

Indianapolis Faculty Council (IFC)

Minutes

February 2, 2010 ~ Joseph E. Walther Hall Auditorium (203) ~ 3:00 – 5:00 p.m.

Faculty and Guests Present: Laurie Ackerman, William Agbor-Baiyee, Jeff Anglen, Rachel Applegate, Enrica Ardemagni, Mary Austrom, Carol Baird, Sarah Baker, Trudy Banta, Charles Bantz, Martin Bard, Terry Baumer, Anne Belcher, Teri Belecky-Adams, Ed Berbari, Robert Bigsby, Jacqueline Blackwell, Bonnie Blazer-Yost, William Blomquist, Polly Boruff-Jones, Randy Brutkiewicz, John Butterworth, Amanda Cecil, Nancy Chism, Jeff Dean, Steve Dlouhy, Andre De Tienne, Ken Durgans, Nancy Eckerman, George Edwards, Garland Elmore, Scott Evenbeck, Vance Farrow, John Finnell, Mary Fisher, Jan Froehlich, Carol Brooks Gardner, Jay Gladden, Linda Adele Goodine, Brady Harman, John Hassell, Marilyn Irwin, Danny King, Joan Kowolik, Pam Laucella, Ling Gao LeBeau, Stephen LeBeau, Chris Long, Joyce MacKinnon, Brenna McDonald, Henry Merrill, Mary Beth Minick, Bart Ng, C. Subah Packer, Mathew Palakal, Megan Palmer, Narayanan Perumal, Henry Pitt, Ellen Poffenberger, Rebecca Porter, William Potter, Stephen Randall, Fred Rees, Lisa Riolo, Khalilah Shabazz, Qiny Shang, Anita Snyder, Uday Sukhatme, David Suzuki, Rosalie Vermette, Richard Ward, Stuart Warden, Amy Conrad Warner, John Watson, Jeff Watt, Clark Wells, Kim White, Karen Whitney, Jack Windsor, Frank Witzmann, Marianne Wokeck, and Oner Yurtseven

Faculty Absent: Ron Ackerman, Margaret Adamek, Austin Agho, Stephen Allen, Simon Atkinson, Samantha Bartholomew, Marc Bilodeau, Terri Bourus, D. Craig Brater, Marion Broome, James Brown, Janice Buelow, Debra Sue Burns, Daniel Callison, Ellen Chernoff, Philip Cochran, Janice Cox, Oscar Cummings, Valerie Eickmeier, Anthony Faiola, Jan Fulton, Greg Garrett, Philip Goff, Lawrence Goldblatt, Cliff Goodwin, Joseph Harmon, Jennifer Hehman, Allison Howland, Susan Hyatt, Pamela Ironside, Kathy Johnson, Sheila Kennedy, Debomoy Lahiri, Kathy Lay, David Lewis, Carmen Luca-Sugawara, Jane Luzar, Virginia Majewski, Deanna Malatesta, Bethany Neal-Beliveau, Michael Patchner, G. David Peters, Simon Rhodes, Kevin Robbins, Gary Roberts, Patricia Rogan, Alan Schmetzer, Robert Schnabel, Bill Schneider, Jodi Smith, G. Marie Swanson, Marwan Wafa, Elizabeth Whipple, William Wooden, Wanda Worley, Frank Yang,

Agenda Item I: Welcome and Call to Order

IUPUI Faculty Council Vice President, Jeff Watt, called the meeting to order at 3:00 p.m.

Agenda Item II: Adoption of the Agenda as the Order of Business for the Day

Item XI was struck from the agenda. The Agenda was adopted as the Order for the Business of the Day.

Agenda Item III: [Action Item] Approval of the IFC January 12, 2010, Minutes

Hearing no objections, the IFC January 12, 2010, minutes stood as written and were entered into record.

(http://www.iupui.edu/~fcouncil/minutes/Minutes_IFC_1-12-10.pdf)

Agenda Item IV: Updates/Remarks from the Chancellor

Charles Banta, Chancellor, IUPUI

Chancellor Bantz gave the following report:

- Budget hearings have begun. The Academic Deans have reported on how they are meeting the state budget cuts. You can find those reports here: <http://planning.iupui.edu/apbr/>. The next hearing weekend is February 20.
- A report is due by the university on how we are going to deal with the budget shortfall by the state government.
- The Campaign for IUPUI (Impact Campaign): We are in the silent phase in the campaign. On or around October 9 we will begin the public campaign. The campaign goal will be announced at that time.

