

**Indiana University Purdue University Indianapolis**  
**Faculty Council Minutes: September 2, 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.

**Agenda Item II: Approval of Minutes for May 6, 1999 (on web at <http://www.iupui.edu/~fcouncil/minutes/fc990506html.htm>).** Powers moved with McCarty's second that the minutes be approved. Motion carried.

**Agenda Item V: Introduction of Karen Whitney, new Vice-Chancellor for Student Life and Diversity.** Chancellor Bepko introduced the new Vice-Chancellor, Karen Whitney, to the council. Coming from the University of Texas at San Antonio where she was Associate Vice-President for Student Life, with a background that includes the building of student housing, a student center, and a family and child development center, she is perfect for IUPUI. [Applause.]

**Agenda Item IV: Introduction of Nancy Chism, new Associate Vice-Chancellor for Professional Development.** Plater then introduced Nancy Chism. Recruited from Ohio State where she held a similar position, she has been published in numerous publications and has authored several books including one on the peer review of teaching. Under her leadership the Center for Teaching and Learning will be revitalized to be more inclusive with a focus on some of our campus priorities, such as retention. The programs of the Office of Faculty and Professional Development will be redesigned and restructured after she consults with various faculty committees and schools over the next year. She brings extraordinary experience and insight to her work, and is well known and highly respected across the country as a leading authority on the development of associate faculty and graduate assistants. She also holds appointment as an associate professor in the School of Education. We are pleased to welcome her. [Applause.]

**Agenda Item III: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).** Bepko announced that Valerie Eickmeier was no longer the Acting Dean but was appointed Dean of the Herron School of Art. She could not be present but was out raising money for Herron's 100th anniversary and its coming move to the downtown campus.

Vice-Chancellor Plater had some good news on enrollments and also some news that could be better. For the first time in years the overall headcount is down by 244 but the number of credit hours is up by 871. IUPU Columbus has an increase of 45 students. Our first year students are appreciably better prepared than in previous years with average SATs of 944, up from 935 last year. The number of those students who were in the upper one-third of their high school class is up by two percent. This data on enrollments will be better analyzed and finalized and then made available in about ten days. A preliminary look at our

retention results (one of our most important priorities this year) reveals that our first and second year students retention rate went up from 51.4% last year to 55.1% this year. Most schools have had their enrollments go up. Generally, we're in good shape but we need to re-double our retention efforts. Registrar Grove distributed a one-page handout from the Office of the Registrar on Enrollment Reporting that shows how the data is normally summed up, and recommended that FC members check out the URL (<http://www.iupui.edu/it/ace/enrollment.html>).

Vice-Chancellor Sullivan reported that the 3rd annual IUPUI Family Day, hosted by Jean and Jerry Bepko, would be held at 11:30 am, on Sunday, September 19th, at the Track and Field Stadium. Free tickets to the soccer game between the IUPUI women's team and Central Michigan will be available, as well as special discounts for all faculty and staff at various vendors in White River State Park such as the Indianapolis Zoo, the IMAX Theater, and the Eiteljorg Museum. Invitations are in the mail.

Vice-Chancellor Banta then distributed the "IUPUI 2000 and Beyond" document, IUPUI's response to President Brand's request to consider the impact of the community college initiative on the campus and its vision and mission, as well as the opportunities and challenges it presents. Banta explained that each school (see the appendices) contributed to the nine-page plan and that implementation strategies are now needed to transform it into an action-plan. Several groups will be asked to study the document over the next few weeks and respond. She requested that FC members email comments, suggestions, or additions to her ([tbanta@iupui.edu](mailto:tbanta@iupui.edu)). A Town Hall meeting will be held on Tuesday, October 5th, from 3:30 to 5:00 pm in the University Library Lilly Auditorium, to discuss IUPUI in 2000 and beyond. More information will be forthcoming at the next FC meeting.

Bepko added that this is a very important time for this document and encouraged FC members to attend the Town Hall meeting and to help to refine IUPUI's strategy so as to create an optimal program for making this transition.

As a campus we are undergoing two big transitions. One is the consolidation of the hospitals and the creation of Clarian Health Partners Inc., including our quest to create a model for how academic medical centers will respond in the 21st century to the healthcare market so as to preserve the core values of academic medicine while also dealing with 21st century healthcare realities. The second transition concerns our general undergraduate academic programs and the state's community college initiative. Much of our work in this area, for example our Ivy Tech partnership, will begin to accelerate with new money and new publicity and new locations, such as Fort Benjamin Harrison. We see it as our opportunity to clarify and sharpen IUPUI's focus as an institution. We will cede some of our enrollments to the new community college and navigating this period of uncertainty will prove difficult but we will move forward at a more rapid pace towards our own destiny of greatness. FC members are encouraged to get involved and help plan the transition over the next few years as the community college arrives.

The Executive Committee had requested that the Chancellor report on the campus master plan. Bepko addressed what is being done on our peninsula with regard to our neighbors, our presence off campus, and our development projects on campus. Ground has been broken for the new Urban League headquarters on Indiana Avenue between West and 10th streets. New facilities are being developed on Stadium Drive such as Harlan Sprague Dawley Inc., which is affiliated with the university to create the mice and rats used for

experimental research. They will form part of the Med America Research Corridor which we envision being developed over the next decade north of the campus and filled with high-tech health related industries. On the east side of the campus there is the new Indiana Historical Society which will be linked to the university in a variety of ways, and moving south and west, the Eiteljorg Museum expansion, the new Indiana State Museum being built around the Imax Theater, and the Zoo's botanical gardens. The staff have moved in to the new NCAA Headquarters and its Hall of Champions will be ready in early 2000. Our neighbors are great cultural and entertainment assets. LaRue Carter will be razed for parking, and possibly, the State Board of Health too.

Our own presence off campus can be seen in the new Herron ceramics facility on Stadium Drive next to ARTI (Advanced Research Technology Institute), in the new development between General Electric and the Radiology Department at the old EMPF (Electronics Manufacturing Productivity Facility) location by the canal at St. Clair Street, and in the move of IHETS (Indiana Higher Education Telecommunication System) from the old Bowers Building to that same facility. After Herron moves into the old Law School Building the Indianapolis Foundation plans to acquire the buildings (with the support of others) and make them a home for arts organizations and to maintain the character of that community. Clarian and IUPUI plan to make the area between 16th Street and the main campus the most attractive and successful urban environment in the world with its housing and economic activity, an area of which Indianapolis will be proud. More research space will likely need to be built to accommodate the 21st century research and technology fund, but temporary warehouse space may be utilized or built on Stadium Drive.

With regard to development projects on campus, we are optimistic that the IU Trustees will approve the 1000 unit first phase of housing recommended by the consultants in their October final report. With that first phase of development, ten percent of our students will live on campus. The childcare facility is going slow due to the complicated bidding with contractors and the many available alternatives. The plans for the student center will get going this year under the guidance of Karen Whitney. The first phase of the project to restore the Van Nuys Medical Science Building is completed and the second phase has been funded. The new Law School building is under construction. Planning for the new Communications Technology Complex is going on in earnest and will house UITS, TransPac, Internet2, the new School of Informatics, and possibly the WFYI Public Broadcasting Station. Architect Robert Stern and Master Planner John Belle, collaborating together, will draw a lot of architectural attention to our campus, especially the quadrangle bounded by New York, West, Michigan, and Blackford streets. The new Law School building is in the southeastern corner of that quadrangle, the new Communications Technology Complex will be in the northeastern corner, a new classroom building will possibly be in the northwestern corner (replacing Mary Cable), an undetermined academic building (eventually) will be in the southwestern corner, and near the center but closer to the western edge between California and Blackford Streets, there will be finally a new office building that will house the campus administration, Purdue's and IU's administration (both now in the Conference Center), the IU Foundation, and the Center on Philanthropy among other centers. The entire quadrangle will have a courtyard (east of the office building) and may accommodate underground parking of up to one thousand cars. Opposite the office building, on West street, at Vermont Street (which will be closed), will be built a new ceremonial and spectacular pedestrian gateway to the campus. The "New York, West, Michigan, and California Streets Superblock" is planned to be the transition from the community to the campus, and our front door. North of this quadrangle, roughly bounded by West, North, Blackford, and Michigan streets, will be built a new park

that parallels Military Park in appearance but only about one-third the size. This will be the vista seen from downtown, an important symbol of our campus. Please react to these plans for the new gateway.

The first meeting of the new board of the 21st Century Research and Technology Fund will meet next week. An article announcing the members of the board appeared in the *Star* newspaper. Despite what the paper implied, we will be the main emphasis and it will mean a lot for the campus. Finally, regarding research, for the 1998/99 academic year we received about \$151 million in grant activity, up from \$130 million or so last year. IUB received about \$70 million and we think West Lafayette will remain steady with \$138 million. "Which campus generates more grant activity than any other in Indiana?" will be the "Jeopardy" question to the answer "IUPUI" someday. [Applause.]

**Agenda Item VI: President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary).** Porter expressed delight to see so many seats filled. The Executive Committee will meet with the FGLs (Faculty Governance Leaders) on October 21st to discuss the school's concerns and issues at the campus level. The Executive Committee will also meet with the chairs of the FC's standing committees on September 16th to open lines of communication and establish plans for the academic year.

As the Chancellor indicated, one of the issues the FC will address this year is our planned response to the community college initiative so as to make it a positive move for IUPUI. Also, Sara Hook (Office of Academic and Faculty Records) will be working with the Faculty Affairs Committee to establish procedures for dealing with emeritus appointments, which do not now exist. Those procedures will be brought before the council.

The Campus Planning Committee has revised its charge and configuration and will be meeting with the Executive Committee to discuss the language. Those changes will be brought before the council.

Last year the council responded to the Trustees and approved the policy on dismissal for incompetence, but those discussions are continuing due to some needed language adjustments. After the appropriate language is reached which satisfies the concerns of the Trustees another document will come before the council for approval.

The Academic Affairs Committee will present to the council at its next meeting a change in wording of the policy regarding exams during the last week of classes instead of during final exam week. The committee will recommend endorsement at the November meeting.

The schools should be aware that the Indiana Commission for Higher Education has requested that the public universities respond to the possible elimination of degrees they warrant should not continue due to insufficient graduation rates, and that President Brand is disputing the Commission's authority to eliminate degrees. In the meantime the schools are generating responses and faculty should be aware of their school's response.

UFC (University Faculty Council) will tackle the issue of transferring credits and courses from campus to campus, especially those courses which fulfill requirements. A resolution is expected. Data is being gathered by questionnaires at all campuses by the administration in coordination with the UFC so that a

recommendation can be made to the Trustees on how to improve the TERA (Teaching Excellence Recognition Award). The UFC might look at its policy on administrative reviews, given some of the concerns expressed during President Brand's review.

An updated IUPUI organization chart for 1999 was distributed. Attachments #4-5 to the agenda list pertinent information on the FC members. Changes should be sent to the FC coordinator (fcouncil@iupui.edu). Porter is not in the directory this year, possibly since she moved from BR 112 to CF 326D. Call the Faculty Council Office (4-2215) for information on how to contact her (8-1880) (rporter@iupui.edu). Dean Plater was also left out. [Laughter.]

**Agenda Item VII: Announcement of Slate for Election Next Meeting (FC991007) of At-Large Representative to the Promotion and Tenure Committee -- Mary Fisher (Nominating Committee Alternate Chair -- for Harriet Wilkins).** Fisher called attention to the attached slate. At the October meeting FC members may vote for up to two of the four candidates. The person with the most votes will serve for a three year term and the one with the second most will serve a two year term, completing Ulla Connor's term.

**Agenda Item VIII: "IUPUI Athletics Committee Guidelines" -- Cheryl Sullivan (Vice-Chancellor for External Affairs) [INFORMATION ITEM].** Sullivan presented some background to the revised guidelines for the IUPUI Athletics Committee. In May of 1998 the Trustees adopted the policy for each campus to create and convene an athletics committee. We drafted guidelines based on the Trustees' adopted policy and submitted them to the Executive Committee with the understanding that the final guidelines would need to be endorsed again a year later. The Executive Committee endorsed them last week (August 26). You now have them before you. There will be twenty-seven voting members serving two-year terms. Fourteen of those will be faculty members recommended by the Executive Committee but appointed by the Chancellor. Besides faculty members, there are also students, alumni, and community leaders. Sullivan read the key sentence from section A.2 that governed the selection of members: "The committee membership should have broad representation, properly balanced to assure gender and racial/ethnic equity and reflect the diversity of the population at IUPUI." To guarantee faculty control of athletics no committee action may be taken unless a majority of the members present are faculty. The committee has ten functions taken from the Trustees' adopted policy. For example, the sixth function states that this committee "participates in the evaluation of the IUPUI Athletics Director and the selection/dismissal of the Athletics Director." Comments should be directed to Bill Kulsrud, the committee's chair for this year.

**Agenda Item IX: Question / Answer Period.** Chancellor Bepko proudly announced that according to the Nilsson Ratings the most popular radio station on campus is Parking Radio at 1610 AM under the leadership of Bob Martin, general manager, and that if the high ratings continue advertising might be sold. [Laughter.]

In response to Mannheim's jeopardy answer of "IUPUI" Plater asked "What university has the longest name?" [Laughter.]

In response to Spechler's question of the implications envisioned for WFYI (now housed on the Butler

campus), if it were to move to IUPUI, Bepko replied that it would maintain its independent legal entity status but that it would have a collaborative relation with IU and IUPUI.

**Agenda Item X-XI: Unfinished or New Business?** There was none.

**Agenda Item XII: Adjournment.** Providing directions to the reception, and with J. Keck's motion and Lewis's second, Galanti adjourned the meeting at 4:35 pm.

**Attachments:**

**Attendance Record for September 2, 1999 Faculty Council Meeting;**  
**Agenda for September 2, 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 FC990902 Minutes]

**Attendance Record for FC990902.**

[P = Present; L = Alternate; N = Notice; A = Absent]

**I. Voting Members (109):**

P: **Ambrosius, Walter** (Elected: Medicine 6/01);  
A: Bailey, Darrell (Ex Officio: Director of Music) (Music Faculty Governance Leader);  
P: **Baldwin, James** (Elected: At Large 6/01) (UFC Representative 6/01) (University Libraries) (Academic Affairs Chair);  
P: **Banta, Trudy** (Ex Officio: Chancellor's Administrative Designee 6/00) (Education);  
P: **Belcher, Anne** (Elected: Nursing 6/01);  
P: **Bepko, Gerald** (Officer: Chancellor of IUPUI) (Ex Officio: Chancellor of IUPUI) (Law);  
P: **Besch, Henry** (Ex Officio: UFC Representative 6/00) (Medicine) (Mediation Co-Chair);  
A: Bippen, Paul (Ex Officio: Dean of IUPU Columbus) (Education);  
P: **Blix, Susanne** (Elected: Medicine 6/00);  
P: **Bostwick, Willard David** (Elected: At Large 6/01) (Engineering and Technology) (Faculty Handbook Chair);  
P: **Boukai, Benzion** (Elected: Science 6/01) ;  
A: Broadie, Thomas (Elected: At Large 6/01) (Elected: Medicine 6/01);  
A: Brown, James W. (Ex Officio: Associate Dean of Journalism) (Journalism Faculty Governance Leader);  
P: **Caldemeyer, Karen** (Elected: At Large 6/01) (Medicine);  
P: **Carr, Lucinda G.** (Elected: Medicine 6/00);  
P: **Chin, Ray** (Elected: Science 6/00);  
A: Cronin, Blaise (Ex Officio: Dean of Library & Information Science -- IUB);  
A: Crowell, Dring (Elected: Science 6/01);  
A: Daniels-Howell, Todd (Elected: University Libraries 6/01);  
A: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies -- IUB) (Geological Sciences) (Cont Stud Faculty Gov Leader);  
P: **Eckerman, Nancy** (Elected: At Large 6/00) (Medical Library);  
A: Eickmeier, Valerie (Ex Officio: Dean of Herron Art);  
A: Engum, Scott (Elected: At Large 6/01) (Medicine);  
P: **Evenbeck, Scott** (Ex Officio: Dean of University College) (Science);  
A: Fineberg, Naomi (Ex Officio: Executive Committee 6/01) (Medicine);  
P: **Fineberg, S. Edwin** (Ex Officio: UFC Representative 6/00) (Medicine) (Medicine Faculty Governance Leader);  
P: **Fisher, Mary** (Elected: Nursing 6/01) (Nominating Chair -- Alternate for Wilkins);  
P: **Fore, Julie** (Elected: At Large 6/01) (Elected: Medicine 6/01) (Medical Library);  
P: **Fredland, Richard** (Elected: At Large 6/01) (Liberal Arts)';  
P: **Froehlich, Janice** (Elected: At Large 6/00) (Medicine);  
P: **Gable, Karen** (Elected: At Large 6/01) (Allied Health Sciences) (Faculty Affairs Chair);  
P: **Galanti, Paul** (Officer: Vice-President 6/00) (Law);  
P: **Goldblatt, Lawrence** (Ex Officio: Dean of Dentistry);  
P: **Goodine, Linda Adele** (Elected: At Large 6/01) (Art);

P: **Gregory, Richard** (Elected: Dentistry 6/00);  
 L: Gronfein, William (Elected: Liberal Arts 6/01) -- [via **Carol Gardner** (Sociology)];  
 A: Guba, Christianne (Elected: At Large 6/01) (Dentistry);  
 P: **Hamant, Celestine** (Elected: Allied Health Sciences 6/01);  
 P: **Harrington, Susan Marie** (Elected: At Large 6/00) (Liberal Arts);  
 A: Holden, Robert (Ex Officio: Dean of Medicine) -- [via **Meredith Hull** (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 Representative 6/00) (University Libraries);  
 A: Johnson, Eric (Elected: Business 6/01);  
 A: Karlson, Henry (Elected: Law 6/00);  
 P: **Keck, Juanita** (Ex Officio: UFC Representative 6/01) (Nursing);  
 P: **Keck, Robert** (Ex Officio: Executive Committee 6/00) (Science);  
 P: **Kellum, P. Nicholas** (Ex Officio: Dean of Physical Education);  
 A: Kennedy, Sheila (Elected: Public & Environmental Affairs 6/00);  
 N: Langsam, Miriam (Elected: At Large 6/01) (Liberal Arts);  
 P: **Lee, Wei-Hua** (Elected: Medicine 6/00);  
 A: Lefstein, Norman (Ex Officio: Dean of Law);  
 P: **Lewis, David** (Ex Officio: Interim Director of University Libraries);  
 P: **Mannheimer, Steven** (Ex Officio: Executive Committee 6/00) (Herron Art);  
 P: **Marrs, James A.** (Elected: Medicine 6/00);  
 P: **Martin, Joyce** (Elected: At Large 6/00) (Nursing);  
 P: **McBride, Angela** (Ex Officio: Dean of Nursing);  
 P: **McCarty, Gale** (Elected: Medicine 6/01);  
 P: **McDaniel, Anna** (Elected: At Large 6/00) (Nursing);  
 P: **Meiss, Richard** (Elected: At Large 6/01) (Elected: Medicine 6/01);  
 P: **Modibo, Najja** (Elected: Continuing Studies 6/00) (Labor Studies);  
 P: **Moore, B. Keith** (Elected: At Large 6/01) (Ex Officio: UFC Representative 6/01) (Dentistry);  
 P: **Newton, Nancy** (Ex Officio: UFC Representative 6/01) (Liberal Arts);  
 A: Ng, Bart (Elected: At Large 6/01) (Science));  
 P: **Olson, Byron** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Dentistry) ;  
 A: Parsons, Michael (Elected: Education 6/00);  
 P: **Perkins, Susan** (Elected: At Large 6/00) (Medicine);  
 P: **Pfile, Richard** (Elected: Engineering and Technology 6/00);  
 P: **Plater, William** (Ex Officio: Chancellor's Administrative Designee 6/00) (Liberal Arts);  
 P: **Porter, Rebecca** (Officer: President 6/00) (Ex Officio: UFC Representative 6/00) (Allied Health Sciences) (Executive Chair);  
 P: **Powers, Gerald** (Ex Officio: Executive Committee 6/01) (Social Work);  
 A: Ralston, Rick (Elected: At Large 6/00) (Medical Library);  
 L: Rhodes, Simon (Elected: At Large 6/01) (Science) -- [via **Kathy Marrs** (Biology)];  
 P: **Ricchiardi, Sherry** (Elected: Journalism 6/01);  
 A: Richwine, Margaret W. (Elected: Medicine 6/00);  
 A: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);  
 P: **Rothe, Carl** (Officer: Parliamentarian 12/99 -- Alternate for Wilkins) (Medicine) (Constitution Chair);  
 A: 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) (Business Faculty Governance Leader);  
 P: **Schneider, William** (Elected: At Large 6/01) (Liberal Arts) (Technology Chair);  
 A: Seifert, Mark (Elected: At Large 6/00) (Medicine);  
 L: Siegel, Sheldon (Ex Officio: Interim Dean of Social Work) -- [via **Irene Queiro-Tajalli** (Social Work)];  
 A: Smith, Richard (Elected: Medicine 6/00);  
 P: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);  
 A: Souch, Catherine (Ex Officio: UFC Representative) (Liberal Arts);  
 P: **Spechler, Martin** (Ex Officio: UFC Rep 6/00) (Ex Officio: Executive Committee 6/01) (Liberal Arts);  
 A: Stanley, Mary (Ex Officio: UFC Representative 6/01) (University Libraries);  
 A: Stocum, David (Ex Officio: Dean of Science);  
 A: Swartz, Darl (Elected: At Large 6/00) (Medicine);  
 P: **Touponce, William** (Elected: Liberal Arts 6/00);  
 P: **Udry, Eileen** (Elected: Physical Education 6/00);  
 P: **Unverzagt, Frederick** (Elected: At Large 6/00) (Medicine);  
 A: VanVoorhis, Rebecca (Elected: At Large 6/00) (Social Work);

- A: Vermette, Rosalie (Elected: At Large 6/01) (Liberal Arts) (Student Affairs Chair);  
P: **Vessely, Jeffery** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Physical Education);  
P: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00) (Medicine);  
P: **Wass, Justin L.** (Elected: Medicine 6/00);  
A: Watt, Jeffrey (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (Science);  
A: West, Karen (Elected: At Large 6/01) (Medicine);  
A: Wiebke, Eric (Elected: At Large 6/00) (Medicine);  
A: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);  
N: Wilkins, Harriet (Officer: Parliamentarian 6/00) (Elected: At Large 6/00) (Liberal Arts) (Nominating Chair);  
P: **Woheck, Marianne** (Elected: At Large 6/01) (Liberal Arts) (Fringe Benefits Chair);  
P: **Yokomoto, Charles** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/01) (Engineering and Technology);  
P: **Yurtseven, H. Oner** (Ex Officio: Dean of Engineering & Technology).

## II. Non-Voting Members (5):

- P: **Blake, Pat** (Ex Officio: Senior Academy Representative 6/00) (Nursing);  
A: Lowenkron, Ann (Elected: University College 6/00) (Nursing) (University College Faculty Governance Leader);  
A: Manaloor, Jacob (Ex Officio: Student Assembly President 6/00);  
A: Phillabaum, Melinda (Ex Officio: Staff Council President 6/00) (Business);  
P: **Rooney, Patrick** (Elected: IUPU Columbus 6/00) (Liberal Arts).

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

- P: **Chism, Nancy** (Associate Vice-Chancellor for Professional Development & Associate Dean of the Faculties) (Education);  
P: **Combs, Terri** (Coordinator for Associate Faculty Affairs);  
P: **Connor, Ulla** (Campus Planning Chair) (Liberal Arts);  
P: **Crist, Al** (Associate Vice-Chancellor and Executive Director of Enrollment Services);  
P: **Frisby, David** (Faculty Council Coordinator);  
P: **Grove, Mark** (Registrar);  
P: **Jeglum, Beth** (Director of the Child Care Center);  
P: **Lorentz, Donald** (UITS Audio Engineer: Recorder);  
P: **Martin, Robert** (Vice-Chancellor for Administration & Finance);  
P: **Nehf, Laura** (Coordinator for Associate Faculty Affairs);  
P: **Quaid, Kimberly** (Director of the Office of Women);  
P: **Sullivan, Cheryl** (Vice-Chancellor for External Affairs);  
P: **Whitney, Karen** (Vice-Chancellor for Student Life and Diversity).

## [Attachment for FC990902 Minutes]

Indiana University Purdue University Indianapolis (IUPUI)  
**Faculty Council (FC) Meeting**  
Dental School Building, Room S115 (DS 115): Thursday, 3:30 - 5:30 p.m.

### A G E N D A (FC: September 2, 1999)

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Approval of Minutes for May 6, 1999 (see attachment<sup>1</sup> and also on web at "<http://www.iupui.edu/~fcouncil/minutes/fc990506html.htm>").
- III. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- IV. Introduction of **Nancy Chism**, new Associate Vice-Chancellor for Professional Development.
- V. Introduction of **Karen Whitney**, new Vice-Chancellor for Student Life and Diversity.
- VI. President's Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary).
- VII. Announcement of Slate for Election Next Meeting (FC991007) of At-large Representative to the Promotion and Tenure Committee (see attachment<sup>2</sup>) -- **Mary Fisher** (Nominating Committee Alternate Chair -- for Harriet Wilkins).

VIII. "IUPUI Athletics Committee Guidelines" (see attachment<sup>3</sup>) -- **Cheryl Sullivan** (Vice-Chancellor for External Affairs) [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 (not included as part of FC990902 minutes):**

- 1** Unapproved Faculty Council Minutes for May 6, 1999 (synoptic);
- 2** Slate for Election Next Meeting (FC991007) of At-large Representative to the Promotion and Tenure Committee;
- 3** IUPUI Athletics Committee Guidelines (Revised August 26, 1999);
- 4** Composition of FC9900;
- 5** Contact Data for FC9900;
- 6** Most Recent List of FC Committee Appointments;
- 7** List of Dates for FC9900 Meetings.

**Next Faculty Council Meeting: October 7, 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: October 7, 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 3:33 pm and announced that the agenda would be the order of business for the day except that item XI (Senior Academy) would be moved up and follow item V (President's Report).

**Agenda Item II: Memorial Resolution for Professor Emeritus Frank Burley (Engineering and Technology).** Galanti called for a moment of silence.

**Agenda Item III: Possible Approval of Minutes for September 2, 1999 (separately emailed and posted on web at "<http://www.iupui.edu/~fcouncil/minutes/fc990902html.htm>" when ready).** The minutes for FC990902 were not ready for approval but will be emailed and posted when they are. Approval was deferred until the November meeting.

**Agenda Item IV: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).** Bepko introduced David Lewis as the new Interim Executive Director of University Libraries and apologized for not doing so at the September meeting. Lewis received his undergraduate degree from Carleton in history and then his master's at Columbia in library and information science. He came to IUPUI in 1993 from Connecticut. Bepko commented on the importance of the role he has already played and will continue to play.

Four new committees have been appointed since the September meeting: A Search and Screen Committee for a new Medical School Dean; an Advisory Committee to assist in that search; a Search and Screen Committee for a dean for the system School of Public and Environmental Affairs; and a committee co-chaired by Rich Rogers and Pat Rooney to review RCM (Responsibility Centered Management) again, at the request of President Brand. Copies of all four committee memberships were made available for distribution.

The members of the Search and Screen for a new Medicine School Dean are: Richard L. Schreiner (**Chair**) (Medicine), Delise Marie Aull (IUPUI Student), Talmage R. Bosin (IUB Medicine Director), Hal E. Broxmeyer (Medicine), David W. Crabb (Medicine Assistant Dean), S. Edwin Fineberg (Medicine), Richard F. Graffis (Clarian), Jay L. Grosfeld (Medicine), Robert A. Harris (Medicine), Michael O. Koch (Medicine), Ting-Kai Li (Medicine Associate Dean), Joseph J. Mamlin (Wishard Memorial Hospital, Chief of Medicine), Douglas B. McKeag (Medicine), James T. Morris (IWC Resources Corporation CEO), Jacqueline A. O'Donnell (Medicine), Rebecca Porter (IUPUI Faculty President), Marcus E. Randall (Medicine), Joseph E. Steinmetz (IUB Psychology), Patricia A. Treadwell (Medicine), August M. Watanabe (Eli Lilly and Company Executive Vice President of Science and Technology), David S. Wilkes (Medicine).

The members of the Advisory Committee to assist in the search for a new Medicine School Dean are: Dean E. Beckman (Medical School Alumni Council Chair), Leonard J. Betley (Regenstrief Institute Foundation President), Randall L. Braddom (Wishard Memorial Hospital Director), Mark L. Brenner (IU Associate Vice President for Research and IUPUI Vice Chancellor for Research and Graduate Programs), Joseph Chu (IUPUI Medicine Associate Dean), Richard A. Feldman (Indiana State Department of Health Commissioner), Paul J. Galanti (Vice-President of

the IUPUI Faculty), Lawrence I. Goldblatt (IUPUI Dentistry Dean), Richard R. King (Indiana State Medical Association Executive Director), C. Perry Griffith (Riley Memorial Association), William J. Loveday (President & CEO of Clarian Health Partners, Inc.), Barney R. Maynard (Indiana State Medical Association President), Angela McBride (IUPUI Nursing Dean), Philip D. Pecar (Board of Health & Hospital Corporation of Marion County), James E. Ruckle (Executive Vice President of Walther Cancer Institute and Walther Cancer Foundation), Robert H. Sabin (Roudebush Veterans Affairs Medical Center Acting Director), Beurt SerVaas (Chair) (SerVaas, Inc.), Mark Sothmann (IUPUI Allied Health Sciences Dean), Kenneth G. Stella (Indiana Hospital and Health Association President), David L. Stocum (IUPUI Science Dean), Stephen D. Williams (Indiana University Cancer Center Director), Douglas P. Zipes (IUPUI Medicine Director).

The members of the Search and Screen for a dean for the School of Public and Environmental Affairs are: Alfred C. Aman, Jr. (Chair) (IUB Law Dean), Debera A. Backhus (IUB Public and Environmental Affairs), Sandra L. Bate (IUB Public and Environmental Affairs), Thomas A. DeCoster (IUPUI Public and Environmental Affairs), Roger Jeffrey Green (IUB Kelley Business), Kirsten A. Grønbjerg (IUB Public and Environmental Affairs Associate Dean), The Honorable Paul Helmke (Fort Wayne Mayor), Craig Johnson (IUB Public and Environmental Affairs), John J. Kirlin (IUPUI Public and Environmental Affairs), Debra J. Mesch (IUPUI Public and Environmental Affairs), Sam Odle (Clarian Senior Vice President and Chief Operating Officer), Joseph M. Pellicciotti (IUN Public and Environmental Affairs), Stephen L. Walston (IUPUI Public and Environmental Affairs), Jeffrey R. White (IUB Public and Environmental Affairs), Pat Whitesell (IUB SPEA Graduate Student Association President), Charles R. Wise (IUB Public and Environmental Affairs), and C. Kurt Zorn (IUB Public and Environmental Affairs).

The members of the Committee to Review RCM (Responsibility Centered Management) are: Barry R. Cournoyer (Social Work), David W. Crabb (Medicine Assistant Dean), Margaret D. Fierke (Herron Art), Janice C. Froehlich (Medicine), C. Duane Gaither (Medicine Director), James Johnson (Economic Model Office), Robert W. Keck (Science), Norman Lefstein (Law Dean), Robert E. Martin (Vice Chancellor for Administration & Finance), Judith G. Palmer (IU Vice President and Chief Financial Officer), Richard E. Pfile (Engineering & Technology), Richard L. Rogers (Co-Chair) (Kelley Business), Patrick M. Rooney (Co-Chair) (Special Assistant to the Chancellor), Roger W. Schmenner (Kelley Business), and David L. Stocum (Science).

Bepko outlined the planning effort that is underway for the future of IUPUI given the impact of the new Community College system. Beginning with the end of WW II it was IU's mission to provide access to higher education but in 1989 Ivy Tech took some of that burden, and now it and Vincennes will relieve us even more. If IUPUI were part of the California system of higher education we would be the University of California at Indianapolis, the California State University at Indianapolis, and also the California Community College at Indianapolis. [Laughter.] IUPUI's goal had been to reduce the breadth of these three responsibilities slowly, but that has now accelerated.

We do need to wisely navigate through this turbulence and make a transition to having a sharp focus. From last May through this coming November planning meetings have been held, from the Academic Deans Retreat (August 30), to the Town Hall Meeting (October 5), and on to having a plan to submit to President Brand (November 1).

Referring to the short version of the "IUPUI 2000 and Beyond" document (which was distributed at the meeting), Bepko drew attention to some of its key recommendations. IUPUI needs to distinguish itself from other institutions, but we need to be careful about giving up our enrollments and the finances they provide. We need to jump right into this sea of opportunity and reshape the institution with a new focus on our students and programs, on post baccalaureate degrees and research, on distributed learning, and on partnerships with area businesses, industry, and the government. FC members were strongly encouraged to read the document and send their comments. The administration requested advice from the faculty.

In response to a question from Meiss, Bepko explained that the new Indiana law sets out the community college system to be workforce oriented and not to follow the two plus two model of the junior college which the national scene shows to not be working. The ICHE (Indiana Commission for Higher Education) conceived of the new community college system as providing an opportunity for IU and especially IUPUI to address fewer responsibilities (those passing on to the community college system) and to re-focus. We are optimistic that the state will financially support the transition.

During that transition, the Campaign for IUPUI will also be occurring. With it we plan to say to the state of Indiana that this is not your parents' IUPUI but a new one. The campaign will build public support and also raise philanthropic support. All of our units are now engaged in the campaign and after twenty-six months (July 1997 - August 1999) our original goal of \$400 million may have to be pushed up to as high as \$600 million or more, based on the trends we are seeing. Two years from now when we officially announce the Campaign for IUPUI we expect that its new goal will be the highest ever in this region.

**Agenda Item V: President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary).** Porter announced that teams from Temple University and Portland State University were visiting the campus as part of the Pew funded project "Restructuring for Urban Student Success: An Invitation to a Campus Dialogue about Learning Communities at IUPUI" (RUSS). She was pleased to introduce her faculty governance counterpart from Temple University (Philadelphia, PA), the Faculty Senate President, Dr. Ann VanSant, who also coincidentally happened to be a member of their Physical Therapy program. [Applause.]

Looking ahead to upcoming FC meetings, Porter noted a discussion and vote on the new policy for exams during finals week at the November meeting (introduced at this meeting), as well as introducing for discussion recommendations for changes in the "Faculty Review and Enhancement" document (the deletion of one word), and several changes in the "Dismissal Procedures" document, both to be voted on at the December meeting.

