

**Indianapolis Faculty Council (IFC)**  
**Minutes**  
**November 18, 2014 ~ Hine Hall Auditorium ~ 3:00 – 4:00 p.m.**

**Faculty and Guests Present:** Gregory Anderson, Keith Anliker, Charles Bantz, Ed Berbari, Tim Corson, Jeff Dean, Sasha Fedorikhin, Jan Froehlich, Andy Gavrin, Gina Gibau, James Gladden, Linda Adele Goodine, Charles Goodlett (alt: Bethan Neal-Beliveau), Paul Halverson, Melissa Lavitt, David Lewis, Jane Luzar, Joyce Mac Kinnon, Colleen McCormick, Monica Medina, Marc Mendonca, Robert Minto, Wendy Morrison (alt: May Jafari), Miriam Murphy, Richard Nass, Nasser Paydar, Christine Picard, Becky Porter, William Potter, William Schneider, Lee Stone, Gene Tempel, Kate Thedwall, Rick Ward, John Watson (alt: Steve Randall), Elizabeth Whipple, L. Jack Windsor, and Marianne Wokeck

**Members Absent:** Rafat Abonour, Margaret Adamek, Austin Agho, Ryan Anderson, Rachel Applegate, Simon Atkinson, Tina Baich, Sarah Baker, Robert Barr, Anne Belcher, Julie Belz, Gabrielle Bersier, William Blomquist, Janice Blum, Angela Bruzzaniti, Dwight Burlingame, Nancy Chism, Heather Coates, Philip Cochran, Jeffrey Crabtree, Mary Dankoski, Niki Da Silva, Charles Davis, Susan DeMaine, Valerie Eickmeier, Nancy Evans, Vance Farrow, Charles Feldhaus, James Flynn, Tatiana Foroud, Tony Greco, John Hassell, Jay Hess, Pamela Ironside, Richard Jackson, Kathy Johnson, Josette Jones, Mark Kaplan, Andy Klein, Abigail Klemsz, Dan Koo, Daniella Kostroun, Joan Kowolik, Andrew Kusmierczyk, Alan Ladd, Deanna Malatesta, Mary Maluccio, Tom Marvin, Angela McNelis, Amber Mosley, Mehdi Nassiri, Jim Nehf, Bill Orme, Matthew Palakal, Kristi Palmer, Megan Palmer, Michael Patchner, Barbara Pierce, Ken Rennels, Dawn Rhodes, Simon Rhodes, Lilliard Richardson, Patricia Rogan, Barbara Russo, David Russomanno, Dan Rusyniak, Marcus Schamberger, Katherine Schilling, Michelle Schneider, Ross Silverman, Robert Siwec, Deborah Stiffler, Yuichiro Takagi, Rosa Tezanos-Pinto, Erik Tillema, Thomas Upton, Marwan Wafa, Crystal Walcott, Emily Walvoord, Jeff Watt, Michael Weaver, John Williams, Jr., Frank Yang, and Michael Yard

**Agenda Item I: Welcome and Call to Order**

IUPUI Faculty Council Vice President Ed Berbari called the meeting to order at 3:07 p.m.

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

The Agenda was adopted as the Order of Business for the Day.

**Agenda Item III: [Action Item] Approval of the IFC November 4, 2014, Minutes**

The minutes of the November 4, 2014, IFC meeting were approved and entered into record.

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

Charles R. Bantz, Chancellor

Bantz reported on the following:

- He announced he will be stepping down as chancellor in August, 2015. He will take a year off and then return to being a faculty member and do additional scholarly work.
- The men's and women's basketball teams are now playing in the fairgrounds coliseum. Unfortunately, both teams lost. The men in overtime to Indiana State and the women to Louisville.
- He attended the NASULGC meeting and urban universities national meeting. Kathy Johnson, dean of University College, was asked to give a presentation on the work done at IUPUI for first-year students and did a great job.

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

Marianne Wokeck, IUPUI Faculty President

Wokeck reported on the following:

- Two constitutional changes for the University Faculty Council were approved. The first was to allow for a co-chair from the regional campuses and the second changed the name “co-secretary” to “co-chair.”
- A report would be given at this meeting regarding the campus’s response to the IU Bicentennial Strategic Plan (BSP).
- As part of the BSP, a Blue Ribbon Committee for engineering was appointed at IUB without faculty added to assist in the work. A Blue Ribbon Committee for education will also be appointed, and it appears IUPUI will not be invited to participate.
- The federal mandate for handling sexual assault is being discussed by a university-wide committee of six including two members from IUPUI (Jennifer Drobac and Peggy Stockdale).
- At the November 4, IFC meeting, Wokeck spoke to a policy being drafted to transfer credits during service in the armed forces to IU programs in an effort to support veterans as they reenter civilian society. The policy has been drafted and posted for inquiries (appended to these minutes). Comments are welcome.
- In the future there will be a new system for submitting information for the Faculty Annual Report and making use of the information received. As vendors are being reviewed, it is important for faculty to discuss how research, teaching, and service are being used in conjunction with the report.

### **Agenda Item VI: [Information Item] Update: Office of Sustainability**

Colleen McCormick, Director, Office of sustainability

McCormick spoke to the presentation appended to the minutes. She highlighted Tree Campus USA which provided trees around campus and was done as a service learning project. There is now an intercampus shuttle providing transportation (for a cost) between IUPUI and IUB. The shuttle bus is provided with Wi-Fi, televisions, and other amenities, and departs four times a day from both campuses. The soft launch is December 1. Hine Hall has a secure bicycle storage room with 80 slots available in December. BlueIndy is coming to Indianapolis for electric cars. A charging station will be built at University and Vermont Streets and ready for use in March 2015. Berbari asked McCormick to comment on the single stream recycling initiative. McCormick said the initiative was not successful and that recycling is down from before it became single stream. She is receiving data on a monthly basis from the vendor and has asked business students to analyze it. Schneider said he did not know there was an Office of Sustainability and asked her to talk about it. She said the office opened in 2011 after a successful proposal from Rich Strong and Jane Luzar. There are two staff members with interns on a project basis. The office reports to the Office of Finance and Administration.

