

Indiana University-Purdue University Indianapolis
Indianapolis Faculty Council (IFC)

Minutes

March 7, 2017 ~ Campus Center Room 450A ~ 3-5 p.m.

Faculty and Guests Present: Gregory Anderson, Rachel Applegate, Leslie Ashburn-Nardo, Simon Atkinson, Tina Baich, Mark Bannatyne, Ed Berbari, Amy Blevins, Janice Blum, Ben Boukai, Boyd Bradshaw, Nicholas Brehl, Camy Broeker, Dwight Burlingame, Ken Carow, Amber Comer, Andrea Copeland, Thomas Davis, Cornelis De Waal, Stephanie Doty, Gregory Druschel, Rob Elliott, Margie Ferguson, Janice Froehlich, James Gladden, Philip Goff, Charles Goodlett, Jennifer Herron, Stephen Hundley, Kathy Johnson, Josette Jones, Kevin Jones, Jim Klenner, Sarah Koskie, Joan Kowolik, David Lewis, Wei Li, Jane Luzar, Joyce Mac Kinnon, Lindsey Mayo, Marc Mendonca, Robert Minto, Miriam Murphy, Kristi Palmer, Nasser Paydar, Tod Perry, Christine Picard, William Potter, Rick Ralston, Simon Rhodes, Eva Roberts, David Russomanno, Dan Rusyniak, Jim Scheurich, Deborah Stiffler, Peggy Stockdale, David Stocum, Sean Stone, Kate Thedwall, Mark Urtel, Emily Walvoord, John Watson, Jeff Watt, L. Jack Windsor, Marianne Wokeck, Michael Yard, Michele Yip-Schneider, and Robert Yost

Members Absent: Doug Acheson, Kacy Allgood, Robert Barr, Andy Barth, Terri Bourus, Angela Bruzzaniti, Rebecca Dixon, Joseph Dynlacht, Valerie Eickmeier, Jennifer Embree, Anthony Firulli, Amanda Friesen, Andy Gavrin, Gina Gibau, Anita Giddings, Claudia Grossman, Joan Haase, Raymond Haberski, Paul Halverson, John Hassell, Jay Hess, Reinhold Hill, Andy Hudman, Robin Hughes, Erik Imel, Richard Jackson, Jeremiah Jagers, Benjamin James, Mark Kaplan, Andy Klein, Leonidas Koniaris, Daniella Kostroun, Mosopefoluwa Ladapo, Alan Ladd, Suzann Lupton, David Malik, Willie Miller, Megan Musgrave, Bethany Neal-Beliveau, Jim Nehf, David Nelson, Robin Newhouse, Bill Orme, Mathew Palakal, Megan Palmer, Amir Pasic, Michael Patchner, Lynn Pike, Rebecca Porter, Stephen Randall, Taylor Rhodes, Lilliard Richardson, Li Shen, Saba Siddiki, Ross Silverman, Jodi Smith, Joseph Unthank, Thomas Upton, Ruben Vidal, Diane Von Ah, Ron Wek, Clark Wells, John Williams, Jr., Frank Yang, Hiroki Yokota, Ayoung Yoon, and Domenick Zero

Agenda Item I: Welcome and Call to Order

IUPUI Faculty Council Vice President Jeff Watt called the meeting to order.

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: Updates/Remarks from the Chancellor

Nasser Paydar, Indiana University Executive Vice President and Chancellor of IUPUI

Paydar reported on the following:

- Women's basketball is in the final game of the Summit League during this meeting. If they win today, they will go to the NCAA tournament.
- Searches: Margie Ferguson was appointed as the senior associate vice chancellor for academic affairs, and Gina Gibau was appointed the associate vice chancellor for faculty diversity and inclusion.
- Resubmission of Executive Order from President Trump on Immigration: An email has been sent to offices that will work on this. The undergraduates have asked for IUPUI to be a sanctuary campus. Paydar is working to do all we can for students without it being called a sanctuary campus. We will follow federal government regulations, but we will not participate in disseminating information about any our students.
- Research Funding: Overall the research proposals submitted at this time is almost the same as last year; same for the dollar amount. We received \$283 million. We have requested \$1.1 billion.
- Student Recruitment: For every measurable area, the campus enrollment is up.

- Commencement: Faculty apparel is free for the first time. An advisory committee has been formed to see how we can improve Commencement and increase participation of students.
- We are looking at high impact programs and a committee has been formed. We want to coordinate the activities and note internships. Mary Beth Myers (Registrar) will talk about a new way of capturing these programs and the things students do later in the meeting.

Agenda Item IV: Updates/Remarks from the IFC President

Rachel Applegate, IUPUI Faculty President

Applegate reported on the following:

- Sanctuary Campus (Circular 2017-05 appended to the minutes): President McRobbie asked that the document be sent to each of the campus councils. It lays out what the university is doing to protect faculty, staff, and students who may be affected. Becoming a sanctuary campus is also discussed.

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

- Faculty Affairs Committee (AAC): Marianne Wockeck, chair, reported on the following:
 - [First Read] Circular 2017-06 - Creating the Title and Rank of Professor of Teaching (Discipline or Field): Wockeck read the following motion and asked the members to send her remarks or changes to it:

Creating the title and rank of Professor of Teaching {discipline or field}

Rationale:

Over the past decade or so the character of the faculty has changed and with it titles and ranks that reflect the more specialized nature of the faculty. For faculty with primary responsibility in “clinics” or with “clinical service” the title and rank of clinical professor has served those colleagues and the university well. In comparison, the “clinical” title and rank does not suit faculty with primary responsibilities in teaching. The recommendation is, therefore, to create a title and rank that is comparable to the clinical professor. Appointment of faculty to the title and any of the ranks of professor of teaching {name of discipline or field} requires a terminal degree in that particularly named discipline or field. Such appointment offers faculty the option of advancing through the ranks of assistant, associate, and full professor.

The professor of teaching does not obviate the need or option for lecturers and senior lecturers, a title and rank that has teaching as its major responsibility and excellence of teaching as criterion for promotion. Faculty with advanced but not terminal degrees typically hold those positions. Faculty with terminal degrees currently holding senior lecturer positions would be offered the option of appointment to associate professor of teaching; and, subsequently, to full professor.

For the policies and procedures with regard to appointments and promotion of the professor of teaching the model is the clinical professor. Academic units interested in adding this title and rank to those already recognized and employed it will have to articulate and implement policies and procedures pertaining to the responsibilities and workload characteristics of such position, including requirements for appointment to such a position and the performance expectations for re-appointment and promotion.

Motion:

The IUPUI Faculty Council shall take the necessary steps with respect to requisite policies and procedures to create the title and rank of professor of teaching {name of discipline or field}, comparable to the clinical professor, a non-tenure-line title with ranks of assistant, associate, and full professor.

- [First Read] Circular 2017-07 – Creation of an IUPUI Ombudsteam: Wokeck discussed the following motion. A vote will be taken at the April meeting.

Creation of an IUPUI Ombudsteam

Rationale:

The IUPUI Faculty Council (IFC) has in place policies and procedures for evaluating and guiding grievances by faculty. The IFC grievance process is carefully designed and does not warrant review or revision. The role of the grievance process is limited, however, in that it does not provide opportunity for faculty to voice concerns and/or learn about options other than a formal grievance with the goal of resolving issues, easing tension, or improving working conditions.

Other universities make use of an ombuds(man/person) to field faculty concerns, including formal grievances. The complexity of the IUPUI campus suggests a variation on the use of one designated person as an appropriate reflection of the different character of its many academic units.

The creation of an ombudsteam is designed to provide designated place(s) and persons for faculty to voice concerns and learn about options for channeling criticisms and addressing complaints, which may include a formal grievance, so that faculty can be fully informed about possible actions and consequences before they make a decision as to what steps, if any, to take next.

The creation of an IUPUI ombudsteam would require two steps: the first is a decision in principle to proceed with establishing an ombudsteam; the second is to determine the particulars for implementing the ombudsteam and its operation.

- The goal of the IUPUI Ombudsteam is to link problems to options for resolution.
- The framework for the IUPUI Ombudsteam is designed in the following way:
 - The IUPUI Ombudsteam is made up of five members with three-year staggered terms.
 - Three members are drawn from the IFC grievance panel, which is elected, with consideration of diversity in regard to academic unit, rank, gender, and ethnic background.
- One of those three members serves as chair (a position that can rotate, especially in situations of possible or perceived conflict of interest).
- The chair is the liaison to the Office of Academic Affairs and the Office of Equal Opportunity.
 - Two members are drawn from a pool of emeritus faculty in the Senior Academy.
 - The membership of the IUPUI Ombudsteam, including contact information, is posted on the IFC website so that faculty can choose with whom to get in touch.
 - The goals, organization, and procedures of the IUPUI Ombudsteam are posted on the IFC website.
- All conversations with any member of the IUPUI Ombudsteam are confidential, neutral, informal, and independent.
 - The Ombudsteam allows faculty to choose among faculty with different expertise, experience, and background as the person with whom to confer.
 - Ombudsteam members not serving as primary or preferred contact may lend advice, when asked.
- The IUPUI Ombudsteam follows the Standards of Practices & Code of Ethics of the International Ombudsman Association (<http://www.ombudsassociation.org/About-Us.aspx>).
- The location for the IUPUI Ombudsteam needs to be determined, in cooperation with the Office of Academic Affairs.
- Administrative support of the IUPUI Ombudsteam needs to be determined, in cooperation with the Office of Academic Affairs:
 - Designated space
 - Telephone
 - Administrative support (as part of administrative assistant to the Senior Academy?)

