);

Present---: **Fineberg, S. Edwin** (Ex Officio: UFC Representative 6/00);

Absent---: Fisher, Mary (Elected: At Large 6/99);

Present---: **Ford, David** (Elected: At Large 6/99);

Present---: **Froehlich, Janice** (Elected: At Large 6/00);

Present---: **Galanti, Paul** (Officer: Vice-President 6/00. Ex Officio: UFC Representative 6/99);

Absent---: Gardner, Carol (Elected: Liberal Arts 6/99);

Present---: **Gilman, Linda** (Elected: Nursing 6/99);

Alternate-: Goldblatt, Lawrence (Ex Officio: Dean of Dentistry) --

-----[via **Chris Miller** (Dentistry)];

Alternate: Greene, Roberta (Ex Officio: Dean of Social Work) --

-----[via **J.M. Kapoor** (Social Work)];

Present---: **Gregory, Richard** (Elected: Dentistry 6/00);

Present---: **Hamant, Celestine** (Elected: Allied Health Sciences 6/99);

Alternate-: Harrington, Susan Marie (Elected: At Large 6/00) --

-----[via **Stephen L. Fox** (Liberal Arts)];

Alternate-: Holden, Robert (Ex Officio: Dean of Medicine) --

-----[via **Meredith T. Hull** (Medicine)];

Present---: **Hook, Sara Anne** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present---: **Hoyt, Dolores J.** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present---: **Jafari, Maymanat** (Elected: University Libraries 6/99);

Absent---: Karlson, Henry (Elected: Law 6/00);

Present---: **Keck, Juanita** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present---: **Keck, Robert** (Ex Officio: Executive Committee 6/00);

Present---: **Keffer, M. Jan** (Ex Officio: UFC Representative 6/99);

Present---: **Kellum, P. Nicholas** (Ex Officio: Dean of Physical Education);

Present---: **Kennedy, Sheila** (Elected: Public & Environmental Affairs 6/00 -- replaced Joyce Man);

Absent---: Lee, Wei-Hua (Elected: Medicine 6/00);

Absent---: Lefstein, Norman (Ex Officio: Dean of Law);

Present---: **Mannheimer, Steven** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/00);

Present---: **Mannix, Edward** (Elected: Medicine 6/99);

Present---: **Marrs, James A.** (Elected: Medicine 6/00);

Notice---: Martin, Joyce (Elected: At Large 6/00);

Absent---: Mayfield, Jennifer A. (Elected: Medicine 6/00);

Present---: **McBride, Angela** (Ex Officio: Dean of Nursing);

Alternate-: McDaniel, Anna (Elected: At Large 6/00) --

-----[via **Beverly J. Ross** (Nursing)];

Present---: **Minick, Susan** (Elected: At Large 6/00);

Absent---: Modibo, Najja (Elected: Continuing Studies 6/00);

Absent---: Ng, Bart (Elected: At Large 6/99);

Notice--- Olson, Byron (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Absent---: Parsons, Michael (Elected: Education 6/00);

Present---: **Pfile, Richard** (Elected: Engineering and Technology 6/00);

Present---: **Plater, William** (Ex Officio: Chancellor's Administrative Designee);

Absent---: Pless, John (Elected: Medicine 6/99);

Present---: **Porter, Rebecca** (Elected Officer: President 6/00. Ex Officio: UFC Rep. 6/00);

Present---: **Powers, Gerald** (Ex Officio: Executive Committee 6/99);

Present---: **Ralston, Rick** (Elected: At Large 6/00);

Alternate-: Richwine, Margaret W. (Elected: Medicine 6/00) --

-----[via **Julie Fore** (Medicine)];

Absent---: Robertson, Jean (Elected: Herron 6/99);

Absent---: Rogers, Richard (Elected: Business 6/99);

Absent---: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);

Present---: **Rothe, Carl** (Elected: Med 6/99. Ex Off: Exec C. 6/99, & UFC Rep 6/99);

Absent--: Russell, Steven (Elected: Liberal Arts 6/00);

Present---: **Saatkamp, Herman** (Ex Officio: Dean of Liberal Arts);

Present---: **Sawchuk, Alan P.** (Elected: Medicine 6/00);

Present---: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis);

Absent---: Seifert, Mark (Elected: At Large 6/00);

Present---: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);

Present---: **Spechler, Martin** (Ex Officio: UFC Representative 6/00);

Present---: **Stocum, David** (Ex Officio: Dean of Science);

Absent---: Sutton, Susan (Elected: At Large 6/99);

Present---: **Swartz, Darl** (Elected: At Large 6/00);

Alternate-: Tompkins, Philip (Ex Officio: Director of University Libraries) --

-----[via **David Lewis** (University Libraries)];

Absent--: Touponce, William (Elected: Liberal Arts 6/00);

Present--: **Udry, Eileen** (Elected: Physical Education 6/00);

Present--: **Unverzagt, Frederick** (Elected: At Large 6/00);

Absent--: VanVoorhis, Rebecca (Elected: At Large 6/00);

Present--: **Vermette, Rosalie** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present--: **Vessely, Jeffery** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Absent---: Wagner, Marion (Elected: Social Work 6/99. Ex Officio: UFC Representative 6/99);

Absent---: Warfel, Kathleen (Ex Officio: UFC Representative 6/00);

Present---: **Wass, Justin L.** (Elected: Medicine 6/00);

Absent---: Watt, Jeffrey (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present--: **Webb, Dorothy** (Elected: At Large 6/99);

Present--: **Wiebke, Eric** (Elected: At Large 6/00);

Absent---: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);

Present--: **Wilkins, Harriet** (Officer: Parliamentarian 6/99. Elected: At Large 6/00);

Present--: **Yokomoto, Charles** (Elected: At Large 6/00);

Present--: **Yurtseven, H. Oner** (Ex Officio: Dean of Engineering & Technology).

II. Non-Voting Members (5):

Absent---: Koch, Mary Jane (Ex Officio: Senior Academy Representative);

Present---: **Lowenkron, Ann** (Elected: University College 6/00);

Absent---: Manaloor, Jacob (Ex Officio: Student Assembly President);

Absent---: Phillabaum, Melinda (Ex Officio: Staff Council President);

Absent---: Rooney, Patrick (Elected: IUPU Columbus).

III. Guests/Visitors/Others (non-voting):

Present---: **Boschmann, Erwin** (Faculty Development Office);

Present---: **Frisby, David** (Faculty Council Coordinator);

Present---: **Gable, Karen** (Allied Health Sciences);

Present---: **Grove, Mark** (Registrar);

Present---: **Hardwick, Phil** (IU Foundation)

Present---: **Lorentz, Donald** (UITs Audio Engineer: Recorder);

Present---: **MacKinnon, Joyce** (Allied Health);

Present---: **Martin, Robert** (Vice-Chancellor for Administration and Finance);

Present---: **McGuffey, Sally** (IU Foundation);

Notice----: Quaid, Kimberly (Chair of IUPUI Committee on Ethics in Research);

Present---: **Ross, Beverly A.** (Nursing);

Present---: **Sloan, John** (IU Foundation);

Notice----: West, Karen (Nominating Committee Chair).

[Attachment for FC990114 Minutes]

Indiana University Purdue University Indianapolis

Faculty Council Meeting: Thursday, January 14, 1999

Dental School Building, Room S115 (DS 115): 3:30 - 5:30 p.m.

A G E N D A

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Memorial Resolution for Professor Emeritus James E. Simmons (see attachment¹).
- III. Approval of Minutes for December 3, 1998 (distributed earlier via email and on web at "<http://www.iupui.edu/~fcouncil/minutes/fc981203html.htm>" and see attachment²).
- IV. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- V. President's Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary):

Executive Committee Report (see attachment³) on the Number of Unit and At-Large Representatives to Elect for 1999/00 - 2000/01.
- VI. "Election of Mediation Committee and Faculty Board of Review Pool" -- **Karen West** (Nominating Committee Chair) (slates distributed in advance via email and attached to agenda⁴ -- ballots distributed at meeting) [**ACTION ITEM**].
- VII. **Presentation on "Campaign for IUPUI" -- Phil Hardwick, John Sloan, & Sally McGuffey (IU Foundation)** [**INFORMATION ITEM**].
- VIII. **"Disruptive Student Conduct Policy" -- Beverly Ross (Student Affairs Committee Chair) (see attachment⁵)** [**ACTION ITEM: VOTE**].
- IX. **Report on Research Misconduct at IUPUI -- Kimberly Quaid (Chair of IUPUI Committee on Ethics in Research)** [**INFORMATION ITEM**].
- X. **Update on "Guiding Principles for Tenured Faculty (or Post-Tenure) Review" (latest version available at meeting) --**

Karen Gable (UFC Faculty Affairs Committee Co-Chair) [Policy Proposal to be Presented to the UFC Agenda Committee] [INFORMATION ITEM]

- XI. Question / Answer Period.**
- XII. Unfinished Business?**
- XIII. New Business?**
- XIV. Adjournment.**

***Attachments: [not included as part of FC990114 minutes]**

¹ Memorial Resolution for Professor Emeritus James E. Simmons;

² Unapproved FC Minutes for December 3, 1998 (synoptic);

³ Executive Committee Report on the Number of Unit and At-Large Representatives to Elect for Faculty Council .for the term 1999/00-2000/01;

⁴ Slate for Mediation Committee and Board of Review Pool;

⁵ "Disruptive Student Conduct Policy" (final version)

Next Faculty Council Meeting: February 4, 1999!

[Agenda Prepared by Faculty Council Coordinator, David Frisby,

UN 403, 317-274-2215 (fax 4-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]

FC990204 MINUTES:

APPROVED FC990304.

Indiana University Purdue University Indianapolis

Faculty Council Minutes: February 4, 1999

Dental School Building, Room 115: 3:30 - 5:30 p.m.

Attendance Record and Original Agenda follow Adjournment as Attachments.

Agenda Item I. Call to Order: Paul Galanti (IUPUI Faculty Vice-President)!

Vice-President Galanti called the meeting to order at 3:34pm, and noted that agenda item IX would be divided into parts A and B representing the majority and a minority report. He also noted that item VII would be allowed no more than 25 minutes. < /P>

Agenda Item II. Approval of Minutes for January 14, 1999 (distributed earlier via email and on web at "<http://www.iupui.edu/~fcouncil/minutes/fc990114html.htm>").

Vessely moved with Vermette's second that the minutes be approved. Motion carried.

Agenda Item III. Chancellor's Report: William Plater (Executive Vice-Chancellor & Dean of Faculties) for Gerald Bepko.

Plater extended Chancellor Bepko's apologies and regret for missing the meeting, a rarity; his professional duties called him to California to assist in the rewriting of the Uniform Commercial Code.

Plater reported that TERA (Teaching Excellence Recognition Award) would be reviewed during this, its third, year. Guidelines similar to last year's have been distributed to the deans. Award recipients must be reported by March 19 in time for a report to be made at the April Trustees meeting. Requests for guidelines or information may be made to Plater's office.

An Indiana Community College has been created. From IU's perspective it is a timely and appropriate move. Although it is too early to say what the impact will be on IUPUI or any one campus, IUPUI has anticipated it for ten years and has worked well with Ivy Tech on a variety of fronts. Any consequences for IUPUI will be modest, at least for some years, but the tuition differential may have an impact one day. For now, IUPUI will continue to work with Ivy Tech and Vincennes to increase educational opportunities in the region. This may be a time when IUPUI can relinquish some of its responsibilities for

giving access to the least well-prepared students while increasing the number of better prepared students.

Two Search & Screen Committees are at work. One, chaired by Barbara Jackson, hopes to fill the new Student Life and Diversity Vice-Chancellor's position, and the other one, chaired by University Librarian Philip Tompkins, will seek a replacement for Erv Boschmann as Associate Dean and combine this role with that of the Executive Director of the Center for Teaching and Learning. Both positions are to be filled by the fall is possible.

The analysis of the 1998 faculty survey is now complete and will soon be available at <http://www.imir.iupui.edu/imir/assess.htm>. This is the third survey so far, the second faculty survey. They provide a look at ourselves with an eye to improving ourselves. Two highlights of the 1998 faculty survey are noteworthy. The overall rating of campus life, especially the quality of our students, is slightly down. Also, faculty would prefer to reduce the percent of their time (now 40%) allocated to administrative activities (like filling in surveys), in favor of teaching or research. The administration plans to work with Victor Borden on these issues.

Plater noted that the Mini-Marathon, which used to be held on a Friday, will this year be held on Saturday, May 1, from 9am - 1:30 pm, finishing at Military Park. Final exams are also scheduled for May 1, so faculty should develop contingency plans or contact Vice-Chancellor Bob Martin if necessary in preparation for the race.

In response to a question from Baldwin regarding the race and the closing of the Michigan Street Bridge, Vice-Chancellor Bob Martin said the route of the race had been changed to go around the zoo, and had been changed from Friday to Saturday to better fit in with city activities, and hopefully to increase participants. However, the entire bridge will close sometime this spring for reconstruction.

Agenda Item IV. President's Report: Paul Galanti (IUPUI Faculty Vice-President) for Rebecca Porter.

Galanti, having received Marching Orders from President Porter before her leaving, gave the report in her absence. Galanti extended Porter's apologies for missing the meeting. She was at a meeting of the American Physical Therapy Association (Seattle, Washington) making a presentation.

Two changes occurred in the Mediation Committee composition since last month's election. Carl Rothe resigned due to his election to the Board of Review Pool, and Sara Hook resigned due to her appointment as Associate Dean of the Faculties. The Executive Committee appointed Jordan Leibman and Colin Williams to fill their terms.

The original proposal for the establishment of the TERA process called for a review of the process at the end of the third year. After completion of this year's awards, a review process will be implemented both specifically at IUPUI and at the IU system level. This information will be conveyed to the Trustees for their consideration. While the review processes should provide faculty council members with

opportunities for input, they were also encouraged to contact her (rporter@iupui.edu) if they want to be sure they are heard.

Galanti also extended Porter's regrets for not being able to hear today's discussion regarding the admission and retention of our students. In a recent conversation among University College faculty, Monroe Little reminded us that our mission at IUPUI is not just to admit great students, but, more importantly, to create great students. She encouraged everyone to keep that mission central to the discussion in their consideration of the multiple factors involved.

Agenda Item V. Report on Research Misconduct at IUPUI -- Kimberly Quaid (Chair of IUPUI Committee on Ethics in Research) [INFORMATION ITEM: 10 Minutes].

Quaid reported that the Committee on Ethics in Research, appointed by the Chancellor at the recommendation of the committee chair, has been in place at IUPUI since 1989. Federal regulations mandate that procedures for handling allegations of scientific misconduct be in place when NHS or NIS funding is received. The committee utilizes a two-step procedure. First, if an allegation is received, an inquiry process begins where the role of the inquiry committee is to make a preliminary evaluation of the evidence and testimony and decide whether there is enough evidence to suggest misconduct has occurred. If so, the inquiry committee recommends to the full committee that an investigation is warranted. If so, an investigation committee is formed. Their finding goes back to the full committee where a vote is taken. The full committee then reports its recommendation to the Chancellor.

Quaid also gave a summary of the committee's activity. She has been active on the committee since 1994 and became its chair in July of 1998. There was one allegation of misconduct in 1994 which did go to investigation which did find that misconduct had occurred. In 1995 there was again one allegation which went to investigation with a positive finding. In 1996 there was one allegation which was investigated but with a negative finding of no misconduct. In 1997 there was one allegation which has gone to investigation but remains uncompleted. In 1998 there were four allegations but only one went to an investigation which did find that misconduct had occurred. The greater number of allegations in 1998 is likely due to better advertising, including a website (<http://www.iupui.edu/it/rspinfo/ethics.html>).

In response to Ford's question regarding the outcomes where misconduct was in fact found, Quaid said that in the first finding of misconduct the person in question had already left the university and little could be done. In another case where it was alleged that the person had fabricated a letter of reference and forged signatures of colleagues and mentors, misconduct was found and sanctions were made, including the forced taking of a (new) course on research ethics (which Quaid teaches). In the latest case the committee recommended to the Chancellor that the person be dismissed. The outcome depends greatly on the level of misconduct. If NIH funding is involved, any investigation report is sent to the Office of Research Integrity, which in turn can decide whether to launch its own investigation.

In response to Keffer, Quaid noted that Ike Levy (Research and Sponsored Programs) is a member of the committee, and that University Counsel is often brought in early these days. In response to Galanti,

Quaid noted that the committee has no problems complying with federal mandates in those cases handled informally apart from their committee, because they have no jurisdiction unless an allegation comes before them. On the other hand, she contended that if a serious allegation exists, it is best to utilize formal procedures instead of relying on informal ones (contrary to what some think). In response to Mannheimer, Quaid noted that allegations come from the social sciences and not only the hard sciences, but added that most members of the committee are from Medicine and hard science, although one is from history and another from philosophy.

Plater commented that because this committee was created after procedures were established for dismissal of faculty for misconduct, they have only now become aware of some anomalies and will therefore need to cross-reference the processes and roles of these two committees. So later in the spring when revisions in the documents describing the process for dismissal of faculty and other related matters come before the FC, we will need to make minor language changes. Quaid added that according to Dr. Brenner, a new definition of scientific misconduct will be coming out of the Office of Research Integrity which will also require some rewriting of policies by the FC.

Agenda Item VI. "Disruptive Student Conduct Policy (version 11)" -- Beverly Ross (Student Affairs Committee Chair) (emailed separately) [ACTION ITEM: VOTE].

Ross reported that the comments from the previous meeting (FC990114) were taken back to the Student Affairs Committee when they met (990122). She went through the details of the new version #11, explaining the committee's decision. Regarding the controversial section mentioning the Swiss army knife (I.i), it was decided to substitute a sentence from the Code of Student Conduct. Smaller changes in the reporting form were made such as adding places for the class section number and the faculty member's home phone number (optional). The new version was distributed to the FC with a request for feedback. She received negative comments from Slocum regarding the Swiss army knife section (I.i), and from Karlson regarding the phrase "mental harm" (I.f). She then opened the floor for discussion.

Gardner spoke of work she has done on disruptive students and then asked if the policy should not also address stalking. Vessely reported on a recent incident where a student threatened to "kick the ass" of a staff member if he didn't get what he wanted. Discussion continued on verbal abuse. Morris pointed out that the main point of the policy is to be inclusive, so as to give permission to faculty members to fill out reports. Discussion regarding the definition of "mental harm" was considerable, especially in relation to stalking and verbal abuse. Plater commented that if the intent is to let faculty members use their judgment to address problems, why not just say "harm," dropping both "mental" and "physical." Webb moved with Mannheimer's second that the words "mental or physical" be omitted wherever the words "mental or physical harm" appear, leaving only "harm." Wilkins read the relevant portions of the policy. Motion carried. Webb, Galanti, and Vessely together established the legitimacy of police officers carrying firearms during classes as the only exception. Ross responded to Keffer that the policy applied to activity in the classroom and not off campus or to such things as telephone harassment. Galanti encouraged the FC to proceed with this issue. Ross moved that the FC adopt the policy as modified. Motion carried unanimously.