### **Agenda Item VII: [Information Item] Foundations of Excellence Transfer Focus Project**

Cathy Buyarski, Assistant Dean, University College

Buyarski spoke to the presentation appended to the minutes. The Foundations of Excellence project focuses on transfer students. Berbari asked about data collection. Will you be looking at where the transfer students are coming vs their success and their major vs. their success? Buyarski said yes, and they are beginning to look at it. Most transfer students come from Ivy Tech, then Ball State and Purdue. Information can be seen by majors and schools. 43% of the graduates in 2013 were transfer students, but that varies by school. Ward said the Foundations project was done at IUPUI about 10 years ago with the Gardner Institute. Buyarski said she was aware of that and the prior project was a different focus. This led IUPUI to try for the study on transfer students.

## Agenda Item VIII: Call for IFC or UFC Standing Committee Reports

The following report was made:

- Campus Planning Committee (Miriam Murphy, Chair): Murphy spoke to the presentation appended to the minutes on the IUPUI Response to the IU Bicentennial Strategic Plan. Comment 1 had already moved forward before the committee was able to comment on it. The Blue Ribbon Committee has been appointed to look at engineering at IU. Murphy presented the committee's response below:

To the members of the IUPUI Indianapolis Faculty Council, Executive Committee:

The IUPUI Campus Planning Committee met several times with members of the Staff Council Faculty Relations Committee and attended the forum with Exec. V.P. John Applegate and Director of Strategic Planning Michael Rushton. The following are our comments and recommendations for your review to include in the IUPUI formal response. We also include an appendix of "Reasons to modify the Bicentennial Strategic Plan to increase investment in IUPUI."

Given that IU wants to present the Bicentennial Strategic Plan (BSP) to the trustees for approval on December 4, 2014, the IUPUI formal response should be given to them in time for changes to be made in the document. We strongly recommend that the IFC EC request that revisions be made to the BSP before it is presented to the trustees.

**Comment 1:** The potential benefit to the state and nation of a new program in IT-related engineering located in Bloomington needs to be demonstrated. John Applegate described the concept as having emerged as a "logical outgrowth" of activities in the School of Informatics and that the concept was not discussed with the Commission for Higher Education, Purdue University, or the faculty in Engineering at IUPUI during the drafting of the strategic plan.

**Recommendation:** The procedures for developing any IU strategic plan or fund-raising campaign should involve consultation with stakeholders system wide before drafting a document. If there is a potential added value to the state and nation for developing a program of IT-related engineering at Bloomington it will require proof of concept. The community in Bloomington should be informed about the existence of established schools of engineering available throughout the state.

**Comment 2:** Since this is the first "all IU" campaign, it is important for the strategic plan to also be "all IU". The strategic plan should be revised to encompass and unify the entire IU system.

**Recommendation:** Make language more inclusive. Focus on the IU "system" and advocate for program development, infrastructure, and partnership on all campuses. Promote, support and advance existing areas of strength for all campuses.

Phrasing should remain campus neutral and uniform. Avoid the phrase "home" or "main" campus. For example Bloomington schools are referred to as "in Bloomington" whereas IUPUI schools are referred to as "based in Indianapolis". There is much language that focuses on Bloomington with phrases such as "Bloomington in particular" leaving the impression that this is the primary focus. Examples from other campuses should be included. Emphasis should be placed on expanding new degree programs that are successful regardless of campus location.

**Comment 3:** Much attention is focused on new hires and the term "cluster hire" is used several times. Cluster hires are often a top-down business model for product development. They generally don't include a faculty component.

**Recommendation:** The strategic plan focus and the fundraising campaign should be balanced between attracting new faculty and supporting and retaining existing faculty. A strategy to retain productive faculty is more likely to build the reputation and strength of a university than is a "cluster

hire” approach which is often more expensive and may not be successful if investigators do not thrive in the new environment. “New” hires become “existing” faculty in short order and all faculty require ongoing support.

**Comment 4:** Each campus has its own identity, concerns and set of competitors.

**Recommendation:** Each campus should be able to implement needed adjustments in tuition in order to remain competitive.

**Comment 5:** The document does not address support and retention of staff.

**Recommendation:** Include staff in plans for strengthening each campus. Standardize procedures, such as “TIME”, for staff across campuses.

**Comment 6:** There does not appear to be any faculty, community or state consultation with regard to the future of the School of Education.

**Recommendation:** Inclusion of stakeholders from the faculty, community, and the state is essential in the process of evaluation and deliberation before determinations are made.

