

**Indiana University East
Faculty Senate
Responsibilities and Privileges
of the Faculty**

1. Faculty Meetings

See Constitution of the Indiana University East Faculty Senate.

2. Academic Freedom

Academic freedom, accompanied by responsibility, relates to all aspects of a teacher's professional conduct.

The teacher shall have full freedom of investigation, subject to adequate fulfillment of his/her other academic duties. No limitation shall be placed upon the teacher's freedom of exposition of the subject in the classroom or on the expression of it outside. The teachers should not subject students to discussion in the classroom of topics irrelevant to the content of the course. In public utterances the teacher shall be free of institutional control, but when the teacher writes or speaks as a citizen, he or she should avoid appearing to be a spokesperson for the university. The teacher should recognize that a professional position in the community involves the obligation to be accurate, to exercise appropriate restraint, and to show respect for the right of others to express their views.

3. Code of Academic Ethics

Please see Indiana University Academic Handbook.

4. Political Activities

The University policy on Political Activities of Academic Personnel (UFC May 21, 1963; Board of Trustees June 3, 1963 or more current version) governs situations in which a faculty member wishes to engage in political activity.

5. Outside Commitments

Indiana University East recognizes the benefits obtainable from outside research, classes, and work related to one's academic discipline. These pursuits can enhance the faculty effectiveness as teachers and scholars, and can contribute to professional growth of both the individual and the University.

While supporting these pursuits, Indiana University East emphasizes that the first obligation of the faculty is to the University, and it must take priority over outside commitments. The following policy will be used:

- a. Full-time faculty are urged to carefully budget outside commitments to avoid conflicts of obligations;
- b. Full-time faculty members shall not devote more than an average of one day per week to outside work. They may engage in such outside work only provided the nature of the activity is compatible with the broad objectives of the University and will enhance their effectiveness as a member of the faculty. Should a potential conflict between faculty duties and outside duties exist, the faculty member should first consult with the Dean or unit head before engaging in said outside duties;
- c. Should a conflict occur between Indiana University East duties and outside commitments, the Dean or unit head should advise the faculty member against any future activity which might perpetuate the problem. In the event of a continuing conflict which produces clear evidence of diminished faculty effectiveness, the Dean or unit head will be obligated to evaluate the faculty accordingly in the annual Faculty Review;
- d. Any misunderstandings and/or disagreements resulting from the above policy may be appealed to the Faculty Board of Review and then to the Executive Vice Chancellor for Academic Affairs for a final decision.

For information about Indiana University Conflict of Commitment policies, please consult the “Policy on Conflicts of Commitment Involving Outside Professional Activities” in the Indiana University Academic Handbook.

6. Conflict of Interest

For information about Indiana University Conflict of Interest policies, please consult “Policy on Financial Conflicts of Interest in Research,” and “Outside Activities and Extra Compensation” in the Indiana University Academic Handbook. [EFS 5/5/09] Deans and unit heads will communicate the details of these policies to respective faculty.

7. Faculty Workload

Faculty members may be reassigned from teaching activities to undertake special projects in areas of research, scholarly activity, teaching development, community service or university service. [EFS 8/24/95] Administrative reassignments are recognized as a special kind of university service that may also be made under special circumstances. Workload considerations may also include compensation for overload or travel and adjustments in teaching, research or service expectations. The Faculty Senate delegates to faculty of individual schools the responsibility of consulting with the Dean (or other unit head) in creating workload policies that

are equitable and contribute to the mission of School and the campus. Request for review of workload decisions should first be addressed to the Dean (or other unit head), then to the Executive Vice Chancellor for Academic Affairs. An issue that has not been resolved through these means may then become a complaint before the Faculty Board of Review.

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