Agenda Item VII. Faculty Council Discussion on "IUPUI's Admissions Standards, Student Performance, and Retention" Report on the Town Meeting held January 27, 1999 -- Jim Baldwin (Academic Affairs Chair) [DISCUSSION ITEM].

Baldwin thanked the organizers of the "standing room only" town meeting (UL auditorium), including Dean Plater, Norm Brandenstein of University Library, Registrar Mark Groves (the conscience of the faculty), the panel (Trudy Banta, Vic Borden, and Alan Crist), and the faculty and staff who attended. A significant amount of frustration was vented. Baldwin read some of Plater's comments, referred to some of Vic Borden's statistics, and then listed in the manner of "sound bytes" some of the concerns that were raised, including the nobility of the mission, the fraudulence of admitting underprepared students, the problem of how to help undermotivated students, the expense associated with admitting students based on an interview, the possible negative consequences of our too-successful advertising campaign, the future of associate degrees given the new community college, the success of learning communities (the cornerstone of University College), and most emotionally, parking.

Two issues of importance were not addressed: 1) the need to improve student advising and not let it be abused, and 2) what to do if our retention rate drops after promising and working to improve it.

Baldwin presented two conclusions before opening the floor for discussion. Trudy Banta's office needs to continue to work on this issue, and the possibility of restricting admissions on the lower end of the pyramid so that more qualified students might be recruited and so that we can better retain the students we now have.

Plater began the discussion calling for another forum on this important campus issue, perhaps focusing on the first three "sound bites" suggested by the committee, before returning again to the FC. Sutton made the point, emphasized by Spechler, that motivation is the key to success here. Spechler pointed out that upwards of one-third of the students in his statistics courses fail or need to take it again, and then concluded that unless the State of Indiana requires it, we will not reduce the DWF rate but instead keep our quality high by letting students fail and try again. Lowenkron confirmed this is not a good time to change our admissions standard, given our new University College where students' motivation is really being helped, not to mention the new community college. Chernoff contended that we should get rid of the students who are underprepared, who should not be here, and for whom there is nothing we can do (e.g., those who can't read). Vessely pointed out the biggest percent of the problem students are those who are in school only so as to live off of their financial aid -- and that we should seriously attack that problem. Spechler compared those students with welfare mothers with regard to the difficulty of identifying them using predictors from high school measures alone, and advised heeding the Biblical wisdom of not destroying the city if it contains forty righteous people. Watt made three points. First, we need to send a clear message to the high schools on what college requires. Second, remediation is necessary, because if a student's reading or math skills are only at 8th grade, we can't help. Third, motivation is simply the key, as can be seen with some adults here who start out at the very bottom but still succeed. Gailanti commented on the discussion so far by seconding Plater's call for a second forum. Borden pointed out that the answers we get depend to a great deal on the questions we ask, and that it is

not always the case that we (as opposed to Ivy Tech for example) are best suited to serve a particular student's needs. J. Keck drew attention to a fundamental problem for IUPUI: how are we to both serve the underserved *and* keep our retention rate high? Baldwin brought the discussion to a close saying that roughly two-thirds of the students admitted to IUPUI are admitted conditionally, but that one-third of our graduates began here as conditional admits. Many of these students are indeed making it here, which is good for us.

Agenda Item VIII. "Announcement of University College Faculty Fellowships" -- Barbara Jackson (University College Associate Dean) [INFORMATION ITEM: 5 Minutes].

Jackson said that regardless of the issue of our admissions, they were all in agreement to do the best they could for those that have been admitted, and that she had come to marshal support for the University College endeavor. She distributed a two -page flyer announcing a new faculty development opportunity, "University College Faculty Fellowships," which has been designed to simultaneously enhance the professional development of faculty and the initiatives undertaken by University College in support of entering students. She briefly went over the eight different initiatives for which fellowships would be given: assessing curricular aspects of the template for first year seminars, instructional teams and the first year seminar, peer mentors in the first year seminar, innovative pedagogy in the first year seminar, faculty involvement in new student orientation, enhancing academic and faculty connections in University College advising, campus conversations on the "Scholarship of Teaching" project, and a qualitative assessment of learning communities. Up to ten fellowships can be awarded which carry a stipend of \$5000. There is no application deadline but work should begin by the end of the spring semester. She anticipates that the pool this time will come mainly from those faculty who have already been involved but added there is room for those who want to begin. She requested that FC members help disseminate the information.

Agenda Item IX. Report on Non-Tenure Track (Part-Time) Faculty -- Karen Gable (Faculty Affairs Chair) [INFORMATION ONLY ITEM: 10 Minutes].

As Galanti had partially explained at the beginning of the meeting, due to the congestion of email traffic that was generated around this agenda item, there would be both a majority and a minority report presented. Written reports for both were also distributed at the meeting.

Gable brought the FC up to date saying the Faculty Affairs Committee had accepted the charge several months ago to create a draft proposal related to non-tenure-track faculty. The full committee had broken into subcommittees, one of which was to address drafting that proposal. The subcommittee invited Laura Nehf of the Associate Faculty Committee to participate in extensive discussions and deliberations; she also attended some of the full committee meetings. The written [majority] report distributed to the FC sets out the state of things as of the first of February. The effort of the committee was to recognize that hiring and retention of excellent faculty in non-tenure-track positions is welcomed, while at the same time emphasizing that over-reliance on such personnel is a concern. The report lists eight items related to their effort to address this issue. Item #1 advises the Deans to look at this issue and reduce any

over-reliance based mainly on economic or budgetary reasons. Item #2 attempts to define the various possible titles but may have muddled the water some. Item #3 proposes an associate faculty open forum group be established to address problems related to non-tenure-track faculty, and to supply delegates to the standing Non-Tenure Track Subcommittee of the Faculty Affairs Committee. Item #4 addresses the composition of that subcommittee. Item #5 will likely create a great deal of discussion in that, even though some perspectives would have designated a minimum salary, the committee chose not to do so because budgetary considerations at some schools find such a minimum difficult; schools are however asked to be able to define and defend their positions. Item #6 explains the right to reasonable facilities, like a quiet place to counsel students. Item #8 relates everything back to the Strategic Directions Charter. Before opening the discussion Gable emphasized that what the FC members have before them is "only" a first draft of what might likely also become eleven or even twelve versions; it is not carved in granite. She also pointed out that the draft has been shared with her colleague at IUB (UFC Faculty Affairs Committee Co-Chair Patrick Brantlinger) and so it will be discussed at the UFC Faculty Affairs Committee, and will be open for discussion with many groups.

In response to some confusion, Galanti explained that the report on ivory (or buff) paper was the majority report which they had just heard, while the report on regular white was the minority report which they were about to hear. Spechler added, as chair of the subcommittee that drafted the majority report, that it was approved by all voting members of the subcommittee, and that in the full committee it was approved 17 to 2. Galanti then introduced Terri Combs (Associate Faculty Affairs Coordinator), reminding FC members that this was an information only item, and that comments should be sent to Karen Gable (kgable@iupui.edu) as Faculty Affairs Chair, or Martin Spechler (spechler@indiana.edu) as NTTF Subcommittee Chair.

Combs extended thanks for the opportunity for her and Laura Nehf to talk to the FC on non-tenure-track faculty guidelines since they represent the 800+ part-time faculty at IUPUI. They co-coordinate IUPUI's associate faculty committee, which is part of the Office of Faculty and Senior Staff Development. The committee has been trying to integrate the part-time faculty into the campus and to make recommendations concerning part-time faculty to the administration. The committee also performs a number of tasks such as taking surveys, preparing handbooks, and a website for part-time faculty. The committee has no official representation on any faculty governance body and is dependent on the FC and colleagues to ensure that non-tenure-track faculty are properly and fairly used on this campus. Combs and Nehf believe it is possible to develop a set of guidelines concerning non-tenure-track faculty which will enhance the use of non-tenure-track faculty at IUPUI, be beneficial for students, tenured faculty, the administration, and for the non-tenure-track faculty. However, they do not feel that the document which is being brought forth by the Faculty Affairs Committee does this.

Before Nehf began, Galanti requested that she talk only about the high points where the major differences are between them and the Faculty Affairs Committee, so as to leave about five minutes for the question and answer period. Nehf started by saying the problem is what to do with a university that is faced with the task of providing education to everyone with little money to do it with and a lot of faculty on campus. The part-time faculty have been asking for some relief for many years now: a report in 1992 raised serious concerns from the part-time teaching faculty about their working conditions, their

environment, and the attitudes from full-time faculty, and the same issues were raised again 1997. Going to the proposal, I'd like to tell you that th at we worked very diligently in the committee to try and arrive at some consensus, but I was the only part-time faculty person on the committee, and at the end of the deliberations was told to file a minority report. There are three areas which are very i mportant to part-time faculty. We believe that the statement of this proposal's purpose should be cast in a positive light that stresses the need for integration of non-tenure-track faculty into the university, rather than complaining that part-time facul ty have contributed to its demise. We would like to replace the section in the second paragraph of the preamble referring to increased use of associate faculty with language that recognizes the need to integrate non-tenure-track faculty into the academic mission of the university by encouraging each school to develop a comprehensive plan for its teaching staff that directly ties its numbers, and proportion, of tenure track and non-tenure track faculty with its educational mission and objectives.

The second concern is the absence in the committee's proposal for any advancement on the part of part-time faculty or any recognition for those part-time faculty who are excellent and committed to the institution. The committee's proposal creates a lec turer and senior lecturer rank for full-time faculty, but slates part-time instructors to an associate faculty title or rank. We believe one must give incentives for excellence for people to move forward, and as representatives of the associate faculty, w e would ask for a incentive for associate faculty, as our proposal includes. We believe that it would contribute to the academic mission and allow people to develop professionally.

The third issue is probably the most pressing one. The committee's proposal, in #5, mainly asks for a campus review of the salary adjusted for cost-of-living, if there are campus financial capabilities. On this campus the average part-time salary is \$1 500 and to adjust it for cost-of-living would add about \$15 to the part-time faculty salary. We think that is too little an effort for such a long amount of time that has been placed into this proposal. We would prefer instead that this council adopt the salary guidelines that came from the UFC Faculty Affairs Committee by setting a timeline for raising per section pay for all non-tenure-track faculty, both full-time and part-time, to a minimum of \$2000 per section. We think that allowing campuses to set a reasonable timeline is certainly an accommodation. We are not asking for this all in one leap but we believe that the salary issue is very important. It has been ignored and dismissed for over ten years.

Galanti commented that the proverbial "can of worms" has been opened and will undoubtedly be an item for a future FC meeting. We have before us the position of the Faculty Affairs Committee and the views of the Associate Faculty Committee. The Executiv e Committee will be looking into this further.

Agenda Item X. Question / Answer Period.

Galanti reported there was time for one question. Chernoff said she would say only one thing among many other things that she would like to have time in the future to say. After receiving her doctorate, she was in a comparable position of the non-t enure-track faculty here, but at another large urban university. During the 1979/80 academic year, she was paid \$2000 to teach a two-credit lab course. "What we pay

our dedicated experienced part-time people here is criminal." [Applause] Galanti pointed out that the administration might have another view on that.

Agenda Item XI-XIII. Unfinished Business; New Business; & Adjournment.

Galanti thanked everyone for their patience and decision regarding the Disruptive Student Conduct Policy, and declared the meeting adjourned at 5:31.

Attachments:

Attendance Record for February 4, 1999 Faculty Council Meeting;

Agenda for February 4, 1999 Faculty Council Meeting.

[Minutes prepared by Faculty Council Coordinator, David Frisby,

UN 403, 274-2215(Fax 274-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]

[Attachment for FC990204 Minutes]

Attendance Record for FC990204.

I. Voting Members (109):

Absent---: Allen, Stephen (Elected: Medicine 6/99);

Present--: **Atkinson, Simon** (Elected: Medicine 6/99);

Absent--: Bailey, Darrell (Ex Officio: Director of Music)

Present--: **Baldwin, James** (Elected: At Large 6/99);

Absent--: Banta, Trudy (Elected: At Large 6/99. Ex Officio: Chancellor's Admin. designee);

Alternate: Belcher, Anne (Elected: Nursing 6/99) -- [via **Beverly Ross** (Nursing)];

Alternate: Bepko, Gerald (Ex Officio: Officer: Chancellor of IUPUI.) -- [via **William Plater** (Executive Vice-Chancellor)];

Alternate: Besch, Henry (Ex Officio: UFC Representative 6/00) -- [via **Keshore R. Bidasee** (Pharmacology and Toxicology)];

Alternate: Bippin, Paul (Ex Officio: Dean of IUPU Columbus) -- [via **Patrick Rooney** (IUPU Columbus)];

Absent--: Bjork, Ulf Jonas (Elected: Journalism 6/99);

Present--: **Blix, Susanne** (Elected: Medicine 6/00);

Absent--: Broadie, Thomas (Ex Officio: UFC Representative 6/99);

Present--: **Brothers, Linda** (Elected: At Large 6/99);

Absent--: Brown, James W. (Ex Officio: Associate Dean of Journalism);

Absent--: Burr, David (Elected: At Large 6/99);

Present--: **Canty-Mitchell, Janie** (Elected: At Large 6/99);

Present--: **Carr, Lucinda G.** (Elected: Medicine 6/00)

Present--: **Chernoff, Ellen** (Elected: Science 6/99);

Present--: **Chin, Ray** (Elected: Science 6/00);

Absent--: Cobb, Karen (Ex Officio: UFC Representative 6/99);

Absent--: Cronin, Blaise (Ex Officio: Dean of Library & Information Science) (Bloomington);

Present--: **Crowell, Dring** (Elected: Science 6/99);

Absent--: Dalsing, Michael (Elected: At Large 6/99);

Absent--: DeSchepper, Edward (Elected: Dentistry 6/99);

Absent--: DiMicco, Joseph (Elected: At Large 6/99);

Absent--: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies) (Bloomington);

Present--: **Eckerman, Nancy** (Elected: Medicine 6/99. (Elected: At Large 6/00);

Absent--: Eickmeier, Valerie (Ex Officio: Interim Dean of Herron Art)

Absent--: Evenbeck, Scott (Ex Officio: Dean of University College),

Absent--: Faris, James V. (Elected: At Large 6/99);

Absent--: Fineberg, Naomi (Elected: At Large 6/99);

Absent--: Fineberg, S. Edwin (Ex Officio: UFC Representative 6/00);

Absent--: Fisher, Mary (Elected: At Large 6/99);

Present--: **Ford, David** (Elected: At Large 6/99);

Alternate: Froehlich, Janice (Elected: At Large 6/00) -- [via **Julia Chester** (?)];

Present--: **Galanti, Paul** (Officer: Vice-President 6/00. Ex Officio: UFC Representative 6/99);

Present--: **Gardner, Carol** (Elected: Liberal Arts 6/99);

Absent--: Gilman, Linda (Elected: Nursing 6/99);

Present--: **Goldblatt, Lawrence** (Ex Officio: Dean of Dentistry);

Alternate: Greene, Roberta (Ex Officio: Dean of Social Work) -- [via **J.M. Kapoor** (Social Work)];

Present--: **Gregory, Richard** (Elected: Dentistry 6/00);

Present--: **Hamant, Celestine** (Elected: Allied Health Sciences 6/99);

Absent---: Harrington, Susan Marie (Elected: At Large 6/00);

Absent---: Holden, Robert (Ex Officio: Dean of Medicine);

Present--: **Hook, Sara Anne** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Alternate: Hoyt, Dolores J. (Elected: At Large 6/00. Ex Officio: UFC Rep 6/00) -- [via **Jonathan D. Makepeace** (University Libraries)];

Present--: **Jafari, Maymanat** (Elected: University Libraries 6/99);

Absent--: Karlson, Henry (Elected: Law 6/00);

Present--: **Keck, Juanita** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present--: **Keck, Robert** (Ex Officio: Executive Committee 6/00);

Present--: **Keffer, M. Jan** (Ex Officio: UFC Representative 6/99);

Absent---: Kellum, P. Nicholas (Ex Officio: Dean of Physical Education);

Present--: **Kennedy, Sheila** (Elected: Public & Environmental Affairs 6/00 -- replaced Joyce Man);

Present--: **Lee, Wei-Hua** (Elected: Medicine 6/00);

Absent---: Lefstein, Norman (Ex Officio: Dean of Law);

Present--: **Mannheimer, Steven** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/00);

Present--: **Mannix, Edward** (Elected: Medicine 6/99);

Present--: **Marrs, James A.** (Elected: Medicine 6/00);

Absent---: Martin, Joyce (Elected: At Large 6/00);

Absent---: Mayfield, Jennifer A. (Elected: Medicine 6/00);

Alternate: McBride, Angela (Ex Officio: Dean of Nursing) -- [via **Shirley A. Ross** (Nursing)];

Present--: **McDaniel, Anna** (Elected: At Large 6/00);

Present--: **Minick, Susan** (Elected: At Large 6/00);

Present--: **Modibo, Najja** (Elected: Continuing Studies 6/00);

Absent--: Ng, Bart (Elected: At Large 6/99);

Present--- **Olson, Byron** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Absent--: Parsons, Michael (Elected: Education 6/00);

Present--: **Pfile, Richard** (Elected: Engineering and Technology 6/00);

Present--: **Plater, William** (Ex Officio: Chancellor's Administrative Designee);

Absent--: Pless, John (Elected: Medicine 6/99);

Alternate: Porter, Rebecca (Elected Officer: President 6/00. Ex Officio: UFC Rep. 6/00) -- [via **Paul Galanti** (Law)];

Present--: **Powers, Gerald** (Ex Officio: Executive Committee 6/99);

Present--: **Ralston, Rick** (Elected: At Large 6/00);

Present--: **Richwine, Margaret W.** (Elected: Medicine 6/00);

Absent--: Robertson, Jean (Elected: Herron 6/99);

Present--: **Rogers, Richard** (Elected: Business 6/99);

Absent--: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);

Present--: **Rothe, Carl** (Elected: Med 6/99. Ex Off: Exec C. 6/99, & UFC Rep 6/99);

Absent--: Russell, Steven (Elected: Liberal Arts 6/00);

Absent--: Saatkamp, Herman (Ex Officio: Dean of Liberal Arts);

Absent--: Sawchuk, Alan P. (Elected: Medicine 6/00);

Present--: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis);

Present--: **Seifert, Mark** (Elected: At Large 6/00);

Present--: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);

Present--: **Spechler, Martin** (Ex Officio: UFC Representative 6/00);

Absent--: Stocum, David (Ex Officio: Dean of Science);

Present--: **Sutton, Susan** (Elected: At Large 6/99);

Present--: **Swartz, Darl** (Elected: At Large 6/00);

Present--: **Tompkins, Philip** (Ex Officio: Director of University Libraries);

Present--: **Touponce, William** (Elected: Liberal Arts 6/00);

Present--: **Udry, Eileen** (Elected: Physical Education 6/00);

Present--: **Unverzagt, Frederick** (Elected: At Large 6/00);

Present--: **VanVoorhis, Rebecca** (Elected: At Large 6/00);

Present--: **Vermette, Rosalie** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present--: **Vessely, Jeffery** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Absent--: Wagner, Marion (Elected: Social Work 6/99. Ex Officio: UFC Representative 6/99);

Absent--: Warfel, Kathleen (Ex Officio: UFC Representative 6/00);

Present--: **Wass, Justin L.** (Elected: Medicine 6/00);

Present--: **Watt, Jeffrey** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present--: **Webb, Dorothy** (Elected: At Large 6/99);

Present--: **Wiebke, Eric** (Elected: At Large 6/00);

Absent--: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);

Present--: **Wilkins, Harriet** (Officer: Parliamentarian 6/99. Elected: At Large 6/00);

Present--: **Yokomoto, Charles** (Elected: At Large 6/00);

Absent--: Yurtseven, H. Oner (Ex Officio: Dean of Engineering & Technology).

