I. GENERAL MATTERS

- Centers and Institutes

The following items have been approved:

**Dual Degree:**

**IUB** – Bachelor of Arts/Master of Arts in International Studies

**Certificates:**

**IUB** – Graduate Stand Alone Certificate in Music Education
**IUB** – Undergraduate Stand Alone Certificate in Higher Education and Student Affairs – on campus version
**IUB** – Undergraduate Area Certificate in TESOL and Second Language Acquisition

**Concentrations:**

**IUSB** – MSN – Adult Geriatric Nurse Practitioner (A-GNP): Primary Care Concentration
**IUSB** – MSN – Adult Geriatric Nurse Practitioner (A-GNP): Acute Care Concentration
**IUSB** – MSN – Psychiatric Mental Health Nurse Practitioner – Lifespan (PMHNP) Concentration
**IUSB** – MSN – Adult-Geriatric Clinical Nurse Specialist (A-GCNS) Concentration
**IUSB** – MSN – Family/Individual Health Across the Lifespan Nurse Specialist (FCNS) Concentration
**IUSB** – MSN – Family/Individual Across the Lifespan Nurse Practitioner (F/I-NP) Concentration

**Certificate Name Change:**

**IUB** – Graduate Certificate in Applied Linguistics to Graduate Certificate in TESOL and Applied Linguistics

**Degree Name Change:**

**IUB** – Master of Arts in Telecommunications to Master of Arts in Media Arts and Sciences

**Structural Change:**

**IUSB** – School of Education Reorganization

**Summary of Student Code Changes (See Addendum A)**

**Revisions Code of Academic Ethics 2015 (See Addendum B)**
II. FINANCIAL MATTERS

No items

III. CONSTRUCTION MATTERS

Approved Modifications to the Construction Contracts

<table>
<thead>
<tr>
<th>Project</th>
<th>Contractor</th>
<th>Modification Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>IUB – Franklin Hall Renovation</td>
<td>Weddle Brothers Construction Co. Inc.</td>
<td>Addition of terrace to west side of the building.</td>
<td>$178,516</td>
</tr>
<tr>
<td>IUB – Sembower Field Renovation</td>
<td>Weddle Brothers Construction Co. Inc.</td>
<td>Revisions to modify backstop and player protection fencing</td>
<td>$55,314</td>
</tr>
<tr>
<td>IUPUI – Wishard Myers and F-Wing Building Demolition</td>
<td>Brandenburg Industrial Service Company</td>
<td>Panel abatement in Myers Building found as hidden condition</td>
<td>$29,014</td>
</tr>
</tbody>
</table>

Construction Contract Awards and Bid Tabulations

IUB – Ruth Lilly Auxiliary Library - Generator for Fire Pump

Date of Bid Opening: November 18, 2015
IU Project Number: 20141235
Bidders: 3
Contract Award: Lowest and Best Bidder, Cassady Electrical Contractors, Inc.
Amount: $149,800
Estimate: $228,400
Funding: Campus Repair and Rehabilitation Funds
Architect: Enverity Engineering

<table>
<thead>
<tr>
<th></th>
<th>Cassady</th>
<th>Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Bid</td>
<td>$149,800</td>
<td>$228,400</td>
</tr>
<tr>
<td>Total Amount Awarded</td>
<td>$149,800</td>
<td>$228,400</td>
</tr>
</tbody>
</table>

This project consists of replacing the existing standby diesel engine-generator with a new unit to support the existing fire pump.

Bidders:

<table>
<thead>
<tr>
<th>Bidders</th>
<th>Base Bid</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cassady Electrical Contractors, Inc., Ellettsville, IN</td>
<td>$149,800</td>
</tr>
<tr>
<td>Electric Plus, Inc., Danville, IN</td>
<td>$193,300</td>
</tr>
<tr>
<td>Long Electric Company, Inc., Indianapolis, IN</td>
<td>$219,300</td>
</tr>
</tbody>
</table>
IUB – Geological Sciences – 6th Floor Renovation

Date of Bid Opening: October 15, 2015
IU Project Number: 20142146
Bidders: 6
Contract Award: Lowest and Best Bidder, 3D Professional Contracting, Inc.
Amount: $1,252,774
Estimate: $1,268,500
Funding: Campus Renovation Funds and Campus Repair and Rehabilitation Funds
Architect: Springpoint Architects, pc

<table>
<thead>
<tr>
<th></th>
<th>3D</th>
<th>Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Bid</td>
<td>$768,500</td>
<td>$1,050,000</td>
</tr>
<tr>
<td>Alternate 1</td>
<td>$414,274</td>
<td>$125,000</td>
</tr>
<tr>
<td>Alternate 2</td>
<td>$38,000</td>
<td>$48,500</td>
</tr>
<tr>
<td>Alternate 3</td>
<td>$32,000</td>
<td>$45,000</td>
</tr>
<tr>
<td>Total Amount Awarded</td>
<td>$1,252,774</td>
<td>$1,268,500</td>
</tr>
</tbody>
</table>

This project consists of interior renovations to the 6th floor to convert the Geology Library into an office suite for Psychology and Brain Sciences. Work includes two new interior cores of various sized rooms to house offices and meeting spaces with collaboration and open office areas along the perimeter of the floor. A new glass storefront window system, ceilings, carpet, and paint will be installed. Mechanical work includes replacing the heating and cooling ductwork, replacement of one new air handler and a new steam-to-hot water heat exchanger system. Plumbing work includes new fixtures and piping for reconfigured restrooms, water cooler, janitor’s closet and new kitchenette. Alternate 1 was reduced due to the elimination of a mechanical system unit.

Bidders:
3D Professional Contracting, Inc., Lebanon, IN
Strauser Construction Company, Inc., Bloomington, IN
Building Associates, Inc., Bloomington, IN
Dunlap & Company Inc., Columbus, IN
J.C. Ripberger Construction Corporation, Zionsville, IN
CDI, Inc., Terre Haute, IN

<table>
<thead>
<tr>
<th></th>
<th>3D</th>
<th>Strauser</th>
<th>Building</th>
<th>Dunlap</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Bid</td>
<td>$768,500</td>
<td>$790,900</td>
<td>$798,000</td>
<td>$830,900</td>
</tr>
<tr>
<td>Alternate 1</td>
<td>$810,000</td>
<td>$869,400</td>
<td>$827,000</td>
<td>$797,000</td>
</tr>
<tr>
<td>Alternate 2</td>
<td>$38,000</td>
<td>$32,400</td>
<td>$48,500</td>
<td>$45,000</td>
</tr>
<tr>
<td>Alternate 3</td>
<td>$32,000</td>
<td>$43,700</td>
<td>$33,000</td>
<td>$35,500</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Ripberger</th>
<th>CDI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Bid</td>
<td>$835,800</td>
<td>$836,000</td>
</tr>
<tr>
<td>Alternate 1</td>
<td>$819,000</td>
<td>$864,000</td>
</tr>
<tr>
<td>Alternate 2</td>
<td>$35,000</td>
<td>$41,000</td>
</tr>
<tr>
<td>Alternate 3</td>
<td>$46,000</td>
<td>$34,000</td>
</tr>
</tbody>
</table>

IUB – McNutt Quad, South Building – Window Replacement Phase 2

Date of Bid Opening: November 10, 2015
IU Project Number: 20151235
Bidders: 4  
Contract Award: Lowest and Best Bidder, J.C. Ripberger Construction Company  
Amount: $1,514,800  
Estimate: $1,712,400  
Funding: Residential Programs and Services Renovation Funds  
Architect: Influence architecture + interiors, Ltd.

<table>
<thead>
<tr>
<th></th>
<th>Ripberger</th>
<th>Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Bid</td>
<td>$1,414,800</td>
<td>$1,645,000</td>
</tr>
<tr>
<td>Alternate 1</td>
<td>$100,000</td>
<td>$67,400</td>
</tr>
<tr>
<td>Total Amount Awarded</td>
<td>$1,514,800</td>
<td>$1,712,400</td>
</tr>
</tbody>
</table>

This project consists of removing the existing aluminum student room, lounge, and stair windows and installing new single hung aluminum windows and aluminum curtain walls.

**Bidders:**

<table>
<thead>
<tr>
<th>Bidders:</th>
<th>Base Bid</th>
<th>Alternate 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>J.C. Ripberger Construction Co., Inc., Zionsville, IN</td>
<td>$1,414,800</td>
<td>$100,000</td>
</tr>
<tr>
<td>Glenroy Construction Co., Inc., Indianapolis, IN</td>
<td>$1,421,000</td>
<td>$101,000</td>
</tr>
<tr>
<td>CDI, Inc., Terre Haute, IN</td>
<td>$1,464,000</td>
<td>$99,000</td>
</tr>
<tr>
<td>Precision Wall Systems Inc., South Bend, IN</td>
<td>$1,599,000</td>
<td>$87,000</td>
</tr>
</tbody>
</table>

**IUB – School of Public and Environmental Affairs – Renovation and Expansion**

Date of Bid Opening: November 19, 2015  
IU Project Number: 20140261  
Bidders: 2  
Contract Award: Lowest and Best Bidder, Weddle Bros. Building Group, LLC.  
Amount: $12,568,300  
Estimate: $12,282,464  
Funding: $12,000,000 for the Addition – 
   - Private Gifts and Indirect Cost Recovery Funds  
   - $2,000,000 for the Plaza – 
   - Campus Repair and Rehabilitation Funds  
Architect: BSA LifeStructures

<table>
<thead>
<tr>
<th></th>
<th>Weddle</th>
<th>Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Bid</td>
<td>$11,689,000</td>
<td>$10,887,811</td>
</tr>
<tr>
<td>Alternate 2</td>
<td>$50,900</td>
<td>$108,485</td>
</tr>
<tr>
<td>Alternate 6</td>
<td>$9,300</td>
<td>$8,168</td>
</tr>
<tr>
<td>Alternate 7A</td>
<td>$198,800</td>
<td>$200,000</td>
</tr>
<tr>
<td>Alternate 9</td>
<td>($4,400)</td>
<td>$50,000</td>
</tr>
<tr>
<td>Alternate 13</td>
<td>$392,700</td>
<td>$575,000</td>
</tr>
<tr>
<td>Alternate 14</td>
<td>$131,900</td>
<td>$233,000</td>
</tr>
<tr>
<td>Alternate 15</td>
<td>$77,800</td>
<td>$110,000</td>
</tr>
<tr>
<td>Alternate 16</td>
<td>$19,700</td>
<td>$65,000</td>
</tr>
<tr>
<td>Alternate 20</td>
<td>$2,600</td>
<td>$45,000</td>
</tr>
<tr>
<td>Total Amount Awarded</td>
<td>$12,568,300</td>
<td>$12,282,464</td>
</tr>
</tbody>
</table>

This project consists of renovating approximately 3,000 square feet of existing space, constructing a new 3-story, 27,000-square foot addition to the existing building, and renovating approximately 8,500 square feet of elevated plaza. Work includes build out of the third floor Master’s and Doctoral Office areas, and the second floor Study Rooms area. A new
air handling unit will be installed, as well as site improvements including landscaping, utility
relocations, paving, and repairs of existing plaza.

