April 23, 2019 University Faculty Council Minutes
Attendees:
Chairs: Joe Wert, Moira Marsh, John Watson
Officers: Diane Henshel (secretary), Susan Zinner (parliamentarian)
Ex Officio: Michael McRobbie, John Applegate
UFC Office: Elizabeth Pear
Members: Raman Adaikkalawan (IUSB), Awny Alnusair (IUK), Tina Baich (IUPUI), James Barbre (IUE), Simon Brassell (IUB), Selene Carter (IUB), Judah Cohen (IUB), Andrea Copeland (IUPUI), Erika Dowell (IUB), Andrea Griffin (IUNW), Daniella Kostroun (IUPUI), Megan Palmer (IUPUI), Mary Beth Riner (IUPUI), Elaine Roth (IUSB), ody Smith (IUPUI), TJ Sullivan (IUK), Alex Tanford (IUB), Jennifer Thorington-Springer (IUPUI), David Treves (IUSE), Stephanie Whitehead (IUE), Nick Williams (IUB)
Members present with alternates: Bob Kravchuk (Alan Bender) (IUB)

1. Approval of Minutes of November 27, 2018, by voice vote

2. Executive Committee Business (10 minutes)
Diane Henshel, John Watson, and Joe Wert, Co-chairs of the University Faculty Council

   U1-2018: Membership of the UFC 2018-2019
   U2-2018: University Faculty Council Committees

3. Presiding Officer’s Report (15 minutes)
Michael McRobbie, President of Indiana University

McRobbie will be the new AAU chairman, and he will have an 18 month term. He will be the first IU president serving as AAU chair since Myles Brand.

Discussion of the Indiana legislative budget issues as they relate to IU.
Three administrative reviews will be carried out in 2019 – 2020.

4. Question/Comment Period (10 minutes)

   a. Current activity includes a campus by campus, university-wide review of teaching and learning programs (ex. FACET, CITL). Reports are due in December 2019.
   b. FACET created a teaching.iu.edu website to provide teaching and learning resources, as well as guidance for Teaching and Learning research. These resources will be useful for faculty seeking to improve their teaching and to begin / continue teaching-related research.
   c. The committee working on developing a Master Teacher rank, equivalent to the Distinguished Professor ranks for teaching, is also working on a review of the teaching awards. The committee is trying to develop a progressive set of recognitions of excellent teaching, and make the criteria focus on evidence of student learning and pedagogy innovation.
d. To encourage teaching-related research, all campuses now have small sandbox grants for teaching innovation.

5. **Proposal to Create a Third Tier Within the Lecturer Track** (60 minutes)
John Watson, Co-chair of the University Faculty Council and Chair of the Non-Tenure-Track Task Force

**Introduction:** During the 2017 State of the University address, IU President Michael McRobbie asked the campuses “to consider changes to the non-tenure-track ranks to provide stronger career paths that recognize the professionalism of these important and growing segments of IU’s instructional community.” In November 2018, Executive Vice President for University Academic Affairs, John Applegate presented the following charge to the UFC Executive Committee: “To date, multiple campus faculty governance bodies have considered the addition of a third level to the lecturer rank, to parallel the tenure-stream and clinical professorial ranks. The campuses considering the issue have strongly favored the change, but there remains vigorous disagreement on the title and perhaps on the assignment of current faculty on the new scale. Available faculty ranks, and their requirements in broad terms, are uniform across Indiana University, and so a change in ranks requires action by the University Faculty Council and Trustees.

“The committee is charged to recommend to the full UFC (1) whether or not to create a third lecturer rank, and if so (2) the titles of the new series of lecturer ranks and (3) the placement of existing faculty into the new series. The committee should engage academic administrators as needed to consider implementation issues and other potential consequences of changes in the lecturer ranks.”

**Rationale for Adding a Third Tier to the Lecturer Track:**
Apart from the Lecturer/Senior Lecturer track, all of our current full-time instructional, research, or clinical tracks consist of three ranks. An example is the Clinical Professor rank with Clinical Assistant Professor, Clinical Associate Professor, and Clinical Professor. However, the Lecturer rank has only two tiers: Lecturer and Senior Lecturer. Although the Lecturer rank has existed at IU for many years, the rank of Senior Lecturer was created in the mid-1990s. It was meant to represent a promotion from the rank of Lecturer for those who demonstrate excellence in U5-20192teaching and satisfactory performance in service. However, examination of the UFC records from that period indicate that the original idea considered was to expand the lecturer rank to encompass three tiers, similar to the Clinical Professor track. Despite support for the previous proposal within the UFC, the concept of a three-tier Lecturer rank was changed to a two-tier track. With this proposal, the Task Force hopes to correct what might be considered an historical mistake. Adding a third tier to the Lecturer ranks will benefit not only the faculty members involved but the University as a whole. Under the current system, a Lecturer could reach the top rank of Senior Lecturer within relatively short time and then find themselves without additional opportunities for continuing professional recognition. Adding the third tier would provide an additional possibility for promotion and thereby serve as an incentive to pursue continuing avenues of professional development and academic achievement. At the University level, enhancing
career development for those in the Lecturer track will contribute to IU’s status as a world leader in undergraduate and graduate education. The third tier will improve our ability to recruit and retain excellent instructional faculty by rewarding teaching excellence and emphatically state that our current Lecturers and Senior Lecturers are an essential and highly valued part of IU.