II. Non-Voting Members (5):

Present---: **Blake, Pat** (Ex Officio: Senior Academy Representative);

Present---: **Lowenkron, Ann** (Elected: University College 6/00);

Absent---: Manaloor, Jacob (Ex Officio: Student Assembly President);

Absent---: Phillabaum, Melinda (Ex Officio: Staff Council President);

Present---: **Rooney, Patrick** (Elected: IUPU Columbus).

III. Guests/Visitors/Others (non-voting):

Present---: **Borden, Vic** (Director of Office of Information Management and Institutional Research)

Present---: **Boschmann, Erwin** (IU Associate Vice-President for Distributed Education);

Present---: **Combs, Terri** (Coordinator of Associate Faculty Affairs);

Present---: **Crist, Alan** (Associate Vice-Chancellor and Executive Director for Enrollment Services);

Present---: **Frisby, David** (Faculty Council Coordinator);

Present---: **Gable, Karen** (Allied Health Sciences);

Present---: **Grove, Mark** (Registrar);

Present---: **Jackson, Barbara** (University College Associate Dean);

Present---: **Logsdon, Susan** (IU Foundation Director for Corporate and Foundation Relations);

Present---: **Lorentz, Donald** (UITs Audio Engineer: Recorder);

Present---: **MacKinnon, Joyce** (Allied Health Sciences);

Present---: **Martin, Robert** (Vice-Chancellor for Administration and Finance);

Present---: **Nehf, Laura C.** (Coordinator for Associate Faculty Affairs);

Present---: **Quaid, Kimberly** (Chair of IUPUI Committee on Ethics in Research);

Present---: **Ross, Beverly A.** (Nursing);

Present---: **Slocum, Richard E.** (Vice-Chancellor for Student Life and Diversity).

[Attachment for FC990204 Minutes]

Indiana University Purdue University Indianapolis

Faculty Council Meeting: Thursday, February 4, 1999

Dental School Building, Room S115 (DS 115): 3:30 - 5:30 p.m.

A G E N D A

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Approval of Minutes for January 14, 1999 (distributed earlier via email and on web at "<http://www.iupui.edu/~fcouncil/minutes/fc990114html.htm>" and see attachment¹).
- III. Chancellor's Report: **William Plater** (Executive Vice-Chancellor & Dean of Faculties) for Gerald Bepko.
- IV. President's Report: **Paul Galanti** (IUPUI Faculty Vice-President) for Rebecca Porter.
- V. Report on Research Misconduct at IUPUI -- **Kimberly Quaid** (Chair of IUPUI Committee on Ethics in Research) [INFORMATION ITEM: 10 Minutes].
- VI. "Disruptive Student Conduct Policy (version 11)" -- **Beverly Ross** (Student Affairs Committee Chair) (emailed separately) [ACTION ITEM: VOTE].
- VII. Faculty Council Discussion on "IUPUI's Admissions Standards, Student Performance, and Retention" Report on the Town Meeting held January 27, 1999 -- **Jim Baldwin** (Academic Affairs Chair) [DISCUSSION ITEM].
- VIII. "Announcement of University College Faculty Fellowships" -- **Barbara Jackson** (University College Associate Dean) [INFORMATION ITEM: 5 Minutes].
- IX. Report on Non-Tenure Track (Part-Time) Faculty -- **Karen Gable** (Faculty Affairs Chair) [INFORMATION ONLY ITEM: 10 Minutes].
- X. Question / Answer Period.
- XI. Unfinished Business?
- XII. New Business?
- XIII. Adjournment.

***Attachments** (not included as part of FC990204 minutes):

¹ Unapproved FC Minutes for January 14, 1999 (synoptic).

Next Faculty Council Meeting: March 4, 1999!

[Agenda Prepared by Faculty Council Coordinator, David Frisby,

UN 403, 317-274-2215 (fax 4-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]

FC990304 MINUTES:

APPROVED FC990401.

Indiana University Purdue University Indianapolis

Faculty Council Minutes: March 4, 1999

Dental School Building, Room 115: 3:30 - 5:30 p.m.

Attendance Record and Original Agenda follow Adjournment as Attachments.

Agenda Item I: Call to Order: Paul Galanti (IUPUI Faculty Vice-President)!

Galanti called the meeting to order at 3:35 pm.

Agenda Item II: Approval of Minutes for February 4, 1999 (on web at "<http://www.iupui.edu/~fcouncil/minutes/fc990204html.htm>").

Powers moved with N. Fineberg's second that the February 4th minutes be approved. Motion carried.

Agenda Item III: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).

Bepko introduced the newest addition to the administrative team, Mark Brenner, IUPUI Vice-Chancellor for Research and Graduate Education and IU Associate Vice-President for Research (Office of Research and University Graduate School). His primary appointment is with the School of Science (Plant Biology). Brenner comes to IUPUI from the University of Minnesota where he held the position of Vice-President for Research.

Bepko announced that another Town Meeting will be held on Wednesday, March 31, from 3-5 pm, in room 100 of the Lecture Hall (LH 100). The previous meeting addressed admissions and the need to improve recruitment and retention of students. This meeting will continue that topic but will also address how the new community college system benefits IUPUI.

Bepko called upon Registrar Mark Grove to announce that the St. Patrick's Day Run would occur the Wednesday of Spring Break, March 17th, from 9-11 am, and would involve both Michigan and New

York Streets, as well as Military Park. Grove advised everyone to be aware of possible parking problems and make alternative plans.

Bepko called upon Plater to announce the implementation of the new IUPUI policy on Partially Paid Family Leave, which the IU Board of Trustees adopted as a supplement to the Federal Family Leave Act. The policy has been distributed to the Deans and application information is available at: <http://www.jaguars.iupui.edu/frames/parpol.htm>. In general the matter needs to be addressed at the school level with departmental chairs, but the Office of Academic and Faculty Records will be glad to assist if anyone has concerns about this.

This is the biennial year for the state budget in Indiana, so the Budgetary Affairs, Campus Planning, and Executive Committees of the FC have started working with the administration on setting budget priorities that conform to the campus priorities tentatively established for 1999/00. The administration wants these FC groups and the Deans groups that advise it to be involved in its reallocation decisions. Showing transparencies with an overhead, Bepko displayed a summary of the IUPUI Campus Priorities for 1999/00 that reflects which projects the administration judges should be worked on during that academic year (these priorities had been reached as a result of some retreats, and grouped according to the priorities of the campus mission). He stressed however that it should not be taken as a reallocation plan at this point. The focus of our strategy for undergraduate student success is University College, but a new emphasis is being placed on student life and diversity. Groundbreaking for the new child care facility will be Friday, April 9 (at 4:00 pm). The proposal for the new campus center included more components that we can afford and some will likely have to be cut back. We have a number of technology initiative programs. You'll hear more in a bit on the proposed Informatics School. There is also Internet II, Transpac, and the Mayor's High Tech Task Force. The Indiana General Assembly has reacted favorably toward the proposal for a biomedical research fund; it is likely they will fund \$50 million for the infrastructure over a two-year period. The Office of Research and Graduate Education now under Brenner is underway. Other new facilities are on the horizon. Construction of the new Law School Building should begin this summer. After the move, the old building will be made into the new home for the Herron School of Art, which also has a new building being constructed on Stadium Drive for its ceramics facility. It is very possible that the Indiana General Assembly will approve the building of the new Communications Technology Complex east of Blackford Street, and we are hopeful they will also approve the completion of the renovation of the Van Nuys Medical Science Building. The Arts and Tourism Corridor, at the south end of the campus, is breathtaking today, and will be great for the campus as it develops. The Campaign for IUPUI will elevate our stature and attract new resources. We will continue to focus on University Library as the centerpiece of the campus. During the 1999/00 academic year we will refocus the marketing of our public identity so as to be more effective at enrolling students into our programs, while differentiating ourselves from the Community College as to quality. Salary studies are being conducted. Vice-Chancellor Banta's new web site (<http://www.imir.iupui.edu/plan/>) provides annual reports from all academic units and allows for online information entry.

The discussion on Indiana's Community College suggests a California-style three-tier system of higher education. The first tier, research campuses, will offer doctorate degrees and terminal professional degrees, be highly selective with admission standards, set tuition above the state average, receive high

state support for each student and generate more than \$50 million funding from research grants. The second tier, state universities and regional campuses, will offer masters degrees and selected term inal professional degrees, be selective with admissions, set tuition at state average, receive middle state support for each student and generate less than \$50 million funding from research grants. The third tier, community college campuses, will offer as sociate degrees, have open admissions, set tuition at below state average, receive low state support for each student and no research funding. We think this three-tier system will make more funds available for us, and we hope to be a research campus, but how the state will define a research campus and where IUPUI will fit in remains unclear for now.

Looking at the data for sponsored programs expenditures by school and campus for the 1997/98 and 1998/99 academic years is revealing. Data was displayed that listed the schools at IUPUI and IUB, matched with data on their average awards for the two yea rs, the number of faculty (tenured or research), the average award per faculty member, the average state appropriation, and the average award in terms of the average appropriation. For example, the average of the two fiscal years with regard to total awar ds received by all schools at IUPUI was \$132 million, with \$106 million of that coming from the School of Medicine, \$3.6 million from Liberal Arts, and \$1.3 million from the Law School. IUB received \$70 million. For every dollar appropriated by the State, IUPUI received 92 cents through awards (32 cents if Medicine is not included), while IUB received 46 cents for each dollar. If we don't include Medicine, and if we divide the average of the total awards received (\$132 million total minus \$107 million fro m Medicine for \$25 million) by the number of non-medical faculty (692) we can see that each faculty member on the average was awarded \$36 thousand dollars. That is impressive in general, but when you consider that IUPUI also teaches more, then you can als o see that the research income the faculty at IUPUI generates is breathtaking compared to other universities (or compared to IUB). We should be proud of ourselves. We are provided less but do more. We will hear more on this three-tier system. We are urg in g the State to treat IUPUI uniquely in this regard. We need to keep our focus on what we know is important, and follow the formula of success we have so far followed. We hope to make clear to them that we are deserving of further funding.

Agenda Item IV: President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary).

Porter updated the FC with some information. The UFC document on Principles of Faculty Review (or post-tenure review), which the UFC did pass, will probably come before the Trustees March 26, and will likely be accepted as it is, but it is also lik ely they will adopt a procedure that requires the campus implementation policies to be reviewed and approved by their University Policy Committee (chaired by Ray Richardson). Our policy on Faculty Review and Enhancement (or post-tenure review) will not go before the Trustees before some changes in wording come before the FC for review and adoption. Our present wording needs to be interrelated with our dismissal documents and with the procedures established by the Committee on Ethic in Research (recalling the previous meeting). The Executive Committee has charged a Task Force (chaired by Bill Schneider) to look at these inter-related issues and prepare suggested changes. The plan is to discuss these changes at the April FC meeting with action at the May me eting.

The upcoming review of IU President Brand is not regulated by the section in the Academic Handbook on review procedures for administrators, but is the responsibility of the Trustees. John Walda, President of the IU Board of Trustees, will likely be announcing the process that will be used within the next month.

The agenda has not been set yet, but at the upcoming UFC meeting (March 30) it is likely that there will be a discussion of the document generated by the UFC Faculty Affairs committee titled "Policy for Regularizing and Improving Employment of Non tenure Track Faculty." This document was discussed at our December meeting. The intent of the UFC discussion will be to provide feedback to the UFC Faculty Affairs Committee on whether the document is moving in the right direction. If you have any additional thoughts on this document please share them with me (rporter@iupui.edu) or another member of the UFC.

As Chancellor Bepko mentioned earlier, the discussion on the admission, performance, and retention of students has morphed into a larger discussion of opportunities that might be afforded by the new development of a Community College system. The upcoming Town Hall meeting (Wednesday, March 31, 3-5 pm, LH 100) will address the new mission of Vincennes and Ivy Tech, and its impact on IUPUI. As the issues become clearer, the discussion will return to the FC. The original issue has not been dropped but has become larger.

Based on last month's presentation on the part-time faculty document, discussions are occurring which will shape subsequent drafts of that document. Because of these discussions and the UFC discussions, the Executive Committee decided to hold off on any further discussion at the Faculty Council until a subsequent meeting where a new version of the document can be addressed.

Regarding the School of Informatics, which will be located at both IUB and IUPUI, President Brand has suggested that the proposal be acted upon separately by the IUB Faculty Council and the IUPUI Faculty Council rather than taking the proposal to the UFC. Since the proposal may be available for action this academic year, Darrell Bailey and Mike Dunn (whose background is in philosophy and computer science) are here to provide us with an update on what is envisioned and how the development of the school is progressing. A similar presentation was made to the IUB Faculty Council.

Agenda Item V: "Update on the School of Informatics" -- Darrell Bailey (New Media) & Mike Dunn (IUB) [INFORMATION ITEM].

Directing the FC to a website (<http://informatics.indiana.edu>) for further information, Dunn presented the proposal for the new School of Informatics. Informatics includes the art, science, and human dimensions of information. Informatics studies the representation, manipulation, distribution, maintenance, and use of information, particularly in digital form. It includes the core aspects of computer science, library and information science, computer information systems, cognitive science, telecommunications, and information technology. It differs from them in that it is more general. It covers issues in all of these related disciplines, but includes social and ethical issues. It is also more

basic. It examines foundational questions about the very nature of information and computation. Last, it is more applied. It aims to produce qualified information technology professionals to meet the rapidly rising need in this area.

A job study by VPI, of the Information Technology Association of America, found that there are 3,354,000 core information technology employees in the US, and 346,000 core information technology vacancies. There is a total number 10,208,000 information technology employees in the US, and a total number of 606,000 information technology vacancies. It is estimated that there will be 3,222,000 vacancies to be filled in the next 5 years.

The history of this proposal began in 1997/98 with the Informatics Taskforce, which had fifteen members directed by Rich Shiffrin (Cognitive Science). In 1998 there was the Informatics Planning Committee, with eleven members chaired by Dennis Gannon (Computer Science). In 1999 there was the Informatics Faculty Advisory Council, with forty-five members.

The school has several important features. It will be a virtual school located at both IUB and IUPUI. The focus will be on the undergraduate degree but Don Hossler thinks it will also attract students who might not otherwise come to IU. It will bring faculty together from various disciplines with the Informatics Research Institute which will receive new legislative and external support.

As a "virtual," "distributed," or "meta-" school, it will not replace any existing units but will build on the existing strengths in these units, serving as an umbrella and focus. It starts outside of Responsibility Centered Management (RCM) and returns the credit hours to the schools, but will shift to RCM once 10-12 core faculty are hired. It will however always use faculty and courses from related programs.

The informatics degrees will be a BS (maybe a BA) which will require 24 credit hours of informatics core courses, 15 hours of cross-listed area informatics courses, plus either a team problem-solving course or a senior thesis. The school will likely not directly admit students. The minor will consist of 15 credit hours of core courses. Other possibilities are certificates, double majors, specialized graduate degrees, and a professional masters.

The core areas will be distributed information and knowledge systems, human computer interface (which includes New Media), social and organizational informatics, and foundations.

The informatics undergraduate degree will combine a "traditional" academic discipline in the sciences, humanities, arts, or professions, with a deep exploration of the associated information science and technology. It will require either a senior thesis demonstrating depth in the information science aspects of a particular discipline, or a one year development project working with a multi-disciplinary team to solve a real application problem. It will include the role technology plays in our lives and culture.

A tentative curriculum includes I 100, Introduction to Informatics, which contains an historical analysis of the path from the Industrial Revolution to the Information Revolution, an analysis of the politics and

economics of information, basic information representation and processing, searching and organization, the evaluation and analysis of information, networked information systems such as the Internet and World Wide Web, and an introduction to database concepts.

A core informatics course will be I 101 (prerequisite I 100). It will be a more in-depth treatment of the topics in I 100 plus an emphasis on topics in HCI and human factors, collaborative technologies and group problem-solving, ethics, privacy, ownership of information and information sources, information representation and the information life cycle, the transformation of data to information, and futurist thinking.

Sophomore courses will include: I 200, Information Representation, on basic database technology and knowledge systems; I 201, Information Infrastructure I, on systems and applications programming, and the architecture of network systems and applications; I 202, Information Infrastructure II, on the systems architecture of distributed applications for database and interactive programming systems, as well as programming graphical systems; and I 205, Mathematical Foundations of Informatics, on mathematical and logical tools.

Upper class courses will include: I 300, Human Computer Interfaces, on the analysis of human factors and the design of application interfaces; I 310, Distributed Systems and Collaborative Computing, on the analysis of distributed software technologies; I 320, Introduction to Social and Organizational Informatics, on the ethical, social, and legal issues in Informatics; and I 400, Design and Development of an Information System, a team project.

An ideal timetable will include adoption of the program by the IUB and IUPUI Faculty Councils during the spring semester of 1999, adoption by the Trustees at the end of June, a perfect proposal before the Indiana Commission for Higher Education by this Summer which they adopt by early fall, a construction of the budget during the spring semester of 2000, the admittance of the first students that fall of 2000, receiving funds from the Legislature during the fall of 2001, and then beginning the search for the core faculty.

There are other "Informatics" schools or divisions at Penn State, RPI, Michigan, Berkeley, Irvine (planning), Edinburgh, and Ngoya.

Necessary space will include a small suite of offices (MH406) at IUB, and the existing New Media Office in the Mary Cable Building at IUPUI, which should do for at least 1 1/2 to 2 1/2 years. Work is underway to identify space in new construction at IUPUI and to find a "house near campus" at IUB, but the process will have to go through the Space Management and Capital Priorities Committee. That completed Dunn's presentation.

Bailey then displayed a chart that compared the various proposed degrees that will be offered at IUB through Informatics and those that will be offered at IUPUI by New Media. The Informatics Research Institute will be located at both IUB and IUPUI, and will conduct research in applied and theoretical

informatics using the high speed data networks of the Internet2. Bailey closed recounting a conversation with Ross Altman (?) who had concluded that IU has the necessary mix of resources and the ideal strategic placement to take the world leadership in this new area.

Bepko commented that this represents an important step forward in the construction of a corridor between IUB and IUPUI, and congratulated Bailey and Dunn for their important work.

Agenda Item VI: "IUPUI Policy on Transfer, Merger, Reorganization, Reduction, and Elimination of Academic Programs" -- Karen Gable (Faculty Affairs Chair) [INFORMATION ITEM].