The UFC will meet at IUB on October 12th and work at establishing policies for the intercampus transfer of credits and courses, and a policy on non-tenure-track faculty. All campuses will also be sharing information regarding faculty concerns over the new Community College system.

The Board of Trustees will meet in Fort Wayne at the end of October and the University Polices Committee will begin reviewing and deciding which degrees to eliminate due to low enrollments and few degree recipients. Dean Plater sent a memo to the academic deans asking that faculty be kept involved in any such decision. Degrees could possibly become annually reviewed so appropriate review processes within each unit should be considered by faculty.

**Agenda Item XI: Senior Academy -- Ed Robbins (Senior Academy President) [INFORMATION ITEM: 5 Minutes].** Robbins came to the FC to invite the members to help the Senior Academy meet their mission: "The Academy is an independent association of retired faculty and staff who contribute their expertise and experience to the University and to the greater community. The Academy, with the assistance of the University, encourages and assists scholarly, professional, educational, and service interests of the members, enabling them to continue to contribute to the campus and its programs." Their provisional goal this year is to plan how to meet that mission. They know that it involves supporting the not-yet-retired faculty but it is those faculty who know best how to use the members of the academy as a resource, whether individually or as a whole. Robbins expressed hope that the academy and the FC together would find a way to meet that mission. FC members were asked to contact one of their own, Pat Blake, who represents the Senior Academy on the FC. The academy itself also has its own email (sacademy@iupui.edu), a fax (278-03602), a phone number (278-2444), and a campus address (AO 139). Last, he again encouraged the FC members to use the academy as a resource to help in their business, and also, perhaps, to think about joining the

academy themselves as they approach their own golden years of retirement.

**Agenda Item VI: Election of At-large Representative to the Promotion and Tenure Committee -- Mary Fisher (Nominating Committee Alternate Chair -- for Harriet Wilkins) [ACTION ITEM].** Fisher drew attention to the slate attached to the agenda, presented instructions for the election, and distributed the ballots. Assisted by Carl Rothe, Steve Mannheim, and Mark Grove, ballots were collected and tallied. Akin Ecer will serve on the Promotion and Tenure Committee for the three-year period. Richard Meiss won the run-off between Brian Vargus and himself and will serve for the two-year term. Fredland moved with Vermette's second that the ballots be destroyed and the tally sheet kept in the faculty council office.

**Agenda Item VII: "Urban Universities Portfolio Project" (brochure distributed at meeting) -- Sharon Hamilton (Director of Campus Writing) and Vic Borden (Director of Information Management and Institutional Research) [INFORMATION ITEM: 5 Minutes].** Hamilton explained that Borden was not able to come and then told a story about a communication breakdown between the dean and the faculty at an institution. The dean had a lot of good ideas but could not communicate them to the faculty because they were so busy, so he took them on a cruise. Communication still failed though, so he called for the gangplank to be lowered, walked 100 steps out on the water and then 100 steps back to return to the boat. The next day the headlines read "Dean Can't Swim." [Laughter.]

Hamilton said IUPUI is like that story. IUPUI might be able to walk on water, but our publics don't notice it or acknowledge it. The mission of an urban institution is not assessed appropriately when contrasted with residential campuses. We know we are in fact doing very well so we are constructing an electronic portfolio as part of our involvement with five other universities under the leadership of Susan Kahn (who was present and introduced). Our three areas of focus will be student learning, community connections, and research and scholarship. Hamilton then read the three anticipated outcomes of the portfolio: 1) to crystallize, in a public forum, the role of IUPUI as central Indiana's urban public university; 2) to demonstrate to diverse internal and external communities what we are doing well, where we need and wish to improve, what steps we are taking, and, in a very fundamental sense, to demonstrate that we have the will and the ability to improve; and 3) to highlight current partnerships with the community and to serve as a catalyst for more.

She distributed a brochure to FC members which included three color-coded cards self-addressed back to her which asked questions about, (one for each) student learning, community connections, and research and scholarship. Hamilton encouraged FC members to fill out and return the cards so that the electronic portfolio they are constructing will truly show what we are doing (<http://www.imir.iupui.edu/IUPUIfolio>).

Some sub-committees have been developed under the leadership of David Stocum and Mark Brenner (research and scholarship), Cheryl Sullivan, Paula Parker-Sawyer, Amy Warner, and Bob Bringle (community connections), and Bill Plater, Vic Borden, and herself (student learning).

**Agenda Item VIII: Announcement of the "International Strategies for IUPUI Campus Town Meeting" (October 27th, 4:00 pm, Lilly Auditorium of University Library) -- Giles Hoyt (International Affairs Associate Dean) [INFORMATION ITEM: 5 Minutes].** Using the overhead, and thanking Greg Lindsey for putting the statistics together, Hoyt showed that a planning process was initiated in 1997/98 to assess the strengths and weaknesses of our international programs, which have come a long way over the last two decades. The result is the "IUPUI Strategic Plan for Campus International Development." IUPUI's mission statement does not at this time have an international component, but the number of international students (2% compared with 3-7% at our peer institutions) is increasing dramatically, and the number of international researchers (or post-docs) has increased by 10% for the last three years to about 500. In addition, the Office of International Affairs works with an increasing

number of permanent residents, about 450 this year. Our study-abroad students (from the several schools which have programs) increased from 100 in 1995/96 to 140 in 1996/97. Problems include a lack of systematic development, insufficient inter-school cooperation, and a lack of infrastructure (eg, housing). Our strengths are the variety of programs we offer, the breadth of expertise we provide, our ideal location, an office of international affairs that offers a variety of services, and ESL (English as a Second Language) programs, including academic ESL, ELS (English Language Center, Inc.) for intensive English, and ICIC (Indiana Center for Intercultural Communication) for advanced level intercultural communication. The strategic goals are to develop an international curriculum, recruit and retain international students, and to develop study abroad opportunities. Hoyt read a statement which the IAPC (International Affairs Program Committee) thinks of as its own type of Kantian categorical imperative for the campus's international development, and which is part of the IUPUI International Strategic Plan: "IUPUI is committed to interdisciplinary education, research, and service through collaboration and partnerships with academic, business, not-for-profit, governmental, and professional institutions in the city, state, nation, and world. As a major urban university with programs in health, engineering, sciences, arts, and the professions, IUPUI provides opportunities for its community of students, faculty, and staff to grow intellectually and personally, to increase understanding and respect for diverse cultures, and to contribute to the quality of life and economic well-being of Indiana, the United States, and the world."

Expressing optimism about the future of international programs at IUPUI, Hoyt announced that a Town Meeting will be held at 4:00 in the Lilly Auditorium of University Library on October 27th. The purpose generally will be to discuss the strategic international development plan with its goals and issues, including the request for schools to respond with their specific international development plan keyed to the campus document. This includes specifically the development of an international curriculum. Ending with the vision of students joining hands across the globe, Hoyt solicited comments be emailed to him at ghoyt@iupui.edu

**Agenda Item X: Revised Version of Change in Wording of Policy Regarding "Exam Policy Related to Final Exam Week" -- Jim Baldwin (Academic Affairs Chair) [INFORMATION ITEM: Up For Approval at the Next Meeting FC991104].** Baldwin began by noting the bathetic drop into the details of a policy out of the national heights of the urban portfolio, the international perspective, and beyond the year 2000.

Baldwin read the existing policy from page 161 of the Fall schedule: "Except for practical tests at the end of laboratory periods, written assignments (term papers, reports) and formal tests shall not be required in the week before the formal Final Examination period. Papers or projects may be due during this week only when assigned well in advance." And then reading again from the other column on that page: "An instructor giving a final examination before the final exam period should be reported in the same way." (That is, by "contacting the Office of the Dean of the Faculties").

Baldwin then explained that the Executive Committee had charged the Academic Affairs Committee to look at this policy and to determine 1) if it is good and 2) whether the wording is adequate. The committee thinks it is a good policy but that some changes are needed in the wording. He pointed out the suggested changes (see the attachment to the agenda) in the new wording, and recommended it occupy a more prominent spot than where it now is in the schedule.

Explaining that the policy is a survival of the traditional reading period before final exams, and that it was never meant to be used as a means of shortening the semester by a week.

Fredland spoke in favor of the policy even though recognizing that it is not widely enforced. Spechler noted that it is for the most part the underpaid part-time associate faculty who are the culprits, and that even though some students are inconvenienced they go along anyway, although they should inform the deans they are being short-changed.

Baldwin noted that the responsibility for seeing that the policy is enforced rests with the students. Even if the class has only a midterm and a non-cumulative final, it should still be given during finals week and not the week before. Yokomoto noted that any exam during the final week, the week before finals week, is disallowed. Bostwick noted that the policy can be read from two different perspectives, the student's or the teacher's. It was therefore recommended that the word "required" be replaced by "given" to remove the confusion. Schneider noted that one of the reasons behind this was so as to not overburden students. Galanti called a halt to the discussion and announced that the item would return in November as a discussion and action item (vote). Suggestions should be emailed to Baldwin at [jbaldwin@iupui.edu](mailto:jbaldwin@iupui.edu).

**Agenda Item IX: Summary Report on October 5th Town Meeting on "IUPUI 2000 and Beyond" -- Ulla Connor (Campus Planning Chair) and the administrative perspective -- Gerald Bepko (IUPUI Chancellor and IU Vice-President) [INFORMATION ITEM: 10 Minutes].** Noting that Connor was not present, Galanti opened the topic for discussion. Bepko began but a fire alarm went off.

**Agenda Item XII: United Way Key Club -- Ken Kopecky (IUPUI United Way Campaign Steering Committee) (Medicine: Radiology) [INFORMATION ITEM: 5 Minutes].** This was deferred until November due to the fire alarm.

**Agenda Item XIII-XVI: Question / Answer Period, Unfinished or New Business, and Adjournment.** Due to the fire alarm, Galanti adjourned the meeting at 4:55 pm.

**Attachments:**

**Attendance Record for October 7, 1999 Faculty Council Meeting;**

**Agenda for October 7, 1999 Faculty Council Meeting.**

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

[Attachment for FC991007 Minutes]

**Attendance Record for FC991007.**

[P = Present; L = Alternate; N = Notice; A = Absent]

**I. Voting Members (109):**

A: Ambrosius, Walter (Elected: Medicine 6/01);

A: Bailey, Darrell (Ex Officio: Director of Music) (Music Faculty Governance Leader);

P: **Baldwin, James** (Elected: At Large 6/01) (UFC Representative 6/01) (University Libraries) (Academic Affairs Chair);

A: Banta, Trudy (Ex Officio: Chancellor's Administrative Designee 6/00) (Education);

P: **Belcher, Anne** (Elected: Nursing 6/01);

P: **Bepko, Gerald** (Officer: Chancellor of IUPUI) (Ex Officio: Chancellor of IUPUI) (Law);

A: Besch, Henry (Ex Officio: UFC Representative 6/00) (Medicine) (Mediation Co-Chair);

A: Bippen, Paul (Ex Officio: Dean of IUPU Columbus) (Education);

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

P: **Bostwick, Willard David** (Elected: At Large 6/01) (Engineering and Technology) (Faculty Handbook Chair);

P: **Boukai, Benzion** (Elected: Science 6/01) ;

A: Broadie, Thomas (Elected: At Large 6/01) (Elected: Medicine 6/01);

A: Brown, James W. (Ex Officio: Associate Dean of Journalism) (Journalism Faculty Governance Leader);

P: **Caldemeyer, Karen** (Elected: At Large 6/01) (Medicine);

A: Carr, Lucinda G. (Elected: Medicine 6/00);

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

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

P: **Crowell, Dring** (Elected: Science 6/01);

P: **Daniels-Howell, Todd** (Elected: University Libraries 6/01);

A: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies -- IUB) (Geological Sciences) (Cont Stud Faculty Gov Leader);  
A: Eckerman, Nancy (Elected: At Large 6/00) (Medical Library);  
A: Eickmeier, Valerie (Ex Officio: Dean of Herron Art);  
A: Engum, Scott (Elected: At Large 6/01) (Medicine);  
P: **Evenbeck, Scott** (Ex Officio: Dean of University College) (Science);  
P: **Fineberg, Naomi** (Ex Officio: Executive Committee 6/01) (Medicine);  
P: **Fineberg, S. Edwin** (Ex Officio: UFC Representative 6/00) (Medicine) (Medicine Faculty Governance Leader);  
P: **Fisher, Mary** (Elected: Nursing 6/01) (Nominating Chair -- Alternate for Wilkins);  
P: **Fore, Julie** (Elected: At Large 6/01) (Elected: Medicine 6/01) (Medical Library);  
P: **Fredland, Richard** (Elected: At Large 6/01) (Liberal Arts);  
A: Froehlich, Janice (Elected: At Large 6/00) (Medicine);  
P: **Gable, Karen** (Elected: At Large 6/01) (Allied Health Sciences) (Faculty Affairs Chair);  
P: **Galanti, Paul** (Officer: Vice-President 6/00) (Law);  
L: Goldblatt, Lawrence (Ex Officio: Dean of Dentistry) -- [via **Margot VanDis** (Dentistry)];  
A: Goodine, Linda Adele (Elected: At Large 6/01) (Art);  
P: **Gregory, Richard** (Elected: Dentistry 6/00);  
N: Gronfein, William (Elected: Liberal Arts 6/01);  
A: Guba, Christianne (Elected: At Large 6/01) (Dentistry);  
P: **Hamant, Celestine** (Elected: Allied Health Sciences 6/01);  
P: **Harrington, Susan Marie** (Elected: At Large 6/00) (Liberal Arts);  
A: Holden, Robert (Ex Officio: Dean of Medicine) -- [via **Meredith Hull** (Medicine)];  
P: **Hook, Sara Anne** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) ;  
L: Hoyt, Dolores (Elected: At Large 6/00) (Ex Officio: UFC Rep 6/00) (Univ Lib) -- [via **Giles Hoyt** (Assoc Dean for International Affairs)];  
A: Johnson, Eric (Elected: Business 6/01);  
A: Karlson, Henry (Elected: Law 6/00);  
P: **Keck, Juanita** (Ex Officio: UFC Representative 6/01) (Nursing);  
P: **Keck, Robert** (Ex Officio: Executive Committee 6/00) (Science);  
P: **Kellum, P. Nicholas** (Ex Officio: Dean of Physical Education);  
A: Kennedy, Sheila (Elected: Public & Environmental Affairs 6/00);  
N: Langsam, Miriam (Elected: At Large 6/01) (Liberal Arts);  
A: Lee, Wei-Hua (Elected: Medicine 6/00);  
A: Lefstein, Norman (Ex Officio: Dean of Law);  
P: **Lewis, David** (Ex Officio: Interim Director of University Libraries);  
P: **Mannheimer, Steven** (Ex Officio: Executive Committee 6/00) (Herron Art);  
A: Marrs, James A. (Elected: Medicine 6/00);  
P: **Martin, Joyce** (Elected: At Large 6/00) (Nursing);  
P: **McBride, Angela** (Ex Officio: Dean of Nursing);  
P: **McCarty, Gale** (Elected: Medicine 6/01);  
A: McDaniel, Anna (Elected: At Large 6/00) (Nursing);  
P: **Meiss, Richard** (Elected: At Large 6/01) (Elected: Medicine 6/01);  
A: Modibo, Najja (Elected: Continuing Studies 6/00) (Labor Studies);  
P: **Moore, B. Keith** (Elected: At Large 6/01) (Ex Officio: UFC Representative 6/01) (Dentistry);  
A: Newton, Nancy (Ex Officio: UFC Representative 6/01) (Liberal Arts);  
A: Ng, Bart (Elected: At Large 6/01) (Science);  
P: **Olson, Byron** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Dentistry) ;  
A: Parsons, Michael (Elected: Education 6/00);  
P: **Perkins, Susan** (Elected: At Large 6/00) (Medicine);  
P: **Pfile, Richard** (Elected: Engineering and Technology 6/00);  
N: Plater, William (Ex Officio: Chancellor's Administrative Designee 6/00) (Liberal Arts);  
P: **Porter, Rebecca** (Officer: President 6/00) (Ex Officio: UFC Representative 6/00) (Allied Health Sciences) (Executive Chair);  
P: **Powers, Gerald** (Ex Officio: Executive Committee 6/01) (Social Work);  
A: Ralston, Rick (Elected: At Large 6/00) (Medical Library);  
P: **Rhodes, Simon** (Elected: At Large 6/01) (Science);  
A: Ricchiardi, Sherry (Elected: Journalism 6/01);  
A: Richwine, Margaret W. (Elected: Medicine 6/00);  
A: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);  
P: **Rothe, Carl** (Officer: Parliamentarian 12/99 -- Alternate for Wilkins) (Medicine) (Constitution Chair);  
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) (Business Faculty Governance Leader);  
P: **Schneider, William** (Elected: At Large 6/01) (Liberal Arts) (Technology Chair);  
A: Seifert, Mark (Elected: At Large 6/00) (Medicine);  
P: **Siegel, Sheldon** (Ex Officio: Interim Dean of Social Work);  
A: Smith, Richard (Elected: Medicine 6/00);  
A: Sothmann, Mark S. (Ex Officio: Dean of Allied Health Sciences);  
A: Souch, Catherine (Ex Officio: UFC Representative) (Liberal Arts);  
P: **Spechler, Martin** (Ex Officio: UFC Rep 6/00) (Ex Officio: Executive Committee 6/01) (Liberal Arts);  
P: **Stanley, Mary** (Ex Officio: UFC Representative 6/01) (University Libraries);  
A: Stocum, David (Ex Officio: Dean of Science);  
L: Swartz, Darl (Elected: At Large 6/00) (Medicine) -- [via **James Williams** (Medicine)];  
P: **Touponce, William** (Elected: Liberal Arts 6/00);  
P: **Udry, Eileen** (Elected: Physical Education 6/00);  
P: **Unverzagt, Frederick** (Elected: At Large 6/00) (Medicine);  
P: **VanVoorhis, Rebecca** (Elected: At Large 6/00) (Social Work);  
P: **Vermette, Rosalie** (Elected: At Large 6/01) (Liberal Arts) (Student Affairs Chair);  
P: **Vessely, Jeffery** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Physical Education);  
A: Warfel, Kathleen (Ex Officio: UFC Representative 6/00) (Medicine);  
P: **Wass, Justin L.** (Elected: Medicine 6/00);  
A: Watt, Jeffrey (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (Science);  
A: West, Karen (Elected: At Large 6/01) (Medicine);  
A: Wiebke, Eric (Elected: At Large 6/00) (Medicine);  
A: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);  
N: Wilkins, Harriet (Officer: Parliamentarian 6/00) (Elected: At Large 6/00) (Liberal Arts) (Nominating Chair);  
N: Wokeck, Marianne (Elected: At Large 6/01) (Liberal Arts) (Fringe Benefits Chair);  
P: **Yokomoto, Charles** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/01) (Engineering and Technology);  
A: Yurtseven, H. Oner (Ex Officio: Dean of Engineering & Technology).

## II. Non-Voting Members (5):

P: **Blake, Pat** (Ex Officio: Senior Academy Representative 6/00) (Nursing);  
A: Lowenkron, Ann (Elected: University College 6/00) (Nursing) (University College Faculty Governance Leader);  
A: Manaloor, Jacob (Ex Officio: Student Assembly President 6/00);  
A: Phillabaum, Melinda (Ex Officio: Staff Council President 6/00) (Business);  
P: **Rooney, Patrick** (Elected: IUPU Columbus 6/00) (Liberal Arts).

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

N: Borden, Victor (Director of Information and Institutional Research) (Science: Psychology);  
A: Connor, Ulla (Campus Planning Chair) (Liberal Arts);  
P: **Crist, Al** (Associate Vice-Chancellor and Executive Director of Enrollment Services);  
P: **Frisby, David** (Faculty Council Coordinator);  
P: **Gray, Ralph** (History Emeritus);  
P: **Grove, Mark** (Registrar);  
P: **Hamilton, Sharon** (Director of University College Campus Writing) (Liberal Arts: English);  
P: **Hoyt, Giles** (Associate Dean for International Affairs) (Liberal Arts: Foreign Languages and Cultures: German);  
P: **Kopecky, Kenyon** (IUPUI United Way Campaign Steering Committee) (Medicine: Radiology);  
P: **Leland, Christine** (Education Faculty Governance Leader);  
P: **MacKinnon, Joyce** (Allied Health Sciences);  
P: **Newbrough, Randy** (UITS Audio Engineer: Recorder);  
P: **Quaid, Kimberly** (Director of the Office of Women);  
P: **Robbins, Ed** (Senior Academy Chair) (Education);  
P: **VanSant, Ann F.** (Faculty Senate President, Temple University, Philadelphia, PA);

[Attachment for FC990902 Minutes]

Indiana University Purdue University Indianapolis (IUPUI)  
**Faculty Council (FC) Meeting**  
Dental School Building, Room S115 (DS 115): Thursday, 3:30 - 5:30 p.m.

## A G E N D A (FC: October 7, 1999)

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Memorial Resolution for Professor Emeritus Frank Burley (Engineering and Technology) (see attachment<sup>1</sup>).
- III. Possible Approval of Minutes for September 2, 1999 (separately emailed and posted on web at "<http://www.iupui.edu/~fcouncil/minutes/fc990902html.htm>" when ready).
- IV. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- V. President's Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary).
- VI. Election of At-large Representative to the Promotion and Tenure Committee (see attachment<sup>2</sup>) -- **Mary Fisher** (Nominating Committee Alternate Chair -- for Harriet Wilkins) [ACTION ITEM].
- VII. "Urban Universities Portfolio Project" (brochure distributed at meeting and see attachment<sup>3</sup>) -- **Sharon Hamilton** (Director of Campus Writing) and **Vic Borden** (Director of Information Management and Institutional Research) [INFORMATION ITEM: 5 Minutes].
- VIII. Announcement of the "International Strategies for IUPUI Campus Town Meeting" (October 27th, 4:00 pm, Lilly Auditorium of University Library) (see attachment<sup>4</sup>) -- **Giles Hoyt** (International Affairs Associate Dean) [INFORMATION ITEM: 5 Minutes].
- IX. Summary Report on October 5th Town Meeting on "IUPUI 2000 and Beyond" -- **Ulla Connor** (Campus Planning Chair) and the administrative perspective -- **Gerald Bepko** (IUPUI Chancellor and IU Vice-President) [INFORMATION ITEM: 10 Minutes].
- X. Revised Version of Change in Wording of Policy Regarding "Exam Policy Related to Final Exam Week" (see attachment<sup>5</sup>) -- **Jim Baldwin** (Academic Affairs Chair) [INFORMATION ITEM: Up For Approval at the Next Meeting FC991104].
- XI. Senior Academy -- **Ed Robbins** (Senior Academy President) [INFORMATION ITEM: 5 Minutes].
- XII. United Way Key Club -- **Ken Kopecky** (IUPUI United Way Campaign Steering Committee) (Medicine: Radiology) [INFORMATION ITEM: 5 Minutes].
- XIII. Question / Answer Period.
- XIV. Unfinished Business?
- XV. New Business?
- XVI. Adjournment.

**\*Attachments (not included as part of FC991007 minutes):**

- <sup>1</sup> Memorial Resolution for Professor Emeritus Frank Burley (Engineering and Technology);
- <sup>2</sup> Slate for Election of At-large Representative to the Promotion and Tenure Committee (ballots distributed at meeting);
- <sup>3</sup> "Urban Universities Portfolio Project" (one-page description);
- <sup>4</sup> "IUPUI Proposed Strategic Plan for International Program Development";
- <sup>5</sup> Current and Proposed New Policy Wording (regarding page 161 of Summer / Fall 1999 Class Schedule);
- <sup>6</sup> Sample Attendance Sheet showing Attendance Record.

**Next Faculty Council Meeting: November 4, 1999!**

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

Indiana University Purdue University Indianapolis  
**Faculty Council Minutes: November 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 3:34 and announced that President Porter would be joining the meeting as soon as possible (she was due at the airport at 2:30), and that item VII of the agenda (on Final Exam Week policy) would be deferred until the December or possibly the January meeting.

**Agenda Item II: Approval of Minutes for September 2, & October 7, 1999 (on web at "<http://www.iupui.edu/~fcouncil/minutes/fc990902html.htm>" & "<http://www.iupui.edu/~fcouncil/minutes/fc991007html.htm>").** Announcing that a motion with a second to approve the minutes is not officially necessary according to Roberts Rules of Order, Galanti called the question for approval. The minutes for September 2nd and October 7th were approved.

**Agenda Item III: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).** Bepko noted that at most of the meetings he attends these days including this one, an update is given on IUPUI's continuing quest to improve retention and completion rates for undergraduate students. He then called on Dean Plater to give that update. Plater reported that it had been requested that the attendance rosters be returned by the faculty earlier this year, and that 75% of them were returned on time resulting in approximately 900 students correcting their attendance patterns either by formally withdrawing or by changing sections to reflect the accurate one. Plater congratulated all involved for the positive impact and extended an appreciation for the faculty's cooperation, hoping for a 80% return next semester and 90% next year. He explained that this procedure was prompted initially by a need to respond to changes in financial aid policies by the federal government, but more importantly it is a way to ensure that appropriate steps are taken to positively intervene with the students when necessary. Any questions regarding particular units are to be directed to Registrar Mark Grove (mgrove@iupui.edu).

Bepko gave an update on the (now called) Center for Young Children. The contracts were awarded to Clune Construction Corporation of Indianapolis. They are due to begin November 15th and finish July 28th with the facility ready for business as anticipated for the fall semester of 2000.

Bepko gave an update on housing. The presentation by the consultants to the Board of Trustees at their Fort Wayne October 28-29 meeting was well-received, but there was some concern

expressed over the limited size of the location (southwest end of the campus centering around the Warthin Apartment Building). If housing is to be provided for 10% of the student body then about 2600 beds will be necessary, but the proposed site calls for only 1000 beds in 500 apartment units. So, at the request of the trustees, and with the help of IUPUI's master planner, John Belle, the administration will conduct a study to consider whether to build elsewhere, or to retain the location along with another. At their IUPUI December 1-2 meeting, the administration, along with Belle, will report on that study and again request that the trustees approve the development of the site plan and the request for proposals from outside developers for the construction of the housing. The opening of available housing is anticipated in the fall of 2001 or 2002.

Initiatives have been launched over the years to increase the diversity of the campus community several times, and there is yet a long way to go, but for various reasons the 1999/00 academic year is the time to renew that effort and achieve a higher level. Based on what we know about community colleges in other states, the introduction of a community college system in Indiana might impact negatively on university diversity due to a decreased enrollment of minority students. Exactly why this might happen is not clear, and we know it is not due to minorities generally being less prepared, but regardless of why, for this and other reasons we will need to re-double our efforts. A Diversity Cabinet has been created. It had its first meeting this week. The cabinet will review IUPUI's data and conditions, will review the strategies that have been employed to increase diversity, will set up measurements and benchmarks to assess the progress of our success, and will establish standards of accountability. The results of the cabinet will be reported by the Chancellor on Martin Luther King Junior's birthday in January in an address on the "State of Diversity on Campus," an address that will annually parallel the December's "State of the Campus" address.

The Faculty Council leadership will soon be asked to internally support the Campaign for IUPUI, the external community part of which is going very well, with the public announcement scheduled for one and one-half years from now. They will be asked to recommend faculty members for the Internal Campaign Steering Committee, which will be charged to encourage as many members of the university family as possible to contribute to the campaign. No arms will be twisted and no one will be expected to do more than they are able, but a commitment to regular contributions from a high percentage of the employees goes a long way in explaining to those outside the institution why resources should be donated. An especially high percentage of contributors from the faculty will be expected, even if individual contributions remain small. If everyone gives a little of their own resources we will have a big commitment for the institution which will generate enthusiasm for the campus within the community. Please jump on the bandwagon.

The Jaguars have been competing in Division I of the NCAA for a little over a year now and have

had some very interesting successes. The men's soccer team is tied for first place in the nine-team conference championship and the tournaments for both the men's and women's teams are being held here on campus this weekend, with the men seeded first and the women third. We'll be hosting some very strong teams but expect and hope to win both conference championships.

At the Mid-National Convention in Atlanta last week the College Media Advisors and Associated Collegiate Press awarded one of the top two national awards to three student members of the editorial board of the IUPUI *Sagamore*. J. M. Brown, Bobby Bell, and Jill L. Hundley collaborated on an article that won the national award for best "Story of the Year." The other top national award was awarded to the IUB *IDS* (Indiana Daily Student) for best campus "Newspaper of the Year." The competition included both daily and weekly campus newspapers from across the nation. So, IU's School of Journalism, at both IUB and IUPUI, won the two top awards of collegiate journalism for this year.

Last, the student member of the IU Board of Trustees, Dean Hertzler II, a student of the IUPUI School of Science who is studying biology as a pre-med student, was introduced as a guest and welcomed with applause. Having attended three meetings so far, he has commanded the respect of the other trustees and has done IUPUI proud. He's also a member of the Facilities Committee and will hear our proposal for new campus housing.

**Agenda Item IV: President's Report: Rebecca Porter (IUPUI Faculty President & UFC (University Faculty Council -- system-wide) Co-Secretary).** Having been on the move all day, arriving at the Indianapolis airport only a bit earlier, President Porter came just in time to give her report and catch the FC members up on what the various groups have been doing.

The Executive Committee held a meeting with the Chairs of the Standing Committees, and also another with the Faculty Governance Leaders of the Academic Units, with the intent to align everyone along the same issues for the academic year, and to open two-way channels of communication.

The Academic Affairs Committee continues to revise the wording regarding "Exam Policy Related to Final Exam Week," and will again present the revisions for approval at the December or January meeting. The UFC committee corresponding to our Academic Affairs Committee, i.e., the Educational Policy Committee, is working on the policy for intercampus transfer of courses, which is related to the impact of the community college initiative.

The Faculty Affairs Committee is creating guidelines for awarding the title of "Emeritus" and will present them to the FC for approval in January or February. At the UFC level, the committee is continuing to work on a policy for non-tenure-track faculty.

The UFC will meet next Tuesday (November 9th) at 1:30 at the IUPUI Conference Center. Agenda items include an update on the policy for non-tenure-track faculty and a presentation on the proposed IUB golf course. Members of the IUPUI Faculty Council were invited to attend and learn more about how the UFC works.

The Board of Trustees discussed the issue of "seldom-granted degrees at the regional campuses" at their last meeting. The issue of "seldom-granted degrees at IUB and IUPUI" will be on the agenda for the next meeting which will be held on December 1st and 2nd at the IUPUI Conference Center. The public portion of the meeting starts at 3:30 (see the Jagnews). Come see how the board works and maybe get acquainted with some of the trustees that you normally only hear about!

**Agenda Item V: Selection of "N" for 2000/01 and 2001/02 (chart distributed at meeting) -- Rebecca Porter (Executive Committee Chair).** Porter explained the purpose of "N" and speaking for the Executive Committee recommended it remain at "53" for the next two years because the size of the FC is just about right. Besch called for the question. The FC approved keeping "N" at 53.

**Agenda Item VI: Presentation on Upcoming Survey Regarding Americans with Disabilities Act (ADA) -- Miriam Langsam (Associate Dean for Students) (Liberal Arts: History) [INFORMATION ITEM: 5 Minutes].** Langsam presented the background to the upcoming survey. The ADA (American Disabilities Act) passed in 1990 and applies to public institutions. Two assessments are necessary to determine whether an institution is accessible. The first, a physical assessment of parking lots, entrances, bathrooms, etc., has been completed. The second will be an assessment of all programs, activities, and services, to determine whether the university is providing opportunities for everyone with a disability. IUPUI has been leading the way on this for all of IU for the last three to four years. The survey is currently being created and will be posted on the web by Vic Borden, and survey administrators and unit contacts have been established. Around the end of January or beginning of February there will be eight training sessions for the survey administrators and unit contacts on how to complete the surveys. The survey will be conducted in February or March with feedback provided to all units where there are any possible barriers to accessibility. For example, what to do if a student using a wheelchair takes a class that meets on the second floor of the Mary Cable building (which has no elevator).

Potential barriers will then be divided into those which are real and those which are not, and a corrective action plan will be developed for the real ones. We will make IUPUI the best accessible campus with regard to complying with the ADA. Actually, IUPUI began in 1971, which is two years before the first of the disability acts. Brand will make an appropriate announcement in January. Please support this difficult and complex but very important endeavor. With your help conditions will improve. IUPUI is now the campus of choice for ADA students of

which we now have 1600. This effort is being headed up on the IU level by Sonja Johnson (Executive Assistant to the Vice-President for IU Administration, J. Terry Clapac) and Julie Knost (Director of the IU Office of Affirmative Action). The Affirmative Action Officer of each campus will head of the effort in general. IUPUI will be headed by a joint effort of Lillian Charleston and Miriam Langsam.

**Agenda Item VII: Revised Version of Change in Wording of Policy Regarding "Exam Policy Related to Final Exam Week" (distributed at meeting) -- Jim Baldwin (Academic Affairs Chair) [DISCUSSION AND ACTION ITEM: 20 Minutes] (First Presented at FC991007).** This item was deferred until the next meeting.

**Agenda Item VIII: Amendments to "Faculty/Librarian Review and Enhancement" and "Dismissal Procedures for Tenured Faculty and Librarians" documents -- Rebecca Porter (Executive Committee Chair) [DISCUSSION ITEM: 20 Minutes]. [To be voted on at December 2nd meeting].** Porter presented the history and background of the documents. In the first half of this decade the FC worked through the process of adopting policies for the dismissal of tenured faculty for incompetence, misconduct, and financial exigency. The policy for financial exigency procedures began in April of 1995 and was finally approved by the FC on March 7th of 1996. The need to assess tenured faculty dates to at least 1996. Consistent then with the national discussion and with our own concerns the FC identified the need to develop a policy that ensured tenured faculty would have an ongoing assessment of their performance and that a structure was in place that would allow them to enhance their performance if it was less than satisfactory. This led to the adoption of the "Faculty and Librarian Review and Enhancement" policy. The IU Board of Trustees then determined that each campus should have procedures in place to deal with these issues, and that its University Policies Committee should review and approve those documents. Last May the FC adopted changes to our Review and Enhancement Policy because of concerns initiated by the trustees. Today, on behalf of the Executive Committee and the Faculty Affairs Committee, further changes are recommended so that the trustees' committee will accept our documents. If we approve these changes the trustees will approve our documents and this process will be brought to closure. Discussion is to be limited to only those recommended changes.

