Indianapolis Faculty Council (IFC)
Minutes
October 7, 2014 ~ CE 409 ~ 3:00 – 5:00 p.m.

Faculty and Guests Present: Gregory Anderson, Ryan Anderson, Keith Anliker, Rachel Applegate, Simon Atkinson, Tina Baich, Mark Bannatyne, Charles Bantz, Anne Belcher, William Blomquist, Janice Blum, Angela Bruzzaniti, Dwight Burlingame, Heather Coates, Philip Cochran, Tim Corson, Niki Da Silva (alt: Jaron Kiki), Susan DeMaine, Nancy Evans, Vance Farrow, Sasha Fedorikhin, Jan Froehlich, Gina Gibau, Linda Adele Goodine, Charles Goodlett, Paul Halverson, John Hassell, Jennifer Hehman, Patti Hollingsworth, Pamela Ironside, Richard Jackson, Josette Jones, Dan Koo, Daniella Kostroun, Joan Kowolik, Andrew Kusmierczyk, Alan Ladd, Melissa Lavitt, David Lewis, Jane Luzar, Tim Lyons, Joyce Mac Kinnon, Deanna Malatesta (alt: Jody Sundt), Monica Medina, Robert Minto, Wendy Morrison, Amber Mosley, Jere Odell, Kristi Palmer, Nasser Paydar, Barbara Pierce (alt: Heather McCabe), Becky Porter, William Potter, Ken Rennels, Simon Rhodes, Barbara Russo, David Russomanno, Dan Rusyniak, Michelle Salyers, Marcus Schamberger, Michelle Schneider, William Schneider, Jodi Smith, Joe Spaulding, Lee Stone (alt: Alicia Gahimer), Gene Tempel, Kate Thedwall, Ben Van Wyke, Stephen Viehweg, Crystal Walcott, Emily Walvoord, Rick Ward, John Watson, Jeff Watt, Elizabeth Whipple, Robert White, Marianne Wokeck, Emily Wren, and Judith Wright

Members Absent: Rafat Abonour, Margaret Adamek, Austin Agho, Sarah Baker, Robert Barr, Ed Berbari, Gabrielle Bersier, Nancy Chism, Jeffrey Crabtree, Mary Dankoski, Charles Davis, Valerie Eickmeier, Charles Feldhaus, Tatiana Foroud, Andy Gavrin, James Gladden, Tony Greco, Jay Hess, Kathy Johnson, Mark Kaplan, Andy Klein, Abigail Klemsz, Mary Maluccio, Tom Marvin, Angela McNelis, Marc Mendonca, Richard Nass, Mehdi Nassiri, Jim Nehf, Bill Orme, Matthew Palakal, Megan Palmer, Michael Patchner, Christine Picard, Dawn Rhodes, Lilliard Richardson, Patricia Rogan, Katherine Schilling, Ross Silverman, Robert Siwiec, Deborah Stiffler, Yuichiro Takagi, Rosa Tezanos-Pinto, Thomas Upton, Marwan Wafa, Michael Weaver, L. Jack Windsor, John Williams, Jr., Frank Yang, and Michael Yard

Agenda Item I: Welcome and Call to Order
IUPUI Faculty Council President Marianne Wokeck called the meeting to order at 3:00 p.m.

Agenda Item II: Adoption of the Agenda as the Order of Business for the Day
The Agenda was adopted as the Order of Business for the Day.

Agenda Item III: [Action Item] Approval of the IFC April 15, May 6, and September 2, 2014, Minutes
The minutes of the April 15, May 6, and September 2, 2014, IFC meetings were approved and entered into record.

Agenda Item IV: Updates/Remarks from the Chancellor
Charles R. Bantz, Chancellor

Chancellor Bantz gave the following report:
- Dean Searches: Amir Pasic has been named dean of the Lilly Family School of Philanthropy. The nursing search has begun using a search firm. Bill Blomquist has announced he will be stepping down as dean of the School of Liberal Arts next summer and will take on a role on water policy for the state of Indiana.
- Facilities: The Neuroscience Research Building at 16th and Senate has been dedicated. The Psychiatric Research Institute will go to Eskenazi at the appropriate time. The proposed 700-bed residence hall has been approved by the Board of Trustees. The program document for the building will be completed by October 15. University Hall construction is on schedule and will be done mid-April with occupancy in June by the School of Philanthropy, the School of Social Work expansion, AO building occupants, president's office, and alumni office. The AO building will be demolished.

The proposal to make Michigan and New York Streets two-way streets will be bid in January for completion in 2016. Lockefield recreational space will be finished soon with the landscaping. Ball Gardens is completing their project. The old Post Office location has been turned into a sidewalk, which is an excellent use of the space. Tunnel Phase II near Riley is underway. Lighting and roof projects are underway. Gatch Clinical and Science and Engineering are getting new roofs. The Krannert Bell Flower building has been demolished and a new Regenstrief Institute building will be built there. Demolition of the old Wishard building will begin soon including the Myers building, east building, west building, Bristol building, and F wing. Carpeting is being replaced in the University Library. LE 104 is now a collaborative classroom. Locking classroom doors is important, and a project to do that will soon be bid out for phasing out over a period of time. The Natatorium renovation is being worked on. The old Wishard Garage is usable by the faculty/staff.

- The 2% state appropriation taken out of the campus budget last year is in the budget this year. If the legislature meets certain criteria, the money will be returned. We are not optimistic at this time that it will be received.
- Student Welfare Initiative: This includes sexual assault. There is an executive committee across all campuses that is working on the initiative.
- October 18 is the last Indy Eleven game. Students who are affected by parking on game day get elevated to EM parking.
- He thanked all deans, students, faculty, and staff who participated in World Heart Day on September 21. There were many people who participated in the walk from this campus. Dean Halverson took the lead on the project. PETM helped organize the logistics. It is 2000 steps from Wood Fountain and 2000 back from Monument Circle that are able to be walked during an hour period.
- The Indy Chamber is engaging in an effort for central Indiana regarding economic development strategy. They have brought together a series of organizations under one umbrella. They are working on a strategy plan called Comprehensive Economic Development Strategy (CEDS). This organization hired a firm that will think through what central Indiana should be focusing on in economic development. The chancellor serves on the board for the group.

Agenda Item V: Updates / Remarks from the IFC President
Marianne Wokeck, IUPUI Faculty President

Wokeck reported on the following:
- Administrative Review summaries for Augustine Agho (dean of the School of Health and Rehabilitation Sciences), David Lewis (dean of the University Library), Michael Moore (director, IUPUI Athletics), and Michael Patchner (dean of the School of Social Work) can be found here: http://www.iupui.edu/~fcouncil/governance/reviews.html.
- A meeting on constitutional changes to the University Faculty Constitution will be held following this meeting. Discussion will be on changing the leadership of the University Faculty Council from two co-secretaries (one each from IUB and IUPUI) to include one representing the regional campuses as well as changing the term "co-secretaries" to "co-chairs." After the meeting, pros and/or cons to making the changes will be relayed to the Office of the University Faculty Council (UFC) followed by an electronic ballot by all eligible voting faculty.
- Policy on Sexual Misconduct (http://policies.iu.edu/policies/categories/administration-operations/equal-opportunity/sexual-misconduct.shtml). The university-wide policy is in response to a review conducted by the Department of Education tied to Title IX. There are concerns about two aspects. In the draft, the standard is changed from "convincing evidence" to the "preponderance of evidence." Since the policy covers everyone, attention should be paid to the meaning of the standard. When sexual misconduct has occurred, the policy is murky as to what happens after that especially if there is a

- grievance mechanism for faculty. Wokeck asked members to read the document very closely and help the UFC and IFC understand it to suggest changes. The current deadline has been extended.
- What role should faculty play when large software programs or platforms are purchased? For example, the campus has moved recently to Canvass and exploring implementation of Loo (an online student evaluation system) and we are discussing a new program for how FARs are done. What is the proper role of faculty as these decisions are being made when reviewing these processes? She welcomed feedback on that.
- People involved in undergraduate education have worked hard because they have been mandated by the Commission for Higher Education to do degree mapping. The degree maps will be the framework for what many faculty will have to do as they are teaching. This isn't something that just administrators need to know; faculty need to know it as well. This is what our students will use as guidelines and we should be as well informed as possible.

Agenda Item VI: [Information Item] Paw's Pantry
Joseph Spaulding, Student Co-Director

Spaulding spoke to the presentation slides and flyer appended to the minutes. Paw's Pantry is a student-run food pantry serving students, faculty, and staff. Since opening, the pantry has served 270 individuals. 50% have come more than once. 90% of those were students, 10% staff, and one faculty member. The group is nonprofit, and has been given a foundation account for donations.

Agenda Item VII: [VOTE – Second Read] Open Access Policy
Angela Bruzzaniti, Chair, Library Affairs Committee
Jere Odell, Assistant Librarian, University Library

Bruzzaniti spoke to Circular 2014-10 appended to the minutes. Since the last meeting, several town hall meetings have been held for faculty to hear more about open access. She discussed the following benefits and key features of the Open Access Policy.