Gable apologized that the document read like it was written by a lawyer, but explained that it was. This is the third time she has presented a version of this document to the FC. She also apologized for five missing lines on the first page, but distributed the correct first page, and read the missing lines which stated the purpose of the document. "The purpose of this document is to: a) honor the right of a school to determine its own internal structure; b) provide opportunity for faculty to be an integral part of the decision-making process, and c) ensure fairness in the process. This will include a "fair hearing" of student and faculty concerns, all points of view will be considered, and the criteria for decision-making will be uniformly applied. " Gable then gave a short overview by reading portions and commenting on some of the major sections of the document, including the guiding principles, faculty authority, the three different procedural models, and procedures for the necessary reassignment of faculty. Appendix A lists the procedural steps of resolution and appendix B flowcharts the entire process.

Gable said the document began two years ago but the Faculty Affairs Committee is still open for concerns and will appreciate any input. Porter pointed out the plan calls for the FC to vote on the policy at the next meeting if possible.

Agenda Item VII: Contingency Planning for Year 2000 -- Michael Ney (Medicine) & Lena Woods (UITS) [INFORMATION ITEM].

Ney and Woods presented a scaled-down version of their presentation, and covered basic planning, home preparation, research, and human resources. Priorities have been set, such as in-patient care, certain landlord matters, some vital research, and the business of teaching. Faculty were encouraged to order textbooks way ahead of time for the spring 2000 semester. They pointed out that the Y2K problem will hit globally at different times and then move across the planet. Traffic lights may not be synchronized. Everyone was advised to prepare for problems at home and at work. Medical care should be scheduled for December instead of January. The comparison was drawn of preparing for a week-long winter storm, but everyone was admonished not to buy a gun or anything like that.

Brenner made a comment regarding research. Several workshops are being organized for early April to teach faculty how to make date calculation corrections in their research without damaging the data, and thus to prevent the possible impact of the dates of July 1 and December 31.

The university is lucky in that January 1, 2000, will fall between semesters, and will provide a small window of corrective time if necessary since it falls on a Saturday. The major human resource issue concerns the compensation of UITS technicians who might have to come to their offices and check things out.

More information is available by clicking on the "Year 2000" button at the top of the IUPUI Home Page (<http://www.iupui.edu>).

Agenda Item VIII: Question / Answer Period.

Spechler asked Bepko on the future of the Mary Cable Building with regard to the School of Informatics. Bepko responded that the building will come down when funds from the Legislature are approved for the new Communications Technology Complex, which will replace the Mary Cable Building as a primary classroom building. He pointed out that 7% of the undergraduate classes are now taught at the Mary Cable Building. If the Legislature withholds funds, an emergency contingency plan will be developed, but Bepko anticipated the building will be razed in three years.

Vessely raised the possibility of teaching more classes that meet three days a week, so as to better utilize the buildings, like the School of Physical Education does. Plater responded that it was not being considered, but that staggered class times were. He added that it is, however, a very complex matter and so nothing will likely change unless some necessity emerges. If the schedule is reviewed, the three day a week strategy will be considered. With the new information technology, classes may soon be arranged with much more flexible schedules.

Bepko granted Ford's request for copies of his transparencies to be sent to him, and extended the offer to everyone else.

Agenda Item IX: Unfinished Business?

Spechler voiced surprise that the important issue of non-tenure-track (part-time) faculty was "not" on this month's agenda, given the lack of time and the debate at the last meeting. He recounted that his committee (a sub-committee of the IUPUI Faculty Affairs Committee) was pressed to present a document, and did. Another inferior document will be discussed at the UFC this Tuesday (March 9). The FC has unfinished business while UFC is moving ahead resulting in our view becoming secondary to IUB -- and that's not good. The Executive Committee should have taken that into account. [Spechler did not know the UFC meeting had been moved from March 9 to March 30.]

Gable added that the UFC Faculty Affairs Committee (which she co-chairs) will be meeting March 10. She has asked her UFC Co-Chair (Patrick Brantlinger) to look at the IUPUI document because she will not be supporting the IUB document at the meeting. The co-chairs together plan to come up with an integrated document.

Galanti responded to Spechler that the Executive Committee decided to hold off because another document will be coming back to the FC, so anything further on the other document would not be appropriate at this time.

Spechler expressed confidence over the possibility of a compromise, but requested that Porter insist the UFC discuss the issue itself and not the IUB document. He added that if IUPUI had gotten their document approved today, they would be in a much stronger position for Tuesday (March 9). Porter affirmed there will be no UFC action on Tuesday.

Agenda Item X-XI: New Business and Adjournment.

There was no new business so Galanti adjourned the meeting at 5:14 pm.

Attachments:

Attendance Record for March 4, 1999 Faculty Council Meeting;

Agenda for March 4, 1999 Faculty Council Meeting.

[Minutes prepared by Faculty Council Coordinator, David Frisby,

UN 403, 274-2215(Fax 274-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]

[Attachment for FC990304 Minutes]

Attendance Record for FC990304.

I. Voting Members (109):

Absent---: Allen, Stephen (Elected: Medicine 6/99);

Present---: **Atkinson, Simon** (Elected: Medicine 6/99);

Present---: **Bailey, Darrell** (Ex Officio: Director of Music)

Present---: **Baldwin, James** (Elected: At Large 6/99);

Present---: **Banta, Trudy** (Elected: At Large 6/99. Ex Officio: Chancellor's Admin. designee);

Present---: **Belcher, Anne** (Elected: Nursing 6/99);

Present---: **Bepko, Gerald** (Ex Officio: Officer: Chancellor of IUPUI.);

Present---: **Besch, Henry** (Ex Officio: UFC Representative 6/00);

Alternate-: Bippen, Paul (Ex Officio: Dean of IUPU Columbus) -- [via **Patrick Rooney** (IUPU Columbus)];

Absent---: Bjork, Ulf Jonas (Elected: Journalism 6/99);

Absent---: Blix, Susanne (Elected: Medicine 6/00);

Absent---: Broadie, Thomas (Ex Officio: UFC Representative 6/99);

Alternate-: Brothers, Linda (Elected: At Large 6/99) -- [via **Sotiris Avgoustis** (Physical Education)];

Absent---: Brown, James W. (Ex Officio: Associate Dean of Journalism);

Present---: **Burr, David** (Elected: At Large 6/99);

Present---: **Canty-Mitchell, Janie** (Elected: At Large 6/99);

Absent---: Carr, Lucinda G. (Elected: Medicine 6/00);

Absent---: Chernoff, Ellen (Elected: Science 6/99);

Present---: **Chin, Ray** (Elected: Science 6/00);

Absent---: Cobb, Karen (Ex Officio: UFC Representative 6/99);

Absent---: Cronin, Blaise (Ex Officio: Dean of Library & Information Science) (Bloomington);

Present---: **Crowell, Dring** (Elected: Science 6/99);

Present---: **Dalsing, Michael** (Elected: At Large 6/99);

Absent---: DeSchepper, Edward (Elected: Dentistry 6/99);

Absent---: DiMicco, Joseph (Elected: At Large 6/99);

Absent---: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies) (Bloomington);

Present---: **Eckerman, Nancy** (Elected: Medicine 6/99. (Elected: At Large 6/00);

Absent---: Eickmeier, Valerie (Ex Officio: Interim Dean of Herron Art)

Absent---: Evenbeck, Scott (Ex Officio: Dean of University College),

Absent---: Faris, James V. (Elected: At Large 6/99);

Present---: **Fineberg, Naomi** (Elected: At Large 6/99);

Present---: **Fineberg, S. Edwin** (Ex Officio: UFC Representative 6/00);

Present---: **Fisher, Mary** (Elected: At Large 6/99);

Present---: **Ford, David** (Elected: At Large 6/99);

Absent---: Froehlich, Janice (Elected: At Large 6/00);

Present---: **Galanti, Paul** (Officer: Vice-President 6/00. Ex Officio: UFC Representative 6/99);

Present---: **Gardner, Carol** (Elected: Liberal Arts 6/99);

Absent---: Gilman, Linda (Elected: Nursing 6/99);

Absent---: Goldblatt, Lawrence (Ex Officio: Dean of Dentistry);

Alternate-: Greene, Roberta (Ex Officio: Dean of Social Work) -- [via **J.M. Kapoor** (Social Work)];

Present---: **Gregory, Richard** (Elected: Dentistry 6/00);

Absent---: Hamant, Celestine (Elected: Allied Health Sciences 6/99);

Alternate-: Harrington, Susan Marie (Elected: At Large 6/00) -- [via **Stephen L. Fox** (Liberal Arts)];

Alternate-: Holden, Robert (Ex Officio: Dean of Medicine) -- [via **Meredith T. Hull** (Medicine)];

Present---: **Hook, Sara Anne** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Alternate-: Hoyt, Dolores J. (Elected: At Large 6/00. Ex Officio: UFC Rep 6/00) -- [via **Jonathan D. Makepeace** (University Libraries)];

Present---: **Jafari, Maymanat** (Elected: University Libraries 6/99);

Absent---: Karlson, Henry (Elected: Law 6/00);

Present---: **Keck, Juanita** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present---: **Keck, Robert** (Ex Officio: Executive Committee 6/00);

Absent---: Keffer, M. Jan (Ex Officio: UFC Representative 6/99);

Present---: **Kellum, P. Nicholas** (Ex Officio: Dean of Physical Education);

Absent---: Kennedy, Sheila (Elected: Public & Environmental Affairs 6/00 -- replaced Joyce Man);

Absent---: Lee, Wei-Hua (Elected: Medicine 6/00);

Absent---: Lefstein, Norman (Ex Officio: Dean of Law);

Absent---: Mannheimer, Steven (Elected: At Large 6/99. Ex Officio: Executive Committee 6/00);

Absent---: Mannix, Edward (Elected: Medicine 6/99);

Alternate-: Marrs, James A. (Elected: Medicine 6/00) -- [via **Simon J. Atkinson** (Medicine)];

Present---: **Martin, Joyce** (Elected: At Large 6/00);

Absent---: Mayfield, Jennifer A. (Elected: Medicine 6/00);

Present---: **McBride, Angela** (Ex Officio: Dean of Nursing);

Absent---: McDaniel, Anna (Elected: At Large 6/00);

Present---: **Minick, Susan** (Elected: At Large 6/00);

Notice---: Modibo, Najja (Elected: Continuing Studies 6/00);

Absent---: Ng, Bart (Elected: At Large 6/99);

Present---: **Olson, Byron** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Absent---: Parsons, Michael (Elected: Education 6/00);

Absent---: Pfile, Richard (Elected: Engineering and Technology 6/00);

Present---: **Plater, William** (Ex Officio: Chancellor's Administrative Designee);

Absent---: Pless, John (Elected: Medicine 6/99);

Present---: **Porter, Rebecca** (Elected Officer: President 6/00. Ex Officio: UFC Rep. 6/00);

Present---: **Powers, Gerald** (Ex Officio: Executive Committee 6/99);

Present---: **Ralston, Rick** (Elected: At Large 6/00);

Present---: **Richwine, Margaret W.** (Elected: Medicine 6/00);

Present---: **Robertson, Jean** (Elected: Herron 6/99);

Absent---: Rogers, Richard (Elected: Business 6/99);

Absent---: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);

Present---: **Rothe, Carl** (Elected: Med 6/99. Ex Off: Exec C. 6/99, & UFC Rep 6/99);

Present---: **Russell, Steven** (Elected: Liberal Arts 6/00);

Present---: **Saatkamp, Herman** (Ex Officio: Dean of Liberal Arts);

Present---: **Sawchuk, Alan P.** (Elected: Medicine 6/00);

Absent---: Schmenner, Roger **B** (Ex Officio: Associate Dean of Business--Indianapolis);

Present---: **Seifert, Mark** (Elected: At Large 6/00);

Present---: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);

Present---: **Spechler, Martin** (Ex Officio: UFC Representative 6/00);

Absent---: Stocum, David (Ex Officio: Dean of Science);

Absent---: Sutton, Susan (Elected: At Large 6/99);

Present---: **Swartz, Darl** (Elected: At Large 6/00);

Absent---: Tompkins, Philip (Ex Officio: Director of University Libraries);

Absent---: Touponce, William (Elected: Liberal Arts 6/00);

Present---: **Udry, Eileen** (Elected: Physical Education 6/00);

Present---: **Unverzagt, Frederick** (Elected: At Large 6/00);

Present---: **VanVoorhis, Rebecca** (Elected: At Large 6/00);

Present---: **Vermette, Rosalie** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Present---: **Vessely, Jeffery** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Present---: **Wagner, Marion** (Elected: Social Work 6/99. Ex Officio: UFC Representative 6/99);

Present---: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00);

Present---: **Wass, Justin L.** (Elected: Medicine 6/00);

Present---: **Watt, Jeffrey** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present---: **Webb, Dorothy** (Elected: At Large 6/99);

Absent---: Wiebke, Eric (Elected: At Large 6/00);

Absent---: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);

Present---: **Wilkins, Harriet** (Officer: Parliamentarian 6/99. Elected: At Large 6/00);

Present---: **Yokomoto, Charles** (Elected: At Large 6/00);

Present---: **Yurtseven, H. Oner** (Ex Officio: Dean of Engineering & Technology).

II. Non-Voting Members (5):

Present---: **Blake, Pat** (Ex Officio: Senior Academy Representative);

Absent---: Lowenkron, Ann (Elected: University College 6/00);

Absent---: Manaloor, Jacob (Ex Officio: Student Assembly President);

Alternate-: Phillabaum, Melinda (Ex Officio: Staff Council President) -- [via **Walt Linne** (UITs)];

Present---: **Rooney, Patrick** (Elected: IUPU Columbus).

III. Guests/Visitors/Others (non-voting):

Present---: **Brenner, Mark** (IUPUI Vice-Chancellor for Research in Graduate Education & IU Associate Vice-President for Research);

Present---: **Combs, Terri** (Coordinator for Associate Faculty Affairs);

Present---: **Crist, Alan** (Associate Vice-Chancellor and Executive Director for Enrollment Services);

Present---: **Dunn, Mike** (IUB Computer Science);

Present---: **Frisby, David** (Faculty Council Coordinator);

Present---: **Gable, Karen** (Allied Health Sciences);

Present---: **Grove, Mark** (Registrar);

Alternate-: Lorentz, Donald (UITs Audio Engineer: Recorder) -- [via **Randy Newbrough** (UITs);

Present---: **Martin, Robert** (Vice-Chancellor for Administration and Finance);

Present---: **Nehf, Laura C.** (Coordinator for Associate Faculty Affairs);

Present---: **Ney, Michael** (Medicine);

Present---: **Ross, Beverly A.** (Nursing);

Present---: **Woods, Lena** (UITs).

[Attachment for FC990304 Minutes]

Indiana University Purdue University Indianapolis

Faculty Council Meeting: Thursday, March 4, 1999

Dental School Building, Room S115 (DS 115): 3:30 - 5:30 p.m.

A G E N D A

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Approval of Minutes for February 4, 1999 (see attachment¹ and also on web at "http://www.iupui.edu/~fcouncil/minutes/fc990204html.htm").
- III. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- IV. President's Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary).
- V. "Update on the School of Informatics" -- **Darrell Bailey** (New Media) & **Mike Dunn** (IUB) [INFORMATION ITEM].
- VI. "IUPUI Policy on Transfer, Merger, Reorganization, Reduction, and Elimination of Academic Programs" -- **Karen Gable** (Faculty Affairs Chair) (see attachment²) [INFORMATION ITEM].
- VII. Contingency Planning for Year 2000 -- **Michael Ney** (Medicine) & **Lena Woods** (UITs) [INFORMATION ITEM].
- VIII. Question / Answer Period.
- IX. Unfinished Business?
- X. New Business?
- XI. Adjournment.

***Attachments (not included as part of FC990304 minutes):**

¹ Unapproved Faculty Council Minutes for February 4, 1999 (synoptic);

² "IUPUI Policy on Transfer, Merger, Reorganization, Reduction, and Elimination of Academic Programs (2-25-99)."

Next Faculty Council Meeting: April 1, 1999!

[Agenda Prepared by Faculty Council Coordinator, David Frisby,

UN 403, 317-274-2215 (fax 4-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]

FC990401 MINUTES:

APPROVED FC990506.

Indiana University Purdue University Indianapolis

Faculty Council Minutes: April 1, 1999

Dental School Building, Room 115: 3:30 - 5:30 p.m.

Attendance Record and Original Agenda follow Adjournment as Attachments.

Agenda Item I: Call to Order: Paul Galanti (IUPUI Faculty Vice-President)!

Galanti called the meeting to order at 3:35 pm.

Agenda Item II: Memorial Resolution for Professor Emeritus Samuel Hersey Hopper.

Galanti called for everyone to stand for a moment of silence and respect.

Agenda Item III: Approval of Minutes for March 4, 1999 (on web at "<http://www.iupui.edu/~fcouncil/minutes/fc990304html.htm>").

Powers moved with Fisher's second that the minutes be approved. Motion carried.

Agenda Item IV: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).

Chancellor Bepko reported a sense of pride after just reviewing the Promotion and Tenure cases approved by the Trustees, and he said that this will be good for IUPUI nationally.

The NCAA self-study team will be here this week to study our academic community and the role of athletics in it.

The feasibility study for the Campaign for IUPUI has finished and the report will soon be available. The active phase of the campaign will follow.

Bepko expressed hope that the Indiana State Legislators will recognize the work of IUPUI, that they will buoy our spirit with some additional funding for capital projects so the building of the urban university of the future can continue, and IUPUI can move to the centerstage of higher education.

After his report at the last meeting, Bepko figured his allocation of words for the FC had been used up for the year [laughter], so he closed his report and called for everyone to celebrate the arrival of spring.

Agenda Item V: President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary).

Porter remarked that the long agenda for the day was "not" an April Fool's joke, so she, like Chancellor Bepko, would also be brief.

Porter urged the FC members to take the opportunity to provide information to Robert Atwell (consultant on the review of President Brand) at his Open Forum on April 8th in the University Library Auditorium. She noted that his address is available from the coordinator if anyone preferred to write, and pointed out that Focus Groups had also been arranged to meet with him (Executive Committee, Standing Committee Chairs, & Faculty Governance Leaders).

The UFC met on Tuesday of that week (March 30). There was a discussion of non-tenure-track faculty, particularly part-time faculty. It ended with a plan to generate a list of items that need to be addressed during the writing of the next version of the policy. After more information emerges from the UFC, the issue will return to the FC.

The IU Board of Trustees adopted the resolution "Guiding Principles for Faculty Review." The focus is now on each campus to develop procedures to address the review, remediation, and sanction of faculty conduct (including dismissal policies). A sub-committee of the Trustees will review what each campus develops. For a positive note, Porter noted that this action on the part of the Trustees is an attempt to work with the faculty and its faculty governance concerns.

At the May 6th FC meeting, a report is expected on gender equity, as well as an annual report from Dean Evenbeck on University College. It is also hoped that the changes to the "Review and Enhancement" and "Dismissal" policies will be adopted, and that the proposal to establish a new School of Informatics will be presented for endorsement.