#### APPENDIX:

##### Reasons to modify the Bicentennial Strategic Plan to increase investment in IUPUI:

- One of the missions outlined in the plan is to increase the economic benefit to the state of Indiana. IUPUI’s mission of community engagement and location in the state’s largest population center (which is also the state capitol) provides excellent opportunities for economic return on investment.
- Because IUPUI enrolls more Indiana residents and produces more graduates who stay in Indiana, an investment in IUPUI produces a greater benefit for Indiana than investment in other campuses.
- Some of IU’s largest opportunities for expansion in life sciences, computer sciences, engineering, and informatics are all at IUPUI. IUPUI is operating under constrained resources (space in particular), that are needed to leverage its potential. For instance, IUPUI has far greater community engagement with the city and state than does any other campus and has more opportunities for investments that will yield a large payoff for the state.
- Research initiatives and extramural funding have increased on the IUPUI Campus but growth continues to be limited by lack of space.
- IUPUI has substantial untapped potential for further development of unique programs such as Engineering, Motorsports Engineering, Urban Aspects of Public Health, Rehabilitation Sciences, and Forensic Science.
- New degree programs added in the past five years that utilize specific strengths at IUPUI include doctorates in occupational therapy, health communication, urban education, applied earth sciences, and epidemiology; master’s degrees in art therapy, event tourism, translational science, biostatistics, and criminal justice and public safety; as well as bachelor’s degrees in technical communication, neuroscience, medical humanities and health studies, and philanthropic studies. New facilities to accommodate these programs are needed.
- IUPUI has a student population increase which is contrary to national trends. New physical spaces are occupied and overflowing immediately. The campus is experiencing space constraints with the increased student presence on campus due to new residence hall, the Campus Center, increased credit hours and increased research involvement.
- IUPUI now has an Honors College, providing a rich learning environment in which to develop new educational programs.
- IUPUI should be recognized in this plan as a part of IU’s international program. IUPUI has significant international partnerships and programs in health sciences, computer sciences and medicine.

- The plan is lacking metrics to assess IU's economic impact on the state. Metrics should include the retention of intellectual property and startup businesses that remain in the state.

Berbari asked to endorse the response in order to get the document submitted on time. It was moved and seconded to endorse the document. Berbari opened the floor for questions. There is minimal acknowledgement of adjunct faculty. Schneider said he would like the committee to be given full acknowledgement of the document and have an IFC presence at the Board of Trustees when they review the BSP. Froehlich said the University Faculty Council met that morning via conference call, that faculty are not coming together to look at the plan, and we are losing power in numbers. Our strategic plan was proposed to submit as a document for all campuses and to make it clear that the faculty were not consulted in the writing of the document. Wokeck agreed and said the document should be separated into policy and procedures. The objections have been stated as a draft, but it isn't really a draft. Campuses have been pushed to organize in a very short timeframe. Wokeck and Jim Sherman (IUB Faculty President and UFC Co-Secretary) will attend the Board of Trustees' meeting, but we do not know when the BSP will be presented and to what committee. Atkinson suggested the IFC endorse the committee response and add a concern that we are in a consultation period, that key aspects of the plan (engineering) has moved ahead before the implementation date. Schneider suggested having a resolution voted on by the IFC. Mac Kinnon stopped the discussion to bring it back into Robert's Rules. It was moved to take the first motion off the table and continue discussion of the planning of the document the IFC is endorsing. Schneider withdrew his motion to consider other ways of responding. Wokeck said Plan B is to send the document from the committee to the other campuses for them to add to the information. Schneider said the council could endorse the document and ask the Trustees to delay their discussion to allow for more discussion and endorsement. Windsor suggest endorsing the document and then asking for an electronic vote from the IFC.

A motion was made and seconded to endorse the report. The motion was passed unanimously. Wokeck will ask the Board of Trustees to delay the process.

#### **Agenda Item IX: Question / Answer Period**

There were no questions asked.

#### **Agenda Item X: Unfinished Business**

There was no Unfinished Business.

#### **Agenda Item XI: New Business**

There was no New Business.

#### **Agenda Item XII: Final Remarks and Adjournment**

With no further business appearing, a motion was made to adjourn. The motion passed and the meeting was adjourned for the annual State of the Campus report from Chancellor Charles Bantz.

#### **Agenda Item XIII: 2014 State of the Campus Address**

No minutes were taken during the address.

## Report on Council Actions 2014-15 (per Bylaws Article 1. Section C.3)

Items that have been completed by the committees follow the Assignments for committees.

### Assignments (Items in red have been brought to the IFC for a first read):

#### Academic Affairs Committee

- Campus Policy on Limits in Withdrawal: Policy to be voted on by AAFC, EC, and IFC fall 2013. (*Oct. 2013: The AAC agreed that the policy was too restrictive. They agreed that students should not be allowed to enroll and withdraw (or fail) a given course numerous times. Perhaps an alternative solution is to block registration for such students, initiated at the unit level. The registrar will investigate creating lists of students who enroll repeatedly in the same course. These lists could be provided to the appropriate unit for action (registration block), if the units choose to do so. Annual Report 2014: The proposed policy was put on hold pending further fact-finding and deliberation.*)
- **Attending Classes Without Being Enrolled: Policy to be voted on by AAFC, EC, and IFC fall 2013.** (*Oct. 2013 & Annual Report: The AAC has put the policy on hold and will do further fact-finding.*)
- Calculation of GPAs. How much campus policy harmonization is going to be suggested as a part of the student services initiative? (*Annual Report 2014: Carried over from 2012-2013. Should this assignment be eliminated?*)
- Grade Forgiveness Policy (*Annual Report 2014: Carried over from 2012-2013. Should this assignment be eliminated?*)
- Investigate what, if any, "University Sanctioned Events" should be included in the Registrar's list of Course Policies (*Annual Report 2014: Committee added this assignment for the 2014-15 AY.*)
- UFC Policy on Transfer of Credit from Two-Year Institutions
- Policy on Credit Hour Overlap
- Common Calendar: Are all dates covered under this policy, or just the start and stop dates?
- IUPUI Policy on International Teaching Assistants
- Policy for Acceptance of Prior Learning (PLA) Credit for Veterans

#### Budgetary Affairs

- Assessments (School of Medicine)
- Parking Business Plan – Ask Dawn Rhodes and Camy Broeker to bring the plan to the committee and discuss it. Ask Rhodes to report on the plan to the IFC.