- Support for faculty members serving on IUPUI Ombudsteam (summer support? teaching load adjustment?)

Motion:

Create an IUPUI Ombudsteam in order to provide faculty with a safe place and trustworthy persons where and with whom to have conversations that allow voicing and fielding concerns and exploring and evaluating options. The IUPUI Ombudsteam does not obviate IUPUI grievance policy and procedure.

This IUPUI Ombudsteam consists of five (5) members with each of the members able to serve as primary or preferred contact. Of those members three (3) are drawn from the IFC grievance panel and two (2) from the emeritus faculty of the Senior Academy. The members serve three-year, staggered terms. The chair of the IUPUI Ombudsteam serves as liaison to the Offices of Academic Affairs and the Office of Equal Opportunities.

All conversations are confidential, neutral, informal, and independent. The IUPUI Ombudsteam follows the Standards of Practices & Code of Ethics of the International Ombudsman Association. Decisions about possible next steps are those of the faculty, not the IUPUI Ombudsteam, excepting violations that require follow-up because of the need for compliance with the law.

- Campus Planning Committee (CPC): Miriam Murphy, chair, reporting. See appended presentation.
- Budgetary Affairs Committee (BAC): L. Jack Windsor, chair, reporting. See appended presentation.

Agenda Item VI: [Information Item] Record of Experiential and Applied Learning

Mary Beth Myers, Registrar

Myers said employers report they are finding little value in the university's official transcript when it comes to assessing students for jobs. See appended presentation.

Agenda Item VII: [Action Item] Election Slates for Faculty Grievance Advisory Panel, Board of Review Pool, and At-Large Representatives (Tenure Track and Non-Tenure-Track)

The following election slates were reviewed. Elections will take place electronically after today's meeting. A few of the slates are minus some faculty since the last meeting. They declined to be on the ballot. The Executive Committee asked the body if they would approve the slates minus the faculty who have declined the nomination.

IUPUI Faculty Council: Slate for Faculty Grievance Advisory Panel

Term: February 1, 2017, through January 30, 2019

Number to Elect: 3; Number to Slate: 6

Last Name	First Name	Rank	School	Department Description
Boyne	Shawn	Tenured 01	Law	Law
Goff	Philip	Tenured 01	Liberal Arts	Religious Studies
Humphrey	Richard	Tenured L02	Law Library	Law Library
Mayo	Lindsey	Tenured 02	Medicine	Pediatrics
Mendonca	Marc	Tenured 01	Medicine	Radiation Oncology
Schild	John	Tenured 02	E&T	Biomedical Engineering

IUPUI Faculty Council: Slate for Board of Review Pool

Term: February 1, 2017, through January 30, 2019

Number to Elect: 10; Number to Slate: 15

Last Name	First Name	Rank	School	Department Description
Bannatyne	Mark	Tenured 02	E&T	E&T
Belecky-Adams	Teri	Tenured 02	Science	Biology
Boyne	Shawn	Tenured 01	Law	Law
Dent	Alexander	Tenured 01	Medicine	Microbiology and Immunology
Goff	Philip	Tenured 01	Liberal Arts	Religious Studies
Haug	Steve	Tenured 01	Dentistry	Prosthodontics
Humphrey	Richard	Tenured L02	Law	Law Library
Kowolik	Michael	Tenured 01	Dentistry	Support Services
Lahiri	Debomoy	Tenured 01	Medicine	Psychiatry
Li	Lei	Tenured 02	Science	Chemistry
Pavalko	Fred	Tenured 01	Medicine	Cellular and Integrated Physiology
Platt	Jeffrey	Tenured 02	Dentistry	Biomedical and Applied Sciences
Urtel	Mark	Tenured 02	PETM	Physical Education
Warner	Cheryl	Tenured 02	IUPUC	Science
Williams	Jane	Tenured 02	Science	Psychology

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

Term: June 2017 through June 2019

Need to elect 4 (1 for Clinical; 3 for Lecturer); Number to slate 8 (at least)

Last Name	First Name	Rank Title	School	Department Description	Category for Election
Angermeier	Lisa	Clinical Assoc. Prof.	PTEM	Physical Education	Clinical
Brown	Darrell	Clinical Assoc. Prof.	Business	Business	Clinical
Flowers	Natasha	Clinical Assoc. Prof.	Education	Education	Clinical
Contino	Lisa	Senior Lecturer	Science	Psychology	Lecturer
Donahue	Kimberly	Senior Lecturer	Business	Business	Lecturer
Herold	Debora	Senior Lecturer	Science	Psychology	Lecturer
Londino	Gina	Senior Lecturer	Science	Chemistry	Lecturer
Murphy	Emily	Lecturer	Business	Business	Lecturer
Slayback-Barry	Denise	Lecturer	Science	Biology	Lecturer
Visovatti Weaver	Kathleen	Senior Lecturer	Health & Rehab Sci.	Health & Rehabilitation Sci.	Lecturer

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

Term: June 2017 through June 2019

Need to elect 21; number to slate 42.

Last Name	First Name	Rank	School	Department
Agha	Anila	TEN FT2	IN-HERR	IN-HERR
Anton	Marta	TEN FT1	IN-LART	IN-LANG
Ashburn-Nardo	Leslie	TEN FT2	IN-SCI	IN-PSY
Berbari	Nicolas	NTK FT3	IN-SCI	IN-BIOL
Bhatwadekar	Ashay	NTK FT3	IN-MED	IN-OPHTH
Chernoff	Ellen	TEN FT2	IN-SCI	IN-BIOL
Comer	Amber	NTK FT3	IN-AHLT	IN-AHLT

Copeland	Andrea	NTK	FT2	IN-INFO	IN-SLIS
Cummins	Theodore	TEN	FT1	IN-SCI	IN-BIOL
Curtis	Edward	TEN	FT1	IN-LART	IN-REL
De Groot	Mary	TEN	FT2	IN-MED	IN-MDEP
Edwards	Paul	NTK	FT1	IN-DENT	IN-DSPM
Ekser	Burcin	NTK	FT3	IN-MED	IN-SURG
Fedorikhin	Sasha	TEN	FT2	IN-BUS	IN-BUS
Firulli	Anthony	TEN	FT1	IN-MED	IN-PED
Goff	Philip	TEN	FT1	IN-LART	IN-REL
Goodlett	Charles	TEN	FT1	IN-SCI	IN-PSY
Hoffmann-Longtin	Krista	NTK	FT3	IN-LART	IN-COMM
Lahiri	Debomoy	TEN	FT1	IN-MED	IN-PSYC
Mayo	Lindsey	TEN	FT2	IN-MED	IN-PED
Mendonca	Marc	TEN	FT1	IN-MED	IN-RAON
Merritt	Cullen	NTK	FT3	IN-SPEA	IN-SPEA
Miller	Willie	NTK	LT2	IN-LIBR	IN-LIBR
Neal-Beliveau	Bethany	TEN	FT2	IN-SCI	IN-PSY
Nho	Kwangsik	NTK	FT3	IN-MED	IN-RADY
Orme	William	TEN	LT2	IN-LIBR	IN-LIBR
Pollok	Karen	NTK	FT2	IN-MED	IN-PED
Potter	William	TEN	FT2	IN-HERR	IN-HERR
Randall	Stephen	TEN	FT1	IN-SCI	IN-BIOL
Rebein	Robert	TEN	FT1	IN-LART	IN-ENG
Roberts	Eva	TEN	FT1	IN-HERR	IN-HERR
Savage	Jesse	NTK	FT3	IN-MED	IN-SNEU
Schild	John	TEN	FT2	IN-ENGT	IN-ENGT
Sheeler	Kristina	TEN	FT1	IN-LART	IN-COMM
Shen	Li	TEN	FT2	IN-MED	IN-RADY
Smith	Jodi	TEN	FT2	IN-MED	IN-SNEU
Tezanos-Pinto	Rosa	TEN	FT2	IN-LART	IN-LANG
Thorington Springer	Jennifer	TEN	FT2	IN-LART	IN-ENG
Vidal	Ruben	TEN	FT1	IN-MED	IN-PATH
Watson	John	TEN	FT2	IN-SCI	IN-BIOL
White	Fletcher	TEN	FT1	IN-MED	IN-ANES
Zero	Domenick	TEN	FT1	IN-DENT	IN-DSPD

Agenda VIII: Report from the IUPUI Staff Council

Jim Klenner, President

Klenner reported on the following:

- Committees are active.
- A bylaws change is expected on electronic voting through a secure website. The council will be elected a second vice president, corresponding secretary, and three at-large members this year.
- Introduced Vice Chancellor Eric Weldy at the last meeting and he was invited to present.
- A presentation was given on the Welcoming Campus Innovation Fund.
- The third annual Staff Development Mini Conference will be on June 2.
- A tuition benefit tax advantage was instituted for graduate students. Previously \$5250 of the benefit was taxed on the staff's paycheck. Eighteen months ago, the council went to administration asking them to rethink that and move the benefit to non-taxable just as undergraduate tuition benefit is. They are pleased with the new benefit.

Agenda Item IX: Question/Answer Period

- A comment was made: “Earlier we saw that diversity was a major issue. Look around the room, there is virtually no diversity in the room. We need to be strategic in how people come to this body.”

Agenda Item X: Unfinished Business

There were no unfinished business items.

