Indianapolis Faculty Council (IFC)
Minutes
May 3, 2011 ~ CE 409 ~ 3:00 – 5:00 p.m.


Agenda Item I: Welcome and Call to Order
IUPUI Faculty Council Vice President, Jeff Watt, 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, following changes, as the Order of the Business for the Day.

Agenda Item III: [Action Item] Approval of the IFC April 5, 2011, Minutes
Hearing no objections, the IFC April 5, 2011, minutes stood as written and were entered into record. (http://www.iupui.edu/~fcouncil/minutes/Minutes_IFC-4-5-11.pdf)

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

Chancellor Bantz gave the following report:

- State Budget: In the next biennium, higher education will not be reduced, but there was a significant reallocation. The impact will be felt differently on all campuses. IUPUI is up in state appropriations. The budget is in two lines (Health Programs and General Academic). For those in General Academic, the budget is up $5 million through reallocation from other campuses around the state. The Health Programs budget is down $3 million. IUB is down $10.4 million. Ivy Tech was up $20 million. The reallocation was through the ICHE who rewarded institutions with enrollment. $5 million was taken out of everyone’s budget and then reallocated based on the formula. In this fiscal budget, the state appropriation accounts for only 8 percent of the budget. The budget was fiscally conservative with no funding for new building or funding for repair or rehabilitation. Bannatyne asked if the university will create new policies on how money can be
spent with the change in allocation. Bantz said he didn’t think so, but what people are concerned about is that the legislature can move funds around as they wish as has been seen in this budget year. Schneider asked if there will be raises. Bantz replied that there are those in the president’s cabinet who believe there should be a conversation about raises. A planning guide for raises or tuition has not been released. There is a concern about maintaining salaries in the face of pressure.

- IUPUI IMPACT Campaign is ahead of goal. The campus campaign is behind last year numbers.
- The Associate VC for Human Resources interviews are underway. Rick Ward has been appointed Director of the Center for Research and Learning. Kathy Johnson has been named Dean, University College. Zeb Davenport has been hired as Vice Chancellor for Student Life. Two basketball coaches have been hired – Austin Parkinson for the women’s team and Todd Howard for the men’s team.
- Vic Borden, Trudy Banta, and Gary Pike have been honored by their professional associations.
- Commencement is on May 15, 2011.

**Agenda Item V: [Information Item] Update on the Principles of Undergraduate Learning**

Mary Fisher, Associate Vice Chancellor for Academic Affairs
Gary Pike, Executive Director, IMIR


Pike and Fisher reported on the PowerPoint presentation. Questions were as follows:

- How are graduate PULs assessed? Fisher said that the PULs have been approved and need to be incorporated into the curriculum. They will be program-based outcome assessed. The Grad Schools will work with the other schools on assessment.
- How did you decide to use only 400 level courses for accreditation? Pike responded that he thought it was an outcome of this body and agreed upon by North Central Accreditation.

**Agenda Item VI: Updates/Remarks from the IFC President**

L. Jack Windsor, President

President Windsor gave the following report:

- These are the websites for annual reports from the Budgetary Affairs Committee and Campus Planning Committee.
- University Faculty Council (UFC) Meeting:
  - He spoke to the UFC about this campus’s lack of approval for the professor of practice proposal. The vote was postponed due to a lack of quorum. De Tienne spoke to the proposal and a resolution written by the Faculty Affairs Committee and presented to the EC. Windsor said that the Bloomington Faculty Council has been working on the policy for two years and continued to push the policy to the front. The only option left is for us to contact our UFC members and give them feedback. Hassell suggested that in working with the UFC that we should engage campuses in the process to work together. Atkinson said it would have to be approved by the Board of Trustees before it can be added to the handbook. Windsor said the May 6 meeting of the Board of Trustees will be short and has no business agenda. Windsor will address this again if it comes up at the June Board of Trustees meeting. Packer said that the IFC members on the UFC cannot speak against it because it has not come to the IFC to vote against it. It would be helpful to have such a vote. Additional discussion was held.
  - Family Leave Policy: Vice President Neil Theobald has agreed to extend the current policy to February while this policy is being reviewed.
For Approval: 9-11

- UFC is looking to reform the way the meet and provide governance.
- He attended the ICHE meeting on where they discussed the formula on funding. They are encouraged to look at research in professional schools, but nothing can be done for the next two years. They are looking at increasing the assessment of ISTEP to make sure students are ready to attend college.