**Discussion:**
The main discussion and point of controversy related to the naming of the third tier for the lecturer rank, rather than the creation of the third tier for the lecturer rank. In general, there seemed to be support for the third tier, per se. The results of the university-wide survey about the name of the third tier rank indicated that lecturers over all, and by a large majority, preferred the title to be “Teaching Professor” while the tenure track faculty preferred a title that retained “lecturer” in the title (e.g. Senior Lecturer with Distinction).

**Vote:**
The vote was unanimous for creating the third tier for the lecturer rank.
A motion creating the third rank passed in a roll-call vote, with member voting in the following manner

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6. **Proposed amendments to UA-03 Sexual Misconduct** (10 minutes)
   Alex Tanford, Chair of the Policy Review Committee
   [Action Item]

   a. [Current UA-03, Sexual Misconduct](#)
   b. [U8-2019: Proposed amendments to UA-03, Sexual Misconduct](#)

   The proposed changes include clarifying some terms (intoxication is not the same as incapacitation), adding some relatively new situations that students consider to be particularly egregious (e.g. stealthing and other types of deception), clarifying language related to time (days means calendar days) and providing more time for steps in the investigation and appeals process. In addition, graduate students will be trained and
included on the hearing panels at the request of students, and the student sanctioning process was made more consistent.

7. **Motions from UFC Policy Review Committee to update academic policies**

Alex Tanford, Chair of the Policy Review Committee

[Action Items]

The UFC policy committee is reviewing ALL university policies that is under the purview of the UFC. They are using a triage approach, going after the classic low hanging fruit first, such as identifying which policies are no longer relevant or have been superseded by other policies.

a. To rescind the following policies

   These first policies included policies that were 50 years old and no longer relevant, might have never been approved, and/or some that weren’t really even policies but guidance.

i. ACA-06, University faculty committees – a statement that committee service is available – not a policy – unanimous for rescinding
   * [Current ACA-06, University faculty committees](#)
   * [U9-2019 Proposal to rescind ACA-06, University faculty committees](#)

ii. ACA-24, Recruitment – this is an administrative policy that was never voted on by the UFC. Further, it refers to old AAUP guidelines that no longer exist and an affirmative action policy that also no longer exists – vote to rescind with 1 opposed. Request to the policy committee to keep the final statement in some relevant policy.
   * [Current ACA-24, Recruitment](#)
   * [U10-2019 Proposal to rescind ACA-24, Recruitment](#)

iii. ACA-34, Political activities of academic personnel – rescinded by unanimous vote
   * [Current ACA-34, Political activities of academic personnel](#)
   * [U11-2019 Proposal to rescind ACA-34, Political activities of academic personnel](#)

iv. ACA-35, Outside activities and extra compensation – this policy has been superseded by the revised conflict of interest policy – this was referred back to committee.
   * [Current ACA-35, Outside activities and extra compensation](#)
   * [U12-2019 Proposal to rescind ACA-35, Outside activities and extra compensation](#)

b. To amend the following policies (minor amendments)

i. ACA-15, Appointment to graduate school faculty - this policy is more relevant to the Graduate Faculty Council which did not exist at the time of the creation of this policy. Changes included of oversight and clarification of emeriti status. – unanimous approval
ii. ACA-59, Accommodation for religious observances – the policy needed a slight update and an additional explanation including the Reason for the Policy required in the new(er) university policy format. – unanimous approval.

iii. ACA-62, Honorary degrees – changed the policy to reflect the actual processes used by the Honorary Degrees committee. Increased the diversity of the members, indicated that honorary degree conferral is more flexible than indicated previously in the policy, and allow for voting by email. – changes unanimously approved.

iv. ACA-80, Trustees’ Teaching Award - referred back to committee to reconsider after the teaching awards committee completes its work. – unanimous agreement.

c. To amend ACA-32, Academic freedom - changes adopted unanimously with the following friendly amendment: “This policy does not override promotion and tenure guidelines nor other university policies concerning academic ethics and misconduct.”

Thanks to the policy committee and Kip Drew and Emily Springston for their work on reviewing ALL the UFC policies. More policy changes to come November 2019.