#### Campus Planning Committee

- Continue review of the Strategic Plan.
- Review IU Strategic Plan and compare it to the IUPUI Strategic Plan. Draft comes in October and the final document should be finalized by the Trustees at their December meeting.
- Review and comment on National Survey of Student Engagement (NSSE) survey and other tools that gather information about students and faculty. (*May 2014: On hold due to priority given to strategic plan and budget hearings.*)
- Review and comment on PULSE surveys; the data gathered by these surveys may be reviewed by this committee; examples: campus safety; diversity; common theme. (*May 2014: On hold due to priority given to strategic plan and budget hearings.*)
- Review and comment on campus survey (first and second years – in house); (every third year NSSE is administered) (*May 2014: On hold due to priority given to strategic plan and budget hearings.*)
- Advise IUPUI Administration: Planning and Institutional Improvement Administrative Liaison on outcomes. *May 2014: Ongoing.*

#### Constitution and Bylaws Committee

- Verbatim Minutes: Review proposal to exclude notation of taking verbatim minutes if a recording is being made during council meetings. (*Committee discussed this item; will suggest wording.*)
- Nominations Committee: Review and change bylaws so that the Nominations Committee is made up of faculty governance leaders of the schools. (*Update 7-10-14: Work in process.*)
- Rewrite the charge to the Constitution and Bylaws Committee. (*Update 7-10-14: No action at this time; keep on agenda.*)
- Recognition of Honors College (*Update 7-10-14: Recognition was discussion, but until the school submits a constitution and bylaws for review, no action is taken. Keep on agenda until C&B submitted by Honors College.*)
- FGAP Bylaws revision (problem raised by Handbook Committee/Faculty Affairs Committee last year). (*Update 7-10-14: No action at this time; keep on agenda.*)
- Undergraduate Curriculum Advisory Committee: Is the committee doing what the vision for the committee was set out to do. (*Update 2-25-14: With the Strategic Plan, this committee is under review by the Academic Affairs Committee and Faculty Affairs Committee as they determine whether the IFC should endorse an Undergraduate Curriculum Committee. The Constitution and Bylaws Committee will be asked to make a motion to remove the UCAC from the IFC Bylaws should the IFC endorse the new committee.*)
- Limit the amount of time a Board of Review can be heard before time runs out once it has been assigned by the IFC-EC. (Motion made by IFC-EC on March 27, 2014.) (*Update 7-10-14: No action at this time; keep on agenda.*)

### **Distance Education Committee**

- IU Online: Schedule a joint meeting between the Distance Education Committee and the Technology Committee, with leadership from IU Online. – *(The meeting was held only by the Technology Committee. The DEC did not participate in the meeting.)*
  - Update on state authorization process
  - Status of differential funding or fee for online courses
  - ADA compliance for distance education
- Canvas transition
- Unizin Consortium

### **Faculty Affairs Committee**

- Discuss the grievance process and the Board of Review procedures with the Constitution and Bylaws Committee. *(Update from annual report: Ongoing discussion: Theme of grievance = due process. Remaining questions: 1) good cause=not defined in bylaws; 2) full-time=100% or benefit eligibility (eligible for reappointment regular?); 3) What is grievance process for part-time faculty? Type of employment – serve at will (administrators, PG); 4) Adjunct faculty-freelance contract? – See handbook 2006 needs further investigation / Bylaws p. 18. Committee to continue the discussion in 2014-15.)*
- “Term Contracts” in the School of Medicine for faculty not complying with standards set by the school.
- School of Medicine policy issued for compensation guidelines for tenured faculty.
- Review draft Adjunct Faculty Policy/Procedures for Promotion *(On 4-21-14 committee agenda.)*
- Parking Changes *(On 4-21-14 committee agenda.)*
- NTTF representation on the IFC. A task force will be established by the IFC Executive Committee to review the NTTF and how they are affected through the Constitution and Bylaws, handbooks, and policies and procedures. The Faculty Affairs Committee would manage the work of the task force. The FAC should send names to the EC for inclusion in the membership of the task force. Member need to come from the schools including the School of Medicine and one member from the Handbook Committee
- IUPUI Faculty Librarian Review and Enhancement: President McRobbie asked each campus to look at the policy and tweak it for their needs. At the 4-24-14 EC meeting, an administrative committee was formed composed of Melissa Lavitt, Rick Ward, Simon Atkinson, Jack Windsor, and the chair of the FAC.
- Definition of Tenure Status
- Policy for Adjunct Faculty promotion.
- Faculty Bonus Plan *(Ready for a first read once approval is received by the FAC. The IFC-EC approved the plan at their 10-23-14 meeting.)*

### **Faculty Handbook Committee**

- Revise charge to the committee.
- Revise the handbook to reflect the change in links to the Academic Handbook to policy numbers from the University Policies website.
- Apply numbering system to the Faculty guide as was used in the online version of the IU Academic Handbook.
- Make title changes and other miscellaneous grammar and style content.

### **Fringe Benefits Committee**

- Benefits: Keep pushing to get the message out about benefits in a timely manner.
- Get the word out to faculty: Clinical Care Services at IUPUI (<http://hr.iu.edu/benefits/CCServices/index.html>)
- Comparison of benefits for IUPUI and IUB faculty. Melissa Lavitt’s office has a salary comparison and the cost of living comparison for both campuses.
- Maternity and Family leave
- Benefits for part-time faculty
- How does the IUPUI benefits plan compare to other institutions?
- Benefits for gay married couples should a law be passed.