**Agenda Item VII: [Action Item] Election of University Faculty Council and Undergraduate Curriculum Advisory Committee**
Kim B. Lovejoy, Chair, IUPUI Nominating Committee

Lovejoy opened the following elections. Results were announced later in the meeting.

**BALLOT**

*University Faculty Council of the IUPUI Faculty Council*

July 1, 2011 - June 30, 2013 Term
IUPUI Faculty Council Meeting
May 3, 2011

Please vote for eight (8) faculty members who will hold a two-year appointment.

- [ ] Rachel Applegate (Associate Professor, School of Library and Information Science)
- [ ] Simon Atkinson (Associate Professor, School of Science)
- [ ] Robert Bigsby (Professor, School of Medicine)
- [ ] John Finnell (Associate Professor, School of Medicine)
- [ ] John Hassell (Professor, Kelley School of Business)
- [ ] Jennifer Hehman (Associate Librarian, University Library)
- [ ] Muhammad Idrees (Associate Professor, School of Medicine)
- [ ] Pamela Ironside (Associate Professor, School of Nursing)
- [ ] Josette Jones (Assistant Professor, School of Informatics)
- [ ] Jennifer Lee (Associate Professor, Herron School of Art and Design)
- [ ] Rebecca Marks (Assistant Professor, School of Medicine)
- [ ] Brenna McDonald (Assistant Professor, School of Medicine)
- [ ] Mary Beth Minick (Associate Librarian, University Library)
- [ ] M. Razi Nalim (Professor, School of Engineering and Technology)
- [ ] C. Subah Packer (Associate Professor, School of Medicine)
- [ ] Jodi Smith (Associate Professor, School of Medicine)

**BALLOT**

*Undergraduate Curriculum Advisory Committee of the IUPUI Faculty Council*

July 1, 2011 - June 30, 2014 Term
IUPUI Faculty Council Meeting
May 3, 2011

Please vote for two (2) faculty members who will hold a three-year appointment.

- [ ] Polly Baker (Associate Professor, School of Informatics)
- [ ] Steve Fox (Associate Professor, School of Liberal Arts)
- [ ] Randall Halverson (Associate Librarian, University Library)
- [ ] John Hassell (Professor, Kelley School of Business)
- [ ] Sheila Kennedy (Professor, SPEA)
- [ ] Irene Queiro-Tajalli (Professor, School of Social Work)
Agenda Item VIII: [Discussion Item] Faculty Grievance Advisory Panel / Board of Review Annual Report
L. Jack Windsor

Windsor gave the following report:

Annual Report on Board of Review Activity
Since May 2010

L. Jack Windsor, President
IUPUI Faculty Council meeting
May 3, 2011

Total Number of Board of Review Cases: 2
Total Number of Requests Denied: 0

Number of Board of Review Cases for:

- Dismissal
- Academic Freedom
- Non-Reappointment 1
- Tenure 1*
- Promotion 1*
- Salary Adjustment
- Nature or Conditions of Work
*This is the same case.

Update from Board of Review Case 10-01 (not included in data above): A Board of Review was appointed and a formal hearing was held on May 17, 2010, regarding hostile environment, lab space, and teaching load. The board’s recommendations did not fully support the grievant. The chancellor accepted the board’s final report.

Board of Review Case 09-03: A Board of Review was reappointed and a formal hearing was held on February 4, 2011, regarding non-reappointment. The board’s recommendations did not fully support the grievant. The chancellor accepted the board’s final report.

Board of Review Case 10-02: A Board of Review was appointed and a formal hearing was held on March 11, 2011, regarding promotion and tenure. The board’s recommendations did not fully support the grievant; however, there were irregularities found in the promotion and tenure procedures. The board requested a new review of the dossier with an opportunity to switch tracks. The chancellor accepted the board’s final report with a few exceptions and recommendations.

Total Number of Grievances 1
Members of the Faculty Grievance Advisory Panel reported one contact by a faculty member or librarian during the 2010-2011 academic year.

0 Grievances were resolved prior to any request for a Board of Review.
1 Grievance was sent to a Board of Review.
0 Grievances have not been referred to a Board of Review.

