

Criterion One - Mission and Integrity

Criterion Statement: The organization operates with integrity to ensure the fulfillment of its mission through structures and processes that involve the board, administration, faculty, staff, and students.

*The mission statement for Indiana University-Purdue University Indianapolis is clear and publicly available at <http://www.iport.iupui.edu/iupui/visionmission/>. The mission, vision, and principal planning themes emphasize IUPUI's distinction as an urban research university with strengths in health sciences and a commitment to civic engagement. The mission statement provides in its reference to "innovative collaborations" the inspiration for the title of this self study: "**Excellence through Collaboration and Innovation.**"*

IUPUI Mission Statement (Trustee Approved – November 2005)

Indiana University-Purdue University Indianapolis (IUPUI), a partnership between Indiana and Purdue Universities, is Indiana's urban research and academic health sciences campus. IUPUI's mission is to advance the State of Indiana and the intellectual growth of its citizens to the highest levels nationally and internationally through research and creative activity, teaching and learning, and civic engagement. By offering a distinctive range of bachelor's, master's, professional, and Ph.D. degrees, IUPUI promotes the educational, cultural, and economic development of central Indiana and beyond through innovative collaborations, external partnerships, and a strong commitment to diversity.

Vision (Trustee-Approved – June 2002)

The **VISION of IUPUI** is to be one of the best urban universities, recognized locally, nationally, and internationally for its achievements.

In pursuing its mission and vision, IUPUI provides for its constituents excellence in

- Teaching and Learning
- Research, Scholarship, and Creative Activity
- Civic Engagement, Locally, Nationally, and Globally

with each of these core activities characterized by

- Collaboration within and across disciplines and with the community,
- A commitment to ensuring diversity, and
- Pursuit of best practices

Statement of Values

The IUPUI community values the commitment of students to learning; of faculty to the highest standards of teaching, scholarship, and service; and of staff to the highest standards of service. We recognize students as partners in learning. We value the opportunities afforded by our location in Indiana's capital city and are committed to serving the needs of our community. Our students,

faculty, and staff are involved in the community, providing educational programs, working with a wide array of community partners who serve Indianapolis and Central Indiana, offering expert care and assistance to patients and clients, and engaging in field research spanning virtually every academic discipline. IUPUI is a leader in fostering collaborative relationships; thus we value collegiality, cooperation, creativity, innovation, and entrepreneurship as well as honesty, integrity, and support for open inquiry and dissemination of findings. We are committed to the personal and professional development of a diverse campus community of students, faculty, and staff; to continuous improvement of its programs and services; and to building a strong, welcoming campus community for all.

Goals for Implementing IUPUI's Mission

Excellence in Teaching and Learning

- I. Attract and support a better prepared and a more diverse student population
- II. Support and enhance effective teaching
- III. Enhance undergraduate student learning and success
- IV. Provide effective professional and graduate programs and support for graduate students and post-doctoral fellows

Excellence in Research, Scholarship, and Creative Activity

- I. Conduct world-class research, scholarship, and creative activity relevant to Indianapolis, the state, and beyond
- II. Provide support to increase scholarly activity and external funding
- III. Enhance infrastructure for scholarly activity

Excellence in Civic Engagement, Locally, Nationally, and Globally

- I. Enhance capacity for civic engagement
- II. Enhance civic activities, partnerships, and patient and client services
- III. Intensify commitment and accountability to Indianapolis, Central Indiana, and the state

IUPU Columbus's mission, statement of aspirations, and strategic goals are publically available at <http://www.iupuc.edu/about/missionstatement/>. The mission and aspirations emphasize IUPUC's regional focus on serving south central Indiana and reflect a commitment to excellence in teaching, scholarship, creative activities, and service while preparing students for global challenges and life-long learning. IUPUC provides the educational opportunities of Indiana University and Purdue University in a small campus environment to students in the region who might otherwise not be able to pursue baccalaureate post-secondary education.

Core Component - 1a: The organization's mission documents are clear and articulate publicly the organization's commitments.