### **Library Affairs Committee**

- Implementation of Open Access

### **Research Affairs Committee**

- Limited submission – Atkinson doesn’t feel that is an issue on this campus. He would be glad to discuss this as issues come up. This issue is on the strategic plan.
- Biomedical Research Institute
- Policy on Centers and Institutes
- Animal safety
- Update on Research Advisory Committee from VP Jorge Jose.
- Update on the transparency and funding of programs
- Presentation of the Indirect Cost Recovery guidelines to the IFC.
- Return of NIH funds from the administrators to the PI.
- Human Subjects Research (IRB Process).

- Other study approvals – especially biosafety approvals and IACUC as centralization of oversight continues.
- Center designation process – inventory of active/inactive centers as a first fact-finding step.
- IUCRG Program – faculty input into future directions/funding priorities if the program continues.
- Strategic Plan
- Monitor aspects of compliance across the university
- Purchasing and expenses on grants – detailed reporting
- IRB updates
- IU Strategic Plan review (Research Excellence) -- October 2014.

**Staff Relations Committee**

- TIME Timekeeping System
- Health Insurance Rates – John Whelan should have a positive impact on this.
- Performance Management – John Whelan should have a positive impact on this.
- Service with Distinction
- Intergroup Dialogue and Campus Civility
- Campus Safety
- Monitor Parking

**Student Affairs Committee**

- Student Wellness
- Personal Misconduct Procedures have changed, but there may be training that needs to be addressed.
- Sexual Assault and Prevention

**Technology Committee**

- Review of FLAGS system to review enhancements made during summer 2013.
- Review updates to the RFS system
- Conduct joint meeting of Distance Education Committee with IU Online Office Leadership
- Review e-learning system
- Monitor transition from Oncourse to Canvas.
- Testing Center
- Online course evaluations with the Testing Center (will work with Melissa Lavitt)
- Product to replace the FAR (will work with Melissa Lavitt)
- Oncourse project sites – what do we use now?

**Items Completed:**

**Faculty Affairs Committee**

- IUPUI Faculty Credo (*Report submitted to the IFC-EC. Discussion at the April 17, 2014, EC meeting. Developed guidelines for department chairs/not performance review. Revised Credo. Suggest adding Civility Statement.*) (On IFC-EC agenda for discussion. 9-18-14: IFC-EC determined the Code of Academic Ethics takes care of the Credo. This item will not be discussed further.)

**Faculty Handbook Committee**

- Completed revision of timeline for approving the supplement. (*Presented to the IFC 10-7-14.*)

**Library Affairs Committee**

- Open Access (*Passed as policy on 10-7-14.*)

**PLEASE NOTE:** This policy is currently under review.

## Transfer Credit Related to Military Service ACA-78



### About This Policy

Effective Date:  
12-11-2014

Last Updated:

Responsible University Office:  
University Transfer Office

Responsible University Administrator:  
University Faculty Council

Policy Contact:  
TJ Rivard  
Director, University Transfer Office  
trivard@iu.edu

### Related Information

\* Indiana Statute SB 331

### Scope

### Policy Statement

### Reason For Policy

### Procedure

### Additional Contacts

### History

[Back to top ↗](#)

### Scope

All Indiana University campuses.

[Back to top ↗](#)

### Policy Statement

The following considerations for credit carried by all military veterans and personnel apply to all IU Campuses per statute, provided the credit being assessed meets the role, scope, and mission of the campus. Because the role, scope, and mission of each Indiana University campus differ, some credits may not be applicable to degree requirements if the receiving campus does not offer comparable coursework. Or, the credits may vary with regard to application to general education or diploma-granting unit requirements. Also, consistency among campuses will be honored, based on the charge of the University Transfer Office.

[Back to top ↗](#)

### Reason For Policy

In compliance with Indiana statute (SB 331), college credit for military personnel must be awarded for academic achievements through a number of different modes, provided the "individual's military service [is] in an active or reserve component of the armed forces of the United States or the Indiana National Guard or upon the individual's receiving an honorable discharge from the armed forces of the United States or the Indiana National Guard."

This policy is designed to ensure that military personnel are given full consideration of military transcript, transfer, CLEP, DSST, and Excelsior College exam credit as provided for by Indiana law (<http://iga.in.gov/legislative/2014/bills/senate/331/#>) and also creates consistency in the consideration of basic training credit without regard to the discharge status of the military personnel.

The maintenance, communication, update, and coordination of faculty to establish, confirm, and/or modify equivalencies across Indiana University will be the responsibility of the University Transfer Office.

[Back to top](#) ↗

## Procedure

The following are in keeping with the Servicemembers Opportunity Colleges' (SOC) expectation to "provide processes to determine credit awards and learning acquired for specialized military training and occupational experience when applicable to a Service member's degree program."

### Evaluation of Credit for Basic Training

- All basic training military credit is considered undistributed with some exceptions in Military Science, Aerospace, and SPH courses.
- Credit Evaluators will post up to 15 hours for basic training.
- If a student has more than 15 hours, the credit evaluator will post additional credit beyond basic training in accordance with SB 331 and the University policies below.
- Other campus-based policies or practices may apply in support of the best use of a student's military course credit.

NOTE: Purdue allows up to 8 credit hours for military training. Applicants to an IU campus who are admitted to a Purdue school or to UCOL pursuing a Purdue plan will be granted up to 8 credit hours for basic training.

