

## University Faculty Council Minutes, October 29, 2024

The University Faculty Council held an in-person meeting at the Madame Walker Legacy Center near the IU Indianapolis campus on Tuesday afternoon, October 29, 2024. The presiding officer was University President Pamela Whitten and the secretary was Professor Robert Yost. The meeting was convened at 1:30 pm. by UFC cochair DeSawal.

### **1. Approval of the Minutes**

Minutes from April 23, 2024, were approved.

### **2. Executive Committee Business**

Daniel DeSawal IUB

IU football is thus far undefeated. There is a complicated relationship between collegiate institutions and athletic programs. Research continues to examine risks and liabilities associated with athletic programs, inequities that may exist, the benefits to learning and development for student athletes, and concerns around mental health. Relationship between athletics and academics isn't an either or but rather a both and. A former president of Harvard describes the origin of collegiate athletics as occurring in 1852 when groups of oarsmen one from Harvard and one from Yale raced on Lake Winnepesaukee in an intercollegiate competition. Collegiate athletics grew from this point to include various other sports. Relationship with athletics became a part of the academic fabric. Relationship has evolved into one that builds community. Students can share a common experience on game day and alumni also attend events that provide an opportunity to reconnect with the university, faculty, and staff. University policy ACA 58 Intercollegiate Athletics outlines role of campus athletics committee to ensure that both aims of academics and athletics are aligned with the institutional mission.

BFC has been navigating SEA 202, UA10, the transition of the Intensive Freshman Seminar [IFS], and the Chancellor Search. School and College Policy Council Chairs and Academic Deans have been working on SEA 202 compliance. Current priorities are compliance in annual reviews and guidance will be provided in completing the reviews by January 20, 2025. Most of the schools are getting ready to vote on procedures for annual reviews that include SEA 202 compliance, and communication will begin with colleagues on those procedures. Discussions on linkage of 5-year review with the annual review are also being finalized and expected to be completed by December 1, 2024.

Meetings were held with all BFC committee chairs to review their charge for the 2024-25 academic year. Standing committees continue to be engaged in both continuing and new work: re-envisioning general education based on a task force report, working with student leaders on how to best include students in shared governance, identifying where AI needs to be addressed in university policies and practices as indicated by a task force, and continue to review IUB policies on grades and grading.

#### *Update on Chancellor Search*

Listening sessions were held in September to provide the search committee with aspirations for the role including characteristics of a leader, and areas to be addressed by the campus moving forward. Confidential nominations through the search firm are encouraged. Review applications will begin at the end of fall semester with candidates invited to campus in the spring semester.

## **Phil IUI**

Welcomed the Council to its first meeting at IU Indianapolis. Phil provided some history about the Walker Theater and the surrounding area. Madam C.J. Walker was the first documented self-made Black female millionaire in American history, and the area of Indiana Avenue was a vibrant black community. Walker Theater was renovated and houses the IU Indy Center for Africana Studies and Culture and the African Studies Program.

IU Indy enrollments are up after several years of decline and the student body is more diverse and better prepared for higher education. IU Indy is bringing in more research dollars than ever before. Ground will soon be broken on new athletic center with a 4500-seat arena as well as working on an edition to the science building to house the Convergent Bioscience and Technology Institute and the Institute of Human Health and Wellbeing. Campus working on bring policies into alignment with SEA 202 while maintaining academic freedom. Revisions to annual review and P&T processes are set for the first reading at IFC on November 19, 2024, and to be up for a vote on December 3. Procedures for complaints related to cultural and cultural diversity is proceeding on the same time frame. Willie Miller and Kathy Marrs led IUI task force on SEA 202.

## **Greg IU East**

### *Online education at IU*

In 2022-2023 around 1/3 of students in higher education around the country were enrolled in at least one online course. Online enrollments have surged in nontraditional students. IU Online has shown remarkable growth. By spring 2024 IU online offered 226 programs, 66 of those at the undergraduate level serving almost 9300 students exclusively online, which is over 10% of the IU student body. 50,000 students, over half of the IU student body, took at least one online course in spring of 2024. In May 2024, IU online awarded 2417 degrees, a record with students between 18 and 78 years of age. National Standards such as Quality Matters have guided IU online education. These match or exceed in-person offerings. A national report says that online students perform moderately better than those in face-to-face instruction. Hybrid classes may also show enhanced learning vs face-to-face instruction alone. 2024 US News Report ranked IU online #1 in Indiana and tied for 20<sup>th</sup> nationally among 338 ranked online bachelor degree institutions. Kelly online MBA program is ranked #1 nationally, hybrid MSN in the School of Nursing is ranked #2 nationally, IU School of Education online Masters Program is ranked in the top 10, online bachelors in psychology offered through IU East ranked #8 nationally, and graduate bachelor of science in business offered by collaboration of 5 IU regional campuses is ranked #17 nationally. Online education has become a critical tool for regional campuses to fulfill their educational mission. IU online has allowed students to build credential incrementally while balancing work and education. Campuses work to ensure that online students have same type and level of support as on-campus students.