Porter walked the FC members through the recommended changes (see page 3.18 of the third attachment to the FC991104 agenda), especially those changes included to prevent a faculty member from using a Board of Review to delay the process of dismissal, which the trustees are insisting be able to move smoothly and timely while also protecting the interests of both the faculty member and the institution. We will make sure no faculty member is railroaded out of IUPUI. The possibility remains of building in peer committees while not delaying the dismissal process. If a faculty member thumbs their nose at the process and attempts to stall any progress the dean can initiate more formal proceedings. One year's salary may be offered in lieu of the one

year notice period but not automatically. The final change was generated as a result of the Ethics in Research Committee which can on its own recommend dismissal.

Yokomoto pointed out an inconsistency between the initial and formal notification regarding the number of days involved. Plater explained what was intended. Porter promised that the language would be corrected to remove the inconsistency.

Vessely suggested adding some simple language to forestall any later discussion of "what if" with regard to accounting for semester breaks or summers for the counting of days, but Porter responded that no changes at this time are simple. After this is adopted the faculty of each individual unit will need to adopt procedures to implement the policy. Besides, it is not prudent in this context to point out that faculty disappear for large chunks of the year. Plater commented that reasonable accommodations and adjustments will remain possible if the problem arises, but any return to the trustees to negotiate timelines at this time will be problematic. Porter added that the faculty and administration have a good history of trust on these matters and will be able to work things out.

Just before having to leave, Kennedy commented to Langsam (who shortly thereafter repeated it for the FC), that one never sees anything like this in the world of business. Langsam then urged the adoption of the document with no additions or subtractions.

In response to Schneider's first question as to whether the change stemming from the Ethics in Research Committee poses any problem, Porter stated that the intent is simply to bring the two documents into concert ("Research Misconduct" and "Review and Enhancement").

In response to Schneider's second question as to whether a problem is presented with the language of "immediate action" by the chancellor in an "extraordinary situation," Porter stated "immediate" means between zero and two years. Schneider then moved with Fredland's second that the word "immediate" be deleted, but Porter explained that it refers not to immediate dismissal but to an action beginning immediately. Galanti clarified that immediate action means a time is set as of now, and not necessarily two more years.

Besch asked if the phrase "justify the determination" (3.11) includes any means of justification. Porter explained that exactly how the determination is to be justified has not been specified, and that the trail of evidence necessary for such a determination has not been laid out. Besch also asked for a clarification of the name of the Faculty Grievance Mediation Committee and recommended that the name be kept consistent with the constitution.

Vessely asked what happens if the chancellor determines a time less than two years from then. VanVoorhis added that she reads it as meaning immediate dismissal and recommended that if

that is not what is meant that the language be changed. Porter responded that the interests of the individual and the institution need to be balanced. In the interests of the institution the chancellor may set a time at less than two years. Some mechanism for dismissal in a timely fashion is needed. This document is better than the alternatives.

In response to Schneider's question as to whether there is any provision for immediate suspension or dismissal, Rothe stated only for misconduct.

Langsam suggested that all of these points from the discussion be reflected in the minutes so others can return to address them if necessary, as they do in Congress, but that the document be accepted as it stands. Galanti added that this practice of legislative history is both used and abused. As an addition to the point on legislative histories, Bepko stated for the record that the language of the policy will be understood and administered as it has here been described. He added that what is called in commercial law the "course of dealings" is distinguished from the "course of performance". As a course performance, the record of the minutes may be used as evidence of what was intended.

Warfel called for congratulations for Porter and the many others who have make this closure possible, and then called for the question, but Galanti reminded her the FC must wait for December before voting. Galanti seconded her call though for Porter's service beyond the call of duty. [Applause.] Porter cautioned any premature celebration and offered the services of Galanti or herself with regard to coming to any faculty body that needs clarification or explanation on any of these matters.

**Agenda Item IX: The Impact of the Community College Initiative on IUPUI and IUPUI's Response ("IUPUI 2000 and Beyond"), including a Report on the Town Hall Meeting of October 5th -- Ulla Connor (Campus Planning Chair) and Trudy Banta (Vice-Chancellor for Planning and Institutional Improvement) [DISCUSSION ITEM: 20 Minutes]**

**[Continued Over from FC991007 due to Fire Alarm].** Banta first presented some background information to the document. The "IUPUI in 2000 and Beyond" document began its life as a response to a request from IU President Myles Brand for each campus to look at the potential impact of the community college on its activities. In so doing the opportunity was taken to also review IUPUI's overall plan. Last June a group was named consisting of the chancellor's staff, several deans, President Becky Porter and Vice-President Paul Galanti, and the faculty governance leaders of the Schools of Liberal Arts and Science. It is called the Future Group. This group has met several times and its members are responsible for much of the content of the "IUPUI in 2000 and Beyond" report.

Faculty Council members received at least two drafts of the report prior to the one they received today. In addition, members of the Planning Committee, Academic Affairs Committee, and

Student Affairs Committee studied the report and drafted their own comments at their meetings in September. The chairs of those committees were invited to the October 5th Town Hall meeting, as well as two of the deans who serve on the Future Group, and the director of enrollment management. They fielded questions from the stage while Banta moderated the event, which was attended by about 80 faculty and staff. The issues that engendered the most discussion were: 1) student advising (the low student satisfaction rating for advising on the most recent continuing student survey played a role here); 2) IUPUI's commitment to access for minority students; 3) concern about the quality of preparation Vincennes students receive; 4) the need to raise the per-student state funding for IUPUI so that a great city can have a great university; 5) the need to work carefully on matriculation agreements with other institutions and transfers within IU; 6) the need to emphasize in marketing IUPUI the quality of our academic programs (e.g., our graduates are competitive nationally, scoring well on such pre-professional tests as the MCAT, the DAT, and the LSAT); 7) the concern about the loss of community associated with distance learning; and 8) the concern that the planning document is too faculty-centered and not sufficiently student-centered. The last issue has not yet been addressed but will be. The other seven issues have been addressed in the draft of the "IUPUI in 2000 and Beyond" document distributed to FC members at this meeting.

The objectives in the "IUPUI in 2000 and Beyond" document will now be implemented and the Future Group will continue to have the fundamental responsibility for revising and updating the entire campus plan. Until now the focus has principally been on those parts of our mission that have to do with undergraduate programming, but now the entire planning document will be looked at and refreshed since it is nearly five years old. Banta then presented Ulla Connor, chair of the Faculty Council Planning Committee.

Connor reported that the Campus Planning Committee consists of eight faculty members representing a wide variety of disciplines and schools as well as Dr. Trudy Banta, Vice-Chancellor for Planning and Institutional Improvement. The committee's charge is to "facilitate involvement and communication between the Faculty Council, the Executive Committee, the Budgetary Affairs Committee, and other committees and academic units concerning institutional planning and improvement at IUPUI. [It] shall be responsible for continued communication with the administration, particularly the Vice-Chancellor for Planning and Institutional Improvement."

The Campus Planning Committee was one of the three FC committees specifically requested by the Executive Committee to review the community college initiative. Most suggestions made by the planning committee concurred with those of the other committees, as incorporated in the revised version of the report and explained by Vice-Chancellor Banta. However, the planning committee offers the following faculty points of view, meant for the benefit of the institutional planning of IUPUI:

The general conclusion is that the community college initiative may cause short-term problems for the schools in lost revenues. There is a necessity to be creative in developing new programs to attract students. The long-term benefit will be the opportunity, created by this necessity, to create IUPUI into the great urban university that Indianapolis needs. This can happen because of the new potential of being able to attract better-prepared students and through a well-recognized inventory of advanced programs at baccalaureate, graduate, and postdoctoral levels, responding to community needs.

To accomplish this transition from an open access university to one that attracts better-prepared students, IUPUI's research profile needs to be enhanced through attaining a Carnegie Research I classification, and through ensuring fellowships and tuition waivers that will enable IUPUI to increase its numbers of masters and doctoral students and post-doctoral fellows. The point of view of the committee is encapsulated by the following comment, made by one of the committee members: "We should put the same funding emphasis on this as we did on University College!" The Capital Campaign should bring some solutions for the funding of fellowships. IUPUI also needs to recruit, retain, and place students through aggressive marketing. All the schools, including the professional, need to be included in the marketing plan to attract students to IUPUI. Graduates who have been nationally competitive in their fields need to be marketed. The number of graduate students in the professional schools who have IUPUI undergraduate degrees needs to be stressed. IUPUI undergraduates need to be encouraged to select graduate programs at IUPUI.

Vermette, Student Affairs Committee Chair, commented that it was her committee that emphasized the need to be more student-centered and less faculty-focused, and then wondered if it might be better to flip the two main concerns such that student recruitment and improvement becomes first and becoming a Carnegie I institution becomes second. This would improve our status as a student-centered institution.

Warfel read the statement on diversity: "Increase the multicultural diversity of the campus and the success of underrepresented populations by undertaking specific community outreach activities and offering strong campus support programs." She commented that although admirable the statement is insufficient and recommended that the Chancellor's Diversity Cabinet improve it. Analysis shows that white males still predominate both among the faculty and in the administration at this institution while the representation should reflect the community we serve.

Harrington asked if the community college initiative will make an impact on the availability of associate faculty. Plater commented that he had met with the associate faculty that day, and responded that IUPUI will likely have trouble retaining the excellent associate faculty it now has, but that he will make available a document for training part-time faculty that is now circulating.

Porter asked Banta how this information will be disseminated. Banta replied that it has only

officially gone to President Brand so far, but that there are several outlets for distribution through the chancellor's office including community leaders, the general assembly, and the Indiana Commission for Higher Education. It will be disseminated generally as a document stating what IUPUI intends and why it is requesting support. Because of its depth of thought it will form a major part of President Brand's university-wide response to the community college initiative which will involve the governor and the legislators.

Porter encouraged everyone present to please share the document with their various constituencies to help them understand IUPUI's aspirations. To get the necessary resources there is a special need to educate the faculty.

Galanti added that Connor had also presented to him for the Executive Committee's consideration some comments on the process of holding Town Hall Meetings generally, including four areas of concern: the inconsistency of formats, the lack of coordination between the various FC units, the feedback process, and the mysterious process of who sets the agenda. The planning committee recommended the process be standardized. The matter will be considered by the Executive Committee.

**Agenda Item X: United Way Key Club -- Ken Kopecky (IUPUI United Way Campaign Steering Committee) (Medicine: Radiology) [INFORMATION ITEM: 5 Minutes].**

Apologizing for adjourning the previous meeting prematurely before Kopecky had time for his presentation, Galanti welcomed him back.

Kopecky referred to the two handouts distributed at the meeting. Those donating between \$1000 and \$10,000 become members of the United Way of Central Indiana Key Club. Kopecky, a member himself of the Key Club, requested that no one simply let their packets just sit, but that they do return them. Colleagues should also be reminded to not forget. The Lilly Foundation donated \$50 million to the United Way's endowment (The Forever Fund). Its interest will pay for operating expenses from now on. Therefore, as the fund grows, no part of whatever people give will be for operating expenses but will go entirely to the deserving parties (children and youth, families and neighborhoods, people who need a second chance, and seniors). Join the Key Club -- be a key to the future.

**Agenda Item XI-XII: Question / Answer Period & Unfinished Business.** There was none.

**Agenda Item XIII: New Business?** Banta drew attention to the handout distributed at the back of the room on "Faculty Development Opportunities" which will provide three \$5000 stipends for faculty who undertake leadership roles in identifying and documenting across the campus the best practices for teaching and learning the Principles of Undergraduate Learning. The deadline for applying is December 1st.

**Agenda Item XIV: Adjournment.** Noting that the next meeting will be December 2nd at 3:00 at a place yet to be determined, and followed by the Chancellor's "State of the Campus" address, Galanti adjourned the meeting at 5:13.

**Attachments:**

**Attendance Record for November 4, 1999 Faculty Council Meeting;**  
**Agenda for November 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 FC991104 Minutes]

**Attendance Record for FC991104.**

[P = Present; L = Alternate; N = Notice; A = Absent]

**I. Voting Members (109):**

P: **Aguet, Henry** (Elected Herron Art 6/01);  
P: **Ambrosius, Walter** (Elected: Medicine 6/01);  
A: Bailey, Darrell (Ex Officio: Director of Music) (Music Faculty Governance Leader);  
A: Baldwin, James (Elected: At Large 6/01) (UFC Representative 6/01) (University Libraries) (Academic Affairs Chair);  
P: **Banta, Trudy** (Ex Officio: Chancellor's Administrative Designee 6/00) (Education);  
P: **Belcher, Anne** (Elected: Nursing 6/01);  
P: **Bepko, Gerald** (Officer: Chancellor of IUPUI) (Ex Officio: Chancellor of IUPUI) (Law);  
P: **Besch, Henry** (Ex Officio: UFC Representative 6/00) (Medicine) (Mediation Co-Chair);  
A: Bippen, Paul (Ex Officio: Dean of IUPU Columbus) (Education);  
A: Blix, Susanne (Elected: Medicine 6/00);  
P: **Bostwick, Willard David** (Elected: At Large 6/01) (Engineering and Technology) (Faculty Handbook Chair);  
A: Boukai, Benzion (Elected: Science 6/01) ;  
A: Broadie, Thomas (Elected: At Large 6/01) (Elected: Medicine 6/01);  
A: Brown, James W. (Ex Officio: Associate Dean of Journalism) (Journalism Faculty Governance Leader);  
A: Caldemeyer, Karen (Elected: At Large 6/01) (Medicine);  
P: **Carr, Lucinda** (Elected: Medicine 6/00);  
P: **Chin, Ray** (Elected: Science 6/00);  
A: Cronin, Blaise (Ex Officio: Dean of Library & Information Science -- IUB);  
P: **Crowell, Dring** (Elected: Science 6/01);  
P: **Daniels-Howell, Todd** (Elected: University Libraries 6/01);  
A: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies -- IUB) (Geological Sciences) (Cont Stud Faculty Gov Leader);  
A: Eckerman, Nancy (Elected: At Large 6/00) (Medical Library);  
A: Eickmeier, Valerie (Ex Officio: Dean of Herron Art);  
A: Engum, Scott (Elected: At Large 6/01) (Medicine);  
A: Evenbeck, Scott (Ex Officio: Dean of University College) (Science);  
N: Fineberg, Naomi (Ex Officio: Executive Committee 6/01) (Medicine);  
N: Fineberg, S. Edwin (Ex Officio: UFC Representative 6/00) (Medicine) (Medicine Faculty Governance Leader);  
A: Fisher, Mary (Elected: Nursing 6/01) (Nominating Chair -- Alternate for Wilkins);  
P: **Fore, Julie** (Elected: At Large 6/01) (Elected: Medicine 6/01) (Medical Library);  
P: **Fredland, Richard** (Elected: At Large 6/01) (Liberal Arts)';  
P: **Froehlich, Janice** (Elected: At Large 6/00) (Medicine);  
P: **Gable, Karen** (Elected: At Large 6/01) (Allied Health Sciences) (Faculty Affairs Chair);  
P: **Galanti, Paul** (Officer: Vice-President 6/00) (Law);  
A: Goldblatt, Lawrence (Ex Officio: Dean of Dentistry);  
A: Goodine, Linda Adele (Elected: At Large 6/01) (Art);  
P: **Gregory, Richard** (Elected: Dentistry 6/00);  
N: Gronfein, William (Elected: Liberal Arts 6/01);

A: Guba, Christianne (Elected: At Large 6/01) (Dentistry);  
P: **Hamant, Celestine** (Elected: Allied Health Sciences 6/01);  
P: **Harrington, Susan Marie** (Elected: At Large 6/00) (Liberal Arts);  
L: Holden, Robert (Ex Officio: Dean of Medicine) -- [via **Meredith Hull** (Medicine)];  
P: **Hook, Sara Anne** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) ;  
P: **Hoyt, Dolores** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (University Libraries);  
A: Johnson, Eric (Elected: Business 6/01);  
A: Karlson, Henry (Elected: Law 6/00);  
N: Keck, Juanita (Ex Officio: UFC Representative 6/01) (Nursing);  
P: **Keck, Robert** (Ex Officio: Executive Committee 6/00) (Science);  
P: **Kellum, P. Nicholas** (Ex Officio: Dean of Physical Education);  
P: **Kennedy, Sheila** (Elected: Public & Environmental Affairs 6/00);  
P: **Langsam, Miriam** (Elected: At Large 6/01) (Liberal Arts);  
P: **Lee, Wei-Hua** (Elected: Medicine 6/00);  
A: Lefstein, Norman (Ex Officio: Dean of Law);  
A: Leland, Christine (Elected: Education 6/00) (completing Michael Parsons FC9800) (Education FGL);  
P: **Lewis, David** (Ex Officio: Interim Director of University Libraries);  
N: Mannheimer, Steven (Ex Officio: Executive Committee 6/00) (Herron Art);  
L: Marrs, James A. (Elected: Medicine 6/00) -- [via **Simon Atkinson** (Medicine)];  
P: **Martin, Joyce** (Elected: At Large 6/00) (Nursing);  
P: **McBride, Angela** (Ex Officio: Dean of Nursing);  
N: McCarty, Gale (Elected: Medicine 6/01);  
A: McDaniel, Anna (Elected: At Large 6/00) (Nursing);  
A: Meiss, Richard (Elected: At Large 6/01) (Elected: Medicine 6/01);  
A: Modibo, Najja (Elected: Continuing Studies 6/00) (Labor Studies);  
P: **Moore, B. Keith** (Elected: At Large 6/01) (Ex Officio: UFC Representative 6/01) (Dentistry);  
A: Newton, Nancy (Ex Officio: UFC Representative 6/01) (Liberal Arts);  
A: Ng, Bart (Elected: At Large 6/01) (Science));  
P: **Olson, Byron** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Dentistry) ;  
P: **Perkins, Susan** (Elected: At Large 6/00) (Medicine);  
L: Pfile, Richard (Elected: Engineering and Technology 6/00) -- [via **Elaine Cooney** (Electrical Engineering Technology)];  
P: **Plater, William** (Ex Officio: Chancellor's Administrative Designee 6/00) (Liberal Arts);  
P: **Porter, Rebecca** (Officer: President 6/00) (Ex Officio: UFC Representative 6/00) (Allied Health Sciences) (Executive Chair);  
P: **Powers, Gerald** (Ex Officio: Executive Committee 6/01) (Social Work);  
L: Queiro-Tajalli, Irene (Elected: Social Work 6/01) -- [via **Marion Wagner** (Social Work)];  
P: **Ralston, Rick** (Elected: At Large 6/00) (Medical Library);  
P: **Rhodes, Simon** (Elected: At Large 6/01) (Science);  
A: Ricchiardi, Sherry (Elected: Journalism 6/01);  
P: **Richwine, Margaret W.** (Elected: Medicine 6/00);  
A: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);  
P: **Rothe, Carl** (Officer: Parliamentarian 12/99 -- Alternate for Wilkins) (Medicine) (Constitution Chair);  
A: Russell, Steven (Elected: Liberal Arts 6/00);  
P: **Saatkamp, Herman** (Ex Officio: Dean of Liberal Arts);  
P: **Sawchuk, Alan** (Elected: Medicine 6/00);  
P: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis) (Business Faculty Governance Leader);  
P: **Schneider, William** (Elected: At Large 6/01) (Liberal Arts) (Technology Chair);  
A: Seifert, Mark (Elected: At Large 6/00) (Medicine);  
N: Siegel, Sheldon (Ex Officio: Interim Dean of Social Work);  
A: Smith, Richard (Elected: Medicine 6/00);  
A: Sothmann, Mark S. (Ex Officio: Dean of Allied Health Sciences);  
A: Souch, Catherine (Ex Officio: UFC Representative) (Liberal Arts);  
N: Spechler, Martin (Ex Officio: UFC Rep 6/00) (Ex Officio: Executive Committee 6/01) (Liberal Arts);  
N: Stanley, Mary (Ex Officio: UFC Representative 6/01) (University Libraries);  
A: Stocum, David (Ex Officio: Dean of Science);  
P: **Swartz, Darl** (Elected: At Large 6/00) (Medicine);  
A: Touponce, William (Elected: Liberal Arts 6/00);  
A: Udry, Eileen (Elected: Physical Education 6/00);  
L: Unverzagt, Frederick (Elected: At Large 6/00) (Medicine) -- [via **Nenette Jessup** (Medicine)];  
P: **VanVoorhis, Rebecca** (Elected: At Large 6/00) (Social Work);  
P: **Vermette, Rosalie** (Elected: At Large 6/01) (Liberal Arts) (Student Affairs Chair);

- P: **Vessely, Jeffery** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Physical Education);  
P: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00) (Medicine);  
P: **Wass, Justin L.** (Elected: Medicine 6/00);  
P: **Watt, Jeffrey** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (Science);  
A: West, Karen (Elected: At Large 6/01) (Medicine);  
P: **Wiebke, Eric** (Elected: At Large 6/00) (Medicine);  
A: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);  
N: Wilkins, Harriet (Officer: Parliamentarian 6/00) (Elected: At Large 6/00) (Liberal Arts) (Nominating Chair);  
A: Wokeck, Marianne (Elected: At Large 6/01) (Liberal Arts) (Fringe Benefits Chair);  
P: **Yokomoto, Charles** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/01) (Engineering and Technology);  
A: Yurtseven, H. Oner (Ex Officio: Dean of Engineering & Technology).

## II. Non-Voting Members (5):

- P: **Blake, Pat** (Ex Officio: Senior Academy Representative 6/00) (Nursing);  
P: **Lowenkron, Ann** (Elected: University College 6/00) (Nursing) (University College Faculty Governance Leader);  
A: Manaloor, Jacob (Ex Officio: Student Assembly President 6/00);  
A: Phillabaum, Melinda (Ex Officio: Staff Council President 6/00) (Business);  
A: Rooney, Patrick (Elected: IUPU Columbus 6/00) (Liberal Arts).

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

- P: **Connor, Ulla** (Campus Planning Chair) (Liberal Arts);  
P: **Crist, Al** (Associate Vice-Chancellor and Executive Director of Enrollment Services);  
P: **Frisby, David** (Faculty Council Coordinator);  
P: **Grove, Mark** (Registrar);  
P: **Hertzler, Dean II**, (IU Trustee);  
P: **Kopecky, Kenyon** (IUPUI United Way Campaign Steering Committee) (Medicine: Radiology);  
P: **Lorentz, Donald** (UITS Audio Engineer: Recorder);

## [Attachment for FC991104 Minutes]

Indiana University Purdue University Indianapolis (IUPUI)  
**Faculty Council (FC) Meeting**  
Dental School Building, Room S115 (DS 115): Thursday, 3:30 - 5:30 p.m.

### A G E N D A (FC: November 4, 1999)

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Approval of Minutes for September 2, & October 7, 1999 (see attachment<sup>1-2</sup> and also on web at "<http://www.iupui.edu/~fcouncil/minutes/fc990902html.htm>" & "<http://www.iupui.edu/~fcouncil/minutes/fc991007html.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. Selection of "N" for 2000/01 and 2001/02 (chart distributed at meeting) -- **Rebecca Porter** (Executive Committee Chair).
- VI. Presentation on Upcoming Survey Regarding Americans with Disabilities Act (ADA) -- **Miriam Langsam** (Associate Dean for Students) (Liberal Arts: History) [INFORMATION ITEM: 5 Minutes].
- VII. Revised Version of Change in Wording of Policy Regarding "Exam Policy Related to Final Exam Week" (distributed at meeting) -- **Jim Baldwin** (Academic Affairs Chair) [DISCUSSION AND ACTION ITEM: 20 Minutes] (First Presented at FC991007).
- VIII. Amendments to "Faculty/Librarian Review and Enhancement" and "Dismissal Procedures for Tenured Faculty and Librarians" documents (see attachment<sup>3</sup>) -- **Rebecca Porter** (Executive Committee Chair) [DISCUSSION ITEM: 20 Minutes]. [To be voted on at December 2nd meeting].
- IX. The Impact of the Community College Initiative on IUPUI and IUPUI's Response ("IUPUI 2000 and Beyond" -- see attachment<sup>4</sup>), including a Report on the Town Hall Meeting of October 5th -- **Ulla Connor** (Campus Planning Chair) and **Trudy Banta**

(Vice-Chancellor for Planning and Institutional Improvement) [DISCUSSION ITEM: 20 Minutes] [Continued Over from FC991007 due to Fire Alarm].

X. United Way Key Club -- **Ken Kopecky** (IUPUI United Way Campaign Steering Committee) (Medicine: Radiology) [INFORMATION ITEM: 5 Minutes].

XI. Question / Answer Period.

XII. Unfinished Business?

XIII. New Business?

XIV. Adjournment.

**\*Attachments (not included as part of FC991104 minutes):**

- 1** Unapproved Faculty Council Minutes for September 1, 1999 (synoptic);
- 2** Unapproved Faculty Council Minutes for October 7, 1999 (synoptic);
- 3** Amendments to "Faculty/Librarian Review and Enhancement" and "Dismissal Procedures for Tenured Faculty and Librarians" documents.
- 4** Latest "IUPUI 2000 and Beyond" document (without appendices).

**Next Faculty Council Meeting: December 2, 1999 (AT 3:00 -- NOT 3:30) --  
With the Chancellor's "State of the Campus" Address About 4:00  
At the Annual Meeting of the IUPUI Faculty Body!**

[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: December 2, 1999**

IUPUI Conference Center Auditorium: 3:00 - 4:00 p.m.

[Followed by the Annual Meeting of the IUPUI Faculty Body  
and the Chancellor's "State of the Campus" Address, from 4:00-5:00]

[Followed by a Reception for the Faculty Council, Staff Council, and Student  
Assembly, Hosted by the Chancellor, at 5:00]

**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 3:01 and announced that the meeting will be adjourned absolutely no later than 3:55 pm.

**Agenda Item II: Memorial Resolutions for Professor Gary Randall Freidenberg (Medicine: Pediatrics), Professor Emeritus Allan Katzberg (Medicine: Anatomy), and Professor Emeritus Sherman Minton (Medicine: Microbiology and Immunology).** Galanti called for everyone to rise for a moment of silence.

**Agenda Item III: Update on Minutes for November 4, 1999 (they will be posted on the web at "<http://www.iupui.edu/~fcouncil/minutes/fc991104html.htm>" when available for approval).** It was announced that the November minutes would be posted on the web and distributed as soon as edited and would be up for approval at the January 13th meeting.

**Agenda Item IV: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).** Bepko extended his greetings but withheld any further comments until his address at 4:00.

**Agenda Item V: President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary).** Beginning on a positive note, Porter noted that the IU Board of Trustees was meeting on the IUPUI campus today in the room next door, and that earlier that day its Facilities Committee heard presentations on IUPUI student housing and had given the green light for our request for RFPs (Request for Proposals).

At the January 13th FC meeting a discussion is anticipated on the policy for the Emeritus title, coming out of the Faculty Affairs Committee (chaired by Karen Gable).

An inventory has been campusmailed to all voting faculty regarding interest in serving on the Faculty Grievance Mediation Committee or the Board of Review Pool, as the President or Vice-President of the Faculty, or on the Executive or Nominating Committees. The slate for the election at the January 13th FC meeting of four members to the Mediation Committee and ten members to the Board of Review Pool will be distributed to the FC members as soon as possible before the January 13th meeting. Also to be campusmailed soon to all voting faculty will be the voting roster used to nominate up to three at-large representatives to the FC. Please return the interest inventories and the voting rosters with your nominations promptly.

Porter encouraged everyone present to do stay with the rest of the IUPUI family for the Chancellor's "State of the Campus" Address, followed by a reception hosted by the Chancellor. She noted that the Staff Council and the

Student Assemblies (Undergraduate and Graduate) had been invited. She then wished everyone a happy conclusion to the semester, good holidays and a safe new year, promising to see them in January.

**Agenda Item VI: FC Approval of Revised Version of Change in Wording of Policy Regarding "Exam Policy Related to Final Exam Week" (hardcopy distributed at meeting) -- Jim Baldwin (Academic Affairs Chair) [DISCUSSION AND ACTION ITEM: 20 Minutes] (Preliminary Presentation at FC991007).** Baldwin noted that the handout contained three versions of the policy, the current one that appears in the schedule of classes, the one discussed at FC991007, and the one up for approval today, which several groups have had the opportunity to discuss. He then opened the floor for discussion.

Watt commented that the policy was originally with APPC (Academic Policies and Procedures Committee) before being sent to the Academic Affairs Committee and that this latest version was approved by the APPC by a vote of 13 to 1. He added that the new point regarding the syllabus is within university guidelines. Blix noted that "cannot" should be corrected with "may not" in the second sentence: "Tests or major writing assignments **cannot** be required during the week before the formal final exam week." Ambrosius proposed an amendment to cover courses divided into three five-week periods, but Baldwin responded that such cases should be considered exceptions handled by the school's dean. Ambrosius agreed to pursue the issue with his dean. Plater proposed adding the following sentence: "Exceptions must be approved in advance by the dean of the particular school involved." Langsam called for the question. Vessely on point of order called for approval of the two amendments first. The motion to approve the two amendments carried. The motion to approve the new final version carried with only one opposed.

The approved version reads as follows: "Except for laboratory, clinical, studio, and other activity-based sections, final exams - whether comprehensive or not - are to be given at the appropriately scheduled time during the formal final examination week. Tests or major writing assignments may not be required during the week before the formal final exam week. However, papers, projects, or oral presentations may be due during the last week of class when assigned on the syllabus or announced at the beginning of the semester. Exceptions must be approved in advance by the dean of the particular school involved."

**Agenda Item VII: FC Approval of Amendments to "Faculty/Librarian Review and Enhancement" and "Dismissal Procedures for Tenured Faculty and Librarians" documents) -- Rebecca Porter (Executive Committee Chair) [DISCUSSION AND ACTION ITEM: 20 Minutes].(Preliminary Presentation at FC991104).** Porter explained that she and several others had carefully worked through the various points raised at the previous FC meeting. She walked the FC through the latest changes, including the addition of the sentence "If the committee is not elected within 30 days after the administrator calls for the formation of a committee, the unit's promotion and tenure committee will serve as the committee." and the words "initiating formal proceedings" at the end of the following paragraph (see page 13, distributed at the meeting). She noted that the Faculty Affairs Committee had seen and approved the changes.

Schneider drew attention to the phrase "immediate action" on page 12 which had received considerable discussion at the previous meeting (FC991104), and proposed instead the words "a shorter period" which was seconded by Besch. Galanti called for discussion. Porter distinguished immediacy of decision from immediacy of dismissal, and compared the distinction to the legal distinction between a temporary restraining order versus a preliminary injunction. Galanti explained the difference stating the former is a rapid response and the latter a more deliberate process. He stated the comparison is pertinent to the issue in that "immediate action" or a rapid response (a temporary restraining order) is what is here needed. He contended that Schneider's proposal would lower the threshold. In response to Schneider's contention that the interpretation of the phrase turns on the question of how long before the dismissal takes place, Galanti stated that the length of time is not affected but a decision is made on whether or not something needs to be done to protect the interests of the university community. Discussion then turned to the

context of the entire section with its three conditions. Langsam asked for a clarification: does the phrase mean that the Chancellor must initiate the consideration of whether to shorten the two years or not? Bepko commented that regardless of the precise words, the legislative history provides that the chancellor will need an extraordinary situation to justify shortening the period, and emphasized that this understanding will be used in practice. Warfel spoke in favor of Schneider's original amendment and suggested "a shorter notice period" instead of "immediate action." The motion for that change carried unanimously. The discussion of the entire proposal then began.

Spechler argued against approval for two reasons. Having worked on the issue for years, he agreed it had promise, but noted that though the intent was to define "unsatisfactory performance," it does not. Instead, it leaves that task to the schools. More protection of tenure is needed. This proposal permits the administration to find a faculty member unsatisfactory "as a whole" and that weakens tenure. He commended Porter for her excellent work but contended the proposal makes tenure weaker at IUPUI than IUB because dismissal is not possible at IUB for unsatisfactory performance. He acknowledged there is a tendency to go ahead with the matter simply because of all the hard good work, but pointed out the FC did not have to approve it, and repeated his reasons: there is a failure of substance and no real pressure to lower the tenure standard. He contended the old procedures have worked fine so far, are more discreet, more timely, and there has been no problem serious enough to warrant a need for this.

Porter reminded FC members that only the amendments are up for approval and not the documents themselves, which have already been approved. A failure to pass the amendments will not rescind the policy which is already in effect. The amendments are for the purpose of gaining the Trustees' approval.

Spechler replied that Porter's arguments are not convincing. If the Trustees have not accepted what we approved they are not binding. A faculty member at IUB can not be dismissed for incompetence.

Porter stated that the handbook does allow for the possibility of dismissal for incompetence and that procedures for each campus are now being put in place.

Langsam called for the question. The motion carried in favor of the amendments with two against.

**Agenda Item VIII: Overview Concerning the Professional Gender / Ethnicity Pay Equity Study -- Ellen Poffenberger (Assistant Vice-Chancellor for Human Resources) [INFORMATION ITEM: 5 Minutes].**

Poffenberger introduced herself in her new role as Assistant Vice-Chancellor for Human Resources, and gave a very brief overview of the pay equity study for professionals now being conducted, following the one last year for faculty. Both are conducted under the auspices of President Brand and the Board of Trustees. For the purpose of consistent methodology IUPUI is following the procedures used by IUB. There are 1400 persons in professional positions with 800 different kinds of positions. 66% are female and 11% are minorities. For positions ranked PA17 and above, 33% are female. Out of those 1400 persons, 203 cases popped up for review (using various identifying parameters such as salary, rank, gender, years of service, difficulty of filling the position, etc.), but one may also self-identify if they feel an inequity exists. There was less than a 2% gender difference and none for ethnicity. This information has been sent to all deans and general letters have gone out to the 1400 persons. As a follow-up, the deans are setting up review committees to work in January and February and report back with recommendations for major or minor adjustments. The deans will then determine exactly how much of an adjustment and from where to get the money. Poffenberger then requested that any questions be directed to her at epoffenb@iupui.edu.

**Agenda Item IX-XII: Question / Answer Period, Unfinished Business, New Business?** These were deferred because of time.

