

**Indiana University
University Faculty Council
Summary of Actions Taken 2020 - 2021**

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

The Executive Committee on behalf of the University Faculty Council approved a routine update with no substantive change to ACA-08, Faculty Members Holding Administrative Positions.

-Approved by the UFC Executive Committee May 14, 2020
[ACA-08 Faculty Members Holding Administrative Positions](#)

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

The Executive Committee on behalf of the University Faculty Council approved a new policy, ACA-41, Faculty Role Regarding University Financial Exigency define financial exigency and the procedures to be followed in the event of financial exigency. The policy and the underlying trustee policy are based on AAUP definitions, and emphasizes that financial exigency is when the entire university system faces the risk of closure. The goal of this process is to make sure that there is a "seat at the table" for faculty in this contingency.

- Approved by the UFC Executive Committee 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 on behalf of the University Faculty Council approved amendments to ACA-17 Faculty Boards of Review: Minimum Standards for Uniform Hearing Procedures to bring the policy in line with federal policies and best practices which require claims of sexual misconduct be investigated specifically in a way by trained investigators. 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 by the UFC Executive Committee August 10, 2020
[ACA-17 Faculty Boards of Review: Minimum Standards for Uniform Hearing Procedures](#)

**Amendments to Interim UA-03
Discrimination, Harassment and Sexual Misconduct**

The Executive Committee on behalf of the University Faculty Council approved urgent amendments to UA-03 Discrimination, Harassment and Sexual Misconduct due to federal regulations that required universities have conforming policies in place by August 15th. It is an interim policy for the 2020-21 year with the anticipation that it could need to be updated based on a change in administration or our practical experience applying it. These amendments also recognized that victims of discrimination and harassment are not limited to those who are subject to sexual misconduct, and therefore were unified into one policy. It is expected that discrimination and harassment will continue to be part of the revised UA-03 when proposed this academic year.

- Approved by the UFC Executive Committee August 10, 2020
[Interim UA-03 Discrimination, Harassment and Sexual Misconduct](#)

**Amendments to UA-17
Conflicts of Interest and Commitment**

The University Faculty Council approved amendments to UA-17, Conflicts of Interest and Commitment to address the nepotism policy to clarify how conflicts are handled when family members are working on the same state or federal grant, while ensuring the University is in line with federal guidelines.

-Approved December 7, 2020
[UA-17, Conflicts of Interest and Commitment](#)

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

The University Faculty Council approved amendments to ACA-52, Permanent Separations for Academic Appointees to address cases of involuntary dismissals. The amendments sought to clarify the distinction of “personal misconduct” and “serious personal misconduct” (which justify dismissal without the one-year notice period). The amendments clarify serious personal misconduct as including ongoing or repeating threats or actions that lead to felony charges; this matches the standard currently used by campus academic affairs officers.

Inconsistent definitions from different policies addressing the distinction between personal misconduct and serious personal misconduct be removed and replaced with cross-references to ACA-52. These policies included ACA-18, Regulation of Clinical and Lecturer Appointments; ACA-19, Regulation of Professor of Practice Appointments; and ACA-20, Regulation of Research Appointments.

-Approved December 7, 2020

[ACA-52, Permanent Separations for Academic Appointees](#)
[ACA-18, Regulation of Clinical and Lecturer Appointments](#)
[ACA-19, Regulation of Professor of Practice Appointments](#)
[ACA-20, Regulation of Research Appointments](#)

**Amendments to ACA-47, Sabbatical Leaves for Faculty and Librarians
and related policies on leaves for academic appointees**

The University Faculty Council approved amendments to ACA-47, Sabbatical Leaves for Faculty and Librarians and related policies on leaves for academic appointees. The amendments consolidated overlapping policies into one location. Policies on medical and family leaves were updated to reflect current law. The updated policy also requires that campuses develop policies for reviewing denials of sabbatical leave.

The portions of the policies which have previously been approved by the Trustees were not substantively changed.

