

Indianapolis Faculty Council (IFC)
Minutes
April 2, 2013 ~ CE 409 ~ 3:00 – 5:00 p.m.

Faculty and Guests Present: Karen Alfrey, Keith Anliker, William Babler, Mark Bannatyne, Trudy Banta, Charles Bantz, Nerissa Bauer, Anne Belcher, Ed Berbari, William Blomquist, Catherine Brown, Hsin-Liang Chen, Lisa Contino, Jan Cox, David Craig, Mary Dankoski, Mark Di Corcia, Zeb Davenport, Mary Fisher, Mary Ann Frank, Gina Gibau, Charles Goodlett, Barbara Gushrowski, Pamela Ironside (Alt: Anne Belcher), David Lewis, Jane Luzar, Joyce Mac Kinnon, Deanna Malatesta, Steve Mannheimer, Michael McLeish, Julie Meek, Khaula Murtadha, C. Subah Packer, Kristi Palmer, Nasser Paydar, Melinda Phillabaum, Rebecca Porter, Lyne Racette, Simon Rhodes, Laura Romito, David Russomanno, David Sabol, Arlene Schmid, William Schneider, Jodi Smith, Deborah Stiffler, Lee Stone, Gene Tempel, Carleen Thompson, Chalmer Thompson, Frank Wadsworth, Jing Wang, Rick Ward, John Watson, Elizabeth Whipple, L. Jack Windsor, Frank Witzmann, Marianne Wokeck, Michelle Yip-Schneider, and Karmen Yoder

Members Absent: Austin Agho, Deborah Allen, Lisa Angermeier, Rachel Applegate, Simon Atkinson, Sarah Baker, Stephen Beck, Robert Bigsby, Bonnie Blazer-Yost, D. Craig Brater, Marion Broome, Aaron Carroll, Heather Coates, Philip Cochran, Todd Daniels-Howell, Charles Davis, Mary De Groot, Dan Drew, Valerie Eickmeier, Nancy Evans, Anthony Faiola, Vance Farrow, Sasha Fedorikhin, Margaret Ferguson, Jan Froehlich, Mark Frohlich, Patrick Fueger, James Gladden, Philip Goff, Tony Greco, Richard Gunderman, Susan Gunst, John Hassell, Eric Horn, Thomas Hurley, Roger Jarjoura, Kathy Johnson, Josette Jones, Stephen Jones, Jason Kelly, Joan Kowolik, Debomoy Lahiri, Pam Laucella, Carmen Luca Sugawara, Julie Magid, Kathy Marrs, Michael McKenna, Marc Mendonca, James Miller, Mary Beth Minick, M. Razi Nalim, Bethany Neal-Beliveau, Jim Nehf, Michael Patchner, William Potter, Dawn Rhodes, Lilliard Richardson, Kevin Robbins, Gary Roberts, Patricia Rogan, Laura Skinner, Rosa Tezanos-Pinto, Janice Vinson, Marwan Wafa, Xianzhong Wang, Jeff Watt, Clark Wells, Karen West, James White, Kenneth White, John Williams, Jr., Wanda Worley, and Momoko Yoshimoto

Agenda Item I: Welcome and Call to Order

IUPUI Faculty Council Vice President, Ed Berbari, 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 March 5, 2013, Minutes

The minutes of the March 5, 2013, meeting of the Faculty Council was approved and entered into record.

Agenda Item IV: Updates/Remarks from the Chancellor

Charles R. Bantz, Chancellor

Chancellor Bantz gave the following report:

- The Spirit of Philanthropy luncheon was held earlier in the day. The event is very well attended. Twenty-five or thirty units were honored.
- Search and Screen Updates:
 - Kelley School of Business: Dean search is underway with a candidate scheduled on Wednesday
 - School of Medicine: The search had six candidates come to the campus for interviews. The committee has not publicly announced who was chosen for the short list; however, it has tone to the president for selection.
 - McKinney School of Law: Professor Andy Klein has been chosen as dean.
 - VC for Diversity, Equity, and Inclusion. The search is using Academic Search (Max Steward) is handling the search. The position has been posted.

