

Indianapolis Faculty Council (IFC)

Minutes

April 1, 2008 ~ IH 100 ~ 3:00 – 5:00 p.m.

Faculty and Guests Present: William Agbor Baiyee, Hasan Akay, Deborah Allen, Rachel Applegate, Sarah Baker, James Baldwin, Trudy Banta, Charles Bantz, Robert Barrows, Margaret Bauer, Terry Baumer, Anne Belcher, Teri Belecky-Adams, Ed Berbari, Jacqueline Blackwell, Bonnie Blazer-Yost, Ann O'Bryan (for Polly Boruff-Jones), Ben Boukai, Won Kyoo Cho, James Clack, Janice Cox, Andre De Tienne, Marsha Ellett, Scott Evenbeck, Mary L. Fisher, David Ford, Danita Forgey, Sharon Hamilton, John Hassell, Bill Heller, Jay Howard, Shelley Hunter, Marilyn Irwin, Henry Karlson, Kathy Lay (representative), David Lewis, Greg Lindsey, Chris Long, Joyce MacKinnon, Anna McDaniel, Henry Merrill, Mike Moore, Bart Ng, C. Subah Packer, William Potter, Mary Riner, Bob Sandy, Roger Schmenner, William Schneider, Jodi Smith, Martin Spechler, Uday Sukhatme, Susan Sutton, Terri Tarr, Mark Urtel, Rosalie Vermette, Suosheng Wang, Richard Ward, Jeff Watt, Corinne Wheeler, Robert White, Frank Witzmann, Marianne Wokeck, Nancy Young, Weiming Yu, and Oner Yurtseven

Agenda Item I: Welcome and Call to Order

IUPUI Faculty Vice President Pro Tempore Mary Fisher called the meeting to order at 3:02 p.m.

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

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

Agenda Item III: [ACTION ITEM] Approval of IFC March 4, 2008, Minutes

Hearing no objections, the IFC March 4, 2008, minutes stood as written and were entered into record.

(http://www.iupui.edu/~fcouncil/minutes/Minutes_IFC_3-4-08.htm)

Agenda Item IV: Updates/Remarks from the Chancellor

Chancellor Bantz gave the following report:

- Thanked Fisher and Vermette for filling in the roles of Vice President and President as well as thanking Ng for taking on the deanship of the School of Science.
- Affirmative Action: The Chancellor spoke to the recent action by the Affirmative Action Office regarding staff member, Keith Sampson. He stated there was no question there was a mistake in sending the first letter. The second letter sent withdrew the first letter and made clear there was no finding in the case and therefore, nothing placed in the staff member's file. This is not a matter of litigation. He intended this spring to begin a review of the office procedures. At the end of this month, an external reviewer will look at the office and procedures. He agrees the office needs to be more successful in a number of places. The search continues for the new Director of Equal Opportunity. When the report is received for that office, it will be reviewed by the IFC which will show the number of cases the office reviews each year.
- American Council on Education Fellows Program: Two colleagues have been selected – Andrew Hsu (E&T) and Angela Espada (Law). Both are now looking at ideas for projects that can assist the campus as well as being admitted to a school in order to shadow a program in which they

are interested.

- Founders Day celebration was Sunday in Bloomington. Peter Roach (professor of biology – School of Medicine) received the Distinguished Professor rank. The Lieber Memorial Award for Distinguished Teacher went to Richard Gunderman (associate professor of radiology); the Frederick Bachman Lieber Award went to Christine Leland (Interim Dean, School of Education); the John W. Ryan Award went to Oner Yurtseven (Dean, School of Engineering and Technology), and the Thomas Ehrlich Award for Service Learning went to Karen Yoder (School of Dentistry).
- The Campus Center dedication is April 9, at 3:00 p.m., with a university ceremony. John Gardner is the keynote speaker and will be awarded an honorary doctorate by Indiana University for the work he has done with first-year students.
- New Chancellor's Professors are Janice Blum (Professor of Microbiology and Immunology School of Medicine), Charles Turner (Professor of Biomedical Engineering, School of Engineering and Technology, and Professor of Orthopedic Surgery, School of Medicine), and Tatiana M. Foroud (P. Michael Conneally Professor of Medical and Molecular Genetics, School of Medicine)
- The Chancellor's Award for Excellence in Teaching will go to Kathy Marrs.
- The graduation rate has risen to 31.4%. The 1996-2002 cohort (the Chancellor's cohort of when he began on campus) was 21%.
- *US News and World Report* shows the School of Law-Indianapolis moved up 17 places. Clinical Psychology moved 31 places. Social Work has moved up 7 places.
- The University College building will be renamed Joseph Taylor Hall. A news release will go out on Friday.