Agenda Item XI: New Business

- Non-Tenure Track Faculty (NTTF) Task Force: Applegate spoke of the Faculty Affairs Committee bringing the motion to the council to give a greater voting weight to non-tenure track faculty was previously tabled at the May 2016 meeting. Per parliamentary procedure, the motion cannot be untabled, but the process to vote should begin again. The motion comes back to the council today as a first read. If the measure goes for a vote and passes, it will need to go to the faculty for a vote. However, the Constitution and Bylaws Committee needs to wordsmith the motions and changes to the constitution and bylaws to address timing of elections and other issues. The motion will be discussed in principle today. Boukai addressed the issue saying the measure is to allow more voting representation by non-tenure-track faculty on the IFC. See appended Circular 2016-04.1. He showed the mechanism by which the number of faculty in a unit equals the number of faculty serving on the IFC. Discussion was as follows:
 - Druschel: What is the history? Why are we doing this? What is the justification for the change? Boukai said the IU constitution gives voting weight to the tenure/tenure-track faculty, but also allows others to be members. Currently, the IFC allows ten NTTF to serve on the council. A requested was made to the Executive Committee to add more voting weight to NTTF. Druschel asked why the NTTF was limited. Boukai explained tenure/tenure track faculty are vested in teaching, research, and service; whereas, the NTTF are not vested. Druschel said the IFC is going from a fundamental change from how we currently do business to one that is going to a greater focus. Paydar asked if the School of Science gives voting privilege to NTTF. Rhodes and Carow (Business) both said they only give voting weight of promotion and tenure to the tenure track faculty.
 - Goff: He supports NTTF governance. He and Wockeck supported sabbatical leaves for NTTF. He does not support this proposal: 1) Form follows function – the form is the way it is because of IFC’s function. It makes no sense to give 40% of the voting weight to a group who participates in two of the three areas. 2) Who will populate the IFC committees? Will they be held to the 60/40 vote as well? 3) Further decreases the importance of TTF on this campus. It will make the TTF the minority on the IFC. The administration and deans are part of the voting faculty. The IFC would only consist of 45% of TTF. In the age of tenure, that is not good.
 - What is the push for this? What is the driver for this? Boukai said that some of the schools have a large contingency of NTTF (have many faculty on clinical tracks) who cannot participate in faculty governance for the entire campus. What is the urgency? Typically, when you make a change to a constitution, there is a group of people or champion who says this is needed. Boukai said this initiative began in the spring of 2015, so there is no rush. Applegate said there will be more discussion about this at the next meeting before a vote is taken. She said there was a specific request from a school for this. A task force was formed. It was tabled. If we do not take a vote on this now, a vote will never be taken.
 - A motion was moved and seconded to allow non-members to speak. Motion carried.
 - Walvoord, a non-voting member of the council from the School of Medicine: The School of Medicine asked for the change in the constitution. She asked for the IFC to take the motion off the table and back up for a vote. They didn’t intend for all the schools to take part in this measure, but the task force took it up that way.

- Thedwall: In the Department of Communication Studies, she does not have an equal vote with tenured faculty. She was part of the task force and thinks the measure is a good thing. She feels there needs to be representation for lectures and senior lectures. Point of clarification: any faculty member can serve on an IFC committee. We need a recognition of some kind. Maybe revise or edit the first point that Goff said about teaching, research, and service. We need to come to a conclusion. However, continuing to table it is not being responsible. She encouraged a vote.
- Boukai confirmed the committee looked at the measure for all schools, not just one.
- Elliott: It is tempting to say that this is due to the School of Medicine. However, there are six schools that have more than 60% of the members being TTF. This isn't just medicine. There are active engaged full-time faculty who want to act, but cannot. He is an at-large representative on the council and cannot represent his school.
- Goff: We do not just vote on behalf of our school; we vote on behalf of the university. We do not just show up for our school. We are here to make big decisions on all three areas of responsibility. That's why TTF is important.
- A motion was made and seconded to allow everyone in the room to speak. The motion Passed.
- Yost (proxy for elected member): He is NTTF. We should take a look at what NTTF are doing. He encourages the body to go forward with the motion.
- [First Read] Academic Standing Policy – Probation, Dismissal, Reinstatement (PDR): Bannatyne, chair of the Academic Affairs Committee, discussed Circular 2017-08 (appended to the minutes). A vote will be taken at the April IFC meeting.

Agenda XV: Final Remarks and Adjournment

With no further business appearing, a motion was made to adjourn. The motion passed and the meeting was adjourned.

Minutes prepared by Karen E. Lee, Director of Academic Affairs and Strategic Initiatives
 INAD 5002/274-2215/fcouncil@iupui.edu/<http://www.iupui.edu/~fcouncil>



THE PRESIDENT

March 1, 2017

Rebecca Spang
Co-Chair, University Faculty Council
Ballantine Hall 742
IU Bloomington

Rachel Applegate
Co-Chair, University Faculty Council
IT 561
IUPUI

Joe Wert
Co-Chair, University Faculty Council
CV-140B
IU Southeast

Dear Rebecca, Rachel, and Joe,

As you are aware, there have been a number of petitions circulating on various IU campuses, asking that IU formally declare itself a "sanctuary campus." There has been much discussion of these issues in faculty governance, student government organizations, and throughout the Indiana University community.

These are very important discussions and conversations given that the recent federal announcements regarding immigration and immigration status touch on matters of the greatest importance to us as members of the IU community and as members of local, state, national, and indeed international communities. It is in the great tradition of universities to consider and vigorously debate such matters. And as a university that prides itself on global engagement, IU is especially concerned with matters that involve the movement of persons and ideas across national borders. Our deep and long-established ties with institutions, individuals, and communities around the world are a vital part of IU's international engagement in both education and research.

As this matter has evolved, our most pressing concern has been the safety and well-being of IU students and faculty members. Unless they have a fundamental sense of security, they cannot effectively learn, educate, discover, and participate in all that the university has to offer. Given this, IU has consistently and publicly supported federal legislation such as the DREAM and BRIDGE acts. More recently, I have described in detail the steps that IU will take, and will refrain from taking, in formal statements at the December 2016 and February 2017 meetings of the Board of Trustees [<http://president.iu.edu/speeches/statements/2016/20161201-01.shtml>], [<http://president.iu.edu/speeches/statements/2017/20170203-01.shtml>], as well as a media statement on the immigration executive order [<http://news.iu.edu/releases/iu/2017/01/mam-immigration-executive-order-statement.shtml>] and in a recently published op-ed [<https://www.usnews.com/opinion/knowledge-bank/articles/2017-02-13/trumps-immigration-order-is-contrary-to-university-values>]. At their February meeting, the Trustees endorsed this position in a resolution [<http://inside.indiana.edu/headlines/2017-02-08-trustees-resolution.shtml>].

These various statements, and others by senior university officials, describe specific, concrete actions that will protect IU students and faculty to the full extent permitted and required by law. For this reason, IU will not take the step of declaring itself a sanctuary campus. Designation as a sanctuary campus has no fixed meaning, has no legal standing, and hence, would be purely symbolic. It would add no additional legal or

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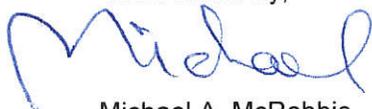
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practical support to IU students or faculty. At the same time, such a declaration suggests more than a university can deliver, as other university leaders have also observed. IU cannot choose whether or not to abide by federal or state law, and it would be a disservice to state or imply that such is the case. We need to be mindful that a declaration of sanctuary could also risk possible negative attention for the university or for some members of the university community. A declaration could actually *undermine* our most pressing concern, the safety and well-being of our students and faculty, and the preservation of our mission as a fully globally engaged institution of higher learning. In addition, there is some reason to hope that a significant number of otherwise vulnerable individuals will not, in fact, be targeted under new federal policies.

All of us at IU fully understand and appreciate the anxiety that many of our students and our faculty colleagues are currently experiencing. It is not what we want for them, and it is not what we want for the university. Indiana University will continue to do all it can to support all affected in this matter consistent with the law. Details can be found at [<https://ois.iu.edu/visas/daca-resources.html>], [<https://ois.iu.edu/visas/immigration-updates.html>].

Please distribute this email to members of the UFC and others as you see fit. These are very difficult matters and I greatly appreciate the support of you and your colleagues concerning them. It is essential to keep working together to ensure that we are doing all we can to support all those potentially affected and to sustain our values as a great university.

Yours sincerely,



Michael A. McRobbie
President

MAM/bfs

cc: Lauren Robel, Executive Vice President, IU; Provost, IU Bloomington
Nasser Paydar, Executive Vice President, IU; Chancellor, IUPUI
John Applegate, Executive Vice President for University Academic Affairs, IU
Karen Adams, Chief of Staff, Office of the President, IU

Indianapolis Faculty Council
March 7, 2017



Campus Planning Committee Report on Assigned Action Items

Miriam Murphy, Chair

Fall Campus Conversations

Key Issues Raised

1. Support for faculty diversity
2. Changes in relationship between IUSM & IUPUI
3. Centralization
4. Transparency in decision-making
5. IU Online
6. Grand Challenges
7. Budget & RCM

Campus Conversations

Next Steps

1. Combined CPC & BAC reports to create talking points:
 - a. Support for faculty diversity
 - b. Improving communication and accountability at all levels
 - c. Early faculty access to information & decision-making at all levels
2. Meeting scheduled in Spring with Chancellor's Cabinet.

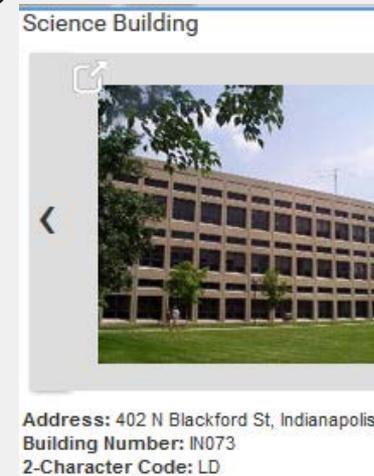
Strategic Plan Review

“Our Commitment to Indiana and Beyond”

1. Meet with Stephen Hundley, Senior Advisor to Chancellor for implementation updates
2. School 2016 reports (on Strategic Plan goals) are available at:
<https://strategicplan.iupui.edu/MeasuringSuccess/Campus-Annual-Reports/2016>
3. New streamlined school reports provided to the CPC for review & comment.