Benefits
- Honors IUPUI's commitment to the public dissemination of research and scholarship
- Increases information equity (small institutions, international readers, unaffiliated scholars)
- Increases citation rates at a minimum of 25%; mean increase of 96% (Hajjem, et al., 2005)
- Creates a stable, discoverable scholarly record at IUPUIScholarWorks:
  - http://scholarworks.iupui.edu
  - Currently sharing over 4,300 works
  - Indexed by Google Scholar and others
  - 4.6+ million downloads to date
  - Permanent hyperlinks
  - Noncommercial & embargoed sharing options
  - Library supported service

Key Features
- Harvard (2008) model policy adopted by over 100 U.S. institutions, including: MIT, Kansas, Duke, California and many more
- Opt out for any reason—no questions asked
- Scholarly articles (not monographs, book chapters or creative works)
- Honors current IU intellectual property policy
- Authors retain rights
- Nonexclusive permission to share at IUPUIScholarWorks
- Author's accepted manuscript ("post-print")
- Most journals have no conflicts with this practice (80% of the articles published at IUPUI)
- Authors choose: opt out / share / upload, but embargo

Questions:
- Palmer said the research strategic plan contains five goals and the fifth one is to gain greater access to research articles at IUPUI. One way to do that is through open access. The library can act on a faculty member's behalf and get PDFs of their article to upload into the program. One-third of the work can be done without faculty doing anything as the policy allows the library to do most of the work for the faculty. The library can provide statistics at the end of the year of how many times your article was downloaded, etc.
- Burlingame commended the Library Committee for bringing the policy forward and addressing the concerns mentioned at the last meeting.
- Applegate asked for a brief synopsis of the town hall meetings. Odell said there were five open meetings and a few individual meetings. The information given above was discussed. Concerns were that there are many journal policies and how will faculty know what the policy allows them to do. He said the library would take care of that. Others were worried about small society publishers. Those who are concerned about that can opt out to protect their society. Some had questions about how the policy would work. He said they are trying to model the process at MIT. Most people do nothing and they wait for a librarian contact them. They would be asked to send the manuscript then could opt out at that time if they wish. There will be a portal for those who are more willing to participate and get their article uploaded more quickly.
- Schneider asked if this was a campuswide or university-wide policy. Bruzzaniti said it is a campuswide policy.
- If you don't supply the article, you are essentially opting out, right? Bruzzaniti said essentially that was true. The faculty member needs to give permission to upload.

A motion was moved to halt discussion. The motion was seconded. As the motion came out of committee, no second was needed. A vote was taken, and the motion passed unanimously.

Agenda Item VIII: [Information Item] Healthy IU
Patty Hollingsworth, Director

Hollingsworth spoke to the presentation slides appended to the minutes. Survey results are broken out by campus and available on the website.

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

The following reports were made:
- Handbook Committee (Judith Wright, Chair): Wright gave the following report:

Annual Report of the IUPUI Faculty Handbook Committee
To the IUPUI Faculty Council
Meeting of Tuesday, October 7, 2014

The committee is charged with responsibility to develop the IUPUI Faculty Handbook as a supplement to the Indiana University Academic Handbook. In accordance with its charge, the committee has conducted its annual review of the IU Academic Handbook and the document entitled A Guide for IUPUI Faculty, IUPUI Supplement to the IU Academic Handbook (referred to in this report as the "Faculty Guide"). Minor revisions and updates were made to the Faculty Guide where appropriate. The current version of the Faculty Guide was archived in July of this year.

The committee made the following changes/additions in 2013-14 to the Faculty Guide:
1. Updated the design of the Faculty Guide to conform to university branding.

2. Edited the Faculty Guide to update the sections of IUPUI History, Accreditation, and Administrative Committees.
3. Also edited for style using the official IU Style Guide, the Chicago Manual of Style, and the policy guideline adopted by the IFC (i.e., making small wording changes).
4. Added the following policies/links:
   a. IU Intellectual Property Policy (The policy implements the IU "Statement of Principles on Intellectual Property.")
   b. IUPUI Proposed 30-Hour General Education Core
   c. IUPUI General Education Core for 2013 (which will be updated each year to reflect changes to the annual course list)
   d. IUPUI Student Death Notification Protocol
   e. Faculty Rights Regarding Student Evaluations
   f. Faculty Work
   g. IUPUI Student Records Retention Schedule
5. Links were confirmed and updated throughout the Faculty Guide.
6. Updated page numbers referencing the IU Academic Handbook to links. This will need to be changed once again to link to the appropriate IU policy (See #1 in Moving Forward).

Moving forward, the committee has identified the following items to address in the current academic year:
1. The IU Academic Handbook no longer exists in written nor in an online format. Instead, users are directed to the University Policies website to find the policy they seek. (See Reference Section at the end of this report.) Accordingly, the IUPUI Handbook Committee will seek from the IFC approval of a revised charge. The committee would like to bring to the Faculty Council a recommended revised charge later this year.
   a. As a result, a revision of the Faculty Guide is needed to reflect the policy number of each document that previously would have been in the online version of the IU Academic Handbook.
   b. The committee will work to apply a numbering system to the Faculty Guide as was used in the online version of the IU Academic Handbook. That is,
      1 BRIEF HISTORY OF THE UNIVERSITY
      2 THE UNIVERSITY'S OBJECTIVES AND IDEALS
      3 THE TRUSTEES OF INDIANA UNIVERSITY
      4 FACULTY REPRESENTATION AT INDIANA UNIVERSITY BOARD OF TRUSTEE MEETINGS
      5 ADMINISTRATIVE ORGANIZATION OF THE UNIVERSITY
      - 5.1 Indiana University
      - 5.2 Office of the President
         o 5.2.1 PRESIDENT
            ▫ 5.2.1.1 Authority of the President
         o 5.2.2 VICE PRESIDENTS
         o 5.2.3 CHANCELLORS/PROVOST
2. The committee has been made aware of certain title changes to campus offices which need to be addressed in the Faculty Guide. Specific work will be done to change "Dean of the Faculties" to the "Office of Academic Affairs" or "Executive Vice Chancellor and Chief Academic Officer" where applicable.
3. The committee intends to conduct a review of Section 4 of the Faculty Guide with the goal of improving the section headings to support the linked documents it contains.

Respectfully submitted for the IUPUI Faculty Handbook Committee,

Judith Wright, Chair
Indiana University Kelley School of Business

Reference Section

Here is the link to the Indiana University Academic Handbook:
http://vpfaa.indiana.edu/academic-handbook/index.shtml

The message shown on the handbook page:
The IU Academic Handbook you're currently trying to access is out of date. The university-wide academic polices have been moved; please access them here.
The archived version of the Academic Handbook is still available, but will not be updated and should not be regarded as a source for university-wide academic policies.

- Technology Committee (Mark Bannatyne, Chair): Bannatyne reviewed the charge to the committee which is to examine overall planning, use, and funding of technology at IUPUI; and advise and act as liaison with administration, as well as faculty and other technology committees including those which are university-wide (e.g., University Faculty Council, University Information Technology Services). The committee reviews many things include video surveillance and phone systems. The committee meetings are on the second Tuesday of each month from 9 to 11 a.m., in UL 2115E. He encouraged each school to have a representative on the committee. Future meetings will include FLAGs, Canvass, and a joint meeting with the Distance Education Committee to discuss Unizin and online education initiatives. Schneider asked if the committee reviews the policies on software before or after they begin. Bannatyne said both. He wants to continue to address getting the policies to review before they become policy. Ward asked about Oncourse project sites as they will go away eventually and he hopes the committee could look at this. Bannatyne said the October meeting will be used to discuss Canvass and how it will affect the campus.

Agenda Item X: [First Read] Slate of Nominees for At-Large Representatives to the IUPUI Promotion and Tenure Committee
L. Jack Windsor, Co-Chair, Nominations Committee

Wokeck reported on behalf of Windsor noting the following slate for election. The election will be held by paper ballot at the November 4, IFC meeting. You must be present to vote.

Slate for Promotion and Tenure Committee
Election Date: November 4, 2014
Number to Elect: 2
Term of Office: One faculty member for 3 years (2014-2017)
                        One faculty member for 1 year (2014-2015)

The IUPUI Faculty Council Nominating Committee is pleased to present the following nominees for two positions on the IUPUI Promotion and Tenure Committee. Of the candidates listed, you will be asked to vote for two faculty members. Election will take place by paper ballot distributed and tallied at the November 4 meeting. The highest number of votes will receive a three-year position with the next highest receiving the one-year position. You (or an alternate) must be present to vote.

Charles Goodlett	School of Science (Psychology)	Professor, Tenured
Stephen Hundley	School of Engineering and Technology (Technical Leadership & Communication)	Professor, Tenured
Richard Ward	School of Liberal Arts (Center for Research and Learning)	Professor, Tenured
James Williams	School of Medicine (Anatomy)	Professor, Tenured

Agenda Item XI: Question / Answer Period
- Thedwall asked about the reasoning for changing New York and Michigan Streets to two-way streets. Were we given a choice, and how will it benefit the students and the university? Bantz said the streets are four lanes both way and carries less traffic than 10th Street. Pedestrians have the most

risk because of this. It produces irrational behavior by students resulting in safety issues. Master planners came to campus eight years ago making a pitch to change this campus. Each firm who made presentations said those two streets posed the most problems. The firm chosen said it is a safety issue and gives the pedestrians on the sidewalks the "fear of safety" that is, they have to look both ways to cross the street instead of just one. One-way streets allow people to drive fast. Also, no one going to Riley Hospital on Michigan Street can return home from Riley the same way they came. That is confusing to visitors. Two-way streets will slow traffic down making it safer. The fire department likes the change because they can get on campus more quickly. There will be a median between the opposing lanes. Emily Wren serves on the committee the city has to address the streets. They are looking to make turn lanes in appropriate spots as well as medians. This campus is dangerous for bicyclists. An off-the-street bike route is being considered that gives you a sense of safety. The city is open to a reduction in the speed limit as well. The chancellor said the master planner said to put cross walks every 300 feet. Wren said HOG lights could be installed that are pedestrian activated.