Agenda Item IX: [Discussion Item] Report from the Athletics Affairs Committee
Robert Sandy, Assistant Vice President for Statewide Academic Relations (IU) and Special Assistant to the Chancellor (IUPUI)
Sandy gave the following report:

2010-2011 Academic Year Report
of the IUPUI Athletics Affairs Committee

The IUPUI Athletics Affairs Committee met four times during the 2010-2011 academic year. The meetings were in October, January, February, and April. In addition to routine matters, such as approving each team’s schedule, the committee:

- **In October** discussed the scope of an upcoming external review of Intramural and Recreational Sports and how that review would differ from the study done by the Committee. The latter focused on financial metrics and student usage counts. The external review would cover all aspects to the program, including students’ preferences for recreation. We also discussed claims in the *Indianapolis Star* that the Women’s Basketball team had practiced more hours than allowed by the NCAA. The Committee is a policy making rather than a fact-finding body. Our discussion was on how team’s practice hours were recorded and whether new policies could improve accuracy. The Athletics Department had instituted a new system over the summer in which two athletes were selected each week to sign the log of the practice hours in the Assistant Athletic Director for Compliance’s office, away from the coach. The Athletics Affairs Committee viewed the new process as creating a more credible record. There was also a discussion of what constitutes due diligence in hiring a coach. We learned that the allegations in the *Indianapolis Star* of excessive practice times and humiliating treatment of athletes at the women’s basketball coach’s previous position did not show up in extensive interviews conducted by IUPUI’s Athletics Director.

- Since Coach Hart’s situation was so high profile, Chancellor Bantz appointed a special review committee headed by a retired Federal judge. Normally, a three-person subcommittee of the Athletics Affairs Committee makes recommendations on hiring or firing coaches. This personnel subcommittee consists of the Faculty Athletics Representative and two members of the Athletics Affairs Committee selected by the full committee. The Athletics Affairs Committee also discussed ways to have a better intelligence system to bring up problems before they hit the press. The main problem is that student athletes are reluctant to criticize their coach. As a work-around the committee asked that the existing anonymous complaint website generate automatic reports to the Athletics Director and that the athletes were made aware of the system.

- **At the January** meeting we discussed the Student-athlete welfare program. It includes: Academic A-Team…advisors for athletes within each school
  - Life Skills program has expanded, funded by the NCAA.
  - Sports Psychology consultant.
  - A nutritional consultant from NIFS.
  - The After Sports Group provides education on jobs, interviewing and other skills for after being an athlete.
  - Mandatory study tables for all freshmen and athletes in academic difficulty.

- **At the February** meeting discussed adding a men’s and a women’s indoor and outdoor track and field teams. We examined the finances closely, both in terms of support for additional teams by the NCAA, and the cost of operating the teams, such as uniforms, travel, and meals, and coach’s salaries. We discussed the logic of adding these sports versus others. We discussed the difficulty IUPUI faced in remaining in compliance with the NCAA minimum number of teams and athletes rules to remain in Division I while we are at our current 14 teams. Lastly, we discussed the effect of adding these teams on IUPUI’s compliance with Title IX. The committee unanimously endorsed the expansion.

- **At the April Meeting** we met the new men’s basketball coach, Todd Howard. We also reviewed the recruiting processes for the men’s and women’s basketball head coaches. Another topic was travel schedules for athletes. The Summit League is being reconfigured in ways that reduce travel time by dropping Centenary College and Southern Utah and adding University of South Dakota and the University of Nebraska-Omaha. The other Summit League members have far fewer graduate programs than IUPUI. One intersection of athletic and academic matters is attracting graduate students to IUPUI from among the student-athletes in the Summit League. We discussed setting up a program in which the athletes who are visiting IUPUI for an athletics event and are interested in a graduate program at IUPUI would be invited to visit that program.
Coming back to Intramural and Recreational Sports review, one of the first tangible results of the review is that the Board of Trustees approved adding artificial turf to the Michael Carroll Track & Soccer Stadium. The field will be installed this fall. It will allow both Men’s and Women’s varsity soccer games to be held in the stadium and IM and pick-up soccer and flag football.

**Agenda Item X: Report from the Staff Council**

Lee Stone, Second Vice President

Stone reported on the following:
- Thanked the faculty for their interest and support of the Staff Council.
- The blood drive had 160 units of blood collected. That is sixty units more than last time.
- The Race for the Cure team had 72 members with $1,400 collected.
- We are beginning the election period with the elections of president-elect, first vice president, and members-at-large.
- We are re-establishing the faculty/staff relations committee. This committee would work with both councils on issues that are pertinent to both the faculty and staff. We would like to join forces with you to become one voice that is heard a little bit louder than before.