Agenda Item VI: "IUPUI Policy on Transfer, Merger, Reorganization, Reduction, and Elimination of Academic Programs" (on web at: <http://www.iupui.edu/~fcouncil/documents/transfermergerdocumentfc990401html.html>) -- Karen Gable (Faculty Affairs Chair) [AC TION ITEM: 20 Minute Limit].

Gable reported that this latest version comes from the Faculty Affairs Committee with unanimous approval. She explained that the comments on "Model A" from the previous FC meeting (March 4) had been incorporated, and then pointed out each specific change since the previous version, including the substitution of the word "determinations" for "recommendations" in the sentence "The Chancellor shall make final recommendations **determinations** on the proposal and forward it to the Dean(s) of the program(s) for implementation" (on pages 3, 7, 9, the appendix, and the chart). Gable then requested that

the FC approve the policy. After a call for discussion, Webb moved the question. The FC approved the policy. Gable thanked Joyce Marti n for her help.

Agenda Item VII: Proposed Revisions in IUPUI "Faculty Review and Enhancement" and "Dismissal Procedures for Tenured Faculty and Librarians" policies (hardcopies available at the meeting) -- Rebecca Porter (Executive Committee Chair), Karen Gable (Faculty Affairs Chair), & Bill Schneider (Chair of Task Force on Wording) [DISCUSSION ITEM: 20 Minute Limit].

Porter explained why this item was being presented by three different groups (Executive Committee, Faculty Affairs Committee, and Task Force on Wording) by giving the background. The Trustees discovered some unclear areas needing to be addressed while looking at the faculty review policies. The Executive Committee made some wording changes but the Trustees were not satisfied, so the Executive Committee appointed a task force of members with special skills, chaired by Bill Schneider, to study the documents with an eye to the Trustees' concerns. The "Research Misconduct" document presented a web of problems which were identified as a concern for next year, but the "Faculty Review and Enhancement" and "Dismissal" documents need to be dealt with this academic year (1998/99) because of the focus and push of the Trustees and President Brand. IUB has a different process than IUPUI, but the Trustees will look at both while the regional campuses can decide which of those two best fits them. The task force sent their proposed revisions to the Faculty Affairs Committee. Porter is now collecting comments from a variety of individuals and sources. It will be best if the FC adopts the proposed revisions at the May 6th meeting. The document will next return to the Faculty Affairs Committee who will bring it back to the FC May 6th meeting for adoption.

Having ended the background, Porter walked the FC members through the document explicating each proposed revision. On page 1, "chronically unproductive" will be replaced by "the unsatisfactory performance by" -- the rationale (here and elsewhere) being that the problem of defining "chronic unproductivity" by the schools will no longer be necessary. Also, "chronically substandard" will be replaced by "unsatisfactory" on page 1. On page 4, "and 'chronically unproductive'" will be deleted. "This" will replace "These" and "at what point a faculty member becomes 'chronically unproductive' or" will be deleted. Again on page 4, "this" will replace "these" and "or" will replace "and" twice. On page 6, "chronic deficits in" will be replaced by "unsatisfactory" twice, and "has fallen below the minimal acceptable level of performance" will be replaced by "is unsatisfactory," and in #3 on page 7, "election" will be replaced by "to elect and replace committee members." The rationale here was to clarify the election, a change that IUB also made. Porter reminded FC members that the findings of the review process fall into one of three categories (some strengths and no deficiencies, some strengths and some deficiencies but deficiencies that are not substantial or chronic, and substantial chronic deficiencies). In #7 on page 8 (the area of most concern), "Signature" will be replaced by "The signatures" and "If a faculty member or librarian refuses to cooperate in the creation or implementation of a development plan, the dean may initiate a range of sanctions (see item 12). If a faculty member or librarian initiates an appeal, sanctions shall be suspended pending completion of the appeal process." will be added. This was where the Trustees had some concern with regard to the possibility of the faculty member not signing. It therefore became necessary to indicate that without a good faith effort the Dean can initiate sanctions, which would however be suspended if a review process were requested. In #8 on page 8 "and

retains all rights of appeal" will be deleted. In #12 on page 8, "or demonstrate progress towards completion of" will be added. This change was made so that external audiences and future faculty would be able to clearly understand the procedures and extent of the sanction. On page 9, the "Interim Addition" (Note, #13, & #14) will be deleted because they are no longer necessary. Last, on page 11, in the "Dismissal Procedures" the following will be added: "During the notice period, the faculty member or librarian shall have access to the provisions of Plan A of the Policy on IUPUI Faculty and Librarian Review and Enhancement. Participation in a development plan shall not extend the notice period." The rationale here is that if the Dean charges unsatisfactory performance the faculty member should be eligible for Plan A (to seek resources to improve performance). Ending the walk-through, Porter requested that questions be asked, that areas of concern be expressed, and that ideas for improvement be suggested. Porter responded to Schmenner that each individual school will need to develop procedures to implement the IUPUI policy.

Powers explained how the implementation is to work. He is the point person to facilitate the process by discussing with each school the policy and procedures for the process. He has been in contact with each school's Faculty Governance Leader, and has been meeting with departmental chairs, and with Promotion & Tenure committees. No specific checklist exists and each school needs to carve out for itself its own initial draft of a policy by the 1st of June.

Porter responded to Schmenner that each campus policy will be campus-specific. In reply to Schmenner's follow-up concerning system-wide schools (such as his own, Business), Plater responded that there will conceivably be different policies for faculty of the same school at different campuses, but added that this already exists in some ways and yet works. Powers added that the aim of the policy for each campus is to be fair to the faculty members of that campus, and that the policy is to be tied to the processes for annual review and tenure.

Schneider commented that since the policy has already passed and schools are diligently working to implement it, the more immediate question is the impact of these changes on what is now happening, and asked if any schools had turned in a policy yet. Plater responded no. Powers encouraged FC members to remind their Faculty Governance Leaders to feel free to contact him, especially now since so many schools are holding new elections for new leaders.

Mannheimer commented that the Faculty Affairs Committee met last week and was reserved on what "refusal to sign the involuntary plan" might mean. Galanti confirmed it means a refusal to cooperate and the right of the Dean to initiate sanctions. Porter clarified for Besch the steps in a hypothetical example: the plan is developed; it is ready for signatures; the faculty member does not sign it; the Dean sanctions the faculty member as a means of motivation; the Dean sanctions the faculty member; the Dean initiates dismissal proceedings; the faculty member agrees to sign; the dismissal proceedings are halted and the components of the involuntary development plan are initiated.

Porter requested that any further comments be emailed to Gable (kgable@iupui.edu) with a copy to her (rporter@iupui.edu). The document will return to the Faculty Affairs Committee but will be presented to

the FC members again with plenty of time to study it before they act on it at the May 6th meeting. At the request of Hoyt the coordinator agreed to post the document as it now stands on the FC website, and to email the document itself as an attached file to the FC members.

Agenda Item VIII: Intercampus Transfer of Credits Policy (on web at: <http://www.indiana.edu/~ufc/circulars/98-99/U11-99.htm>) -- Jim Baldwin (UFC Educational Policies Committee Chair & IUPUI FC Academic Affairs Chair) [INFORMATION ITEM: 20 Minute Limit].

Baldwin pointed out that there are two items necessary to look at with regard to this issue. First, the attachment #3 (March 23) to today's agenda, but also from the back of the room a memo (January 19) from IUB Chancellor Gros-Louis. The issue poses a problem if we are to remain one university with eight front doors. Baldwin summarized both memos and drew attention to the need to legitimize the principles expressed in the Gros-Louis memo (January 19). If we can not arrange for courses of the same number at different campuses to be equivalent to each other then it should become necessary to at least change the numbers, if we are to be one university (a notion IUB does not generally support). The other memo (March 23) turns into a policy the denial of campus equivalency. It flies in the face of the "One University with Eight Front Doors" philosophy. It seems IUB is more concerned with other universities than it is with other IU campuses.

Porter added that this issue was extensively discussed by the UFC Agenda Committee on Tuesday (March 30). The other campuses are trying to educate IUB on this problem by communicating the concerns they have, but IUB does not understand the roadblocks this problem presents to the other campuses. President Brand expects a policy that benefits students, therefore it was sent back to the committee to continue to work on it. Baldwin pointed out that under Responsibility Centered Budgeting it is advantageous to not accept credit for equivalent courses from other campuses. Porter added that other campuses will give credit but not count it as an eligible course requirement itself, therefore forcing students to take it again.

Grove commented that the logic of our automated degree system assumes that an equal number means an equal course, and pointed out that advisors make decisions using this automation. Students need consistent advice. Grove clarified for Besch the use of a variable course number used for special topics, but pointed out that these are not requirements for degrees.

Baldwin contended that if two equivalent courses evolve and become different they should be separated and given different numbers. Students expect that a course with a number should transfer to anywhere in IU as the same numbered course.

Dean Angela McBride commented that the School of Nursing has had a lot of experience with the problem, located at it is on several campuses. She made two points. First, with regard to the goal of a course, the development of a set of competencies is the key. Then the teacher has the freedom to intellectually achieve those competencies in various fashions. The development of a set of competencies and not simply the following of a set of operating procedures should be the focus of a course. Second,

she pointed out that according to evolutionary theory, there is as much variation within species as there is between different species, and so it behooves IU to facilitate transferability -- otherwise it becomes a nightmare. We can call it customization if we need to, but IU should simply be glad to have the credit hours.

Following the applause, President Porter called for the comment to be transcribed and taken to the next UFC meeting.

Agenda Item IX: New Grade of "FN"(on web at: <http://www.indiana.edu/~ufc/circulars/98-99/U10-99.htm>) -- Jim Baldwin (UFC Educational Policies Committee Chair) [INFORMATION ITEM: 10 Minute Limit].

Porter reported on this item instead of Baldwin. The UFC is out of synch this month due to spring break and bad scheduling. Our own Academic Affairs Committee has discussed the new FN grade. The UFC Agenda Committee decided the new FN grade was necessary because the money involved was so important it made the FN grade a necessary response. So it is now necessary that we adopt the policy so implementation can begin. From now on, because of the money involved, faculty will have to be able to document the last time a student attended a class. The UFC did adopt it. No input from the FC is now necessary. Information is simply being provided.

In response to Vermette, Grove explained that faculty will now need to identify that the student never even came, or that the student stopped coming early on as of a certain date. He also pointed out that many faculty will find giving a grade of FN preferable to a straight grade of F (due to no attendance). The FN grade will appear only internally, as a means of auditing, while F will appear on the transcript.

Plater commented that the issue itself remains very important. Schools will be asked to take action, one possibility being class attendance rosters, because without documentation, the schools will be liable for repaying student loans. He added that if we can get in touch with students when they quit attending during that critical third week or so, and if they are contacted with the intent to help them, data shows that generally they will return for many more years. We have to comply with federal policy anyway, so let's turn it into a means of increasing retention.

Agenda Item X: Presentation of Slates for Election (in May) of New Members to Executive and Nominating Committees for terms June 1, 1999 through July 30, 2001 (hardcopies available at the meeting and emailed separately after the meeting) --Karen West (Nominating Committee Chair) [INFORMATION ITEM: 5 Minute Limit].

Porter explained that West was out of town, and that the Nominating Committee has worked diligently on the slate because the constitution calls for it be presented at the April meeting before the election at the May meeting. She read from an email West sent: "Here are the list of individuals who are willing to

have their names listed on the ballot. Many individuals declined for various reasons including impending retirement, Y2K responsibility or having to say no to something. I felt like the Melis sa virus!!!" Porter further explained that despite their efforts the slate was not yet finalized and that the committee needs to solicit come additional names to meet the required criterion. She promised the slate would be electronically distributed as so on as possible. Anyone interested in running for election to the Executive or Nominating Committees was advised to contact the coordinator or a member of the Nominating Committee.

[That slate was finalized and distributed on April 15, 1999. For the Executive Committee, continuing members (until June 30, 2000) will be Robert Keck (Science), Steve Mannheimer (Herron Art), Byron Olson (Dentistry), and Jeffery Vessely (Physical Education). Ex Officio members are: Paul Galanti (Vice-President); William Plater (Chancellor's Designee); and Rebecca Porter (President). Gerald Powers (Social Work) is running for election to a second two-year term. Four more members from the following slate of seven (to serve a two-year term, from July 1, 1999 through June 30, 2001) are to be elected: James Baldwin (LI02 Tenured Associate Librarian) (University Libraries) (Resource Development), Jonas Bjork (IR02 Tenured Associate Professor) (Journalism), Naomi Fineberg (IR01 Tenured Professor) (Medicine: Clinical) (Medicine Department: Biostatistics Division), Linda Gilman (IR02 Tenured Associate Professor) (Nursing), Gerald Powers (IR51 Tenured Professor and Director) (Social Work), Martin Spechler (IR01 Tenured Professor) (Liberal Arts) (Economics), and Charles Yokomoto (IR01 Tenured Professor) (Engineering and Technology) (Electrical Engineering). For the Nominating Committee, continuing members (until June 30, 2000) will be Mary Fisher (Nursing), Elizabeth Jones (Physical Education), Marion Wagner (Social Work), and Harriet Wilkins (Liberal Arts), who will chair for 1999/00. Three more members from the following slate of seven (to serve a two-year term, from July 1, 1999 through June 30, 2001) are to be elected: William Blomquist (IR02 Tenured Associate Professor) (Liberal Arts) (Political Science), Linda Brothers (IR42 Tenured Associate Professor and Chair) (Physical Education) (Hotel Management), Dolores Hoyt (LI02 Tenured Associate Librarian) (University Libraries) (Senior Management), Bart Ng (IR01 Tenured Professor) (Science) (Mathematical Sciences), Carl Rothe (IR01 Tenured Professor) (Medicine: Basic Science) (Physiology and Biophysics), and Kathleen Warfel (IR01 Tenured Professor) (Medicine: Clinical) (Pathology and Laboratory Medicine).]

Agenda Item XI: Announcement of Election Results for IUPUI Faculty Council At-Large Representatives for the term July 1, 1999 through June 30, 2001 (hardcopies available at the meeting and emailed separately after the meeting) -- Karen West (Nominating Committee Chair) [INFORMATION ITEM: 5 Minute Limit].

The election results were distributed. 1379 envelopes, containing ballots, were mailed to those IUPUI faculty eligible to vote. 325 envelopes, or 23%, were returned, but 2 were disqualified and not counted due to the lack of a signature. Another 3 envelopes (not counted in the 325) were returned days after the tally had already been completed. The 323 undisqualified envelopes which were returned in time contained 323 at-large ballots casting 2712 individual votes. None of the ballots were rejected and the following nineteen persons received the highest number of votes (in alphabetical order): James Baldwin (University Libraries), W. David Bostwick (Engineering & Technology), Thomas Broadie (Medicine),

Karen Caldemeyer (Medicine), Scott Engum (Medicine), Julie Fore (Medicine), Dick Fredland (Liberal Arts), Karen Gable (Allied Health Sciences), Linda Goodine (Herron Art), Christianne Guba (Dentistry), Miriam Langsam (Liberal Arts), Richard Meiss (Medicine), B. Keith Moore (Dentistry), Bart Ng (Science), Simon Rhodes (Science), Bill Schneider (Liberal Arts), Rosalie Vermette (Liberal Arts), Karen West (Medicine), and Marianne Wokeck (Liberal Arts). They will constitute the IUPUI Faculty Council as at-large representatives for the term July 1, 1999 through June 30, 2001. The 323 ballots represented a possible 6137 votes, but only 2712, or 44%, were cast.

Agenda Item XII: Announcement of Election Results for UFC Representatives (from IUPUI), for the term July 1, 1999 through June 30, 2001 (hardcopies available at the meeting and emailed separately after the meeting) -- Rebecca Porter (IUPUI Faculty President and UFC Co-Secretary) [INFO ITEM: 5 Minute Limit].

The 323 undisqualified envelopes which were returned contained 323 UFC ballots casting 899 individual votes. None were rejected and the following six persons received the highest number of votes: James Baldwin (University Libraries), Juanita Keck (Nursing), B. Keith Moore (Dentistry), Nancy Newton (Liberal Arts), Catherine Souch (Liberal Arts), and Mary Stanley (University Libraries). They will represent IUPUI on the UFC for the term July 1, 1999 through June 30, 2001. No one academic unit represents more than 40% of the representatives: Liberal Arts, Medicine, & University Libraries, each with three out of the thirteen has only 23%. The 323 ballots represented a possible 1938 votes, but only 899, or 46%, were cast.

Mannheimer moved with Fisher's second that the ballots be destroyed. Motion carried.

Agenda Item XIII: Question / Answer Period.

In response to Mannheimer's rhetorical question whether the Chancellor was taking credit for the vernal equinox, Bepko took the opportunity to note that there will be three groundbreakings in the near future: the new Herron ceramics facility on April 7, the new childcare facility on April 9, and the new law school on April 27. He promised to send to the coordinator for distribution the exact date, time, and place, the following day.

[(1) Groundbreaking for the Herron Sculpture facility - Wednesday, April 7, 3:30 p.m., at 1350 Stadium Drive. (2) Childcare groundbreaking - Friday, April 9, at 4 p.m. on site at Limestone Street. (3) Law School groundbreaking, Wednesday, April 28, at 1:30 p.m. in the parking lot at Blackford and New York streets.]

Agenda Item XIV-XVI: Unfinished Business, New Business, and Adjournment.

With no old or new business, and with no one opting to return to the beginning items to allow more time for reports, Galanti noticed the room sounded like a class whose bell has already rung, and so adjourned the meeting at 5:00 pm.

Attachments:

Attendance Record for April 1, 1999 Faculty Council Meeting;

Agenda for April 1, 1999 Faculty Council Meeting.

[Minutes prepared by Faculty Council Coordinator, David Frisby,

(UN 403) (274-2215) (Fax 274-2970) (fcouncil@iupui.edu) (<http://www.iupui.edu/~fcouncil>)]

[Attachment for FC990401 Minutes]

Attendance Record for FC990401.