### Bidders:

<table>
<thead>
<tr>
<th></th>
<th>Weddle Bros. Building Group, LLC, Bloomington, IN</th>
<th>J.C. Ripberger Construction Corporation, Zionsville, IN</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Base Bid</strong></td>
<td>$11,689,000</td>
<td>$12,777,000</td>
</tr>
<tr>
<td>Alternate 1</td>
<td>$35,000</td>
<td>$35,000</td>
</tr>
<tr>
<td>Alternate 2</td>
<td>$50,900</td>
<td>$116,000</td>
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<tr>
<td>Alternate 3</td>
<td>$10,100</td>
<td>$7,000</td>
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<tr>
<td>Alternate 4</td>
<td>$63,700</td>
<td>$44,000</td>
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<tr>
<td>Alternate 5</td>
<td>$62,800</td>
<td>$66,000</td>
</tr>
<tr>
<td>Alternate 6</td>
<td>$9,300</td>
<td>$6,400</td>
</tr>
<tr>
<td>Alternate 7A</td>
<td>$198,800</td>
<td>$210,000</td>
</tr>
<tr>
<td>Alternate 7B</td>
<td>$213,300</td>
<td>$210,000</td>
</tr>
<tr>
<td>Alternate 7C</td>
<td>no bid</td>
<td>no bid</td>
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<tr>
<td>Alternate 7D</td>
<td>$207,400</td>
<td>no bid</td>
</tr>
<tr>
<td>Alternate 9</td>
<td>($4,400)</td>
<td>($4,000)</td>
</tr>
<tr>
<td>Alternate 10</td>
<td>$102,200</td>
<td>$97,000</td>
</tr>
<tr>
<td>Alternate 11</td>
<td>$69,250</td>
<td>$52,000</td>
</tr>
<tr>
<td>Alternate 12</td>
<td>$20,820</td>
<td>$21,000</td>
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<tr>
<td>Alternate 13</td>
<td>$392,700</td>
<td>$392,000</td>
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<tr>
<td>Alternate 14</td>
<td>$131,900</td>
<td>$137,000</td>
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<tr>
<td>Alternate 15</td>
<td>$77,800</td>
<td>$76,000</td>
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<tr>
<td>Alternate 16</td>
<td>$19,700</td>
<td>$48,000</td>
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<tr>
<td>Alternate 17</td>
<td>$165,800</td>
<td>$149,000</td>
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<tr>
<td>Alternate 18</td>
<td>$179,600</td>
<td>$221,000</td>
</tr>
<tr>
<td>Alternate 19</td>
<td>no bid</td>
<td>no bid</td>
</tr>
<tr>
<td>Alternate 20</td>
<td>$2,600</td>
<td>$2,000</td>
</tr>
<tr>
<td>Alternate 21</td>
<td>$27,800</td>
<td>$23,000</td>
</tr>
<tr>
<td>Alternate 22</td>
<td>$183,100</td>
<td>$155,000</td>
</tr>
</tbody>
</table>

### IUPUI – Fesler Hall – 4th Floor Renovation

**Date of Bid Opening:** October 20, 2015  
**IU Project Number:** 20142052  
**Bidders:** 9  
**Contract Award:** Lowest and Best Bidder, 3D Professional Contracting, Inc.  
**Amount:** $1,213,500  
**Estimate:** $1,652,762  
**Funding:** Campus Renovation Funds  
**Architect:** the etica group, Inc.

<table>
<thead>
<tr>
<th></th>
<th>3D</th>
<th>Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Base Bid</strong></td>
<td>$1,096,000</td>
<td>$1,530,762</td>
</tr>
<tr>
<td>Alternate 1C</td>
<td>$63,500</td>
<td>$110,000</td>
</tr>
<tr>
<td>Alternate 2</td>
<td>$21,000</td>
<td>$8,000</td>
</tr>
<tr>
<td>Alternate 3</td>
<td>$33,000</td>
<td>$4,000</td>
</tr>
<tr>
<td><strong>Total Amount Awarded</strong></td>
<td>$1,213,500</td>
<td>$1,652,762</td>
</tr>
</tbody>
</table>
This project consists of renovating the fourth floor including new walls, flooring, ceiling, mechanical, electrical, and plumbing systems. Work includes a new air handling unit and roof patching.

**Bidders:**

3D Professional Contracting, Inc., Lebanon, IN
Gibraltar Construction Corporation, Indianapolis, IN
CDI, Inc., Terre Haute, IN
Terstep Company, Inc., Fishers, IN
J. C. Ripberger Construction Corporation, Zionsville, IN
Mezzetta, Inc., Indianapolis, IN
TriVersity Construction, LLC, Indianapolis, IN
Davis & Associates, Inc., Indianapolis, IN
Verkler, Inc., Indianapolis, IN

<table>
<thead>
<tr>
<th></th>
<th>3D</th>
<th>Gibraltar</th>
<th>CDI</th>
<th>Terstep</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Bid</td>
<td>$1,096,000</td>
<td>$1,128,000</td>
<td>$1,140,000</td>
<td>$1,145,000</td>
</tr>
<tr>
<td>Alternate 1A</td>
<td>$90,000</td>
<td>$93,000</td>
<td>$105,000</td>
<td>$96,000</td>
</tr>
<tr>
<td>Alternate 1B</td>
<td>no bid</td>
<td>no bid</td>
<td>no bid</td>
<td>no bid</td>
</tr>
<tr>
<td>Alternate 1C</td>
<td>$63,500</td>
<td>$68,000</td>
<td>$74,000</td>
<td>$69,000</td>
</tr>
<tr>
<td>Alternate 1D</td>
<td>$94,000</td>
<td>$99,500</td>
<td>$109,000</td>
<td>$105,000</td>
</tr>
<tr>
<td>Alternate 2</td>
<td>$21,000</td>
<td>$22,000</td>
<td>$24,000</td>
<td>$22,000</td>
</tr>
<tr>
<td>Alternate 3</td>
<td>$33,000</td>
<td>$34,500</td>
<td>$37,000</td>
<td>$35,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Ripberger</th>
<th>Mezzetta</th>
<th>TriVersity</th>
<th>Davis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Bid</td>
<td>$1,157,800</td>
<td>$1,169,800</td>
<td>$1,271,000</td>
<td>$1,282,000</td>
</tr>
<tr>
<td>Alternate 1A</td>
<td>$100,000</td>
<td>$100,000</td>
<td>$102,000</td>
<td>$107,000</td>
</tr>
<tr>
<td>Alternate 1B</td>
<td>no bid</td>
<td>no bid</td>
<td>no bid</td>
<td>no bid</td>
</tr>
<tr>
<td>Alternate 1C</td>
<td>$72,000</td>
<td>$70,000</td>
<td>$73,000</td>
<td>$77,000</td>
</tr>
<tr>
<td>Alternate 1D</td>
<td>$104,000</td>
<td>$105,000</td>
<td>no bid</td>
<td>$112,000</td>
</tr>
<tr>
<td>Alternate 2</td>
<td>$22,000</td>
<td>$22,000</td>
<td>$25,000</td>
<td>$250,000</td>
</tr>
<tr>
<td>Alternate 3</td>
<td>$34,000</td>
<td>$35,000</td>
<td>$39,000</td>
<td>$40,600</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Verkler</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Bid</td>
<td>$1,355,000</td>
</tr>
<tr>
<td>Alternate 1A</td>
<td>$94,000</td>
</tr>
<tr>
<td>Alternate 1B</td>
<td>no bid</td>
</tr>
<tr>
<td>Alternate 1C</td>
<td>$66,000</td>
</tr>
<tr>
<td>Alternate 1D</td>
<td>$98,000</td>
</tr>
<tr>
<td>Alternate 2</td>
<td>$22,000</td>
</tr>
<tr>
<td>Alternate 3</td>
<td>$34,000</td>
</tr>
</tbody>
</table>

**IUS – University Library, Room 240 – Convert to Dining Space**

Date of Bid Opening: December 15, 2015
IU Project Number: 20151318
Bidders: 4
Contract Award: Lowest and Best Bidder, Upton Pry, Inc.
Amount: $133,000
Estimate: $120,000
Funding: Campus Renovation Funds
Architect: Luckett & Farley
This project consists of renovating room 240 into a dining space. Work includes minor demolition in the existing space to remove an existing restroom, casework and finishes. The build-out will include new electrical service, addition of an exhaust fan, new partition walls and the application and installation of finishes and equipment.

<table>
<thead>
<tr>
<th>Bidders:</th>
<th>Base Bid</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upton Pry, Inc., New Albany, IN</td>
<td>$133,000</td>
</tr>
<tr>
<td>Latco/Selby House, Inc., Sellersburg, IN</td>
<td>$155,761</td>
</tr>
<tr>
<td>AML, Inc., Floyds Knobs, IN</td>
<td>$170,710</td>
</tr>
<tr>
<td>Jamesway Construction, Inc., Corydon, IN</td>
<td>$290,000</td>
</tr>
</tbody>
</table>

IV. NAMING MATTERS

No items

V. PERSONNEL MATTERS

IUB – Provost and Executive Vice President Lauren Robel

Leaves of Absence and Sabbaticals

College of Arts and Sciences

For Meredith West, Chancellor’s Professor of Psychological and Brain Sciences, and Professor of Biology, continuation of leave of absence without pay for the period January 1, 2016 to June 30, 2016.