Building Signage

1. Requested to investigate adding two digit building codes to outdoor building signs.
2. Emily Wren, CFS
 - a. IUPUI only IU campus regularly utilizing codes.
 - b. Code designations problematic
 - c. IUPUI moving away from using codes



3. CPC will submit recommendations to improve directional assistance.

IUPUI IFC Budgetary Affairs Committee

Report to the IUPUI IFC

March 7, 2017

Campus Conversations (October 18 and October 27)

Consolidated Report from Campus Planning and Budgetary Affairs Committees

Key issues (used with permission from CPC) included:

- **Support for faculty diversity**
- **Changes in relationship between IUSM & IUPUI**
- **Centralization**
- **Transparency in decision-making**
- **IU Online**
- **Grand Challenges**
- **Budget & RCM**

This year a new part of the process is occurring. With input from the IFC-EC, the reports were consolidated into set of talking points for a follow-up conversation with the Chancellor and the Chancellor's Cabinet. This meeting is to occur in the next few weeks. Talking points will include:

- **Support for faculty diversity**
- **Improving communication and accountability at all levels**
- **Early faculty access to information & decision-making at all levels**

Assessments and consumption model drivers

**Changes (Chancellor's Relocation fund,
Banded Tuition, Midwest Exchange,
Chancellor's Priorities Fund, etc.)**

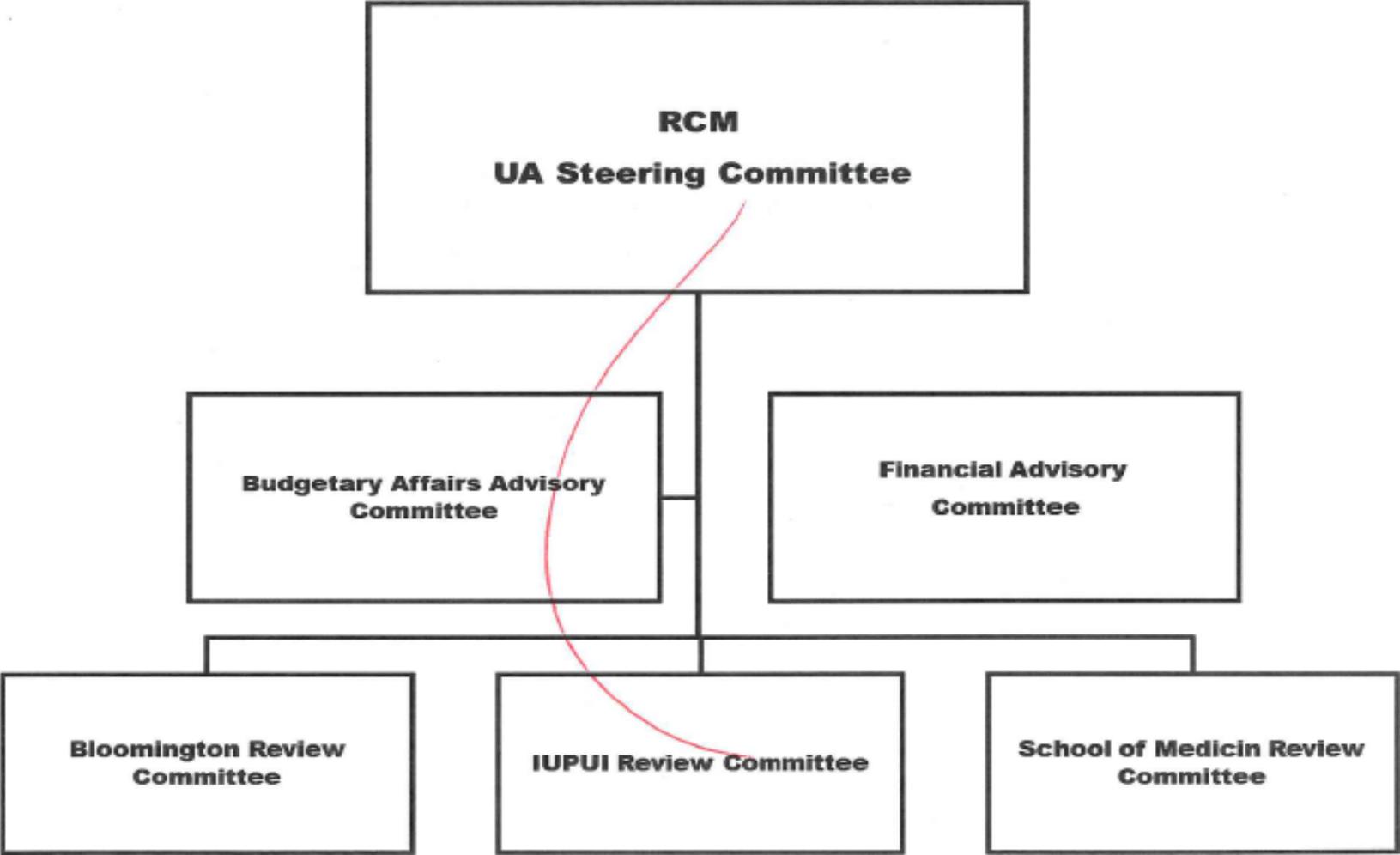
**Continuing Education of Financial Structure of
IUPUI (Camy Broecker)**

**University tax and funding of Grand
Challenges**

RCM (Responsibility Center Management) Review

RCM Review Proposed Goals:

- To review and understand the University's flow of funds through the RCM model .**
- To review the historical flow (past 5 years) under the current formulas to determine if the flow appropriately funds the RC's (Schools), the UA and Campus Central needs, and provides appropriate levels of discretionary resources for the President, Provost, IUPUI Chancellor, Dean of the Medical School and VP for Research to fund new initiatives that will advance the institution .**
- To look at future trends (State Appropriations, Tuition Increases, Enrollments, etc.) to determine if there are any factors that will negatively impact the flow of funds through the RCM model.**
- To recommend changes to the RCM formulas to ensure that we meet the needs at both the RC's, the support units and provide discretionary resources for future initiatives.**



University Steering Committee

Bloomington Campus Review Committee

IUPUI Campus Review Committee

School of Medicine Review Committee

UFC Budgetary Affairs Committee

Financial Advisory Committee

Thanks !

Questions?

IUPUI COMPREHENSIVE STUDENT RECORDS (CSR) PROJECT



Mary Beth Myers, Registrar & CSR Lead

IFC Meeting, March 7, 2017

Background

Employers report they are finding little value in the University official transcript when it comes to assessing students for jobs.



Background

While degree completion and, in some cases, GPA are important employers are looking for verification of other skills:

- Communications proficiency
- Teamwork
- Leadership
- Engagement
- Research

Background

- Higher education is recognizes that student learning occurs in numerous places and ways outside of traditional classrooms
- IUPUI has strong reputation for this type of engagement
- How might we reflect these experiences so students are better able to demonstrate and articulate their overall learning

AACRAO/NASPA/LUMINA PROJECT

IUPUI Invited

Source: Comprehensive Student Record Project Overview, Chicago, 10/2015

- Accelerate the creation of a comprehensive student record that includes more than the “official academic record.”
- Develop a framework for the development of these records.
- Document the operational and policy considerations for registrars, student affairs officers and other higher education professionals to share with their campuses.

AACRAO/NAPSA PROJECT & IUPUI Invited!

Source: Comprehensive Student Record Project Overview, Chicago, 10/2015

- Directly assist a group of 12 institutions in developing models of more comprehensive records that may include:
 - Learning outcomes for experiences outside the classroom
 - Co-curricular learning records and outcomes
- Communicate the results of the project to higher education audiences, generally:
 - During the project to discuss challenges, progress, results.
 - At the conclusion of the project to provide models that institutions may choose to emulate.

GOALS OF THE IUPUI PROJECT

- Partnership between Student Records and Student Affairs
- Creation of a student achievement record reflecting **ASSESSED** learning experiences that have occurred outside of the classroom
- **Registrar-verified**, delivered electronically
 - Include link to student self-reported co-curricular activities
- **Graphic design**
- *IUPUI lead....*designed with all IU campuses in mind

Comprehensive Student Record Taskforce

Sara Allaei

Alison Bell

Teresa Bennett

Cathy Buyarski

Dominique Galli

Julie Hatcher

Stephen Hundley

Stephanie Leslie

Tralicia Lewis

David Malik

Erica Morrical

Becky Porter (Boyd
Bradshaw)

Matt Rust

Jennifer Thorington Springer

Marianne Wokeck

International Affairs

Degree Completion Office

Solution Center

University College

Center for Research & Learning

Center for Service & Learning

Planning & Assessment

Study Abroad

Student Affairs

Division of UG Education

Registrar, Business Analyst

AVC, Enrollment Management

Career & Advising Services

RISE Challenge

Faculty Rep, Former President, IFC

Governance and Verification

Template created to request experiences for approval to appear on the Record

- Summary of Experience
- Expected Learning Outcomes (PCLs)
- Integration of Knowledge
- Reflection(s)
- Assessment

Six Categories, Five Approved Experiences



SIS Set Up

- Creation of SIS set up tables
- Creation of SIS student transaction tables
- Workflow system set up
- Workgroups established in each approved pilot unit

Sample Record Mockup



INDIANA UNIVERSITY
PURDUE UNIVERSITY
INDIANAPOLIS

IUPUI Record of Experiential and Applied Learning

IUPUI validates all achievements presented on this Record and it is an official University document. Assessment occurs within each program responsible for the achievement and validation occurs in the Office of the Registrar. Each achievement is maintained in a centralized system. Students do not personally enter any information onto this record. Each Achievement is tied to an IUPUI Principle of Co-Curricular Learning, as reflected at the bottom of the record. Note that achievements reflected by semester may have occurred during only a portion of the semester.