### Evaluation of Course and External Exam Credit

- For coursework taken as part of a military occupation or position beyond basic training, military personnel will receive distributed or undistributed credit as established by the appropriate disciplinary faculty or as recommended through ACE (ACE: <http://www2.acenet.edu/militaryguide/CourseSearch.cfm>) Campuses that are members of the SOC will "recognize and use the ACE Guide to the Evaluation of Educational Experiences in the Armed Services to determine the value of learning acquired in military service. Award credit for appropriate learning acquired in military service at levels consistent with ACE Guide recommendations and/or those transcribed by CCAF, when applicable to a Service member's program" per SOC requirements.
- Receive distributed or undistributed credit as established by the appropriate disciplinary faculty across Indiana University for CLEP scores of 50 or higher;
- Receive distributed or undistributed credit as established by the appropriate disciplinary faculty across Indiana University for successful scores on DSST exams;
- Receive distributed or undistributed credit as established by the appropriate disciplinary faculty across Indiana University for successful scores on Excelsior College examinations.
- Receive distributed or undistributed credit for coursework completed at any regionally accredited institution in accord with the campus transfer credit policies;
- Receive distributed or undistributed credit awarded through Indiana University "Credit by Portfolio" policies.
- Based on the SOC guidelines, when "general policy permits [campuses will] award transfer credit or credit for prior learning to:
  - Replace a required course within a major;
  - Apply as an optional course within the major;
  - Apply as a general elective;
  - Apply as a basic degree requirement; or
  - Waive a prerequisite." ([http://dodmou.com/Documents/DODMOU%203%20SAMPLE%20July\\_7\\_2014.pdf](http://dodmou.com/Documents/DODMOU%203%20SAMPLE%20July_7_2014.pdf))
- Meet academic residency requirements within the parameters of state law as established by the campus or school they attend.
- Evaluation of military coursework will take place based on the JST\* as the primary transcript for military credit. The DD214 may be required for additional information.

\* *The JST is an official education transcript tool for documenting the recommended college credits for professional military education, training courses, and occupational experiences of Service members across the Services. The JST incorporates data from documents such as the Army/ACE Registry Transcript System, the Sailor/Marine ACE Registry Transcript System, the Community College of the Air Force transcript, and the Coast Guard Institute transcript.*

[Back to top](#) ↗

## Additional Contacts

Subject	Contact	Phone	Email
Military Affairs	Margaret Baechtold	812-856-0035	mbaechto@indiana.edu

[Back to top](#) 

### History

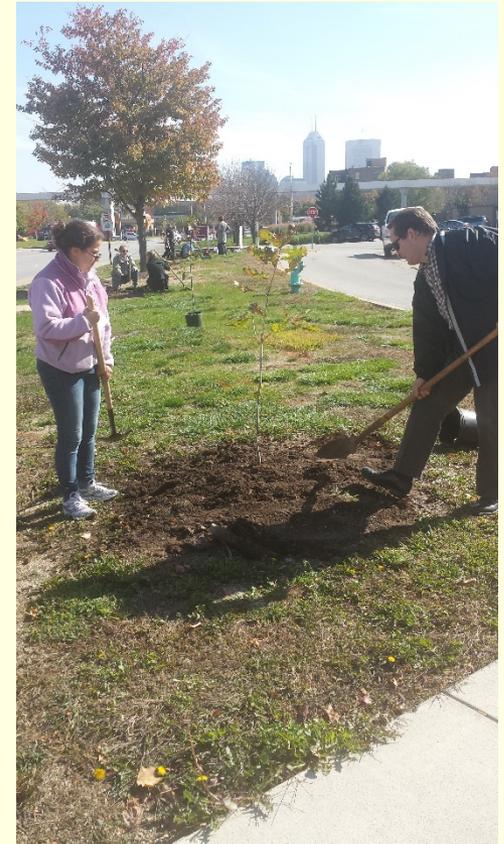
This policy was established in 2014.

# Sustainability at IUPUI

Colleen J. McCormick, MPH, LEED O+M  
Director, Office of Sustainability

# IUPUI Sustainability 2013-2014 Highlights

- Administration and Operations
  - Office Strategic Plan
  - Tree Campus USA 2013
  - IUPUI Produce Market
  - IUPUI/IUB Intercampus Shuttle
  - Sierra Club Cool Schools 2014 (119/173)



# IUPUI Sustainability 2013-2014 Highlights

- Administration and Operations
  - Hine Hall Bicycle Storage Room
  - Pacers Bikeshare
  - LEED Certified Buildings
    - Gold
      - Glick
      - Neuroscience
    - Silver
      - SELB
      - Rotary



# IUPUI Sustainability 2013-2014 Highlights

- Student Involvement
  - SSC – Student Sustainability Council
    - Year of Recycling
    - Campus Sustainability Day
    - Greening IUPUI Grant
      - outdoor exercise equipment



# IUPUI Sustainability 2013-2014 Highlights

- Student Involvement
  - Campus Kitchen at IUPUI
    - Grand opening September 5<sup>th</sup>, 2014
    - October 2014
      - Rescued 300 pounds of food
      - Served over 160 meals
    - November 2014
      - November 7<sup>th</sup> and 21<sup>st</sup>
    - December 2014
      - December 12<sup>th</sup>



# IUPUI Sustainability 2014-2015 Initiatives

- Strategic Plan Implementation
  - Recycling
  - AASHE STARS
- 2014 Tree Campus USA
- Earth Month
- BlueIndy



# Questions?

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Thank you for your time!