Agenda Item V: Updates/Remarks from the IFC President

IUPUI Past Faculty President Ng gave the following report:

- President McRobbie is working to confirm a chair for the review of Chancellor Bantz.
- Family Leave Policy: At this time, the policy is before the campus chancellors and deans regarding their approval. If there are no problems, the president will approve the policy.
- The Intellectual Property Policy will move to the Board of Trustees in June. The Board will decide how to handle the distribution.
- A joint faculty and administration committee has been formed to review the promotion and tenure process system-wide. The proposal is to have some uniformity for all IU campuses. Every campus has its right to a minimum guidelines and procedures. He stated that the work of the committee will probably not change the procedures on the IUPUI and IUB campuses.
- Ng thanked the Council for the opportunity to serve the faculty of the IUPUI campus.
- Vermette shared that the Nominating Committee is working on slates and will be receiving ballots via email soon for At Large and UFC representatives. Other elections will be held at the May 6 IFC meeting.

Agenda Item VI: [Discussion Item]: IUPUI Campus Campaign and Giving to IUPUI

Bill Heller (Vice President for Development – IUPUI – IU Foundation) and Shelley Hunter (Director of Special Giving Programs, IU Foundation) gave the following report:

- Heller thanked the faculty for their invitation to address the faculty regarding the Campus Campaign.

- List of giving opportunities to the campus is extensive. There are campus priorities that have been established each year for the campaign. This year's priority is the Multicultural Center.
- Vermette said the faculty member who raised the issue of giving specifically to IUPUI was not present, but he wanted to know how to give here, not IUB. Hunter said there are 1500 accounts specific for IUPUI. The goal of the campaign is to keep the funds here. The thank you letter would be generated by whomever controls the account the funds are received.
- Wokeck asked about the Capital Campaign. Is there information about how to give to this campus? Heller said the IU Foundation is a "servant" of the university. The university makes the decision about what will be highlighted. At this time, there has been a discussion about how to prepare for the next campaign. The Development Council heard from the Chancellor that the direction we are heading is to have a university-wide campaign. There will be an IUPUI component piece to the university-wide campaign. The theme would focus on something congruent to IUPUI.
- Berbari stated that if the campaign moves to an IUPUI campaign, the Purdue schools located here will not be able to take advantage of being identified as Purdue schools are not IU schools. We would be in the shadow of the campaign. Heller stated that the school is part of the IUPUI campus and would be identified. Berbari did not agree with this.
- Ng agreed that the Purdue schools need to be identified somehow. Heller said he and Bantz will look at this.
- Schneider asked who we need to speak to about the Purdue schools if Heller is not able to address this. Bantz responded that the Chairman of the IU Foundation is that person. Bantz reminded the faculty that the most money raised in the last campaign was not by our alums.
- Ford asked about the funds raised by the Campaign in the past. Hunter said \$300,000 was raised last year for this campus. Ford asked who would be contributing for a university-wide campaign. He mentioned that funds are being taken away for research projects and a center is being established for the Bloomington campus only. Bantz said the funds came off through indirect costs. He is sure the money is being invested for university functions.

Agenda Item VII: [First Reading] Report from the Faculty Affairs Committee

Vermette began the discussion by stating that the IFC-EC is appreciative of the work of the non-tenure track faculty and that they want a voice on the Council and should have a voice, but they are passionate with the issue of observing the Constitution. What rights do the NTTF and the tenured/tenure-track faculty have and do not have? The Constitution was reviewed and this is where the IFC-EC continues to direct their attention. Our campus has the highest ratio of NTTF to TK faculty.

De Tienne gave a brief introduction to the motion passed by the IFC on May 2, 2006, regarding the representation of full-time non-tenure-track faculty on the IFC ([http://www.iupui.edu/~fcouncil/documents/NTTF Representation-FACMotion08.pdf](http://www.iupui.edu/~fcouncil/documents/NTTF%20Representation-FACMotion08.pdf)). The motion the FAC is bringing is to elect ten at-large representatives from the ranks of the NTTF. No more than two representatives shall come from the same school. There shall be at least two representatives from each of the clinical, research, and lecturer ranks. In order to move the passed motion forward, the UFC Constitution and Bylaws must be changed to allow for it. The IFC Faculty Affairs Committee has reviewed the Councils of the other IU campuses and have found that those Councils are already allowing NTTF representatives although the UFC Constitution is not observed. He discussed the NTTF Representation on the Faculty Councils/Senates/Organization of

IU Campuses (http://www.iupui.edu/~fcouncil/documents/IU_Campuses_NTTF_Representation.pdf). He also identified instances in which the present IFC Constitution and Bylaws do not specifically say the NTTF cannot be represented. He urged the IFC to follow their consciences and vote to allow NTTF representative.