Student Information

Name
Student Id
Most Recent Major Finance BSB
International Studies BSB

Summary of IUPUI Achievements

Diversity 2 Semesters	Global Engagement 2 Semesters	Internships/Career Development 350 Hours	Leadership 2 Semesters	Research 200 Hours	Service 72 Hours
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Achievement Timeline

<p>2014 Fall Multicultural Leadership Empowerment Program</p>	<p>2015 Spring Sam H. Jones Community Service Scholar • Alternative Break Co-Coordinator Fall International Immersion Experience • Panama: Global Medical Brigades at IUPUI Multicultural Leadership Empowerment Program Undergraduate Research Opportunity Program</p>	<p>2016 Spring International Immersion Experience • Trinidad & Tobago: Alternative Spring Break Sam H. Jones Community Service Scholar • Alternative Break Co-Coordinator Summer Events and Sponsorship Intern Fall Sam H. Jones Community Service Scholar • ServiceCorps Undergraduate Research Opportunity Program</p>	<p>2017 Spring Applied Computing Club • President Asphalt Chemistry Intern Leadership Immersion Trip • Freedom Rides</p>
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IUPUI Principles of Co-Curricular Learning

- | | | |
|---|---------------------------|--|
| Core Communication Skills | Critical Thinking | Integration and Application of Knowledge |
| Intellectual Depth, Breadth, and Adaptiveness | Interpersonal Development | Intrapersonal Development |
| Understanding Society and Culture | Values and Ethics | |

Official record page 1 of 2 created 02/16/2017

Mary Beth Myers
Mary Beth Myers
Registrar



Sample Record Mockup

Diversity



- Coordinator - Disability Awareness Week IUPUI, Indianapolis IN - 60 Hours
- Diversity Experience Title that takes up a really whole lot of room on page Someplace, Indianapolis Indiana - 50 Hours
- Multicultural Leadership Empowerment Program 40 Hours
- Diversity Experience Title #2 takes up a really whole lot of room on page Carbondale, IL - 25 Hours

Global Engagement

- Global experience #88888888888888888888888888888888 - International Fisherman Niger's Capital, Agadez NER - 3 Semesters
- <experience info>
- <city, state/province/territory, country> - 2 Semesters



Internships



- Information Technology Intern MISO, Carmel IN USA - 780 Hours
- Accounting Intern Eli Lilly, Indianapolis IN USA - 560 Hours

Research Hours



- Undergraduate Research Opportunity Program
- Multidisciplinary Undergraduate Research Institute
- Some Other Research Program
- Summer Diversity Scholars Research Program

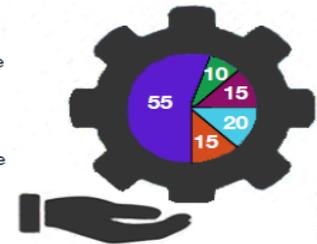
Leadership



- Fraternity Treasurer, Phi Delta Theta IUPUI Indianapolis IN USA - 4 Semesters
- Fraternity Vice President, Phi Delta Theta IUPUI, Indianapolis IN USA - 2 Semesters

Service Hours

- Family, School & Neighborhood Engagement
- Alternative Break Trip Leader
- Community Service Leaders
- Alternative Break Co-Coordinator
- Community Service Scholars



Official record page 2 of 2 created on <mm/dd/yyyy> for <student name> <student ID>

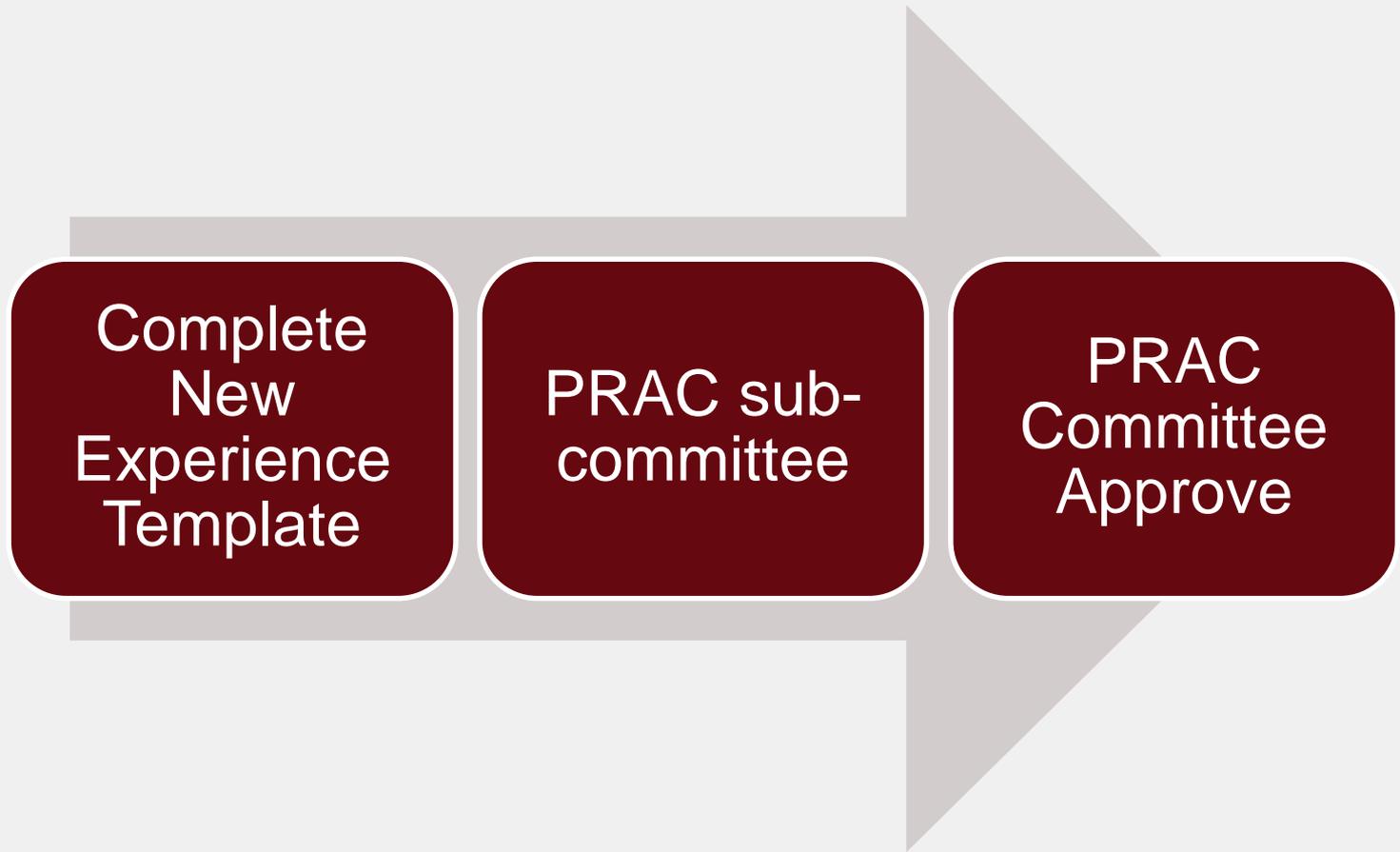
Campus Committee/Council Discussions

- Administrative Policies and Procedures Committee (APPC)
- Council on Retention and Graduation
- IFC Executive Committee
- Student Affairs Leadership Council
- Academic Affairs Leadership Council
- Dean's Council
- Recorder+ Committee
- Campus Advising Council
- Program Review & Assessment Committee