**Agenda Item XII: Adjournment for the Chancellor's "State of the Campus" Address at 4:00 [Accessible from**

**"<http://www.iupui.edu/home/chancellor/newsletter>" after posted]. Galanti adjourned the meeting at 3:54 to prepare for the address which this year focused on the transitions at IUPUI that are to be found as the turn of the century and the millennium approaches. There are transitions in terms of technology applications, research leadership, community service, relationships with K-12, the international focus, the development of Clarian Health Partners, and the adaptation to the new health care phenomena. The top four transitions however are progress towards diversity, commitment to the development of Indiana's new economies, reshaping to accommodate Indiana's new community college, and the upcoming Campaign for IUPUI. On the other side of these transitions will be IUPUI's recognition as a 21st century leader in American higher education.**

**Attachments:**

**Attendance Record for December 2, 1999 Faculty Council Meeting;  
Agenda for December 2, 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 FC991202 Minutes]

**Attendance Record for FC991104.**

[P = Present; L = Alternate; N = Notice; A = Absent]

**I. Voting Members (109):**

P: **Aguet, Henry** (Elected Herron Art 6/01);  
P: **Ambrosius, Walter** (Elected: Medicine 6/01);  
A: Bailey, Darrell (Ex Officio: Director of Music) (Music Faculty Governance Leader);  
P: **Baldwin, James** (Elected: At Large 6/01) (UFC Representative 6/01) (University Libraries) (Academic Affairs Chair);  
A: Banta, Trudy (Ex Officio: Chancellor's Administrative Designee 6/00) (Education);  
P: **Belcher, Anne** (Elected: Nursing 6/01);  
P: **Bepko, Gerald** (Officer: Chancellor of IUPUI) (Ex Officio: Chancellor of IUPUI) (Law);  
P: **Berbari, Ed** (Engineering and Technology 6/01)  
P: **Besch, Henry** (Ex Officio: UFC Representative 6/00) (Medicine) (Mediation Co-Chair);  
A: Bippen, Paul (Ex Officio: Dean of IUPU Columbus) (Education);  
P: **Blix, Susanne** (Elected: Medicine 6/00);  
P: **Bostwick, Willard David** (Elected: At Large 6/01) (Engineering and Technology) (Faculty Handbook Chair);  
P: **Boukai, Benzion** (Elected: Science 6/01) ;  
A: Broadie, Thomas (Elected: At Large 6/01) (Elected: Medicine 6/01);  
A: Brown, James W. (Ex Officio: Associate Dean of Journalism) (Journalism Faculty Governance Leader);  
N: Caldemeyer, Karen (Elected: At Large 6/01) (Medicine);  
P: **Carr, Lucinda** (Elected: Medicine 6/00);  
P: **Chin, Ray** (Elected: Science 6/00);  
A: Cronin, Blaise (Ex Officio: Dean of Library & Information Science -- IUB);  
P: **Crowell, Dring** (Elected: Science 6/01);  
P: **Daniels-Howell, Todd** (Elected: University Libraries 6/01);  
A: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies -- IUB) (Geological Sciences) (Cont Stud Faculty Gov Leader);  
P: **Eckerman, Nancy** (Elected: At Large 6/00) (Medical Library);  
P: **Eickmeier, Valerie** (Ex Officio: Dean of Herron Art);  
P: **Engum, Scott** (Elected: At Large 6/01) (Medicine);  
A: Evenbeck, Scott (Ex Officio: Dean of University College) (Science);  
P: **Fineberg, Naomi** (Ex Officio: Executive Committee 6/01) (Medicine);  
N: Fineberg, S. Edwin (Ex Officio: UFC Representative 6/00) (Medicine) (Medicine Faculty Governance Leader);  
P: **Fisher, Mary** (Elected: Nursing 6/01) (Nominating Chair -- Alternate for Wilkins);  
P: **Fore, Julie** (Elected: At Large 6/01) (Elected: Medicine 6/01) (Medical Library);  
A: Fredland, Richard (Elected: At Large 6/01) (Liberal Arts)';  
P: **Froehlich, Janice** (Elected: At Large 6/00) (Medicine);  
P: **Gable, Karen** (Elected: At Large 6/01) (Allied Health Sciences) (Faculty Affairs Chair);

P: **Galanti, Paul** (Officer: Vice-President 6/00) (Law);  
P: **Goldblatt, Lawrence** (Ex Officio: Dean of Dentistry);  
P: **Goodine, Linda Adele** (Elected: At Large 6/01) (Art);  
P: **Gregory, Richard** (Elected: Dentistry 6/00);  
L: Gronfein, William (Elected: Liberal Arts 6/01) -- [via **Carol Brooks Gardner** (Liberal Arts: Sociology)];  
A: Guba, Christianne (Elected: At Large 6/01) (Dentistry);  
L: Hamant, Celestine (Elected: Allied Health Sciences 6/01) -- [via **William A. Quillen** (Allied Health Sciences)];  
P: **Harrington, Susan Marie** (Elected: At Large 6/00) (Liberal Arts);  
A: Holden, Robert (Ex Officio: Dean of Medicine);  
A: Hook, Sara Anne (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) ;  
P: **Hoyt, Dolores** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (University Libraries);  
A: Johnson, Eric (Elected: Business 6/01);  
A: Karlson, Henry (Elected: Law 6/00);  
P: **Keck, Juanita** (Ex Officio: UFC Representative 6/01) (Nursing);  
P: **Keck, Robert** (Ex Officio: Executive Committee 6/00) (Science);  
P: **Kellum, P. Nicholas** (Ex Officio: Dean of Physical Education);  
P: **Kennedy, Sheila** (Elected: Public & Environmental Affairs 6/00);  
P: **Langsam, Miriam** (Elected: At Large 6/01) (Liberal Arts);  
P: **Lee, Wei-Hua** (Elected: Medicine 6/00);  
A: Lefstein, Norman (Ex Officio: Dean of Law);  
A: Leland, Christine (Elected: Education 6/00) (completing Michael Parsons FC9800) (Education FGL);  
P: **Lewis, David** (Ex Officio: Interim Director of University Libraries);  
P: **Mannheimer, Steven** (Ex Officio: Executive Committee 6/00) (Herron Art);  
L: Marrs, James A. (Elected: Medicine 6/00) -- [via **Simon J. Atkinson** (Medicine: Medicine)];  
P: **Martin, Joyce** (Elected: At Large 6/00) (Nursing);  
P: **McBride, Angela** (Ex Officio: Dean of Nursing);  
P: **McCarty, Gale** (Elected: Medicine 6/01);  
P: **McDaniel, Anna** (Elected: At Large 6/00) (Nursing);  
P: **Meiss, Richard** (Elected: At Large 6/01) (Elected: Medicine 6/01);  
A: Modibo, Najja (Elected: Continuing Studies 6/00) (Labor Studies);  
P: **Moore, B. Keith** (Elected: At Large 6/01) (Ex Officio: UFC Representative 6/01) (Dentistry);  
A: Newton, Nancy (Ex Officio: UFC Representative 6/01) (Liberal Arts);  
A: Ng, Bart (Elected: At Large 6/01) (Science));  
N: Olson, Byron (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Dentistry) ;  
N: Perkins, Susan (Elected: At Large 6/00) (Medicine);  
P: **Pfile, Richard** (Elected: Engineering and Technology 6/00);  
P: **Plater, William** (Ex Officio: Chancellor's Administrative Designee 6/00) (Liberal Arts);  
P: **Porter, Rebecca** (Officer: President 6/00) (Ex Officio: UFC Representative 6/00) (Allied Health Sciences) (Executive Chair);  
P: **Powers, Gerald** (Ex Officio: Executive Committee 6/01) (Social Work);  
P: **Queiro-Tajalli, Irene** (Elected: Social Work 6/01);  
A: Ralston, Rick (Elected: At Large 6/00) (Medical Library);  
P: **Rhodes, Simon** (Elected: At Large 6/01) (Science);  
A: Ricchiardi, Sherry (Elected: Journalism 6/01);  
A: Richwine, Margaret W. (Elected: Medicine 6/00);  
A: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);  
P: **Rothe, Carl** (Officer: Parliamentarian 12/99 -- Alternate for Wilkins) (Medicine) (Constitution Chair);  
P: **Russell, Steven** (Elected: Liberal Arts 6/00);  
P: **Saatkamp, Herman** (Ex Officio: Dean of Liberal Arts);  
A: Sawchuk, Alan (Elected: Medicine 6/00);  
P: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis) (Business Faculty Governance Leader);  
P: **Schneider, William** (Elected: At Large 6/01) (Liberal Arts) (Technology Chair);  
A: Seifert, Mark (Elected: At Large 6/00) (Medicine);  
P: **Siegel, Sheldon** (Ex Officio: Interim Dean of Social Work);  
A: Smith, Richard (Elected: Medicine 6/00);  
P: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);  
A: Souch, Catherine (Ex Officio: UFC Representative) (Liberal Arts);  
P: **Spechler, Martin** (Ex Officio: UFC Rep 6/00) (Ex Officio: Executive Committee 6/01) (Liberal Arts);  
N: Stanley, Mary (Ex Officio: UFC Representative 6/01) (University Libraries);  
A: Stocum, David (Ex Officio: Dean of Science);  
P: **Swartz, Darl** (Elected: At Large 6/00) (Medicine);

P: **Touponce, William** (Elected: Liberal Arts 6/00);  
P: **Udry, Eileen** (Elected: Physical Education 6/00);  
P: **Unverzagt, Frederick** (Elected: At Large 6/00) (Medicine);  
A: VanVoorhis, Rebecca (Elected: At Large 6/00) (Social Work);  
P: **Vermette, Rosalie** (Elected: At Large 6/01) (Liberal Arts) (Student Affairs Chair);  
P: **Vessely, Jeffery** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Physical Education);  
P: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00) (Medicine);  
N: Wass, Justin L. (Elected: Medicine 6/00);  
P: **Watt, Jeffrey** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (Science);  
L: West, Karen (Elected: At Large 6/01) (Medicine) -- [via **Scott Engum** (Medicine)];  
A: Wiebke, Eric (Elected: At Large 6/00) (Medicine);  
A: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);  
N: Wilkins, Harriet (Officer: Parliamentarian 6/00) (Elected: At Large 6/00) (Liberal Arts) (Nominating Chair);  
A: Wokeck, Marianne (Elected: At Large 6/01) (Liberal Arts) (Fringe Benefits Chair);  
P: **Yokomoto, Charles** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/01) (Engineering and Technology);  
P: **Yurtseven, H. Oner** (Ex Officio: Dean of Engineering & Technology).

## II. Non-Voting Members (5):

P: **Blake, Pat** (Ex Officio: Senior Academy Representative 6/00) (Nursing);  
A: Lowenkron, Ann (Elected: University College 6/00) (Nursing) (University College Faculty Governance Leader);  
A: Manaloor, Jacob (Ex Officio: Student Assembly President 6/00);  
A: Phillabaum, Melinda (Ex Officio: Staff Council President 6/00) (Business);  
L: Rooney, Patrick (Elected: IUPU Columbus 6/00) (Liberal Arts) -- [via ??].

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

P: **Combs, Terri** (Coordinator for Associate Faculty Affairs);  
P: **Crist, Al** (Associate Vice-Chancellor and Executive Director of Enrollment Services);  
P: **Frisby, David** (Faculty Council Coordinator);  
P: **Grove, Mark** (Registrar);  
P: **Isikbay, Serkis C.** (Dentistry);  
P: **Poffenberger, Ellen** (Assistant Vice-Chancellor for Human Resources);  
P: **Sullivan, Cheryl** (Vice-Chancellor for External Affairs);.

## IV. Partial Guest list (besides everyone above) of Those Attending the Chancellor's 14th "State of the Campus" Address:

**Nan Bohan, Vic Borden, Erv Boschmann, Troy Brown, Nancy Chism, Tina Darling, Garland Elmore, Ralph Gray, Sharon Hamilton, Ali Jafari, John Johnson, Bob Martin, Yvonne Owens, Karen Whitney, and many others.**

[Attachment for FC991202 Minutes]

Indiana University Purdue University Indianapolis (IUPUI)  
**Faculty Council (FC) Meeting**  
IUPUI Conference Center Auditorium (IP): Thursday 3:00 - 4:00 p.m.

### A G E N D A (FC: December 2, 1999)

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Memorial Resolutions (see attachments<sup>1-3</sup>) for Professor Gary Randall Freidenberg (Medicine: Pediatrics), Professor Emeritus Allan Katzberg (Medicine: Anatomy), and Professor Emeritus Sherman Minton (Medicine: Microbiology and Immunology).
- III. Update on Minutes for November 4, 1999 (they will be posted on the web at "<http://www.iupui.edu/~fcouncil/minutes/fc991104html.htm>" when available for approval).
- IV. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- V. President's Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary).
- VI. FC Approval of Revised Version of Change in Wording of Policy Regarding "Exam Policy Related to Final Exam Week" (hardcopy distributed at meeting) -- **Jim Baldwin** (Academic Affairs Chair) [DISCUSSION AND ACTION ITEM: 20 Minutes] (Preliminary Presentation at FC991007).

VII. FC Approval of Amendments to "Faculty/Librarian Review and Enhancement" and "Dismissal Procedures for Tenured Faculty and Librarians" documents (see attachment<sup>5</sup>) -- **Rebecca Porter** (Executive Committee Chair) [DISCUSSION AND ACTION ITEM: 20 Minutes].(Preliminary Presentation at FC991104).

VIII. Overview Concerning the Professional Gender / Ethnicity Pay Equity Study -- **Ellen Poffenberger** (Assistant Vice-Chancellor for Human Resources) [INFORMATION ITEM: 5 Minutes].

IX. Question / Answer Period.

X. Unfinished Business?

XI. New Business?

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

**\*Attachments (not included as part of FC991202 minutes):**

**1** Memorial Resolution for Professor Gary Randall Freidenberg;

**2** Memorial Resolution for Professor Emeritus Sherman Minton;

**3** Memorial Resolution for Professor Emeritus Allan Katzberg;

**4** Amendments to "Faculty/Librarian Review and Enhancement" and "Dismissal Procedures for Tenured Faculty and Librarians" documents.

**Next Faculty Council Meeting: January 13, 2000!**

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

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Indiana University Purdue University Indianapolis  
**Meeting of the IUPUI Faculty Body: Thursday, December 2, 1999**  
IUPUI Conference Center Auditorium (IP): 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 7, 2000!**

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

Indiana University Purdue University Indianapolis  
**Faculty Council Minutes: January 13, 2000**  
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 3:32.

**Agenda Item II: Approval of Minutes for November 4, 1999** (<http://www.iupui.edu/~fcouncil/minutes/fc991104html.htm>), & **December 2, 1999** (<http://www.iupui.edu/~fcouncil/minutes/fc991202html.htm>). The minutes for November and December were approved with no changes.

**Agenda Item III: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).** Bepko called upon Plater to address Spring term enrollments. Plater reported that the head count was down to 25,604 from 26,022 last Spring, a difference of 418 or 1.6%, and that the number of credit hours taught was down to 262,272 from 264,702 last Spring, a difference of 2430 or 0.9%. The complete data is available off the Registrar's website (<http://registrar.iupui.edu/>). He added that this reflects some concern with enrollments given the state's economy, the creation of the community college, and our continued effort to refine our admissions policies and practices. This is the first time in a long time that we've seen a decrease in credit hours. It does affect income for the campus and we need to take appropriate action. This is a fundamentally important transition time regarding the representation of IUPUI to the outside community. It's also an ideal time for us to encourage our colleagues including our staff to represent to the larger community in our conversations how extraordinary IUPUI is as a place to receive an education. To reverse the enrollment trend we need to emphasize student recruitment and retention for the next few years. We are doing better at attracting beginning students.

Bepko supported Plater and also emphasized the need to increase our efforts at influencing students to come or stay – we can make a big difference.

In response to Fredland's contention that we might have partially brought this on ourselves by dismissing greater number of students, Plater said University College dismissed the same this year as last but that our admissions changes might be having an impact. We'll know more next week when the data is analyzed. Still, retention is the key.

Bepko announced that ICHE (Indiana Commission for Higher Education) will meet on campus Friday (Jan 14) and we hope they will approve the recommendation before them to build the Technology Complex Building. If so, construction will begin in the fall.

Next Monday (Jan 17) is the Martin Luther King Jr. holiday and everyone is encouraged to join our tradition of volunteering for community projects on that day from 8 am to 1 pm. We have identified three locations (Martin Luther King Jr. Park, the West Presbyterian Church, and the Day Nursery) to which volunteers will be assigned after meeting that morning at the MADAME Walker Center at 8am for a buffet breakfast. Henry Louis Gates will be our special guest later that day, holding a press conference and meeting with student leaders. There will be the annual Martin Luther King Junior dinner at 7pm in the Indiana Ball Room. Call the Chancellor's office (274-4417) if you are interested in attending -- 625 have signed up so far.

**Agenda Item IV: President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary) [URLs for revised and approved "Faculty/Librarian Review and Enhancement" and "Dismissal Procedures for Tenured Faculty and Librarians" documents: <http://www.iupui.edu/~fcouncil/documents/reviewenhance991202.htm> & <http://www.iupui.edu/~fcouncil/documents/dismissalpolicyiupui991202html.htm>.]** Welcoming everyone back Porter announced that Beth Van Vorst will be joining the coordinator David Frisby to help primarily with Staff Council support but also with Faculty Council during time crunches. It represents a nice move forward for the office.

Porter noted that the URLs are on the agenda for the documents approved in December. The saga continues though since the Trustees will not address their approval until February instead of our anticipated January. No problems are foreseen. The process will be implemented this spring. Implementation is necessary if we are to be compliant with the policy. Our Faculty Governance Leaders need to keep schools' documents moving forward. Everyone should hear more about this from their deans soon.

The Executive Committee has been discussing the challenges facing the faculty regarding faculty governance, including proper participation by the faculty, how to increase effectiveness and efficiency, and how faculty governance works at IUPUI. After an animated discussion the Executive Committee has decided to begin a formal process which will result in a definite outcome – an outside consultant and facilitator will bring together all the appropriate constituencies to question whether we are moving forward in the right direction. More on this will be reported at the February FC meeting.

**Agenda Item V: "Election of Faculty Grievance Mediation Committee and Faculty Board of Review Pool" -- Mary Fisher (Nominating Committee Acting Chair) & Becky Porter (Executive Committee Chair) (slates distributed in advance via email when ready, with**

**hardcopies available at the meeting -- ballots distributed at meeting) [ACTION ITEM].**

Galanti pointed out that since the slate for the Board of Review Pool was not distributed early enough our rules mandate the election for the Board of Review pool be deferred until the February meeting. Mary Fisher, accompanied by Carl Rothe, distributed the ballots for the Mediation Committee. 55 ballots were cast, which did constitute a quorum. Pat Blake, Richard Fredland, Gerald Powers, and William Schneider were elected to the Mediation Committee for the term February 1, 2000 through January 31, 2002. Langsam moved, with Harrington's second, that the ballots be destroyed and the tally sheet kept in the Faculty Council Office. Motion carried.

**Agenda Item VI: "Executive Committee Annual Report on the Number of Unit and At-Large Representatives to Elect to FC for 2000/01 - 2001/02" -- Rebecca Porter (Executive Committee Chair) [INFORMATION ITEM].** Porter noted that the information was reported as called for, and directed that any questions be referred to the coordinator.

**Agenda Item VII: Annual Report of the Affirmative Action Office -- Lillian Charleston (IUPUI Affirmative Action Officer) [INFORMATION ITEM].** Galanti pointed out some information might have had to be excluded due to confidentiality requirements beyond our control.

Charleston noted she was reporting only on complaint activities and that a more complete report might be possible next year. Attached to the agenda are the summary data tables her office provided to Chancellor Bepko and Executive Vice-Chancellor Plater for the past three years. She also distributed a handout giving an overview of the statutes and orders with which the university must comply, such as the Equal Pay Act of 1963, the Civil Rights Act of 1964 (Title VI), Executive Order 11246, and the Americans with Disabilities Act of 1990 (ADA). Her office interacts with the EEOC (U.S. Equal Employment Opportunity Commission), the U.S. Department of Justice, the U.S. Department of Education Office for Civil Rights, and the Indiana Civil Rights Commission. When her office investigates complaints they must consider those laws and the burdens of proof relevant to each particular issue, which is crucial. It is also necessary for her office to stay current on case law, for example, the Supreme Court ruling on age discrimination two days earlier. She personally has been involved in this area of concern for twelve years.

Items are brought to her office in three different ways. An informal inquiry (the first way) is not a complaint and just raises an issue or explores options. The office is constrained from addressing any internal allegation unless an investigation is initiated with a signed complaint form (the second way). Sexual harassment is an exception which legally must be explored whether a complaint is filed or not. Official internal complaints are fully investigated and resolved. Last (the third way), items often come from those external agencies mentioned above. Charges of

discrimination are filed with one of those agencies and her office (with a small staff of three professionals) is responsible for preparing and submitting IU's responses, working in conjunction with legal counsel if litigation becomes involved. Because of the proximity of the State and Federal offices to our campus the number of complaints we receive tend to be higher than PU or IUB.

Her office also holds about thirty annual training sessions, e.g., on how to comply with the Americans with Disabilities Act. Besides training, her office also addresses administrators, faculty, staff, and students, with regard to violations of university policy. Last, regarding IUPUI's mission, the concern of her office is that intolerance is too high and more respect and civility is needed. Compared to other institutions we have more complaints than elsewhere in IU but not any more than comparable urban institutions.

Responding to Fredland, Charleston said the percent of complaints that originate from international students is not significant. Responding to Mannheimer, she declined to guess any figures regarding staff complaints of faculty, but noted that the number against faculty by students with disabilities is rising. Porter commented that the UFC is addressing a civility statement and accommodations for religious observances. Charleston added that the Chancellor's civility statement was the original model which she has shared nationally with other universities. Bepko commented that the newly created diversity cabinet plans to benchmark pertinent data to help establish accountability. His civility statement is being re-issued as part of the new annual and traditional "State of Diversity" address which he will deliver on Martin Luther King Jr. day. Vessely announced that the students will be hosting the second annual civility summit on Friday, March 2<sup>nd</sup>, and that Chancellor Bepko will be the featured speaker.

Schneider asked for the breakdown of complaints as to gender and minorities for both staff and faculty. Noting that the data is based on an October 1<sup>st</sup> snapshot, Charleston hazarded a guess that most of the staff complaints are from females and 25% of them from minorities. Urged by Bepko, Charleston promised to contact Schneider later with the figures he requested. Galanti thanked Charleston for the first of regular annual reports. Porter commented that the original request for annual reports to the FC from the Affirmative Action Office was initiated by the Executive Committee on the model of the annual Board of Reviews report, so she encouraged FC members to please provide feedback on the format and extent of the information so next January's report can be improved.

**Agenda Item VIII: Extended Question / Answer Period.** Fisher commented that her question had already been answered by a handout of the annual report on the faculty distributed at the meeting by Plater. Bepko requested that Plater comment on that report. Plater explained that the FC asked for this annual report many years ago and that it also is based on the October 1<sup>st</sup> snapshot. Noting that the data does not include part-time faculty, he called attention to some

significant changes. Over the five year period 1995-99 the number of female promotions has increased more than male, the number of assistant professors has decreased, the number of research ranks has increased, as has the number of new clinical ranks (due partly to other schools besides Medicine and Dentistry using it), and last, that the number of minorities (especially “other” minorities besides African-American and Hispanic) has also increased, for which he commended those schools responsible in that regard.

Warfel strongly objected to the way the information was presented. Promotions of females to full professor is listed as 10.1% but the data lists an increase to 76 from 65 which in the context of males increasing from 398 to 417, doesn’t really mean that much. Packer (alternate for Meiss) noted that the trend shows less females being promoted to the rank of full professor. Some confusing discussion ensued regarding where librarians are counted and whether all are included. Plater responded there was no intent to spin the data. This is the way the information is kept by university records. He would try though to answer any questions about explaining the data. Bepko noted that IUPUI’s institutional goal is to make progress in the number of females in all categories and one of the focuses of the diversity cabinet will be gender.

J. Keck raised a question about paychecks not being available on January 1<sup>st</sup> which caused some problems with banks. After comments by Grove and Vessely, Bepko promised someone would address the issue at the February FC meeting.

Requested by Schneider to address the Mayor’s plan for a summit on race at IUPUI (at University Place on Saturday, January 29), Bepko replied he would have welcomed the participants but will be out of the country. He recommended though that everyone read the plan, especially the part regarding education. This will be the Mayor’s first of what we hope will be many mayoral events on campus.

Fredland moved for adjournment.

**Agenda Item IX-XI: Unfinished Business, New Business, and Adjournment.** Hearing no fire alarms, Galanti followed Fredland’s move and adjourned the meeting at 4:41.

**Attachments:**

**Attendance Record for January 13, 2000 Faculty Council Meeting;**  
**Agenda for January 13, 2000 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 FC000113 Minutes]

**Attendance Record for FC000113.**

[P = Present; L = Alternate; N = Notice; A = Absent]

**I. Voting Members (109):**

P: **Aguet, Henry** (Elected Herron Art 6/01);  
 P: **Ambrosius, Walter** (Elected: Medicine 6/01);  
 A: Bailey, Darrell (Ex Officio: Director of Music) (Music Faculty Governance Leader);  
 A: Baldwin, James (Elected: At Large 6/01) (UFC Representative 6/01) (University Libraries) (Academic Affairs Chair);  
 A: Banta, Trudy (Ex Officio: Chancellor's Administrative Designee 6/00) (Education);  
 P: **Belcher, Anne** (Elected: Nursing 6/01);  
 P: **Bepko, Gerald** (Officer: Chancellor of IUPUI) (Ex Officio: Chancellor of IUPUI) (Law);  
 A: Berbari, Edward (Elected: Engineering and Technology 6/01);  
 A: Besch, Henry (Ex Officio: UFC Representative 6/00) (Medicine) (Mediation Co-Chair);  
 A: Bippen, Paul (Ex Officio: Dean of IUPU Columbus) (Education);  
 N: Blix, Susanne (Elected: Medicine 6/00);  
 P: **Bostwick, Willard David** (Elected: At Large 6/01) (Engineering and Technology) (Faculty Handbook Chair);  
 P: **Boukai, Benzion** (Elected: Science 6/01) ;  
 A: Broadie, Thomas (Elected: At Large 6/01) (Elected: Medicine 6/01);  
 A: Brown, James W. (Ex Officio: Associate Dean of Journalism) (Journalism Faculty Governance Leader);  
 A: Caldemeyer, Karen (Elected: At Large 6/01) (Medicine);  
 P: **Carr, Lucinda** (Elected: Medicine 6/00);  
 A: Chin, Ray (Elected: Science 6/00);  
 A: Cronin, Blaise (Ex Officio: Dean of Library & Information Science -- IUB);  
 P: **Crowell, Dring** (Elected: Science 6/01);  
 P: **Daniels-Howell, Todd** (Elected: University Libraries 6/01);  
 N: Dunning, Jeremy (Ex Officio: Dean of Continuing Studies -- IUB) (Geological Sciences) (Cont Stud Faculty Gov Leader);  
 P: **Eckerman, Nancy** (Elected: At Large 6/00) (Medical Library);  
 A: Eickmeier, Valerie (Ex Officio: Dean of Herron Art);  
 A: Engum, Scott (Elected: At Large 6/01) (Medicine);  
 A: Evenbeck, Scott (Ex Officio: Dean of University College) (Science);  
 A: Fineberg, Naomi (Ex Officio: Executive Committee 6/01) (Medicine);  
 A: Fineberg, S. Edwin (Ex Officio: UFC Representative 6/00) (Medicine) (Medicine Faculty Governance Leader);  
 P: **Fisher, Mary** (Elected: Nursing 6/01) (Nominating Chair -- Alternate for Wilkins);  
 P: **Fore, Julie** (Elected: At Large 6/01) (Elected: Medicine 6/01) (Medical Library);  
 P: **Fredland, Richard** (Elected: At Large 6/01) (Liberal Arts)';  
 P: **Froehlich, Janice** (Elected: At Large 6/00) (Medicine);  
 P: **Gable, Karen** (Elected: At Large 6/01) (Allied Health Sciences) (Faculty Affairs Chair);  
 P: **Galanti, Paul** (Officer: Vice-President 6/00) (Law);  
 L: Goldblatt, Lawrence (Ex Officio: Dean of Dentistry) – [via **Chris H. Miller** (Dentistry)];  
 P: **Goodine, Linda Adele** (Elected: At Large 6/01) (Art);  
 P: **Gregory, Richard** (Elected: Dentistry 6/00);  
 P: **Gronfein, William** (Elected: Liberal Arts 6/01);  
 A: Guba, Christianne (Elected: At Large 6/01) (Dentistry);  
 P: **Hamant, Celestine** (Elected: Allied Health Sciences 6/01);  
 P: **Harrington, Susan Marie** (Elected: At Large 6/00) (Liberal Arts);  
 A: Holden, Robert (Ex Officio: Dean of Medicine);  
 P: **Hook, Sara Anne** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) ;  
 A: Hoyt, Dolores (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (University Libraries);  
 P: **Isikbay, Serkis** (Elected: Dentistry 6/01);  
 A: Johnson, Eric (Elected: Business 6/01);  
 A: Karlson, Henry (Elected: Law 6/00);  
 P: **Keck, Juanita** (Ex Officio: UFC Representative 6/01) (Nursing);  
 P: **Keck, Robert** (Ex Officio: Executive Committee 6/00) (Science);  
 P: **Kellum, P. Nicholas** (Ex Officio: Dean of Physical Education);  
 P: **Kennedy, Sheila** (Elected: Public & Environmental Affairs 6/00);  
 P: **Langsam, Miriam** (Elected: At Large 6/01) (Liberal Arts);  
 A: Lee, Wei-Hua (Elected: Medicine 6/00);  
 A: Lefstein, Norman (Ex Officio: Dean of Law);  
 A: Leland, Christine (Elected: Education 6/00) (completing Michael Parsons FC9800) (Education FGL);  
 P: **Lewis, David** (Ex Officio: Interim Director of University Libraries);  
 P: **Mannheimer, Steven** (Ex Officio: Executive Committee 6/00) (Herron Art);

P: **Marrs, James A.** (Elected: Medicine 6/00) -- [via **Simon Atkinson** (Medicine)];  
 P: **Martin, Joyce** (Elected: At Large 6/00) (Nursing);  
 P: **McBride, Angela** (Ex Officio: Dean of Nursing);  
 P: **McCarty, Gale** (Elected: Medicine 6/01);  
 P: **McDaniel, Anna** (Elected: At Large 6/00) (Nursing);  
 L: Meiss, Richard (Elected: At Large 6/01) (Elected: Medicine 6/01) – [via **V. Subah Packer** (Medicine)];  
 A: Modibo, Najja (Elected: Continuing Studies 6/00) (Labor Studies);  
 P: **Moore, B. Keith** (Elected: At Large 6/01) (Ex Officio: UFC Representative 6/01) (Dentistry);  
 N: Newton, Nancy (Ex Officio: UFC Representative 6/01) (Liberal Arts);  
 A: Ng, Bart (Elected: At Large 6/01) (Science));  
 P: **Olson, Byron** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Dentistry) ;  
 P: **Perkins, Susan** (Elected: At Large 6/00) (Medicine);  
 A: Pfile, Richard (Elected: Engineering and Technology 6/00);  
 P: **Plater, William** (Ex Officio: Chancellor's Administrative Designee 6/00) (Liberal Arts);  
 P: **Porter, Rebecca** (Officer: President 6/00) (Ex Officio: UFC Representative 6/00) (Allied Health Sciences) (Executive Chair);  
 P: **Powers, Gerald** (Ex Officio: Executive Committee 6/01) (Social Work);  
 A: Queiro-Tajalli, Irene (Elected: Social Work 6/01);  
 P: **Ralston, Rick** (Elected: At Large 6/00) (Medical Library);  
 L: Rhodes, Simon (Elected: At Large 6/01) (Science) – [via **John C. Watson** (Science)];  
 A: Ricchiardi, Sherry (Elected: Journalism 6/01);  
 A: Richwine, Margaret W. (Elected: Medicine 6/00);  
 A: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);  
 A: Russell, Steven (Elected: Liberal Arts 6/00);  
 P: **Saatkamp, Herman** (Ex Officio: Dean of Liberal Arts);  
 A: Sawchuk, Alan (Elected: Medicine 6/00);  
 P: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis) (Business Faculty Governance Leader);  
 P: **Schneider, William** (Elected: At Large 6/01) (Liberal Arts) (Technology Chair);  
 A: Seifert, Mark (Elected: At Large 6/00) (Medicine);  
 P: **Siegel, Sheldon** (Ex Officio: Interim Dean of Social Work);  
 A: Smith, Richard (Elected: Medicine 6/00);  
 P: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);  
 P: **Souch, Catherine** (Ex Officio: UFC Representative) (Liberal Arts);  
 A: Spechler, Martin (Ex Officio: UFC Rep 6/00) (Ex Officio: Executive Committee 6/01) (Liberal Arts);  
 L: Stanley, Mary (Ex Officio: UFC Representative 6/01) (University Libraries) – [via **Jennifer Hehman** (University Libraries)];  
 A: Stocum, David (Ex Officio: Dean of Science);  
 P: **Swartz, Darl** (Elected: At Large 6/00) (Medicine);  
 A: Touponce, William (Elected: Liberal Arts 6/00);  
 P: **Udry, Eileen** (Elected: Physical Education 6/00);  
 P: **Unverzagt, Frederick** (Elected: At Large 6/00) (Medicine) -- [via **Nenette Jessup** (Medicine)];  
 P: **VanVoorhis, Rebecca** (Elected: At Large 6/00) (Social Work);  
 P: **Vermette, Rosalie** (Elected: At Large 6/01) (Liberal Arts) (Student Affairs Chair);  
 P: **Vessely, Jeffery** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Physical Education);  
 P: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00) (Medicine);  
 P: **Wass, Justin L.** (Elected: Medicine 6/00);  
 A: Watt, Jeffrey (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (Science);  
 A: West, Karen (Elected: At Large 6/01) (Medicine);  
 A: Wiebke, Eric (Elected: At Large 6/00) (Medicine);  
 A: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);  
 P: **Wilkins, Harriet** (Officer: Parliamentarian 6/00) (Elected: At Large 6/00) (Liberal Arts) (Nominating Chair);  
 A: Wokeck, Marianne (Elected: At Large 6/01) (Liberal Arts) (Fringe Benefits Chair);  
 P: **Yokomoto, Charles** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/01) (Engineering and Technology);  
 P: **Yurtseven, H. Oner** (Ex Officio: Dean of Engineering & Technology).

## II. Non-Voting Members (5):

A: Blake, Pat (Ex Officio: Senior Academy Representative 6/00) (Nursing);  
 A: Lowenkron, Ann (Elected: University College 6/00) (Nursing) (University College Faculty Governance Leader);  
 A: Manaloor, Jacob (Ex Officio: Student Assembly President 6/00);  
 A: Phillabaum, Melinda (Ex Officio: Staff Council President 6/00) (Business);  
 A: Rooney, Patrick (Elected: IUPU Columbus 6/00) (Liberal Arts).