I. Voting Members (109):

Absent---: Allen, Stephen (Elected: Medicine 6/99);

Present---: **Atkinson, Simon** (Elected: Medicine 6/99);

Absent---: Bailey, Darrell (Ex Officio: Director of Music)

Present---: **Baldwin, James** (Elected: At Large 6/99);

Present---: **Banta, Trudy** (Elected: At Large 6/99. Ex Officio: Chancellor's Admin. designee);

Present---: **Belcher, Anne** (Elected: Nursing 6/99);

Present---: **Bepko, Gerald** (Ex Officio: Officer: Chancellor of IUPUI.);

Present---: **Besch, Henry** (Ex Officio: UFC Representative 6/00);

Alternate-: Bippen, Paul (Ex Officio: Dean of IUPU Columbus) -- [via **Patrick Rooney** (IUPU Columbus)];

Absent---: Bjork, Ulf Jonas (Elected: Journalism 6/99);

Present---: **Blix, Susanne** (Elected: Medicine 6/00);

Absent---: Broadie, Thomas (Ex Officio: UFC Representative 6/99);

Present---: **Brothers, Linda** (Elected: At Large 6/99);

Absent---: Brown, James W. (Ex Officio: Associate Dean of Journalism);

Absent---: Burr, David (Elected: At Large 6/99);

Absent---: Canty-Mitchell, Janie (Elected: At Large 6/99);

Absent---: Carr, Lucinda G. (Elected: Medicine 6/00);

Absent---: Chernoff, Ellen (Elected: Science 6/99);

Present---: **Chin, Ray** (Elected: Science 6/00);

Absent---: Cobb, Karen (Ex Officio: UFC Representative 6/99);

Absent---: Cronin, Blaise (Ex Officio: Dean of Library & Information Science) (Bloomington);

Present---: **Crowell, Dring** (Elected: Science 6/99);

Absent---: Dalsing, Michael (Elected: At Large 6/99);

Absent---: DeSchepper, Edward (Elected: Dentistry 6/99);

Absent---: DiMicco, Joseph (Elected: At Large 6/99);

Absent---: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies) (Bloomington);

Present---: **Eckerman, Nancy** (Elected: Medicine 6/99. (Elected: At Large 6/00);

Absent---: Eickmeier, Valerie (Ex Officio: Interim Dean of Herron Art)

Absent---: Evenbeck, Scott (Ex Officio: Dean of University College),

Absent---: Faris, James V. (Elected: At Large 6/99);

Absent---: Fineberg, Naomi (Elected: At Large 6/99);

Absent---: Fineberg, S. Edwin (Ex Officio: UFC Representative 6/00);

Present---: **Fisher, Mary** (Elected: At Large 6/99);

Present---: **Ford, David** (Elected: At Large 6/99);

Present---: **Froehlich, Janice** (Elected: At Large 6/00);

Present---: **Galanti, Paul** (Officer: Vice-President 6/00. Ex Officio: UFC Representative 6/99);

Present---: **Gardner, Carol** (Elected: Liberal Arts 6/99);

Present---: **Gilman, Linda** (Elected: Nursing 6/99);

Alternate-: Goldblatt, Lawrence (Ex Officio: Dean of Dentistry) -- [via **Chris Miller** (Dentistry)];

Alternate-: Greene, Roberta (Ex Officio: Dean of Social Work) -- [via **J.M. Kapoor** (Social Work)];

Present---: **Gregory, Richard** (Elected: Dentistry 6/00);

Present---: **Hamant, Celestine** (Elected: Allied Health Sciences 6/99);

Absent---: Harrington, Susan Marie (Elected: At Large 6/00);

Alternate-: Holden, Robert (Ex Officio: Dean of Medicine) -- [via **Meredith T. Hull** (Medicine)];

Present---: **Hook, Sara Anne** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present---: **Hoyt, Dolores J.** (Elected: At Large 6/00. Ex Officio: UFC Rep 6/00);

Notice---: Jafari, Maymanat (Elected: University Libraries 6/99);

Absent---: Karlson, Henry (Elected: Law 6/00);

Absent---: Keck, Juanita (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Absent---: Keck, Robert (Ex Officio: Executive Committee 6/00);

Present---: **Keffer, M. Jan** (Ex Officio: UFC Representative 6/99);

Present---: **Kellum, P. Nicholas** (Ex Officio: Dean of Physical Education);

Present---: **Kennedy, Sheila** (Elected: Public & Environmental Affairs 6/00 -- replaced Joyce Man);

Present---: **Lee, Wei-Hua** (Elected: Medicine 6/00);

Absent---: Lefstein, Norman (Ex Officio: Dean of Law);

Present---: **Mannheimer, Steven** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/00);

Present---: **Mannix, Edward** (Elected: Medicine 6/99);

Present---: **Marrs, James A.** (Elected: Medicine 6/00);

Present---: **Martin, Joyce** (Elected: At Large 6/00);

Absent---: Mayfield, Jennifer A. (Elected: Medicine 6/00);

Present---: **McBride, Angela** (Ex Officio: Dean of Nursing);

Absent---: McDaniel, Anna (Elected: At Large 6/00);

Absent---: Modibo, Najja (Elected: Continuing Studies 6/00);

Present---: **Ng, Bart** (Elected: At Large 6/99);

Present---: **Olson, Byron** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Absent---: Parsons, Michael (Elected: Education 6/00);

Present---: **Perkins, Susan** (Elected: At Large 6/00);

present---: **Pfile, Richard** (Elected: Engineering and Technology 6/00);

Present---: **Plater, William** (Ex Officio: Chancellor's Administrative Designee);

Absent----: Pless, John (Elected: Medicine 6/99);

Present---: **Porter, Rebecca** (Elected Officer: President 6/00. Ex Officio: UFC Rep. 6/00);

Present---: **Powers, Gerald** (Ex Officio: Executive Committee 6/99);

Present---: **Ralston, Rick** (Elected: At Large 6/00);

Present---: **Richwine, Margaret W.** (Elected: Medicine 6/00);

Present---: **Robertson, Jean** (Elected: Herron 6/99);

Absent---: Rogers, Richard (Elected: Business 6/99);

Absent---: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);

Present---: **Rothe, Carl** (Elected: Med 6/99. Ex Off: Exec C. 6/99, & UFC Rep 6/99);

Present---: **Russell, Steven** (Elected: Liberal Arts 6/00);

Absent---: Saatkamp, Herman (Ex Officio: Dean of Liberal Arts);

Absent---: Sawchuk, Alan P. (Elected: Medicine 6/00);

Present---: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis);

Absent---: Seifert, Mark (Elected: At Large 6/00);

Present---: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);

Notice----: Spechler, Martin (Ex Officio: UFC Representative 6/00);

Absent---: Stocum, David (Ex Officio: Dean of Science);

Present---: **Sutton, Susan** (Elected: At Large 6/99);

Present---: **Swartz, Darl** (Elected: At Large 6/00);

Alternate-: Tompkins, Philip (Ex Officio: Director of University Libraries) -- [via **David Lewis** (University Libraries)];

Absent---: Touponce, William (Elected: Liberal Arts 6/00);

Present---: **Udry, Eileen** (Elected: Physical Education 6/00);

Present---: **Unverzagt, Frederick** (Elected: At Large 6/00);

Absent---: VanVoorhis, Rebecca (Elected: At Large 6/00);

Present---: **Vermette, Rosalie** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);

Absent---: Vessely, Jeffery (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);

Present---: **Wagner, Marion** (Elected: Social Work 6/99. Ex Officio: UFC Representative 6/99);

Present---: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00);

Present---: **Wass, Justin L.** (Elected: Medicine 6/00);

Present---: **Watt, Jeffrey** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);

Present---: **Webb, Dorothy** (Elected: At Large 6/99);

Absent---: Wiebke, Eric (Elected: At Large 6/00);

Absent---: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);

Present---: **Wilkins, Harriet** (Officer: Parliamentarian 6/99. Elected: At Large 6/00);

Present---: **Yokomoto, Charles** (Elected: At Large 6/00);

Present---: **Yurtseven, H. Oner** (Ex Officio: Dean of Engineering & Technology).

II. Non-Voting Members (5):

Absent---: Blake, Pat (Ex Officio: Senior Academy Representative);

Absent---: Lowenkron, Ann (Elected: University College 6/00);

Absent---: Manaloor, Jacob (Ex Officio: Student Assembly President);

Absent---: Phillabaum, Melinda (Ex Officio: Staff Council President);

Present---: **Rooney, Patrick** (Elected: IUPU Columbus).

III. Guests/Visitors/Others (non-voting):

Present---: **Azzarelli, Biagio** (AAUP President);

Present---: **Brenner, Mark** (IUPUI Vice-Chancellor for Research and Graduate Education & IU Associate Vice-President for Research);

Present---: **Crist, Alan** (Associate Vice-Chancellor and Executive Director for Enrollment Services);

Present---: **Frisby, David** (Faculty Council Coordinator);

Present---: **Gable, Karen** (Allied Health Sciences);

Present---: **Grove, Mark** (Registrar);

Alternate-: Lorentz, Donald (UITs Audio Engineer: Recorder) -- [via **Randy Newbrough** (UITs)];

Present---: **Quaid, Kimberly** (Director of Commission on Women);

Present---: **Schneider, William** (Director of Research and Graduate Programs).

[Attachment for FC990401 Minutes]

Indiana University Purdue University Indianapolis

Faculty Council Meeting: Thursday, April 1, 1999

Dental School Building, Room S115 (DS 115): 3:30 - 5:30 p.m.

A G E N D A

I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!

II. Memorial Resolution for Professor Emeritus Samuel Hersey Hopper (see attachment¹).

- III. Approval of Minutes for March 4, 1999 (see attachment² and also on web at "<http://www.iupui.edu/~fcouncil/minutes/fc990304html.htm>").
- IV. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- V. President's Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary).
- VI. "IUPUI Policy on Transfer, Merger, Reorganization, Reduction, and Elimination of Academic Programs" (see attachment³ and also on web at: <http://www.iupui.edu/~fcouncil/documents/transfermergerdocumentfc990401html.html>) -- **Karen Gable** (Faculty Affairs Chair) [ACTION ITEM: 20 Minute Limit].
- VII. Proposed Revisions in IUPUI "Faculty Review and Enhancement" and "Dismissal Procedures for Tenured Faculty and Librarians" policies (hardcopies available at the meeting) -- **Rebecca Porter** (IUPUI Faculty President), **Karen Gable** (Faculty Affairs Chair), & **Bill Schneider** (Chair of Task Force on Wording) [DISCUSSION ITEM: 20 Minute Limit].
- VIII. Intercampus Transfer of Credits Policy (see attachment⁴ and also on web at: <http://www.indiana.edu/~ufc/circulars/98-99/U11-99.htm>)-- **Jim Baldwin** (UFC Educational Policies Committee Chair) [INFORMATION ITEM: 20 Minute Limit].
- IX. New Grade of "FN"(see attachment⁵ and also on web at:

<http://www.indiana.edu/~ufc/circulars/98-99/U10-99.htm>) -- **Jim Baldwin** (UFC Educational Policies Committee Chair) [INFORMATION ITEM: 10 Minute Limit].
- X. Presentation of Slates for Election (in May) of New Members to Executive and Nominating Committees for terms June 1, 1999 through July 30, 2001 (hardcopies available at the meeting and emailed separately after the meeting) --**Karen West** (Nominating Committee Chair) [INFORMATION ITEM: 5 Minute Limit].
- XI. Announcement of Election Results for IUPUI Faculty Council At-Large Representatives for the term July 1, 1999 through June 30, 2001 (hardcopies available at the meeting and emailed separately after the meeting) -- **Karen West** (Nominating Committee Chair) [INFORMATION ITEM: 5 Minute Limit].
- XII. Announcement of Election Results for UFC Representatives (from IUPUI), for the term July 1, 1999 through June 30, 2001 (hardcopies available at the meeting and emailed separately after the meeting) -- **Rebecca Porter** (IUPUI Faculty President and UFC Co-Secretary) [INFO ITEM: 5 Minute Limit].
- XIII. Question / Answer Period.
- XIV. Unfinished Business?
- XV. New Business?
- XVI. Adjournment.

***Attachments [NOT INCLUDED WITH FC990401 MINUTES]:**

¹ Memorial Resolution for Samuel Hersey Hopper (Medicine);

² Unapproved Faculty Council Minutes for March 4, 1999 (synoptic);

³ "IUPUI Policy on Transfer, Merger, Reorganization, Reduction, and Elimination of Academic Programs" (2-25-99);

⁴ Intercampus Transfer of Credits at IU Policy;

⁵ Proposal to Establish the "FN" Grade.

Next (and last for 1998/99) Faculty Council Meeting: May 6, 1999!

[Agenda Prepared by Faculty Council Coordinator, David Frisby,

UN 403, 317-274-2215 (fax 4-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]

Indiana University Purdue University Indianapolis
Faculty Council Minutes: May 6, 1999
Dental School Building, Room 115: 3:30 - 5:30 p.m.

Attendance Record and Original Agenda follow Adjournment as Attachments.

Agenda Item I: Call to Order: Paul Galanti (IUPUI Faculty Vice-President)! Galanti called the meeting to order at 3:34 and moved directly to the election (Item VI) because some members had to leave early for a retirement reception.

Agenda Item VI: Election of Executive and Nominating Committees (slates emailed in advance) -- Ballots Distributed at Meeting: Karen West or Harriet Wilkins (Nominating Committee Chairs). A quorum of 53 was needed; 55 were counted. The coordinator and Pfile assisted Wilkins in distributing the ballots. The results were later reported. 55 ballots were cast. Elected to the Executive Committee for the two-year term July 1, 1999 through June 30, 2001, were Naomi Fineberg, Gerald Powers, Martin Spechler, and Charlie Yokomoto. Elected to the Nominating Committee for the two-year term July 1, 1999 through June 30, 2001, were Bart Ng, Carl Rothe, and Kathleen Warfel. Warfel will chair the committee July 1, 2000 through June 30, 2001. Wilkins moved with Mannheimer's second that the ballots be destroyed and the tally sheet kept in the Faculty Council Office. Motion carried.

Agenda Item II: Approval of Minutes for April 1, 1999 (on web at "<http://www.iupui.edu/~fcouncil/minutes/fc990401html.htm>"). J. Keck moved with Mary Fisher's second that the minutes of April 1, 1999 be approved. Motion carried.

Agenda Item III: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President). Bepko began by introducing Valerie Eickmeier, Interim Dean of the Herron School of Art, and inviting to her give an update on the activities of the Campus Arts Committee which she chairs. Eickmeier reported that the first task of the committee was to draft an art policy for only the IUPUI campus, but the task soon expanded to include all campuses. The policy essentially states that all campuses will have arts committees to maintain specifications on how to proceed with art at their individual campus. The first idea of the plan states that a sculpture can be temporarily sited at a campus for up to a year without Trustee approval. The second idea of the plan concerns the determination of public spaces within the schools and how to site artwork for those spaces. So far, \$10,000 has been raised to initiate this plan. Separate subcommittees will engage in fundraising, orchestrate the sculptures, and work with deans to identify the proper artworks for the various public spaces in the schools. The committee will also serve to look at gifts of artwork and if they are in alignment with IU's aims, decide whether to accept them. The committee is also involved with a restoration project. Anna Melodia (Campus Interrelations Office) and Jerry Stuff (University Architect's Office) have submitted a grant proposal to restore the Eve statue to the walled gardens (north of Ball Residence), but there has been no word yet on its approval. Last, with the art on sculpture walk, IUPUI has collaborated with the White River State Park and in two weeks an artwork will be sited on the Washington Street pedestrian bridge.

Bepko commented that the work of the Campus Arts Committee and the move of the Herron School of Art to the campus will have an extraordinary impact on the campus over the next several years, and he hoped that all would observe this and join in to make a decade of the arts that will celebrate the visual and aesthetic dimensions of life in the university community.

Bepko also distributed four memos summarizing the completed 1998/99 administrative reviews of Trudy Banta

(Vice-Chancellor for Planning and Institutional Improvement), Angela McBride (Nursing School Dean), Norman Lefstein (Law School Dean), and Mark Grove (Registrar and Leader of IUPUI's Student Service Effort). Over the summer the administration will work with the Executive Committee to determine whom to review during the 1999/00 academic year. When completed the report will be posted to the FC members.

The Indiana state legislature adjourned last Thursday, except for a special one-day session in June, but it is unlikely they will take up any budget matters that involve the university. We hope there is no tampering with the results of the legislative session because they were on balance good for the university. Generally, they were in keeping with the income of the state and the surpluses that have built up and that has been the subject of so much commentary in the news media. On the operating side, the budgets were built on the assumption that there would be a 4% increase in total compensation and a 2% increase for all other categories of the budget, resulting in the expectation of a total increase in the budget in the 3.6% range. However, more was added to the university budgets: .5% of the base (or 1/2 of 1%) is being added for technology. There is also an additional 2.3% of the total university base provided for technology in cash for this biennium to be administered by the Indiana State Budget Agency and ICHE (Indiana Commission for Higher Education) in accordance with some formulas they are developing. We hope that the laws of thermodynamics which are applicable in so many other state government situations will not operate in this case. As you know, one law states that whenever heat is transferred a little is lost, but we hope we won't lose any of this funding when it is transferred to us from the state through the budget agency and the commission. All in all, on the operating side, those are good results, given the less than 2% inflation rate. We will have some limited flexibility, with a total increase in appropriation of about 6% for the first year and 3.6% for the second. There will also be income and an increase in income coming from tuition and other income, so we should have a reasonable year making budgets in the academic units. Tuition for undergraduate students at IUPUI will be set about 3.5% higher. Other tuitions will be about the same except for some professional schools which will be higher due to a special arrangement. In addition to the base increases for operating purposes there were also some other extraordinary events this year. The 21st Century Research and Technology Fund is a direct reflection of the emphasis made by President Myles Brand and Dean Robert Holden among others who made the case that higher education needs to be directly linked to economic development which in the case of Indiana surely includes the health industry, or to health, wellness, longevity, and the quality of life, and to the products and services that will help people live longer and feel better. From Eli Lilly to Guidant to Roche to hundreds of small companies to health care providers to hospitals big and small -- all are going to be expanding their activities, and as the rest of the world starts to catch up with us in terms of these features of life, our products and services are going to be in great demand all the world around. Indiana needs to be conscious of this and position itself for the future by making strategic investments. The most notable of these investments is the 21st Century Research and Technology Fund which we have been calling the Biomedical Research Initiative. In terms of its functional operation, it will primarily consist of medical research. The manner of its administration will favor and focus on the health industry. It is being established so that it will be available to the universities (primarily IU and primarily the Indianapolis campus) to help strengthen our infrastructure and our capacity to compete successfully for the expanding base of National Institutes of Health funding. This is an extremely important strategic investment for the state. There will be \$25 million a year for the next two years and we think it will also be continued after that. \$50 million is not bad as a pool of funding to increase our capacity to successfully compete. In turn, we hope this results in more federal research money coming into Indiana, and that this leads to more of the critical mass and magnet that is needed to attract people here and thus strengthen the health industry in Indiana.

In addition to that, because of the strong case made for the health industry, the Indiana state legislature did not just take the university's priorities in the order they were presented, but because of State Senator Lawrence Borst's bills in particular, appropriated another \$50 million, including \$20 million for upgrading the three regional medical centers located at South Bend, Gary, and Terre Haute, and \$30 million for the second phase of the Van Nuys Medical Science Building and the Barnhill Mall, creating a structure suitable for 21st century medical education. That's

another \$50 million directed towards this health industry emphasis to make us competitive.