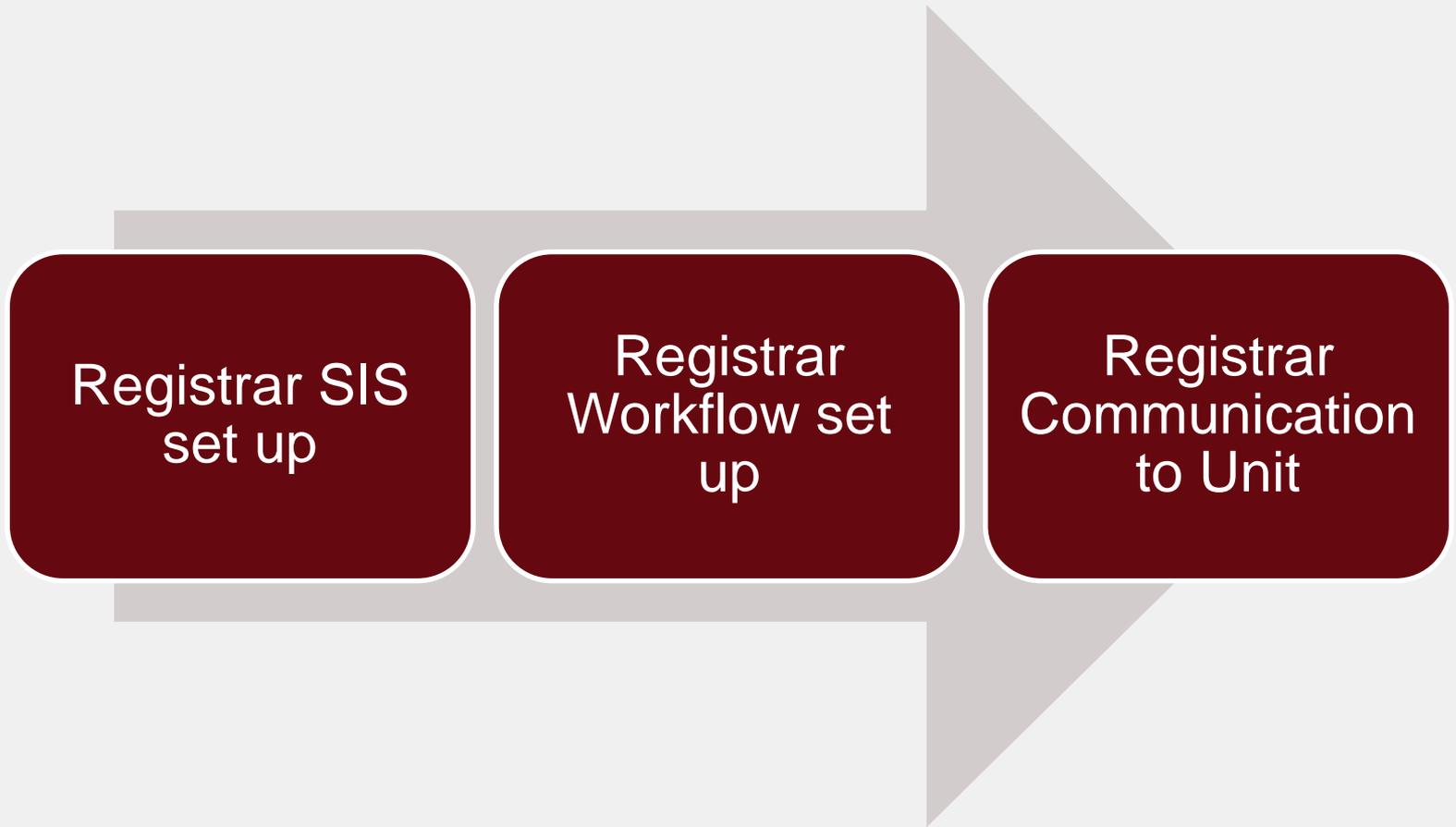
Transition to PRAC

- REAL Sub-Committee has been established
- Approve new experiences
- Conduct periodic review, implement improvements
- Creation of internal website to include information, template, etc.
- Broad communication across campus
- Business model for sustainability

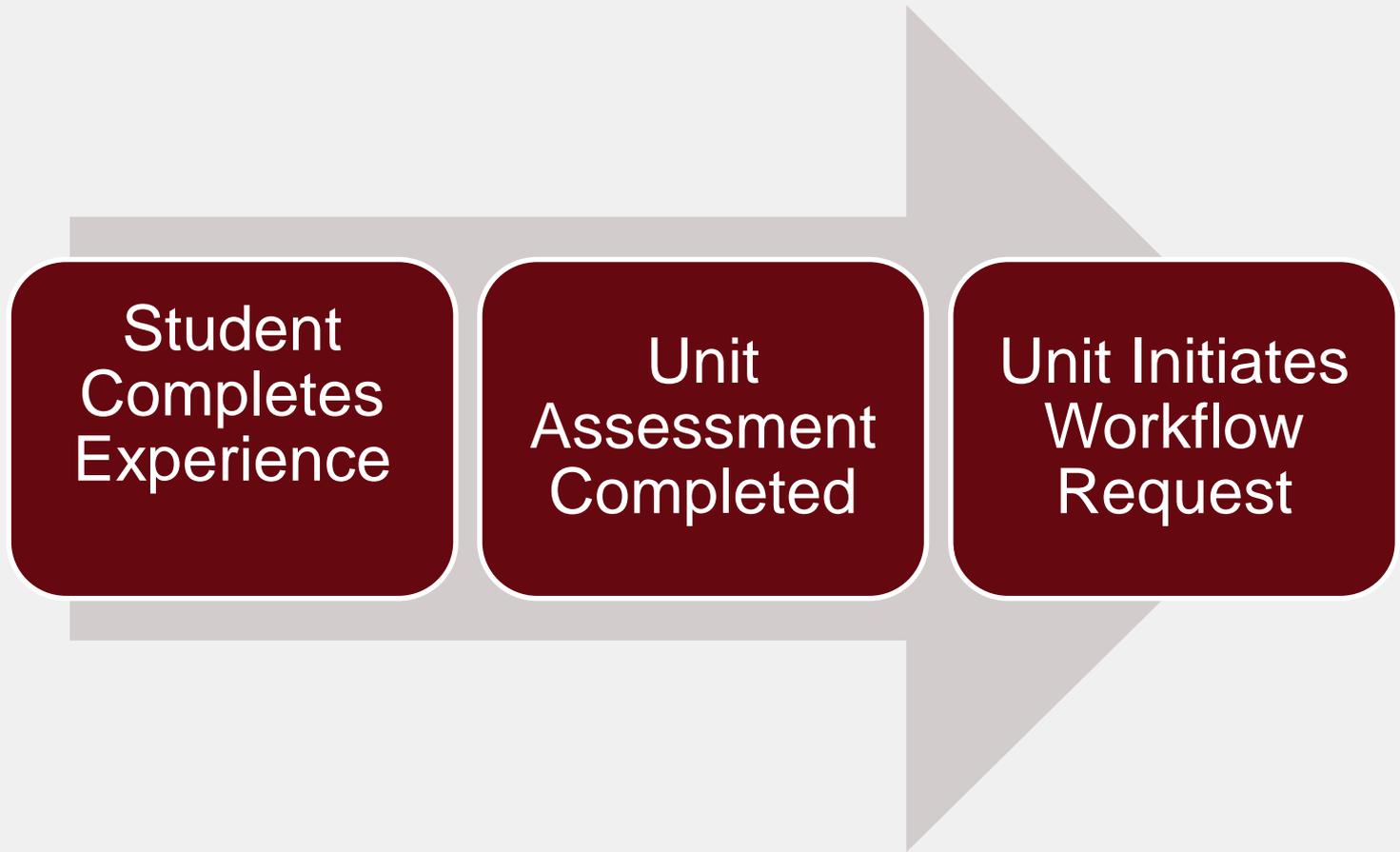
Process Step 1: Approval of New Experiences



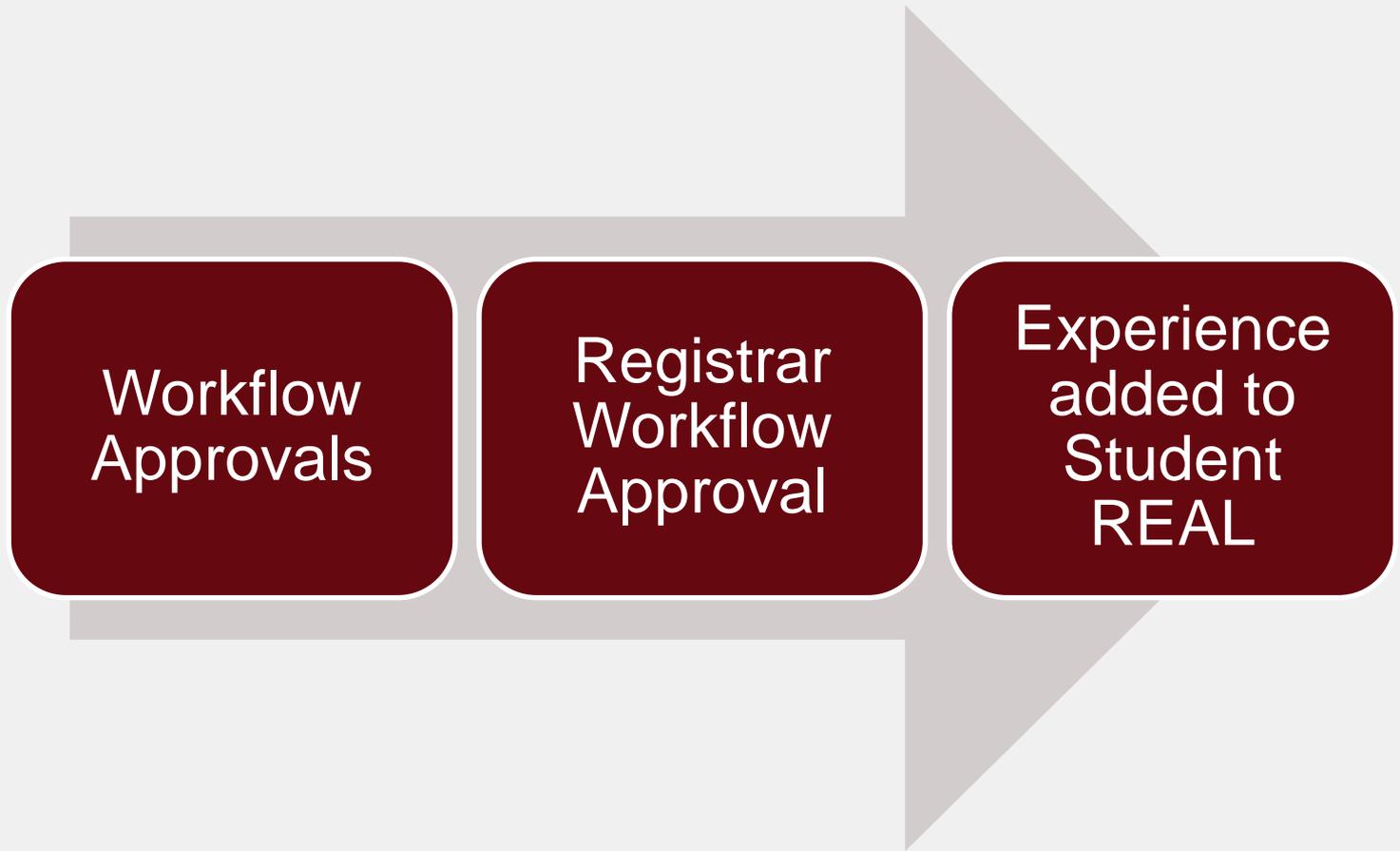
Process Step 2: Student Information System and Workflow Set Up



Process Step 3: Individual Student Experience



Process Step 4: Addition to Record



Process Step 5: Student Requests

Copy of REAL *(still in development)*

To be available in student self-service

Request as part of existing official transcript request process

We Think this is Really COOL!!!