- Construction: The LaRue Carter Building is in the process of demolition. The Glick building is going up rapidly. To find out more about construction, see <http://www.masterplan.iupui.edu>.
- Hoosiers for Higher Education: Over 500 persons in attendance at this event at the Statehouse.
- More apartments are slated to be built off of 16th Street in an area that Wishard had used for a parking lot. This will bring more persons closer to the campus for housing.
- Liberal Education and America's Promise (LEAP): <http://www.aacu.org/leap/index.cfm> Bantz belongs to the LEAP President's Trust which is committed to advocating for the values of liberal education. <http://www.aacu.org/leap/presidentstrust/index.cfm>
- Thanked those who attended the Martin Luther King, Jr., dinner event, and thanked the Black Student Union for hosting it. The guest speaker was Naomi Tutu.

Agenda Item V: Updates/Remarks from the IFC President

Jeff Watt gave the following report on behalf of Simon Atkinson, President:

- Review of Chancellor Bantz: An executive session of the IFC will be held on March 2, at 1:00 p.m. to hear a summary report from the committee. Only voting members of the IFC are invited to attend. The regular meeting of the IFC will occur at 2:15 directly following the executive session.

Agenda Item VI: [Action Item] Motion to allow non-IFC members to participate fully in Agenda Item VII

It was moved by the Executive Committee that all non-IFC members be able to participate in Item VII. A vote was taken and passed.

Agenda Item VII: [First Reading] Extension of the Tenure Clock Policy

Andre De Tienne, Chair, Faculty Affairs Committee

Policy: http://www.iupui.edu/~fcouncil/committees/faculty_affairs/tenure_clock_2010tracked.pdf

Supporting

Documents: http://www.iupui.edu/~fcouncil/committees/faculty_affairs/tenure_clock_supdoc.pdf

http://www.iupui.edu/~fcouncil/committees/faculty_affairs/tenure_clock_qa.pdf

De Tienne reviewed the policy then addressed these questions:

- Are there any places nationally with a nine-year tenure period? De Tienne is not aware of any and the numbers vary from school to school. There is one school with a level higher than ten.
- In Item G of Conditions, you ask to hold a referendum "on the issue of extending the tenure probationary period in which all tenured/tenure-track faculty vote." It is important that they have a discussion with faculty before holding a referendum. There should be a forum for faculty first. De Tienne said Item E would constitute a forum. Response was that if a forum was not required, you would not receive one. The faculty member would like to add in Item G that the administrators are required to have a forum with faculty within the school. De Tienne will add a forum to the policy. Another faculty member said that the "steering" committee is not always comprised of faculty. It was further clarified that any type of forum can be held—in person, electronic, etc.
- What is early tenure/promotion? It was suggested to spell that out in the policy. De Tienne said the Dean of the Faculties should be informed of how successful the school's policy is and how engaged the faculty are to move forward with promotion and tenure. The faculty member felt that anything earlier than nine years will be considered "early." Fisher suggested revising the wording to monitor faculty and the impact of the policy.
- If the policy went through and a school did all the necessary requirements and passes it, does it become the policy until the school says they want to change it again? De Tienne said the Dean of

the Faculties will annually review the policy and determine the continuation of the policy at five-year intervals. The faculty member said by putting the policy in the hands of the Dean of the Faculties, it takes it out of the hands of the faculty. It was felt that to change the policy once again, it would be appropriate to go through the same process as it took to make the policy. Sukhatme said it needs approval on both sides to implement it.

- Is there a reason for the five-year review? No one would have gone under tenure yet to gather the data. Fisher said that eventually there would be outcome data and the original thought would be to not have a length of time that there would not be a review.
- Why the 2/3 vote? De Tienne said the committee considered 3/4 and 2/3 for review. The thinking is that it would be an incentive for those who agree with the policy and for those who do not to debate the policy to ensure whatever decision is made is the clear majority of the faculty.
- Regarding the five-year review, should the review be at the three-year level, then six-year level, then nine-years instead? It is better to review earlier than later. Why not say that both the EC and faculty approve the nine-year clock?
- What about faculty who are still under the old policy, will there be a process to extend individual cases? Response was “yes.” Then, will that group be monitored? Response was “no.”
- With regard to the review policy, it needs to be cognizant of the individuals who are in the program. You can’t eliminate the program if the faculty member came in under that policy.
- The nine-year clock is not meant to be a mandate. If faculty all want to allow a potential nine-year clock, what is the problem? It would give you data earlier than you would have received otherwise. Fisher said there are procedures for individuals to ask for extensions. The new policy is not to preclude those individuals. The policy is to allow for a clock to allow for nine-years and they can go up earlier if they are ready.
- Why does the policy only apply to new faculty? The policy is unfair to the current faculty. Can’t the established faculty change to the new policy as well in all fairness?
- The policy is written to help the medicine faculty meet the standards which are becoming increasingly difficult.
- How do you decide who gets nine years or seven? How do you legally decide?
- If tenure is not attainable at seven years, why do we think they will be attainable in nine? We should look at the standards across the country. Bogdewic said the IU standards were sent to other schools for comparison. We have faculty who need to perform in a competitive arena and we want them to succeed.
- In the School of Medicine, we are dealing with the NIH whose funding is decreasing. If we say to a faculty member that we expect them to have a federally funded research grant, it takes longer for the faculty to attain this. When faculty compete on a national level, the standards have changed.
- The same pressures exist for the clinical faculty as well as teaching faculty.
- The IU *Academic Handbook* does not say the NIH grant is not a standard.
- If we are to be competitive with other institutions, we should adopt a ten-year clock.