IUPUI's mission statement is a public document, published in the online *Bulletin*, annual reports, and other materials for internal and external audiences. It also appears on the main campus Web page. For internal constituents the *Statement of Values* contains these commitments: "The IUPUI community values the commitment of students to learning; of faculty to the highest standards of teaching, scholarship, and service; and of staff to the highest standards of service and we are

committed to the personal and professional development of a diverse campus community of students, faculty, and staff...”

This mission statement clearly articulates that residents of central Indiana and the state are primary external constituents: “We value the opportunities afforded by our location in Indiana’s capital city and are committed to serving the needs of our community.” In addition, statements regarding research and civic engagement explicitly point to a larger constituency: “Conduct world-class research, scholarship, and creative activity relevant to Indianapolis, the state, and beyond” and “Excellence in Civic Engagement, Locally, Nationally, and Globally.”

In 2005 the IUPUI faculty and the Trustees of Indiana University approved a revised mission statement for IUPUI that complements the vision, values, and goals that they approved in 2002 (see <http://www.iport.iupui.edu/iupui/visionmission/>). The three planning themes: Excellence in Teaching and Learning; Excellence in Research, Scholarship, and Creative Activity; and Excellence in Civic Engagement, Locally, Nationally, and Globally are further explicated by ten campus goals.

While implementation strategies have changed, the principal themes forming the basis of IUPUI’s planning activities have remained remarkably consistent. In 2003 a new chancellor decided not to engage in new planning, but rather to accept documents approved by the Trustees in 2002. In fact, he made the principal planning themes central to his inaugural address and decided to further those themes by issuing what came to be called “Doubling Goals” to challenge the campus to aspire to high achievement. The Doubling Goals included doubling baccalaureate degrees awarded, externally funded research, civic engagement and achievements in diversity. In 2006, a new Executive Vice Chancellor and Dean of the Faculties, Uday Sukhatme, was appointed. Again the chancellor chose not to change the principal planning themes in ten related goals, but rather ask the new vice chancellor to work on implementation strategies related to the goals. Sukhatme appointed Action Teams to develop new strategies for each of the ten mission-related goals. Between October 2006 and May 2007, Action Teams composed of faculty, staff, and students worked together to evaluate the current state of affairs and to make recommendations for improvements aligned with 70 specific action items that comprised the building blocks for the plan. The resulting Action Team reports were summarized and then shared with the campus community in Fall 2007 in order to foster further discussion and to invite feedback. The culminating Academic Plan (<http://academicaffairs.iupui.edu/plans/academic-plan/>) has been carefully constructed through the synthesis and integration of these reports and the feedback that was received, as well as from other recent campus developments. The plan has been updated and the outcomes described in two reports, the last in July 2011. (http://academicaffairs.iupui.edu/_Assets/docs/AcademicPlanUpdateJuly2011.pdf)

Mission and Goal Statements of Offices and Units

Office of the Chancellor

A new president of Indiana University, Michael A. McRobbie, enunciated a set of *Principles of Excellence in 2010*, his second year in office. In that year Chancellor Charles Bantz described in his State of the Campus address a path to fulfilling the campus mission that aligns with the president’s *Principles of Excellence* (<http://www.iu.edu/~pres/vision/principles-of-excellence/index.shtml>).

Schools and IUPUI Columbus

Each school has mission and goal statements that are aligned with those of the campus. These statements may be found at <http://www.planning.iupui.edu/apbr/>

Core Component - 1b: In its mission documents, the organization recognizes the diversity of its learners, other constituencies, and the greater society it serves.

In the cross-cutting themes that support IUPUI mission-related planning themes, one is stated “a commitment to ensuring diversity.” A primary goal in support of the Teaching and Learning theme is to “attract and support a better prepared and a more diverse student population.” The institution’s Statement of Values includes the statement “We are committed to the personal and professional development of a diverse campus community of students, faculty, and staff; to continuous improvement of its programs and services; and to building a strong, welcoming campus community for all.”

The chancellor introduces new faculty to the vision, mission, and goals at the New Faculty Orientation session held prior to the first week of classes. First Year Seminars introduce students to the mission and vision in addition to orienting them to all that the campus has to offer in terms of academic and co-curricular programming.