With the Indiana state legislature, we put an emphasis on information technology, especially on IUPUI and IU becoming the center of the new growing technology fields. We noted the proposed new School of Informatics, which we'll discuss later today, the New Media Programs which we have developed over the last couple of years, and the location of Internet2 and TransPac on this campus. We made a big push for funding for the new communications / technology complex which will house the University Information Technology Services Offices as well as the infrastructure for Internet2 and TransPac, but which was also envisioned to house the classrooms and academic programs now at the Mary Cable Building. IU advocated for the whole project and it was presented as one item in its first version to the legislative house but they came back saying they could fund only one-half of it, the Mary Cable part and not the technology part (UITs and Internet2 and TransPac). The governor expressed concern because the state has already put up a good deal of money for the information technology part, and asked that the project be flip-flopped, so in the version that went to the legislative senate the request was only for the technology part and the Mary Cable part was dropped. President Brand wanted the whole project funded at the same time because it would be awkward to build the two parts of the same project at different times, and also because there was an urgent need to replace the Mary Cable Building. The governor committed to trying to pull it off. The legislature only passed the senate version which funds the technology part but not the Mary Cable part. This was our one disappointment in a year where IU and especially IUPUI did better than at any other time in memory. The only drawback is that funds to replace the Mary Cable Building were not included, but President Brand said we will launch an effort during the short session of 2000 if the budget is open to include the rest of the project. It is unclear how we will build the one building and not the other. We may have to return to the drawing board. All in all though we received very good news from the general assembly.

We had three groundbreakings, as we announced at the last meeting, starting with the new Herron ceramics facility on Stadium Drive, and then the new child care center, and then the new law school. Construction of the new law school will begin in a few weeks, and shortly after that, the new child care center. The construction of the ceramics facility has already begun. If we're lucky, Mannheimier will review it in the *Star Newspaper*.

We were asked to give a thumbnail on some of the other projects on campus like housing, the new campus or student center, and the child care facility. Vice-Chancellor Bob Martin will address these.

Martin reported that construction documents for the child care facility are being finalized and bids will occur in June. After one is accepted construction will begin with an anticipated opening of the Fall semester of 2000. The program statement for the student center is winding down and being reviewed by student groups and the administration. The document will then be finalized and sent to the Stern architectural firm which was selected a year ago. The trustees have asked for another feasibility study for housing. The study has been initiated and will include input from a student survey due tomorrow (May 7) as well as marketplace considerations. By the end of May we expect that a positive recommendation to go forward with the housing project (put together by Anderson Inc. out of Washington DC) will be made to IUPUI and then to the Chancellor and then to the Trustees. Also, activity on the new law school building has begun.

Galanti requested that Martin go ahead with agenda item XI, "New Snow Emergency Procedures Implemented, & Report on Capital Improvements." Martin reported that with the work of Mark Grove and the Registrar Office a call-in line is now working, with one pre-recorded message for the day and another for the evening as to closings. An internal notification plan has also been improved and will be tested this summer as part of the preparation for Y2K. Most significant though is the one number that students or faculty can call to find out if anything is closed.

After some discussion on the need for better campus signage, especially for the Nursing School, Baldwin suggested

that it be campus policy that every entrance to every building have a sign posted that names the building and gives the two-letter designation that the maps use. This would especially aid walkers at the beginning of the school year. The suggestion received applause and Chancellor Bepko endorsed it as a good idea to which to return at the first FC meeting for the Fall semester (1999).

Chancellor Bepko then ended his report with two final items. Generating applause, Bepko announced that ICHE (Indiana Commission for Higher Education) had changed its number of higher education "tiers" from three to four and then from four to zero. Never say never but it appears ICHE will never broach this way of tiers again. If there is to be anything of that sort it will be through altering the campus mission in general. Stan Jones in particular (of ICHE) said to the Campus Board of Advisors (chaired by Bob McKinney) that the mission and vision of IUPUI to be one of the nation's great urban campuses needs to be taken and worked with instead, so as to rally everyone to achieve that vision for the city and the state. So we hope we've heard the last of the tiers.

Last, Bepko noted that the Consultant, Grenzebach Glier & Associates, out of Chicago, has reported in its feasibility study for the Campaign for IUPUI that everything was positive and encouraging except that we ought to be more conservative for the first campus-wide campaign and adjust our original \$275 million by aiming at only \$125 million for the School of Medicine and \$75 million for the other schools, during the quiet phase of the campaign. The report generally was very positive and claimed that the future of the state of Indiana will depend on the future of the Indianapolis region which will in turn depend on the future of IUPUI. The campus and the community are now ready after thirty years so its time to launch this campaign and blow the roof off this \$200 million goal (as we have with other campaigns) and thus solidify our position as one of the increasingly more important institutions of higher education in the state.

One more last thing: before moving on to the president's report (and after the laughter died down), Bepko promised Keffer and some others that they would receive their promised extra-large Jaguar t-shirts, after she pointed out that at the first meeting of the 1998/99 academic year (the only one she had to miss) the t-shirts were distributed to everyone there and the promise was made to bring more for those not then present, and after she pointed out that she had faithfully attended every meeting since then in hopes of receiving one, and after she pointed out that this was her final meeting after four years of dedicated service. Thanks to Bob Martin, the t-shirts were made available at the end of the meeting, and J. Keck also took some to the Nursing retirement reception for those like Keffer who had to leave early.

Agenda Item IV: President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary). Porter started off her final report for the academic year by looking back at what the FC has been able to accomplish in the past academic year. Since the August 1998 meeting, the Disruptive Student Conduct Policy was adopted, as was the Policy on Transfer, Merger, Reorganization, Reduction, and Elimination of Academic Programs. The proposed Policy on Regularizing and Improving the Employment of Non-tenure Track Faculty was sent back to committee. The proposal for a new School of Informatics was considered and will be voted on later today. Revisions in the IUPUI Faculty and Librarian Review and Enhancement Policy, and the Dismissal Policy, were considered and will be voted on for adoption later today. Revisions in the processes involved in dealing with campus closings due to snow were requested, and you earlier heard the outcome of that request. Activities affecting our campus were monitored, and with the Chancellor's "State of the Campus Address," the good that is IUPUI was celebrated. Thanks to everyone for their demonstration of the best qualities of university citizenship through your service on the council and on committees, with a special thank-you to the committee chairs and to the members of the executive committee for all their work, and with a very special thank-you to the members of the council who are now completing their term of service with this last meeting. [They were asked to stand and receive applause of appreciation.]

Porter reported that she, Chancellor Bepko, and Executive Vice-Chancellor Plater met with the Board of Trustees

committee that is reviewing dismissal policies from each of the campuses. There are still some concerns with wording and some conceptual problems with our policy for dismissal for incompetence. We will address those concerns over the summer and anticipate that we will return to the council for some action in the fall. President Brand's review will be discussed tomorrow (May 7) at the Board of Trustees meeting. The newspapers will be there so you might check out what they report this weekend.

Finally, Porter told everyone she hoped they would enjoy their break away from council meetings and that she looked forward to seeing them at the first meeting for the fall semester (September 2).

Agenda Item V: President's Annual Summary Report on Review Boards and Mediation -- Rebecca Porter.

President Porter explained that Bylaw Article IV.F.9 of the Constitution calls for the president to report a summary at the May Faculty Council meeting of the information on the activities of the Boards of Review and the Mediation Committee for the past academic year, including the number received of requests for review, the number of cases and the types of grievances assigned, the findings and recommendations, and the extent to which those recommendations were sustained by administrative action. She reported that at the time of this report last May (1998), one Board of Review case was in progress, and that the Executive Committee had received six written requests for review of administrative actions during this academic year. One case was assigned to the Mediation Committee and five cases were assigned to review boards. All review boards had completed their work at that time. Of the seven total cases, in one case the nature of the grievance dealt with promotion, in four others with tenure, in one with work conditions, and in one with salary adjustment. Regarding case resolutions, one case was withdrawn prior to the hearing, the review board found some of the contentions meritorious in one case but the grievant resigned before any actions could be taken, the review boards upheld the administrative action in four of the cases, and one case remains in process. In those cases in which recommendations were made the Chancellor acted in concert with the recommendations.

Agenda Item VII: Proposal for School of Informatics -- Darrel Bailey (New Media), Mike Dunn (IUB), Jim Baldwin (Academic Affairs Chair), and Rich Pfile (Budgetary Affairs Chair) (full proposal on web at "<http://informatics.indiana.edu/proposal.html>"). [DISCUSSION AND VOTE ITEM: 20 Minutes]. On behalf of the IUPUI Faculty Council Executive Committee, Porter moved that the following proposal for the School of Informatics be endorsed by the IUPUI Faculty Council.

"Acting on the recommendations of the Budgetary Affairs Committee and the Academic Affairs Committee, the IUPUI Faculty council endorses the formation of the Indiana University School of Informatics to be co-located at IUPUI and IUB, subject to the following conditions: 1) courses and degrees (including those currently pending) shall be reviewed and approved by the established process on each campus where the courses or degrees are to be offered; 2) site-specific approval for IUPUI shall be sought from ICHE (Indiana Commission for Higher Education) for all degrees offered in whole or in part at IUPUI so that such degrees will be awarded and recorded on this IUPUI campus; 3) proposals for new degrees shall contain information analyzing the marketability of the new graduates; 4) any new state-allocated or university-level allocated resources for the School of Informatics shall be distributed equitably between IUPUI and IUB; 5) income from student fees, grants, contracts, professional service, or other school activities, shall remain on the campus where the activity takes place except that established procedures for sharing income through distance learning and cross-campus research will be encouraged; 6) faculty appointed solely to the School of Informatics shall be approved in accord with campus procedures on the campus of their primary appointment; and 7) a formal assessment of the School shall be completed before the end of the seventh year (i.e., spring of 2006) in accord with established program review criteria with an interim assessment of progress toward meeting the proposed purpose and objectives of the School completed at the end of the third year. The results of each assessment shall be made available to the IUPUI and IUB Faculty Councils."

Darrell Bailey, Director of the New Media Program, and Associate Director of the proposed School of Informatics, opened the discussion by pointing out that the proposal was brought before the FC at its previous meeting (April 1), had been brought before the IUB Faculty Council, and that several other groups and committees had dealt with it. He then spoke to the issue of whether Informatics has usurped New Media. Bailey pointed out that net gains have been made that New Media alone would not have brought about, e.g., several bachelor's and master's degrees have been added, many health and information technology concerns have increased, and through input from Riegenstrief, Allied Health, Nursing, Engineering & Technology, Science, Liberal Arts, and Herron Design, the possibilities Informatics offers have expanded. Also, possibilities of partnerships with the private sector have opened up with regard to the issue of replacing the Mary Cable Building with a technology/classroom building.

Mike Dunn, Director of the Informatics Office, added that prospects for external funding are high, commented that the proposal from FE is friendly, even though technical, and ensured the group that they could count on the equitable distribution mentioned in the fourth condition. Spechler raised the issue of the number of students for the new school with regard to IUB and IUPUI, and whether the income generated would remain at IUPUI. Dunn thinks the numbers will be close and pointed out that the income is already remaining with IUPUI. Dunn added one last word. An advisory group of about 58 people from both IUB and IUPUI (out of computer science, electrical engineering, library and information science, telecommunications, et. al.) unanimously approved the proposal at its last meeting.

Pfile, Budgetary Affairs Chair, added that the school will likely add students to the campus, and that much of its infrastructure is already here. So, either the students will generate tuition, or if not, it will have little impact.

Baldwin, Academic Affairs Chair, said his committee was impressed with the number of academic hurdles this proposal has already jumped, and added that Bailey had already addressed most of their concerns at one of their meetings. He did however point to one possible major problem emerging in the future between IUB and IUPUI due to the center of the school's administration being located at IUB while the school's center of gravity will be at IUPUI. As a final note he pointed out that this will be the 23rd degree-granting school at IUPUI.

Spechler raised some questions regarding the emphasis on undergraduate and graduate students with regard to IUB and IUPUI. He asked if IUB would handle the undergraduate end primarily leaving IUPUI the graduate? Dunn replied that both will emphasize the undergraduate degrees for now, but that as the interest in the graduate degrees takes off, IUB will likely concentrate on the masters in human/computer interaction and chemical informatics with IUPUI concentrating on the masters in health and bio informatics. The proposal currently calls for no Ph.D. to be offered. Bailey pointed out that there will be 143 New Media undergraduate students and 53 graduate students in the fall. He noted that President Brand's original charge called for the development of an undergraduate program at IUB only, but that it has already far outgrown that charge, and that the proposal before the FC offers many opportunities.

Schmenner asked where the funds are coming from and what it will cost. Dunn replied that the intent will be to request legislative funding, but that one million from the Strategic Directions Initiative will get them through 2001 until the legislative funding can take over. It remains a question whether enrollment alone can make it go. Schmenner asked if the school would be a black hole with regard to funds? Dunn replied that a pro-forma indicated the income would be greater than the expenses at both campuses. Rogers asked if this would be due to schools transferring funds to Informatics and so showing only a zero sum gain? Dunn replied that 90% of the funds will come from new enrollments. Wilson (Slocum alternate) commented that the new school will only help enrollment and presented as evidence the fact that having the New Media program at IUPUI has only helped increase Computer Science enrollments.

Russell requested a response to the rumor he has heard circulate among agitated faculty at Liberal Arts, namely that the original plan called for the school to be centered at IUPUI with all funds and monies staying here, but that

President Brand personally intervened and stole the school. Others present confirmed the circulation of the story. Chancellor Bepko responded that President Brand has provided leadership which we should applaud. His effort in no way intended to diminish our capacity at IUPUI, and as Darrel Bailey has pointed out, will in fact make us better and has now made the school's potential much greater than it would have been. It is important that we embrace with enthusiasm the opportunities that multicampus schools offer. The future of higher education will involve more and more multicampus substantive intellectually-grounded activity, not getting together as an adjunct to our academic work, but really heavyweight intellectual activity between campuses. We are on the cutting edge here, not only with New Media and Informatics but in a lot of other ways between Bloomington and Indianapolis. In this corridor that also extends to Lafayette and which we've talked about for years, we can find some of the most interesting long-term opportunities for creating academic and research programs and also some of the most exciting opportunities to be found anywhere in the country. We need to keep this in mind as a foundation for thinking about New Media and Informatics. Finally, Darrel Bailey and Michael Dunn are exemplars of the kinds of faculty leaders for these kinds of programs. Darrel has done extraordinary things for this community and is well known also in Bloomington. Michael Dunn is not as well known here but his work with Informatics here has shown him to be a fine colleague, a skillful leader, and a person sensitive to the concerns here expressed. So, the rumor is not well-founded. We should not be worried but should look at the facts as they develop and the assurances that are promised. This is really an exciting opportunity for everyone.

Galanti called for the FC to proceed with the motion before it. No second was necessary since the motion came from the Executive Committee, so he called the question. There were only three "nays" so the proposal was endorsed.

Agenda Item VIII: "Proposed Revision May 1999 ("Faculty Review and Enhancement" & "Dismissal Procedures for Tenured Faculty and Librarians") -- Karen Gable (Faculty Affairs Chair) & Rebecca Porter (Executive Committee Chair) (first presented at FC990401) (emailed earlier and on web at <http://www.iupui.edu/~fcouncil/documents/proposedrevisionsfc990401html.html>) [DISCUSSION AND VOTE ITEM: 20

Minutes]. On behalf of the Executive Committee, Porter moved that the FC adopt the proposed revisions in the "IUPUI Faculty and Librarian Review and Enhancement" policy and the "IUPUI Dismissal Procedures for Tenured Faculty and Librarians" policy, as specified in the document labeled "Proposed Revisions May 1999" and attached to the agenda for this meeting. Kennedy seconded the motion.

Gable (Faculty Affairs Chair) reported that the Faculty Affairs Committee approved the proposed revisions, but with the following stipulations included in a letter to Dean Plater on May 3rd: "At the April 23 meeting of the IUPUI Faculty Affairs Committee, the action was taken to approve the proposed revision of the IUPUI Faculty and Librarian Review and Enhancement document. The action will be reported at the next IUPUI Faculty Council meeting. This letter expresses our concerns about several aspects of the implementation of the new policy. The Faculty Affairs Committee directed me to identify the three remaining areas of concern that should be considered for further clarification, consideration, or possible revision. 1) A major concern is that the review process initiated at the school level should reflect at least two consecutive annual reviews representing at least two years work to indicate performance as unsatisfactory. Although it is generally interpreted that two consecutive annual reviews would represent at least two full years of work, the possibility exists that the review period could in reality reflect only a segment of a year rather than an entire year. 2) The Faculty Affairs Committee also expressed concern that faculty members, at the time the revised document is disseminated, should once again be made aware of the existing accessibility to the faculty grievance process, i.e., the Board of Review for addressing specific instances of perceived inappropriate post-tenure review procedures. 3) The Faculty Affairs Committee recommends that it actively participate in identifying criteria for the evaluation of school policies related to the Review and Enhancement document, and in assessing IUPUI and school policies related to the proposed document. The committee thanks you for your attention to these concerns as the document becomes operational."

Spechler, while recognizing the good work put into this document by many persons such as Bill Plater and Sara Hook, nevertheless opposed it for two reasons: it weakens tenure and is unnecessary. He urged that it be tabled until matters could be rectified. He lead the FC through the most objectionable parts of the document on pages 4.8, 4.11, and 4.13. Thus, he contended the possibility exists that a tenured faculty member can be found incompetent and dismissed because their performance is unsatisfactory to the extent that it demonstrates being incapacitated. That weakens tenure significantly. Against this it can be argued that this represents only a small window and that safeguards have also been established. But the window at some schools is getting larger, and deans are specifying grounds on which a unsatisfactory tenured faculty member can be dismissed. Secondly, it is unnecessary. We passed a policy on post-tenure review which stated that a person could be terminated only for violating the commonly understood rules of professional conduct and not for unsatisfactory performance of one's duties as a teacher or researcher. The UFC policy, which has been approved by the Trustees as well as the UFC, is quite sufficient. We could just simply tell the schools to proceed as their judgment indicates but within the guidelines approved by the UFC and Trustees. The UFC document had substantial impact from the IUPUI representatives and is a true statewide university document and not simply a IUB document. We can embrace it and bypass this.