- Schneider said the Handbook Committee is a very important committee and asked if there is a faculty entity who oversees the academic handbook? Who made the decision to do away with it? Wokeck said the decision was made before she came to the UFC. She will look into it.

Agenda Item XII: Unfinished Business
There was no Unfinished Business.

Agenda Item XIII: New Business
There was no New Business.

Agenda item XIV: Report from the IUPUI Staff Council
Alicia Gahimer, Second Vice President

Gahimer reported on the following:
- Staff Council Elections: Jim Klenner is president elect. He will begin a three-year term as president next year. Barb Hanes is first vice president. This is Lee Stone's last year as president and her last year as first vice president as well.
- Funds have been provided by EVC Paydar to begin staff professional development grants. The awards will be for up to $400 and the process will be three times a year.
- She reminded everyone about the IU Faculty and Staff Clinic. It is a wonderful tool.
- Staff Council will be represented at the Health and Benefits Fair in October.
- The Staff Council wants to continue to partner with the IFC on issues that pertain to both groups.
- Wokeck asked the members to allow staff members to take professional development time should they seek professional development grant funding and be successful.

Agenda Item XV: Final Remarks and Adjournment
With no further business appearing, a motion was made to adjourn. The motion passed and the meeting was adjourned so that a special meeting could be held to hear changes to the University Faculty Constitution.

Agenda Item XVI: [Faculty Hearing] Change to the University Faculty Constitution
Marianne Wokeck, President, IUPUI Faculty Council, and Co-Secretary, University Faculty Council

Wokeck addressed the following proposed changes to the University Faculty Constitution. The members were asked to give their pros and cons to the items. There were no "cons" mentioned and approval was given.

- Change 1 – Leadership of the University Faculty Council: This is to allow three co-secretaries to serve with one coming from the regional campus.
- Change 2 – Change Leadership Designation from "Co-Secretaries" to "Co-Chairs": This change is made as it is better to call the leadership co-chairs instead of secretaries as it pertains more to what the office does.

After hearings have been held on all IU campuses, the University Faculty Council will call for all faculty to vote on these changes by electronic ballot.

Minutes prepared by Faculty Council Coordinator, Karen Lee
UL 3115N / 274-2215 / Fax: 274-2970 / fcouncil@iupui.edu / http://www.iupui.edu/~fcouncil

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?

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.)*
  - o Update on state authorization process
  - o Status of differential funding or fee for online courses
  - o 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 Handbook Committee
- Completed revision of timeline for approving the supplement. *(Will be presented to the IFC in fall 2014.)*

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
- Open Access *(Report submitted to the IFC-EC on 2-19-14; Discussed on 2-27-14 EC agenda. Amended draft document submitted to IFC-EC and will be discussed at the 8-21-14 EC meeting. A first read will be at the 9-2-14 IFC meeting.)*
- 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.)*

Paw's Pantry is a food pantry

for IUPUI that serves 🧍🧍 (students), 🧍🧍 (staff), and 🧍🧍 (faculty). It is a 100% student-run initative providing food assistance to all **Jaguars.**

Wait. Students, staff, and faculty need food assistance? No way!

Way. IUPUI is not immune to Indianapolis' hunger problem.
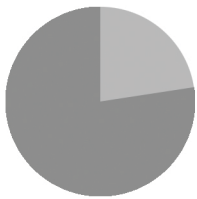
HOW CAN YOU HELP?

Personally:

give / now

(coming soon!)

spread the word! advocate for living wages! Tell your colleagues!

Paw's Pantry
Fall 2014 Hours
Wednesdays and Thursdays
10 am - 6 pm
Campus Center, room 220
All you need is a JagTag!
Open to IUPUI students, staff and faculty.
pawspantry.iupui.edu

Print our semester flyer and post it!

19.2% of Marion County is considered food insecure. (175,600 people)
(Feeding America, Map the Meal Gap, 2014)

Do some research to learn more. (I hear you all are very good at that)

Food Donations

Donate food in one of our donation crates located all around campus. A map of the crate locations can be found on the website.

Professionally:

Include this in your syllabus!

Paw's Pantry: Paw's Pantry is a *(student-run)* FREE-to-use food pantry located in the Campus Center, Room 220. Any IUPUI student, faculty, or staff member may shop the pantry. This resource is available to help alleviate the costs of college *(or assist in time of need)*. In order to shop the pantry, simply bring your JagTag. For more information about Paw's Pantry, including days and times the pantry is open for shopping, please go to pawspantry.iupui.edu.

IUPUI
H
HUNGER &
HOMELESSNESS
AWARENESS WEEK

Have your class participate in advocacy events.

Bring us in for a classroom presentation.

Hold a food drive in your classes! Let us know about it and we'll come pick up the food!

Let's connect **Paw's Pantry** to your class.

Just a few ideas...

1. Hold a food drive - reward students with extra credit.
2. Bring Paw's Pantry student committee members in for a class presentation.
3. Have your class do research with Paw's Pantry.

   Examples include:
   How can we reduce or eliminate the stigma of utilizing a food pantry?
   Who are our target audiences and how can we most effectively reach out to them?
   Create a plan to help Paw's Pantry team members communicate and operate more efficiently and effectively.
   Develop a program or plan to reduce the carbon footprint of the pantry.
   Optimize the location of the food crates to increase visibility and increase donations.
   Determine the correlation (if any) between geographical location of shoppers and food deserts in Central Indiana?
   Create a fundraising strategy for Paw's Pantry.

4. Do a service project at a local organization that works with hunger in Indianapolis. (Paw's Pantry is too small to acccomdate an entire class)
5. Have students participate in an advocacy or service event on campus or in the community.

   Hunger & Homelessness Awareness Week
   IUPUI SNAP Challenge (food stamp challenge)
   The Campus Kitchen Project at IUPUI
   Gleaners Indianapolis BackSack program

Let's chat sometime.

If you want to connect with Paw's Pantry, first go to our website:

pawspantry.iupui.edu

If you did not find what you are looking for, email us:

jagsfood@iupui.edu

And be sure to like us and follow us on social media:

@iupuipawspantry

Download faculty resources:
https://iu.box.com/pawspantryfacultyresources

OFFICE OF
STUDENT INVOLVEMENT
DIVISION OF STUDENT AFFAIRS
Indiana University–Purdue University
Indianapolis

IUPUI

soar
Indiana University Purdue University Indianapolis
Student Organization for Alumni Relations

CENTER FOR
SERVICE AND LEARNING
IUPUI

A food pantry for IUPUI

IUPUI
OFFICE OF STUDENT
INVOLVEMENT
INDIANA UNIVERSITY–PURDUE UNIVERSITY
INDIANAPOLIS
Division of Student Affairs

soar
Indiana University Purdue University Indianapolis
Student Organization for Alumni Relations

CENTER FOR
SERVICE AND LEARNING
IUPUI

Paw's Pantry

Who are we?

How can you help?

Let's connect!

Who are we?

In December 2011, the SOAR (Student Organization Alumni Relations) executive board was inspired by an NBC Nightly News segment highlighting UCF's student-run food pantry.

Jenn Boldig was incredibly instrumental in starting this initiative – she was the first SOAR Food Pantry Director and laid most of the foundational groundwork to get it running.
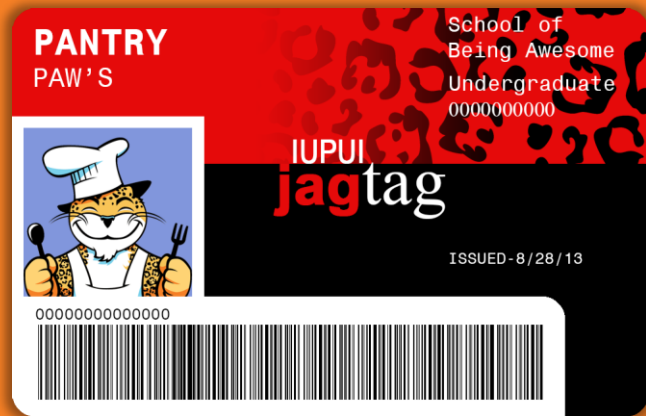
We began research of 11 other urban universities and their food pantries. From that research, we have modeled a sustainable, environmentally conscious food pantry.

Who are we?

Open every week
Wednesdays and Thursdays
10 am to 6 pm

Located in the Campus
Center, Room 220

PANTRY
PAW'S

School of
Being Awesome
Undergraduate
0000000000

IUPUI
jagtag

ISSUED-8/28/13

0000000000000

Anyone with a JagTag
can use Paw's Pantry

Who are we?

No qualifications to use the pantry.

Kept as anonymous as possible.

FREE to use!

Open to:

students   **staff**   **faculty**

How can you personally help?

Give Now

We have a foundation account!

038P002066

Our "give now" button is coming soon!

How can you personally help?

Spread the word!

Print off our semester flyer!
Tell your colleagues!

Paw's Pantry

A food pantry for IUPUI

Spring 2014 Hours
Wednesday and Thursday
10 am - 6 pm
every week in CE 220

All you need is a jagtag!

PANTRY
PAW'S
IUPUI jagtag

Open to IUPUI students,
staff and faculty.

jagsfood@iupui.edu ✉
@IUPUIPawsPantry 🐦
IUPUIPawsPantry f

IU IUPUI
OFFICE OF STUDENT
INVOLVEMENT
INDIANA UNIVERSITY-PURDUE UNIVERSITY
INDIANAPOLIS
Division of Student Affairs

SOAR
Indiana University Purdue University Indianapolis
Student Organization for Alumni Relations

CENTER FOR
SERVICE AND LEARNING
IUPUI

How can you personally help?