This vision is communicated through policies and documents and the establishment of various offices and councils including:

1. Office of Diversity, Equity & Inclusion: <http://diversity.iupui.edu/>
Diversity documents on the Office of Diversity, Equity & Inclusion website:
 - Presidents’ University Diversity Initiative:
http://diversity.iupui.edu/univ_initiative.html
 - Diversity for Students: <http://diversity.iupui.edu/students/>
 - Diversity Cabinet: <http://diversity.iupui.edu/cabinet.html>
 - Diversity Reports: <http://diversity.iupui.edu/report.html>
 - Campus, state and federal diversity policies:
<http://diversity.iupui.edu/policies/campus.html>
2. Office for Women: <http://ofw.iupui.edu/index.asp>
3. Lesbian, Gay, Bisexual, & Transgender Faculty and Staff Council
<http://www.iupui.edu/~lgbtfsc/>
4. Office of Adaptive Educational Services: <http://aes.iupui.edu/mission.html>
5. Disabilities, Committee for People with
The charge of this committee is to provide overall, campus-wide guidance and to develop recommendations to campus administration to achieve the goal of making IUPUI a place of choice for people with disabilities to work, go to school, receive health care, and visit. The work of the committee is conducted through five subcommittees, which in turn report to an overall steering committee.
6. Faculty, Staff, and student handbooks
 - http://www.iupui.edu/~fcouncil/committees/handbook/supplement_final.pdf
 - <http://www.hra.iupui.edu/content/doclib/StaffHandbook.pdf>
 - <http://hra.iupui.edu/content/doclib/HourlyHandbook.pdf>

- Compliance with state law (IC 21-27-4-4 at <http://www.in.gov/legislative/ic/code/title21/ar27/ch4.html>)

Core Component - 1c: Understanding of and support for the mission pervade the organization.

Each year during the planning and budgeting cycle deans and vice chancellors are asked to submit progress and planning report based upon the school and campus goals. See: <http://www.planning.iupui.edu/apbr/> In 2010 deans and vice chancellors were asked to do a 10 year retrospective of these reports in preparation for the 2012 reaffirmation visit.

The organizing framework for the academic program review process self-study is the campus mission. In addition, the composition of the visiting team reflects the mission by including not only disciplinary scholars, but also community members representing our commitment to civic engagement and internal reviewers representing our focus on collaboration.

As indicated in Core Component 1a above schools and colleges have mission statements congruent with the campus.

Core Component - 1d: The organization's governance and administrative structures promote effective leadership and support collaborative processes that enable the organization to fulfill its mission.

[insert quote from Senator Lugar here as sidebar?]

IUPUI was established by the Boards of Trustees of the two universities in January 1969 through adoption of a joint resolution which assigned complementary academic missions and stated that Indiana University would have management responsibility. Indiana University's management functions include budgetary matters (including the preparation of operational and capital requests to the Indiana General Assembly), business operations, employment of staff, maintenance of academic and other records, administration of sponsored programs, provision of land and facilities, and the operation of central services (including such student services as admissions, registration, and financial aid). All IUPUI faculty and staff are employees of Indiana University and subject to its policies and procedures. Faculty, including those in the Purdue schools of Science and Engineering & Technology, earn tenure through IU procedures. IUPUI faculty in Purdue schools are evaluated for promotion in rank by campus policies and awarded promotion by Purdue University Trustees on recommendation of the IUPUI Chancellor.

IUPUI schools are managed in a variety of ways. For instance, the School of Liberal Arts and Herron School of Art, while IU schools at IUPUI, operate in a relatively autonomous fashion. The same is true for the state-wide Indiana University schools of Medicine, Nursing, Social Work, and Dentistry, for which IUPUI is the principal campus. The two Purdue schools of Science and Engineering & Technology offer courses and curricula that draw upon the Purdue University course inventory and curricula, but also include IU courses; degrees in these schools are approved through the Purdue Board of Trustees. Other "core campus" schools, such as Education, Business, Journalism, Library and Information Science, and Public and Environmental Affairs, are one with their counterparts in Bloomington; executive associate deans lead these schools in Indianapolis while

the dean's principal office is on the IU Bloomington campus. There are now twenty-one schools and academic units at IUPUI. In the last decade, the schools of Journalism, Music (now a department in the School of Engineering and Technology), Health and Rehabilitation Science, and Informatics have either been established at IUPUI or been granted school status. Formation of a School of Public Health at IUPUI is in process, a long-anticipated maturation of the existing Department of Public Health within the School of Medicine.