- A search for the Multicultural Success Center has begun and the job has been posted. The search has lagged behind the Vice Chancellor for Diversity, Equity, and Inclusion so that the person can be named before the MSC position is announced.
- The Board of Trustees is expected to authorize to proceed with the building of the new administration/philanthropy/social work building. The building will be in the parking lot next to the Lecture Hall.
- Parking Monetization: There is no update, but he thinks there was supposed to be a meeting to discuss its work.
- He thanked everyone that followed instructions during the campus incident of a possible shooter on campus. It allowed for a test of the campus's emergency preparedness guidelines. Carlos Garcia will accept information on what went right or wrong during the event.
- Budget conferences have been held. A different format was used this time and it has received good feedback. It is clear that a few of our schools are facing negative fundamental business challenges. Paydar said there are areas that needs to go back to see how campus administration can work with the schools.
- The University Government Affairs issues a Government Report weekly to track university bills, etc. in the legislature. The chancellor recommended it be put on the IFC website. So far, the chancellor does not see there is a change from last month in how the universities will receive funding. It is a positive move, but "it isn't over until it's over."

Agenda Item V: Updates / Remarks from the IFC President

L. Jack Windsor, President

Windsor reported on the following:

- University Faculty Council (UFC) Meeting: The following items were discussed at the last UFC meeting:
 - Approved the Export Control Policy.
 - Updated the Core School Dean revision with the core school base being Bloomington.
 - Approved the Intellectual Property policy.
 - Reviewed the IU Code of Conduct for faculty and Staff
- Windsor attended the Weldon Conference.
- Parking Monetization: No new information.

Agenda Item VI: [Information Item] Report from the Office for Equal Opportunity (OEO)

Kim Kirkland, Director, Office for Equal Opportunity

PowerPoint: http://www.iupui.edu/~fcouncil/documents/pps/oeo_report_2013.pdf

Kirkland shared the PowerPoint, and had the following additional items to share:

- Both faculty and staff applications for employment are down, but appointments are up.
- What is faculty human resources? Issues that fall under the jurisdiction of AVC Mary Fisher (Office of Faculty Appointments and Advancement) defines human resources for faculty. After that office's review, issues are then sent to the OEO. The problems could be bad reviews, filing an EEOC charge, not teaching or coming to work, or other items related to their teaching.
- What is visitor/other? "Visitor" is defined as people coming to campus – parents, potential students, patients, etc. "Other" is defined as people in the hospital that faculty or staff come in contact with.
- Sexual harassment is down this year from 29 to 21 cases. Kirkland attributes the decrease to the mandatory online training module. The training is good for three years. After that, a refresher is required.
- The number of complaints went down from last year. This year so far (first quarter), OEO is seeing a huge number of EEOC or civil rights charges.

Questions:

- Human Resources – is it the unit itself or HR within the units? Kirkland said it is employees across campuses that have general HR issues. It is something HR-related that is not under OEO's jurisdiction, but frame it around something that would be reviewable by her office. Generally, it is brought to OEO if they do not like the outcome of the word from HR.

Agenda Item VII: [First Read] Statement on Faculty Work

Mary Ann Frank and Bill Babler, Members of the Faculty Affairs Committee

[Circular 2013-12](#): Statement on Faculty Work

Frank and Babler reported on the following:

- The document presented takes place of the document prepared by former EVC William Plater in 1996.
- During their research, about half of the schools have a statement on faculty work.

Questions:

- What is the background of the document? Babler said the Faculty Affairs Committee was asked to shorten the document from the original length. Once the document was created, it was sent to the schools for review as well as the University Counsel Office.
- Is there particular things we should pay attention to? Babler said all schools have a statement on faculty work. There should be collaboration between the university and schools. They talked about the fact that every school or unit might have different expectations. Not one document will fit every unit.
- Faculty work is not defined by hours but by a variety of things directed in the mission.
- Outside work and its relation to faculty work was considered.
- The conflicts of interest section was removed because it is addressed in the *Academic Handbook*. Page numbers corresponding to the *Academic Handbook* were removed so that the document would not need to be changed as the handbook was changed.
- What do you see as the operation basis of the document? For example, faculty grievance or disciplinary action? What is a statement on faculty work in applied settings like that? Frank said it provides a basis or foundation for someone to use as a starting point. It is non-specific to a school or unit, so it sets the underpinning work for collaboration. Babler said it is a collaborative work between administration and faculty on faculty workload. Every school has to meet certain requirements. They think collaboration with faculty is important. Faculty do not get to choose what they teach and when they teach it. It has to be clearly worked out. It is also a design for new faculty to know what to expect when they walk in the door. It helps with teaching, research, and service aspects.
- Parts of the document is descriptive while the other is prescriptive. There is one place that talks about the different formats of teaching. It seems it was written as descriptive but turned out prescriptive. Example is the bottom of page 3.
- Who asked that the document be updated? The Executive Committee did through the IFC Handbook Committee. The Handbook Committee removed it from the handbook as it was highly outdated.