Huge Thanks!!!

CSR Taskforce

Nasser Paydar

Kathy Johnson

Becky Porter

Stephen Hundley

Boyd Bradshaw

Proposed Amendment to the Constitution of the IUPUI Faculty Council (IFC)
Concerning the Voting Rights of Full-Time Non Tenure Track Faculty (NTTF)
Drafted by IFC Task Force to Consider Participation of NTTF in the IFC
April 2015

Background

Currently the IUPUI constitution states in Article IV. A. *Faculty Council shall be composed of elected and ex officio members.*
1. Elected members. *Faculty members dedicated to teaching, research, creative work, and service, and librarians dedicated to performance, professional development, and service shall represent academic units.* Although faculty in any rank or track may meet this definition, the constitution goes on to restrict non-tenure track faculty (NTTF) from serving on the IFC (outside of the 10 positions held specifically for NTTF).

During the past decade the profile of faculty at IUPUI has shifted dramatically, and as of October 2014, 48% are full-time non-tenure track faculty. In spring 2015, the IFC Executive Committee formed a task force to address participation of full-time NTTF in campus faculty governance. We (the members of the task force) make a general recommendation that the IFC should not restrict, beyond those restrictions already imposed by the IU Constitution and the UFC Bylaws, participation of full-time NTTF from serving as voting members of the IFC.

We propose that unit representatives be determined by the unit faculty via election by the voting membership, as defined by the unit's bylaws, and that all duly elected unit representatives be granted voting rights on the IFC. Further, NTTF should be granted the right to run for at-large positions on the IFC. In all cases, the number of NTTF seats allotment to the IFC as the unit's representatives and as the at-large representatives will be proportional to its size in the unit's faculty body and its size in the campus faculty body, respectively (in the spirit of Article IV, A.1.e of the IFC Constitution). However, the overall participation of NTTF as unit and at-large representatives in the IFC should be consistent with Indiana University policies, which reserves at least 60% of the voting weight to tenure-track faculty.

Listed below are the relevant sections of the constitution as well as proposed amendments that would need to be made to the IUPUI constitution in order to allow the participation of all full time faculty members (excluding visiting, acting, adjunct, and emeritus ranks) as full voting members of the IFC. The recommendation of the task force is to allow for all full time faculty in any track and rank to be eligible to be voting members of the IFC. Currently, the full-time faculty list includes (alphabetically): Clinical, Clinical Instructor, Instructor, Lecturer, Professor of Practice, Research Scientist, Scientist Scholar, Tenured, and Tenure Track.

Current: IFC Constitution Article IV. Section A.1f

Election of unit representatives. Each academic unit shall conduct its election of unit **TT and NTTF** representatives, **in a manner that reflects the proportion of TT and NTT faculty in the unit's faculty body** by procedures it shall itself establish. **In the case where a unit has to elect a single representative, this individual may be either a TT or a NTT faculty member, all in accordance with the unit's bylaws.** The results of the unit elections shall be reported by each academic unit president or chair to the Faculty Council Coordinator and the President of the Faculty no later than the middle of March. The President shall announce the results of the elections at the April Council meeting.

Proposed Amendment to IFC Constitution Article 1. Section B.1

All tenured and tenure-track full time faculty **members as well as all full-time non-tenure track faculty (excluding visiting, acting, adjunct, and emeritus ranks)** shall be voting members of the faculty **and are eligible, regardless of track, to serve on the IFC either as unit or as at large representatives.**

Proposed Amendment to the IFC Constitution: Article IV. Section A.1g

Election of at-large representatives. Election of at-large **TT and NTTF** representatives shall be conducted in accordance with the procedures specified by the Faculty Council Bylaws, **in a manner that is reflective of their proportion in the campus faculty body**, provided that the number of ~~tenured or tenure-track~~ at-large representatives shall be equal to the number of unit representatives, and provided further that the number of elected ~~tenured or tenure-track~~ representatives from any academic unit shall be less than one-half of the total number of elected members of the Council. ~~Ten additional at-large representatives shall come from the ranks of the full-time non-tenure-track faculty (NTTF) and be elected by their peers; they will have the same rights and duties as other at-large representatives.~~

Proposed Amendment to IFC Bylaws Article II. Section B.

For the purpose of the election of at-large representatives, a distinction is to be made between two groups of voting faculty:

1. Full-time tenured or tenure-track faculty (hereafter Group 1) and
2. Full-time non-tenure-track faculty (hereafter Group 2).

For each group, two elections are required to choose at-large representatives to the IUPUI Faculty Council: one for nominating candidates for the available at-large representatives' positions, and a second to elect the at-large representatives. For the first ballot, for each group the slate of candidates will consist of all eligible voting members of that group. In the subsequent voting, at-large representatives will be elected by each group from a slate resulting from the popular vote in the first election by that group (Constitution Article IV, Section A, Subsection 1, Paragraph g.).

1. Nomination to the at-large ballot

a) Each voting member of Group 1 shall be eligible to nominate no more than three persons from a list of the tenured or tenure-track voting faculty prepared by the Faculty Council Coordinator under the supervision of the Nominating Committee. Each voting member of Group 2 shall be eligible to nominate no more than three persons from a list of non-tenure track faculty prepared by the Faculty Council Coordinator under the supervision of the Nominating Committee.

b) These lists shall be distributed no later than the middle of November and the nominating votes shall be returned no later than the middle of December to the Faculty Council Office for counting under the supervision of at least two members of the Nominating Committee.

c) The Nominating Committee shall submit to the Faculty by the end of January two ballots.

1. One ballot for the tenured or tenure-track voting faculty containing twice the number of nominees as the number of persons to be elected.

2. One ballot for the non-tenure-track faculty also containing twice the number of nominees as the number of persons to be elected. ~~and securing that the results of each election be such that of the ten non-tenure-track faculty representatives on the Faculty Council no more than two shall come from the same school and that there are at least two representatives from each of the clinical, research, and lecturer ranks.~~

3. Each ballot shall contain the names of persons receiving the most nominations. In the case of a tie for the last position on a ballot, the Nominating Committee shall select persons for the ballot from among those tied.

2. Elections

a) For each group the ballots containing the names of the nominees shall be distributed by the Faculty Council Coordinator no later than the end of January. The two ballots shall identify each nominee by name, academic title, school, department, and administrative title, if any. Each voter may vote for as many at-large representatives on their ballot as there are positions to be filled and this number shall be specified on the ballot. No candidate may receive more than one vote per ballot. Votes shall be returned to the Faculty Council Office no later than the end of February for counting under the supervision of at least three members of the Nominating Committee before the middle of March. For each group the candidates receiving the greatest number of votes shall be declared elected. In case of a tie, the Executive Committee shall vote by secret ballot to break the tie. **Only if needed, the total number of at large representatives from each group will be adjusted by the IFC Executive Committee to ensure a minimum of 60% tenure/tenure track faculty in the overall makeup of the faculty council—excluding deans and other administrators.**

b) The chair of the Nominating Committee shall announce the results of the election at the Council's April meeting.

Task Force Members:

Ben Boukai
Patricia Capps
Xiaoling Xuei
John Hassell
Megan Palmer, Chair
Kate Thedwall
Robert Yost
Ken Wendeln
Lisa Angermeier

Change from Current

Determination of N Using All Faculty

7

Circular 2016-04

	Fall 14 Census (Inc Librarians In Units except UL)							Min 60% TT (n=75)		N
	TT	% Unit	NTT	% Unit	% Tot	Total	n=75	TT	NTT	
Herron	33	0.846	6	0.154	0.005	39	1	1	0	110
Business (Kelly)**	29	0.547	24	0.453	0.019	53	1	1	0	110
Columbus	34	0.607	22	0.393	0.017	56	1	1	0	110
Dentistry	53	0.558	42	0.442	0.033	95	1	1	0	110
Education**	21	0.636	12	0.364	0.009	33	1	1	0	110
Engr. & Tech.**	69	0.627	41	0.373	0.032	110	1	1	0	110
Health & Rehab. Sci.										110
informatics and Computing	23	0.561	18	0.439	0.014	41	1	1	0	110
Journalism										110
Law	38	0.760	12	0.240	0.009	50	1	1	0	110
Liberal Arts**	151	0.671	74	0.329	0.058	225	2	1	1	110
Library & Info. Sci.					0.000			0	0	110
Medicine	594	0.404	878	0.596	0.688	1472	13	5	8	110
Nursing**	43	0.538	37	0.463	0.029	80	1	1	0	110
Philanthropy	9	1.000	0	0.000	0.000	9	1	1	0	110
Phys. Ed & Tour.	18	0.563	14	0.438	0.011	32	1	1	0	110
Public & Env. Affairs	22	0.759	7	0.241	0.005	29	1	1	0	110
Public Health	27	0.794	7	0.206	0.005	34	1	1	0	110
Science**	132	0.721	51	0.279	0.040	183	2	1	1	110
Social Work	48	0.600	32	0.400	0.025	80	1	1	0	110
University Library***	26	1.000	0	0.000	0.000	26	1	1	0	110
Number	1370	0.518	1277	0.482		2647	32	22	10	
Percent		0.518		0.482		1.000				
								0.6875	0.3125	
Without Medicine	776		399			1175				
	0.660		0.340			1.000				

	TT	NTT	Total
Unit Reps	22	10	32
Max Elected at LargeAt	16	16	32
total possible	38	26	64
reuirod prop by UFC	0.59375	0.40625	

	TT	NTT	Total
Unit Reps	22	10	32
Allotment of Seats	17	15	32
total possible	39	25	64
propotion:	0.609375	0.390625	

ACADEMIC STANDING POLICY: PROBATION, DISMISSAL, REINSTATEMENT (PDR)

Date: ~~September 10, 2016~~ Revised: February 28, 2017

To: IUPUI Academic Affairs Executive Committee, Indianapolis Faculty Council

Having gained the endorsement of the Undergraduate Affairs Committee, we offer this memo for consideration by the IFC Academic Affairs Executive Committee.