In keeping with its mission as an urban campus, IUPUI has an active community Board of Advisors that meets bi-monthly. The Board of Advisors for IUPUI is composed of representative local citizens appointed by the President of Indiana University. They provide counsel to campus administrators on academic and physical development, relationships with the community, and related matters. A similar board consisting of regional leaders is in place for IUPUC. The IUPUC Board of Advisors meets quarterly. IUPUC offers degree programs in a rural small campus setting serving the needs of south central Indiana.

Indiana University Board of Trustees

The Board of Trustees is Indiana University's governing board, its legal owner and final authority. The board holds the university's financial, physical, and human assets and operations in trust for future generations. Its membership, terms of office, responsibilities, powers and electoral procedures are governed by the Indiana Code.

The nine-member board meets six times a year on various campuses around the state. Meetings are open to the public and anyone with an interest in the governance of the university is welcome to attend.

The Board organizational structure incorporates five committees:

1. Academic Affairs and University Policy Committee
Mission: To establish clear definitions of the academic objectives of the university in specific areas; to support advancement of the institution's reputation and quality of research and instruction; and to align academic activities with the needs of Indiana's citizens for research and the professions.
2. External Relations: Economic Development, Community Engagement, and Legislative And Legal Affairs
Mission: To improve all of the university's external relationships; to establish policies that drive excellent relationships with all levels of government; to develop clear and unambiguous policies for the university that can be clearly communicated to constituencies; to develop initiatives for IU's role in economic development of the state; and to present and advance IU's leadership role in the state, nation and world.
3. Facilities Committee
Mission: To provide the board, the administration, and the IU Foundation with long-term guidance for the university's capital plan over the next 10 years.
4. Finance and Audit Committee
Mission: To ensure that the Board of Trustees fulfills its fiduciary responsibilities, including those related to University audits; that strategies are in place to assure funding of the university's highest priorities; that maximum efficiency is attained in the instructional, commercial and auxiliary y functions of the university; and that all financial

plans take into account current and anticipated economic realities, and the needs of the university.

5. Health Affairs Committee

Within IU, the IU Board of Trustees Health Affairs Committee (HAC) Provides policy guidance and oversight to IU's health sciences enterprise. This is taken to principally involve the IU School of Medicine and its nine statewide medical education centers, as well as the Schools of Dentistry, Health and Rehabilitation Sciences, Nursing, Optometry, Physical Education and Recreation and Social Work, and the proposed schools of public health. Policy guidance and oversight for health sciences activities in other schools may also be provided through this committee.

The HAC is also responsible for policy guidance and oversight for the relationship between IU's health sciences enterprise and Clarian Health, and also IU's involvement in the clinical practice plans that underpin both of them, principally the Indiana Clinic.

Though some issues concerning the provision of health care services and health care benefits within the University may overlap with the responsibilities of HAC and be of some relevance to them, the primary responsibility for oversight and policy guidance concerning these issues lies with the IU Board of Trustee Finance and Audit Committee or the IU Board of Trustee Compensation Committee.

IUPUI Administration:

The president of Indiana University and the IU Board of Trustees appoint and supervise chancellors for each of IU's eight campuses. IUPUI is led by Chancellor Charles R. Bantz. He assumed his duties as the fourth chancellor of IUPUI on June 1, 2003. As the Executive Vice President and Chancellor (Indianapolis) Bantz provides supervision and executive leadership at IUPUI on behalf of the President, participating also in central planning and related functions of the President's Office.