**Agenda Item XI: [Action Item] Board of Review Procedure Change**

Cornelis de Waal, Chair, Constitution and Bylaws Committee

de Waal read the following highlighted change in Section F.6. in the Board of Review procedures as outlined in the Bylaws. As it is a change in the Bylaws, a two-thirds majority vote is needed.

**Section F. Procedures for Beginning a Formal Board of Review Hearing**

1. A faculty member or librarian desiring a formal review of administrative action shall submit to the President of the Faculty a specific written request for review stating:
   a) the category or categories of the grievance actions involved (dismissal, academic freedom, non-reappointment, tenure, promotion, salary adjustment, and/or nature and conditions of work);
   b) the nature of the grievance in a concise summary of the grievance scenario;
   c) the steps taken to have the grievance redressed prior to contacting the President; and
   d) the redress of the grievance sought.

2. The Dean of the Faculties of IUPUI shall immediately be informed of the request. If discrimination or sexual harassment is alleged in the complaint, a copy of the complaint shall also be sent to the IUPUI Office of Equal Opportunity.
   a) The determination of whether discrimination or sexual harassment has occurred is in the purview of the Director of the Office of Equal Opportunity. The Board of Review shall not render an opinion concerning the existence of discrimination or sexual harassment.
   b) The Board of Review can proceed, however, with a formal hearing concerning the conditions of work, essential fairness of treatment, and other aspects of the grievance generally in the purview of Boards of Review. A simultaneous investigation of charges of discrimination or sexual harassment by the Director of the Office of Equal Opportunity shall not delay the Board of Review process.
   c) A faculty member or librarian may not file a Board of Review grievance against the Director of the Office of Equal Opportunity. Rather, any faculty or librarian complaint concerning the Office of Equal Opportunity may be brought to the Executive Committee of the IUPUI Faculty Council, which shall gather appropriate information and advise the Chancellor.

3. If the Dean of the Faculties of IUPUI is unable to resolve the problem to the satisfaction of the faculty member or librarian within two weeks, the President of the Faculty shall submit the grievance to the Faculty Council Executive Committee to determine that:
   a) administrative reviews have been completed;
   b) the complaint was brought within one year, for good cause; and
   c) the complaint falls within the purview of a Faculty Board of Review.
4. If the conditions of Section F.3 have been met, the Executive Committee of the IUPUI Faculty Council shall constitute a Board of Review to consider the grievance (See Section E).

5. Disqualification
   a) A potential member of a Board of Review who is a member of a department (or a school which is not departmentalized) from which a case arises is disqualified from considering that case.
   b) A member of a Board who believes that he/she may not be impartial shall disqualify himself or herself, and a replacement shall be appointed by the Executive Committee provided that the formal hearing has not yet been initiated.

6. The Grievant may withdraw a complaint at any time. The Grievant may withdraw a complaint at any time. If the complaint is withdrawn prior to the appointment of a Board of Review, the grievant has up to one year to ask for the complaint to be reopened. If the complaint is withdrawn after the appointment of a Board of Review, it is up to that board to determine at that time whether a future request by the grievant to reopen the case will be considered. If so, the grievant will have up to one year from the date of the appointment of the Board of Review to ask for the complaint to be reopened.

7. Among other things, Boards may be asked to review cases of Dismissal and Non-Reappointment
   a) Dismissal shall mean the involuntary termination of a tenured faculty member's or librarian's appointment prior to retirement or resignation, or the termination of the appointment of a non-tenured faculty member or a librarian prior to the expiration of his or her term of appointment. Dismissal shall be deemed legitimate only by reasons of:
      (1) incompetence,
      (2) serious personal professional misconduct, or
      (3) extraordinary financial exigencies of the University.
   b) Non-reappointment shall mean the involuntary termination of a non-tenured faculty member or librarian at the time of the expiration of his or her term of appointment.

Hehman suggested that wording should be changed in the last sentence as follows, “If so granted,” Chairman de Waal had no problem with this wording change. Further discussion of the withdraw policy was discussed. The motion came out of committee so no second was needed. A vote was taken and passed.