The document is up for a vote at the May IFC meeting. The link is available for review.

Agenda Item VIII: Report from the IUPUI Staff Council

Lee Stone, President

Stone reported on the following:

- The Staff Council Blood Drive is on April 18.
- Some members will be participating in the Mutt Strut, which raises funds for the Indianapolis Humane Society.
- The community outreach committee is also finding information on Jacob's Closet and Dress for Success. The programs provide clothing for persons trying to get back in the job market.
- Stone attended the Employee Recognition Ceremony. The awards were for anniversaries. The SC awarded the Bepko Spirit Award, Carol Nathan SC Scholarship, and Staff Diversity Award.
- As part of the award process, there will be three new awards for the SC: SC Member of the Year, Outstanding Committee Member, and Outstanding Committee Chair. These awards will be given at the annual retreat in July.
- Elections are beginning. Membership numbers for the SC will be changed and will be smaller than current.
- Athletic Director Michael Moore gave a presentation to the council on the plans to move Jaguars basketball games to the State Fair Coliseum.
- Presentations at the next meeting include Carleen Thompson on Human Resources and Carlos Garcia on the emergency preparedness.

Agenda Item IX: Questions/Answer Period

- There have been conflicting reports about the "active shooter" campus incident last month. What was learned? Bantz said the report to the police confirmed that an individual saw a long weapon in the trunk of a truck. The individual called the police. The police said the woman made an accurate report and the police handled it seriously.
- There were reports that there were several callers or only one caller. Which was it? Bantz said the calls were that the person may have been seen after the initial report. A report is being written for the incident.
- Is the official campus policy that there cannot be weapons in your car? Bantz said he believes that is true, but he needs to find that out for sure.
- Another question was asked about what to do if a student sits in class with a holster visibly seen but with a license to carry. Bantz said that is a good question that will need to be clarified.
- A complete faculty census used to be presented. Why hasn't it been presented the past few years? Could we go back to that? Berbari said it will be brought up at the next Executive Committee meeting?
- Parking – Is there any indication about the process of getting information on options, etc. on the monetization process? Windsor said the report from the consultants has not been received. There is concern that it will appear when the faculty are gone for the summer. He will have a conversation about this.

Agenda Item X: [Information Item] Update on E-Texts

Brad Wheeler, IU Vice President for IT and Chief Information Officer

[Circular 2013-13](#): eTexts at Indiana University – A Progress Report, February 2013

Wheeler reported on the following:

- E-text means anything audiovisual/electronic.
- Faculty need to opt in to a text for it to be used. If the text is opt in, all students will receive the text, but will pay for it through an electronic feed.
- Course packs can be done through e-texts.
- Cengage and Sage Publishing has been contracted in the deal.
- The platform is from a company called CourseLoad. Research said students value e-text the most if the faculty use it.

- Wheeler said 94% of the time, the e-text initiative beat the regular choices of publications. If we assume every student always found the next best price, it would have been a \$200K savings. That's before Pearson's opt in to the program.

Questions:

- Is this for undergraduates? Wheeler said e-texts are for any student at any level. If your publisher does not offer e-texts, write them and ask them to. The more you write, the more they will consider it.
- An intro psych text was written and the royalties come to the department's foundation account. How would it work if it was in this format so that the royalties came directly instead of through the publisher? David Lewis has been working on that. We can now do publishing duties in-house. The key part of this has to be done with transparency. It was suggested to work through Dean Lewis on this.
- Has there been a study done on whether there is increased GPA with the purchase of an e-text versus having a book that a student may not purchase? Wheeler said Stacy Morrone has done work on this. There is a little more interaction with e-texts with annotations, etc., so it gets students interacting with the text.

Agenda Item XI: Unfinished Business

There was none.

Agenda Item XII: New Business

There was none.

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

There were none.

Agenda Item XIV: Adjournment

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

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

Items to be Completed:

- Election of Representatives to the IUPUI Promotion and Tenure Committee

Items Completed:

- Approved the Resolution to Support the Academic Mission of Indiana University Against Legislative Encroachment upon the Faculty of Indiana University