Do some more research!

(I hear you're good at that)

USDA.gov

Feeding America: Map the Meal Gap

Indy Hunger Network

Indy Food Council

How can you personally help?

Donate!

We have many food donation bins across campus. I bet there's one near you! Find the map on our website!

Let's connect ![Paw's Pantry logo] to your class.

Hold a food drive

Last year Dr. Ulbright gave 1 extra credit point for each food donation her students brought in (limit three food donations per person). She had ~600 students across 3 lectures.

= 1800 food donations

Let's connect to your class.

Put this in your syllabus!

Paw's Pantry: Paw's Pantry is a student-run, FREE-to-use food pantry located in the Campus Center, Room 220. Any IUPUI student, faculty, or staff member may shop the pantry. This resource is available to help alleviate the costs of college or assist in time of need. In order to shop the pantry, simply bring your JagTag. For more information about Paw's Pantry, including days and times the pantry is open for shopping, please go to pawspantry.iupui.edu

Let's connect **Paw's Pantry** to your class.

Bring us in for a class presentation!

We would love to tell your students about Paw's Pantry.

Just email us!

Let's connect **Paw's Pantry** **to your class.**

Have your class participate in an advocacy event on campus.

IUPUI SNAP Challenge, perhaps?

Hunger & Homelessness Awareness Week:

tiny.cc/handh

october 20th - 26th

the SNAP challenge (formerly known as food stamps)

IUPUI

H HUNGER & HOMELESSNESS AWARENESS WEEK

$1.50 per meal for one week

Let's connect **Paw's Pantry** to your class.

Do service at a local organization:

(Paw's Pantry is too small to accommodate an entire class)

Gleaners

Wheeler Mission

Global Peace Initiatives

Midwest Food Bank

Campus Kitchen Project

You can also sign up a class to participate in a day of service:

http://studentaffairs.iupui.edu/involved/volunteering-engagement/index.shtml

Let's connect Paw's Pantry to your class.

Have your class do a research project with Paw's Pantry:

- How can we reduce the stigma of utilizing a food pantry?

- Develop a program to reduce the carbon footprint of the pantry.

- Create a fundraising strategy for Paw's Pantry

- Determine the correlation (if any) between geographical location of shoppers and food deserts in Central Indiana.
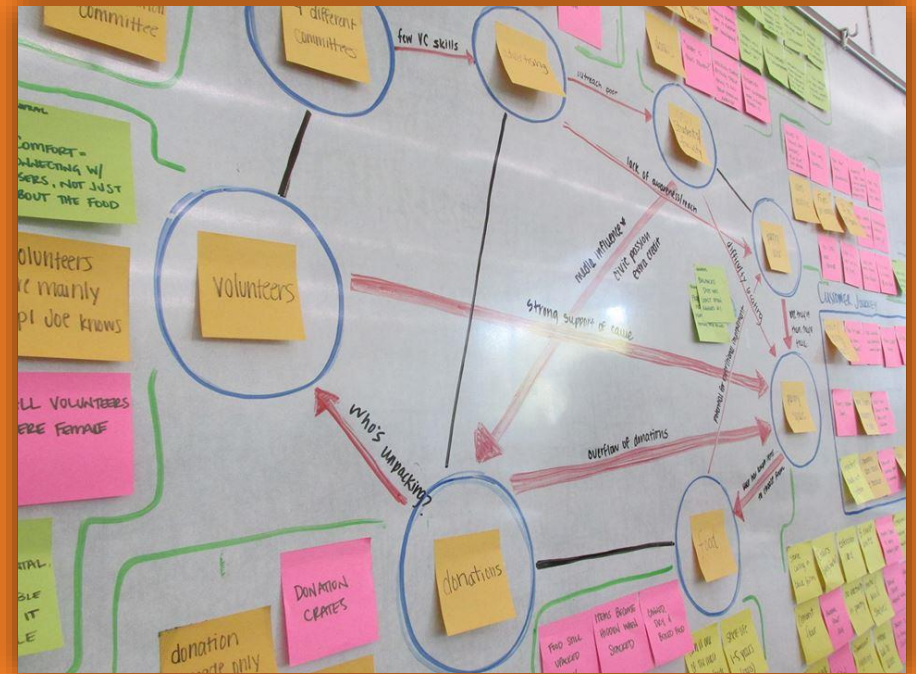
Student-Powered Hunger Relief

THE
CAMPUS KITCHEN ℠
at **IUPUI**

Paw's
Pantry

Let's chat sometime.

✉ jagsfood@iupui.edu

@IUPUIPawsPantry

pawspantry.iupui.edu

INDIANA UNIVERSITY PURDUE UNIVERSITY INDIANAPOLIS

DRAFT OPEN ACCESS POLICY AND SUPPORTING MATERIALS

INTRODUCTION

Among the many changes that are taking place in academic research is the growing expectation by funders that the findings of this research be made widely and freely available. Responding to these expectations, an increasing number of universities are creating open access repositories for scholarly articles produced by their faculties, to be made available to anyone with Internet access.

In response to these changes, IUPUI Faculty members are asked to consider implementing an open access policy to help disseminate the fruits of their research and scholarship. The enclosed draft "IUPUI Open Access Policy" was created with the goal of disseminating the research and scholarship successes of IUPUI Faculty members. The draft "IUPUI Open Access Policy" is in alignment with the current IUPUI Intellectual Property Policy. Additional information regarding the benefits and potential concerns of the proposed policy are provided in "Frequently Asked Questions" and "Notes Concerning Specific Language."

The IUPUI Open Access Policy is based on a model open access policy developed by Stuart Shieber of the Harvard Office for Scholarly Communication. Its language is based on and informed by the policies voted by faculties at Harvard, MIT, Stanford University School of Education, Duke University, the University of California, and others.

CONTENTS

FACULTY "FAQS" REGARDING AN OPEN ACCESS REPOSITORY

BASICS

1. **What would faculty submit?** Faculty authors would submit accepted, post peer-reviewed articles and proceedings to IUPUIScholarWorks. This policy would include co-authored articles and proceedings. Other items (book chapters, monographs, working papers, posters, presentations) would be welcomed, but not required.

2. **How might faculty submit articles to IUPUIScholarWorks?** Upon acceptance, faculty will complete a simple web form (name, email address, department, citation) and attach the author's accepted manuscript. *Note:* In most cases, the "accepted manuscript" (sometimes called a "post-print") is a final Microsoft Word document, with tables and images.

3. **How might faculty opt-out of this policy?** The second screen of the submission process will give faculty three options: 1) submit; 2) embargo until a selected date; 3) opt out. Following the selection, the submitter (and other parties) will receive an automated email and transaction number.

BENEFITS

4. **How would this policy benefit IUPUI faculty members?** This is an author's rights policy. By adopting this policy, faculty retain rights to their scholarly articles and proceedings. This policy helps faculty disseminate scholarship to any reader with Internet access. Articles openly archived in IUPUIScholarWorks are indexed by search engines, receive a stable hyperlink and are more likely to be read and cited.

5. **How would this policy benefit IUPUI students, alumni and other communities?** By joining with other leading research universities (Harvard, Duke, MIT, Kansas, California, Stanford and more), IUPUI would show its commitment to disseminating the fruits of its research and scholarship as widely as possible. By providing free access to scholarship, the policy would facilitate IUPUI's efforts to be "a leader in fostering collaborative relationships" and would demonstrate that "IUPUI values collegiality, cooperation, creativity, innovation, and entrepreneurship as well as honesty, integrity, and support for open inquiry and dissemination of findings" (IUPUI Vision, Mission & Values: http://www.iupui.edu/about/vision.html).

6. **How would this policy benefit the university?** By providing access to articles by IUPUI faculty, this policy would increase the impact of IUPUI research and creativity both on a local and global scale. Furthermore, the archive would ensure that scholarship is preserved and accessible long after journals and publishers move, consolidate or cease publication.

CONCERNS

7. **Would this policy restrict my publishing options?** No. Faculty would be free to submit and to publish in any journal they choose.

8. **Would journals refuse to publish my article if IUPUI adopts this draft open access policy?** No. Journals gladly accept articles from faculty at MIT, Harvard, California and other institutions with open access policies. If a journal refuses to publish an article under the policy, faculty always have the ability to opt out of the policy for that article.

9. **Do I have to pay an "open access fee" in order to submit my article to IUPUIScholarWorks?** No. Most journal publishers (including Elsevier, Sage, Springer, Taylor & Francis, and Wiley) permit authors to archive manuscripts in institutional repositories at no cost to the author. Over 80% of the world's 1.1 million articles published in 2010 could be archived under current copyright law within one year of publication (Laakso, M. 2014, *Scientometrics*, In Press. http://www.openaccesspublishing.org/?p=146). Ask a librarian before you pay or, if necessary, opt out of the policy.

10. **Would the policy mean that faculty authors would give copyrights to IUPUI?** No. As the author, you own the copyright to your work until you transfer it to someone else. This policy does not result in a transfer of copyright. Rather, authors would give IUPUI a non-exclusive permission to distribute a version of the work at IUPUIScholarWorks. In fact, this policy would help faculty preserve their rights as authors to reproduce and distribute their scholarly articles.