THE ISSUE

Because of our varied policies and procedures on academic standing at IUPUI:

1. Students with identical degree objectives, identical course enrollments and identical grades can be treated differently—in terms of their academic standing with IUPUI—simply because their academic homes differ (e.g., University College Pre-Biology major vs. School of Science Biology major).
2. A student whom one school has put on probation can miss important academic support intervention if he/she changes majors to a school with a less rigorous academic standing policy. This also happens when students change into a school which only applies standing policies to those students who began the semester in that school.
3. A student whom one school has dismissed from their program can be reinstated by changing their major and thereby re-entering through University College or another school.
4. Students who graduate from IUPUI with roughly the same academic history and apply to the same graduate or professional school (or licensure process) might report very different academic standing histories based solely on the differing policies and practices in place in the different IUPUI schools from which they graduated.
5. Though we have a campus-wide policy on Probation, Dismissal, and Reinstatement (PDR), schools are inconsistent in applying it. Some schools do not always apply academic standing at the end of each term; these schools are in effect more lenient than the policy allows.
6. Also problematic, the campus-wide PDR policy—as written—is based on “IUPUI GPA hours” and “IUPUI grades” neither of which is a recorded field within the student information systems. This means schools would have to hand-calculate hours and GPAs in order to correctly apply the policy as written.

PROPOSED SOLUTIONS FOR YOUR CONSIDERATION

1. The Undergraduate Affairs Committee has recommended that the Academic Affairs Committee of IFC consider editing the campus-wide PDR policy changing the “IUPUI GPA hours” and “IUPUI grades” language to “IU GPA hours” and “IU grades.” The latter are in fact fields in SIS and are criteria by which students can be efficiently and consistently evaluated. See Appendix A for current version of the PDR policy along with these suggested edits.
2. If you take the action above, then the policy will more closely align with the academic records being maintained in the Student Information System (SIS). Therefore, the following procedures could be adopted by the Registrar’s Office as a temporary solution while the campus moves to better enact the academic standing policy. In the long term, schools would be encouraged to take ownership of the process listed below, perhaps with trouble-shooting support provided by the Registrar’s Office.
3. [Transition of academic unit ownership over this process allows each school to have the necessary flexibility to run, review, and update this information more quickly in the SIS system. Additional benefits to schools include consistent tracking of academic standing, not dependent upon consistent staffing in schools, ensuring that students in need of academic interventions \(probation\)](#)

are identified and coded as early as possible so interventions can occur in first four weeks of next semester, and ensuring that students in need of a time away (dismissal) are identified and dismissed as early as possible so as to avoid having them accumulate more debt and take up seats that could be utilized by students in a better position to succeed.

- a. Implement procedures to facilitate school-by-school compliance with the existing campus-wide PDR policy (which was originally approved by IFC in 2005 and reported to ICHE in 2013, and which we hope will be updated to address the issues noted above):
<http://www.iupui.edu/~fcouncil/documents/probation-dismissal-reinstatement.htm>
 - i. Registrar's office runs report of students who meet the definitions for Good Standing, Probation, and Dismissal at end of each term. *This centralized process would benefit schools initially by ensuring that the data being extracted at the end of the term would be using the minimum criteria in alignment with campus policy.*
 - ii. Registrar's office would make this report available to the schools through their normal department shares folders.
 - iii. Schools would have a reasonable amount of days to review and make edits for errors, for grade changes, or for more restrictive policies that exist in the schools (more restrictive policies are specifically allowed within the campus-wide PDR policy)
 - iv. Registrar's office will then batch upload the standing codes and work with the academic units to apply the negative service indicators.
 - v. Schools would continue to their current practices with regard to appeals of academic standing, and with reinstatement procedures.
 - vi. Schools would be reminded that they will continue to have access to edit student academic standing even after the batch upload process has run
 - vii. Additionally, because there is no IFC policy on Deans List, schools would be encouraged to adopt their own process for adding this academic standing to the student record.
 - viii. The procedures explained above have been discussed and affirmed by the Campus Advising Council.
4. Ask the EVC to reiterate to the Deans that it would be unethical to have PDR policies more lenient than the campus standard for the sole purpose of maintaining headcount. The PDR policies exist to identify students who need early intervention and to encourage students to step away from the university before digging too deep of an academic hole.

*Endorsement of Undergraduate Affairs Committee, September 2016
Revisions recommended by Indianapolis Faculty Council, October 2016
Updated February 2017*

Document Authors: Matthew Rust, Director of Campus Career and Advising Services
Kim Lewis, Associate Registrar

APPENDIX A: IFC'S CAMPUS-WIDE PROBATION, DISMISSAL, REINSTATEMENT POLICY

Source: <http://www.iupui.edu/~fcouncil/documents/probation-dismissal-reinstatement.htm>

Suggested edits are in blue or ~~marked to be stricken~~.

IUPUI Policy for Undergraduate Probation, Dismissal and Reinstatement

General

1. This policy affects undergraduate students only.
2. Academic units may establish policies for probation, dismissal and reinstatement that are more restrictive than provisions outlined by this policy.
3. Academic units are encouraged to clearly explain their probation, dismissal and reinstatement policies in programmatic materials.
4. Students may be academically released from a particular program if they do not make consistent and appropriate academic progress relevant to their fields of study. The decision to release is left to the discretion of the appropriate officer in the school.
5. The academic requirements for probation, dismissal and reinstatement detailed by this policy take precedent over qualification for student financial aid and/or maintaining student visa status.
6. ~~To ensure equity between inter-campus transfer students and transfer students from outside the IU system, only IUPUI grades will be considered in determining probation and dismissal.~~ **To ensure equity between intercampus transfer students (ICT) and transfer students from outside the IU system, academic units may review ICT students initially selected for probation/dismissal status for possible exception based on IUPUI enrollment. Units should allow students to complete a minimum of 12 IUPUI credit hours prior to consideration for probation/dismissal.**
7. Dismissal is a campus-level action and may be invoked only by the standards noted below. Students not meeting the requirements specified will generally be released by their schools, but not dismissed by the campus.
8. By signing the reinstatement petition, the student agrees to meet with an academic advisor and meet all requirements stipulated by the school.
9. Academic units are encouraged to recommend steps to enhance the students' chances of readmission, such as attending reinstatement workshops, removing grades of incomplete, undertaking assessment of their academic problems, and providing evidence of their ability to do successful academic work upon their reinstatement to IUPUI.
10. Readmission after a second dismissal is extremely rare.
11. **Probation, dismissal, and reinstatement status must be reported into the Student Information System each major semester (fall/spring). This allows all academic units, advisors, and other student support staff to carefully monitor student progress.**

Probation

1. Students whose Indiana University cumulative grade point average (GPA) falls below a 2.0 will be placed on probation. Students will be informed of the probationary status by letter.

2. Students may be continued on probation when the semester GPA is at least a 2.0 but the Indiana University cumulative GPA is below a 2.0.
3. Students will be removed from probationary status once the Indiana University cumulative GPA is at least 2.0.

Dismissal

1. Students on probation at IUPUI who have completed a minimum of 12 IUPUI GPA hours are ~~subject to dismissal~~ will be dismissed if they fail to attain a semester GPA of at least 2.0 in any two consecutive semesters (fall and spring) and the Indiana University cumulative GPA is below 2.0.
2. Students who are dismissed for the first time cannot enroll until one regular (fall or spring) semester has elapsed since dismissal and must petition by the established deadlines to be reinstated.
3. Students dismissed two or more times must remain out of school for the next two consecutive regular (fall and spring) semesters and petition by the established deadlines to be reinstated.

Reinstatement

1. Reinstatement will be the decision of the academic unit to which the students are petitioning.
2. Students who are reinstated will be classified as probationary students until the Indiana University cumulative GPA is at least 2.0. During the first regularly enrolled term on probation, the student must achieve a semester GPA of at least 2.3. In each subsequent semester on probation, the student must achieve a semester GPA of at least 2.0. Failure to meet the semester GPA requirement while on probation will result in dismissal.

APPROVED BY IUPUI Academic Affairs Committee, March 9, 2005

Passed by Academic Affairs Committee: 3/9/05
Approved for First Reading by FC Executive Committee: 3/24/05
First Reading at Faculty Council: 4/5/05
Second Reading at Faculty Council: 9/6/05
Third Reading at Faculty Council: 11/1/05

PDRpolicyAACver8-March 9-2005