For Penelope Anderson, Associate Professor of English, prestigious leave of absence without pay for the period January 1, 2016 to May 31, 2016, to accept a Charles A. Ryskamp Research fellowship from the American Council of Learned Societies.

For Lynn Hooker, Associate Professor of Central Eurasian Studies, Adjunct Associate Professor of Folklore and Ethnomusicology and Adjunct Associate Professor of Musicology, Jacobs School of Music, continuation of leave of absence without pay for the period January 1, 2016 to May 31, 2016.

For Robert Jaques, Associate Professor of Religious Studies, and Adjunct Professor of Near Eastern Languages and Cultures, academic administrative leave for the period January 1, 2016 to May 31, 2016.

For Asaad Al-Saleh, Assistant Professor of Near Eastern Languages and Cultures, School of Global and International Studies, prestigious leave of absence without pay for the period January 1, 2016 to May 31, 2016, to study Islamic culture at the International Institute of Islamic Thought.

School of Public Health

For Laura McCloskey, Professor of Applied Health Science, and Director of the Center for Research on Health Disparities, prestigious leave of absence without pay for the period February 1, 2016 to December 31, 2016, to accept a Fulbright Scholar award.
Reappointments and Changes in Status

College of Arts and Sciences

For Maria Grabe, a change in title from Professor of Telecommunications to Professor of Communication Science, The Media School, beginning July 1, 2015, while retaining the title of Associate Dean of The Media School.

For Ryan Powell, a change in title from Assistant Professor of Communication and Culture to Assistant Professor of Cinema and Media Studies, The Media School, for the period August 1, 2015 to May 31, 2017.

For Sonia Velazquez, a change in title from Assistant Professor of Theatre, Drama and Contemporary Dance to Assistant Professor of Comparative Literature, for the period January 1, 2016 to May 31, 2017, while retaining the title Assistant Professor of Religious Studies.

Kelley School of Business

For Ruth Beer, a change in title from Acting Assistant Professor to Assistant Professor of Operations and Decision Technologies, for the period January 1, 2016 to May 31, 2018.

For Niket Jindal, a change in title from Acting Assistant Professor to Assistant Professor of Marketing, for the period January 1, 2016 to May 31, 2018.

Retirements and Emeritus Titles

Jacobs School of Music

For Mary Wennerstrom, Professor of Music Theory, and Associate Dean of Instruction, retirement, with the title Professor Emeritus of Music Theory effective January 2, 2016.

IUPUI – Chancellor and Executive Vice President Nasser H. Paydar

Initial Appointments

School of Medicine

Navnath S. Gavande, Assistant Research Professor, Department of Medicine, for the period December 14, 2015 to December 31, 2016.

Victoria Jeffers, Assistant Research Professor, Department of Pharmacology and Toxicology, for the period January 1, 2016 to December 31, 2016.

Bruce T. Lamb, Professor, Department of Medical and Molecular Genetics, with tenure, Professor, Department of Psychiatry, Roberts Family Professor of Alzheimer’s Disease Research, Executive Director, Paul and Carole Stark Neurosciences Research Institute, effective January 18, 2016.

Dennis C. Slagle, Assistant Professor of Clinical Pediatrics, for the period January 1, 2016 to June 30, 2017.

Stacey B. Slagle, Assistant Professor of Clinical Pediatrics, for the period January 1, 2016 to June 30, 2017.

Laura E. Wright, Assistant Research Professor, Department of Medicine, for the period January 1, 2016 to December 31, 2016.
Reappointments and Changes of Status

Kelley School of Business

For Charlotte F. Westerhaus-Renfrow, a change in title from Senior Lecturer to Clinical Assistant Professor, for the period January 1, 2016 to May 31, 2019.

For Judith K. Wright, a change in title from Lecturer to Clinical Assistant Professor, for the period January 1, 2016 to May 31, 2019.

School of Dentistry

For Joseph F. Heidelman, Clinical Associate Professor, Department of Oral Surgery and Hospital Dentistry, Director, University Hospital Dental Clinic, the additional title of Interim Chair, Department of Oral Surgery and Hospital Dentistry, for the period December 1, 2015 to June 30, 2018.
For James E. Jones, Professor and Chair, Department of Pediatric Dentistry, the additional title of Paul E. Starkey Dental Research Professor, for the period January 1, 2016 to June 30, 2020.

School of Medicine

For Jonathan J. Dick, a change in title from Visiting Assistant Professor of Clinical Medicine to Assistant Professor of Clinical Medicine, for the period December 1, 2015 to June 30, 2018.

For Susannah G. Ellsworth, a change in title from Visiting Assistant Professor of Clinical Radiation Oncology to Assistant Professor of Clinical Radiation Oncology, for the period December 3, 2015 to June 30, 2018.

For April A. Jones, a change in title from Visiting Assistant Professor of Clinical Ophthalmology to Assistant Professor of Clinical Ophthalmology, for the period January 1, 2016 to June 30, 2017.

For Dawn M. Neumann, a change in title from Assistant Research Professor to Assistant Professor, Department of Physical Medicine and Rehabilitation, for the period December 1, 2015 to June 30, 2017.

For Michael Rubart-Von der Lohe, Assistant Research Professor, Department of Pediatrics, the additional title of Assistant Research Professor, Department of Medicine, for the period January 1, 2016 to June 30, 2016.

For Naoyuki G. Saito, a change in title from Visiting Assistant Professor to Assistant Professor, Department of Radiation Oncology, for the period December 3, 2015 to June 30, 2017.

School of Nursing

For Tonja M. Padgett, a change in title from Visiting Lecturer to Lecturer, for the period January 1, 2016 to May 31, 2018.

For Cassandra L. Siktberg, a change in title from Visiting Lecturer to Lecturer, for the period January 1, 2016 to May 31, 2018.

School of Science

For David J. Malik, Professor, Department of Chemistry, the additional title of Acting Chair, Department of Chemistry, for the period January 1, 2016 to June 30, 2016.
Resignations and Cancellations of Appointments

Office of Academic Affairs

For Melissa R. Lavitt, Senior Associate Vice Chancellor, Professor, School of Social Work, resignation effective January 1, 2016.

School of Dentistry

For Jeffrey D. Bennett, Professor, Department of Oral and Maxillofacial Surgery, Chair, Department of Oral and Maxillofacial Surgery, resignation effective December 1, 2015.

School of Medicine

For Alexander M. Djuricich, Associate Dean for Continuing Medical Education, Associate Professor of Clinical Pediatrics, Associate Professor of Clinical Medicine, resignation effective January 4, 2016.

For David A. Flockhart, Harry and Edith Gladstein Professor of Cancer Epidemiology and Genetics, Professor, Department of Medicine, passed away November 26, 2015.

For Maggie M. Lasley, Assistant Professor of Clinical Anesthesia, resignation effective January 1, 2016.

For David S. Liu, Assistant Research Professor, Department of Biochemistry and Molecular Biology, resignation effective January 1, 2016.

For Kellie H. McDonald, Assistant Professor of Clinical Radiology and Imaging Sciences, resignation effective January 1, 2016.

For Eric M. Meslin, Associate Dean for Bioethics, Director, IU Center for Bioethics, Professor, Department of Medicine, Professor, Department of Medical and Molecular Genetics, Professor of Bioethics, resignation effective February 1, 2016.

For Arif Nazir, Associate Professor of Clinical Medicine, resignation effective January 1, 2016.

For Roger P. Smith, Robert A. Munsick Professor of Clinical Obstetrics and Gynecology, Professor of Clinical Obstetrics and Gynecology, resignation effective February 1, 2016.

For Martin C. Were, Associate Professor, Department of Medicine, resignation effective January 1, 2016.

School of Science

For Pamela A. Martin, Associate Professor, Department of Geology, resignation effective January 1, 2016.

For Yaroslav I. Molkov, Assistant Professor, Department of Mathematical Sciences, resignation effective January 6, 2016.

Retirements and Emeritus Titles
School of Liberal Arts

For John J. Tilley, Professor, Department of Philosophy, early retirement under the 18/20 retirement plan, effective January 1, 2016, with the title Professor Emeritus.

School of Medicine

For John C. Lappas, John A. Campbell Professor of Radiology, Professor, Department of Radiology and Imaging Sciences, early retirement under the 18/20 retirement plan, effective February 1, 2016, with the titles John A. Campbell Professor Emeritus of Radiology and Professor Emeritus.

For Wei-Hua Lee, Associate Professor, Department of Pediatrics, Associate Professor, Department of Anatomy and Cell Biology, retirement effective January 1, 2016.

For William M. Tierney, Associate Dean for Clinical Effectiveness Research, Chancellors Professor, Sam Regenstrief Professor of Health Services Research, Professor, Department of Medicine, early retirement under the 18/20 retirement, effective January 1, 2016.

School of Nursing

For Cheryl J. Erler, Clinical Assistant Professor, retirement effective January 1, 2016, with the title Clinical Assistant Professor Emeritus.

Visiting Appointments

IUPUC

Svjetlana Watson, Visiting Clinical Assistant Professor of Nursing, Division of Nursing, for the period January 1, 2016 to May 31, 2016.

School of Medicine

Julie D. Dunlap, Visiting Assistant Professor of Clinical Anesthesia, for the period December 15, 2015 to June 30, 2016.

School of Nursing

Marian A. Gilhooly, Visiting Lecturer, for the period January 1, 2016 to May 31, 2016.

Jennifer R. C. Remick, Visiting Lecturer, for the period January 1, 2016 to May 31, 2016.

School of Physical Education and Tourism Management

Elizabeth A. Cohen, Visiting Lecturer, Department of Kinesiology, for the period January 1, 2016 to December 31, 2016.