11. **What does the policy mean by "exercise any and all rights under copyright"?** Copyright is not one right, but rather is best thought of as a bundle of rights granted to authors by the Copyright Act. Generally, these rights are reproduction, distribution, making derivative works, public performance, and public display. For IUPUI to most effectively make scholarly articles freely and widely available, it may need to use many of these rights. For instance, simply taking a word processing file of an article, converting it to PDF and making it available for public reading or download could

involve the distribution, derivative works, reproduction, and display rights. The most important points are that the policy does not prevent you from exercising any of these rights and IUPUI's exercise of these rights is only for the purpose of making the articles freely and widely available.

12. **What if my article is archived in IUPUIScholarWorks with my permission, but afterwards I decide that I no longer want it to be available to readers on the site?** Under this policy, authors retain rights to their scholarly articles. An author may change a particular article's archival status (open access, no access, or delayed access) at any time. Although requests are rare, authors currently have the ability to contact IUPUIScholarWorks to ask for temporary and indefinite embargos on the full text access to an item.

13. **Would this policy result in a burdensome administrative overhead and a difficult compliance process?** The libraries have the expertise and the software to manage this process. Faculty would need to keep their final manuscript, complete the short web form (mentioned above, FAQ #3), and select "submit," "embargo," or "opt out."

14. **Would this policy hurt my reputation as a scholar?** No. By increasing your readership, this policy would be to your benefit. This policy does not reduce your opportunity to publish in any journal—including a subscription journal with a leading citation impact factor.

15. **Would this policy have a negative impact on the quality of science and the record of scholarship?** No. By increasing access and the speed of dissemination, policies such as this one reduce barriers to research and learning. Articles archived under this policy would not replace or supplant the version of record.

16. **Would this policy hurt my scholarly society or journal?** Authors may opt out as needed. We do not, however, have any peer reviewed evidence to demonstrate that open access policies result in cancelled journal subscriptions. Libraries consider multiple factors when subscribing to journals, including: quality, price and anticipated use. Libraries, scholarly societies and journals face a publishing marketplace in transition; this transition will happen with or without open access policies.

17. **Would large publishers bring legal action to stop the implementation of this policy?** Commercial publishers spend a lot of money lobbying against federal public access policies, but none of the over 127 U.S. institutions with open access policies have been the subject of legal action as a result of a policy.

18. **Would co-authors from other institutions need to grant permission to IUPUI?** No. Each co-author owns the copyright to their co-authored work and may grant nonexclusive permissions without consulting the others. However, if a co-author expressed that they did not want an article to be shared in IUPUIScholarWorks, the IUPUI author could decide to opt out of the policy for that article.

19. **What if my co-authors' institutions have different policies regarding author's rights and self-archiving?** It is very unlikely that this policy will create a true conflict with policies at other institutions. In fact, IUPUI co-authors may find their work already included in the repositories of universities that have adopted a policy such as this one. See, for example, the following:

> **Hoggatt, J**., **Mohammad, K. S**., **Singh, P., Hoggatt, A. F., Chitteti, B. R., Speth, J. M.,** … **Pelus, L. M.** (2013). Differential stem- and progenitor-cell trafficking by prostaglandin E2. *Nature, 495*(7441), 365–369. Available from Harvard: http://nrs.harvard.edu/urn-3:HUL.InstRepos:11876987.
> **Siddiki, S.**, Basurto, X., & Weible, C. M. (2012). Using the institutional grammar tool to understand regulatory compliance: The case of Colorado aquaculture. *Regulation & Governance, 6*(2), 167–188. Available from Duke: http://hdl.handle.net/10161/6738.
> Citi, L., Djilas, M., Azevedo-Coste, C., **Yoshida, K.**, Brown, E. N., & Barbieri, R. (2011). Point-process analysis of neural spiking activity of muscle spindles recorded from thin-film longitudinal intrafascicular electrodes. *Conference Proceedings: Annual International Conference of the IEEE Engineering in Medicine and Biology Society*, 2311–2314. Available from MIT: http://hdl.handle.net/1721.1/70063.

If, for some reason, a co-author objects to providing access to the item in IUPUIScholarWorks, the IUPUI author may decide to "opt out" of the policy for that article.

20. **But I already comply with the NIH Public Access policy, why does IUPUI need its own policy?** This policy would supplement existing public access policies—many articles are published without federal funding. By building a repository of IUPUI scholarship, we ensure that the university can maintain and preserve a record of the work completed by our faculty. By acquiring and preserving the author's accepted manuscript, the IUPUI Open Access Policy would make it easier to comply with the NIH Manuscript Submission process. One proposal for compliance with the coming U.S. agency (NSF, DOE, DOD, NEH, etc.) public access policies would leverage records in repositories like IUPUIScholarWorks for compliance.

21. **Why do we need a policy if faculty can submit works to PubMed Central, SSRN, arXiv, and other sites? Don't these services meet the need for open access archiving?** Other repositories have limitations that exclude many of the scholarly articles and proceedings authored by IUPUI faculty. PubMed Central, for example, is not open to submissions from any author, but is limited to journal articles reporting research funded by the NIH and to biomedical journals with pre-existing agreements with PubMed Central. As your home institution, IUPUI has a vested interest in providing services that cannot be promised elsewhere--for example, long term preservation. Furthermore, this policy aims to increase access to scholarship authored by IUPUI faculty. As such, it maximizes author's rights. By helping faculty to retain their rights, this policy facilitates sharing in any repository. If authors choose to share in another repository, IUPUIScholarWorks will archive a version of the shared item for safe keeping.

22. **I already self-archive my work in an open access repository; will this policy detract from download counts from my preferred repository (e.g. SSRN, ResearchGate, Academia.edu)?** IUPUIScholarWorks is a noncommercial repository supported by an academic library. Items are indexed for discoverability and included in long-term, digital preservation plans. If you prefer to protect your download counts at another repository, IUPUIScholarWorks will archive a version of the shared item for safe keeping, but link out to a stable URL for downloads.

INDIANA UNIVERSITY PURDUE UNIVERSITY INDIANAPOLIS

OPEN ACCESS POLICY

PREAMBLE

The Faculty of Indiana University-Purdue University Indianapolis is committed to disseminating the fruits of its research and scholarship as widely as possible. In keeping with that commitment, the Faculty adopts the following policy.

GRANT OF LICENSE AND LIMITATIONS

Each Faculty member grants to The Trustees of Indiana University permission to make available his or her scholarly articles which are deemed Traditional Works of Scholarship under the Intellectual Property Policy http://policies.iu.edu/policies/categories/administration-operations/intellectual-property/intellectual-property.shtml and to exercise the copyright in those articles. More specifically, each Faculty member retains copyright and grants to the Trustees of Indiana University a nonexclusive, irrevocable, worldwide license to exercise any and all rights under copyright relating to each of his or her scholarly articles, in any medium, for the purpose of making their articles widely and freely available in an open access repository, provided that the articles are not sold, and appropriate attribution is given to authors, and to authorize others to do the same.

SCOPE AND WAIVER (OPT-OUT)

The policy applies to all scholarly articles authored or co-authored while the person is a member of the Faculty, except for any articles completed before the adoption of this policy and any articles for which the Faculty member entered into an incompatible licensing or assignment agreement before the adoption of this policy. Faculty members retain responsibility for complying with any incompatible licensing or assignment agreements they have executed before the adoption of this policy. Upon express direction by the Faculty member, the Executive Vice Chancellor, Chief Academic Officer, or his or her designate will waive application of the license for a particular article or delay access for a specified period of time. Likewise, upon express direction by the Faculty member, a particular article's archival status (open access, no access, or delayed access) may be changed at any time.

DEPOSIT OF ARTICLES

Each Faculty member will provide an electronic copy of the author's final version of each article no later than the date of its publication at no charge to the appropriate representative of the Academic Affairs Office in an appropriate format (such as PDF) specified by the Academic Affairs Office. The Academic Affairs Office may make the article available to the public in an open access repository. The Academic Affairs Office, in consultation with Faculty governance, is responsible for interpreting this policy, resolving disputes concerning its interpretation and application, and recommending changes to the faculty from time to time. The policy will be reviewed after three years and as needed thereafter.

EXPLANATORY NOTES

This policy is based on a model open access policy developed by Stuart Shieber of the Harvard Office for Scholarly Communication. It includes a freely waivable rights-retaining license and a deposit requirement. This language is based on and informed by the policies voted by faculties at Harvard, MIT, Stanford University School of Education, Duke University, the University of California, and others. Information explaining the motivation for and implementation of open access policies, including an annotated model policy, is available at the web site of Harvard's Office for Scholarly Communication (http://osc.hul.harvard.edu/). Extensive information about good practices for university open access policies is provided in a widely endorsed guide from the Harvard Open Access Project (http://bit.ly/goodoa).

NOTES CONCERNING SPECIFIC LANGUAGE

Preamble, "disseminating the fruits of its research and scholarship as widely as possible": The intention of the policy is to promote the broadest possible access to the university's research. The preamble emphasizes that the issue is access, not finances.

Grant of License and Limitations, "grants": The wording here is crucial. The policy causes the grant of the license directly. An alternative wording, such as "each faculty member shall grant", places a requirement on faculty members, but does not actually cause the grant itself.