The Office of the Executive Vice President and Chancellor (Indianapolis) is the channel through which IUPUI officers communicate to the central Indiana University administration. Requests and recommendations in regard to budgets, personnel appointments and promotions, establishment of new programs, and other substantive items move from the Vice President's Office to and through the Office of the President before submission to the Board of Trustees. Chancellor Bantz has created an administrative cabinet that includes Executive Vice Chancellor and Dean of the Faculties Uday P. Sukhatme; Vice Chancellor for Research Kody Varahramyan, Vice Chancellor for Student Life Zebulun R. Davenport; Vice Chancellor for External Affairs Amy Conrad Warner; Vice Chancellor for Finance and Administration Dawn Rhodes; Assistant Chancellor for Diversity, Equity, and Inclusion Kenneth B. Durgans; and Senior Advisor to the Chancellor for Academic Planning and Evaluation Trudy W. Banta.

Deans head the schools that are responsible for assigned academic missions. Each of these missions is conducted by either Indiana or Purdue, in disciplines and professions where each University has traditionally and widely recognized strengths. Organization charts for the schools are available along with detailed information on their programs and faculties. Reports from each

of the schools are included in the HLC Self-Study documents, as are reports from a number of administrative services departments.

An elected IUPUI Faculty Council has a central role in providing for the faculty's participation in institutional governance. Each academic division also has a faculty governance organization. There also is an elected Staff Council, which represents the clerical, technical, and professional staff.

There are a number of administrative committees, made up of faculty, staff, and student representatives. An important administrative and policy group is the Council of Academic Deans, which considers problems, issues, and programs of campus-wide significance.

IUPUI uses responsibility center budgeting, which gives each dean the responsibility for managing both income and expenses. An annual assessment, or tax, levied on each school according to a formula provides funding for the central administration. The Chancellor convenes a monthly meeting of Council of Academic Deans that also includes vice chancellors; administrative matters requiring campus-wide discussion are considered by this group. More detail about this process can be found in Criterion II.

Internal Governance Structures

IUPUI Faculty Council <http://www.iupui.edu/~fcouncil/>

The Indiana University Faculty Constitution (found in the IUPUI Supplement to the Indiana University Academic Handbook)

http://www.iupui.edu/~fcouncil/committees/handbook/supplement_final.pdf) gives the faculty legislative and consultative authority over a broad range of university activities. The Constitution delegates that authority at university-wide, campus, and school levels. The faculty at all levels exercises its authority through a variety of elected councils. IUPUI's Faculty Council meets monthly to consider all major campus initiatives of interest to faculty. Each vice chancellor sits as an ex officio member on a faculty governance committee that provides a communication channel to the faculty in areas that correspond approximately to the respective vice chancellor's area of responsibility.

University Faculty Council <http://www.iu.edu/~ufc/index.shtml>

The Constitution of the UFC affords the faculty legislative and consultative authority over numerous matters. The authority of the faculty has been delegated to a body of elected representatives called the University Faculty Council. The UFC has membership from across the eight IU campuses and the University President is the presiding officer, with the Bloomington Faculty Council President and the IUPUI Faculty Council President presiding as Co-Secretaries of the University Faculty Council.

Staff Council <http://www.iupui.edu/~scouncil/>

IUPUI's Staff Council purpose is to act as a voice of the staff in collaborating with the entire campus community by fostering accountability and best practices in supporting and carrying out the vision, mission and goals of the university. The chancellor appoints an academic and administrative designee and the Faculty Council appoints a liaison to serve as ex officio members.

Student Government

The Undergraduate Student Government <https://home.usg.iupui.edu/> and IUPUI Graduate and Professional Student Government <http://gpsg.iupui.edu/OurMission/tabid/73/Default.aspx> are active forces in advocating students' positions on important campus issues and representing student concerns.

Evaluation of Structures and Processes

Indiana University faculty and administrators take very seriously their responsibility to evaluate current structures and procedures continuously and to use the findings to guide improvements. On-going evaluative processes include program review (see Chapters 2 and 4), administrative reviews of deans and vice chancellors, and assessing and reporting annual progress on the campus performance indicators (see Chapter 2). Periodically university-wide studies are undertaken. Most recently these have focused on the Institutional Review Board process, marketing and communications, student services, and travel and purchasing functions on all eight IU campuses.