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

- P: **Charleston, Lillian** (Affirmative Action Officer);  
P: **Combs, Terri** (Coordinator for Associate Faculty);  
P: **Frisby, David** (Faculty Council Coordinator);  
P: **Gray, Ralph** (Liberal Arts: History) (Emeritus);  
P: **Grove, Mark** (Registrar);  
P: **Lorentz, Donald** (UITs Audio Engineer: Recorder);  
P: **MacKinnon, Joyce** (Allied Health Sciences);  
P: **Rothe, Carl** (Medicine) (Constitution Chair);

**[Attachment for FC000113 Minutes]**

Indiana University Purdue University Indianapolis (IUPUI)  
**Faculty Council (FC) Meeting**  
Dental School Building, Room S115 (DS 115): Thursday, 3:30 - 5:30 p.m.

**A G E N D A (FC: January 13, 2000)**

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Approval of Minutes for November 4, 1999, & December 2, 1999 (see attachment<sup>1</sup> for November and also on web at <http://www.iupui.edu/~fcouncil/minutes/fc991104html.htm> -- December will be emailed and posted at "<http://www.iupui.edu/~fcouncil/minutes/fc991202html.htm>" when ready, with hardcopies available at the meeting).
- III. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- IV. President's Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary) [URLs for revised and approved "Faculty/Librarian Review and Enhancement" and "Dismissal Procedures for Tenured Faculty and Librarians" documents: <http://www.iupui.edu/~fcouncil/documents/reviewenhance991202.htm> & <http://www.iupui.edu/~fcouncil/documents/dismissalpolicyiupui991202html.htm>.]
- V. "Election of Faculty Grievance Mediation Committee and Faculty Board of Review Pool" -- **Mary Fisher** (Nominating Committee Acting Chair) & **Becky Porter** (Executive Committee Chair) (slates distributed in advance via email when ready, with hardcopies available at the meeting -- ballots distributed at meeting) [ACTION ITEM].
- VI. "Executive Committee Annual Report (see attachment<sup>2</sup>) on the Number of Unit and At-Large Representatives to Elect to FC for 2000/01 - 2001/02 -- **Rebecca Porter** (Executive Committee Chair) [INFORMATION ITEM].
- VII. Annual Report of the Affirmative Action Office (see attachment<sup>3</sup>) -- **Lillian Charleston** (IUPUI Affirmative Action Officer) [INFORMATION ITEM].
- VIII. Extended Question / Answer Period [Questions submitted in advance for Chancellor Bepko, President Porter or others, and addressed to [fcouncil@iupui.edu](mailto:fcouncil@iupui.edu) (or UN 403 or Fax 274-2970) are strongly encouraged].
- IX. Unfinished Business?
- X. New Business?
- XI. Adjournment.

**\*Attachments (not included as part of FC000113 minutes):**

<sup>1</sup> Unapproved Faculty Council Minutes for November 4th, 1999 (synoptic);

<sup>2</sup> Executive Committee Annual Report on the Number of Unit and At-Large Representatives to Elect to FC for 2000/01 - 2001/02;

<sup>3</sup> Annual Report of the Affirmative Action Office.

[Coming & available at the meeting: Minutes for Dec 2, 1999, and Slate for election]

**Next Faculty Council Meeting: February 3, 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: February 3, 2000**  
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, noted that a quorum (of at least 55) was present, and announced that President Porter was unavoidably absent due to her necessary presence at a professional meeting in New Orleans (American Physical Therapy Association), as a Treasurer trying to explain a budget deficit to the Executive Committee. [Laughter.]

**Agenda Item II: Update on Minutes for January 13, 2000 (distributed via email and posted on web at <http://www.iupui.edu/~fcouncil/minutes/fc000113html.htm>" when ready).** Galanti reported that the January minutes were complete but not yet through the editing process. They will be emailed and posted when ready, and approved at the March meeting.

**Agenda Item III: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).** Bepko called upon Robert Martin (Vice-Chancellor Administration and Finance) to address the issue raised the previous meeting (FC000113) concerning the direct deposit of monthly paychecks for January 1<sup>st</sup> of 2000. Martin reported that the normal distribution of payroll for January has always been the first working day of the new year (January 3<sup>rd</sup> in this case) so that it becomes part of the new year's earnings (2000 in this case) and not the previous year's (1999). Deans, directors, and departments are notified in December that this will occur. In any other case besides January, if the first falls on a Saturday or Sunday, the payroll is posted on the previous Friday. This is not permitted in the case of January because the earnings would be reflected for the wrong year. So, proper procedures were followed, and notice was given in the Jagnews. Saatkamp commented that the problem was with the banks which made some individuals pay penalties. Martin responded that the university did its job right but that it can't dictate to the banks so the problem was out of their hands.

Bepko reported on some changes to the landscape of the campus. The grand opening of the new building that will house the new Herron Sculpture and Ceramics Facility on Stadium Drive (the best in the world of its kind) was last night (Goodine and Mannheimer were there). It represents the first step in moving the Herron School of Art onto the campus. Everyone was strongly encouraged to stop by and check out for themselves the magnificence of the building (inside and outside). The Herron faculty were congratulated. Jonathan Hess, a well known Indianapolis based

architect, has been put under contract to do the redesign of the [old law school] building for the Herron School of Art to move into. We expect from him a dramatic architectural statement for two reasons: first, so that the newly redesigned building can become part of the Arts and Culture Corridor and be seen as equal in grandeur to the new buildings of the Historical Society, the Eiteljorg Museum, the State Museum, and the NCAA facilities, but also so that no one will be tempted to refer to it as the old law school building. Referring to IUPUI as “ooey-pooey” or to the new Herron School of Art facility as the “old law school building” will be strictly prohibited as politically incorrect. [Laughter.]

ICHE (Indiana Commission for Higher Education) met here on campus a couple of weeks ago and approved the new Technology Complex to be built at the southwest corner of the intersection of Michigan and West Streets. Construction of the Center for Young Children (earlier known as the Child Care Center) is underway with a Fall 2000 opening anticipated. Progress is being made on the new Student Center (advertised as Project 2000), at the southwest corner of the intersection of Michigan Street and University Boulevard, as well as on the new Student Housing, with RFPs (Requests for Proposals) for it hopefully issued sometime in March.

Planning sessions for the budget are now underway and will be ongoing throughout February. The process is about a quarter complete and includes working with the FC Budgetary Affairs and Campus Planning Committees.

A new tradition was begun. As stated in the “State of the Campus” address in December, the Chancellor presented the “State of Diversity” message on Martin Luther King Jr. day (January 17<sup>th</sup>). The diversity message addresses the creation of the new Diversity Cabinet [Chair Gerald Bepko (Chancellor), Vice Chair Lillian Charleston (Affirmative Action Officer), Vice Chair Paula Parker-Sawyers (Special Assistant to the Chancellor for Diversity), Amelia Clark (Student Life and Diversity Programs), Paul Galanti (Law), Sam Jones (Indianapolis Urban League President), Louis Lopez (Public Policy and Community Response Director), Angela McBride (Nursing Dean), Lynda Means (Medicine Assistant Dean), Charlie Nelms (IU Vice President for Student Development and Diversity), William Plater (Executive Vice Chancellor and Dean of the Faculties), Ellen Poffenberger (Assistant Vice Chancellor for Human Resources), Kimberly Quaid (Office of Women Director), Herman Saatkamp (Liberal Arts Dean), William Shrewsbury Jr. (Indianapolis Deputy Mayor), Sheldon Siegel (Social Work Interim Dean), Brent Wake (Black Student Union), and Karen Whitney (Vice Chancellor for Student Life and Diversity)]. A few copies of “IUPUI: State of Diversity” (which includes the message and the cabinet members) were made available for distribution.

Yesterday (Feb 2), a session was held of the Campus Board of Advisors, and even though the “State of the Campus” address was given December 2<sup>nd</sup>, the board suggested they host a “Public State of the Campus” address by the Chancellor at their March 1<sup>st</sup> regular meeting (IUPUI

Conference Center), inviting the Boards of Advisors of all the schools at IUPUI. All of the public bodies that are part of the constellation that is IUPUI, as well as the constellation of all the external groups that convene to help and advise IUPUI, will be invited also. The Campus Board of Advisors also suggested an annual public address for each year of the Campaign for IUPUI, beginning with 2000, as a means of reporting to the community, even though the public phase of the campaign will not be announced for another twenty months. It will be a way of inviting the university community and the public to think about the degree to which private support should be a part of the plan for this campus in the future, and to encourage public support for the campaign, the early successes of which have already been reported. For an update from the IU Foundation on the "Campaign for IUPUI" including new gift income plus the continuing public support, \$119 million have been raised as of the end of June 1999, while as of the end of December 1999 \$222 million have accumulated. Everyone involved is encouraged that the goal may be raised even higher than we had anticipated.

Bepko responded to Spechler's question of the impact of Herron's move on campus parking, first by noting that the campus is striving for parking equilibrium with some new surface parking created and two new garages being planned (one holding 1000 vehicles at the northwest corner of the intersection of Michigan and Blackford Streets, across from the Mary Cable Building, and another underground one holding 800 vehicles in roughly the middle of the superblock bounded by New York, West, Michigan, and Blackford Streets), and second by calling on our parking czar, Bob Martin, who added that with the two garages a net gain of 700 parking spots is expected. Bepko then noted that first priority has been given on the capital list for the 2001 Indiana General Assembly to the construction of the Communications Technology Complex building. Plans for this are going forward because we have the funds for the planning, and phase two, the demolition and replacement of the Mary Cable Building, will be able to begin right away if the Assembly funds it. He expressed hope of strolling one afternoon in about 2003 to watch its demolition, finally. [Applause.] Returning to Spechler's topic, Bepko noted that as our parking generally moves from inexpensive surface parking to expensive garage or underground parking, our discussion needs to turn to the convenience of the students of the 21<sup>st</sup> century urban campus with an assurance they can get here and park, especially given the likely future of the state of transit in Indianapolis. If we are to be a student-friendly campus, then the state of Indiana should assist with the financing, instead of following the old policy of insisting that IU always pay for its own parking arrangements.

**Agenda Item IV: President's Report: Paul Galanti (IUPUI Faculty Vice-President, representing Rebecca Porter, IUPUI Faculty President).** Reporting for Porter, Galanti told the FC to anticipate for March the report from the Grievance Task Force (chaired by Warfel) which will be recommending substantial Bylaws changes. The Task Force is also developing a handbook to facilitate the functioning of Boards of Review.

The Indianapolis Star newspaper reported a change in the IU admissions policy (meaning IUB's), which now requires students to disclose past criminal or disciplinary history. A new statement has been added to the IUB admission applications. The UFC (University Faculty Council) will deal with this primarily but our Academic Affairs Committee is also looking at the wording and its implications.

The UFC will meet next week (Feb 8) at IUB. Four items on the agenda are worth noting. First, Judith Palmer (IU Chief Financial Officer) will present an update on the 18/20 plan and inform UFC members of the status of the actions being taken to address its financial drain. Second, the Co-Chairs of the UFC Faculty Affairs Committee (Karen Gable and Ted Miller) will present information which Gable will preview for the FC later in this meeting. Third and fourth, the Co-Chairs of the UFC Affirmative Action Committee (Paul Eisenberg and Gail Williamson) will present a "Statement on Civility" based on Chancellor Bepko's earlier statement, as well as a "Policy on Accommodations for Religious Observances" which formalizes the practice of accommodation for students. Copies of each of these were provided at the back of the room. If the UFC adopts the latter policy IUPUI will need to create and implement its own campus procedures.

Porter hopes to announce at FC000302 that the IU Trustees accepted IUPUI's "Review and Enhancement Document" and the changes made in dismissal procedures at their February 24<sup>th</sup> meeting here on campus. The faculty and librarians of each academic unit should be working with their deans to make the appropriate changes in procedures, especially as to defining what constitutes "unsatisfactory performance." Galanti then requested, in Porter's name, any tough probing questions.

In response to Spechler's question referring to a memo to the deans from Executive Vice-Chancellor Plater, and regarding the possible outcome of a hypothetical refusal of the faculty of an academic unit to comply with Dean Plater's mandatory revisions in a school's policy for implementing post-tenure review, Galanti acknowledged the importance of Spechler's scenario, but stated that such a decision to question a standard coming from Plater's office would become an administrative matter but would not stop this process, which he noted began a number of years ago at the concern of the faculty to help prompt needy colleagues. Given Plater's absence (who with his growing national reputation for his publications was also out of state attending the American Association for Higher Education to speak on national service and service learning), Bepko volunteered to comment for him and suggested that if a problem emerged such that some patterns conflicted with the implementation then the administration and faculty would likely talk and find some means of accommodation. He noted that the implementation will probably create some conflict, while stressing that the intention is not to revolutionize what has already been working well, but contended the process has been well-crafted so as to focus on faculty development and to create and sustain conditions of collegiality, accommodating the problems

that have been seen before with review mechanisms, but helping those who have possibly drifted but who welcome the assistance to rise to higher levels.

**Agenda Item V: "Election of Faculty Board of Review Pool" -- Mary Fisher (Nominating Committee Acting Chair) (ballots distributed at meeting) [ACTION ITEM].** Wilkins, returning as Nominating Committee Chair, distributed the ballots to elect ten of the fifteen nominees, and then collected them assisted by Ng. Sixty-three ballots were cast and the following ten individuals were elected to the Board of Review Pool for the term February 1, 2000 through January 31, 2002: Michael Burke, Gayle Cox, Naomi Fineberg, Karen Gable, Vania Goodwin, Florence Juillerat, B. Keith Moore, Judith Richter, Patricia Wittberg, and Enid Zwirn. Wilkins then moved with Langsam's second that the ballots be destroyed and the tally sheet kept in the Faculty Council Office. Motion carried.

**Agenda Item VI: Presentation of Proposed Changes to the Constitution – Carl Rothe (Chair of the Constitution and Bylaws Committee) [INFORMATION AND DISCUSSION ITEM: 25 Minutes].** Rothe presented the proposed changes to the Constitution of the IUPUI Faculty, aiming for a vote of approval at FC000302 because 50 days are necessary after that for approval by the faculty body before the changes may be implemented. Using the attached flow chart Rothe explained the overall amendment process with an eye to ensuring the vote of those with only ten month appointments. He noted that changes in the Bylaws need to be approved only by the FC and not the entire faculty body. Rothe explained the details of each change and opened the floor for discussion while so doing.

In response to Langsam's question of why four weeks are necessary to get the approval of the faculty body, Rothe said that allows for about one week to get the proposed amendments in campusmail, one week to get it to the entire faculty body, one week for them to get it back in the campusmail, and one week for it to arrive back at the Faculty Council Office. In response to Langsam's suggestion that Article VI.B.4 be switched in order with VI.B.3 Rothe said the idea looked good and he would take it and the considerable other suggestions back to the Constitution and Bylaws Committee for their consideration. Some discussion ensued on when precisely the academic year ends. Langsam suggested it is commencement (on Mother's Day). Fore suggested always attempting to keep the wording very general and not specific so the necessity to amend the constitution is kept to a minimum. Some discussion ensued on the changes proposed with regard to FC members sending alternates to the meetings. Rothe noted the principle behind the changes is to permit no more than one vote to any one person present at the meeting. Considerable discussion ensued around the topic of faculty who also have administrative appointments after Rothe explained the proposed changes on eligibility for the Executive Committee (due to the need to expand the pool from which to draw). Rothe emphasized the importance of the Executive Committee: it sets the agenda for the FC, appoints members to the standing committees, constitutes boards of review, and advises the administration, among other

things. The question was raised about the precise definition of an administrative appointment, what it includes and does not include [President (IRKX), Vice-President (IRQX), Associate Vice-President (IRSX), Assistant Vice-President (IRHX), Chancellor (IRCX), Vice-Chancellor (IRDY), Associate Vice-Chancellor (IRGX), Assistant Vice-Chancellor (IRHX), Dean (IR1X), Associate Dean (IR2X), Assistant Dean (IR3X), Chair (IR4X), and Director (IR5X)]. Mannheimer commented on the evolving nuances between the “academic” and the “administrative” but stressed that certain individuals with administrative appointments should not be passing judgments on or speaking for the faculty. Warfel suggested doing without the language and letting the Nominating Committee use their best judgment, which Rothe also supported. Both Saatkamp and McBride spoke against the use of “full-time” at Article IV.F.2. McBride spoke of the need for administrators who never lose sight of the importance of faculty responsibilities. Besch reiterated the need to expand the pool from which to draw potential candidates.

Before closing, Rothe noted that the changes in the Bylaws that will be proposed at the next FC meeting, including some from the Grievance Task Force (chaired by Warfel) and others regarding the Athletics and Campus Planning Committees, might involve changes in names (eg, the name of the Mediation Committee) that will in turn require changes in the Constitution for the sake of consistency. He requested and received agreement from the FC that the Constitution automatically reflect those changes without the need for further approval.

**Agenda Item VII: “Emeritus Policy” – Karen Gable (Faculty Affairs Chair) [DISCUSSION AND VOTE ITEM: 15 Minutes].** Gable stated that no policy on emeritus faculty currently existed and that the use of the title is inconsistent across the schools. The Faculty Affairs Committee gathered information on the use of the title from universities across the nation and now unanimously supported this policy. She then read portions of the proposed policy and made a few comments before opening the topic for discussion.

Meiss suggested item three under eligibility reflect the notion of contributions to “and/or on behalf of” the university, to which Gable agreed, and pointed to potential conflicts with the prohibition from receiving grant monies. McBride added that the prohibition amounts to shooting ourselves in the foot, and contended we should not let the emeritus status interfere with bringing in grant monies. Rhodes noted that once one receives the title and subsequently becomes independent they can walk away. He also expressed concern over the possibility that an emeritus faculty member could hold a chair. Gable commented that what they had in mind were exceptional cases. Bepko commented that if a faculty member retires, his department is free to utilize them as long as 18/20 is not violated, and spoke against any policy regulating that privilege regardless of the emeritus policy. He added that the list of privileges is unclear because some are already rights. In anticipation of problematic cases, Warfel held new wording is necessary to remove the ambivalence between privileges and rights. Saatkamp suggested adding

“as long as not in conflict with retirement plans” and asked if those who have already received the title would be grandfathered. Gable affirmed they would. As one working on 18/20 through UFC, Besch confirmed a problem exists. Bepko added that another problem exists under eligibility with regard to the phrase “eligible to end their academic employment” because one is always so eligible. N. Fineberg pointed out that faculty and staff retirees already receive network privileges. Schmenner suggested adding the power to revoke the title. Saatkamp suggested adding a “date effective” to the policy to exclude those already retiring this year. Galanti closed the discussion with no consideration of a vote. He told Gable to take the proposed policy back to the committee for reworking and to return again at the March meeting requesting approval. At her request, the FC confirmed for Gable that the committee is headed in the right direction. She agreed to return for the next meeting with a new version and thanked everyone for their many suggestions and insights.

**Agenda Item VIII: Update on (UFC) Classification of Academic Personnel and Policies on NTTF (Non-Tenure-Track Faculty) – Karen Gable (UFC Faculty Affairs Co-Chair)**

**[INFORMATION AND DISCUSSION ITEM: 10 Minutes].** Maintaining the podium, Gable stated that this next issue is a serious concern. Using the overhead, she referred to the latest draft of a taxonomy (also distributed at the meeting) that classified all of the academic appointments and titles including the new ones that the UFC Faculty Affairs Committee will be suggesting for adoption. Giving a quick overview, she explained there are “tenure-track” (I.), “non-tenure-track” (II.), and “honorary” appointments (III.). The committee will not be suggesting any changes to tenure-track or honorary appointments (I. or III. ). Under the category of non-tenure-track appointments (II), there are “lecturer” (A), “clinical” (B), “acting, visiting, and adjunct” (C.1-3), “research” (D), “specialists” (E), and “student” (F) appointments. The committee will primarily be suggesting the use of the “A” and “C” categories, “A” referring to lecturers, or, at the option of the school, senior lecturers, and “C” referring to those who are (1) “acting” (less than two years), (2) “visiting” (less than two years), or (3) “adjunct” (those who are principally employed elsewhere (3.a), those employed principally by the university but for whom teaching is not an appropriate responsibility (3.b), or those who are faculty from another unit but who deserve a courtesy appointment in a second (3.c)). Before opening the floor for discussion, Gable added that the intent of the suggested classification was to create a framework usable by all of IU, or at least adaptable to each campus.

Goodine pointed out a case not covered by the taxonomy (½ administrative and ½ adjunct). Gable agreed to have the committee address the case. Meiss drew the conclusion that non-tenure-track faculty per se will no longer exist. Gable agreed to have the committee consider that conclusion. Rothe noted there are about 150 researchers (scientists or scholars) who have no guarantee of employment. Warfel confirmed that group (IR94-IR97) also needs help but suggested the classification needs acceptance first. Gable confirmed for Rothe that part-time assistant professors will be phased out and that “part-time” will become merely a descriptive term.

Discussion ensued on the possibility of non-tenure-track part-time assistant professors. Warfel noted this new classification make it possible to have a tenured probationary assistant professor who is not eligible for the FC. Vermette noted that what have been called Graduate School Teaching Assistants are called Student Appointments in this document. Harrington noted a possible problem with adjunct appointments in the interdisciplinary programs. Gable admitted more need of polishing, especially as concerns participation in faculty governance. She noted the document comes before the UFC next Tuesday (Feb 8) for discussion and possibly for an acceptance in principle. Comments sent to Sara Hook, Joyce Martin, Kathleen Warfel, or herself were welcomed and would be appreciated.

**Agenda Item IX: Question / Answer Period.** Responding to a question sent by email concerning the reason our bookstores charge sales tax, Bepko stated the law can't have Follet's charging but not us.

**Agenda Items X-XII: Unfinished or New Business and Adjournment.** Wondering whether the agenda should include an item on "things in the works" as it once did, and hearing no new business, Galanti adjourned the meeting at 5:25 pm.

**Attachments:**

**Attendance Record for February 3, 2000 Faculty Council Meeting;**

**Agenda for February 3, 2000 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 FC000203 Minutes]

**Attendance Record for FC000203.**

[P = Present; L = Alternate; N = Notice; A = Absent]

**I. Voting Members (109):**

P: **Aguet, Henry** (Elected Herron Art 6/01);

P: **Ambrosius, Walter** (Elected: Medicine 6/01);

A: Bailey, Darrell (Ex Officio: Director of Music) (Music Faculty Governance Leader);

P: **Baldwin, James** (Elected: At Large 6/01) (UFC Representative 6/01) (University Libraries) (Academic Affairs Chair);

P: **Banta, Trudy** (Ex Officio: Chancellor's Administrative Designee 6/00) (Education);

P: **Belcher, Anne** (Elected: Nursing 6/01);

P: **Bepko, Gerald** (Officer: Chancellor of IUPUI) (Ex Officio: Chancellor of IUPUI) (Law);

P: **Berbari, Edward** (Elected: Engineering and Technology 6/01);

P: **Besch, Henry** (Ex Officio: UFC Representative 6/00) (Medicine) (Mediation Co-Chair);

A: Bippen, Paul (Ex Officio: Dean of IUPU Columbus) (Education);

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

A: Bostwick, Willard David (Elected: At Large 6/01) (Engineering and Technology) (Faculty Handbook Chair);

A: Boukai, Benzion (Elected: Science 6/01) ;

A: Broadie, Thomas (Elected: At Large 6/01) (Elected: Medicine 6/01);

A: Brown, James W. (Ex Officio: Associate Dean of Journalism) (Journalism Faculty Governance Leader);

P: **Caldemeyer, Karen** (Elected: At Large 6/01) (Medicine);

P: **Carr, Lucinda** (Elected: Medicine 6/00);

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

A: Cronin, Blaise (Ex Officio: Dean of Library & Information Science -- IUB);  
P: **Crowell, Dring** (Elected: Science 6/01);  
P: **Daniels-Howell, Todd** (Elected: University Libraries 6/01);  
N: Dunning, Jeremy (via Judy Wertheim, Acting Dean Spring 2000) (Ex Officio: Dean of Cont St -- IUB) (Geo Sci) (Cont St Fac Gov Leader);  
P: **Eckerman, Nancy** (Elected: At Large 6/00) (Medical Library);  
A: Eickmeier, Valerie (Ex Officio: Dean of Herron Art);  
P: **Engum, Scott** (Elected: At Large 6/01) (Medicine);  
P: **Evenbeck, Scott** (Ex Officio: Dean of University College) (Science);  
P: **Fineberg, Naomi** (Ex Officio: Executive Committee 6/01) (Medicine);  
P: **Fineberg, S. Edwin** (Ex Officio: UFC Representative 6/00) (Medicine) (Medicine Faculty Governance Leader);  
A: Fisher, Mary (Elected: Nursing 6/01) (Nominating Chair -- Alternate for Wilkins);  
P: **Fore, Julie** (Elected: At Large 6/01) (Elected: Medicine 6/01) (Medical Library);  
P: **Fredland, Richard** (Elected: At Large 6/01) (Liberal Arts);  
A: Froehlich, Janice (Elected: At Large 6/00) (Medicine);  
P: **Gable, Karen** (Elected: At Large 6/01) (Allied Health Sciences) (Faculty Affairs Chair);  
P: **Galanti, Paul** (Officer: Vice-President 6/00) (Law);  
L: Goldblatt, Lawrence (Ex Officio: Dean of Dentistry) – [via **Donald R. Tharp** (Dentistry)];  
P: **Goodine, Linda Adele** (Elected: At Large 6/01) (Art);  
P: **Gregory, Richard** (Elected: Dentistry 6/00);  
P: **Gronfein, William** (Elected: Liberal Arts 6/01);  
A: Guba, Christianne (Elected: At Large 6/01) (Dentistry);  
P: **Hamant, Celestine** (Elected: Allied Health Sciences 6/01);  
P: **Harrington, Susan Marie** (Elected: At Large 6/00) (Liberal Arts);  
N: Hart, Stuart (Elected: Education 6/00) (completing C. Leland's completion of M. Parsons 9800) (Education FGL);  
A: Holden, Robert (Ex Officio: Dean of Medicine);  
N: Hook, Sara Anne (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) ;  
P: **Hoyt, Dolores** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (University Libraries);  
P: **Isikbay, Serkis** (Elected: Dentistry 6/01);  
L: Johnson, Eric (Elected: Business 6/01) – [via **Robert W. Jamison** (?) (Business)];  
A: Karlson, Henry (Elected: Law 6/00);  
A: Keck, Juanita (Ex Officio: UFC Representative 6/01) (Nursing);  
A: Keck, Robert (Ex Officio: Executive Committee 6/00) (Science);  
A: Kellum, P. Nicholas (Ex Officio: Dean of Physical Education);  
A: Kennedy, Sheila (Elected: Public & Environmental Affairs 6/00);  
P: **Langsam, Miriam** (Elected: At Large 6/01) (Liberal Arts);  
P: **Lee, Wei-Hua** (Elected: Medicine 6/00);  
A: Lefstein, Norman (Ex Officio: Dean of Law);  
P: **Lewis, David** (Ex Officio: Interim Director of University Libraries);  
P: **Mannheimer, Steven** (Ex Officio: Executive Committee 6/00) (Herron Art);  
P: **Marrs, James A.** (Elected: Medicine 6/00) -- [via **Simon Atkinson** (Medicine)];  
P: **Martin, Joyce** (Elected: At Large 6/00) (Nursing);  
P: **McBride, Angela** (Ex Officio: Dean of Nursing);  
L: McCarty, Gale (Elected: Medicine 6/01) – [via **Pat Blake** (Senior Academy) (Nursing)];  
P: **McDaniel, Anna** (Elected: At Large 6/00) (Nursing);  
P: **Meiss, Richard** (Elected: At Large 6/01) (Elected: Medicine 6/01);  
A: Modibo, Najja (Elected: Continuing Studies 6/00) (Labor Studies);  
P: **Moore, B. Keith** (Elected: At Large 6/01) (Ex Officio: UFC Representative 6/01) (Dentistry);  
A: Newton, Nancy (Ex Officio: UFC Representative 6/01) (Liberal Arts);  
P: **Ng, Bart** (Elected: At Large 6/01) (Science);  
P: **Olson, Byron** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Dentistry) ;  
P: **Perkins, Susan** (Elected: At Large 6/00) (Medicine);  
P: **Pfile, Richard** (Elected: Engineering and Technology 6/00);  
N: Plater, William (Ex Officio: Chancellor's Administrative Designee 6/00) (Liberal Arts);  
N: Porter, Rebecca (Officer: President 6/00) (Ex Officio: UFC Representative 6/00) (Allied Health Sciences) (Executive Chair);  
P: **Powers, Gerald** (Ex Officio: Executive Committee 6/01) (Social Work);  
P: **Queiro-Tajalli, Irene** (Elected: Social Work 6/01);  
P: **Ralston, Rick** (Elected: At Large 6/00) (Medical Library);  
L: Rhodes, Simon (Elected: At Large 6/01) (Science) – [via **Martin Bard** (Science)];  
A: Ricchiardi, Sherry (Elected: Journalism 6/01);  
P: **Richwine, Margaret W.** (Elected: Medicine 6/00);

A: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);  
P: **Russell, Steven** (Elected: Liberal Arts 6/00);  
P: **Saatkamp, Herman** (Ex Officio: Dean of Liberal Arts);  
A: Sawchuk, Alan (Elected: Medicine 6/00);  
P: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis) (Business Faculty Governance Leader);  
A: Schneider, William (Elected: At Large 6/01) (Liberal Arts) (Technology Chair);  
A: Seifert, Mark (Elected: At Large 6/00) (Medicine);  
P: **Siegel, Sheldon** (Ex Officio: Interim Dean of Social Work);  
A: Smith, Richard (Elected: Medicine 6/00);  
A: Sothmann, Mark S. (Ex Officio: Dean of Allied Health Sciences);  
A: Souch, Catherine (Ex Officio: UFC Representative) (Liberal Arts);  
P: **Spechler, Martin** (Ex Officio: UFC Rep 6/00) (Ex Officio: Executive Committee 6/01) (Liberal Arts);  
P: **Stanley, Mary** (Ex Officio: UFC Representative 6/01) (University Libraries);  
A: Stocum, David (Ex Officio: Dean of Science);  
A: Swartz, Darl (Elected: At Large 6/00) (Medicine);  
P: **Touponce, William** (Elected: Liberal Arts 6/00);  
P: **Udry, Eileen** (Elected: Physical Education 6/00);  
A: Unverzagt, Frederick (Elected: At Large 6/00) (Medicine) -- [via **Netette Jessup** (Medicine)];  
P: **VanVoorhis, Rebecca** (Elected: At Large 6/00) (Social Work);  
P: **Vermette, Rosalie** (Elected: At Large 6/01) (Liberal Arts) (Student Affairs Chair);  
N: Vessely, Jeffery (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Physical Education);  
P: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00) (Medicine);  
P: **Wass, Justin L.** (Elected: Medicine 6/00);  
A: Watt, Jeffrey (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (Science);  
A: West, Karen (Elected: At Large 6/01) (Medicine);  
A: Wiebke, Eric (Elected: At Large 6/00) (Medicine);  
A: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);  
P: **Wilkins, Harriet** (Officer: Parliamentarian 6/00) (Elected: At Large 6/00) (Liberal Arts) (Nominating Chair);  
P: **Woheck, Marianne** (Elected: At Large 6/01) (Liberal Arts) (Fringe Benefits Chair);  
A: Yokomoto, Charles (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/01) (Engineering and Technology);  
A: Yurtseven, H. Oner (Ex Officio: Dean of Engineering & Technology).

## II. Non-Voting Members (5):

P: **Blake, Pat** (Ex Officio: Senior Academy Representative 6/00) (Nursing);  
A: Manaloor, Jacob (Ex Officio: Student Assembly President 6/00);  
A: Phillabaum, Melinda (Ex Officio: Staff Council President 6/00) (Business);  
P: **Rooney, Patrick** (Elected: IUPU Columbus 6/00) (Liberal Arts);  
P: **Webb, Dorothy** (completing Ann Lowenkron's term, as of Jan 19, 00) (Elected: University College 6/00) (Univ College FGL).

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

P: **Combs, Terri** (Coordinator for Associate Faculty);  
P: **Crist, Al** (Enrollment Services);  
P: **Frisby, David** (Faculty Council Coordinator);  
P: **Grove, Mark** (Registrar);  
P: **Heck, David A.** (Elected: Medicine 6/02) (Guest until 9/00);  
P: **Lorentz, Donald** (UITS Audio Engineer: Recorder);  
P: **Martin, Robert** (Vice-Chancellor for Administration and Finance);  
P: **Rothe, Carl** (Medicine) (Constitution Chair);

[Attachment for FC000203 Minutes]

Indiana University Purdue University Indianapolis (IUPUI)  
**Faculty Council (FC) Meeting**  
Dental School Building, Room S115 (DS 115): Thursday, 3:30 - 5:30 p.m.

## A G E N D A (FC: February 3, 2000)

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

- II. Update on Minutes for January 13, 2000 (distributed via email and posted on web at <http://www.iupui.edu/~fcouncil/minutes/fc000113html.htm> when ready).
- III. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- IV. President's Report: **Paul Galanti** (IUPUI Faculty Vice-President, representing Rebecca Porter, IUPUI Faculty President).
- V. "Election of Faculty Board of Review Pool" -- **Mary Fisher** (Nominating Committee Acting Chair) (see slate attached<sup>1</sup> -- ballots distributed at meeting) [ACTION ITEM].
- VI. Presentation of Proposed Changes to the Constitution (see attachment<sup>2</sup>) – **Carl Rothe** (Chair of the Constitution and Bylaws Committee) [INFORMATION AND DISCUSSION ITEM: 25 Minutes].
- VII. “Emeritus Policy” (see attachment<sup>3</sup>) – **Karen Gable** (Faculty Affairs Chair) [DISCUSSION AND VOTE ITEM: 15 Minutes].
- VIII. Update on (UFC) Classification of Academic Personell and Polices on NTTF (Non-Tenure-Track Faculty) – **Karen Gable** (UFC Faculty Affairs Co-Chair) [INFORMATION AND DISCUSSION ITEM: 10 Minutes].
- IX. Question / Answer Period.
- X. Unfinished Business?
- XI. New Business?
- XII. Adjournment [Remember to sign the attendance sheet!].

**\*Attachments (not included as part of FC000203 minutes):**

<sup>1</sup> Slate for the Election of the Faculty Board of Review Pool (for term Feb 1, 2000 through Jan 31, 2002);

<sup>2</sup> Proposed Changes to the Constitution;

<sup>3</sup> “Emeritus Policy.”

**Next Faculty Council Meeting: March 2, 2000!**

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

Indiana University Purdue University Indianapolis  
**Faculty Council Minutes: March 2, 2000**  
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 pm.