Watt announced time had expired on this agenda item. These comments will be taken back to the committee.

Agenda Item VIII: [Action Item] Review Procedures for Academic Administrators

Andre De Tienne, Chair, Faculty Affairs Committee

Policy: http://www.iupui.edu/~fcouncil/committees/faculty_affairs/review_procedures_2010tracked.pdf

De Tienne reviewed the policy and addressed these questions:

- Is it reasonable to put a timeline on the review as well as how long it will take to receive the summary report? De Tienne responded that Item H addresses the timeline for the review.

- Under E. Does extra-mural mean outside the school? De Tienne responded “yes.”

The Faculty Affairs Committee moved for adoption. The policy was adopted as changed.

Agenda Item IX: [Information Item] Announcement of Slates for At-Large Representatives (TTF and NTTF)

Carol Baird, Chair, Nominating Committee

Baird read the slates as follows and announced that voting would begin on February 3, 2010.

IUPUI Faculty Council: Slate for At-Large Rep (Ten/Tenure Track)

Term: June 2010 through June 2012

Need to elect 17; number to slate 34.

Last Name	First Name	Initial	Rank	Department	School	Administrative Title
Babler	William	J	FT2	IN-DSOB	IN-DENT	Acting Chairperson
Baich	Christina	Nicole	LT3	IN-LIBR	IN-LIBR	
Bard	Martin		FT1	IN-BIOL	IN-SCI	
Belcher	Anne	E.	FT2	IN-NURS	IN-NURS	Chairperson
Belz	Julie	A.	FT2	IN-ENG	IN-LART	
Bodenhamer	David	Jackson	FT1	IN-POLI	IN-LART	Director
Boland	Donna	L.	FT2	IN-NURS	IN-NURS	Associate Dean
Burr	David	B.	FT1	IN-ANAT	IN-MED	Chairperson
Cummins	Theodore	R	FT2	IN-PHTX	IN-MED	
De Tienne	Andre		FT1	IN-LART	IN-LART	Director
Downs	Stephen	M	FT2	IN-PED	IN-MED	
Fisher	Mary	Marguerite	FT2	IN-EDUC	IN-EDUC	
Garetto	Lawrence	P.	FT1	IN-DSAD	IN-DENT	Associate Dean
Gavrin	Andrew	D.	FT2	IN-SCI	IN-SCI	Chairperson
Gentle-Genitty	Carolyn	Sherlet	FT3	IN-SOCW	IN-SOCW	
Goebel	Mark	G	FT1	IN-BIOM	IN-MED	
Goodine	Linda	Adele	FT1	IN-HERR	IN-HERR	
Harmon	Joseph	Clinton	LT2	IN-LIBR	IN-LIBR	
Hassell	John	M.	FT1	IN-BUS	IN-BUS	
Haut	Paul	R.	FT2	IN-PED	IN-MED	
Huehls	Frances	Ann	LT2	IN-LIBR	IN-LIBR	
Johnson	Kathy	E.	FT1	IN-PSY	IN-SCI	Chairperson
Justiss	Michael	D	FT3	IN-AHLT	IN-AHLT	
Lahiri	Debomoy	K.	FT1	IN-PSYC	IN-MED	
MacKinnon	Joyce	L	FT1	IN-AHLT	IN-AHLT	Associate Dean
Mikulay	Jennifer	G	FT3	IN-HERR	IN-HERR	
Miller	Steven	R	LT3	IN-LAWL	IN-LAW	
Nalim	M	Razi	FT1	IN-ENGT	IN-ENGT	
Orme	William	Arnold	LT2	IN-LIBR	IN-LIBR	
Petrache	Horia		FT3	IN-PHYS	IN-SCI	
Stocum	David	L.	FT1	IN-BIOL	IN-SCI	
Towne	Stephen	E.	LT2	IN-LIBR	IN-LIBR	
Tune	Johnathan	David	FT2	IN-PBIO	IN-MED	
Yokota	Hiroki		FT1	IN-ENGT	IN-ENGT	

IUPUI Faculty Council: At-Large Representative NTTF Slate

Term: June 2010 through June 2012

Need to elect 10; need to slate 20.