Core Component - 1e: The organization upholds and protects its integrity.

Financial Audits

Indiana State Board of Accounts conducts an annual financial audit of Indiana University which includes an Office of Management and Budget (OMB) Circular A-133 federal compliance audit. Auditors visit each campus to conduct the necessary audit work. Financial statements, related footnotes, and the overall accounting are governed by the Governmental Accounting Standards Board (GASB) and the Financial Accounting Standards Board (FASB). The accounting structure is still largely based on the traditional College and University Business Administration model, but GASB is used for financial reporting. The results of these audits are presented in person to the Board of Trustees.

The IU Board of Trustees is subject to the Open Door Provisions of Indiana Code IC 5-14-1.5. The Board of Trustees' Web site has information on policies and procedures, including the relevant sections of the Indiana State Code that apply to the board and to the campuses. IU budget information is a matter of public record and is available to its statewide constituents through university libraries. Additional information on student matriculation, graduation rates, enrollment, degree conferrals, financial aid, and retention rates is available on the campus Web site at www.imir.iupui.edu and on the University Reporting and Research Office Web site <http://www.iu.edu/~uirr/index.shtml>.

Campus security reports

The IUPUI Police makes timely warnings on major crimes occurring on or near IUPUI property to the university community through a variety of means including some or all of the following methods: crime alert mailings, FAX, posters, and electronically as soon as possible after the crime is reported to the IUPUI Police. Information should be reported to the IUPUI Police as

soon as possible to facilitate these notifications. The official outlet for these crime alerts is on the web at URL: <http://www.police.iupui.edu/>

Policies and Handbooks and Committees

Conflict of Interest Policies

INDIANA UNIVERSITY

Policy on Financial Conflicts of Interest in Research

(By Action of the University Faculty Council: September 12, 2000, March 9, 2004, April 27, 2004; Approved by the Board of Trustees: September 15, 2000, March 3, 2006)

<http://researchadmin.iu.edu/Policies/COI/FinancialConflictInterest.pdf>

This document sets forth University policy on the avoidance, disclosure, management, and resolution of financial conflicts of interest regarding University research and sponsored programs. Recognizing the broad variety of both professional settings in which conflicts may occur and means of responding to them, this policy specifies only the basic principles that should guide the resolution of financial conflicts of interest. Specific requirements necessary to conform with federal law regarding financial conflicts of interest in federally funded research, including the conflicts of interest regulations issued by the national Institutes of Health at 42 C.F.R. Part 50.601 et seq., and the National Science Foundation in its Grant Policy Manual at Section 310, are detailed in a separate Statement of Compliance with Federal Conflicts of Interest Rules, which is at: http://www.indiana.edu/~deanfac/acadhbk/acad_handbk_2002.pdf. It is the responsibility of the Chancellors to ensure that each Campus, or all of the Schools or Departments within a Campus, adopt specific conflict of interest procedures, consistent with University policy and Federal and State law.

Guidelines and Procedures on Conflicts of Interest and Commitment for Academic Appointees

Indiana University-Purdue University Indianapolis

http://www.iupui.edu/~fcouncil/documents/conflict_interest.htm

These guidelines and procedures detail the IUPUI campus' implementation of the Indiana University Policy on Conflict of Interest for handling conflicts of interest related to research activities <http://www.research.indiana.edu/rschcomp/coi/policy.html>. Recognizing the scope of IUPUI Academic Appointees responsibilities these guidelines and procedures are also applied to teaching and service activities and administration.

Conflicts of Interest

AFSCME(BL) 6.15 • AFSCME(IN) 5.9 • AFSCME(SB) 6.10 • CWA 4.10 • PA/SS 5.9 • Hourly 3.13

Effective June 1, 2004

Employees covered by this policy

This policy applies to all Staff and Hourly employees of Indiana University, whether part-time or full-time.

Preamble

1. The participation of employees in external activities that enhance their professional skills or constitute public service can be beneficial to Indiana University as well as the individual employee. External activities provide an opportunity to discover and pass on new knowledge, with the formation of alliances that enhance the university's academic and research missions.