Boukai asked about the responsibility of the curriculum being with the tenure-track faculty. It is not inclusion or exclusion of the Constitution, but it is the responsibility listed. De Tienne said it would be up to the Constitution and Bylaws Committee to craft the wording to make the change. Boukai said it might be easier to change where the responsibility lies. He asked if the other campuses list restrictions on numbers of the NTTF? De Tienne responded that the regional campuses are small and many of the Councils consist of all of the faculty.

Baldwin said there was a clause written in the UFC Constitution saying there can never be more than 40% of the NTTF representation on the Council and therefore, De Tienne's proposal would be going against policy.

Spechler said he favors the resolution for two reasons (1) we have more such faculty instructing than senior faculty on campus and we should give them the symbolic recognition of the "enterprise" that they deserve. (2) They have expertise in regard to teaching. He thinks that representation of 10 will not make a significant difference in the vote or action of the body and can only improve the information base of the body. He urged the IFC to vote favorably.

Fisher said time was up and further discussion will be held at the next meeting.

Agenda Item VIII: [Discussion Item] Representation of Non-Tenure Track Faculty

Karlson stated that when the NTTF resolution was passed in May 2006, it was passed at the last minute in the last meeting of the academic year. He consulted with Executive Committee of the UFC and discovered that most campuses did not know they were violating the UFC Constitution and the other campuses did not care. As Parliamentarian of this Council, according to Roberts Rule of Order, a motion cannot even be entertained as it is in direct violation of the Constitution. "Other" listed in the Constitution refers to persons that are not voting members of the faculty. Voting members are different than non-voting members. Voting members can only be members who are accruing years toward tenure. He is sympathetic to the idea of allowing NTTF, but he is not sympathetic to disregarding the Constitution. There should be no violation of the Constitution.

Agenda Item IX: Athletics Committee Report and Self-Study on 2008 NCAA Division I Athletics Certification

Bob Sandy, Athletics Committee Chair, reported that the accrediting body is preparing a self-study. Dean Gary Roberts was the FAR at Tulane and has volunteered to be the FAR for IUPUI. The Chancellor felt Bill Kulsrud should take a break from serving on the Athletics Committee and to serve on the committee for the self-study instead. Bob Sandy took over as Chair of the Athletics Committee. The FAR and Chair should not be the same person so new job descriptions were made and will be given to the IFC for approval. The Athletics Committee reports to the IFC. There has been some reorganization of the athletics administration. Roger Schmenner, Chief of Staff, reports to Chancellor Bantz for athletics.

Denise O'Grady heads the Office of Academic Advising.

The self-study will cost \$10,000 to bring in outside reviewers. The cost will come from administration.

Comments regarding the self-study was given two weeks. He asked Banta how much time comments were given for the campus self-study. Her response was the same time (two weeks). The deadline is April 9 to make comments on the documents. Vermette stated this is why the report by Schmenner is on the agenda so that the faculty could make informed questions before giving their comments.

Spechler asked what the Athletics Committee does. Sandy said the committee is the interface between athletics and academics. They look at what keeps the student eligible for sports while maintaining their academic classes. They once wrote a resolution on how to retire a jersey. They also recently wrote the resolution to praise Coach Ron Hunter for his work with collecting shoes for the children of Africa. The committee also makes recommendations on personnel to the Chancellor.

Spechler said on the Bloomington campus the committee is not subordinate to the President. Is it anomalous that the Bloomington President can rule on athletics but the Chancellor of our campus cannot? Sandy could not comment on this.

Ng asked who is responsible for compliance. Sandy said the FAR, but there is language that the committee governs some of that. The NCAA said there must be administrative oversight of the program and that is Chancellor Bantz on this campus.

Schneider said it has been nine years since we did the last self-study and said he is glad we have the chance to comment on the program. He feels questions arise because information has not been shared widely in the past. Athletics is growing on this campus and it is important we establish good habits for the future.

