

**Indiana University  
University Faculty Council  
Summary of Actions Taken 2019-2020**

**Rescinded ACA-31**

**Fair Use of Copyrighted Works for Education and Research**

The University Faculty Council voted to rescind ACA-31, Fair Use of Copyrighted Works for Education and Research since the policy was deemed obsolete as the copyright management center at IUPUI no longer exists. The policy is superseded by a Trustees' resolution in 2014 on the indemnification of faculty and remaining aspects of the policy were consolidated into ACA-33, Code of Academic Ethics.

*-Approved November 12, 2019*

**Amendments to ACA-40**

**Substance-free Workplace for Academic Appointees**

The University Faculty Council approved minor changes to ACA-40 Substance-free Workplace for Academic Appointees to reformat the policy into the university policy template. This policy is required by Federal Law and no substantive changes were made

*-Approved November 12, 2019*

[ACA-40 Substance-free Workplace for Academic Appointees](#)

**Rescinded ACA-72**

**Cheating and Plagiarism**

The University Faculty Council voted to rescind ACA-72, Cheating and Plagiarism since the policy has been superseded by, and in some respects conflicts with, the sections on cheating, plagiarism and academic dishonesty in the Code of Student Rights, Responsibilities and Conduct, which is more detailed. The language deterring academic misconduct was moved into ACA-33, Code of Academic Ethics.

*-Approved November 12, 2019*

**Amendments to ACA-09**

**Search and Screen Procedures for Administrators**

The University Faculty Council approved amendments to ACA-09, Search and Screen Procedures for Administrators to remove obsolete language and references, eliminate redundancies, and reformat the policy into the university policy template without changing the substance, except for minor clarifications and additions. The amendments clarified that the policy applies to searches for all vice-presidents, the provost/chancellors, the Dean of the University Graduate School, and the Associate Vice President for Online Education, but not deans of core schools. Amendments further clarified that a majority of faculty is required on searches for the EVP for University Academic Affairs, the EVP for University Clinical Affairs, the VP for Research, the provost/chancellors, and the Dean of the University Graduate School. In addition, the amended policy clarifies that searches for all other vice presidents and the AVP for online education require faculty consultation but not a faculty-majority search committee. New sections were added to set criteria for selecting the faculty to serve on a search committee, and minimum standards for committee searches.

*-Approved November 12, 2019*

[ACA-09 Search and Screen Procedures for Administrators](#)

**Amendments to ACA-21**

**Faculty and Librarian Annual Reviews**

The University Faculty Council approved amendments to ACA-21, Faculty and Librarian Annual Reviews to consolidate ACA-21, Faculty and Librarian Annual Reviews, ACA-25, Annual Reports, ACA-28, Faculty and Librarian Salary, and ACA-44, Retention Incentive Pay. The amendments made no substantive changes, but clarified the policies application to NTT faculty, states that annual reports may serve other administrative purposes in addition to faculty performance reviews, and clarified that university-wide annual report forms may be used.

*-Approved November 12, 2019*

[ACA-21, Faculty and Librarian Annual Reviews](#)

**Amendments to ACA-54**  
**Establishing Campus Admissions Policies**

The University Faculty Council approved five changes to ACA-54, Establishing Campus Admissions Policies. The amended policy gives each campus the discretion to adopt a test-optional admissions policy. It deletes a paragraph that is inconsistent with contemporary admission practices. It deletes from the university-level policy the following section that required all applicants to have had the same fixed high school curriculum. The decision whether to require a fixed set of high school prerequisites has been delegated to individual campuses. The policy now requires that each campus have a policy requiring individualized decisions for applicants with criminal records. Finally, it adds military service to list of kinds of evidence that can show college preparedness.