**Agenda Item II: Approval of the Minutes for January 13, 2000 and February 3, 2000** (posted on web at <http://www.iupui.edu/~fcouncil/minutes/fc000113html.htm>" and <http://www.iupui.edu/~fcouncil/minutes/fc000203html.htm>). Langsam moved with McCarty's second that the minutes of Jan. 13 and Feb. 3 be approved with no changes. Motion carried.

**Agenda Item III: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).** As part of his report, Bepko called upon Vince Sheehan (UIITS Director) to give some background on security measures and to address the recent computer attacks. Sheehan distributed a handout titled "Hackers" which explained the type of the recent attacks called "denial of service" attacks, which operate by hijacking computers (so as to keep the hackers' identity and location hidden) and then initiating attacks on the servers of major websites (eg, Yahoo or CNN). IU has 47,000 network addressable systems, each of which could be hijacked or attacked. No system is 100% secure, but UIITS network engineers do monitor the servers with both front end (detection) and back end (trace) software. Our best protection is the evaluation of all servers by system administrations to ensure security compliance and the auditing of all applications development by the security office. Sheehan closed by giving the URL website address for the security office for tools (<http://www.itsoliu.edu>) and for the security institute for information (<http://www.sans.org>).

Bepko then called upon Athletics Director Michael Moore to address how IUPUI avoids conflicts on interest in intercollegiate athletics, and also to comment upon IUPUI's second year in Division One of the NCAA (National Collegiate Athletic Association). Moore presented the background and some statistics to document IUPUI's growth over the last four years. It had 4 female and 5 male athletic programs with 87 students, but we now have seven male and seven female programs with 227 athletes representing every undergraduate school with eighty-eight of those receiving full-scholarships (with 3.0 GPAs or better). IUPUI is recruiting better students and better athletes, and thus, better student athletes, and they are representing IUPUI well to the public. The NCAA peer review program, which is comparable to IUPUI's accreditation by the NCA (North Central

Association of Colleges and Secondary Schools), recently fully certified IUPUI's athletics programs, and it did his heart good to see IUPUI listed next to IUB, PU, and Texas A&M. Regarding the use of safeguards to ensure academic integrity of our athletics programs, Moore pointed out that the department's compliance coordinator (Bret Shambaugh) reports to Mark Grove (Registrar) instead of himself, and that the academic advisors report to Scott Evenbeck (University College). This insulates the intercollegiate athletics department from any possible influence on decisions in those areas. He noted that his department pays University College for mentoring and tutoring programs for the athletes when they need it. Moore distributed a one-page handout listing the URL (<http://www.iupui.edu/~comply>) with links to information on compliance with the NCAA and to the athletics department in general. He closed saying that when flags are raised with regard to academic integrity both his department and the faculty need to evaluate their roles in the process – it's a two-way street.

In response to a question from Spechler on finances, Moore said the department is not doing as well as they had hoped, but that the community, IU Foundation, and IUPUI are helping to subsidize the programs. In response to Fredland's question on the size of the athletics budget and how much goes where from whom, Moore said most of the \$2.7 million budget goes for salaries and scholarships, but he would have to return at a later meeting to present any details. Bepko added that the IUPUI money comes from auxiliary funds (not the state), and gave for an example the royalties (from the sale of athletic paraphernalia), which are not generating as much income as had been hoped. Bepko also noted that the football team from IUB will be playing a game in the RCA Dome here in Indianapolis this coming season to generate a greater fan base in central Indiana, an issue that is now brewing in IUB and creating quite a stir.

Bepko reported that some issue papers on the new Indiana Community College which were meant only for internal discussions have been circulated to ICHE (Indiana Commission for Higher Education) and representatives of the public universities. Several pernicious issues have been raised: whether any campus should award any more associate degrees, and whether all campuses should cease to offer any further remedial instruction. Both issues will likely die and be disposed of though.

Progress is being made on the development a new medical research building on Walnut Street which will be a mirror image of the Indiana Cancer Research Institute building, that is, the new building will be an exact copy of that building but will be flip flopped across the street to the other side. The Facilities Committee of the IU Trustees will be meeting in executive session to discuss the possibility of independent funding. We will likely hear more about this soon.

Also, the IU Foundation Board this month resolved to fund the IUPUI office building which will house the IU Foundation, the Alumni Association, the IU and PU offices, parts of the campus administration, the Center on Philanthropy, and others. This will not be a gift, but if we were to

wait for state funding it would take much longer and might slow down some academic projects. Also, it will encourage the IU Foundation to become more involved with IUPUI and its campaign.

Speaking of the capital campaign, the first report to the community was given yesterday with the intent to get people talking about IUPUI and to hopefully see our vision for it and the role private support should play. The report was a variation of the State of the Campus message. It emphasized our transitions and highlighted our position as the center of gravity of higher education in Indiana. [With the help of Grove, Bepko then distributed copies of the report.] The front page of the handout shows the proposed logo for the campaign (the outline of Indiana with a circular mobius strip moving at one end through Indianapolis). The title of the campaign, "IUPUI: The Future is Here," is meant to have a double meaning emphasizing the time of the "future" in one and the place of "here" in the other. The second page notes the campaign total to date (\$240 million). The campaign will be publicly and officially announced on September 8, 2001. The leadership of the campaign, listed on the third page, and including Honorary Chairs Randall and Marianne Tobias, and Honorary Co-Chairs James Morris, Stephen Stitle, Jerry Semler, and Bill Mays, met this morning. The rest of the pages focus on the leadership of some of the individual schools: Chair August Watanabe and Co-Chairs Leonard Betley, Ron Dollens, Robert Everett, Kristin Fruehwald, and Jerry Throgmartin, for Medicine; Co-Chairs Malcolm Applegate, Elaine Bedel, Diane Brashear, Elizabeth Grossman, Glenn Irwin, Rebecca Markel, Rose Mays, Betty Stillwell, and Marjorie Tarplee, for Nursing; Co-Chair Anthony Heyworth, for Kelley Business; Honorary Chair Marianne Tobias, for Herron Art; Co-Chairs Scott Montross, Marilyn Quayle, Stephen Stitle, and John Wynne, for Law; Co-Chair Karl Kuehner and Honorary Co-Chair Bill Hunt, for Engineering and Technology; Honorary Co-Chair Elton Ridley, for Allied Health Sciences; and Co-Chair Patricia Rooney, for University Library.

Bepko finished his report on the campaign by reminding the FC members that next month's meeting (FC000406) will include a presentation on the role the faculty should play in the campus campaign. It will include where we stand, what opportunities are available for faculty, and will encourage us to become envoys for the campaign and to show our community that we believe in ourselves. Bepko made a point of not declaring this a contest to beat IUB, since we have done that often enough anyway [laughter], but he noted that IUB did raise significant amounts among its faculty and staff, and added that we do in deed want to show how confident we are in our future.

**Agenda Item IV: President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary).** Porter reported that the Educational Policies Committee of the IU Board of Trustees endorsed our changes to our Review and Enhancement Policy last Friday. With the policy now in place, implementation will continue. At the initiation of Galanti, the FC applauded Porter's excellent job working with the Trustees on this policy [applause].

**Agenda Item V: Announcement of the Latest Version of the IUPUI Vision Statement and of the availability of the Self-study for Campus Climate Review (see <http://www.planning.iupui.edu>) -- Trudy Banta (Vice-Chancellor for Planning and Institutional Improvement)**

**[INFORMATION ITEM].** Banta presented two items for the FC's information and invited their participation. First, she outlined how the planning process, which began in 1994/95 with the deans, vice-chancellors, faculty, staff, and student leadership, resulted in the development of a set of five themes: student learning, responsibilities of excellence, centrality and community, collaboration, and accountability. After that, annual reports for schools and for the campus were organized around those themes. After the IU Strategic Directions Charter (SDI) appeared in January of 1996, we changed our wording to align the themes with IU's goals: learning at the center of the campus mission, responsibilities of excellence, centrality and connections, collaboration, and accountability and best practices (Sep. 1996). It is now five or six years later, time to look again at our themes and think about our mission, especially given the impact of Indiana's new community college system, and this was done this last Fall. Attached to your agenda is a draft of the proposed new vision and themes dated February 24, 2000. The vision of IUPUI remains "to be recognized as one of the best urban universities." The themes or means of demonstrating the achievement of our vision have been reduced from five to three: effective student learning, excellent research and scholarship, and exemplary civic engagement (or our urban commitment). Each of these three themes or core activities is characterized by collaboration within and across disciplines, and pursuit of best practices (which earlier had been two separate themes). The three themes of our new vision are now aligned with SDI's three principal components: communities of learning, responsibilities of excellence, and accountability and best practices. The rest of the attachment outlines what each theme is meant to encompass. Banta requested that the FC members look carefully at the document and let her office know of any suggested changes. Are these the right themes and is everything included? She also formally requested that the Academic Affairs and Student Affairs Committees report to her on the document, but especially the Campus Planning Committee. She stressed that this will be an ongoing process in work over the next few months.

Second, with regard to the "Campus Climate for Diversity Review: Campus Response," which she distributed, Banta explained that for the past three years, Goldblatt, Warfel, and herself (along with many others) have been gathering data from IUPUI faculty, staff, and student surveys over the past three years. A self-study was organized, other campuses were compared, sub-groups were formed to study particular issues, and the problem of whom to invite to review the campus was explored. They also reviewed data from other universities and are now presenting the draft of an executive summary, along with a first page inviting responses or impressions (whether positive and/or negative) from members of the campus community (anonymous if desired) to be sent to Karen Black (AO 14) ([kblack@iupui.edu](mailto:kblack@iupui.edu)) by April 4<sup>th</sup>. Banta pointed out that the full text of this study will be available on the web after March 13<sup>th</sup> (<http://www.planning.iupui.edu>). On

April 4<sup>th</sup> and 5<sup>th</sup>, two nationally-recognized external reviewers, Sylvia Hurtado (associate professor in the Center for the Study of Higher and Postsecondary Education at the University of Michigan) and Edgar Beckham (senior fellow at the Association for American Colleges and Universities), will visit the campus (having been sent the self-study in March), perform their diversity review, and report their recommendations to Chancellor Bepko's Diversity Cabinet, who will decide next how to make improvements.

Banta then asked for questions or comments. Spechler recommended the inclusion of graduate programs, and Schmenner recommended the inclusion of effective teaching for the classroom. Galanti encouraged FC members to send in their responses or further comments.

**Agenda Item VI: "Presentation of the Slate (distributed at meeting) for the Election of President and Vice-President of the Faculty" – Harriet Wilkins (Nominating Committee Acting Chair) [INFORMATION ITEM – VOTE IN APRIL].** Wilkins explained that the slates are not yet ready, but when the list is complete they will be emailed so the election will still occur at the April 6<sup>th</sup> FC meeting. She added that the at-large ballots have gone out but the Nominating Committee is concerned because not enough nominations were made by the faculty, so next Fall everyone needs to do more solicitation among their colleagues for participation and involvement.

**Agenda Item VII: Second Presentation of Proposed Changes to the Constitution – Carl Rothe (Chair of the Constitution and Bylaws Committee) [DISCUSSION AND VOTE ITEM: ? Minutes].** Rothe reported that the committee considered the comments made at the previous meeting (FC000203), went over the new proposed amendments, and then requested that someone make a motion to approve the six amendments. He first noted that the sixth amendment under "f" mentions the "Faculty Grievance Mediation Committee" and requested in advance that the new name be exchanged here once it is settled and approved under agenda item VIII. The FC approved his request. Langsam then moved for the approval of the amendments. No second was necessary. The motion carried. Rothe explained the amendments will now be campusmailed to the entire voting faculty and that after thirty days ballots for approval will be sent to the entire voting faculty.

**Agenda Item VIII: Presentation of Proposed Changes to Bylaw Article IV Regarding Faculty Grievance Procedures – Kathleen Warfel (Chair of the Task Force on Faculty Grievance Procedures). [DISCUSSION AND POSSIBLE VOTE ITEM].** Warfel explained that the Task Force was charged by the Executive Committee last Spring and that they worked throughout the fall to investigate grievance issues regarding the Board of Review Pool and the Mediation Committee. To address these issues and to make the process smoother the Task Force met with several past faculty presidents, as well as with Dean Plater, Affirmative Action Officer Lillian Charleston, and Joseph Scodro from University Counsel. Their proposed changes are

being presented at this meeting with the expectation of approval at the next (FC000406).

Warfel noted the new name for the Mediation Committee, the “IUPUI Faculty Grievance Advisory Panel,” and explained it is planned to be even more informal, with nothing written down, and with impartial consultants serving on an individual basis for either members of the faculty or the administration. The Boards of Review will continue to be formal. She explained that Bylaws Article IV.A.4.e was added to clarify that a review board is not to be thought of as a substitute for a promotion and tenure committee. The change from “three” to “four” at IV.E.1.c is intended to give the Executive Committee more flexibility. She noted the addition of IV.E.1.e may cause difficulty with regard to “supervisory authority over faculty” but encouraged debate. The addition of IV.E.2.c is intended to provide for the addition of new members if necessary. She also noted that the new “manual” referred to in IV.E.2.4 is being constructed by the Task Force and will be available. The changes in IV.F.1 mandate that the faculty member put into writing their request for a review and include the nature of the action involved as well as a concise summary of the grievance scenario. The additions under IV.F.2 focus on discrimination and sexual harassment and so were determined by the Affirmative Action Office. She noted that it is possible for the grievance to be treated by both a Board of Review and the Affirmative Action Office at the same time but one group will not be allowed to delay the other. Warfel pointed out that IV.G.1.a mandates a written document from the appropriate administrator also (as determined by the Dean of Faculties Office). She noted that IV.G.2.d limits the “members of the Law School faculty” to those “who have been designated as the IUPUI Board of Review consultants by the School of Law Executive Committee.” The addition to IV.G.4.a emphasizes that attorneys may not speak without permission, although a faculty member may if representing the grievant. The additions to IV.G.5 and IV.G.6 clarify the policy on confidentiality and the availability of listening to the recording of the meeting. The additions to IV.G.7 spell out the procedure if the grievant withdraws the grievance or voluntarily leaves the university. Warfel noted that although there are other minor changes, those are the key ones.

Referring to “qualifications” at IV.A.4.b, Spechler suggested the addition of language at IV.A.4.3 to the effect that review boards may consider procedural issues regarding promotion or tenure but not substantial ones. Porter commented that restrictive language might handicap the review board but guidelines from the manual spell out the propriety of checking the promotion and tenure process to ensure it was followed right. Besch supported Porter’s suggestion to limit any restrictive language.

Langsam noted a possible difficulty at IV.G.4.a in that the faculty member who represents the grievant may also be a lawyer. Galanti explained the intent is to prevent one’s private lawyers from running the meeting, and that this new language gives the chair the right to have them remain quiet if they get out of order. Warfel said the Task Force will look at it again.

Langsam also asked for clarification of the section at IV.E.1.e with regard to who has “supervisory authority over faculty.” For example, she has no supervisory authority over faculty but as an Associate Dean with authority over students she might be considered ineligible to serve on a review board due simply to her administrative title. Warfel said the Task Force will look at it.

McCarty questioned whether legal types should even be present (referring to IV.G.4.a) but Warfel replied it was a compromise.

Mannheimer asked when reports are available to the Executive Committee or other Review Boards, if ever. Warfel replied that the purpose of the Manual will be to extract lessons from the past and to pass on the accumulated wisdom in the correct way. The first version of this Book of Wisdom will come from the Task Force and go to the Executive Committee and the Dean of Faculties Office, and then each the President of the Faculty will improve upon it.

Warfel clarified for a member that the Review Board makes a recommendation to the Chancellor. Porter commented that the President of the Faculty follows up to make sure the Chancellor does what it was said would be done.

Galanti invited further comments be sent to Warfel (kwarfel@iupui.edu).

**Agenda Item IX: Presentation of Proposed Changes to the Bylaws – Carl Rothe (Chair of the Constitution and Bylaws Committee) [DISCUSSION AND POSSIBLE VOTE ITEM].**

Rothe returned to the podium and explained that unlike the Constitution, the Bylaws can be amended at any time by a two-thirds vote of the Faculty Council members present for a regular meeting. The FC can adopt these changes today or they can wait until the next meeting. He then explained that most of these changes are to the standing committees and were initiated by the committees themselves. With regard to the Athletics Committee he explained that the sentence summarizes a five-page document and stresses the key point of a faculty majority. The new charge to the Campus Planning Committee came at their initiative. There are some small changes in the Student Affairs charge. The Technology Committee has been an Ad Hoc Committee for three years but the Executive Committee has now requested it become a standing committee. The attempt was made to clarify the charge to the Promotion and Tenure Committee with regard to the phrase “supervisory authority over faculty” which characterizes those who may not be members.

Mannheimer feared the “supervisory authority” clause might become confused with those in positions similar to Langsam’s and just pointed out. Whether Vessely (Dean of Students), who chairs the Promotion and Tenure Committee, should be permitted to serve also becomes questionable. Fore asked if her boss would be disqualified from serving. Galanti contended that anyone with an administrative rank should be excluded. Warfel distinguished unit promotion and

tenure committees from campus promotion and tenure committees. Rothe questioned whether tenured librarians should be supervised to that extent, and if they are, suggested requesting a review board. Any further suggestions were to be emailed to Rothe at ([crothe@iupui.edu](mailto:crothe@iupui.edu)).

**Agenda Item X: Second Consideration of “Emeritus Policy” – Karen Gable (Faculty Affairs Chair) [DISCUSSION AND VOTE ITEM].** Gable returned from the Faculty Affairs Committee with a second draft that took into consideration the directions made at the previous FC meeting (FC000203). She explained the latest changes, from the first sentence under “Eligibility” to the gender issue, to the final addition at the end that the title “may be rescinded.” No date of implementation had been placed on the document yet. Saatkamp commented that any implementation of the policy should be considerate to those units already preparing to bestow the title on some retiring faculty member and so should not demand any immediate effects.

Vermette spoke against adopting the policy at all, charging it is cruel to deny the status of emeritus to anyone after twenty of service, and claiming the policy is discriminatory against females who do most of the service. The policy also takes away the prerogative of the schools to reward faculty in this manner, and those faculty members who are denied this will not be donating any money to the campaign.

Spechler spoke in favor of the policy for some of the same reasons raised by Vermette. The policy does not discriminate against those who emphasize service over research and it does not discriminate against females, but he does object to promotions accomplished by administrators and not through the P&T route, which is implied in the final sentence under “Eligibility.” Galanti asked Gable to return the policy to the Faculty Affairs Committee and to add an effective date among the other considerations. Further comments were to be directed to Gable ([kgable@iupui.edu](mailto:kgable@iupui.edu)).

**Agenda Item XI-XIV: Question / Answer Period, Unfinished or New Business, and Adjournment.** There were no questions, and no unfinished or new business, so Galanti adjourned the meeting with McCarty motion and Mannheimer’s second at 5:25 pm.

**Attachments:**

Attendance Record for March 2, 2000 Faculty Council Meeting;  
Agenda for March 2, 2000 Faculty Council Meeting.

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

[Attachment for FC000302 Minutes]

Attendance Record for FC000302.

[P = Present; L = Alternate; N = Notice; A = Absent]

**I. Voting Members (109):**

P: **Aguet, Henry** (Elected Herron Art 6/01);  
P: **Ambrosius, Walter** (Elected: Medicine 6/01);  
A: Bailey, Darrell (Ex Officio: Director of Music) (Music Faculty Governance Leader);  
A: Baldwin, James (Elected: At Large 6/01) (UFC Representative 6/01) (University Libraries) (Academic Affairs Chair);  
P: **Banta, Trudy** (Ex Officio: Chancellor's Administrative Designee 6/00) (Education);  
P: **Belcher, Anne** (Elected: Nursing 6/01);  
P: **Bepko, Gerald** (Officer: Chancellor of IUPUI) (Ex Officio: Chancellor of IUPUI) (Law);  
A: Barbari, Edward (Elected: Engineering and Technology 6/01);  
P: **Besch, Henry** (Ex Officio: UFC Representative 6/00) (Medicine) (Mediation Co-Chair);  
A: Bippen, Paul (Ex Officio: Dean of IUPU Columbus) (Education);  
N: Blix, Susanne (Elected: Medicine 6/00);  
P: **Bostwick, Willard David** (Elected: At Large 6/01) (Engineering and Technology) (Faculty Handbook Chair);  
P: **Boukai, Benzion** (Elected: Science 6/01) ;  
A: Broadie, Thomas (Elected: At Large 6/01) (Elected: Medicine 6/01);  
A: Brown, James W. (Ex Officio: Associate Dean of Journalism) (Journalism Faculty Governance Leader);  
A: Caldemeyer, Karen (Elected: At Large 6/01) (Medicine);  
A: Carr, Lucinda (Elected: Medicine 6/00);  
P: **Chin, Ray** (Elected: Science 6/00);  
A: Cronin, Blaise (Ex Officio: Dean of Library & Information Science -- IUB);  
P: **Crowell, Dring** (Elected: Science 6/01);  
P: **Daniels-Howell, Todd** (Elected: University Libraries 6/01);  
N: Dunning, Jeremy (via Judy Wertheim, Acting Dean Spring 2000) (Ex Officio: Dean of Cont St -- IUB) (Geo Sci) (Cont St Fac Gov Leader);  
P: **Eckerman, Nancy** (Elected: At Large 6/00) (Medical Library);  
A: Eickmeier, Valerie (Ex Officio: Dean of Herron Art);  
P: **Engum, Scott** (Elected: At Large 6/01) (Medicine);  
P: **Evenbeck, Scott** (Ex Officio: Dean of University College) (Science);  
P: **Fineberg, Naomi** (Ex Officio: Executive Committee 6/01) (Medicine);  
P: **Fineberg, S. Edwin** (Ex Officio: UFC Representative 6/00) (Medicine) (Medicine Faculty Governance Leader);  
P: **Fisher, Mary** (Elected: Nursing 6/01);  
P: **Fore, Julie** (Elected: At Large 6/01) (Elected: Medicine 6/01) (Medical Library);  
P: **Fredland, Richard** (Elected: At Large 6/01) (Liberal Arts)';  
A: Froehlich, Janice (Elected: At Large 6/00) (Medicine);  
P: **Gable, Karen** (Elected: At Large 6/01) (Allied Health Sciences) (Faculty Affairs Chair);  
P: **Galanti, Paul** (Officer: Vice-President 6/00) (Law);  
L: Goldblatt, Lawrence (Ex Officio: Dean of Dentistry) – [via **Jim McDonald** (Dentistry)];  
P: **Goodine, Linda Adele** (Elected: At Large 6/01) (Art);  
P: **Gregory, Richard** (Elected: Dentistry 6/00);  
P: **Gronfein, William** (Elected: Liberal Arts 6/01);  
A: Guba, Christianne (Elected: At Large 6/01) (Dentistry);  
P: **Hamant, Celestine** (Elected: Allied Health Sciences 6/01);  
P: **Harrington, Susan Marie** (Elected: At Large 6/00) (Liberal Arts);  
P: **Hart, Stuart** (Elected: Education 6/00) (completing C. Leland's completion of M. Parsons 9800) (Education FGL);  
A: Holden, Robert (Ex Officio: Dean of Medicine);  
P: **Hook, Sara Anne** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) ;  
A: Hoyt, Dolores (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (University Libraries);  
P: **Isikbay, Serkis** (Elected: Dentistry 6/01);  
L: Johnson, Eric (Elected: Business 6/01) – [via **Robert W. Jamison** (Business)];  
A: Karlson, Henry (Elected: Law 6/00);  
P: **Keck, Juanita** (Ex Officio: UFC Representative 6/01) (Nursing);  
P: **Keck, Robert** (Ex Officio: Executive Committee 6/00) (Science);  
A: Kellum, P. Nicholas (Ex Officio: Dean of Physical Education);  
A: Kennedy, Sheila (Elected: Public & Environmental Affairs 6/00);  
P: **Langsam, Miriam** (Elected: At Large 6/01) (Liberal Arts);  
A: Lee, Wei-Hua (Elected: Medicine 6/00);  
A: Lefstein, Norman (Ex Officio: Dean of Law);  
P: **Lewis, David** (Ex Officio: Interim Director of University Libraries);  
P: **Mannheimer, Steven** (Ex Officio: Executive Committee 6/00) (Herron Art);  
A: Marrs, James A. (Elected: Medicine 6/00);

P: **Martin, Joyce** (Elected: At Large 6/00) (Nursing);  
 L: McBride, Angela (Ex Officio: Dean of Nursing) – [via **Daniel J. Pesut** (Nursing)];  
 P: **McCarty, Gale** (Elected: Medicine 6/01);  
 P: **McDaniel, Anna** (Elected: At Large 6/00) (Nursing);  
 P: **Meiss, Richard** (Elected: At Large 6/01) (Elected: Medicine 6/01);  
 A: Modibo, Najja (Elected: Continuing Studies 6/00) (Labor Studies);  
 P: **Moore, B. Keith** (Elected: At Large 6/01) (Ex Officio: UFC Representative 6/01) (Dentistry);  
 A: Newton, Nancy (Ex Officio: UFC Representative 6/01) (Liberal Arts);  
 A: Ng, Bart (Elected: At Large 6/01) (Science));  
 P: **Olson, Byron** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Dentistry) ;  
 P: **Perkins, Susan** (Elected: At Large 6/00) (Medicine);  
 A: Pfile, Richard (Elected: Engineering and Technology 6/00);  
 N: Plater, William (Ex Officio: Chancellor's Administrative Designee 6/00) (Liberal Arts);  
 P: **Porter, Rebecca** (Officer: President 6/00) (Ex Officio: UFC Representative 6/00) (Allied Health Sciences) (Executive Chair);  
 P: **Powers, Gerald** (Ex Officio: Executive Committee 6/01) (Social Work);  
 A: Queiro-Tajalli, Irene (Elected: Social Work 6/01);  
 A: Ralston, Rick (Elected: At Large 6/00) (Medical Library);  
 L: Rhodes, Simon (Elected: At Large 6/01) (Science) – [via **John C. Watson** (Science)];  
 A: Ricchiardi, Sherry (Elected: Journalism 6/01);  
 A: Richwine, Margaret W. (Elected: Medicine 6/00);  
 A: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);  
 P: **Russell, Steven** (Elected: Liberal Arts 6/00);  
 P: **Saatkamp, Herman** (Ex Officio: Dean of Liberal Arts);  
 A: Sawchuk, Alan (Elected: Medicine 6/00);  
 P: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis) (Business Faculty Governance Leader);  
 A: Schneider, William (Elected: At Large 6/01) (Liberal Arts) (Technology Chair);  
 A: Seifert, Mark (Elected: At Large 6/00) (Medicine);  
 P: **Siegel, Sheldon** (Ex Officio: Interim Dean of Social Work);  
 A: Smith, Richard (Elected: Medicine 6/00);  
 A: Sothmann, Mark S. (Ex Officio: Dean of Allied Health Sciences);  
 A: Souch, Catherine (Ex Officio: UFC Representative) (Liberal Arts);  
 P: **Spechler, Martin** (Ex Officio: UFC Rep 6/00) (Ex Officio: Executive Committee 6/01) (Liberal Arts);  
 P: **Stanley, Mary** (Ex Officio: UFC Representative 6/01) (University Libraries);  
 A: Stocum, David (Ex Officio: Dean of Science);  
 P: **Swartz, Darl** (Elected: At Large 6/00) (Medicine);  
 P: **Touponce, William** (Elected: Liberal Arts 6/00);  
 A: Udry, Eileen (Elected: Physical Education 6/00);  
 P: **Unverzagt, Frederick** (Elected: At Large 6/00) (Medicine);  
 P: **VanVoorhis, Rebecca** (Elected: At Large 6/00) (Social Work);  
 P: **Vermette, Rosalie** (Elected: At Large 6/01) (Liberal Arts) (Student Affairs Chair);  
 A: Vessely, Jeffery (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Physical Education);  
 P: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00) (Medicine);  
 P: **Wass, Justin L.** (Elected: Medicine 6/00);  
 P: **Watt, Jeffrey** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (Science);  
 A: West, Karen (Elected: At Large 6/01) (Medicine);  
 A: Wiebke, Eric (Elected: At Large 6/00) (Medicine);  
 A: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);  
 P: **Wilkins, Harriet** (Officer: Parliamentarian 6/00) (Elected: At Large 6/00) (Liberal Arts) (Nominating Chair);  
 P: **Woheck, Marianne** (Elected: At Large 6/01) (Liberal Arts) (Fringe Benefits Chair);  
 P: **Yokomoto, Charles** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/01) (Engineering and Technology);  
 P: **Yurtseven, H. Oner** (Ex Officio: Dean of Engineering & Technology).

## II. Non-Voting Members (5):

P: **Blake, Pat** (Ex Officio: Senior Academy Representative 6/00) (Nursing);  
 A: Manaloor, Jacob (Ex Officio: Student Assembly President 6/00);  
 A: Phillabaum, Melinda (Ex Officio: Staff Council President 6/00) (Business);  
 A: Rooney, Patrick (Elected: IUPU Columbus 6/00) (Liberal Arts);  
 P: **Webb, Dorothy** (completing Ann Lowenkron's term, as of Jan 19, 00) (Elected: University College 6/00) (Univ College FGL).

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

P: **Combs, Terri** (Coordinator for Associate Faculty);  
P: **Frisby, David** (Faculty Council Coordinator);  
P: **Grove, Mark** (Registrar);  
P: **Lorentz, Donald** (UITS Audio Engineer: Recorder);  
P: **Martin, Robert** (Vice-Chancellor for Administration and Finance);  
P: **Rothe, Carl** (Medicine) (Constitution Chair);

[Attachment for FC000302 Minutes]

Indiana University Purdue University Indianapolis (IUPUI)  
**Faculty Council (FC) Meeting**  
Dental School Building, Room S115 (DS 115): Thursday, 3:30 - 5:30 p.m.

**A G E N D A (FC: March 2, 2000)**

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Approval of the Minutes for January 13, 2000 and February 3, 2000 (see attachments<sup>1-2</sup> and posted on web at <http://www.iupui.edu/~fcouncil/minutes/fc000113html.htm>" and <http://www.iupui.edu/~fcouncil/minutes/fc000203html.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. Announcement of the Latest Version of the IUPUI Vision Statement (see attachment<sup>3</sup>) and of the availability of the Self-study for Campus Climate Review (see <http://www.planning.iupui.edu>) -- **Trudy Banta** (Vice-Chancellor for Planning and Institutional Improvement) [INFORMATION ITEM].
- VI. "Presentation of the Slate (distributed at meeting) for the Election of President and Vice-President of the Faculty" – **Harriet Wilkins** (Nominating Committee Acting Chair) [INFORMATION ITEM – VOTE IN APRIL].
- VII. Second Presentation of Proposed Changes to the Constitution (see attachment<sup>4</sup>) – **Carl Rothe** (Chair of the Constitution and Bylaws Committee) [DISCUSSION AND VOTE ITEM: ? Minutes].
- VIII. Presentation of Proposed Changes to Bylaw Article IV Regarding Faculty Grievance Procedures (see attachment<sup>5</sup>) – **Kathleen Warfel** (Chair of the Task Force on Faculty Grievance Procedures). [DISCUSSION AND POSSIBLE VOTE ITEM].
- IX. Presentation of Proposed Changes to the Bylaws (see attachment<sup>6</sup>) – **Carl Rothe** (Chair of the Constitution and Bylaws Committee) [DISCUSSION AND POSSIBLE VOTE ITEM].
- X. Second Consideration of "Emeritus Policy" (see attachment<sup>7</sup>) – **Karen Gable** (Faculty Affairs Chair) [DISCUSSION AND VOTE ITEM].
- XI. Question / Answer Period.
- XII. Unfinished Business?
- XIII. New Business?
- XIV. Adjournment [Remember to sign the attendance sheet!].

\*Attachments (not included as part of FC000302 minutes):

- <sup>1</sup> Not Yet Approved Minutes for FC000113;
- <sup>2</sup> Not Yet Approved Minutes for FC000203;
- <sup>3</sup> Latest Version of the IUPUI Vision Statement;
- <sup>4</sup> Most Recent Version of Proposed Changes to the Constitution;

- 5 Proposed Changes to Bylaws Article IV from Grievance Task Force;
- 6 Proposed Changes to the Bylaws;
- 7 “Emeritus Policy” most recent version.

**Next Faculty Council Meeting: April 6, 2000!**

[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: April 6, 2000**  
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 and announced that after the minutes were approved the order of business for the day would begin with agenda item ten and work backwards since the Chancellor's arrival had been delayed.

**Agenda Item II: Approval of the Minutes for March 2, 2000 (posted on the web at <http://www.iupui.edu/~fcouncil/minutes/fc000302html.htm> .** With no changes or objections the minutes were accepted.

**Agenda Item X: IUPUI Campus Campaign – Ed Robbins (Senior Academy Chair), accompanied by Glenn Bosch (IU Foundation: Director of Annual Giving, IUPUI) and John Sloan (IU Foundation: Executive Director of Capital Campaigns, Indianapolis) [INFORMATION ITEM: 5 Minute Limit].** As a member of the steering committee for the Campus Campaign 2000, Robbins thanked the FC for the opportunity to meet with them again and told everyone to watch for their personalized announcement which was campusmailed yesterday after Chancellor Bepko officially kicked off the campaign. Robbins stated that his purpose today was to encourage faculty support and participation in anticipation of next year's IUPUI Comprehensive Campaign which will call for support from the broader community. To get the high percentage of community players that we want we must first show a very high percentage of faculty and staff supporting the campaign. A high level of faculty enthusiasm will increase that community support significantly. Besides an increase in the percentage of support, the aim this year also calls for an increase in the level of support. Priorities are being established for each of the school or unit campaigns. Each supporter will have over 900 accounts from which to choose to direct their pledge. Also, for the first time, multi-year pledges from three to five years will be possible and they will have a multiplier effect on the campaign. Speaking from personal example, Robbins told that he has given modestly in the past but that now with the multi-year pledge his support presents a more impressive picture even though each individual year still represents a modest sum. A bonus for agreeing to the multi-year pledge is that one won't be solicited during those extra two to four years. With no questions, Galanti thanked Robbins and Bosch for their presentation and encouraged all FC members to take the request to heart.

**Agenda Item IX: Update on the New Student Center – Karen Whitney (Vice-Chancellor for Student Life and Diversity) [INFORMATION AND DISCUSSION ITEM: 15 Minute Limit].** Whitney distributed a nine page handout titled “IUPUI Campus Center: Building Program Report Executive Summary” and thanked the FC for the opportunity to present an update of the plan which has been in the works for a decade. The comprehensive report, of which the handout is the executive summary, is about three hundred pages. As she told the members of the IUPUI student government last week when she briefed them on the center, anyone with a question or comment is strongly encouraged to address it to her ([whitney@iupui.edu](mailto:whitney@iupui.edu)).