Grant of License and Limitations, "scholarly articles": The scope of the policy is scholarly articles. What constitutes a scholarly article is purposefully left vague. Clearly falling within the scope of the term are (using terms from the Budapest Open Access Initiative) articles that describe the fruits of scholars' research and that they give to the world for the sake of inquiry and knowledge without expectation of payment. Such articles are typically presented in peer-reviewed scholarly journals and conference proceedings. Clearly falling outside of the scope are a wide variety of other scholarly writings such as books and commissioned articles, as well as popular writings, fiction and poetry, and pedagogical materials (lecture notes, lecture videos, case studies). Often, faculty express concern that the term is not (and cannot be) precisely defined. The concern is typically about whether one or another particular case falls within the scope of the term or not. However, the exact delineation of every case is neither possible nor necessary. In particular, if the concern is that a particular article inappropriately falls within the purview of the policy, a waiver can always be obtained. One tempting clarification is to refer to scholarly articles more specifically as "articles published in peer-reviewed journals or conference proceedings" or some such specification. Doing so may have an especially pernicious unintended consequence: With such a definition, a "scholarly article" doesn't become covered by the policy until it is published, by which time a publication agreement covering its disposition is likely to already have been signed. Thus the entire benefit of the policy's nonexclusive license preceding a later transfer of rights may be vitiated. If clarifying language along these lines is required, simultaneously weaker and more accurate language can be used, for instance, this language from Harvard's explanatory material (also used above): "Using terms from the Budapest Open Access Initiative, faculty's scholarly articles are articles that describe the fruits of their research and that they give to the world for the sake of inquiry and knowledge without expectation of payment. Such articles are typically presented in peer-reviewed scholarly journals and conference proceedings."

Grant of License and Limitations, "Intellectual Property Policy" http://policies.iu.edu/policies/categories/administration-operations/intellectual-property/intellectual-property.shtml. The following is an excerpt from the Indiana University Intellectual Property Policy UA-05;

B. Traditional Works of Scholarship

    i.   The University shall assert no claims to copyright ownership in or to distribution of revenue from Traditional Works of Scholarship.

    ii.   The University may use Traditional Works of Scholarship, including Online Instructional Materials, created for ordinary classroom and program use, such as syllabi, assignments, and tests, for administrative purposes, which may include course equivalency assessments for transfer purposes, accreditation agency reviews, and other functions that allow the University to fulfill its responsibilities for accountability.

    iii.   If a Creator of Online Instructional Materials leaves the University, he or she hereby grants the University a non-exclusive, royalty-free, worldwide, unlimited license to use the Online Instructional Materials for Online Instruction, including the right to revise such Online Instructional Materials.

Grant of License and Limitations, "exercise any and all rights under copyright": The license is quite broad, for two reasons. First, the breadth allows flexibility in using the articles. Since new uses of scholarly articles are always being invented — text mining uses being a prime example — retaining a broad set of rights maximizes the flexibility in using the materials. Second, a broad set of rights allows the university to grant back to an author these rights providing an alternative method for acquiring them rather than requesting them from a publisher. Even though the university is being allowed to exercise a broad set of rights, it is not required to exercise them. Universities are free to set up policies about which rights it will use and how, for instance, in making blanket agreements with publishers. For example, a university may agree to certain restrictions on its behavior in return for a publisher's acknowledgement of the prior license and agreement not to require addenda or waivers. Harvard has provided a model agreement of this type as well: http://osc.hul.harvard.edu/docs/model-pub-agreement-090430.pdf.

Grant of License and Limitations, "irrevocable": This term indicates that subsequent "transfers" of copyright do not invalidate this policy.

Grant of License and Limitations, "not sold": This term may be preferable to the vaguer term "noncommercial". Given that open access availability allows seamless distribution using a medium with essentially zero marginal cost, Harvard has stipulated in agreements with publishers that it will refrain even from cost-recouping sales: "When Harvard displays or distributes the Article, Harvard will not charge for it and will not sell advertising on the same page without permission of Publisher. Even charges that merely recoup reproduction or other costs, and involve no profit, will be forbidden."

Grant of License and Limitations, "authorize others": The transferability provision allows the university to authorize others to make use of the articles. For instance, researchers can be authorized to use the articles for data mining. The terms of use of the institution's repository can take advantage of transferability to make available an appropriately scoped set of rights automatically for articles covered by the policy. The Harvard DASH terms of use (http://osc.hul.harvard.edu/dash/termsofuse) provides an example. Most importantly, the transferability provision allows the university to transfer the broad rights in the policy back to the author, so that authors can legally distribute their articles from their own web sites, to use them for their classes, to develop derivative works, and the like. In that sense, the policy leads to authors retaining rights, not just universities obtaining rights.

Grant of License and Limitations, "do the same": This ordering of phraseology, introduced in the MIT policy, makes clear that the transferability provision applies both to the retained rights and the noncommercial limitation.

Scope and Waiver (Opt-Out), "articles completed before the adoption": Application of the license retroactively is problematic, and in any case suspect. This clause makes clear that the license applies only prospectively.

Scope and Waiver (Opt-Out), "will waive": Not "may waive". The waiver is at the sole discretion of the author. This broad waiver policy is important for the palatability of the policy. It is perhaps the most important aspect of this approach to open access policies. The ability to waive the license means that the policy is not a mandate for rights retention, but merely a change in the default rights retention from opt-in to opt-out. Many of the concerns that faculty have about such policies are assuaged by this broad waiver. These include concerns about academic freedom, unintended effects on junior faculty, principled libertarian objections, freedom to accommodate publisher policies, and the like. Some may think that the policy would be "stronger" without the broad waiver provision, for instance, if waivers were vetted on some basis or other. In fact, regardless of what restrictions are made on waivers (including eliminating them entirely) there is always a de facto possibility of a waiver by virtue of individual faculty member action demanding an exception to the policy. It is far better to build a safety valve into the policy, and offer the solution in advance, than to offer the same solution only under the pressure of a morale-draining confrontation in which one or more piqued faculty members demand an exception to a putatively exception-less policy. In any case, with several years of experience with these policies, it has become clear that waiver rates are exceptionally low even with this completely open waiver provision.

Scope and Waiver (Opt-Out), "license": The waiver applies to the license, not the policy as a whole. The distinction is not crucial in a pragmatic sense, as it is generally the license that leads to waiver requests, not the deposit aspect of the policy, and in any case, an author has a

de facto waiver possibility for the deposit aspect by merely refraining from making a manuscript available. Nonetheless, if it is possible to use this more limited formulation, it is preferable in reinforcing the idea that all articles should be deposited, whether or not a waiver is granted and whether or not they can be distributed.

Scope and Waiver (Opt-Out), "delay access": Duke University pioneered the incorporation of an author-directed embargo period for particular articles as a way of adhering to publisher wishes without requiring a full waiver. This allows the full range of rights to be taken advantage of after the embargo period ends, rather than having to fall back on what the publisher may happen to allow. Since this is still an opt-out option, it does not materially weaken the policy. An explicit mention of embargoes in this way may appeal to faculty members as an acknowledgement of the prevalence of embargoes in journals they are familiar with.

Scope and Waiver (Opt-Out), "express": An author must direct that a waiver be granted in a concrete way, but the term "express" is preferred to "written" in allowing, e.g., use of a web form for directing a waiver.

Scope and Waiver (Opt-Out), "direction": This term replaced an earlier term "request" so as to make clear that the request cannot be denied.

Deposit of Articles, "author's final version": The author's final version—the version after the article has gone through peer review and the revisions responsive thereto and any further copyediting in which the author has participated—is the appropriate version to request for distribution. Authors may legitimately not want to provide versions earlier than the final version, and insofar as there are additional rights in the publisher's definitive version beyond the author's final version, that version would not fall within the license that the author grants.

Deposit of Articles, "no later than the date of its publication": The distribution of articles pursuant to this policy is not intended to preempt journal publication but to supplement it. This also makes the policy consistent with the small set of journals that still follow the Ingelfinger rule. An alternative is to require submission at the time of acceptance for publication, with a statement that distribution can be postponed until the date of publication.

Deposit of Articles, "may make the article available": The word "may" is used in a permissive sense. In some circumstances (e.g., retractions), an article may not be made available or may be archived without open accessibility. Authors may also opt to delay access to an article.

Deposit of Articles, "open access repository": For IUPUI this will be IUPUIScholarWorks (https://scholarworks.iupui.edu).

Deposit of Articles, "reviewed": Specifying a review makes clear that there will be a clear opportunity for adjusting the policy in light of any problems that may arise.

HEALTHY IU WILL EMPOWER, EDUCATE, AND OFFER ENVIRONMENTAL TOOLS TO ENCOURAGE MEMBERS OF THE IU COMMUNITY TO LIVE THEIR BEST LIFE.

Healthy IU Steering Committee

Kathryn George Bayless: Asst. Dean & Exec. Director, Campus Rec Sports

Linda F. Brown: Health Psychology, Mindfulness-Based Therapies and Clinical Psychologist in Private Practice

Jenny Rebecca Fleetwood: Work-Life Balance Coordinator, Human Resources

James M. Gladden: Dean, IU School of Physical Education & Tourism Mgmt.

Elin Christine Grimes: Registered Dietitian and Nutrition Counselor

Tracy L. James: Senior News & Media Specialist, IU Communications

Carol Kennedy-Armbruster : Sr. Lecturer, Kinesiology, School of Public Health

Marilyn H. Kuhn: Chief Operating Officer, Lilly Family School of Philanthropy

MaryFrances McCourt: Senior Vice President & Chief Financial Officer

Sara Elaine Peterson: Director - Human Resources & Employee Development, Campus Facility Services

Daniel U. Rives : Associate Vice President for University Human Resources

Lisa K Staten: Associate Professor, Director, Social and Behavioral Sciences Department

Richard A. Strong: Director, Environmental Health & Safety

John Paul Tweedie : Senior Director of Administration & Finance

Stephen F. Wintermeyer: Assoc. Professor of Clinical Medicine, Adjunct Assoc. Professor of Public Health

Philemon Kiprono Yebei: Director, Budget Administration, IUK

LIVE YOUR BEST YOU.