IUK – Chancellor Susan Sciamanchi-Gieseeke

Reappointment List

Allied Health Sciences
For Angela Coppola, Acting Assistant Professor, for the 2016-17 academic year

School of Business

For Heather Kennedy-Eden, Assistant Professor of Hospitality & Tourism, for the 2016-17 academic year

School of Education

For Alina Mihai, Assistant Professor of Education, for the 2016-17 academic year

School of Humanities and Social Sciences

For Erin Doss, Assistant Professor of Communication, for the 2016-17 academic year

For Wayne Madsen, Assistant Professor of New Media, for the 2016-17 academic year

IUN – Chancellor William Lowe

Leaves of Absence and Sabbaticals

College of Arts and Sciences

Neil Goodman, Professor, Department of Fine Arts, College of Arts and Sciences, sabbatical leave of absence for Spring 2016.

College of Health and Human Services

Ellen Szarleta, Associate Professor, School of Public and Environmental Affairs, College of Health and Human Services, sabbatical leave of absence for Spring 2016.

Mark Thomas, Associate Professor, Division of Social Work, College of Health and Human Services, sabbatical leave of absence for Spring 2016.

School of Business and Economics

Micah Pollak, Assistant Professor, School of Business and Economics, Family Medical Leave w/pay, for the period of January 11, 2016 through April 3, 2016.

Reappointment List

College of Arts and Sciences

For Evelyn Bottando, Assistant Professor, Department of Communication, College of Arts and Sciences, through May 31, 2017.

For Katherine Gustafson, Assistant Professor, Department of English, College of Arts and Sciences, through May 31, 2017.

For Cara Lewis, Assistant Professor, Department of English, College of Arts and Sciences, through May 31, 2017.

College of Health and Human Services
For Vickie Olds Sultzman, Assistant Professor, Division of Social Work, College of Health and Human Services, through May 31, 2017.

School of Business and Economics

For Brandon Lee, Assistant Professor, School of Business and Economics, through May 31, 2017.

School of Education

For Sharon Pratt, Assistant Professor, School of Education, through May 31, 2017.

IUSB – Chancellor Terry L. Allison

Leaves of Absence and Sabbaticals

College of Liberal Arts and Sciences

For Anna Savvopoulou, Assistant Professor of Mathematics, Academic Leave without pay, for the period of January 1, 2016 through May 31, 2016

Judd Leighton School of Business and Economics

For Gary Hawkins, Lecturer: Retention and First Year Programming, Academic Leave with Partial Pay, for the period of November 1, 2015 through November 30, 2015

For Gary Hawkins, Lecturer: Retention and First Year Programming, Academic Leave with without pay, for the period of December 1, 2015 through January 31, 2016

The following faculty members and librarians have been approved for sabbatical leave for the period indicated during the 2015-2016 academic year/

College of Liberal Arts and Sciences

David Blouin, second semester
Yi Cheng, second semester
Steven Gerencser, academic year
Karen Gindele, academic year
Anne Magnan-Park, academic year
Andrew Schnabel, divided
Matthew Shockey, academic year
Dana Vrajitoru, second semester
Joshua Wells, first semester
Timothy Willig, second semester
Qiang Xu, first semester

Ernestine M. Raclin School of the Arts

Jorge Muniz, academic year

Judd Leighton School of Business and Economics

Haiyan Yin, second semester

Vera Z. Dwyer College of Health Sciences
Teresa Dobrzykowski, second semester

School of Education

Yvonne Larrier, academic year

**Reappointments and changes of status**

**College of Liberal Arts and Sciences**

For Gretchen Anderson, Professor of Chemistry, additional title CLAS Director of Science Initiatives, for the period of July 1, 2015 through June 30, 2017

For Warren Shrader, Chair, Department of Philosophy and Associate Professor of Philosophy, dropping title of Chair, Department of Philosophy, effective December 31, 2015

**Ernestine M. Raclin School of the Arts**

For J. Randall Colborn, Associate Dean, Interim Department Chair of Music and Professor of Theatre, dropping the title of Associate Dean and Interim Chair of Music, effective November 16, 2015

**School of Education**

For Sydney Beauchamp, Senior Lecturer in Elementary Education, additional title of Elementary Education and Early Childhood Department Coordinator, for the period of January 1, 2016 through May 31, 2016

For Marsha Heck, Associate Professor of Secondary Education, additional title of Secondary Education Program Director, for the period of January 1, 2016 through May 31, 2016

**Resignations**

**Judd Leighton School of Business and Economics**

For Gihoon Hong, Assistant Professor of Economics, resignation effective December 31, 2015

**Retirements and Emeritus Titles**

**College of Liberal Arts and Sciences**

For Michael Darnel, Professor of Mathematics, 18/20 Retirement, effective January 1, 2016, with the title of Professor Emeritus of Mathematics.

**Visiting Appointments**

**College of Liberal Arts and Sciences**

Kyle Messick, (Temporary) Research Associate in Psychology, extending title through August 31, 2016

For Melanie Nyhof, Visiting Post-Doctoral Fellow in Psychology, extending title through August 31, 2016

**Judd Leighton School of Business and Economics**
For Kim Wooden, Visiting Lecturer in Economics, for the period of January 1, 2016 through May 31, 2016

IUS – Chancellor Ray Wallace

Reappointment List

School of Arts & Letters

For Tiffany Carbonneau, Assistant Professor of Fine Arts, reappointment for the 2016-2017 academic year.

For Barbara Kutis, Assistant Professor of Fine Arts – Art History, reappointment for the 2016-2017 academic year.

For Emily Sheehan, Assistant Professor of Fine Arts, reappointment for the 2016-2017 academic year.

For V. Leigh Viner, Assistant Professor of Philosophy, reappointment for the 2016-2017 academic year.

School of Education

For Cathy Johnson, Assistant Professor of Education, reappointment for the 2016-2017 academic year.

For David E. Losey, Lecturer of Education, reappointment for the 2016-2017 academic year.

For Sandra B. Loughran, Lecturer of Education, reappointment for the 2016-2017 academic year.

For Jacquelyn Singleton, Assistant Professor of Education, reappointment for the 2016-2017 academic year.

School of Natural Sciences

For Enoch Mensah, Assistant Professor of Chemistry, reappointment for the 2016-2017 academic year.

For April E. Robinson, Lecturer of Mathematics, reappointment for the 2016-2017 academic year.

School of Social Sciences

For Joseph Grant, Lecturer of Criminology and Criminal Justice reappointment for the 2016-2017 academic year.

For Quinn P. Dauer, Assistant Professor of History and International Studies reappointment for the 2016-2017 academic year.

Leave of Absences and Sabbaticals

School of Arts & Letters

For James Barry, Jr., Professor of Philosophy, returned from Fall, 2015 sabbatical leave, effective January 1, 2016.
For Christa Zorn, Professor of English, returned from Fall, 2015 sabbatical leave, effective January 1, 2016.

School of Business

For Arun Srinivasan, Associate Professor of Economics, returned from Fall, 2015 sabbatical leave, effective January 1, 2016.

School of Education

For James Hollenbeck, Professor of Education, returned from Fall, 2015 sabbatical leave, effective January 1, 2016.

School of Natural Sciences

For Subhranil De, Associate Professor of Physics, returned from Fall, 2015 sabbatical leave, effective January 1, 2016.

For David Treves, Professor of Biology, returned from Fall, 2015 sabbatical leave, effective January 1, 2016.

School of Social Sciences

For William Farrell, Professor of Criminology and Criminal Justice, returned from Fall, 2015 sabbatical leave, effective January 1, 2016.

For Todd Manson, Associate Professor of Psychology, returned from Fall, 2015 sabbatical leave, effective January 1, 2016.
Addendum A

Summary of Changes to the Student Code

The changes to the Code of Student Rights, Responsibilities and Conduct ("Student Code") were necessary to align the Student Code with the Sexual Misconduct Policy that was approved by the University Faculty Council on February 24, 2015, and the University President on March 1, 2015. The UFC Executive Committee voted to approve the attached changes to the Student Code on September 22, 2015. The changes in language coincide with a new and improved website for the Student Code launched on September 28, 2015 (www.studentcode.iu.edu).

The changes can be seen in the following pages in a tracked changes format. Generally, changes to the Student Code included adding references to the Sexual Misconduct Policy where needed, deleting references to the previous sexual harassment policy, and aligning the appropriate definitions with the Sexual Misconduct Policy definitions.

Additionally, a University-Wide page was created in the procedures section. The procedures from the Sexual Misconduct Policy for complaints against students, as well as the sexual misconduct procedures for complaints against faculty and staff also appear on this page (see page 13). Information on advisors was moved to this page and the other items that were previously under procedures (Student Grievances, Academic and Personal Misconduct, and Notification of a Victim) were combined under a “Principles for Others Procedures” tab.

Finally, and separately, in Section E. Right to Freedom of Association, Expression, Advocacy and Publication (see page 6), student affairs staff asked for minor changes to reflect the registration process for student organizations. These revisions will also fit with the new university policy on student organizations which is currently under university-wide review.
The Code

Preamble Purpose of the Code

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.

Individual rights are best protected by a collective commitment to mutual respect. A student who accepts admission to Indiana University agrees to:

- be ethical in his or her participation in the academic community,
- take responsibility for what he or she says and does,
- behave in a manner that is respectful of the dignity of others, treating others with civility and understanding, and
- use university resources and facilities in appropriate ways consistent with their purpose and in accordance with applicable polices.

Every Indiana University student is responsible for reading and understanding this Statement, as well as other expectations identified by individual schools or organizations relevant to an academic major, professional field, or on-campus residence. This Code of Student Rights, Responsibilities, and Conduct is intended to identify the basic rights, responsibilities, and expectations of all students and student groups to serve as a guide for the overall student experience at Indiana University.

b. Right to Freedom from Discrimination

Students have the right to study, work, and interact in an environment that is free from discrimination in violation of law or university policy by any member of the university community. Students at Indiana University are expected to respect the rights and dignity of other students, faculty, and staff.

The university will not exclude any person from participation in its programs or activities on the basis of arbitrary considerations of such characteristics as age, color, disability, ethnicity, sex, gender, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status.

A student has the right to be free from such discrimination by other students that has the effect of interfering with the student’s ability to participate in programs or activities of the university.