*-Approved November 12, 2019*

[ACA-54 Establishing Campus Admissions Policies](#)

**Amendments to ACA-04**  
**Constitution of the Indiana University Faculty**

The University Faculty Council approved amendments to ACA-04, Constitution of the Indiana University Faculty to extend voting rights to all full-time faculty regardless of tenure status and to ensure appropriate representation of non-tenure track faculty on the University Faculty Council. In addition, the amendments clarify that the student members are to be one graduate student and one undergraduate.

*-Approved by University Faculty Council March 24, 2020*

*-Ratified by the Indiana University Faculty May 15, 2020*

[ACA-04 Constitution of the Indiana University Faculty](#)

**Amendments to ACA-66**  
**Grading System and Implementation Procedures**

The University Faculty Council approved amendments to ACA-66, Grading System and Implementation Procedures to provide policy exceptions for the sections related to S/F (Satisfactory/Fail) and P (Pass) “during a state of emergency, a closing of the campus, or other extraordinary circumstances for a prolonged period.

*-Approved by University Faculty Council March 24, 2020*

[ACA-66 Grading System and Implementation Procedures](#)

**Amendments to ACA-66**  
**Grading System and Implementation Procedures**

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*-Approved by University Faculty Council March 24, 2020*

[ACA-66 Grading System and Implementation Procedures](#)

**Amendments to ACA-05**  
**Bylaws of the University Faculty Council of Indiana University**

The University Faculty Council approved amendments to ACA-05, Bylaws of the University Faculty Council of Indiana University to create a Faculty Affairs Committee and clarify the charge of the Policy Review Committee as reviewing existing policies, and to delegate some of its function such as the working conditions of the faculty to the new faculty affairs committee (FAC). The amendments stipulate that at least one member of the FAC must be a non-tenure track appointee.

*-Approved March 24, 2020*

[ACA-05 Bylaws of the University Faculty Council of Indiana University](#)

### **Resolution on Enhancing Sustainability at Indiana University**

The University Faculty Council passed a resolution encouraging Indiana University, through collaborations of its constituent groups in administration, faculty, staff, and students, to take on several initiatives related to increasing sustainability efforts across the university. These initiatives include the development of an Indiana University-wide sustainability action-plan by 2025 with reviews every five years, prioritizing sustainability and the sustainability action-plan as major, long-term goals of Indiana University, in all planning including strategic plans, and collaboration on achieving the goal of becoming carbon neutral no later than 2040.

*-Adopted April 28, 2020*  
[UFC Sustainability Resolution](#)

### **Amendments to ACA-20 Regulation of Research Appointments**

The University Faculty Council approved amendments to ACA-20, Regulation of Research Appointments to mirror conditions under which research scientists and research scholars may be terminated, which is seen in policies related to other non-tenure-track appointment categories. The Board of Trustees' resolution which serves as the bases for these provisions, states that involuntary termination can occur because of incompetence, misconduct, or financial exigency. These amendments bring that language into this policy as well.

*-Adopted April 28, 2020*  
[ACA-20 Regulation of Research Appointments](#)

### **Amendments to ACA-26 Oversight and Support of Adjuncts and AIs**

The University Faculty Council approved amendments to ACA-26 Oversight and Support of Adjuncts and AIs to make technical update to reflect changes in the terminology of appointment categories. No changes were made in the substance of the 1994 Trustees' resolution which serves as the basis of the policy.

*-Adopted April 28, 2020*  
[ACA-26, Oversight and Support Of Non-Tenure Track Faculty  
\(Formerly Associate Instructors, Associate Faculty and Part-Time Faculty\)](#)

### **Amendments to ACA-27 Access to Academic Employee Records**

The University Faculty Council approved amendments to ACA-27 Access to Academic Employee Records to clarify that faculty have access to their own records and delegates public access to records to Indiana State law and the university counsel's office on the interpretation of the access to public records act. In addition, access to records by university officials who have "a legitimate interest" in the records. Faculty governance, bodies, committees, and boards of review were also added as individuals or groups that shall have access to the unredacted records of academic appointees except where access is prohibited by special policies.

