

University Faculty Council Minutes, April 23, 2024

The Indiana University Faculty Council held an in-person meeting on Tuesday afternoon, April 23, 2024. With University President, Pam Whitten, as Presiding Officer and Professor Susan Popham acting as secretary, the meeting convened at 1:32 pm.

1. Approval of the minutes of February 27, 2024, motioned and approved unanimously.
2. Consent Agenda, with all changes adopted as a slate and approved without objection.
 - U12-2024: Change to ACA-38, Faculty and Librarian Promotions – Elimination of reference to April Board of Trustees meeting to reflect the Board’s new schedule.
 - U13-2024: Change to ACA-16, Student Academic Appointments – Removal of information covered by policy UA-22, Employee Relationships Involving Students, and inclusion of referral to that policy.
 - U14-2024: Change to ACA-21, Faculty and Librarian Annual Reviews – Replacement of “Executive Vice President for University Academic Affairs” with the “Academic Leadership Council Executive Committee.”
 - U15-2024: Change to UA-03, Discrimination, Harassment, and Sexual Misconduct – Addition of reference to policy UA-22, Employee Relationships Involving Students (Section III.D).

3. Executive Committee Business

Colin Johnson, UFC Co-chair, IU Bloomington, addressed the recent Bloomington campus votes of no confidence. He said he has heard comments that the votes were unrepresentative, that the campus is resistant to change, and that the vote may be sexist. He explained that the quorum thresholds for the vote, by policy, were met, but that if he continues to hear that the vote was unrepresentative, the faculty may need to have an electronic vote. In terms of resistance to change, he said that history does not support the fact that Bloomington is resistant to change and listed large changes that have happened over the last decade. In terms of claims of sexism, he pointed out that Bloomington was led by women for 15 years. He said that, since the vote, though, he has seen the Provost and President listen more than ever and that he is grateful for that.

Philip Goff, UFC Co-chair, IU Indianapolis, welcomed everyone to Indianapolis. He noted the progress being made, almost complete, of changing IUPUI to IUI, as well as the work of implementing SEA 202 and other DEI aspects and how these efforts will play out in the long run. He thanked Lana Spendl for running the UFC and BFC and Karen Lee for running the IFC, as well as the co-chairs that he worked with this year.

Carolyn Schult, UFC Co-chair, IU South Bend, representing the Regional Campuses, shared her remarks from the most recent Board of Trustees meeting (Feb. 28, 2024), which highlighted some of the challenges faced by the regional campuses: innovation in collaborative degree programs, decreasing enrollment, financial constraints, request for tuition increases, and she emphasized the regional campuses’ commitment to inexpensive, comprehensive, high-quality education.

4. Presiding Officer’s Report

Pamela Whitten, President, Indiana University, noted the challenges of ending the semester and the societal and political challenges facing higher education. Greatness isn't just a goal, instead it is our legacy and our work.

She also addressed the recent votes of no confidence by describing some of the issues on the petition leading to the all-faculty meeting: sanctioning faculty, much of which cannot be discussed publicly, although the faculty member in regard is only telling part of the story with some mistruths; the cancellation of the art exhibit which was a heart-breaking decision, but she noted the problems of being able to protect students and members of the public while hosting lengthy events; the IUB campus has hosted 80+ formal pro-Palestinian events since October 7, all of which required some measure of protective services; her public criticism of and statement of concern about SEA 202, which was criticized as not being enough of a public statement, and she thanked the members of the IU legal counsel's office who have worked tirelessly to impact the state's legislative bodies; the charge of the lack of communication about re-structuring the Kinsey Institute, a lengthy yet faculty-shared process to stabilize and separate that institution; the graduate-student protest which had been long-going and which she helped to resolve with her commitment to higher stipends; the public statement of support for Dr. Bernard. She pledged to listen and learn, and she personally reached out to Danielle DeSawal, incoming BFC president, and other campus presidents to reach out to her with their concerns. She thanked and recognized the work of the IUPUI faculty and staff in re-building the IUI campus; she also recognized the strength and heroism of the regional campuses in dealing with falling enrollments and revenues while still providing high-quality education for services, and she dispelled the rumors of closing some regional campuses.

She then turned to the topic of the Strategic Plan 2030 and the work being done across the state to implement that plan. Then she turned to the topic of SEA 202 and its 4 key components: new reporting requirements, new complaint process, DEI process, and post-tenure review requirements. She noted the ambiguity of the new legislation and the embedded contradictions of the legislation, and noted that there was a whole team of legal counsel members that were working diligently to figure things out. She noted that we already have some reporting processes and an existing complaint mechanism (IU Ethics Point system) that will dovetail nicely with the new legislation requirements, and post-tenure review processes many procedures of which are already in place in many IU campuses, and she noted the new DEI requirements, most of which are already on our campuses. She noted the new requirement for "cultural and intellectual diversity" to be required in certain policies (e.g., admission offices) and represented with some groups (student groups), employment (no DEI statement can be required), etc. The next steps are for campuses to outline a process for annual pre- and post-tenure reviews, work to ensure that existing policies dovetail to new requirements; each campus faculty council will design new review processes by July 1, although the actual reviews do not need to be completed by July 1. A question arose about the Sept. 1 deadline noted in the new law, which Pres. Whitten addressed by saying that no big decisions would be made that would negatively impact faculty over the summer.