Students wishing more information regarding these statements should consult the following policies:

- Non-Discrimination/Equal Opportunity/Affirmative Action
• **Americans with Disabilities Act (ADA)**
• **Sexual Misconduct**

Indiana University administrators are responsible for publicizing and implementing the university’s [Non-Discrimination/Equal Opportunity/Affirmative Action Policy](#) and [Sexual Misconduct Policy](#) in their respective areas of jurisdiction. Students who believe that they are victims of discrimination may obtain information concerning the university’s [affirmative action policy-applicable policies](#) and complaint procedures from the campus affirmative action officer, [Title IX Coordinator](#), or the dean of students office.

c. **Right to Freedom from Harassment**

A student has the right to be free from sexual or discriminatory harassment a) in any building or at any location on any university property, or b) that occurs in a building or on property that is not university property if the harassment arises from university activities that are being conducted off the university campus or if the harassment [undermines](#) the security of the university community or the integrity of the educational process, or poses a serious threat.

Sexual harassment is unwelcome sexual advances, including requests for sexual favors and other unwelcome conduct of a sexual nature, when submission to such conduct is made, either explicitly or implicitly, a term or condition of a student’s education, or submission to or rejection of such conduct by a student is used as the basis for academic conditions affecting the student, or the conduct has the effect of unreasonably interfering with an individual’s academic performance or creating an intimidating, hostile, or offensive learning environment.

Sexual harassment is unwelcome conduct or behavior of a sexual nature. Sexual harassment includes sexual violence (see definition). Both violent and non-violent sexual harassment is prohibited. Sexual harassment can include unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal, written, electronic (e.g. by e-mail, text, social media, etc.), or physical conduct of a sexual nature. Sexual harassment occurs when:

1. submission to or rejection of such conduct is made either explicitly or implicitly a condition of an individual’s employment or academic standing or is used as the basis for employment decisions or for academic evaluation, grades, or advancement (quid pro quo), or when
2. such conduct is sufficiently severe, pervasive or persistent to limit or deny a person’s ability to participate in or benefit from the University’s educational programs or activities, employment, creating a hostile environment.

Discriminatory harassment is defined as conduct that targets an individual based upon age, color, religion, disability, race, ethnicity, national origin, sex, gender, gender identity, sexual orientation, marital status, or veteran’s status and that adversely affects a term or
condition of an individual’s education, housing, or participation in a university activity; or has the purpose or effect of unreasonably creating an intimidating, hostile, or offensive environment for academic pursuits, housing, or participation in university activities.

The Indiana University Sexual Misconduct Policy, University Policy Against Sexual Harassment, as adopted by the Board of Trustees June 15, 1998 March 1, 2015, provides procedures for handling complaints concerning all forms of sexual misconduct including sexual harassment. Violations of discriminatory harassment policy are handled under existing procedures for handling complaints of discrimination.

Indiana University administrators are responsible for publicizing and implementing the university’s Non-Discrimination/Equal Opportunity/Affirmative Action Policy and Sexual Misconduct Policy affirmative action and harassment policies in their respective areas of jurisdiction.

Students who believe that they are victims of discrimination may obtain information concerning the university’s affirmative action policy, applicable policies and complaint procedures from the campus affirmative action officer, Title IX Coordinator, or the dean of students office.

E. Right to Freedom of Association, Expression, Advocacy, and Publication

Students are free to form, join, and participate in groups or organizations that promote student interests, including but not limited to groups or organizations that are organized for intellectual, religious, social, economic, political, recreational, or cultural purposes.

In accordance with the state and federal Constitution and university policy, the university recognizes the rights of all students to engage in discussion, to express thoughts and opinions, and to assemble, speak, write, publish or invite speakers on any subject without university interference or fear of university disciplinary action.

Students may engage in peaceful and orderly protests, demonstrations, and picketing that do not disrupt functions of the university, subject to appropriate regulation concerning time, place, and manner. If a student feels that this right has been violated, the student may file a request with the dean of students for an investigation and appropriate action.

Students who publish student publications under university auspices have the right to be free of university censorship. Student editors and managers may be suspended or removed from their positions only for proper cause and by appropriate proceedings conducted by the agency responsible for the appointment of such editors and managers.

Indiana University does not require a student group or organization to register and be approved by the university. Student groups and organizations must comply with all federal, state and local laws, as well as university policies.

A student group or which chooses to register as an organization may be authorized to use
select University services and facilities for extracurricular activities, subject to the procedures established by the dean of student affairs office on each campus. Student groups and student organizations must comply with all federal, state and local laws, as well as any applicable university policies.

II. Be responsible for their behavior, and respect the rights and dignity of others both within and outside of the university community.

The university may discipline a student for the following acts of personal misconduct that occur on university property, including but not limited to academic and administration buildings, residence halls, athletic and recreational facilities, and other university-serviced property, such as sororities and fraternities:

1. Dishonest conduct including, but not limited to, false accusation of misconduct, forgery, alteration, or misuse of any university document, record, or identification; and giving to a university official information known to be false.

2. Assuming another person’s identity or role through deception or without proper authorization. Communicating or acting under the guise, name, identification, e-mail address, signature, or other indications of another person or group without proper authorization or authority.

3. Knowingly initiating, transmitting, filing, or circulating a false report or warning concerning an impending bombing, fire, or other emergency or catastrophe; or transmitting such a report to an official or an official agency.

4. Unauthorized release or use of any university access codes for computer systems, duplicating systems, and other university equipment.

5. Conduct that is lewd, indecent, or obscene. and/or is in violation of the Sexual Misconduct Policy, UA-03.

6. Disorderly conduct, including obstructive and disruptive behavior that interferes with teaching, research, administration, or other university or university-authorized activity. (See Guidelines for Dealing with Disruptive Students in Academic Settings, University Faculty Council, April 12, 2005.)

7. Actions that endanger one’s self, others in the university community, or the academic process.

8. Failure to comply with the directions of authorized university officials in the performance of their duties, including failure to identify oneself when requested to do so; failure to comply with the terms of a disciplinary sanction; or refusal to vacate a university facility when directed to do so.

9. Unauthorized entry, use, or occupancy of university facilities.

10. Unauthorized taking, possession, or use of university property or services or the property or services of others.

11. Damage to or destruction of university property or the property belonging to others.

12. Unauthorized setting of fires on university property; unauthorized use
of or interference with fire equipment and emergency personnel.

13. Unauthorized possession, use, manufacture, distribution, or sale of illegal fireworks, incendiary devices, or other dangerous explosives.

14. Possession of any weapon or potential weapon on any university property contrary to law or university policy; possession or display of any firearm on university property, except in the course of an authorized activity.

15. Sale of any firearms from university property or using university facilities, including through computer and telephone accounts; intentional possession of a dangerous article or substance as a potential weapon.

16. Acting with violence.

17. Aiding, encouraging, or participating in a riot.

18. Harassment, including sexual harassment, as defined in Part I (c) of the Code.

19. Stalking or hazing of any kind whether the behavior is carried out verbally, physically, electronically, or in written form.

a. Stalking is defined as repeated, unwanted contact in the forms of, including but not limited to, phone calls, e-mail, physical presence, and regular mail.

   a. Stalking, as defined in the Sexual Misconduct Policy, a knowing or an intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.

b. Hazing is defined as any conduct that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, degrade, or intimidate the person as a condition of association with a group or organization, regardless of the person’s consent or lack of consent.

20. Physical abuse of any person, including the following:

   a. The use of physical force or violence to restrict the freedom of action or movement of another person or to endanger the health or safety of another person;

   b. Physical behavior that involves an express or implied threat to interfere with an individual’s personal safety, academic efforts, employment, or participation in university-sponsored extracurricular activities or causes the person to have a reasonable apprehension that such harm is about to occur; or

   c. Physical behavior that has the purpose or reasonably foreseeable effect of interfering with an individual’s personal safety, academic efforts, employment, or participation in university-sponsored extracurricular activities or causes the person to have a reasonable apprehension that such harm is about to occur;

   d. Sexual assault, including the following: while any party involved is in an impaired-state;
b. Sexual contact with another person without consent, including while any party involved is in an impaired state.

1. When an individual subject another person to sexual penetration (as defined in the Sexual Misconduct Policy, UA-03) (i) without the consent of the person, (ii) when the individual knew or should have known that the other person was mentally or physically incapable of resisting or appreciating the nature of the other person’s own conduct, (iii) or when the other person is less than sixteen years of age; or

2. When an individual touches another person for the purpose of sexual arousal or gratification of either party (i) without consent of the person, or (ii) when the actor knew or should have known that the person was physically or mentally incapable of resisting or appraising the nature of the person’s own conduct, (iii) or when the person is less than sixteen years of age.

c. Physical abuse that constitutes dating or domestic violence as defined in the Sexual Misconduct Policy, UA-03.

21. Verbal abuse of another person, including the following:
   a. An express or implied threat to:
      1. Interfere with an individual’s personal safety, academic efforts, employment, or participation in university-sponsored activities and that under the circumstances causes the person to have a reasonable apprehension that such harm is about to occur; or
      2. Injure that person, or damage his or her property; or
   b. “Fighting words” that are spoken face-to-face as a personal insult to the listener or listeners in personally abusive language inherently likely to provoke a violent reaction by the listener or listeners to the speaker.
   c. Verbal abuse that constitutes dating or domestic violence as defined in the Sexual Misconduct Policy, UA-03.

22. Unauthorized possession, use, or supplying alcoholic beverages to others contrary to law or university policy.
   a. Indiana University prohibits:
      1. Public intoxication, use, or possession of alcoholic beverages on university property (including any undergraduate residence supervised by the university, including fraternity and sorority houses) except as otherwise noted in Part II, Section H (22) b and Part II, Section H (22) c.
      2. Providing alcohol contrary to law.
   b. The dean of students of each campus has discretion to allow exceptions to Part II, Section H (22) a, allowing use or possession of alcohol by persons, including students, who meet the minimum
drinking age standards of the State of Indiana, under the following circumstances:

1. Use or possession of alcoholic beverages by persons who are of lawful drinking age may be generally permitted in residences supervised by the university, including fraternity and sorority houses, when specifically approved by the campus dean of students. Such use or possession may be allowed in residence rooms, apartments, and certain common areas as specifically approved by the dean of students. However, use or possession under this section shall be permitted only in residences supervised by a live-in employee specifically charged with policy enforcement.