*-Adopted April 28, 2020*  
[ACA-27 Access to Academic Employee Records](#)

**Amendments to ACA-73, Preservation of University Records  
ACA-05, Bylaws of the University Faculty Council**

The University Faculty Council approved amendments to ACA-05, Bylaws of the University Faculty Council and ACA-73, Preservation of University Records to clarify the role of the Faculty Council Office in preserving UFC records and bring practices in line with UA-18 University Records Retention and Disposition. ACA-73 was renamed to University Faculty Council Records and specific procedures related to retention of University Faculty Council records were lifted from the Bylaws and placed in this separate policy. Specifically, the amendments require the director of the Faculty Council Office to consult with the University Archives and the University Records, Retention and Disposition committee, and require UFC committees to use official email lists created by the Faculty Council office in all official functions.

*-Adopted April 28, 2020*

[ACA-73 Preservation of University Records](#)  
[ACA-05 Bylaws of the University Faculty Council](#)

**Rescinded ACA-35  
Outside Activities and Extra Compensation**

The University Faculty Council rescinded ACA 35, Outside Activities and Extra Compensation which was never a policy enacted by or approved by the UFC, but rather an administrative practice that dating back to 1966. The first several paragraphs were superseded by UA-17, Conflicts of Interest and Commitment and several others have been superseded by a series of policies from the Office of the Vice-President for Research

*-Rescinded April 28, 2020*

**Amendments to ACA-52  
Permanent Separations for Academic Appointees**

The University Faculty Council approved amendments to ACA-52, Permanent Separations for Academic Appointees to remove the requirement that faculty must inform their chair or dean of negotiations of an outside offer before it was firm. In addition, clarifications were made to reference all academic appointees, not just tenure-track faculty, and when they resign, retire, get terminated from faculty.

*-Approved April 28, 2020*

[ACA-52 Permanent Separations for Academic Appointees](#)

**Amendments to ACA-08  
Faculty Members Holding Administrative Positions**

The Executive Committee, acting on behalf of the University Faculty Council, unanimously approved amendments to ACA-08, Faculty Members Holding Administrative Positions. The amendments were minor and made no substantive changes to the policy.

*-Approved May 14, 2020*

[ACA-08, Faculty Members Holding Administrative Positions](#)

**Enacted ACA-41  
Faculty Role Regarding University Financial Exigency**

The Executive Committee, acting on behalf of the University Faculty Council, unanimously enacted a new policy ACA-41, Faculty Role Regarding University Financial Exigency. The new policy addresses the role of the faculty in the university's determination of whether a university financial exigency exists that may result in the dismissal of faculty.

*-Approved May 14, 2020*

[ACA-41 Faculty Role Regarding University Financial Exigency](#)

**Amendments to ACA-17**

**Faculty Boards of Review: Minimum Standards for Uniform Hearing Procedures**

The Executive Committee, acting on behalf of the University Faculty Council, unanimously approved amendments to ACA-17, Faculty Boards of Review: Minimum Standards for Uniform Hearing Procedures. The amendments clarified the role of Boards of Review in reviewing sanctions imposed for sexual or other misconduct, distinguishing appeals under those policies from fact-finding hearings in grievances initiated by faculty.

*-Approved August 10, 2020*

[ACA-17 Faculty Boards of Review: Minimum Standards for Uniform Hearing Procedures](#)

**Amendments to UA-03**

**Discrimination, Harassment and Sexual Misconduct**

The Executive Committee, acting on behalf of the University Faculty Council, unanimously approved amendments to Discrimination, Harassment and Sexual Misconduct. The amendments made changes required by federal law. It is an interim policy for the 2020-21 year, anticipating that it may need to be updated based on a change in administration or our practical experience applying it.

*-Approved August 10, 2020*

[UA-03, Discrimination, Harassment and Sexual Misconduct](#)