Whitney explained that the new student or campus center is really three projects rolled up into one. The building will be very big and comprehensive, larger than Cavanaugh Hall. Although still in the development phase, the Bowers Building at the southwest corner of the Michigan Street and University Boulevard intersection is scheduled for demolition next summer. At a cost of \$54 million, the plan is today on schedule and it will take two years to construct with an opening planned for the fall of 2003. There are weekly meetings with the university architect’s office and Robert Stern’s firm (who is also responsible for the new Law School building). The three parts of the center will be the Student Activity Spaces, the Student Academic Spaces, and the Student Auxiliary Services Spaces. The center is so large it will feel like being at a mall or an airport. Everyone there will for the most part be in transit to or away from the center. Plans for now call for the center to be open eighteen hours a day with access to computer labs offered twenty-four hours a day seven days a week. The center is so large that traffic patterns in the area will be impacted. The first two levels of the University College building will move into the center. The sources for financing the center will be complex including the students (through the student activity fee), the university (through rent from the auxiliary services such as the bookstore), the commercial community (through rent from non-institutional enterprises such as the food court), the private sector (through gifts), and hopefully the state (through some legislative funding).

Then welcoming questions, Whitney called for help from Vice-Chancellor Robert Martin to respond to Spechler’s question whether enough profit will be generated to offset the losses that other buildings like University College and the Hotel / Conference Center will have due to the move of their food facilities into the new center. Martin commented that the intent has always been for the privatized food services to move into the new student or campus center once it is finished, and confirmed for Spechler that Marriott Corporation (Hotel / Conference Center) will sustain its business and there will be no overall deficit of money. Whitney added that eating and parking at universities is always complex and tricky. [Laughter] She added that Scott Evenbeck is patiently waiting to free up that space. Responding to a question about the impact on parking, Whitney noted that the vicinity of the Bowers Building now includes about 200 parking spaces that will be lost. Martin added that the campus plan calls for the construction of another parking garage with 1200 spaces at the northwest corner of the intersection of Michigan and Blackford Streets for a net of almost a thousand spaces, as well as an expansion up of the north garage (east

of the Conference Center). Vessely commented that for many years now 200 or so spaces are being lost somewhere due to construction only to be regained when the construction is completed but lost again when further construction begins. Galanti thanked Whitney for coming and invited her to return for another update next year.

**Agenda Item VIII: Announcement of Election Results for UFC (University Faculty Council – system-wide) Representatives (from IUPUI), for the term July 1, 2000 through June 30, 2002 -- Rebecca Porter (IUPUI Faculty President and UFC Co-Secretary)**

**[INFORMATION ITEM]**. Porter drew attention to the third attachment listing the new UFC members for 2000-02 and expressed delight at their being chosen to represent IUPUI. Those chosen include: Simon Atkinson (Medicine: Medicine: Nephrology), Henry Besch (Medicine: Pharmacology and Toxicology), Janice Froehlich (Medicine: Medicine: Physiology), Anna McDaniel (Nursing), Rebecca Porter (Allied Health Sciences: Physical Therapy), Martin Spechler (Liberal Arts: Economics), and Richard Ward (Liberal Arts: Anthropology). Porter thanked all the candidates for their participation and noted that those not elected may still be called upon to fill vacancies.

**Agenda Item III: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President)**. Bepko referred to yesterday's announcement in the *Star* by Governor O'Bannon of the official opening this coming fall of the Indiana Community College which will be accompanied by a radio and newspaper marketing campaign. IU and IUPUI support the Community College Initiative and will work with Ivy Tech to help it grow and function as a community college, relieving IUPUI of that part of its mission and focus, but during this transition we will need to make some issues stand front and center with the public, namely the constraints placed on us by the ICHE (Indiana Commission for Higher Education) and its reluctance to approve and even opposition to any new graduate programs on our campus, as well as their reluctance or refusal to properly fund IUPUI's general academic programs.

Bepko reported that while coming to the meeting he heard that next month's issue of Yahoo magazine will list IUB as fourth in the nation with regard to providing information technology for its students and IUPUI as forty-sixth, but that we'll likely move up when our campus student center opens with access twenty-four hours a day seven days a week.

**Agenda Item IV: President's Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary)**. Porter reported that the UFC at its last meeting (UFC000328) passed a policy on Accommodations for Religious Observances (<http://www.indiana.edu/~ufc/circulars/99-00/U8-2000.htm>) which IUPUI will now need to consider how to implement. The UFC also passed a policy on Conflict of Interest (<http://www.indiana.edu/~ufc/circulars/99-00/U9-2000.htm>) with only one change: "not less than one day per week" was changed to "one day per week." Also introduced at that meeting was a draft of a proposal for ICTs (Inter-Campus Transfers) (<http://>

[www.indiana.edu/~ufc/circulars/99-00/U11-2000.htm](http://www.indiana.edu/~ufc/circulars/99-00/U11-2000.htm) ) but that will be raised for discussion under new business today. At its April meeting (UFC000425) the UFC plans to adopt the proposal for ICTs and to discuss the ongoing issue of Non-Tenure Track Appointments (<http://www.indiana.edu/~ufc/circulars/99-00/U10-2000.htm> ).

The IU Board of Trustees met (March 30-31) and called for reports from us on inter-campus transfers. Students must be able to transfer their work to other campuses. The Trustees also discussed low-enrolling courses and seldom-used degrees.

Porter urged everyone to please complete and return the faculty surveys they should have received (which are conducted every other year). She also noted that flyers were available at the back announcing a joint IUB/IUPUI symposium entitled “Evolving Faculty Awards” and urged participation. Given that the frequency of publications published electronically is increasing, the issues are relevant. Those who register early receive a free lunch, and the *Chronicle of Higher Education* will be present to cover the symposium. She also noted that other flyers from the IU Foundation are available at the back announcing an upcoming seminar for faculty on how to secure funding from corporations and foundations. More on this will be explained at the end of today’s meeting under new business.

**Agenda Item VI: Presentation of Slates for Election (in May) of New Members to the Executive and Nominating Committees for the terms July 1, 2000 through June 30, 2002 (slate available in hardcopy at meeting) –Harriet Wilkins (Nominating Committee Chair) [INFORMATION ITEM].** Wilkins expressed gratitude to everyone involved in the process. The provisional slate for next month’s election of members to the Executive and Nominating Committees was noted as attached to the agenda. The strict rules on the composition of the committees makes it a hard process to find eligible nominees.

**Agenda Item V: "Election of President and Vice-President of the Faculty" – Harriet Wilkins (Nominating Committee Chair) (slate available in hardcopy at meeting -- ballots distributed at meeting) [VOTE ITEM].** The coordinator helped Wilkins distribute the ballots for the election of the president and vice-president of the IUPUI faculty. Rothe and Warfel helped Wilkins tally the votes. Sixty-one ballots were cast. Paul Galanti and Mary Fisher were elected President and Vice-President of the IUPUI faculty for the term 1 July 2000 through 30 June 2002. Wilkins moved that the ballots be destroyed and the tally sheet kept in the council office. Motion carried. Powers congratulated Galanti and the FC for its choice. He noted he had now lost two presidencies (the first to Schneider) and credited this one to Paul’s larger headquarters there at New York and West Streets, as well as his own larger war chest which he depleted paying others to vote for Paul. [Laughter] Powers then expressed enthusiasm that he and his running buddy would continue their work together on the Executive Committee. Galanti expressed thanks to the FC for their confidence and to Jerry [Powers] for his kind words. He hoped that he would live up

to the standards set by the previous presidents and that he could count on everyone there to serve when he calls upon them.

**Agenda Item VII: Announcement of Election Results for IUPUI Faculty Council At-Large Representatives for the term July 1, 2000 through June 30, 2002 – Harriet Wilkins (Nominating Committee Chair) [INFORMATION ITEM].** While Wilkins was counting the votes, Galanti referred FC members to the second attachment to the agenda for the list of faculty elected as at-large members representing the IUPUI faculty as a whole. They include: Margaret Adamek (Social Work), Carl Andres (Dentistry: Prosthodontics), Enrica Ardemagni (Liberal Arts: Foreign Languages and Cultures: Spanish), David Avery (Dentistry: Oral Facial Development), Janie Canty-Mitchell (Nursing), Nancy Eckerman (Medicine: Medical Library), Marsha Ellett (Nursing), Paul Galanti (Law), SusanMarie Harrington (Liberal Arts: English), Dolores Hoyt (University Libraries: Senior Management), Robert Keck (Science: Biology), James Klaunig (Medicine: Pharmacology and Toxicology), Monroe Little (Liberal Arts: History), Patrick McGeever (Liberal Arts: Political Science), Rebecca Porter (Allied Health Sciences: Physical Therapy), Susan Sutton (Liberal Arts: Anthropology), Melinda Swenson (Nursing), Frederick Unverzagt (Medicine: Psychiatry), and Charles Yokomoto (Engineering and Technology: Electrical Engineering). Galanti thanked all the candidates for their participation and noted that those not elected may still be called upon to fill vacancies.

**Agenda Item XI: Vote on Proposed Changes to Bylaw Article IV Regarding Faculty Grievance Procedures (hardcopy of changes available at meeting) – Kathleen Warfel (Chair of the Task Force on Faculty Grievance Procedures). [DISCUSSION AND VOTE ITEM: 20 Minute Limit].** Warfel recalled the previous meetings coverage in detail of the changes proposed for Bylaw Article IV on faculty grievances. She emphasized that the intent of the revisions was to clarify the informal nature of the Mediation Committee compared to the formality of a Board of Review, as well as to address various problems that have arisen over the years such as the proper role of attorneys present during the proceedings. The only change since the last meeting was the insertion of further wording regarding the role of legal counsel at Bylaw IV.G.4.a: “as long as the Chair of the Board deems that the representative’s participation is not disruptive to the Board of Review process.” Generally, the Task Force recommends that external counsels (whether for the grievant or the administration) be permitted to offer private advice but not to formally speak unless the chair permits it. After some clarification and discussion the question was called. Motion carried unanimously. Warfel named the other members of the Task Force (Anne Belcher, Gail Cox, Paul Galanti, Sara Hook, Richard Peterson, Gerald Powers, and Carl Rothe), and at the request of Porter the FC extended their appreciation. [Applause].

**Agenda Item XII: Vote on Proposed Changes to the Bylaws – Carl Rothe (Chair of the Constitution and Bylaws Committee) [DISCUSSION AND VOTE ITEM: 20 Minute Limit].** Rothe referred everyone to the fourth attachment listing the proposed amendments to the Bylaws.

He noted that the notes are listed for information only. The biggest problem proved to be justifying the phrase “administrative authority over faculty or librarians” at Bylaw IV.C.1.d (regarding membership on the Promotion and Tenure Committee) and again at IV.E.1.e. (regarding the composition of Boards of Review). Considerable discussion ensued at this point, especially with regard to service on Boards of Review and the Promotion and Tenure Committee. Mannheimer moved with Yokomoto’s second that the phrase “or persons serving as dean or chairperson” be added at both III.C.1.d and IV.E.1.e. During discussion Vessely and Spechler spoke against the motion. Eckerman stated that the librarians are satisfied with Rothe’s version. McBride distinguished functional deans from the line of authority and suggested “line authority” be substituted for “administrative authority.” Rothe opposed her amendment to the amendment. Plater clarified that the Dean of Faculties is ex officio having no authority so can serve. Galanti called the question on Mannheimer’s motion. Galanti ruled that the motion did not carry. Mannheimer called for a show of hands. Based on the show of hands, Galanti reported that the auditory account was correct. Rothe noted that the same wording is needed at both IV.C.1.d and IV.E.1.e. McBride moved with Schmenner’s second to use the phrase “line authority,” but Eckerman contended this presented a problem for the librarians who needed to distinguish administrative from supervisory and that “line” signified “supervisory.” Porter suggested a parenthetical phrase be added after “administrative authority” stating what it means. Goodine suggested dropping “administrative” and leaving only “authority,” adding that the addition of “administrative” to “authority” is redundant. McBride and Schmenner agreed to withdraw their motion if a parenthetical note is added. J. Keck moved with Warfel’s second that Porter’s suggestion be adopted at both locations. Further problems were raised during the ensuing discussion. Fredland called for the question. Porter suggested modifying the motion to read that the intent of the FC be passed to the Constitution and Bylaws Committee so they can come up with the appropriate wording. J. Keck and Warfel accepted the modification. Galanti called for the vote. Motion carried unanimously. The final approved wording is to be reported at the next meeting (FC000504). Galanti then called for a vote on the main motion to approve the amendments as amended. Motion carried unanimously. Rothe named the members of the Constitutional and Bylaws Committee: Dennis Bingham (Liberal Arts: English), Celestine Hamant (Allied Health Sciences: Occupational Therapy), Jennifer Hehman (University Libraries: Reference and Research), Ngoan Hoang (Nursing), Bruce Matt (Medicine: Otolaryngology, Head and Neck Surgery), Gerald Powers (Social Work) (Executive Committee Liaison), Alan Sawchuk (Medicine: Surgery) (Secretary), Joe Scodro (University Counsel) (Administrative Liaison), and Harriet Wilkins (Liberal Arts: English) (FC Parliamentarian), and thanked them for its hard work on these complex issues. [Applause]

**Agenda Item XIII: Third Consideration of “Emeritus Policy” – Karen Gable (Faculty Affairs Chair) [DISCUSSION AND VOTE ITEM: 20 Minute Limit].** Noting this as the ‘third’ consideration Galanti called for a final up or down today with no further referring back to committee. Gable reported that the committee addressed the “Eligibility” section again and read

the changes, as well as the lead-in sentence to the “Privileges” section. They also added an effective date of 1 January 2001. Plater commented that Purdue’s policy in this regard is consistent with the one here proposed. One always becomes an Emeritus Professor and not an Emeritus Associate Professor. Spechler commented that the committee had done a good job responding to the concerns raised at the previous meeting, but since some faculty members retire as an associate professor he moved (with Vanvoorhis's second) that the words “or associate” be inserted between “full” and “professor” under number 1 of the “Eligibility” section. To most people “emeritus” means retired, so lets be kind. After some discussion Galanti called for the question. Motion carried unanimously. He then called for the question for the motion itself. Motion carried unanimously. [Applause] [Final Approved Policy posted [here.](#)]

**Agenda Item XIV: Question / Answer Period.** J. Keck asked if the Riley Park Garage is reserved for Riley patients only. Bepko replied that some spots are for faculty and staff.

**Agenda Item XV: Unfinished Business?** There was no old or unfinished business.

**Agenda Item XVI: New Business?** Porter distributed a draft of the proposal that the UFC Educational Policies Committee (co-chaired by Jim Baldwin and Bob Eno) will be presenting to the UFC at its April 25<sup>th</sup> meeting. She requested that FC members let her know of any issues the policy raises that she should raise at the meeting. She explained that the primary problem is not the transfer of credits but the transfer of individual courses that fulfill requirements for certain majors. While this is sometimes viewed as a problem of IUB not accepting our courses, we also have units that will not accept courses taken on other campuses. The policy states that any course with the same number shall be for all sakes and purposes the same course at other IU campuses, but implementing that policy (if the UFC adopts it) will require a lengthy process of updating the master course list. President Brand has stated it needs to be implemented within one year. The primary intent is to provide the information to students that they need so the status of a course is known before any transfers. There is a strong interest in this because of student complaints but also because the Community College initiative wants an easy movement into the four-year institutions and free-flowing traffic between institutions. When the UFC achieves a final language to the policy copies will be distributed to the FC members. Suggestions and comments were directed to be sent to Jim Baldwin ([jbaldwin@iupui.edu](mailto:jbaldwin@iupui.edu)) with copies to her ([rporter@iupui.edu](mailto:rporter@iupui.edu)). Fredland commented that one year is not long enough and Baldwin replied that the committee had anticipated five years would be necessary before President Brand insisted on one. The Trustees assumed the Admissions Offices could implement the process easily but that’s not the case, Baldwin continued; the Vice-Chancellors at each of the campuses will have to lead the way and initiate discussions on the curriculum across the campuses. Porter added that the Trustees have requested that they receive monthly reports of significant progress. The Trustees mainly want to be sure the faculty commit in spirit to the policy and work for the interests of the students. Watt commented it will prove very difficult especially for some of the different

disciplines to work together on this but that it will be worthwhile after it gets going. Spechler commented that the 300 and 400 level courses will pose problems because academic standards must not give way to administrative ease; our standards must be maintained or increased; the danger is that they become reduced to their lowest common denominator. Plater commented that the President's Council on the Arts and Sciences (including deans from all of the campuses) will facilitate the means and that a mechanism is already in place. Bepko commented that the Trustees are under public pressure to ensure transferability from the community college to the universities. The notion of a transfer problem among the IU campuses came as a shock to the public and they are unsympathetic to our issues. That's why the Trustees have given the one-year deadline. N. Fineberg commented that if we are to be one university with eight front doors we have no choice but to have easy transferability of courses among the campuses. J. Keck commented that in the past it has often proven easier to simply use a different number for a course than to get a new course approved, which leads to it being harder to transfer them from one campus to another than it to transfer them from IU to Vincennes. Galanti brought the discussion to a close directing further comments to be emailed to Jim Baldwin ([jbaldwin@iupui.edu](mailto:jbaldwin@iupui.edu)) with copies to Porter ([rporter@iupui.edu](mailto:rporter@iupui.edu)) and himself ([pgalanti@iupui.edu](mailto:pgalanti@iupui.edu)). He noted that is indeed a hot item for the Trustees and a concern of the public.

Porter announced that the flyers for the IU Foundation seminar on securing corporate or foundation funding are available. Susan Logsdon (IU Foundation) distributed them to those interested and again mentioned that she and Mark Brenner (IUPUI Vice-Chancellor Research and Graduate Studies) will host the one-half day seminar at the IUPUI Conference Center on April 24<sup>th</sup>, and that a free lunch is included. She encouraged FE members to distribute the flyers to their colleagues.

**Agenda Item XVII: Adjournment.** Galanti adjourned the meeting at 5:30 pm.

### **Attachments:**

Attendance Record for April 6, 2000 Faculty Council Meeting;

Agenda for April 6, 2000 Faculty Council Meeting.

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

### **[Attachment for FC000406 Minutes]**

### **Attendance Record for FC000406.**

**[P = Present; L = Alternate; N = Notice; A = Absent]**

#### **I. Voting Members (109):**

P: **Aguet, Henry** (Elected Herron Art 6/01);

P: **Ambrosius, Walter** (Elected: Medicine 6/01);

A: Bailey, Darrell (Ex Officio: Director of Music) (Music Faculty Governance Leader);  
P: **Baldwin, James** (Elected: At Large 6/01) (UFC Representative 6/01) (University Libraries) (Academic Affairs Chair);  
A: Banta, Trudy (Ex Officio: Chancellor's Administrative Designee 6/00) (Education);  
P: **Belcher, Anne** (Elected: Nursing 6/01);  
P: **Bepko, Gerald** (Officer: Chancellor of IUPUI) (Ex Officio: Chancellor of IUPUI) (Law);  
P: **Berbari, Edward** (Elected: Engineering and Technology 6/01);  
P: **Besch, Henry** (Ex Officio: UFC Representative 6/00) (Medicine) (Mediation Co-Chair);  
A: Bippen, Paul (Ex Officio: Dean of IUPU Columbus) (Education);  
P: **Blix, Susanne** (Elected: Medicine 6/00);  
P: **Bostwick, Willard David** (Elected: At Large 6/01) (Engineering and Technology) (Faculty Handbook Chair);  
A: Boukai, Benzion (Elected: Science 6/01) ;  
A: Broadie, Thomas (Elected: At Large 6/01) (Elected: Medicine 6/01);  
A: Brown, James W. (Ex Officio: Associate Dean of Journalism) (Journalism Faculty Governance Leader);  
A: Caldemeyer, Karen (Elected: At Large 6/01) (Medicine);  
A: Carr, Lucinda (Elected: Medicine 6/00);  
A: Chin, Ray (Elected: Science 6/00);  
A: Cronin, Blaise (Ex Officio: Dean of Library & Information Science -- IUB);  
P: **Crowell, Dring** (Elected: Science 6/01);  
P: **Daniels-Howell, Todd** (Elected: University Libraries 6/01);  
L: Dunning, Jeremy (via Judy Wertheim, Acting Dean Spring 2000) (Ex Officio: Dean of Cont St -- IUB) (Geo Sci) (Cont St Fac Gov Leader) – [via **Henry Merrill**];  
P: **Eckerman, Nancy** (Elected: At Large 6/00) (Medical Library);  
P: **Eickmeier, Valerie** (Ex Officio: Dean of Herron Art);  
A: Engum, Scott (Elected: At Large 6/01) (Medicine);  
P: **Evenbeck, Scott** (Ex Officio: Dean of University College) (Science);  
P: **Fineberg, Naomi** (Ex Officio: Executive Committee 6/01) (Medicine);  
A: Fineberg, S. Edwin (Ex Officio: UFC Representative 6/00) (Medicine) (Medicine Faculty Governance Leader);  
P: **Fisher, Mary** (Elected: Nursing 6/01);  
P: **Fore, Julie** (Elected: At Large 6/01) (Elected: Medicine 6/01) (Medical Library);  
P: **Fredland, Richard** (Elected: At Large 6/01) (Liberal Arts)';  
P: **Froehlich, Janice** (Elected: At Large 6/00) (Medicine);  
P: **Gable, Karen** (Elected: At Large 6/01) (Allied Health Sciences) (Faculty Affairs Chair);  
P: **Galanti, Paul** (Officer: Vice-President 6/00) (Law);  
L: Goldblatt, Lawrence (Ex Officio: Dean of Dentistry) – [via **Margot Vandis** (Dentistry)];  
P: **Goodine, Linda Adele** (Elected: At Large 6/01) (Art);  
A: Gregory, Richard (Elected: Dentistry 6/00);  
P: **Gronfein, William** (Elected: Liberal Arts 6/01);  
A: Guba, Christianne (Elected: At Large 6/01) (Dentistry);  
P: **Hamant, Celestine** (Elected: Allied Health Sciences 6/01);  
A: Harrington, Susan Marie (Elected: At Large 6/00) (Liberal Arts);  
N: Hart, Stuart (Elected: Education 6/00) (completing C. Leland's completion of M. Parsons 9800) (Education FGL);  
A: Holden, Robert (Ex Officio: Dean of Medicine);  
N: Hook, Sara Anne (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) ;  
P: **Hoyt, Dolores** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (University Libraries);  
P: **Isikbay, Serkis** (Elected: Dentistry 6/01);  
L: Johnson, Eric (Elected: Business 6/01) – [via **Robert W. Jamison** (Business)];  
A: Karlson, Henry (Elected: Law 6/00);  
P: **Keck, Juanita** (Ex Officio: UFC Representative 6/01) (Nursing);  
P: **Keck, Robert** (Ex Officio: Executive Committee 6/00) (Science);  
A: Kellum, P. Nicholas (Ex Officio: Dean of Physical Education);  
A: Kennedy, Sheila (Elected: Public & Environmental Affairs 6/00);  
N: Langsam, Miriam (Elected: At Large 6/01) (Liberal Arts);  
A: Lee, Wei-Hua (Elected: Medicine 6/00);  
A: Lefstein, Norman (Ex Officio: Dean of Law);  
A: Lewis, David (Ex Officio: Interim Director of University Libraries);  
P: **Mannheimer, Steven** (Ex Officio: Executive Committee 6/00) (Herron Art);  
A: Marrs, James A. (Elected: Medicine 6/00);  
P: **Martin, Joyce** (Elected: At Large 6/00) (Nursing);  
P: **McBride, Angela** (Ex Officio: Dean of Nursing);  
P: **McCarty, Gale** (Elected: Medicine 6/01);

P: **McDaniel, Anna** (Elected: At Large 6/00) (Nursing);  
 P: **Meiss, Richard** (Elected: At Large 6/01) (Elected: Medicine 6/01);  
 A: Modibo, Najja (Elected: Continuing Studies 6/00) (Labor Studies);  
 A: Moore, B. Keith (Elected: At Large 6/01) (Ex Officio: UFC Representative 6/01) (Dentistry);  
 P: **Newton, Nancy** (Ex Officio: UFC Representative 6/01) (Liberal Arts);  
 P: **Ng, Bart** (Elected: At Large 6/01) (Science);  
 N: Olson, Byron (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Dentistry) ;  
 P: **Perkins, Susan** (Elected: At Large 6/00) (Medicine);  
 P: **Pfile, Richard** (Elected: Engineering and Technology 6/00);  
 P: **Plater, William** (Ex Officio: Chancellor's Administrative Designee 6/00) (Liberal Arts);  
 P: **Porter, Rebecca** (Officer: President 6/00) (Ex Officio: UFC Representative 6/00) (Allied Health Sciences) (Executive Chair);  
 P: **Powers, Gerald** (Ex Officio: Executive Committee 6/01) (Social Work);  
 P: **Queiro-Tajalli, Irene** (Elected: Social Work 6/01);  
 P: **Ralston, Rick** (Elected: At Large 6/00) (Medical Library);  
 A: Rhodes, Simon (Elected: At Large 6/01) (Science);  
 A: Ricchiardi, Sherry (Elected: Journalism 6/01);  
 P: **Richwine, Margaret W.** (Elected: Medicine 6/00);  
 A: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);  
 A: Russell, Steven (Elected: Liberal Arts 6/00);  
 A: Saatkamp, Herman (Ex Officio: Dean of Liberal Arts);  
 A: Sawchuk, Alan (Elected: Medicine 6/00);  
 P: **Schmenner, Roger W.** (Ex Officio: Associate Dean of Business--Indianapolis) (Business Faculty Governance Leader);  
 A: Schneider, William (Elected: At Large 6/01) (Liberal Arts) (Technology Chair);  
 A: Seifert, Mark (Elected: At Large 6/00) (Medicine);  
 P: **Siegel, Sheldon** (Ex Officio: Interim Dean of Social Work);  
 A: Smith, Richard (Elected: Medicine 6/00);  
 A: Sothmann, Mark S. (Ex Officio: Dean of Allied Health Sciences);  
 A: Souch, Catherine (Ex Officio: UFC Representative) (Liberal Arts);  
 P: **Spechler, Martin** (Ex Officio: UFC Rep 6/00) (Ex Officio: Executive Committee 6/01) (Liberal Arts);  
 N: Stanley, Mary (Ex Officio: UFC Representative 6/01) (University Libraries);  
 A: Stocum, David (Ex Officio: Dean of Science);  
 P: **Swartz, Darl** (Elected: At Large 6/00) (Medicine);  
 A: Touponce, William (Elected: Liberal Arts 6/00);  
 P: **Udry, Eileen** (Elected: Physical Education 6/00);  
 P: **Unverzagt, Frederick** (Elected: At Large 6/00) (Medicine);  
 P: **VanVoorhis, Rebecca** (Elected: At Large 6/00) (Social Work);  
 P: **Vermette, Rosalie** (Elected: At Large 6/01) (Liberal Arts) (Student Affairs Chair);  
 P: **Vessely, Jeffery** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Physical Education);  
 P: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00) (Medicine);  
 P: **Wass, Justin L.** (Elected: Medicine 6/00);  
 P: **Watt, Jeffrey** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (Science);  
 A: West, Karen (Elected: At Large 6/01) (Medicine);  
 N: Wiebke, Eric (Elected: At Large 6/00) (Medicine);  
 A: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);  
 P: **Wilkins, Harriet** (Officer: Parliamentarian 6/00) (Elected: At Large 6/00) (Liberal Arts) (Nominating Chair);  
 P: **Woheck, Marianne** (Elected: At Large 6/01) (Liberal Arts) (Fringe Benefits Chair);  
 P: **Yokomoto, Charles** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/01) (Engineering and Technology);  
 A: Yurtseven, H. Oner (Ex Officio: Dean of Engineering & Technology).

## II. Non-Voting Members (5):

N: Blake, Pat (Ex Officio: Senior Academy Representative 6/00) (Nursing);  
 A: Manaloor, Jacob (Ex Officio: Student Assembly President 6/00);  
 L: Phillabaum, Melinda (Ex Officio: Staff Council President 6/00) (Business) – [via **Laura Parker** (Nursing)];  
 N: Rooney, Patrick (Elected: IUPU Columbus 6/00) (Liberal Arts);  
 P: **Webb, Dorothy** (completing Ann Lowenkron's term, as of Jan 19, 00) (Elected: University College 6/00) (Univ College FGL).

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

P: **Bosch, Glenn** (IU Foundation: director of Annual Giving, Indianapolis);  
 P: **Brenner, Mark** (Vice-Chancellor for Research and Graduate Education) (Science);  
 P: **Frisby, David** (Faculty Council Coordinator);

P: **Grove, Mark** (Registrar);  
P: **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);  
P: **Robbins, Ed** (Senior Academy Chair) (Education);  
P: **Rothe, Carl** (Medicine) (Constitution Chair);  
P: **Whitney, Karen** (Vice-Chancellor for Student Life and Diversity).

## [Attachment for FC000406 Minutes]

Indiana University Purdue University Indianapolis (IUPUI)  
**Faculty Council (FC) Meeting**  
Dental School Building, Room S115 (DS 115): Thursday, 3:30 - 5:30 p.m.

### A G E N D A (FC: April 6, 2000)

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Approval of the Minutes for March 2, 2000 (see attachment<sup>1</sup> and posted on the web at <http://www.iupui.edu/~fcouncil/minutes/fc000302html.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. "Election of President and Vice-President of the Faculty" – **Harriet Wilkins** (Nominating Committee Chair) (slate available in hardcopy at meeting -- ballots distributed at meeting) [VOTE ITEM].
- VI. Presentation of Slates for Election (in May) of New Members to the Executive and Nominating Committees for the terms July 1, 2000 through June 30, 2002 (slate available in hardcopy at meeting) –**Harriet Wilkins** (Nominating Committee Chair) [INFORMATION ITEM].
- VII. Announcement of Election Results for IUPUI Faculty Council At-Large Representatives for the term July 1, 2000 through June 30, 2002 (see attachment<sup>2</sup>) – **Harriet Wilkins** (Nominating Committee Chair) [INFORMATION ITEM].
- VIII. Announcement of Election Results for UFC (University Faculty Council – system-wide) Representatives (from IUPUI), for the term July 1, 2000 through June 30, 2002 (see attachment<sup>3</sup>) -- **Rebecca Porter** (IUPUI Faculty President and UFC Co-Secretary) [INFORMATION ITEM].
- IX. Update on the New Student Center – **Karen Whitney** (Vice-Chancellor for Student Life and Diversity) [INFORMATION AND DISCUSSION ITEM: 15 Minute Limit].
- X. IUPUI Campus Campaign – **Ed Robbins** (Senior Academy Chair), accompanied by **Glenn Bosch** (IU Foundation: Director of Annual Giving, IUPUI) and **John Sloan** (IU Foundation: Executive Director of Capital Campaigns, Indianapolis) [INFORMATION ITEM: 5 Minute Limit].
- XI. Vote on Proposed Changes to Bylaw Article IV Regarding Faculty Grievance Procedures (hardcopy of changes available at meeting) – **Kathleen Warfel** (Chair of the Task Force on Faculty Grievance Procedures). [DISCUSSION AND VOTE ITEM: 20 Minute Limit].
- XII. Vote on Proposed Changes to the Bylaws (see attachment<sup>4</sup>) – **Carl Rothe** (Chair of the Constitution and Bylaws Committee) [DISCUSSION AND VOTE ITEM: 20 Minute Limit].
- XIII. Third Consideration of "Emeritus Policy" (see attachment<sup>5</sup>) – **Karen Gable** (Faculty Affairs Chair) [DISCUSSION AND VOTE ITEM: 20 Minute Limit].
- XIV. Question / Answer Period.
- XV. Unfinished Business?

- XVI. New Business?
- XVII. Adjournment [Remember to sign the attendance sheet!].

**\*Attachments (not included as part of FC000406):**

- 1** Not Yet Approved Minutes for FC000302;
- 2** Election Results: Faculty Elected At-Large to the FC for 2000/01 and 2001/02;
- 3** Election Results: Faculty Elected to Represent IUPUI at UFC for 2000/01 and 2001/02;
- 4** Proposed Bylaws Amendments;
- 5** "Emeritus Policy" most recent version.

**Next Faculty Council Meeting: May 4, 2000**  
**[Last of the 1999/00 Academic Year]!**

[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 4, 2000**  
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 and noted that Chancellor Bepko and Executive Vice-Chancellor Plater were on their way from IUB and would be a bit late.

**Agenda Item II: Memorial Resolutions for Professor Emeritus Robert A. Munsick (Medicine: Obstetrics and Gynecology), Professor Raymond J. Russo (Science: Biology), and Professor Arthur C. White (Medicine: Medicine: Infectious Diseases).** At the behest of Galanti a moment of silence was observed. A memorial resolution was then distributed for IU President-Emeritus Herman B. Wells. President Porter spoke of Wells's vision in the 1960s for IUPUI's future and of the dimension of the man that shows in the many personal connections he made, helping others to feel they were an important part of IU's success. Faculty leadership today needs to learn from him his personal touch and carry it forward. A moment of silence to reflect on the contribution of this great man to our great institution was observed. Galanti added that Wells's regular attendance at the annual IUPUI commencement ceremony long showed the measure of the man and his dedication to IUPUI as an integral part of IU.

**Agenda Item III: Approval of the Minutes for April 6, 2000 (posted on the web at <http://www.iupui.edu/~fcouncil/minutes/fc000406html.htm>).** The minutes were approved with no changes.

**Agenda Item IV: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).** As part of the Chancellor's report, and assisted by Grove, Vice-Chancellor Banta distributed a "Fall 2000 Admissions and Enrollment Update." She pointed out that beginning with the 1999 fall semester, IUPUI has been denying admission to about ten percent of the unprepared students, based on their class rank, GPA, and SAT scores, and that as of January 2000 that cutoff had been raised to include the lowest twenty percent. Comparing the admissions data for 1999 and 2000, she noted that there were six percent more applicants this year (4027) but since many more were denied (239), the number admitted was still down by seven percent (2909). Transfers were up (606) and nondegree also (45), but the total is still down six percent (3560). The good news is that we are making a difference in the quality of our entering students,

aiming mostly at admitting those from the top one-third of their class, but since the numbers are down we are undertaking a new initiative to market IUPUI using television commercials. Other aspects of the initiative include weekly meetings with the deans on marketing to the returning adult students, enrollment targets for each school, and possible changes in dismissal policies to reduce their impact on retention, among other things.