2. Use or possession of alcoholic beverages may be permitted on an event-by-event basis in designated undergraduate residences (including fraternity and sorority houses) supervised by a live-in employee specifically charged with policy enforcement, when temporary permission is granted by the dean of students for events at which persons of lawful drinking age may lawfully possess and use alcoholic beverages.

c. The chancellor of each campus has discretion to allow exceptions to Part II, Section H (22) a, allowing use or possession of alcohol by persons, including students, who meet the minimum drinking age standards of the State of Indiana, under the following circumstances:

1. Use or possession of alcoholic beverages may be permitted in facilities such as student unions or on-campus hotels, including guest rooms and other areas, specifically approved by the campus chancellor.

2. Use or possession of alcoholic beverages may be permitted in other areas, such as private offices and faculty lounges, not accessible to the public.

3. Use or possession of alcoholic beverages may be permitted in areas accessible to the public, if specifically approved by the campus chancellor.

d. Indiana University also permits the nonconspicuous possession of alcoholic beverages on university property when in transit to areas where they may be possessed or used under the provisions above.

e. Student organizations that serve or permit possession of alcoholic beverages at student organization functions, on or off campus, may be disciplined if violations of alcoholic beverage laws or of university regulations occur. Individual students who plan, sponsor, or direct such functions also may be subject to discipline.

f. The chancellor or dean of students may make rules covering these uses. Those rules shall be enforceable as provisions of this Code.

23. Unauthorized possession, manufacture, sale, distribution, or use of illegal drugs, any controlled substance, or drug paraphernalia. Being under the influence of illegal drugs or unauthorized controlled substances.
24. Intentionally obstructing or blocking access to university facilities, property, or programs.

25. Violation of other disseminated university regulations, policies, or rules. Examples of such regulations include but are not limited to university computing policies, residence hall policies, and recreational sports facility policies.

26. A violation of any Indiana or federal criminal law.

27. Engaging in or encouraging retaliation or any behavior or activity that threatens or intimidates any potential participant in a judicial process, and/or that is in violation of the Sexual Misconduct Policy, UA-03.

27-28. Engaging in conduct in violation of the Sexual Misconduct Policy (UA-03) not otherwise covered in H1 through H27 of this section.

A. Part II: Student Responsibilities

I. Personal Misconduct Not on University Property.

The university may discipline a student for acts of personal misconduct or criminal acts that are not committed on university property if the acts arise from university activities that are being conducted off the university campus, or if the misconduct undermines the security of the university community or the integrity of the educational process or poses a serious threat to self or others.

1. Indiana University is committed to the promotion of a civil community both on campus and off campus.

2. Indiana University regards off-campus activity, including but not limited to university-sponsored events, as an integral part of a student’s academic, personal, and professional growth. Thus, the university recognizes the right of all students to expect that the university will subject individuals to the same responsibilities and disciplinary procedures when conduct:

   a. Adversely impacts the university’s mission, or the tenets of this Code, such as altering academic transcripts, harassment of any kind, trafficking in term papers, use of a computer or other electronic device to obtain unauthorized access to information;

   b. Presents a clear danger to the personal safety of any person or the protection of any person’s property, such as alcohol and drug offenses, arson, battery, fraud, hazing, participation in group violence, rape, sexual assault, stalking, or theft;

   c. Violates policies of an academic program and related facilities, including but not limited to an off-campus clinical, field, internship, or in-service experience, or an overseas study program.

   d. Is in violation of the Sexual Misconduct Policy, UA-03.


Involvement of Advisors
A person charged, a victim, or anyone providing testimony is entitled, at his or her expense, to be accompanied by an advisor or support person of his or her choice. An advisor or support person is limited to the role of advising. The advisor or support person may not participate in the proceeding, may not question witnesses, and may not make any statements during the proceeding. Campuses may, however, create procedures to allow a student to have an advisor or support person to speak on the student’s behalf at the final appeal hearing.

A student with a disability affecting communication or a student who cannot effectively communicate in the English language may seek a reasonable accommodation from the office of the dean of students to allow an advisor or interpreter to present or translate the proceedings. In cases of sexual misconduct, the involvement of advisors is governed by the University Sexual Misconduct Policy.

University-Wide

University-Wide Procedures found on this page apply to all campuses and supersede any campus-level policies and procedures. Procedures governing areas not covered by University-Wide Procedures may be addressed by each campus.

The University-Wide Procedures will provide for:

- Responding to Incidents Involving Allegations of Sexual Misconduct by or against Students
- Responding to Incidents Involving Allegations of Sexual Misconduct by Faculty & Staff
- Principles for Other Procedures
- Involvement of Advisors

Part IV: General Provisions, Definitions, Adoption Provisions, and Appendices

Below is a list of key policies affecting students. For a complete list of university policies, visit the University Policies website.

- Americans with Disabilities Act Policy
- Non-Discrimination/Equal Opportunity/Affirmative Action Policy
- Sexual Misconduct Policy
- Accommodations for Religious Observances
- Indiana University Policy on Student Records (adopted by the University Faculty Council, March 29, 1977; amended, October 2, 2001)
- Guidelines for Dealing with Disruptive Students in Academic Settings (adopted by the University Faculty Council, April 12, 2005)

A. Definitions
For purposes of this Code, the term “student” includes the following:

1. A person who is admitted or enrolled in any credit-bearing course or program in any school or division of Indiana University.
2. A person who is admitted to Indiana University and is present on a campus for the purpose of being enrolled in any credit-bearing course or program in any school or division of Indiana University.
3. A person who has been admitted and enrolled in any credit-bearing course or program in any school or division of Indiana University and continues to be associated with Indiana University because of failure to complete the course or the program in which the person was enrolled.
4. A person who is not admitted to the university, but who is taking classes to transfer to another university, for personal enrichment, or in preparation to apply to a graduate program.
5. Individuals who withdraw after having allegedly committed misconduct, or who are not officially enrolled for a particular term, but who have an expected continued academic relationship with the University, may be considered “students.”

5.6 For the purposes of this Code, “student” includes all students enrolled on the campuses of Indiana University–Purdue University Indianapolis (IUPUI) or Columbus.

In this Code, the terms “faculty” or “faculty members” include all who teach and/or do research at the university, including (but not limited to) tenure-track faculty, librarians, holders of research or clinical ranks, lecturers, graduate students with teaching responsibilities, visiting and part-time faculty, and other instructional personnel including coaches, advisors, and counselors.

B. Persons Authorized to Exercise Specified Responsibilities

1. Under this Code, the authority that is given to a specified Indiana University official or employee may be exercised by any person who occupies the specified position or has a comparable position on a campus that does not have the specified position. This Code refers to the following specified positions but each position includes any equivalent position on a campus that does not use these specific titles:

   a. Dean of Students/Vice Chancellor for Student Affairs
   b. Dean of Faculties/Vice Provost/Vice Chancellor for Academic Affairs
   c. Affirmative Action Officer
   d. Title IX Coordinator
   e. Assistant Vice President for Human Resources
2. Under this Code, the authority that is given to a particular Indiana University official or employee may be exercised by that particular person or by that person’s designee.
Addendum B

Summary of Changes to the Code of Academic Ethics

The changes to the Code of Academic Ethics were necessary to align with the recent revisions to
the Code of Student Rights, Responsibilities and Conduct ("Student Code") that were approved
by the UFC Executive Committee on September 22, 2015, as well as the Sexual Misconduct
Policy that was approved by the University Faculty Council on February 24, 2015, and the
University President on March 1, 2015. The UFC Executive Committee approved these changes
on October 20, 2015 and included the changes as part of the full UFC meeting on
October 27, 2015.

The changes can be seen in the following pages in a tracked changes format. Generally, changes
include references to the Sexual Misconduct Policy where needed, as well as reflecting the
already approved changes to Part II, Section H, of the Student Code.
The Code of Academic Ethics can be found online at:
http://policies.iu.edu/policies/categories/academic-faculty-students/conditions-academic-
employment/Code-of-Academic-Ethics.shtml

Code of Academic Ethics  ACA-33

Scope

The provisions of this Code apply to persons whose service to the University includes teaching,
scholarship, librarianship, and academic administration. Such persons are referred to in the Code
as “Academic Personnel.” References in the Code to “Faculty” include tenured members of the
faculty, librarians, and persons whose service to the University may lead to tenure.

Policy Statement

PREAMBLE

The central functions of an academic community are learning, teaching, and scholarship. They
must be characterized by reasoned discourse, intellectual honesty, mutual respect, and openness
to constructive change. By accepting membership in this community, an individual neither
surrenders rights nor escapes fundamental responsibilities as a citizen, but acquires additional
rights as well as responsibilities to the entire University community. They do not require the
individual to be passive and silent. They do require recognition of how easily an academic
community can be violated.

INTRODUCTION

Organization. This Code contains two major sections: first, a statement of rights and
responsibilities; and second, a statement of enforcement procedures. The first section is divided
into three subsections. Of these, the first subsection, in seven parts, is a general statement of the rights and responsibilities of Academic Personnel adapted from the “Statement of Professional Ethics” adopted as policy by the American Association of University Professors in April 1966. The second subsection consists of representative responsibilities assumed with academic employment at Indiana University. The third subsection consists of the rules of conduct outlined in the prevailing Code of Student Rights, Responsibilities, and Conduct. It is assumed that academic personnel will accept without reservation those rules of conduct which are generally applicable within the University community and which are expressed at the moment within the student code.

The second section is also divided into three subsections. The first subsection deals with initiation of complaints, the second with appropriate administrative actions, and the third with reviews of administrative action.

A. RIGHTS AND RESPONSIBILITIES
   a. General Statements

   Scholarship. A scholar recognizes a primary responsibility to seek and to state the truth without bias. Striving to improve scholarly competence, continuing always to keep abreast of knowledge of his or her discipline, the scholar exercises critical self-discipline and judgment in using, extending, and transmitting knowledge, and practices intellectual honesty. Although subsidiary interests may be followed, these must never seriously hamper or compromise freedom of inquiry.