Colleen J. McCormick, MPH, LEED O+M

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Foundations of Excellence®

# Transfer Focus



Gina Sanchez Gibau  
School of Liberal Arts

Cathy Buyarski  
Division of Undergraduate Education

# Why Transfer Students?

## **Students who begin at IUPUI as transfer students are an important part of our student population**

- 30% of new admits to IUPUI in fall 2014 were transfer students
- Transfer students are good students; average transfer GPA of fall 2014 admits was 2.97
- Contribute significantly to the diversity of the campus with 25.8% of fall 2014 transfer students being non-white
- 43% our graduates are transfer students (FY 2013)

## **Their success is not as great as expected**

- Over one quarter of transfer students will leave IUPUI after one year of enrollment (26.5% of transfers entering in fall 2013)
- Just over half will graduate in six years (52.2% of transfers entering in fall 2008)
- Transfer students have more external to school time commitments compared to first-time beginners such as working for pay off-campus, caring for dependents and household responsibilities (2014 Entering Student Survey)



# What is Foundations of Excellence?

- Rigorous, data-driven institutional self-study conducted in conjunction with the John N. Gardner Institute for Excellence in Undergraduate Education
- Will result in an action plan for improvement which has been developed through thorough examination and guided by national experts
- Key to success is extensive engagement of the campus community; currently have over 150 faculty, staff and students participating in one of eight committees

<b>Philosophy</b>	<b>Organization</b>	<b>Learning</b>
<b>Faculty/ Campus Culture</b>	<b>Transitions</b>	<b>All Students</b>
<b>Diversity</b>	<b>Roles &amp; Purposes</b>	<b>Improvement</b>

**Foundational Dimensions®**





# Timeline

- Launch Meeting held on September 26
- Faculty survey – Opened on September 29 (now closed and data available)
- Dimension committees meet from October '14 through February '15
- Monthly Steering Committee meetings began in early October
- Student survey – Opened November 2 (currently collecting responses)
- Dimension Committee Reports due February 28, 2015
- Review and feedback from Gardner Institute
- Final Report and Action Plan due June 1, 2015
- Implementation of FoE Action Plan begins July 1, 2015



Foundations of Excellence®

Questions?



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Cathy Buyarski  
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Indianapolis Faculty Council  
November 18, 2014



# **IUPUI Response to the IU Bicentennial Strategic Plan**

Miriam Murphy, Chair  
Campus Planning Committee

# The Process

- IU Bicentennial Strategic Plan (BSP) drafted by Exec. V.P. John Applegate & Director of Strategic Planning Prof. Michael Rushton Released - 10/14
- CPC reviews with members of the Staff Council Faculty Relations Committee
- CPC Response to BSP submitted to IFC EC - 11/11
- CPC Response presented to IFC - 11/18
- IUPUI Response submitted to EVP Applegate
- Comment Period Closes - 11/22
- BSP Presented to IU Trustees - 12/4

# The Response

**Comment 1:** The potential benefit to the state and nation of a new program in IT-related engineering located in Bloomington needs to be demonstrated.

**Recommendation:** After proof of concept, consultation with stakeholders system wide is an essential pre-cursor.

# The Response

**Comment 2:** Since this is the first “all IU” campaign, it is important for the strategic plan to also be “all IU”.

**Recommendation:** Make language more inclusive of all campuses. Focus on the IU “system” and avoid “core” campus phrasing.

# The Response

**Comment 3:** Much attention is focused on new hires and the term “cluster hire” is used several times.

**Recommendation:** The strategic plan focus and the fundraising campaign should be balanced between attracting new faculty and supporting and retaining existing faculty.

# The Response

**Comment 4:** Each campus has its own identity, concerns and set of competitors.

**Recommendation:** Each campus should be able to implement needed adjustments in tuition in order to remain competitive.

# The Response

**Comment 5:** The document does not address support and retention of staff.

**Recommendation:** Include staff in plans for strengthening each campus. Standardize procedures, such as “TIME”, for staff across campuses

# The Response

**Comment 6:** There does not appear to be any faculty, community or state consultation with regard to the future of the School of Education.

**Recommendation:** Include stakeholders from the faculty, community, and the state in the process.

# Reasons for BSP to Invest in IUPUI

- One of the missions outlined in the plan is to increase the economic benefit to the state of Indiana. IUPUI's mission of community engagement and location in the state's largest population center (which is also the state capitol) provides excellent opportunities for economic return on investment.
- Because IUPUI enrolls more Indiana residents and produces more graduates who stay in Indiana, an investment in IUPUI produces a greater benefit for Indiana than investment in other campuses.
- Some of IU's largest opportunities for expansion in life sciences, computer sciences, engineering, and informatics are all at IUPUI. IUPUI is operating under constrained resources (space in particular), that are needed to leverage its potential. For instance, IUPUI has far greater community engagement with the city and state than does any other campus and has more opportunities for investments that will yield a large payoff for the state.

# Reasons for BSP to Invest in IUPUI

- Research initiatives and extramural funding have increased on the IUPUI Campus but growth continues to be limited by lack of space.
- IUPUI has substantial untapped potential for further development of unique programs such as Engineering, Motorsports Engineering, Urban Aspects of Public Health, Rehabilitation Sciences, and Forensic Science.
- New degree programs added in the past five years ...(long list).. New facilities to accommodate these programs are needed.
- IUPUI has a student population increase which is contrary to national trends. New physical spaces are occupied and overflowing immediately. The campus is experiencing space constraints with the increased student presence on campus due to new residence hall, the Campus Center, increased credit hours and increased research involvement.

# Reasons for BSP to Invest in IUPUI

- IUPUI now has an Honors College, providing a rich learning environment in which to develop new educational programs.
- IUPUI should be recognized in this plan as a part of IU's international program. IUPUI has significant international partnerships and programs in health sciences, computer sciences and medicine.
- The plan is lacking metrics to assess IU's economic impact on the state. Metrics should include the retention of intellectual property and startup businesses that remain in the state.