### **3. Presiding Officer's Report – President Whitten**

#### *Policy task force*

Chaired by UFC cochairs and has faculty from all IU campuses. Tasked to evaluate UA 08 [establishing university policies] with goal of strengthening the university policies framework. Clear, consistent, and effective policy framework is missing that is needed for transparency, accountability, and trust for all university policies. Policies exist at all levels of the university and some university policies currently contain contradictory language. Want all voices to be heard and there are times when it is unclear if something is a policy or if it should be a procedure. Hopefully committee will be reporting to Board of Trustees in February.

#### *Biennial budget year*

IU request already presented to the Commission on Higher Education. The final presentation will be to the State Budget, House Ways and Means, and Senate Appropriations committees of the state general assembly. Requesting an inflationary increase of 3% for fiscal 26 and flat for 27; additional increase of 2.5 million per year for clinical and translational science research to focus on cancer research; additional 3.1 million per year for Indiana Geological and Water Survey.

#### *Requested new funding*

1.3 million per year in state matching funds for IU Innovates [156 student entrepreneurs expressed interest in preincubation this fall]. A gift of 1 million was given to establish a new founder in residence program at the center. These individuals will serve in the capacity of a peer mentor. Requesting 5 million per year for IU public safety to support increased compensation for IU police officers on all campuses.

#### *Capital project request*

Renovations and upgrades to biology building at IUB.  
Renovations to central academic campus infrastructure at IUI  
Renovations of classroom and labs on five regional campuses  
Phase III of the science and research facilities south of SELB II at IUI  
Construction of health science building at IUFW  
New facility to consolidate and improve student classroom and instructional lab opportunities at IUB.

#### *Donors and Friends*

Giving increased significantly in fiscal 24, just under 275 million across all of IU. This is a 17% increase over 2023. A 6 million gift from Sarah and John Lechleiter to support cardiovascular care and research and training at the IU School of Medicine and IU Health was specifically noted.

#### *Research and Scholarly Activity*

Research and developmental expenditures have increased. In 2021 were at 761 million across IU and in 2024 increased to 980 million.

IUI was launched July 1, 2024, and is thriving.

New Joint Center of Excellence for Point of Care Precision Medicine in partnership with the Indiana Biosciences Research Institute. This center also includes the new Convergence Bioscience and Tech Institute and the new Institute for Human Health and Wellbeing as partners.

#### *Faculty Fellow*

Marietta Simpson, Distinguished Professor and Rudy Professor of Music at the Jacobs School of Music has been named to this new position in the office of the president. Professor Simpson will

serve as liaison between faculty and university leaders and help integrate faculty perspective into critical discussions and decision making. The fulltime position will begin on January 1, 2025. This is a two-year role.

#### *Searches*

Chancellor IUSB, Chancellor IUNW, Dean of the School of Education IUB, Dean IU School of Nursing

#### *Athletics*

Approval was received just last week, and it is now official to go forward with the sports arena at IUI. There is a new basketball coach at IUI. Regional have grown athletic teams and number of student athletes. Athletes and all of IU students contribute significantly across all IU campuses.

#### **4. Question and comment period**

Professor Kathy Marrs asked about SEA 202.

The bill says that only students and employees can submit complaints about faculty for complaints related to SEA 202. Currently complaints can be submitted without authentication on the website. Are there any plans to put an authentication step into the process?

Andrea Newsom, Senior Associate General Counsel, was called on by President Whitten to address that question. Individuals from the university have worked with the vendor involved, Navex, about the possibility of having authentication sites that would link from IU sites to the vendor as a way for complainants to move forward. Navex said no, they will not allow that as this would provide a pathway to monitor access into the system of IU employees in particular. When logged in to make a complaint there is a statement on the Ethics site [entrance portal] that the login is occurring over secure servers and is not a part of IU or the internet. The company collects the complaints sends them to IU and IU [Mike Jensen] then determines where within the system the complaint is to be sent for it to be addressed by the university. IU already has processes in place for handling and responding to complaints. An anonymous complaint cannot be the sole basis for an investigation to take place.