   Teaching. A teacher encourages the pursuit of learning in students, holding before them the best scholarly standards of the discipline. Respecting students as individuals, the teacher seeks to establish a relationship of mutual trust and adheres to the proper role as intellectual guide and counselor. The teacher makes every effort to foster honest academic conduct and to assure that the evaluation of students’ scholastic performance reflects their true achievement, with reference to criteria appropriate to the field of study. Any exploitation of students for private advantage is rejected and their significant assistance is acknowledged. The teacher protects their academic freedom and serves as an example of this principle by assuring that each student and colleague is free to voice opinions openly and to exchange ideas free from interference.

   Librarianship. A librarian in the academic community is responsible for the collection, dissemination and preservation of information and source materials and for services in support of the teaching, research and general learning functions of the University. A librarian instructs and assists in finding and evaluating information, wherever it may be located. A librarian is entrusted with the responsibility of ensuring the availability of information and ideas, no matter how controversial, so that teachers may freely teach and students may freely learn. A librarian is a member of a profession explicitly committed to intellectual freedom and the freedom of access to information for present and future
generations, following the Code of Ethics of the American Library Association and its Library Bill of Rights.

**Relations with Colleagues.** As colleagues, academic personnel have obligations that derive from common membership in the community of scholars. Such persons respect and defend the free inquiry of their associates. In the exchange of criticism and ideas, they show due respect for the opinions of others. They acknowledge their academic debts and strive to be objective in their professional judgment of colleagues. They accept their share of responsibility for the governance of the University.

**Relations with Students.** With regard to relations with students, the term "faculty" or "faculty member" means all those who teach and/or do research at the University including (but not limited to) tenured and tenure-track faculty, librarians, holders of research, lecturer, or clinical appointments, graduate students with teaching responsibilities, visiting and part-time faculty, and other instructional personnel including coaches, advisors, and counselors.

The University’s educational mission is promoted by professionalism in faculty/student relationships. Professionalism is fostered by an atmosphere of mutual trust and respect. Actions of faculty members and students that harm this atmosphere undermine professionalism and hinder fulfillment of the University’s educational mission. Trust and respect are diminished when those in positions of authority abuse or appear to abuse their power. Those who abuse their power in such a context violate their duty to the University community.

Faculty members exercise power over students, whether in giving them praise or criticism, evaluating them, making recommendations for their further studies or their future employment, or conferring any other benefits on them. All amorous or sexual relationships between faculty members and students are unacceptable when the faculty member has any professional responsibility for the student. Such situations greatly increase the chances that the faculty member will abuse his or her power and sexually exploit the student. Voluntary consent by the student in such a relationship is suspect, given the fundamental asymmetric nature of the relationship. Moreover, other students and faculty may be affected by such unprofessional behavior because it places the faculty member in a position to favor or advance one student’s interest at the expense of others and implicitly makes obtaining benefits contingent on amorous or sexual favors. (See quid pro quo sexual harassment in the Sexual Misconduct Policy, UA-03, definition of sexual harassment). Therefore, the University will view it as a violation of this Code of Academic Ethics if faculty members engage in amorous or sexual relations with students for whom they have professional responsibility, as defined in number 1 or 2 below, even when both parties have consented or appear to have consented to the relationship. Such professional responsibility encompasses both instructional and non-instructional contexts.
1. Relationships in the Instructional Context. A faculty member shall not have an amorous or sexual relationship, consensual or otherwise, with a student who is enrolled in a course being taught by the faculty member or whose performance is being supervised or evaluated by the faculty member.

2. Relationships outside the Instructional Context. A faculty member should be careful to distance himself or herself from any decisions that may reward or penalize a student with whom he or she has or has had an amorous or sexual relationship, even outside the instructional context, especially when the faculty member and student are in the same academic unit or in units that are allied academically.

**Relation to the University.** Indiana University is committed to the concept of academic freedom and recognizes that such freedom, accompanied by responsibility, attaches to all aspects of a teacher’s or librarian’s professional conduct. Within this context, each person observes the regulations of the University, and maintains the right to criticize and to seek revision and reform. A teacher or librarian determines the amount and character of work done outside the University with due regard to paramount responsibilities within it. When considering interruption or termination of service, the teacher or librarian recognizes the effect of the decision upon the program of the University and gives due notice. Above all, he or she strives to be an effective teacher, scholar, librarian, or administrator.

**Relation to the Community.** As members of the community, academic appointees have the rights and obligations of any citizen. They should measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to the University. When they speak or write as citizens, they are free from institutional censorship or discipline. At the same time, their positions as members of a university and of a learned profession impose special responsibilities. When they speak or act as private persons, they will make it clear that they are not speaking or acting for the University. They will also remember that the public may judge their profession and the University by their utterances and conduct, and they will take pains to be accurate and to exercise restraint.

b. **Specific Responsibilities**

In addition to the preceding general statements of ethical performance within the academic profession, and Indiana University’s Principles of Ethical Conduct, there are specific responsibilities that devolve upon the academic appointee who accepts a position at Indiana University. Observance of such specific responsibilities as the following is also a component of academic ethics.
1. A teacher will maintain a clear connection between the advance description and the conduct and content of each course presented to ensure efficient subject selection by students.

2. A teacher will clearly state the course goals and will inform students of testing and grading systems; moreover, these systems should be intellectually justifiable and consistent with the rules and regulations of the academic division.

3. A teacher will plan and regulate class time with an awareness of its value for every student and will meet classes regularly.

4. A teacher will remain available to students and will announce and keep liberal office hours at hours convenient to students.

5. A teacher will strive to develop among students respect for others and their opinions by demonstrating his or her own respect for each student as an individual, regardless of age, color, disability, ethnicity, sex, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status.

6. A teacher will strive to generate a proper respect for an understanding of academic freedom by students. At the same time, a teacher will emphasize high standards and strive to protect students from irrelevant and trivial interruptions or diversions.

7. Since letters of evaluation written by a teacher may be uniquely important documents in both the academic and post-university life of a student, each teacher will strive to make such letters both candid and fair.

8. A librarian will continually develop, maintain, and make improvements to standard and specialized information resources and library services in support of the teaching, research and general learning functions of the University.

9. A librarian will cooperate with the teaching and research faculty to develop library collections in support of the curricular offerings of the academic community.

10. A librarian will strive to generate a proper respect for academic intellectual freedom in the discharge of the librarian's professional obligations to the patron, the University, and the community at large.

11. A librarian will strive to care for and preserve library information resources.

12. A librarian accepts the responsibility for the care and preservation of library materials.

13. Academic personnel will strive to protect not only their own right to freedom of inquiry, teaching, and expression but also their colleagues' right to the same freedoms.

14. In the interest of avoiding actual or perceived conflict of interest, academic personnel should not directly supervise employees with whom they are having sexual or amorous relationships. Academic supervisors shall disqualify themselves from employment-related decisions concerning such employees and, in consultation with the employee involved and other appropriate persons, the Vice Provost for Faculty and Academic
Affairs/Vice Chancellor for Academic Affairs or other equivalent campus administrator shall take steps for the appointment of a surrogate supervisor.

15. While in the classroom, academic personnel should refrain from adverse personal comments about their colleagues. At all times, academic personnel should exercise restraint and discretion in comments about other courses or divisions in the University.

16. Constructive criticism of colleagues is sometimes necessary in the interest of the individual criticized or the entire University community. To be constructive, however, such criticism should be channeled, in confidence, toward those persons (preferably the individual concerned, but also academic superiors, faculty committees, or administrative officers) who have the power to correct or influence conduct in a constructive way. Indiscriminate criticism or gossip about colleagues is condemned.

17. Each academic person retains the right to criticize and to seek to remedy, by appropriate means, regulations and policies of the University. Among means deemed inappropriate are: acts of physical violence against members or guests of the University community; acts which interfere with academic freedom, freedom of speech, or freedom of movement; and acts of destruction of University property. It is equally inappropriate to advise others to commit such acts.

18. If criticizing the University, the academic person should be aware of ameliorative procedures that exist within the University and should use these procedures in preference to conducting public criticisms of the institutions or any of its divisions.

19. Each academic person will insure that outside commitments do not interfere in terms of time, energy, or conflict of interest with obligations to the University. As a safeguard against such interference, each will:
   a. report to an appropriate authority plans to engage in gainful activities of an extensive, recurring, or continuing nature; and
   b. notify an appropriate authority of any invitation to serve as advisor or consultant to an agency granting money to the University.

20. He or she will give adequate notice of interruption or termination of service. In order that instructional programs will not be interrupted, before leaving, the academic person will:
   a. complete all normal duties;
   b. provide complete records of grades and similar data to departmental chairpersons; and
   c. provide properly for incomplete class and thesis work.

21. He or she will work with colleagues individually and collectively toward furthering both personal and group interests so long as such cooperation does not require violation of intellectual and moral integrity.

22. Each academic person will accept a share of the obligation for helping the University function smoothly as a living and vigorous organization. Toward achieving this goal, each will serve on committees, accept a reasonable burden of administrative duties, and work cooperatively with
administrative officers of the University in order to further all the legitimate goals of the institution.

c. Responsibilities as University Citizens

In retaining the rights to speak and act as citizens of the communities in which they dwell, academic personnel must assume as well the responsibilities which are incumbent upon the citizenship. Academic personnel, therefore, accept and adopt the provisions of the Indiana University Code of Student Rights, Responsibilities, and Conduct pertaining to personal misconduct on University property (Part II, Section H), which is printed below.