Agenda Item XIII: Call for IFC or UFC Standing Committee Reports
- Windsor announced that at the Chancellor’s Honors Convocation, Bart Ng was given the Bepko Outstanding Administrators Award. The body honored Ng with applause.
- De Tienne presented the following resolution on behalf of the Faculty Affairs Committee:

   Whereas the IFC Faculty Affairs Committee regrets that adequate IFC consultation on a matter of such momentous importance to the faculty as that of the Professor of Practice proposal has not taken place;

   Whereas the IFC Faculty Affairs Committee is alarmed that the Bloomington Faculty Council is seeking to get such a momentous proposal voted on by the UFC through the quickest procedure they can manage without regard for the concerns of other campuses;

   Whereas the IFC Faculty Affairs Committee cannot accept that a narrow IUB-specific policy be transformed into an IU-wide policy in the IU Academic Handbook with the effect of preventing other campuses from taking advantage of a more broadly worded policy that takes their own interests into account;

   Therefore, the IFC Faculty Affairs Committee asks the IFC Executive Committee

   (1) to bring the discussion of the Professor of Practice proposal to the IFC floor as soon as practicable (calling a special meeting if necessary);

   (2) to share with the UFC Agenda Committee our consternation about the flippant disregard so far manifested toward IUPUI’s concerns;
(3) to ask the UFC Agenda Committee to review and remedy the process that has so far taken place to ensure that matters of momentous University significance be debated by all campuses prior to UFC debate;

(4) to convince the UFC to postpone the electronic vote on the Professor of Practice proposal until at least one of the two following conditions has been met:

   (a) the Proposal has been vetted, amended, and endorsed by the Indianapolis Faculty Council and other interested campus faculty councils; or

   (b) a UFC Faculty Affairs Committee, appointed by the UFC Agenda Committee, will have examined the policy, led an inter-campus negotiation about it, and amended its language so that it becomes a truly IU-wide policy endorsed if not by all campuses, at least by the two core campuses.

The resolution did not come out of committee and needed a motion for approval. The motion was made and seconded. Discussion began. A vote was taken on the motion and was voted down. The motion was withdrawn. De Tienne will redraft the resolution to divide up the content between the Professor of Practice proposal and the UFC resolution.

**Election Update:**
Steve Fox and Irene Tajalli were elected to the Undergraduate Curriculum Advisory Committee.

The following members were elected to the UFC: Rachel Applegate, Simon Atkinson, John Hassell, Pam Ironside, Mary Beth Minick, M. Razi Nalim, C. Subah Packer, and Jodi Smith.

A motion was made and seconded to destroy the ballots. The motion was approved.

**Agenda Item XIV: Question and Answer Period**
- Professor of Practice: If approved, how would it look for this campus? Bantz responded that it would be implemented as warranted. There are a number of categories that we do not use. He would ask that Dean Sukhatme and Mary Fisher work to identify those who would qualify for the rank. He thought also discussions should be held by this body about its implementation. He likes clearly defined rankings.
- The discussion of the IRB with the vice president for research: The IBC should be considered by the VP for Research. Windsor has discussed with the vice president some of the issues this campus has and the vice president is “back peddling” somewhat his views previously given. He will continue to look at the new policies and will be more active with both campuses and be more transparent.
- Jeani Young asked that the New Academic Directions report be sent out to the body or put onto the IFC website. There are many implications for the campus. Bantz seconded that recommendation as a co-chair of that committee. The president is asking for comment and will be the focus on his presidential retreat with the academic deans. Very specific editorial feedback is needed.

**Agenda Item XV: Unfinished Business**
No Unfinished.

**Agenda Item XVI: New Business**
No New Business.

**Agenda Item XVII: Adjournment**
A motion to adjourn was made and seconded. The motion carried and Watt adjourned the meeting.
Report on Council Actions (per Bylaws Article 1. Section C.3):

**Items to be Completed:**

- Unit Representatives: Inclusion of the Columbus Campus
- Faculty Board of Review: Ability to request a Board of Review after employment ends.

**Items Completed:**

- Student Disciplinary Procedures for the Indianapolis Campus (approved 1-11-11)
- Endorsed the Principles of Graduate and Professional Student Learning (endorsed 4-5-11)
- Proposal for the revision of the “Earlier-than-Normal Tenure Recommendation” (approved 4-5-11)

Minutes prepared by Faculty Council Coordinator, Karen Lee
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