The following policies were transferred into ACA-47:

- ACA-46 Vacation for 12-Month Appointees
- ACA-48 Leave without Pay for Academic Appointees
- ACA-49 Other Leaves and Absences for Academic Appointees
- ACA-50 Paid Family Leave for Academic Appointees

-Approved December 7, 2020

[ACA-47 Leaves for Academic Appointees](#)

**Amendments to ACA-78, Transfer Credit Related to Military Service, and
ACA-56, Transfer of Credit Completed at the 100 and 200 Level
Rescind ACA-82, Transfer Credit From an Associate’s College Applied
to an Indiana University Baccalaureate Degree**

The University Faculty Council approved routine amendments to ACA-78, Transfer Credit Related to Military Service to reflect changes in federal regulations. In 2016, the UFC amended ACA-56 regarding whether transfer credits could satisfy departmental requirements or transfer above the 200 level, and this revision does not make any changes to that policy. Amendments were based on requests from the University Transfer Office, and because these policies overlapped, they were consolidated into a single policy.

-Approved December 7, 2020

[ACA-56, Transfer of Credit Completed at the 100 and 200 Level](#)
[ACA-78, Transfer Credit Related to Military Service](#)

**Amendments to ACA-55
Undergraduate Intercampus Transfers**

The University Faculty Council approved amendments to ACA-55, Undergraduate Intercampus Transfers which were recommended by the University Transfer Office. The revision places the current policy into the university's policy template and aligns it with revisions to other transfer policies recently updated by the UFC (ACA-56 and ACA-82) and made no substantive changes.

-Approved March 23, 2021
[ACA-55, Undergraduate Intercampus Transfers](#)

**Amendments to ACA-47
Leaves for Academic Appointees**

The University Faculty Council approved additional amendments to ACA-47, Leaves for Academic Appointees to correct an oversight related to family support leaves. For medical leaves and family formation leaves, the tenure clock was stopped automatically. In the first round of amendments, this was omitted from family support leaves and this change rectified that.

-Approved March 23, 2021
[ACA-47 Leaves for Academic Appointees](#)

**Amendments to ACA-33 Code of Academic Ethics
with regards to consensual relationships**

The University Faculty Council approved amendments to ACA-33, Code of Academic Ethics. The revisions require disclosure and management of any relationships between faculty members and students when the faculty member has any professional responsibility for the student, and outlines procedures for that required disclosure. This is a Board of Trustees policy, and any final amendments will need to be approved by the Board.

-Approved by the UFC April 27, 2021

Approval of charge for the University Faculty Council Climate Action Plan Task Force

The University Faculty Council voted to approve the draft charge for the University Faculty Council Climate Action Plan Task Force. This was proposed as the next step toward meeting the goals outlined in the sustainability resolution passed by the UFC in April of 2020. Most notably, the task force is charged with "examin(ing), assist, and advise with developing an Indiana University wide climate action plan, including a definition of carbon neutrality to be drafted by the IU and IUPUI Offices of Sustainability."

-Approved April 27, 2021
[Council Climate Action Plan Task Force Charge](#)

**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 Technology Policy Committee to address faculty concerns round technology. Technology has become much more regulated and organized across the system as opposed to being organized on a campus-by-campus basis, therefore a university level committee is appropriate.

-Approved April 27, 2021
[ACA-05 Bylaws of the University Faculty Council of Indiana University](#)

Consolidated Grading Policy ACA-66, Grades and Grading

The University Faculty Council voted to approve the consolidation of several grading policies into a single policy,

- ACA-66, Grades and Grading. The following policies were consolidated:
- ACA-66, Grading system and implementation
- ACA-67, Incompletes

- ACA-68, Grades for credit earned by examination
- ACA-69, Grades given upon withdrawal from courses
- ACA-70, Grade reports
- ACA-71, Discussion of grading policy
- ACA-64, Academic distinction and honors

In addition to the consolidation, several key changes were made including, clarifying who the policy applies to, setting a deadline that grades must be submitted within four days after the end of the term rather than two days, providing new guidance for withdraw after the drop/add period, defining the extent to which a unit may prohibit students from retaking classes, adding guidance for incomplete grades, and establishing definitions for terms such as “letter grade” “passing grade” “year” and “day.”