Was Gary Roberts the Dean at Tulane when he was the FAR at Tulane? The answer was he was deputy dean. Schneider said it has been awhile since we've had a report from the Athletics Committee. Budget is always a question. Student fees fund athletics. Does the academic side of the campus suffer due to the athletics side? Information available would help people know the situation.

What happens after the self-study? Sandy said the relationship between the committee and the IFC will be that he will give a written report summarizing what was done this year. There is substantial money at stake and how the athletes contribute to the campus funds.

Do the athletes bring other students to the campus either as friends or from the atmosphere of the campus? Vermette stated that the Athletics Committee will be reporting at the meeting in May. Schmenner said no tuition dollars are spent on athletics. Banta said this process has allowed us to know more about NCAA rules. There are three subcommittees: Governance Sub-Committee; Academic Integrity Committee; and Commitment to Equity and Student-Athlete Well-Being Committee. Those reports have been reviewed by the steering committee and have been placed on the web (<http://planning.iupui.edu/587.html>). There is a process to put the reports on the NCAA website as well as finish the study by the May 1 deadline.

Comments received so far have been positive. The site visit will be September 2008. There will be a chair and three to four committee members here. That is where the \$10,000 expense comes from. They will look at the self-study, meet with the Athletics Committee, staff of the Athletics Department, and IUPUI will either be certified for the next ten years, have the chance to make changes, or that we are not eligible to continue.

Agenda Item X: [Action Item]: Resolution for Review of the Affirmative Action Office

(<http://www.iupui.edu/~fcouncil/documents/ProposedResolutionAAO2008.htm>)

Fisher said the resolution presented affirms what the Chancellor has said he wants to do in his earlier report in this meeting. Vermette said the resolution comes from the IFC-EC from the recent staff member issue as well as issues from faculty members who have offered instances that are not right. The Keith Sampson issue will not be discussed as the resolution was not written in that spirit, but in the spirit of reviewing the office and issues relating to the handling of allegations of discrimination. Vermette read the resolution in the link above.

Ward said Mr. Sampson is a student as well as a staff member. Ward said the student has shared the letters and the second letter does not indicate he has done anything wrong as well as the same for the staff member. Academically, he would like to see the university make a stronger statement regarding academic freedom and its ability to support the same. Vermette said he has made good points but needs to be a motion of some kind. The resolution speaks to everyone, not just students.

Spechler said there has been damage done to the institution and should there be a resolution that says we need to fix a problem? He has heard nothing from the other side. Either they choose not to speak or that no one has asked them. He thought there would have been an immediate resolution by the administration following the action.

Baldwin agrees with Spechler. What is the time table? When will the review be done? Bantz said the 28th of this month (estimate) and will be finished before the new officer arrives.

Applegate (Rachel) asked about the purpose of the last clause about being comparable to the Bloomington Campus. Karlson said Bloomington has a faculty-based panel that will be reviewing the process, not one office that reviews the process and makes a decision. The IFC-EC is wanting due process.

Packer asked if there has not been accountability of that office? She said her experience has been that a form letter is sent to the person who has been under review. Who is the office accountable to? Vermette responded that the office is under the Chancellor's office.

Schneider asked if the Faculty Affairs Committee (FAC) has been informed of the review of the office? Bantz said the review will be done by an outside professional and will say whether we have good practices or if there are practices we are not doing that should be done. The FAC will be on the list of persons for the reviewer to see. There are a whole series of processes that needs to be followed per guidelines by the EEOC. Schneider asked what will happen if the resolution is passed? Bantz said he will meet with the FAC to find out the definition of "collaboration." He intends to have the review.

Hassell asked about the procedures in Bloomington. How can we vote if we do not know what the Bloomington policies are?

De Tienne asked why the FAC is listed in the resolution? Vermette said the FAC works with fairness and reviews due process in policy and that the committee could collaborate with the reviewer to ensure due process.

Fisher asked the pleasure of the resolution. Hassell moved to table the resolution until the next meeting to review the procedures and it was seconded. 22 voted to table; 13 opposed to table. The resolution was tabled until the April 15 meeting.

Agenda Item XI: Question and Answer Period

There were no questions at this meeting.

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

No reports.

Agenda Item XIII: Unfinished Business

No business.

Agenda Item IVX: New Business

Schmenner announced there will be an open house on Thursday to meet with the master planners.

Agenda Item XV: Adjournment

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

Karen Eckert

IUPUI Faculty Council Coordinator