Vice-Chancellor Sullivan prefaced the showing of the four new television commercials by saying IUPUI worked to develop them for several months with Bruce Hetrick of Hetrick Communications Inc. and with Essex II out of Chicago. Based on research, the focus was to capitalize on the good news that IU and PU degrees are the most respected degrees in Indiana, and to respond to the bad news that many parents and counselors do not know that IUPUI grants degrees from IU and PU. The four commercials of fifteen seconds each are constructed to pound home that message. The first emphasizes earning while learning thus getting a jump on one's career. The second emphasizes saving money on room and board by living close to home. The third emphasizes the quality degrees uniquely offered at IUPUI. And the fourth emphasizes the greater choices IUPUI offers with its broadest range of programs of any college or university in Indiana. The commercials were then viewed. <Applause.>

Sullivan explained that the scripts for the commercials had been taken to three area high schools (Southport, North Central, and Lawrence Central) for preview and feedback. Students didn't like the idea of "living at home" and instead preferred "close to school," so a compromise was made and it was changed to "close to home." Students suggested not showing lots of trees and people because they were tired of the Ball State commercials, so lots of color and movement and music were added. The commercials will be shown through the second week of June. There will be 506 spots on all days of the week during "Friends," "Seinfeld," "The Simpsons," "The Today Show," and the local news. Also, some will air during the NBA playoffs, and the airtime will be free. The measure of their success will not be the number of applications or the number of denial letters or the short-term percent of enrollments, but the long-term actual enrollments of students who make IUPUI their first choice. Our study will return to the same three high schools in the fall (using different students). The basic message that one can earn IU and/or PU degrees at IUPUI will also be sent to the print media.

Meiss suggested using Channel One which the high schools should soon have access to. Sullivan will look into it. Banta called upon Michael Donahue from the Admissions Office who explained that the staff there were working hard to turn applications into enrollments within a forty-eight hour turn around period, including phoning applicants whose applications are incomplete. According to *The New York Times*, schools today are focusing a lot on recruitment. About thirty percent (or 600 a month) of our applications are coming through the web. Faculty support is needed and appreciated.

Asked by McBride where our transfers are coming from, Donahue replied that most come from Ivy Tech, with Purdue second, and then the others like Ball State. IUB doesn't count but would be first. Banta added that 100 students transferred here from Ivy Tech in 1998 but 124 this year, which ultimately will have an impact on the gap between application and admission.

Spechler commented that *The New York Times* referred to "admissions," but that's only half-way to the goal or yield which is actual enrollees who put down their money. Also, he contended that IUPUI will never get more than half-way to its goal as long as students continue the nonsense of associating IUB with IU. He corrects them that IU includes both IUB and IUPUI, but there's a long way to go yet to change this misunderstanding.

Fredland commented that the commodification of possible students may be the problem. Students themselves say the problem is an absence of human contact, especially with advisors. All the electronic stuff and the advertising is not crucial. Banta responded she agreed that the actual yield is the main point and that a group has been meeting to increase the contact of the admissions staff with the faculty to drive home that point.

In reply to Schneider's question about the increase of applications, Donahue stated that IUPUI, like other places, is tightening up and making it harder to get in. Letters were sent last year to all PSAT students on the value of IUPUI. The number of applications through the web is increasing but many are incomplete. Word is getting out that it is possible to get an IU and/or PU degree at IUPUI.

[Agenda Item IV will be continued when Bepko and Plater arrive from IUB.]

**Agenda Item VI: President's [Final] Report: Rebecca Porter (IUPUI Faculty President & UFC Co-Secretary).** Porter explained that Bepko and Plater are on the road from IUB because one of the committees of the IU Board of Trustees was meeting earlier this afternoon on some important issues, including housing at IUPUI, and it was critically important they were there to answer the Trustees' questions.

The UFC passed the transfer policy and we now have one year to implement it. The intent is for all IU courses to be easily recognizable and transferable across all campuses. The AOC (Academic Officers Committee) will now develop procedures to determine that the same numbered courses are equivalent. Bob Eno (UFC Educational Policies Co-Chair, from IUB) and Porter (who is also serving on a committee of the Commission for Higher Education on course transfers among institutions), will assist the AOC in the development of those procedures. The UFC also discussed non-tenure-track appointments, an update of which will be presented later at this meeting.

Over the summer the coordinator will implement a web-based committee preference form so the information is better available.

The Executive Committee met with the Board of Review Pool and the Faculty Grievance Advisory Panel for an interesting discussion on the grievance process. Although Plater has already informed the deans, all FC members need to spread the word to their colleagues about the new changes in the grievance process that the FC adopted.

The University College Annual Report has been distributed to keep the FC informed of what is going on there. Please read it and address any questions to Dean Evenbeck ([evenbeck@iupui.edu](mailto:evenbeck@iupui.edu)).

**Agenda Item VII: President's Annual Summary Report on Grievances with Respect to Boards of Review and the Mediation Committee -- Rebecca Porter.** Porter referred the FC members to the report attached to the agenda. No Boards of Review were completed this year. The grievance process starts with a letter from the grievant to the President. Notice is then given to the administration. The President then waits two weeks (the administrative phase) to see if a resolution can be reached. During 1999/00, one grievance went to the Mediation Committee but no resolution was reached. Another grievance was filed but resolved during the administrative phase. A Board of Review is now forming for a third grievance, and a fourth very recent grievance is now in the administrative phase.

**Agenda Item VIII: President's Annual Summary Report on "Actions Taken by FC for 1999/00" – Rebecca Porter.** Porter referred the FC members to the report attached to the agenda. The FC was very active, passing important items like changes to the Constitution and Bylaws, including the grievance process. Porter then thanked the FC members for their investment in the faculty governance of IUPUI. The richness of IUPUI would not be there without them. She asked those members completing their term to stand (about 30). [Applause.]

**Agenda Item IX: "Election of Executive and Nominating Committees" – Harriet Wilkins (Nominating Committee Chair) (ballots distributed at meeting) [ACTION ITEM].** Wilkins noted that Spechler had resigned his Executive Committee membership due to the granting of his sabbatical, and explained that the Executive Committee would later choose one of the nominees not elected to complete Spechler's term (1 July 2000 through 30 June 2001). This explains why a nominee from Liberal Arts was able to be slated. Before the election, Mannheimer requested his name be removed from the ballot due to his recently granted leave of absence to work with Thompson Electronics on a project for a year. Wilkins was helped in the election by Hook, Langsam, and Warfel. Some time later the results were announced: elected to the Executive Committee for the two-year term 1 July 2000 through 30 June 2002 were Dolores Hoyt, Bart Ng, Rebecca Porter, and Marianne Wokeck. Elected to the Nominating Committee for the two-year

term 1 July 2000 through 30 June 2002 were William Conrad, Christian Kloesel, Rosalie Vermette, and Marian Wagner. Vermette had the most votes so will serve as chair for the 2001/02 academic year. The Executive Committee will also later choose two of the nominees not elected to complete Rothe's 99/01 term, since he is retiring, and Ng's 99/01 term, since he was elected to the Executive Committee and cannot serve on both. Langsam moved with N. Fineberg's second that the ballots be destroyed and that the tally sheet be kept in the Faculty Council Office. Motion carried. Porter invited the new Executive Committee members to attend the last remaining meetings for this year as guests (May 11, 18, and June 8).

**Agenda Item X: Report by Constitution and Bylaws Chair on the Precise Wording of the Parenthetic Phrase Adopted at Bylaw III.C.1.d and IV.E.1.e – Carl Rothe.** Rothe referred the FC members to the attachment to the agenda and read the precise wording his committee arrived at to express the intent of the FC when it adopted the amendments the previous meeting. A faculty member will be prohibited from serving on the Promotion and Tenure Committee or on a Board of Review if they have “the authority and responsibility to sign an administrative document concerning the title, pay, or working conditions of a faculty member or librarian.” Anyone who doesn't like it will simply have to bring the matter up at a meeting next year. The FC expressed thanks to Carl for his long hard work on this matter.

**Agenda Item XI: Annual Academic Calendar Status Report-- Jim Baldwin (Academic Affairs Chair) and Mark Grove (Registrar).** To begin the yearly ritual with the crystal ball, Baldwin reported that the calendar is up to 2010 now, and pointed out the faculty have authority over degrees, the curriculum, and the calendar. Grove added that the Calendar Committee had not met this year but that next year it would ask for approval up to 2020. Spechler requested that the committee again look at the possibility of adding a break half way through the fall semester like is done in the spring semester (spring break), instead of having a break only very late in the fall semester (Thanksgiving). Grove replied that the time for teaching would have to be reduced, like IUB does with a shorter fall semester than spring, but he agreed to take the proposal back to the Academic Affairs Committee. Other places do teach less; 2000 minutes is the minimal requirement. In 1990 the FC insisted on keeping both semesters balanced with a full length of instruction. Webb asked of the possibility of IUB and IUPUI alternating commencement on Mother's Day. Grove replied this would require a Saturday / Sunday flip every other year, but the committee will consider it. Last, Fisher suggested adding two days to the fall semester by beginning on a Monday instead of a Wednesday and then using those two days later on for a long weekend. Grove replied this might be possible and would be considered, but he pointed out that the challenge is accommodating the laboratory classes which run according to a particular schedule. Grove also pointed out a typo in the enrollment update that was distributed: the web address at the bottom needed “#indy” deleted.

**Agenda Item XII: Update on UFC Discussion on Non-Tenure-Track Appointments –**

**Rebecca Porter [INFORMATION ITEM].** Porter noted this topic was discussed at UFC000425 and referred FC members to the documents at <http://www.indiana.edu/~ufc/circulars/99-00/U13-2000.htm> and <http://www.indiana.edu/~ufc/circulars/99-00/U14-2000.htm> titled “Draft of Regulation of Lecturer and Clinical Appointments” and “Draft of Academic Appointments” respectively. These will be acted upon early in the fall, concerning the Academic Affairs Committee especially. Spechler commented that the Gable proposal is an enormous achievement on the most important issue in a long time. Two troubles continue to exist though. First, flexibility is lacking in that the lecturer and senior lecturer appointments will be automatic multiyear appointments, leaving no place for one year or year-to-year appointments which IUPUI needs most. We need to be sensitive to those needs and not necessarily go along with the proposal from what Besch called PCB (the pastoral campus at Bloomington). Second, the elimination of associate instructors will be a step backwards from the IUPUI view. Still, the proposal will improve conditions for our associate faculty if passed.

**[Continuation of] Agenda Item IV: Chancellor's Report: Gerald Bepko (IUPUI Chancellor & IU Vice-President).** Noting that the senior administrators had returned from the pastoral campus [laughter], Galanti returned the meeting to agenda item IV.

Bepko explained they had to leave Trustee Richardson at the Trustees Meeting early in order to attend this very important meeting, Rebecca Porter’s final meeting as President of the IUPUI Faculty, and everyone else there was resentful as they left [laughter].

Bepko reported on an article in the *Sagamore* (April 17, 2000, page 1) that quoted our basketball coaches Chris Simpson and Ron Hunter. He refused to say who was right or wrong, but did say that the overall tenor of the actual conversation was reflected in a way that was not intended, and hoped their apology would mitigate the situation. Because of their newness and inexperience in dealing with the media, we accept their apology and will mark it up to learning how to deal with the media. He also did not simply blame the media though.

**Agenda Item V: Administration’s Annual Summary of Actions with Respect to Promotion and Tenure – Gerald Bepko.** Bepko called upon Plater for this annual report. Plater referred to the fifth attachment to the agenda. [Note: This refers to revised report dated 8/2/00 which corrects errors in the original report.] Comparing this year to previous years there has been very little variation. We have been effective on the department, school, and campus levels. Item 3 shows how we stand apart nationally with our tenure-related candidates: 30% excel in teaching, 45% in research, and 39% in service, a special point of pride for our campus; because some faculty have documented excellence in more than one area, the total is more than 100%. Many of our faculty demonstrate excellence in more than one area. In response to Warfel, Plater pointed out that those holding the research rank of scientist or scholar are included in the “Clinical & Other” category. He added that many of those holding clinical rank do excellent research work but it’s not

considered a basis for promotion. In response to Schneider, Plater pointed out that denials of tenure are reflected in the report but not as to why or who. Plater also confirmed for Rothe that only 3 holding research ranks were up for promotion compared to 4 in 1998/99, and explained for Fredland that all cases, whether recommended by peer review committees or not, are forwarded to the Board of Trustees for action, and that the cases recommended by the administration are usually the same as the cases approved by the Trustees. Plater referred Spechler to Sara Hook regarding an estimate of the number who withdraw their candidacy, a number difficult to ascertain because it is not reported at the primary and unit levels. Hook replied that if memory served correctly there were no withdrawals at the campus level, but the number at the school level, if any, was not known.

Regarding the upcoming commencement, Bepko reported there would be four honorary degrees conferred this year. Walter Blackburn, an Indianapolis architect, would be presented a PU degree by Dean Yurtseven. Mari Evans, an Indianapolis poet, would be presented an IU degree by Dean Plater. Robert Payton, the first director of the Center for Philanthropy, would be presented an IU degree by current director Eugene Tempel. Last, Dean McBride would present an IU degree to a distinguished colleague from Thailand, Amara Raksasataya. Finally, in recognition of his last commencement as an officer, Purdue President Steven Beering will be the speaker and give the valedictory for the ceremony.

The Trustees gave their blessing for the issuance of RFPs (Requests for Proposals) for IUPUI student housing. They will go out the first of June for consideration over the summer, so we are still on track for housing available for the fall of 2002.

Last, from the Trustees, the issue of salary policy, with the background first, then this year's policy, and finally the results for the campus. Over the past six years the Trustees have set more and more restrictions with the average salary increases for each campus between 3-4%. On a national comparison, the IUPUI average has been about ½ a percent higher, but compared to our six peers, we are ranked fifth using salary data supplied by the AAUP (American Association of University Professors). That data however is incomplete because the cost of living was not factored into the average compensation. With that adjustment we are second, and if an adjustment for our full fringe benefits (e.g., the 18/20 plan) is made, we are first in many categories. We compare favorably with our peers and the nation when 18/20 is included. For 2000/01 the Trustees adopted a policy for faculty salary increases (excluding Medicine) on the average of 3-4%, with 3.8% for our campus. If increases for faculty in Basic Medicine are included our average rises to 3.9%. Those in Clinical Medicine get very little IU increases at all. The administration knows that some units on our campus will receive less than those averages, is mindful of budget pinches, and will do what it can to help. Other units will have to decide to sacrifice some plans to meet those salary recommendations.

Bepko replied to Fredland that the administration reports accurately for the campus as a whole, and to Besch that some schools, depending on their flexibility, have been re-allocating in various ways from their departments in order to meet the salary recommendations, but can do so only for so long. Bepko confirmed with Spechler that the data Fredland referred to included increases generated through promotion, and clarified for Schneider that tuition for IUB and IUPUI is already higher than the regional campuses and the Trustees cannot re-allocate money across campuses and cannot do better with the legislature than they have, but know the strength of the university is the faculty, so recommended average campus increases of 3-4% knowing that some schools will necessarily be less. Bepko replied to Warfel that there is no word yet from the Trustees on the next Medical School Dean, but perhaps by the end of May. Bepko congratulated Baldwin on a point well taken and agreed that having better building names (not just letters like BS or ES) on every entrance would help students tremendously, but pointed to the eventual solution of naming the building after donors.

**Agenda Item XIII: IUPUI Bookstores' "Save Students a Million Dollars Program" -- Kent Brewster (kbbrewst@iupui.edu) (Bookstores Marketing Director) [INFORMATION ITEM ONLY: 5 Minute Limit].** Brewster thanked the FC for the opportunity to present the bookstores' mission of providing texts and supplies for students while saving a million dollars program. He noted that their revenues support student activities, which is not the case with Follet's or purchases off the internet. The program addresses the high costs of texts and aims to reduce those costs by selling more used texts and selling more new bundles. Referring to the attachment to the agenda, he contended that \$500,000 could be saved if the faculty could turn in their adoption forms earlier (the week before the finals of the previous semester), giving the bookstores time to buy back more used texts. The students can save even more if texts are bundled for a course -- but faculty consent is required. We can save the students a million dollars but it will work only if the bookstores and the faculty work together. Comments or questions were requested ([kbbrewst@iupui.edu](mailto:kbbrewst@iupui.edu)).

**Agenda Item XIV: Question / Answer Period.** Bepko replied to Ng that some administrative reviews are under way (Hoyt, Martin, Wilcox), but for the most part we're now caught up and will begin the cycle again so all administrators are reviewed every five years.

**Agenda Item XV: Unfinished Business?** [At this point the election results were presented – see agenda item IX.]

**Agenda Item XVI: New Business?** Bepko had some words regarding IUPUI and the Indianapolis community. IUPUI does not have all the resources it needs to achieve its full potential, nor does it have the encouragement and support it deserves from all the quarters it would like to have, but it nevertheless keeps succeeding not because of our long history of alumni who weep when they hear the fight song of their alma mater, but because of our especially high

level of collegiality, teamwork, trust, and collaborative decision-making which permit our wonderful university family to achieve more than others expect. That's why it's so important that we recognize those moments that contribute to our collegiality and contribute to the system of collaborative governance within IU that makes us strong and permits us to focus our attentions on beating the competition and not on monitoring each other to keep track of what we find suspicious. Our earlier subject was salaries and we do understand and care, and we do need to talk about it and do better, but, more importantly, we also need to recognize another feature of our campus, an extremely important part of our collegiality and the system of collaboration on our campus. He cares a great deal for IUPUI and has spent much of his life making it better, as have Plater and others. That's why it makes us especially happy and it feels very very good when someone contributes as much as has Rebecca Porter. For many years, but focusing specifically on the last four years in her role as vice-president and then president, she has led the faculty and the whole university. She has contributed by being involved in the intercampus transfer of credits and the creation of University College, both of which reflect her concern for students, and in various women's issues, which have made the campus a better place, perhaps enlightening a few others along the way. She has perhaps made her main mark though on the faculty review and enhancement policy, which though now sanctioned by the Trustees, entailed an intricate and confounding process that would never have been traversed without her leadership, or worse, would have resulted in something egregiously bad being imposed on the campus. She deserves an enormous amount of credit for helping make the system better and for helping achieve some of these specific things, but generally, for bringing a wisdom and stability to life on campus in some ways unparalleled. She's been one of the greatest contributors to our health and well being. Thanks very much! And Congratulations!

Noting that the UFC had earlier presented her with an engraved dog bowl, Bepko presented a gift from the administration to Porter -- her very own bowl (a crystal bowl). [Laughter and Applause.] Galanti also thanked her for a job well done and hoped only to do half as well himself. Noting how much time faculty governance takes, and how much time she would have on her hands now, he presented her with a gift from the Faculty Council (an engraved clock). [Applause.] Bepko pointed out that both gifts have IUPUI logos, also announced that a dinner for her and the Executive Committee was being planned by the administration in her honor, at which she could anticipate some further gifts, and noted that the beautiful flowers were meant to show everyone how much she also was admired. [Standing ovation.]

Porter thanked everyone very much. She said she has enjoyed the opportunity to be at the head table but now looks forward to being out there. [Applause]

**Agenda Item XVII: Adjournment.** Noting that the council would not meet again until September 7, and extending best wishes to those who were retiring from the university or completing their term on the council, Galanti called for an appreciative round of applause for

their marvelous job. [Applause] He then adjourned the meeting at 5:30 pm.

## Attachments:

Attendance Record for May 4, 2000 Faculty Council Meeting;  
Agenda for May 4, 2000 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 FC000504 Minutes]

### Attendance Record for FC000504.

[P = Present; L = Alternate; N = Notice; A = Absent]

#### I. Voting Members (109):

N: Aguet, Henry (Elected Herron Art 6/01);  
P: **Ambrosius, Walter** (Elected: Medicine 6/01);  
A: Bailey, Darrell (Ex Officio: Director of Music) (Music Faculty Governance Leader);  
P: **Baldwin, James** (Elected: At Large 6/01) (UFC Representative 6/01) (University Libraries) (Academic Affairs Chair);  
P: **Banta, Trudy** (Ex Officio: Chancellor's Administrative Designee 6/00) (Education);  
P: **Belcher, Anne** (Elected: Nursing 6/01);  
P: **Bepko, Gerald** (Officer: Chancellor of IUPUI) (Ex Officio: Chancellor of IUPUI) (Law);  
A: Berbari, Edward (Elected: Engineering and Technology 6/01);  
P: **Besch, Henry** (Ex Officio: UFC Representative 6/00) (Medicine) (Mediation Co-Chair);  
A: Bippen, Paul (Ex Officio: Dean of IUPU Columbus) (Education);  
A: Blix, Susanne (Elected: Medicine 6/00);  
P: **Bostwick, Willard David** (Elected: At Large 6/01) (Engineering and Technology) (Faculty Handbook Chair);  
A: Boukai, Benzion (Elected: Science 6/01) ;  
A: Broadie, Thomas (Elected: At Large 6/01) (Elected: Medicine 6/01);  
A: Brown, James W. (Ex Officio: Associate Dean of Journalism) (Journalism Faculty Governance Leader);  
A: Caldemeyer, Karen (Elected: At Large 6/01) (Medicine);  
A: Carr, Lucinda (Elected: Medicine 6/00);  
P: **Chin, Ray** (Elected: Science 6/00);  
A: Cronin, Blaise (Ex Officio: Dean of Library & Information Science -- IUB);  
P: **Crowell, Dring** (Elected: Science 6/01);  
A: Daniels-Howell, Todd (Elected: University Libraries 6/01);  
L: Dunning, Jeremy (via Judy Wertheim, Acting Dean Spring 2000) (Ex Officio: Dean of Cont St -- IUB) (Geo Sci) (Cont St Fac Gov Leader) – [via **Henry Merrill**];  
P: **Eckerman, Nancy** (Elected: At Large 6/00) (Medical Library);  
A: Eickmeier, Valerie (Ex Officio: Dean of Herron Art);  
A: Engum, Scott (Elected: At Large 6/01) (Medicine);  
P: **Evenbeck, Scott** (Ex Officio: Dean of University College) (Science);  
P: **Fineberg, Naomi** (Ex Officio: Executive Committee 6/01) (Medicine);  
P: **Fineberg, S. Edwin** (Ex Officio: UFC Representative 6/00) (Medicine) (Medicine Faculty Governance Leader);  
P: **Fisher, Mary** (Elected: Nursing 6/01);  
L: Fore, Julie (Elected: At Large 6/01) (Elected: Medicine 6/01) (Medical Library) – [via **Allan Barclay** (Medical Library)];  
P: **Fredland, Richard** (Elected: At Large 6/01) (Liberal Arts);  
A: Froehlich, Janice (Elected: At Large 6/00) (Medicine);  
A: Gable, Karen (Elected: At Large 6/01) (Allied Health Sciences) (Faculty Affairs Chair);  
P: **Galanti, Paul** (Officer: Vice-President 6/00) (Law);  
L: Goldblatt, Lawrence (Ex Officio: Dean of Dentistry) – [via **Donald R. Tharp** (Dentistry)];  
A: Goodine, Linda Adele (Elected: At Large 6/01) (Art);  
P: **Gregory, Richard** (Elected: Dentistry 6/00);  
P: **Gronfein, William** (Elected: Liberal Arts 6/01);

A: Guba, Christianne (Elected: At Large 6/01) (Dentistry);  
P: **Hamant, Celestine** (Elected: Allied Health Sciences 6/01);  
P: **Harrington, Susan Marie** (Elected: At Large 6/00) (Liberal Arts);  
A: Hart, Stuart (Elected: Education 6/00) (completing C. Leland's completion of M. Parsons 9800) (Education FGL);  
A: Holden, Robert (Ex Officio: Dean of Medicine);  
P: **Hook, Sara Anne** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) ;  
P: **Hoyt, Dolores** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (University Libraries);  
P: **Isikbay, Serkis** (Elected: Dentistry 6/01);  
L: Johnson, Eric (Elected: Business 6/01) – [via **Robert W. Jamison** (Business)];  
A: Karlson, Henry (Elected: Law 6/00);  
A: Keck, Juanita (Ex Officio: UFC Representative 6/01) (Nursing);  
P: **Keck, Robert** (Ex Officio: Executive Committee 6/00) (Science);  
A: Kellum, P. Nicholas (Ex Officio: Dean of Physical Education);  
P: **Kennedy, Sheila** (Elected: Public & Environmental Affairs 6/00);  
P: **Langsam, Miriam** (Elected: At Large 6/01) (Liberal Arts);  
P: **Lee, Wei-Hua** (Elected: Medicine 6/00);  
A: Lefstein, Norman (Ex Officio: Dean of Law);  
A: Lewis, David (Ex Officio: Interim Director of University Libraries);  
P: **Mannheimer, Steven** (Ex Officio: Executive Committee 6/00) (Herron Art);  
P: **Marrs, James A.** (Elected: Medicine 6/00);  
P: **Martin, Joyce** (Elected: At Large 6/00) (Nursing);  
P: **McBride, Angela** (Ex Officio: Dean of Nursing);  
N: McCarty, Gale (Elected: Medicine 6/01);  
P: **McDaniel, Anna** (Elected: At Large 6/00) (Nursing);  
P: **Meiss, Richard** (Elected: At Large 6/01) (Elected: Medicine 6/01);  
A: Modibo, Najja (Elected: Continuing Studies 6/00) (Labor Studies);  
P: **Moore, B. Keith** (Elected: At Large 6/01) (Ex Officio: UFC Representative 6/01) (Dentistry);  
L: Newton, Nancy (Ex Officio: UFC Representative 6/01) (Liberal Arts) – [via **Michael Burke** (Liberal Arts: Philosophy)];  
P: **Ng, Bart** (Elected: At Large 6/01) (Science);  
L: Olson, Byron (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Dentistry) – [via **Daniel Brady** (Dentistry)];  
P: **Perkins, Susan** (Elected: At Large 6/00) (Medicine);  
P: **Pfile, Richard** (Elected: Engineering and Technology 6/00);  
P: **Plater, William** (Ex Officio: Chancellor's Administrative Designee 6/00) (Liberal Arts);  
P: **Porter, Rebecca** (Officer: President 6/00) (Ex Officio: UFC Representative 6/00) (Allied Health Sciences) (Executive Chair);  
P: **Powers, Gerald** (Ex Officio: Executive Committee 6/01) (Social Work);  
P: **Queiro-Tajalli, Irene** (Elected: Social Work 6/01);  
P: **Ralston, Rick** (Elected: At Large 6/00) (Medical Library);  
P: **Rhodes, Simon** (Elected: At Large 6/01) (Science);  
A: Ricchiardi, Sherry (Elected: Journalism 6/01);  
A: Richwine, Margaret W. (Elected: Medicine 6/00);  
A: Rosentraub, Mark (Ex Officio: Associate Dean of Public and Environmental Affairs--Indianapolis);  
A: Russell, Steven (Elected: Liberal Arts 6/00);  
A: Saatkamp, Herman (Ex Officio: Dean of Liberal Arts);  
A: Sawchuk, Alan (Elected: Medicine 6/00);  
A: Schmenner, Roger W. (Ex Officio: Associate Dean of Business--Indianapolis) (Business Faculty Governance Leader);  
P: **Schneider, William** (Elected: At Large 6/01) (Liberal Arts) (Technology Chair);  
A: Seifert, Mark (Elected: At Large 6/00) (Medicine);  
P: **Siegel, Sheldon** (Ex Officio: Interim Dean of Social Work);  
A: Smith, Richard (Elected: Medicine 6/00);  
P: **Sothmann, Mark S.** (Ex Officio: Dean of Allied Health Sciences);  
A: Souch, Catherine (Ex Officio: UFC Representative) (Liberal Arts);  
P: **Spechler, Martin** (Ex Officio: UFC Rep 6/00) (Ex Officio: Executive Committee 6/01) (Liberal Arts);  
N: Stanley, Mary (Ex Officio: UFC Representative 6/01) (University Libraries);  
P: **Stocum, David** (Ex Officio: Dean of Science);  
P: **Swartz, Darl** (Elected: At Large 6/00) (Medicine);  
P: **Touponce, William** (Elected: Liberal Arts 6/00);  
A: Udry, Eileen (Elected: Physical Education 6/00);  
P: **Unverzagt, Frederick** (Elected: At Large 6/00) (Medicine);  
A: VanVoorhis, Rebecca (Elected: At Large 6/00) (Social Work);  
P: **Vermette, Rosalie** (Elected: At Large 6/01) (Liberal Arts) (Student Affairs Chair);

- A: Vessely, Jeffery (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/00) (Physical Education);  
P: **Warfel, Kathleen** (Ex Officio: UFC Representative 6/00) (Medicine);  
P: **Wass, Justin L.** (Elected: Medicine 6/00);  
P: **Watt, Jeffrey** (Elected: At Large 6/00) (Ex Officio: UFC Representative 6/00) (Science);  
A: West, Karen (Elected: At Large 6/01) (Medicine);  
A: Wiebke, Eric (Elected: At Large 6/00) (Medicine);  
A: Wilcox, Barbara (Ex Officio: Executive Associate Dean of Education--Indianapolis);  
P: **Wilkins, Harriet** (Officer: Parliamentarian 6/00) (Elected: At Large 6/00) (Liberal Arts) (Nominating Chair);  
A: Wokeck, Marianne (Elected: At Large 6/01) (Liberal Arts) (Fringe Benefits Chair);  
P: **Yokomoto, Charles** (Elected: At Large 6/00) (Ex Officio: Executive Committee 6/01) (Engineering and Technology);  
P: **Yurtseven, H. Oner** (Ex Officio: Dean of Engineering & Technology).

## II. Non-Voting Members (5):

- P: **Blake, Pat** (Ex Officio: Senior Academy Representative 6/00) (Nursing);  
A: Manaloor, Jacob (Ex Officio: Student Assembly President 6/00);  
A: Phillabaum, Melinda (Ex Officio: Staff Council President 6/00) (Business);  
A: Rooney, Patrick (Elected: IUPU Columbus 6/00) (Liberal Arts);  
P: **Webb, Dorothy** (completing Ann Lowenkron's term, as of Jan 19, 00) (Elected: University College 6/00) (Univ College FGL).

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

- P: **Brewster, Kent** (Bookstores Marketing Director);  
P: **Combs, Terri** (Coordinator for Associate Faculty Affairs);  
P: **Connor, Ulla** (Campus Planning Chair) (Liberal Arts: English);  
P: **Donahue, Michael** (Admissions);  
P: **Frisby, David** (Faculty Council Coordinator);  
P: **Grove, Mark** (Registrar);  
P: **Lorentz, Donald** (UITS Audio Engineer: Recorder);  
P: **Martin, Robert** (Vice-Chancellor for Administration and Finance);  
P: **Rothe, Carl** (Medicine) (Constitution Chair);  
P: **Sullivan, Cheryl** (Vice-Chancellor for External Affairs).

## [Attachment for FC000504 Minutes]

Indiana University Purdue University Indianapolis (IUPUI)  
**Faculty Council (FC) Meeting**  
Dental School Building, Room S115 (DS 115): Thursday, 3:30 - 5:30 p.m.

### A G E N D A (FC: May 4, 2000)

- I. Call to Order: **Paul Galanti** (IUPUI Faculty Vice-President)!
- II. Memorial Resolutions (see attachments<sup>1-3</sup>) for Professor Emeritus Robert A. Munsick (Medicine: Obstetrics and Gynecology), Professor Raymond J. Russo (Science: Biology), and Professor Arthur C. White (Medicine: Medicine: Infectious Diseases).
- III. Approval of the Minutes for April 6, 2000 (see attachment<sup>4</sup> and posted on the web at <http://www.iupui.edu/~fcouncil/minutes/fc000406html.htm> .
- IV. Chancellor's Report: **Gerald Bepko** (IUPUI Chancellor & IU Vice-President).
- V. Administration's Annual Summary of Actions with Respect to Promotion and Tenure (see attachment<sup>5</sup>) – **Gerald Bepko**.
- VI. President's [Final] Report: **Rebecca Porter** (IUPUI Faculty President & UFC Co-Secretary).
- VII. President's Annual Summary Report on Grievances with Respect to Boards of Review and the Mediation Committee (see attachment<sup>6</sup>) -- **Rebecca Porter**.
- VIII. President's Annual Summary Report on "Actions Taken by FC for 1999/00 (see attachment<sup>7</sup>) – **Rebecca Porter**.

- IX. "Election of Executive and Nominating Committees" – **Harriet Wilkins** (Nominating Committee Chair) (see slate attached<sup>8</sup>) (ballots distributed at meeting) [ACTION ITEM].
- X. Report by Constitution and Bylaws Chair on the Precise Wording of the Parenthetic Phrase Adopted at Bylaw III.C.1.d and IV.E.1.e (see attachment<sup>9</sup>) – **Carl Rothe**.
- XI. Annual Academic Calendar Status Report-- **Jim Baldwin** (Acad Affairs Chair) and **Mark Grove** (Registrar).
- XII. Update on UFC Discussion on Non-Tenure-Track Appointments – **Rebecca Porter** [INFORMATION ITEM].
- XIII. IUPUI Bookstores' "Save Students a Million Dollars Program" (see attachment<sup>10</sup>) -- **Kent Brewster** (kbbrewst@iupui.edu) (Bookstores Marketing Director) [INFORMATION ITEM ONLY: 5 Minute Limit].
- XIV. Question / Answer Period.
- XV. Unfinished Business?
- XVI. New Business?
- XVII. Adjournment [Remember to sign the attendance sheet!].

**\*Attachments (not included as part of FC000504 minutes):**

- 1** Memorial Resolution for Professor Emeritus Robert A. Munsick (Medicine: Obstetrics and Gynecology);
- 2** Memorial Resolution for Professor Raymond J. Russo (Science: Biology);
- 3** Memorial Resolution for Professor Arthur C. White (Medicine: Medicine: Infectious Diseases)
- 4** Not Yet Approved Minutes for FC000406;
- 5** Administration's Annual Summary Report with Respect to Promotion and Tenure;
- 6** President's Annual Summary Report on Grievances with Respect to Boards of Review and the Mediation Committee;
- 7** President's Annual Summary Report on "Actions Taken by FC for 1999/00";
- 8** Slate for Election of Executive and Nominating Committee Members for Term July 1, 2000 through June 30, 2002;
- 9** Precise Wording Adopted at Bylaw EEE.C.1.d and IV.E.1.e;
- 10** IUPUI Bookstores' "Save Students a Million Dollars" Program.

**Next Faculty Council Meeting: September 7, 2000**  
**[First of the 2000/01 Academic Year]!**

[Agenda Prepared by Faculty Council Coordinator, David Frisby,  
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