2. External activities can lead to conflicts of interest with regard to an employee's university responsibilities. As such, this policy is intended to provide a framework for recognizing and managing employee conflicts of interest, and whenever possible, to prevent even the appearance of conflicts of interest. While the primary goal of this policy is to prevent an employee's external activities from adversely influencing Indiana University operations, this policy is also intended to protect employees from undue suspicion that their external activities may improperly influence university operations.

3. This policy references an Indiana Code (IC 35-44-1-3), which makes it a criminal offense for Indiana University employees to have a financial interest in most any contract or purchase connected with the university, unless certain exceptions apply.

4. This policy references an Indiana University policy on conflicts of interests related to research programs, which requires the disclosure of certain financial interests for employees who are engaged in the design, conduct or reporting of research, and the IU Purchasing Department policy for employees with purchasing authority

Family Education Rights and Privacy Act of 1974 policy:

<http://registrar.iupui.edu/ferpa/notificationstudentrights.html>

Student Rights and Responsibilities

The Student Advocate helps students solve problems by offering objective consultation, promoting self advocacy, and providing information on campus and community resources. Any student, parent, faculty, or staff member with a student-related question, complaint, conflict, or general concern should feel free to contact the Student Advocate. <http://life.iupui.edu/advocate/>
<http://www.iupui.edu/code/#page>

The purposes of Indiana University include the advancement of knowledge, the pursuit of truth, the development of students, and the promotion of the general well-being of society. As a community, we share a dedication to maintaining an environment that supports trust, respect, honesty, civility, free inquiry, creativity, and an open exchange of ideas.

Academic Integrity Policies

The Faculty Council approved a policy that states course syllabus contain statements regarding academic integrity.

Animal Care and Coordinating Committee

This committee is responsible for assisting the Institutional Animal Care and Use Committees (IACUCs) with the implementation of federal regulations and University policies as they pertain to the care and use of animals maintained for teaching and research purposes.

Institutional Review Boards (IRBs)

The IRBs are charged with ensuring that those individuals participating in research are not subject to undue or inappropriate risks, that participation remains a voluntary right, and that the conduct of research is upheld as a privilege. The campus has several IRBs that review various segments of campus research and are assigned their reviews by the Research Administration Office.
<http://researchadmin.iu.edu/HumanSubjects/index.html>

Ethics in Research, Committee on

The purpose of this committee is to be responsible for making initial inquiries concerning alleged or apparent instances of misconduct in research activities and, where warranted, conducting a full investigation.

Conflict Resolution and Grievance Processes

Academic grievance procedure and for staff: <http://hra.iupui.edu/employee-relations.asp?content=grievances>

Formal Grievance Procedures for faculty

Bylaw Article IV> Faculty Grievances Procedures:

http://www.iupui.edu/~fcouncil/committees/faculty_affairs/facbor.pdf

To further the aims of IUPUI in teaching/performance, research/scholarly activity/creative work/professional development, and professional/public service, the faculty has established grievance procedures. These grievance procedures serve the full-time tenured and tenure-track faculty and librarians, full-time clinical and scientist/scholar rank faculty, and full-time lecturers of the IUPUI campus, by providing peer evaluation with respect to administrative actions of dismissal, academic freedom, non-reappointment, tenure, promotion, salary adjustment, and the nature or conditions of work. Equity for the individual and the good of the university shall always be considered.

Formal Grievance Procedures for Staff:

Human Resource Administration has published step by step procedures related filing for complaints and make this available on the campus website: <http://hra.iupui.edu/employee-relations.asp?content=grievances>

Mediation Services for faculty and staff

Employee Relations ensures workplace issues are handled effectively and expediently in order to remove barriers to successful job performance and foster a positive work environment. The staff provide confidential guidance and consultation on managing performance and behavior, mediating conflict in the workplace, investigating and resolving complaints, applying and interpreting employment laws and university policies, and maintaining positive relationships with our employee organizations.