The statute does have a requirement for institutions to make a yearly report to the State. Question asked: Is this just volume of complaints, resolution of the complaints as well as cost of overall process. The statute says the information will be sent to the Department of Higher Education which will boil it down into a more finite version. Current understanding is the detail for reporting has not been received from the State at this time.

Suggestion was made for the policy review committee to consider that sometimes when looking in from the outside policies at for example the department level or unit level may seem incoherent but they are serving a specific purpose and the current wording is, in its own coherent manner, serving the purpose for which it was intended. Rewording to make a policy more coherent to the outside may be inhibitory for carrying on work on the inside.

#### **5. Policy GR01: Contact with state and federal officials, political campaigns, and other political activities**

Michael Huber, VP for University Relations and Angela Smith Jones, Associate Vice President, State Relations

IU campuses have done a great job working within the guidelines of this policy. As a reminder there are certain obligations tax exempt entities like IU must follow when interacting with those individuals mentioned in GR01. Necessary guidelines for engagement are listed on the university relations website under GR01 and what information needs to be reported about those engagements.

GR01 need to be updated after last legislative session [House enrolled act 1179] particularly about public statements made by anyone associated with the university. It needs to be clear when individuals are speaking that they speaking as an individual and they are not representing IU or the Trustees' viewpoints on the matter. The exception is if the statement relates clearly to the business or operation of IU or to an IU sponsored event or the statement has been approved by the Trustees. Anyone with questions about GR01 should contact the IU Office of Public Relations. The office also hosts webinars on the policy.

Question: Have you seen problems or are there problems associated with how individuals have followed GR01? Answer: no real evidence of a problem was found.

Question: Has the office established a procedure for handling complaints if they come in? Answer: The office would work with General Counsel's Office and work within the Relations Office to resolve a complaint. To be clear, no complaints have been received. Resolution may involve a faculty conduct issue which would be handled following current procedures.

A member mentioned the Calvin Report and the importance of institutions maintaining neutrality when making statements.

A question was asked about faculty councils adopting resolutions on legislation. The IU Trustees have adopted a neutrality statement as required by State statute. The outcome in the case of a resolution would be highly dependent upon how the resolution was worded. It was pointed out that focusing on the academic mission is also important.

Question: How does this policy affect university students and organizations? Answer: Statement should make it clear that comments are individual, or organization based and not IU or Trustee based.

Any standing resolutions should be reviewed to make sure they comply with the new law regardless of the fact that they were passed under the old law.

## **6. ACA-18: Regulation of Clinical and Lecturer Appointments**

ACA-18 has not been consistently enforced. The initial review of ACA-18 was presented to the Policy Review Committee in 2023. Data were gathered on NTTF appointments at or above the department chair level and about policy enforcement. Feedback was obtained into 2024 with the resulting document presented today. The survey found that the policy was being interpreted differently. Sometimes the policy was enforced and other times a different title was given to the administrative rank. At times the decision was based upon having a limited number of individuals in the faculty pool. The bottom line is that NTTF have been serving in administrative capacities at multiple locations within the IU system. The recommendations and motions come from the UFC Executive Committee. Comments included that these positions should not oversee tenure decisions and appointment to these positions should align with the academic qualifications of the individual. Campuses can develop their own specific procedures for appointments in these ranks to meet the needs of the individual

campus. These appointments would need the approval of the respective campus chancellor or provost.

Questions and comment: None were presented.

The redlined version of ACA-18 was presented and discussed. The new version of the policy was voted upon and adopted.

## 7. **Report on the Faculty-activity Reporting Tool Elements**

Willie Miller, Assistant Vice Chancellor for Faculty Affairs, IU Indianapolis

Susan Popham, Associate Professor, IU Southeast

Brandalynn White, Business Analyst, IUB Office of the Vice Provost for Faculty and Academic Affairs, IUB

Elements is an easier interface for faculty to report their work. Publications can be harvested from sources such as Google Scholar which will make entries easier. There will be a profile page that is easily edited. Elements is now in the setup mode and initial fields for reporting are being entered. Elements will be released in fall of 2024 in time for the faculty reporting deadlines and the annual review process. The DMAI migration process is continuing. In 2025 time will be spent focusing on the IU School of Medicine needs and their specific configuration requirements.