# strategicplan.iu.edu

"We invite you to read the draft of the plan, Priorities for the Bicentennial, and [contact us](#) with your comments. After the comment period closes on **November 22nd**, and changes are made, the plan will be finalized and presented to the Board of Trustees in **December 2014.**"

To the members of the IUPUI Indianapolis Faculty Council, Executive Committee:

The IUPUI Campus Planning Committee met several times with members of the Staff Council Faculty Relations Committee and attended the forum with Exec. V.P. John Applegate and Director of Strategic Planning Michael Rushton. The following are our comments and recommendations for your review to include in the IUPUI formal response. We also include an appendix of “Reasons to modify the Bicentennial Strategic Plan to increase investment in IUPUI.”

Given that IU wants to present the Bicentennial Strategic Plan (BSP) to the trustees for approval on December 4, 2014, the IUPUI formal response should be given to them in time for changes to be made in the document. We strongly recommend that the IFC EC request that revisions be made to the BSP before it is presented to the trustees.

**Comment 1:** The potential benefit to the state and nation of a new program in IT-related engineering located in Bloomington needs to be demonstrated. John Applegate described the concept as having emerged as a “logical outgrowth” of activities in the School of Informatics and that the concept was not discussed with the Commission for Higher Education, Purdue University, or the faculty in Engineering at IUPUI during the drafting of the strategic plan.

**Recommendation:** The procedures for developing any IU strategic plan or fund-raising campaign should involve consultation with stakeholders system wide before drafting a document. If there is a potential added value to the state and nation for developing a program of IT-related engineering at Bloomington it will require proof of concept. The community in Bloomington should be informed about the existence of established schools of engineering available throughout the state.

**Comment 2:** Since this is the first “all IU” campaign, it is important for the strategic plan to also be “all IU”. The strategic plan should be revised to encompass and unify the entire IU system.

**Recommendation:** Make language more inclusive. Focus on the IU “system” and advocate for program development, infrastructure, and partnership on all campuses. Promote, support and advance existing areas of strength for all campuses.

Phrasing should remain campus neutral and uniform. Avoid the phrase “home” or “main” campus. For example Bloomington schools are referred to as “in Bloomington” whereas IUPUI schools are referred to as “based in Indianapolis”. There is much language that focuses on Bloomington with phrases such as “Bloomington in particular” leaving the impression that this is the primary focus. Examples from other campuses should be included. Emphasis should be placed on expanding new degree programs that are successful regardless of campus location.

**Comment 3:** Much attention is focused on new hires and the term “cluster hire” is used several times. Cluster hires are often a top-down business model for product development. They generally don’t include a faculty component.

**Recommendation:** The strategic plan focus and the fundraising campaign should be balanced between attracting new faculty and supporting and retaining existing faculty. A strategy to retain productive faculty is more likely to build the reputation and strength of a university than is a “cluster hire” approach which is often more expensive and may not be successful if investigators do not thrive in the new environment. “New” hires become “existing” faculty in short order and all faculty require ongoing support.

**Comment 4:** Each campus has its own identity, concerns and set of competitors.

**Recommendation:** Each campus should be able to implement needed adjustments in tuition in order to remain competitive.

**Comment 5:** The document does not address support and retention of staff.

**Recommendation:** Include staff in plans for strengthening each campus. Standardize procedures, such as “TIME”, for staff across campuses.

**Comment 6:** There does not appear to be any faculty, community or state consultation with regard to the future of the School of Education.

**Recommendation:** Inclusion of stakeholders from the faculty, community, and the state is essential in the process of evaluation and deliberation before determinations are made.

## APPENDIX:

### Reasons to modify the Bicentennial Strategic Plan to increase investment in IUPUI:

- One of the missions outlined in the plan is to increase the economic benefit to the state of Indiana. IUPUI's mission of community engagement and location in the state's largest population center (which is also the state capitol) provides excellent opportunities for economic return on investment.
- Because IUPUI enrolls more Indiana residents and produces more graduates who stay in Indiana, an investment in IUPUI produces a greater benefit for Indiana than investment in other campuses.
- Some of IU's largest opportunities for expansion in life sciences, computer sciences, engineering, and informatics are all at IUPUI. IUPUI is operating under constrained resources (space in particular), that are needed to leverage its potential. For instance, IUPUI has far greater community engagement with the city and state than does any other campus and has more opportunities for investments that will yield a large payoff for the state.
- Research initiatives and extramural funding have increased on the IUPUI Campus but growth continues to be limited by lack of space.
- IUPUI has substantial untapped potential for further development of unique programs such as Engineering, Motorsports Engineering, Urban Aspects of Public Health, Rehabilitation Sciences, and Forensic Science.
- New degree programs added in the past five years that utilize specific strengths at IUPUI include doctorates in occupational therapy, health communication, urban education, applied earth sciences, and epidemiology; master's degrees in art therapy, event tourism, translational science, biostatistics, and criminal justice and public safety; as well as bachelor's degrees in technical communication, neuroscience, medical humanities and health studies, and philanthropic studies. New facilities to accommodate these programs are needed.
- IUPUI has a student population increase which is contrary to national trends. New physical spaces are occupied and overflowing immediately. The campus is experiencing space constraints with the increased student presence on campus due to new residence hall, the Campus Center, increased credit hours and increased research involvement.
- IUPUI now has an Honors College, providing a rich learning environment in which to develop new educational programs.
- IUPUI should be recognized in this plan as a part of IU's international program. IUPUI has significant international partnerships and programs in health sciences, computer sciences and medicine.

- The plan is lacking metrics to assess IU's economic impact on the state. Metrics should include the retention of intellectual property and startup businesses that remain in the state.