Steering Committee Compass for Recommendations

Healthy IU Values:
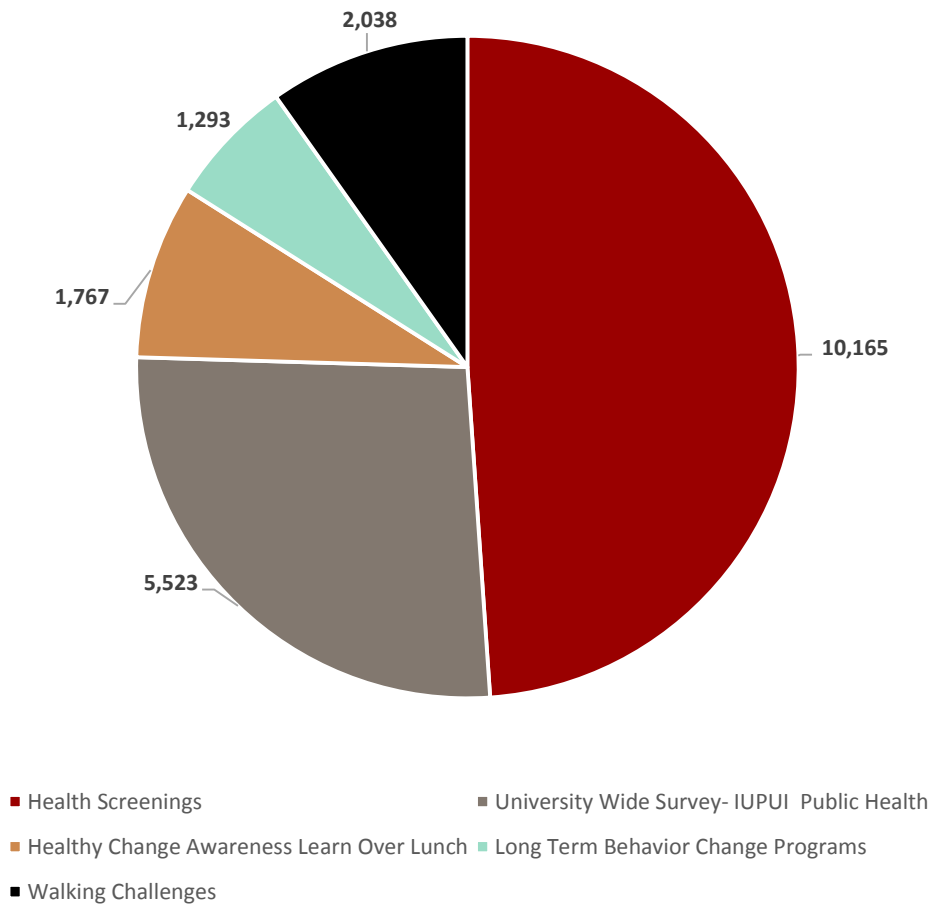
- Quality through respect for the uniqueness of each individual & campus

- Transparency in Health IU design, delivery & evaluation

- Individual responsibility for personal health & well-being

- Collaboration & optimal use of resources

- Utilization of IU campus resources to foster learning for all

- Environments, systems and policies supportive of positive lifestyle

Data:
- Fairbanks School of Public Health Workplace Wellness Survey
- CDC Scorecard
- Ensure information meaningful, comprehensive and evidenced based

Progress To Date- FY 13 & 14

- **Health Screenings - 10,165 participants screened in both years saw a 15% improvement in risk reduction.**

- Learn Over Lunch Awareness Building Programs – (Workstation Workout, Ergonomics, Stress Management) - 1,765 participants

- Long Term Behavior Change programs (Diabetes Prevention Program, Mindful Way to Stress Reduction, Nutritional Counseling) – 1,293 participants

- Walking Challenges with Pedometer - 2038 participants

- Fairbanks School of Public Health Workplace Wellness Survey – 5523 participants

Legend:
- Health Screenings
- University Wide Survey- IUPUI Public Health
- Healthy Change Awareness Learn Over Lunch
- Long Term Behavior Change Programs
- Walking Challenges

Pie chart values: 2,038 · 1,293 · 1,767 · 10,165 · 5,523

Fairbanks School of Public Health Findings Spring, 2013

- 33% (5523) of full time faculty and staff completed the survey

- Statistical adjustment was applied to ensure results were representative of all full-time employees

- Survey similar to CDC Behavior Risk Factor Surveillance System

- Survey was anonymous and confidential

- Reassessment planned for Spring 2015 to measure risk migration

Distribution of Risk

8%
High Risk
(5+ Risks)

24%
Medium Risk
(3-4 Risks)
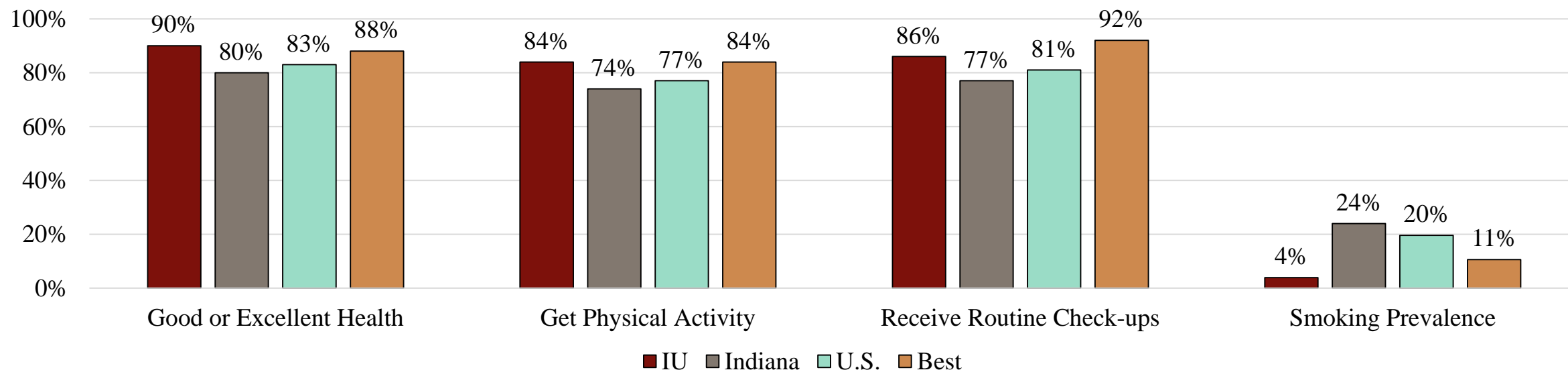
68%
Low Risk
(0-2 Risks)
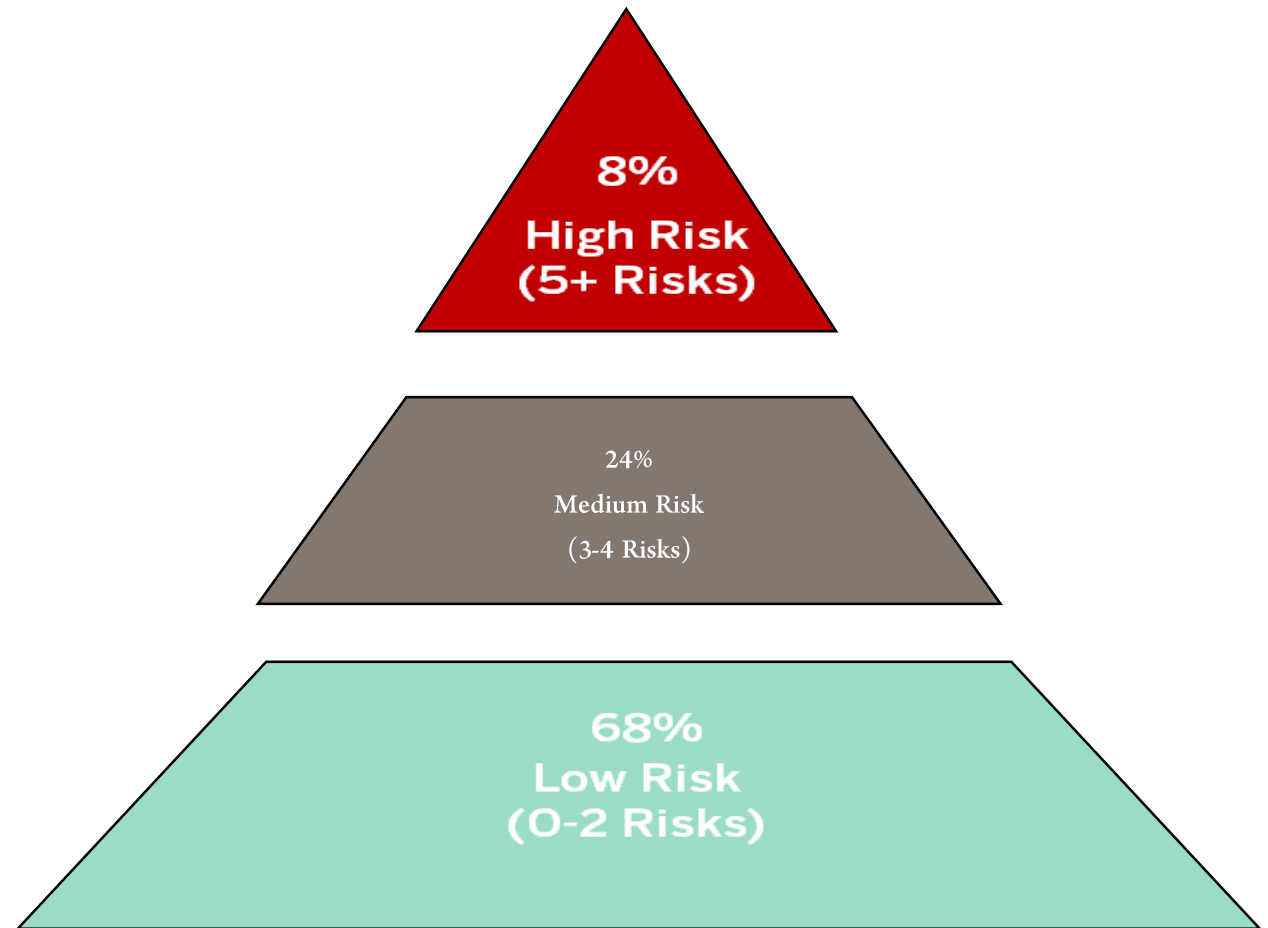
Strengths