Student Complaint Process

Students who believe that any of their rights, as defined in the Student Code of Conduct, have been violated by a member of the university community have the right to file a complaint, as outlined in Part III. Students are to have clear procedures to follow when they believe that any of their rights, as

defined in earlier sections of this Code, have been violated by a member of the university community. The local campus offices of the dean of students, affirmative action, and faculty affairs, as appropriate, will assist students in addressing their complaints.

A student making a complaint under the provisions of this Code should expect that the university will make a good faith attempt to determine the validity of the complaint. An alleged offender, complainant or victim is not entitled to be present while the individuals who are responsible for determining the merits of the complaint are deliberating the merits of the complaint.

Ombudsman Services; <http://life.iupui.edu/advocate/>

The mission of the Student Advocate is to help students solve problems by offering objective consultation, promoting self advocacy, and providing information on campus and community resources.

Campus Sustainability Committee

As stewards of the IUPUI campus and of all its resources, this committee recognizes the interdependence of humans with the environment. This committee applies thoughtful and creative planning to achieve a thriving campus community built on the principles of sustainability. This committee seeks to foster conservation, protection and enhancement of natural resources through campus policy and personal behavior. This committee seeks to promote a common agenda for IUPUI as a green campus. This committee seeks to preserve and enhance the quality of life for our campus community and future generations in ways that enhance teaching and learning, research, civic engagement and administrative practice

IUPUI takes seriously its commitment to Environmental Health and Safety as evidenced by the establishment of multiple committees designed to provide a safe environment for all. These committees include: Campus Safety Committee; Environmental Safety Committee; Emergency Planning Steering Committee; Environmental Safety Committee; Laboratory Safety Committee; Indoor Air Quality Committee; Institutional Biosafety Committee; Public Safety Committee; and the Recycling Committee.

Salary Equity Studies

Faculty and Staff Salary equity studies have been done in 1998 and 2008-09.

Faculty Salary Equity Studies 1998, 2009

<http://www.iupui.edu/~oeo/reports/2009IUPUIFacultySalaryEquityStudy.pdf>

Staff Salary Equity Study 1998 and 2008-08 (PDF on file)

<http://ofw.iupui.edu/archives.asp>

Equal Opportunity Council

The Equal Opportunity Council represents faculty and staff from academic and administrative units at IUPUI. The Equal Opportunity Council seeks to assist the Office of Equal Opportunity by serving as a conduit and a resource of information between the Office and the Campus community. The Council further seeks to be an independent advocate with respect to achieving the goals of equal opportunity.

Minority Enhancement Subcommittee of the Equal Opportunity Council

The Minority Enhancement Subcommittee was established under the auspices of the Equal Opportunity Council. This committee has responsibility for advising the University's administration and faculty on matters of minority enhancement as well as responding to University initiatives related to equal opportunity, affirmative action, and minority enhancement.

Challenges:

- Ivy Tech Community College – Their movement to community college status has required a look at our mission as it relates to articulation agreements, composition of our curriculum, and the makeup of our student body.
- Connecting to the broader and changing mission of the university
- New Executive Vice Chancellor and Dean of Faculties
- Shared services initiative undertaken by the university will fundamentally change the way services are provided on all the campuses. More centralization of services will affect the way in which we provide services to students, faculty, and staff.
- Proposed Health Sciences Campus
- Purdue's policy on PhDs in science and engineering and technology (may fit better in either 3 or 4 where graduate education is discussed and in the preamble)
- Changing structure of core schools – SPEA, Journalism, Informatics, and SLIS (also in preamble?)

Sidebar:

Senator Richard G. Lugar. February 11, 2009. **Celebrating Forty Years** dinner gala.

I and many others believed it was important to have an institution that was a unique, special entity full of its own regional needs, rather than simply extensions of Indiana or Purdue. Those in charge had to be able to deal with complex, urban-development problems and a series of critical relationships with local and state governments, citizens' groups, and business and industry leaders.

To that end I supported legislation to create a public university in Indianapolis. By the next month Indiana University President Joseph Sudden, and Purdue University President Frederick Hovde worked together to support a joint effort in order to create the Indiana University-Purdue University at Indianapolis. This was unprecedented, historic collaboration toward urban renewal.

<http://www.iupui.edu/podcasts/index.php?episode=310>