Personal Misconduct on University Property

The university may discipline a student for the following acts of personal misconduct that occur on university property, including, but not limited to, academic and administration buildings, residence halls, athletic and recreational facilities, and other university-serviced property, such as sororities and fraternities:

1. Dishonest conduct including, but not limited to, false accusation of misconduct, forgery, alteration or misuse of any university document, record or identification; and giving to a university official information known to be false.
2. Assuming another person’s identity or role through deception or without proper authorization. Communicating or acting under the guise, name, identification, e-mail address, signature, or other indications of another person or group without proper authorization or authority.
3. Knowingly initiating, transmitting, filing, or circulating a false report or warning concerning an impending bombing, fire, or other emergency or catastrophe; or transmitting such a report to an official or an official agency.
4. Unauthorized release or use of any university access codes for computer systems, duplicating systems and other university equipment.
5. Conduct that is lewd, indecent, or obscene and/or is in violation of the Sexual Misconduct Policy, UA-03.
6. Disorderly conduct, including obstructive and disruptive behavior that interferes with teaching, research, administration or other university or university-authorized activity. (See Guidelines for Dealing with Disruptive Students in Academic Settings, University Faculty Council, April 12, 2005)
7. Actions that endanger one’s self, others in the university community, or the academic process.
8. Failure to comply with the directions of authorized university officials in the performance of their duties, including failure to identify oneself when requested to do so; failure to comply with the terms of a disciplinary sanction; or refusal to vacate a university facility when directed to do so.
9. Unauthorized entry, use, or occupancy of university facilities.
10. Unauthorized taking, possession or use of university property or services or the property or services of others.
11. Damage to or destruction of university property or the property belonging to others.
12. Unauthorized setting of fires on university property; unauthorized use of or interference with fire equipment and emergency personnel.
13. Unauthorized possession, use, manufacture, distribution, or sale of illegal fireworks, incendiary devices, or other dangerous explosives.
14. Possession of any weapon or potential weapon on any university property contrary to law or university policy; possession or display of any firearm on university property, except in the course of an authorized activity.
15. Sale of any firearms from university property or using university facilities, including through computer and telephone accounts; intentional possession of a dangerous article or substance as a potential weapon.
16. Acting with violence.
17. Aiding, encouraging, or participating in a riot.
18. Harassment, including sexual harassment, as defined in Part I (c) of the Code.
19. Stalking or hazing of any kind whether the behavior is carried out verbally, physically, electronically or in written form.
   a. Stalking, as defined in the Sexual Misconduct Policy, a knowing or an intentional course of conduct involving repeated or continuing harassment of another person that would cause a reasonable person to feel terrorized, frightened, intimidated, or threatened and that actually causes the victim to feel terrorized, frightened, intimidated, or threatened. The term does not include statutorily or constitutionally protected activity.
   b. Hazing is defined as any conduct that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, degrade, or intimidate the person as a condition of association with a group or organization, regardless of the person’s consent or lack of consent.
20. Physical abuse of any person, including the following:
   a. The use of physical force or violence to restrict the freedom of action or movement of another person or to endanger the health or safety of another person;
   b. Physical behavior that involves an express or implied threat to interfere with an individual’s personal safety, academic efforts, employment, or participation in university-sponsored extracurricular activities or causes the person to have a reasonable apprehension that such harm is about to occur; or
   c. Physical behavior that has the purpose or reasonably foreseeable effect of interfering with an individual’s personal safety, academic efforts, employment, or participation in university-sponsored
extracurricular activities or causes the person to have a reasonable
apprehension that such harm is about to occur;
d. Sexual assault, including the following:
   1. When an individual subject another person to sexual
      penetration (as defined in the Sexual Misconduct Policy,
      UA-03) (i) without the consent of the person, (ii) when the
      individual knew or should have known that the other
      person was mentally or physically incapable of resisting or
      appreciating the nature of the other person’s own conduct,
      (iii) or when the other person is less than sixteen years of
      age; or
   2. When an individual touches another person for the purpose
      of sexual arousal or gratification of either party (i) without
      consent of the person, or (ii) when the actor knew or should
      have known that the person was physically or mentally
      incapable of resisting or appraising the nature of the
      person’s own conduct, (iii) or when the person is less than
      sixteen years of age.

e. Physical abuse that constitutes dating or domestic violence as
   defined in the Sexual Misconduct Policy, UA-03.

21. Verbal abuse of another person, including the following:
a. An express or implied threat to
   1. Interfere with an individual’s personal safety, academic
      efforts, employment, or participation in university-
      sponsored activities and under the circumstances causes the
      person to have a reasonable apprehension that such harm is
      about to occur; or
   2. Injure that person, or damage his or her property; or
b. “Fighting words” that are spoken face-to-face as a personal insult
   to the listener or listeners in personally abusive language
   inherently likely to provoke a violent reaction by the listener or
   listeners to the speaker.
c. Verbal abuse that constitutes dating or domestic violence as
   defined in the Sexual Misconduct Policy, UA-03.

22. Unauthorized possession, use, or supplying alcoholic beverages to others
contrary to law or university policy.
a. Indiana University prohibits:
   1. Public intoxication, use or possession of alcoholic
      beverages on university property (including any
      undergraduate residence supervised by the university,
      including fraternity and sorority houses) except as
      otherwise noted in Part II, Section H (22) b, and Part II,
      Section H(22) c.
   2. Providing alcohol contrary to law.
b. The dean of students, or equivalent role on each campus has
   discretion to allow exceptions to Part II, Section H (22) a, allowing
use or possession of alcohol by persons, including students, who meet the minimum drinking age standards of the State of Indiana, under the following circumstances:

1. Use or possession of alcoholic beverages by persons who are of lawful drinking age may be generally permitted in residences supervised by the university, including fraternity and sorority houses, when specifically approved by the campus dean of students. Such use or possession may be allowed in residence rooms, apartments, and certain common areas as specifically approved by the dean of students. However, use or possession under this section shall be permitted only in residences supervised by a live-in employee specifically charged with policy enforcement.

2. Use or possession of alcoholic beverages may be permitted on an event-by-event basis in designated undergraduate residences (including fraternity and sorority houses) supervised by a live-in employee specifically charged with policy enforcement, when temporary permission is granted by the dean of students for events at which persons of lawful drinking age may lawfully possess and use alcoholic beverages.

c. The chancellor/provost of each campus has discretion to allow exceptions to Part II, Section H (22) a, allowing use or possession of alcohol by persons, including students, who meet the minimum drinking age standards of the State of Indiana, under the following circumstances:

1. Use or possession of alcoholic beverages may be permitted in facilities such as student unions or on-campus hotels, including guest rooms and other areas, specifically approved by the campus chancellor/provost.

2. Use or possession of alcoholic beverages may be permitted in other areas, such as private offices and faculty lounges, not accessible to the public.

3. Use or possession of alcoholic beverages may be permitted in areas accessible to the public, if specifically approved by the campus chancellor/provost.

d. Indiana University also permits the nonconspicuous possession of alcoholic beverages on university property when in transit to areas where they may be possessed or used under the provisions above.

e. Student organizations that serve or permit possession of alcoholic beverages at student organization functions, on or off campus, may be disciplined if violations of alcoholic beverage laws or of university regulations occur. Individual students who plan, sponsor, or direct such functions also may be subject to discipline.
f. The chancellor/provost or dean of students may make rules covering these uses. Those rules shall be enforceable as provisions of this Code.

23. Unauthorized possession, manufacture, sale, distribution or use of illegal drugs, any controlled substance, or drug paraphernalia. Being under the influence of illegal drugs or unauthorized controlled substances.

24. Intentionally obstructing or blocking access to university facilities, property, or programs.

25. Violation of other disseminated university regulations, policies, or rules. Examples of such regulations include but are not limited to university computing policies, residence hall policies, and recreational sports facility policies.

26. A violation of any Indiana or federal criminal law.

27. Engaging in or encouraging retaliation or any behavior or activity that threatens or intimidates any potential participant in a judicial process, and/or that is in violation of the Sexual Misconduct Policy, UA-03.

28. Engaging in conduct in violation of the Sexual Misconduct Policy (UA-03) not otherwise covered in H1 through H27 of this section.

B. ENFORCEMENT PROCEDURES

The procedures, definitions, and sanctions herein do not apply to cases involving sexual misconduct, including sexual harassment. Complaints of sexual misconduct, as well as disciplinary procedures, are governed by the University-wide Sexual Misconduct Policy (UA-03).

a. Initiation of Complaints

Any concerned person may initiate complaints about alleged violations of the Code of Academic Ethics. Such complaints should be brought to the attention of an appropriate chairperson or dean, or to the appropriate Vice Provost for Faculty and Academic Affairs/Vice Chancellor for Academic Affairs or his or her deputy; the Vice Provost for Faculty and Academic Affairs/Vice Chancellor for Academic Affairs shall provide for confidential representations regarding such violations. Charges of discriminatory practice may be referred also to the appropriate Affirmative Action Officer. Allegations of sexual misconduct should be reported to the University Title IX Coordinator or the appropriate campus Deputy Title IX Coordinator.

b. Administrative Action on Violations of Academic Ethics

The line of administrative action in cases of alleged violation of academic ethics shall be the chairperson; the academic dean; the appropriate Vice Provost for Faculty and Academic Affairs/Vice Chancellor for Academic Affairs; the appropriate Chancellor/Provost; a Vice President, where appropriate; and the President. Subject to the substantive standards of University tenure policy and the
procedural safeguards of the faculty institutions, sanctions appropriate to the offense should be applied by the academic administrators. Possible sanctions include the following: reprimand, consideration in establishing annual salary, consideration in promotion decisions, consideration in tenure decisions, retention of salary, termination of employment, and immediate dismissal.

c. **Review of Administrative Action**

Academic appointees affected by administrative action taken against them on grounds of violation of the Code of Ethics, whether or not the action resulted from proceedings provided in this Code, shall have such rights as are provided by the rules governing appeals to the Faculty Board of Review (or to the Associate Instructor Board of Review) of the appropriate campus. Appointees also have the rights of hearing and appeal provided by any other procedure of the University for the review of administrative action.

(University Faculty Council, November 3, 1970; Board of Trustees, December 19, 1970; University Faculty Council, November 30, 1976; February 11, 1986; February 11, 1992; October 3, 1996; April 27, 2004; April 12, 2005; April 28, 2009; Board of Trustees, December 13, 1996; June 24, 2005; June 12, 2009)

[Note: Some of these dates refer to changes in the Code of Student Rights, Responsibilities, and Conduct.]