### *Committee question:*

How should we collect information related to DEI work? Elements does not allow tailored lists for each item as in DMAI. We have an annual review process that is like a separate form or module. DEI work could be held in that space and not in more publicly viewable information. The third option is that DEI work is not tracked. The development group prefers that DEI becomes a label. There is a category of labels called IU Initiatives which are items connected to the strategic plan.

### *Council Comments:*

DEI should be as a label and perhaps two labels. One for work that is done and one for training in DEI related work. It comes down to how the data being is currently being used or how people envision the data being used.

### *Response:*

Some units and schools report they want to use the label to help inform reporting on what has and is being done. In Bloomington the reporting is largely done at the dean and department level. At IUI it is baked into the P&T guidelines. At IUNW the faculty passed a resolution in favor of obligatory training.

### *Comment:*

All campuses have said they would like to use the system to keep track of intellectual diversity related review information for the purposes of the annual review, the way that it is currently being imagined is a potential check box where the chair or supervisor can say that this faculty member has fulfilled the expectations for intellectual diversity this year. IUI hopes to use the information to run a report for the five-year review process.

### *Response:*

A label will be created in the IU Initiatives. There will be a submit button, but it will be possible to send the report back down if someone missed adding something or to send it up to the next level of review.

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

Philip Goff, UFC Co-chair, IU Indianapolis  
Danielle DeSawal, UFC Co-chair, IU Bloomington  
Gregory Dam, UFC Co-chair, IU East

This is a discussion item today to be voted on later. A redlined version is included in the agenda. The Policy Review Committee will be disbanded, and policy reviews will be folded into the work of other UFC committees. A new committee was proposed, the Online Education Advisory Committee, which is currently a subcommittee under the Academic Affairs Committee. Language is also being inserted to better outline the function of some committees and how the committee chair is determined.

#### *Suggested changes*

Include a librarian as a member of the Online Committee. Only faculty members should be voting members of the Online Committee and the member from IU Online should be nonvoting. Move the Online Committee up to full committee status to “give it more teeth”. Keep the Online Committee as a subcommittee for a while and then, if the situation warrants, move it up to full committee status. Perhaps have the Online Committee under Academic Affairs due to the more academic aspect of online education now and going forward. The Online Committee should have a similar composition to the Technology Committee. The regional campuses are doing more proportionally in online education, should the composition of the committee reflect these differences?

### **9. Budget Redesign**

Jason Dutch, interim Vice President, and Chief Financial Officer

Phase I is the University administration side  
Phase II is the campus side

#### *Phase I*

The UA budget structure – assessment and allocation to the campuses  
Old model of allocation was complicated, hard to understand, and not data driven. It is mostly driven by individual campus expenses. The new model will be data driven – e.g., the number of students on a campus, campus square footage, campus expenses, research proposals submitted. The goal is to have a repetitive, transparent, data-driven model that can be replicated year after year. The model would be reviewed each year by campus and University administrations.

The current assessment model is not very transparent and does not align with the true UA cost. Campuses have had to move money back and forth without a true reflection of the true assessment number. IU needs to have a model that shows the true UA cost that will result in streamlining and reducing transactions and create efficiency when moving funds back and forth between campuses. The RCM model is convoluted and just simply does not work well- e.g., how many times did we spend that dollar, how many times did we count that revenue? There is a need for long term financial planning and a five-year budget model is being investigated. The goal is a three-year model that is updated every six months.

#### *Phase II*

Occurring at the campus level and nothing has changed regarding the campus budget. The goal is for each campus to decide what budget model or design fits them the best. There will be

differences between campuses. The earliest overall implementation is expected to occur is FY 2027. FY 2026 would be a shakeout year for the process and how it is working, and the budget would run in parallel.

*Comments*

Faculty have concerns, can this be sped up?

Speed vs accuracy is important and rolling out too fast may cause more concerns than necessary since changes may need to be made as part of the implementation process.

Currently the modeling process that shows how a change impacts the proposed future budget model has worked well.

Answering some questions would help with the pre-rollout.

Why do we need to change the allocation model? What is the reason and what will be accomplished that is not currently happening? Having the UA number earlier in the process would help and allow for better campus planning. Making clear that how dollars are allocated at the campus level is a campus level decision.

**10. Adjournment**

The meeting was adjourned at 3:55 pm.

**11. Next UFC meeting**

December 10 and will be preceded by the State of the University address by President Whitten.

Respectfully submitted,  
Robert W. Yost, UFC Secretary