She noted the admissions for IUI had increased over last year, funding had increased, regional campuses were approved to participate in the AACSU initiative, a recent mental health break grant, and student successes in research and grant funding. A question arose about the sustainability of IU support of regional campuses, which President Whitten affirmed despite rumors about the dominance of IU online (i.e., faculty are concerned that their departments and jobs will be

displaced by IU Online initiatives). VP Sue Sciame-Gisecke addressed the question by noting that the regional campuses are very well situated with strong cash reserves, but she noted the cost efficiencies that the regional campuses have had to implement in light of declining enrollment and noted the transition of the budget changes with the online education initiatives. She stated very clearly that the regional campuses were very stable and very well able to manage the challenges of the future. Two faculty members noted the need to dispel rumors, but that rumors about the long-term financial stability of regional campuses persist, which Sue Sciame-Gisecke also responded to.

5. Report on University Tax

Dwayne Pinkney, Executive Vice President for Finance and Administration discussed the ongoing budget re-design, as we re-base from a traditional RCM budget to a hybrid budget model to make the process more transparent and more cost-efficient. Phase 1 will be implemented in FY 2025, and campus Phase 2 in FY 2026. Phase 1: reduce or eliminate redundant tax assessments, Univ tax and Univ assessments will be merged into one amount, so as to be a more stable budget and more cost-efficient. Such centralized services will include institutional reporting and analysis; marketing and communications; human resources; research support; legal counsel; etc. Estimated FY 2025 will be \$352 M, with campus contribution at \$309 M (current funding models). Still looking for cost-efficiencies and are committed to getting the \$352 M down to \$309 M, which will fund salary increases and shared services, but separates out IU Online, which they continue to work on. Future considerations include identifying cost-efficiencies, Phase 2 budget re-design across campuses re-allocation models, and build a long-term financial planning tool to be used across the University, tracking savings, expense reduction, and campus billing for next year. The majority of the \$4.2 billion revenue remains on the campuses; \$309M translates to 7% of the IU total revenue budget. There was a question about why the regional campuses pay more than 10% in UA tax, some as much as 20%, which is much higher than the 7% average. VP Pinkney noted that this would be a concern that they would work on in Phase 2.

6. Report from University Faculty Council Budgetary Affairs Committee

Mark Baer, Co-chair, Budgetary Affairs Committee, and Ann Holmes, Co-chair, Budgetary Affairs Committee, thanked VP Pinkney for his engagement with the faculty committee. They noted the overall financial health of the institution is good, but challenges remain for balance across campuses and clarity and quality evaluation of centralized services. Pay equity for all positions (grad student, lecturers, adjuncts, etc.), and concern about the changes of IUI (size, faculty, schools, collaboration with Purdue, etc.), the concerns of the regional campuses who have faced 5 years of cuts, which have likely plateaued, while still acknowledging the pain that some individual entities feel. Questions included the need to recognize quality of services and quality of education and how to measure that quality.

7. Report from University Faculty Council AI Taskforce

Jerry Daday, Co-chair, AI Taskforce, presented the report of the taskforce: noted that they met all of 6 of the charges given to the taskforce, that they actually productively used Gen AI in the work of the taskforce (meeting minutes, etc.), the need for professional development across the university and campuses for Gen AI, the university should provide the resources to effectively and ethically use AI, to implement Gen AI for personal learning, the need for equitable outcomes, accelerate high-

impact practices and leveraging efficiencies for our work, plan for academic integrity, the unethical practice of using student-generated work to feed Gen AI tools, the need for the university to continue to remain up-to-date on future AI growth. There needs to be a comprehensive review of university policies, long-term dedicated AI office, professional development, AI-website, the need to leverage existing taskforce members with other campus committees for policies related to ethical implementation. Questions included topics about cheating, violation of privacy, the pace of technological innovation, among other concerns.

8. Proposed Changes to the ACA-05, Bylaws of the University Faculty Council of Indiana

University

Philip Goff, UFC Co-chair, IUPUI/IU Indianapolis, described this policy as the need to add two committees to the UFC: Student Affairs Committee and the Academic Affairs Committee. The proposed wording was shared with UFC members in the agenda. A friendly amendment was proposed by Prof. Palmer of IUPUI to add a member of the IUI School of Medicine. Questions included the requirement for faculty only members, and another friendly amendment for IU Online liaison non-voting ex-officio (VPRCOE or designee). Vote was called with 2 amendments, and passed unanimously.

9. Proposed Change to UA-17, Conflicts of Interest and Commitment

Ben Kravitz, Co-chair, Research Affairs Committee, noted the need for timely passage of this proposed change to the charge and description of research as noted by the office of legal counsel, so as to continue in good-standing with the NIH grant funding agency. Specifically the proposed changes address nepotism and participation with malign foreign talent requirement agency.

10. Proposed Changes to ACA-33, Academic Appointee Responsibilities and Conduct

Danielle DeSawal, IU Bloomington President-elect, Executive Committee, summarized the proposed changes, which include policy involving personal relationships involving students, sanctions for faculty misconduct, adding “superseding” policy language to across UA policy, language to define terms “common” or “severe” sanctions, and the timing of engaging with local campus faculty advisory bodies. The proposed changes passed unanimously.

We sang Happy Birthday to Lana Spendl.

Meeting adjourned at 4:12.