Restriction on winners: No more than two faculty from a school can be elected in this category. **There must be at least two representatives from each of the clinical, research, and lecturer ranks.**

Last Name	First Name	Middle Name	Non-Admin Title	School	Department	Admin. Title
Barman	Natalie	S.	Lecturer	IN-EDUC	IN-EDUC	
Blacklock	Brenda		Assistant Scientist/Scholar	IN-SCI	IN-CHEM	

Brown	Darrell	Eric	Clinical Associate Professor	IN-BUS	IN-BUS	
Contino	Lisa		Senior Lecturer	IN-SCI	IN-PSY	
Donahue	Kimberly	A	Senior Lecturer	IN-BUS	IN-BUS	
Fife	Betsy	L.	Senior Scientist/Scholar	IN-NURS		
Friesth	Barbara	Manz	Clinical Associate Professor	IN-NURS	IN-NURS	
Hernandez	Henry	Alan	Lecturer	IN-SCI	IN-MATH	
Jefferson	Corey		Lecturer	IN-HERR	IN-HERR	
Loghmani	M.	Terry	Clinical Associate Professor	IN-AHLT	IN-AHLT	
McGuire	Alan	Benjamin	Assistant Scientist/Scholar	IN-SCI	IN-PSY	
Meng	Hua		Clinical Assistant Professor	IN-MED	IN-OBGY	
Powell	Jarethea	D.	Senior Lecturer	IN-NURS	IN-NURS	
Ray	Bruce	David	Associate Scientist/Scholar	IN-SCI	IN-PHYS	
Sandwina	Ronald	M.	Senior Lecturer	IN-LART	IN-COMM	
Scrivner	Lindsey	Ann	Lecturer	IN-INFO	IN-INFO	
Tennant	Susan	L.	Clinical Assistant Professor	IN-INFO	IN-INFO	
Thedwall	Kathryn		Senior Lecturer	IN-ACSP	IN-UCOL	Director
Ulbright	Corinne		Lecturer	IN-UCOL	IN-UCOL	
Van Der Pol	Barbara	J.	Assistant Scientist/Scholar	IN-MED	IN-PUBH	
Xuei	Xiaoling		Senior Scientist/Scholar	IN-MED	IN-BIOM	
Yost	Robert	W.	Senior Lecturer	IN-SCI	IN-BIOL	
Young	Judith	A	Clinical Assistant Professor	IN-NURS	IN-NURS	
Zhang	Ping		Assistant Scientist/Scholar	IN-ENGT	IN-ENGT	

Agenda Item X: [Information Item] Getting Students Off to a Good Start

Scott Evenbeck, Dean, University College

PowerPoint: http://www.iupui.edu/~fcouncil/minutes/evenbeck_2-2-10.pdf

Evenbeck gave his presentation per the PowerPoint link above and addressed the following questions:

- Is financial aid still an issue for entering students? Porter said it is an ongoing problem especially as students are getting married.
- Is there data for each school so we know where we need to be more successful? Evenbeck said a Partnership Report is given to each school Academic Dean every year.
- Banta pointed out the IMIR information gateway. School information can be received at this site.
- A group of Academic Deans are working with Dean Sukhatme to find the shortest route to graduation. Summer school is key to graduating in four years. Financial literacy is also key. Sometimes it is better to have student loans and not work as much in order to graduate.
- Bantz thanked University College for their work in increasing retention. He said more need-based financial support for our students would benefit them greatly.

Agenda Item XI: Report from the IUPUI Staff Council

No report.

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

No reports.

Agenda Item XIII: Question / Answer Period

No questions.

Agenda Item XIV: Unfinished Business

No Unfinished Business.

Agenda Item XV: New Business

No New Business.

Agenda Item XV: Adjournment

A motion to adjourn was made and seconded. The motion carried. Vice President Watt adjourned the meeting.

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

Items to be Completed:

- Extension of the Tenure Clock Policy: Policy being updated by Faculty Affairs Committee and should be ready for a vote in March 2010.
- Unit Representatives: Inclusion of the Columbus Campus
- Election of At-Large Members for the TTF and NTTf faculty.

Items Completed:

- Election for Faculty Board of Review Pool and Faculty Grievance Advisory Committee

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