Porter responded that the UFC document mandates that each campus shall develop procedures to review, remediate, and sanction faculty conduct. We can not simply rest with the UFC document. Our campus must adopt specific procedures to implement this process. We can have a difference of opinion on whether this document weakens tenure or not -- I think it does not -- but we can not go back to the Trustees without our procedures. Trustee Richardson has just called for each campus to send him their campus-specific procedures, so even if we don't approve these, we will still need others. Fisher commented that tenure that protects those who are incompetent weakens tenure more than having this small window. The legislature can do away with tenure, but if we keep our house in order that won't have to happen. J. Keck commented that this document would have served extremely well in two cases she was involved in where tenure was the issue. Vessely commented that this document would also more importantly have served those people who were being reviewed. Webb called for the question. There was only one "nay" so the proposed revisions were approved. Mannheimer commented that the issue was more than heated throughout the year in the Faculty Affairs Committee, but that the Chair, Karen Gable, handled matters very well and deserved to be congratulated. [Applause]

Agenda Item IX: Annual Report on University College -- Scott Evenbeck (Dean) [INFORMATION ITEM: 15 Minutes]. Evenbeck distributed a supplementary handout to accompany the University College Update (May 6, 1999) which was attached to the agenda. The FC approved the formation of University College (UC) two years ago. At the last May FC meeting (1998) he reported on the planning year. UC began in earnest the fall semester of 1998. Using an overhead, Evenbeck displayed the UC mission and the 35 founding faculty. The mission statement reads: "UC is the academic unit at IUPUI which provides a common gateway to the academic programs available to entering students. UC coordinates existing university resources and develops new initiatives to promote academic excellence and enhance student persistence. It provides a setting where faculty, staff, and students share in the responsibility for making IUPUI a supportive and challenging environment for learning." The 35 founding faculty are: Sarah Baker, Andrew Barth, Robert Bringle, David Burr, Joe Christian, Jeremy Dunning, LaForrest Garner, Cliff Goodwin, Linda Haas, Sharon Hamilton, Barbara Jackson, William Kulsrud, Raima Larter, N. Douglas Lees, Monroe Little, Ann Lowenkron, David Malik, Debra Mesch, Alan Mikesky, Theodore Mullen, Bart Ng, Richard Emery Nickolson, Gregor Novak, Obioma Nnaemeka, John O'Loughlin, William Orme, David Papke, Michael Parsons, Rebecca Porter, Irene Queiro-Tajalli, Stanley Sunderwirth, Rosalie Vermette, Richard Ward, Jeff Watt, and Dorothy Webb. Their participation has been extensive and the university owes them a great deal of gratitude for their work on founding University College at IUPUI. On October 2, 1998, UC was officially founded, and on July 1, 1998, the old library building was dedicated as the new University College Building.

A central concern at IUPUI generally and with the UC in particular is who is to be served and who will be admitted.

Two kinds of mistakes are possible, one more serious for us than the other. It's not a mistake to admit students who succeed or to deny admission to students who would not have succeeded if admitted. But it is a mistake to admit students who don't succeed. This mistake is emphasized by elite institutions, who should be more selective. But it is also a mistake to not admit students who would have succeeded, and this mistake is one often emphasized by public institutions like ourselves. We must not make this mistake. At IUPUI, students who it might be thought won't do well, often do. We do not want to make the mistake of denying admittance to students who would have succeeded. Those students, once admitted, are dealt with by the UC. Our admittance rate has increased from 55% to 71% but we have maintained a steady rate of retention among those who participate in our learning communities. The retention rate has been sustained even with rising admission rates at UC due to the success of our learning communities. Much money and time is devoted to supplemental instruction or mentoring. The whole premise of students mentoring other students is the key to our retention success. To maximize benefits, the student culture centers on learning, with students learning together. Another program UC has instituted that is working out well is our Early Warning System where a letter is sent to each of the faculty asking if the UC student is having any problem. Assessment, especially of student learning outcomes, is all-important.

Evenbeck then addressed the agenda for the future of the UC. The UC is focusing on the possibility of broadening the student learning communities into external learning communities that embrace almost all students (85-90%), and which include service learning. The School of Business has done especially well with its service learning. Collaborative governance, which includes but expands faculty governance, is being instituted, and will be a central concern. Students who register will not be permitted to complete registration before signing up to belong to a learning community. Advisors are proactive with students seeking them out and not waiting for them to initiate contact. The UC is now engaged in reappointing some faculty and appointing some new faculty.

Evenbeck closed inviting the council members to attend the UC's free summer orientation May 17th and again October 6-8.

At this point, Executive Vice-Chancellor Plater distributed a memo on the Community College System and IUPUI (May 6, 1999). Plater explained that the UC is especially important now with Indiana's coming community college system. IUPUI has for some ten years been collaborating with Ivy Tech, but this new initiative provides a great opportunity for IUPUI to craft its future. The formation of UC was the first decisive step. The second was the Honors Program. IUPUI will now, however, have to shift its emphasis away from remediation (which Ivy Tech will provide) to focus on learning communities, instructional teams, and supplemental instruction or mentoring. IUPUI will need to rethink its admissions policies and practices. Several other issues will need to go through committees and come to the council, and there is little time over the summer to take advantage of the opportunity, but optimism is still counseled. The UC faculty under Dean Evenbeck's leadership has been asked to collaborate with the School of Education to plan and implement a new model of student academic support which will allow IUPUI to undertake this transformational step in our undergraduate programs. In cooperation with the Council of Deans and our academic support services, the FC will need to develop a full agenda of action items to be undertaken during the year. The FC will likely need to be prepared to take action early in the fall semester. Questions or comments were solicited by Dean Plater.

Porter pointed out that Evenbeck's annual report to the FC on University College occurs because the FC mandated it with its approval, and that the annual reports will continue until the FC decides it is no longer necessary.

Agenda Item X: Report on Outcome of Gender/Racial Salary Equity Review -- Pat Rooney & Paul Carlin [INFORMATION ITEM: 10 Minutes]. Rooney distributed a chart and used the overhead to explain the pay equity analysis. The chart breaks the data down by school but Rooney spoke only to the summary data. 83 faculty were identified by the regressive analysis as being one standard deviation below their projected salary when controls for

certain parameters like rank and terminal degree are used. 15 of those identified have now retired, resigned, changed rank, or were denied tenure. 6 of those identified requested that they not be reviewed. 23 additional others (apart from the 83 identified) petitioned for a review. 55 faculty to date have been reviewed. 24 of those were recommended for a pay adjustment. 23 of those received pay adjustments.

Agenda Item XI: New Snow Emergency Procedures Implemented, & Report on Capital Improvements -- Robert Martin (Vice-Chancellor for Administration and Finance) [INFORMATION ITEM: 10 Minutes]. See under item III above.

Agenda Item XII: Approval of the Academic Calendar -- Jim Baldwin (Academic Affairs Committee Chair) and Mark Grove (Registrar). Grove reported that in 1992 the FC decided it wished to annually approve the academic calendar. The calendar from 1999 to 2020 was unanimously approved by the Academic Affairs Committee. There have been no significant changes. Grove explained that IUPUI will not have a week long break in the fall; IUB does but it also has three days less in the fall than the spring; IUPUI will not do that. N. Fineberg moved with Gregory's second that the calendar be approved through 2010. Motion carried.

Agenda Item XIII-XV: Question / Answer Period, Unfinished Business, and New Business. With the arrival of jaguar t-shirts at the back of the room, and amid thanks to Bob Martin, J. Keck took some to the Nursing Reception.

Agenda Item XVI: Adjournment. Galanti adjourned the meeting at 5:24 pm.

Attachments:

Attendance Record for May 6, 1999 Faculty Council Meeting;

Agenda for May 6, 1999 Faculty Council Meeting.

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

[Attachment for FC990506 Minutes]

Attendance Record for FC990506.

[P = Present; L = Alternate; N = Notice; A = Absent]

I. Voting Members (109):

A: Allen, Stephen (Elected: Medicine 6/99);
L: Atkinson, Simon (Elected: Medicine 6/99) -- [via **James A. Marrs** (Medicine)];
A: Bailey, Darrell (Ex Officio: Director of Music)
P: **Baldwin, James** (Elected: At Large 6/99);
A: Banta, Trudy (Elected: At Large 6/99. Ex Officio: Chancellor's Admin. designee);
P: **Belcher, Anne** (Elected: Nursing 6/99);
P: **Bepko, Gerald** (Ex Officio: Officer: Chancellor of IUPUI.);
P: **Besch, Henry** (Ex Officio: UFC Representative 6/00);
L: Bippin, Paul (Ex Officio: Dean of IUPU Columbus) -- [via **Patrick Rooney** (IUPU Columbus)];
A: Bjork, Ulf Jonas (Elected: Journalism 6/99);
P: **Blix, Susanne** (Elected: Medicine 6/00);
A: Broadie, Thomas (Ex Officio: UFC Representative 6/99);
A: Brothers, Linda (Elected: At Large 6/99);
A: Brown, James W. (Ex Officio: Associate Dean of Journalism);
P: **Burr, David** (Elected: At Large 6/99);
P: **Canty-Mitchell, Janie** (Elected: At Large 6/99);
P: **Carr, Lucinda G.** (Elected: Medicine 6/00);
A: Chernoff, Ellen (Elected: Science 6/99);
P: **Chin, Ray** (Elected: Science 6/00);

A: Cobb, Karen (Ex Officio: UFC Representative 6/99);
A: Cronin, Blaise (Ex Officio: Dean of Library & Information Science) (Bloomington);
P: **Crowell, Dring** (Elected: Science 6/99);
A: Dalsing, Michael (Elected: At Large 6/99);
A: DeSchepper, Edward (Elected: Dentistry 6/99);
A: DiMicco, Joseph (Elected: At Large 6/99);
A: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies) (Bloomington);
L: Eckerman, Nancy (Elected: Medicine 6/99. (Elected: At Large 6/00) -- [via **Julie Fore** (Medical Library)]);
P: **Eickmeier, Valerie** (Ex Officio: Interim Dean of Herron Art)
P: **Evenbeck, Scott** (Ex Officio: Dean of University College),
A: Faris, James V. (Elected: At Large 6/99);
P: **Fineberg, Naomi** (Elected: At Large 6/99);
P: **Fineberg, S. Edwin** (Ex Officio: UFC Representative 6/00);
P: **Fisher, Mary** (Elected: At Large 6/99);
P: **Ford, David** (Elected: At Large 6/99);
A: Froehlich, Janice (Elected: At Large 6/00);
P: **Galanti, Paul** (Officer: Vice-President 6/00. Ex Officio: UFC Representative 6/99);
P: **Gardner, Carol** (Elected: Liberal Arts 6/99);
P: **Gilman, Linda** (Elected: Nursing 6/99);
P: **Goldblatt, Lawrence** (Ex Officio: Dean of Dentistry);
A: Greene, Roberta (Ex Officio: Dean of Social Work);
P: **Gregory, Richard** (Elected: Dentistry 6/00);
L: Hamant, Celestine (Elected: Allied Health Sciences 6/99) -- [via **Karen Gable** (Allied Health Sciences)];
A: Harrington, Susan Marie (Elected: At Large 6/00);
L: Holden, Robert (Ex Officio: Dean of Medicine) -- [via **Lynda Means** (Medicine)];
P: **Hook, Sara Anne** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);
P: **Hoyt, Dolores J.** (Elected: At Large 6/00. Ex Officio: UFC Rep 6/00);
P: **Jafari, Maymanat** (Elected: University Libraries 6/99);
A: Karlson, Henry (Elected: Law 6/00);
P: **Keck, Juanita** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);
P: **Keck, Robert** (Ex Officio: Executive Committee 6/00);
P: **Keffer, M. Jan** (Ex Officio: UFC Representative 6/99);
P: **Kellum, P. Nicholas** (Ex Officio: Dean of Physical Education);
P: **Kennedy, Sheila** (Elected: Public & Environmental Affairs 6/00 -- replaced Joyce Man);
P: **Lee, Wei-Hua** (Elected: Medicine 6/00);
A: Lefstein, Norman (Ex Officio: Dean of Law);
P: **Mannheimer, Steven** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/00);
A: Mannix, Edward (Elected: Medicine 6/99);
P: **Marrs, James A.** (Elected: Medicine 6/00);
P: **Martin, Joyce** (Elected: At Large 6/00);
A: Mayfield, Jennifer A. (Elected: Medicine 6/00);
L: **McBride, Angela** (Ex Officio: Dean of Nursing) -- [via **Juanita Keck** (Nursing)];
P: **McDaniel, Anna** (Elected: At Large 6/00);
A: Modibo, Najja (Elected: Continuing Studies 6/00);
P: **Ng, Bart** (Elected: At Large 6/99);
P: **Olson, Byron** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);
A: Parsons, Michael (Elected: Education 6/00);
P: **Perkins, Susan** (Elected: At Large 6/00);
P: **Pfile, Richard** (Elected: Engineering and Technology 6/00);
P: **Plater, William** (Ex Officio: Chancellor's Administrative Designee);
A: Pless, John (Elected: Medicine 6/99);
P: **Porter, Rebecca** (Elected Officer: President 6/00. Ex Officio: UFC Rep. 6/00);
P: **Powers, Gerald** (Ex Officio: Executive Committee 6/99);
A: Ralston, Rick (Elected: At Large 6/00);
P: **Richwine, Margaret W.** (Elected: Medicine 6/00);
A: Robertson, Jean (Elected: Herron 6/99);
P: **Rogers, Richard** (Elected: Business 6/99);
A: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);
P: **Rothe, Carl** (Elected: Med 6/99. Ex Off: Exec C. 6/99, & UFC Rep 6/99);
P: **Russell, Steven** (Elected: Liberal Arts 6/00);

P: **Saatkamp, Herman** (Ex Officio: Dean of Liberal Arts);
A: Sawchuk, Alan P. (Elected: Medicine 6/00);
P: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis);
A: Seifert, Mark (Elected: At Large 6/00);
P: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);
P: **Spechler, Martin** (Ex Officio: UFC Representative 6/00);
L: Stocum, David (Ex Officio: Dean of Science) -- [via **Kathryn Wilson** (Science)];
A: Sutton, Susan (Elected: At Large 6/99);
A: Swartz, Darl (Elected: At Large 6/00);
A: Tompkins, Philip (Ex Officio: Director of University Libraries);
A: Touponce, William (Elected: Liberal Arts 6/00);
A: Udry, Eileen (Elected: Physical Education 6/00);
P: **Unverzagt, Frederick** (Elected: At Large 6/00);
P: **VanVoorhis, Rebecca** (Elected: At Large 6/00);
P: **Vermette, Rosalie** (Elected: At Large 6/99. Ex Officio: Executive Committee 6/99);
P: **Vessely, Jeffery** (Elected: At Large 6/00. Ex Officio: Executive Committee 6/00);
A: Wagner, Marion (Elected: Social Work 6/99. Ex Officio: UFC Representative 6/99);
P: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00);
P: **Wass, Justin L.** (Elected: Medicine 6/00);
P: **Watt, Jeffrey** (Elected: At Large 6/00. Ex Officio: UFC Representative 6/00);
P: **Webb, Dorothy** (Elected: At Large 6/99);
A: Wiebke, Eric (Elected: At Large 6/00);
A: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);
P: **Wilkins, Harriet** (Officer: Parliamentarian 6/99. Elected: At Large 6/00);
P: **Yokomoto, Charles** (Elected: At Large 6/00);
P: **Yurtseven, H. Oner** (Ex Officio: Dean of Engineering & Technology).

II. Non-Voting Members (5):

P: **Blake, Pat** (Ex Officio: Senior Academy Representative);
P: **Lowenkron, Ann** (Elected: University College 6/00);
A: Manaloor, Jacob (Ex Officio: Student Assembly President);
A: Phillabaum, Melinda (Ex Officio: Staff Council President);
P: **Rooney, Patrick** (Elected: IUPU Columbus).

III. Guests/Visitors/Others (non-voting):

A: Azzarelli, Biagio (AAUP President);
P: **Boschmann, Erv** (IU Vice-President for Distributed Education);
A: Brenner, Mark (IUPUI Vice-Chancellor for Research and Graduate Education & IU Associate Vice-President for Research);
P: **Paul Carlin** (Liberal Arts: Economics)
P: **Combs, Terri** (Coordinator of Associate Faculty Affairs);
A: Crist, Alan (Associate Vice-Chancellor and Executive Director for Enrollment Services);
P: **Dunn, Mike** (IUB Computer Science);
P: **Frisby, David** (Faculty Council Coordinator);
P: **Gable, Karen** (Allied Health Sciences);
P: **Grove, Mark** (Registrar);
A: **Logsdon, Susan** (IU Foundation Director for Corporate and Foundation Relations);
P: **Lorentz, Donald** (UITs Audio Engineer: Recorder);
P: **Martin, Robert** (Vice-Chancellor for Administration and Finance);
A: Nehf, Laura C. (Coordinator for Associate Faculty Affairs);
A: Newbrough, Randy (UITs Audio Engineer: Recorder);
P: **Quaid, Kimberly** (Director of Commission on Women);
P: **Schneider, William** (Director of Research and Graduate Programs);
L: West, Karen (Nominating Committee Chair) -- [via **Harriet Wilkins** (Parliamentarian)].

[Attachment for FC990506 Minutes]

Indiana University Purdue University Indianapolis (IUPUI)
Faculty Council (FC) Meeting: Thursday, May 6, 1999
Dental School Building, Room S115 (DS 115): 3:30 - 5:30 p.m.

A G E N D A

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Approval of Minutes for April 1 1999 (see attachment¹ and also on web at "<http://www.iupui.edu/~fcouncil/minutes/fc990401html.htm>").
- III. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- IV. President's Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary).
- V. President's Annual Summary Report on Review Boards and Mediation -- **Rebecca Porter**.
- VI. Election of Executive and Nominating Committees (slates emailed in advance and see attachment²) -- Ballots Distributed at Meeting: **Karen West** or **Harriet Wilkins** (Nominating Committee Chairs).
- VII. Proposal for School of Informatics -- **Darrel Bailey** (New Media), **Mike Dunn** (IUB), **Jim Baldwin** (Academic Affairs Chair), and **Rich Pfile** (Budgetary Affairs Chair) (see abstract attached³ and full proposal on web at "<http://informatics.indiana.edu/proposal.html>"). [DISCUSSION AND VOTE ITEM: 20 Minutes].
- VIII. "Proposed Revision May 1999 ("Faculty Review and Enhancement" & "Dismissal Procedures for Tenured Faculty and Review") -- **Karen Gable** (Faculty Affairs Chair) & **Rebecca Porter** (Executive Committee Chair) (first presented at FC990401) (emailed earlier but see attachment⁴ and on web at <http://www.iupui.edu/~fcouncil/documents/proposedrevisionsfc990401html.html>) [DISCUSSION AND VOTE ITEM: 20 Minutes].
- IX. Annual Report on University College -- **Scott Evenbeck** (Dean) (see attachment⁵) [INFORMATION ITEM: 15 Minutes].
- X. Report on Outcome of Gender/Racial Salary Equity Review -- **Pat Rooney & Paul Carlin** [INFORMATION ITEM: 10 Minutes].
- XI. New Snow Emergency Procedures Implemented, & Report on Capital Improvements -- **Robert Martin** (Vice-Chancellor for Administration and Finance) [INFORMATION ITEM: 10 Minutes].
- XII. Approval of the Academic Calendar -- **Jim Baldwin** (Academic Affairs Committee Chair) and **Mark Grove** (Registrar).
- XIII. Question / Answer Period.
- XIV. Unfinished Business?
- XV. New Business?
- XVI. Adjournment.

***Attachments (not included with FC990506 minutes):**

¹ Unapproved Faculty Council Minutes for May 6, 1999 (synoptic);

² Slates for Election of Executive and Nominating Committees (Ballots distributed at meeting);

³ Abstract of Informatics Proposal (<http://informatics.indiana.edu/iche426.doc>);

⁴ Proposed Revision May 1999 ("Faculty Review and Enhancement" & "Dismissal Procedures for Tenured Faculty and Review");

⁵ University College Annual Report 1998/99 (May 6, 1999).

Next Faculty Council Meeting: September 2, 1999!

[Agenda Prepared by Faculty Council Coordinator, David Frisby,
UN 403, 317-274-2215 (fax 4-2970), fcouncil@iupui.edu : <http://www.iupui.edu/~fcouncil>]