The majority of full-time employees report that
- IU is supportive of their health
- Management believes health and safety are important
- Coworkers are supportive of efforts to be healthy
- Workplaces are perceived to be safe
- They make healthy food choices when those options are available

Perceived health, physical activity levels, preventive services use, and smoking rates are also encouraging.
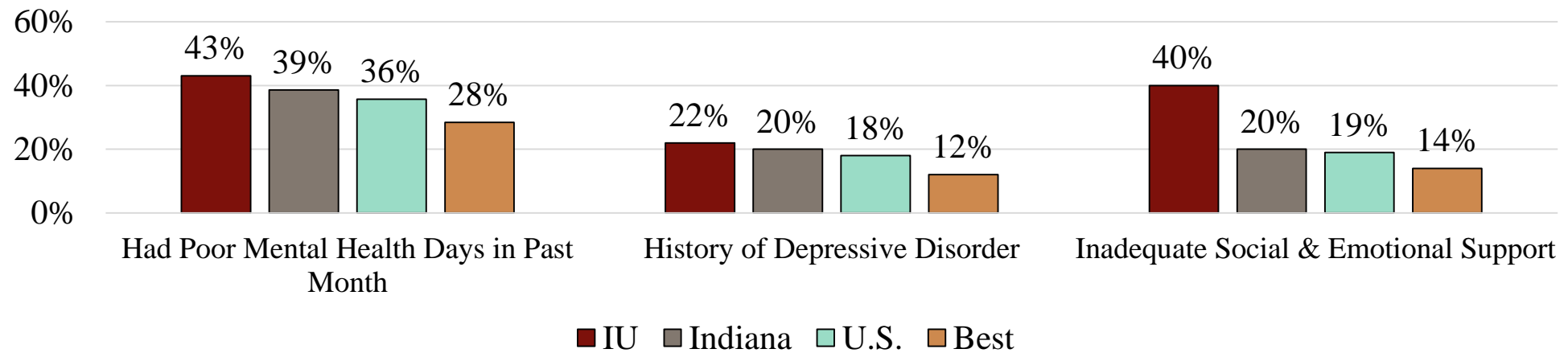
IU Compared to Indiana, US, and Best State

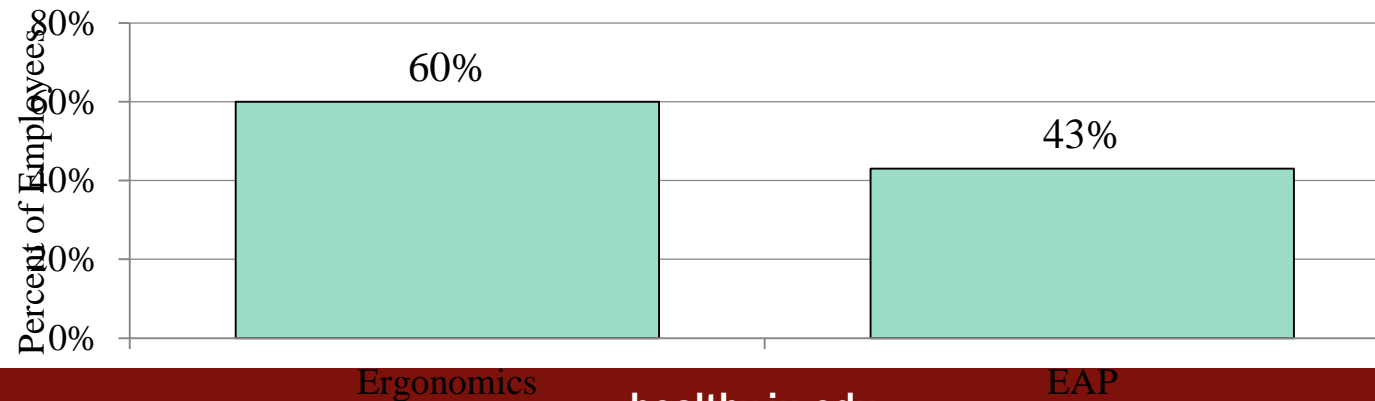|	IU	Indiana	U.S.	Best
Good or Excellent Health	90%	80%	83%	88%
Get Physical Activity	84%	74%	77%	84%
Receive Routine Check-ups	86%	77%	81%	92%
Smoking Prevalence	4%	24%	20%	11%

Opportunities

Stress & Mental Health

IU Compared to Indiana, US, and Best State

Had Poor Mental Health Days in Past Month: IU 43%, Indiana 39%, U.S. 36%, Best 28%

History of Depressive Disorder: IU 22%, Indiana 20%, U.S. 18%, Best 12%

Inadequate Social & Emotional Support: IU 40%, Indiana 20%, U.S. 19%, Best 14%

Legend: ■ IU ■ Indiana ■ U.S. ■ Best

Percent of Employees Who are Unaware of Resources

Ergonomics: 60%
EAP: 43%

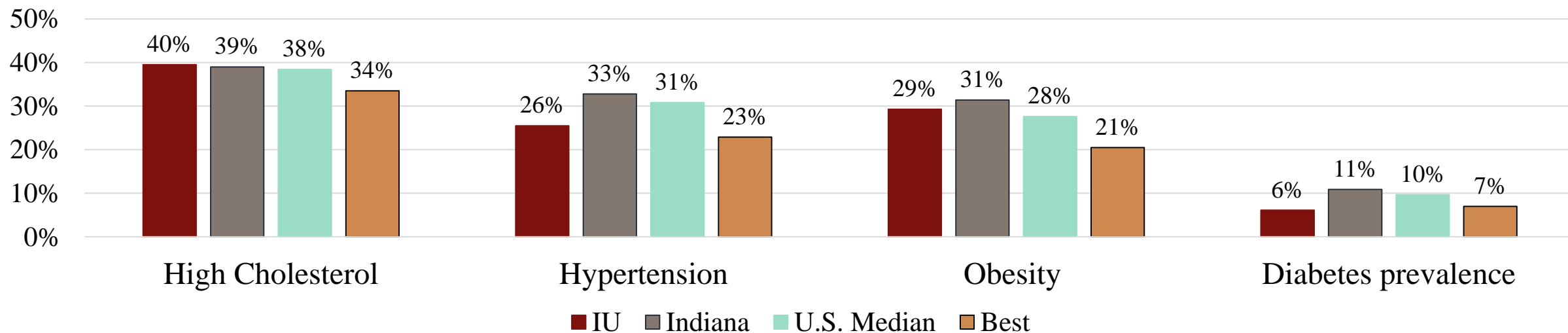Percent of Employees (y-axis: 0%–80%)

LIVE YOUR BEST YOU.

Opportunities

While some rates of chronic disease are more favorable than national rates, there is still opportunity for improvement and prevention

- 40% have high cholesterol
- 26% have hypertension
  - An additional 11% have pre-hypertension
- 29% are obese
  - An additional 32% are overweight
- 6% have diabetes
- An additional 6% have pre-diabetes

IU Compared to Indiana, US, and Best State

	High Cholesterol	Hypertension	Obesity	Diabetes prevalence
IU	40%	26%	29%	6%
Indiana	39%	33%	31%	11%
U.S. Median	38%	31%	28%	10%
Best	34%	23%	21%	7%

High Priority Objectives

1. Expand the Diabetes Prevention Program to all campuses

2. Implement enhancements to the built environment which both promote and remove barriers related to physical activity
   a. Mark walking routes with way finders on each campus
   b. Install signage to encourage stair use

3. Expand healthier food & beverage options on all campuses

4. Continue Steering Committee with special attention toward mental well-being.

5. Expand Marketing & Communications

Do you know where your BP machine is?

- ICTC, 1st Floor Mailroom - 535 W. Michigan Ave

- NU-Nursing, 4th Floor Staff Lounge - 1111 Middle Drive

- LV-Lockefield, Lower Level Hallway - 980 Indiana Avenue

- PL-Physical Plant, 1st Floor Main Hallway - 1220 Wishard Blvd.

- IB-Medical Library, 2nd Floor Atrium - 975 Walnut Street

Upcoming Events

Taste and Tell

Vending Initiative

Resources

- Individual Nutritional Counseling

- Mindful Way to Stress Reduction

- Diabetes Prevention program

- Health Screenings with Incentive

- Ergonomic Assessments

- INShape IUPUI and Fitness Coaching with Activity Tracker

- Employee Assistance Program

- Nursing Mother's Room

- Tobacco Cessation

http://www.iu.edu/~welliu/campus/iupui.shtml

https://iu.app.box.com/s/kdv5w2km0oi31cw1wzy9