

Proposed resolution concerning the restructuring of IUPUI schools and programs

The Faculty Affairs standing committee of the IUPUI Faculty Council (IFC) is charged to “advise the Council on all matters that pertain to the responsibilities, rights, privileges, opportunities, and welfare of the faculty, collectively and as individuals, including but not limited to, issues of equity, academic freedom, appointments, and tenure and promotion policies and procedures.” Our committee met with IUPUI faculty members affected by the plan to transfer appointments to Purdue West Lafayette under the joint realignment plan proposed by the IU and Purdue University administrations. The representatives expressed grave concerns regarding the development and implications of the plan.

We share our colleagues’ concerns. Having reviewed the *IUPUI Policy on School or Program Restructuring*, we believe the proposal deviates from explicit policy governing restructuring plans. Furthermore, we believe the process by which the realignment plan and the plan to transfer appointments to Purdue West Lafayette have been developed violate values and policies regarding faculty governance at IUPUI and IU. For that reason, our committee offers the following resolution concerning the restructuring of IUPUI schools and programs for consideration by the IUPUI Faculty Council.

Proposed resolution

Whereas the American Association of University Professors (AAUP) asserts that “The role of the faculty is to have primary responsibility for such fundamental areas as curriculum, subject matter and methods of instruction, research, faculty status, and those aspects of student life which relate to the educational process. The responsibility for faculty status includes appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal.” (See full statement on shared governance here: www.aaup.org/shared-governance.)

Whereas shared governance is mandated by Indiana University: “Shared governance means that faculty and administrators share responsibility for operating and governing the university. Shared governance is mandated by the Constitutions of the Indiana University Faculty...” And further: “Successful shared governance depends upon trust, collaboration, communication, transparency, inclusiveness, honesty, and integrity.” And further, “Areas of legislative authority carry with them responsibility and accountability. Thus, shared governance depends on a system of mutual accountability, with the faculty answerable to the administration and the administration answerable to the faculty.” (<https://bfc.indiana.edu/about/shared-governance.html>)

Whereas the Constitution of the IUPUI Faculty also mandates shared governance. Article II, Faculty Rights and Responsibilities, states in part: “The faculty shall:

7. recommend to the Chancellor of IUPUI procedures for implementing at Indianapolis all university criteria and procedures for appointments to the faculty, general faculty welfare, dismissal from the faculty, non-reappointment, promotion in academic rank, tenure, and sabbatical leaves of absence;
8. consult with decision-making administrators regarding proposed changes in academic organizations;
9. continually review educational policies;
10. consult with decision-making administrators regarding planning of physical facilities and staffing;

11. participate in the process of selecting candidates for major executive academic positions; and,
12. have the right to petition the Boards of Trustees through appropriate channels regarding views of the faculty on any matter pertaining to the conduct and welfare of the institutions.”

Whereas the *IUPUI Policy on School or Program Restructuring* provides explicit procedures ensuring adequate notice and relevant information, proper consultation and opportunities for review and input, and direct involvement in decision-making afforded IUPUI faculty. (see [A Guide for IUPUI Faculty, 2022-23](#), Appendix A, pp. 89-96)

Whereas that policy based on faculty authority grounded in the Constitution of the IUPUI Faculty stipulates the following:

- 1) “The decision to transfer, merge, reorganize, reduce, or eliminate an academic program shall be based upon educational considerations, as determined primarily by the faculty as a whole and by the particular schools involved. ‘Educational considerations’ do not include temporary or cyclical variations in enrollment. The decision on whether to transfer, merge, reorganize, reduce, or eliminate a program must be based on evidence that the educational mission of the institution as a whole will be enhanced by the proposed changes. In addition, the benefits of adding new programs must be studied carefully when these programs impinge on or threaten the resources necessary for existing program.” (p. 89)
- 2) “No affected faculty member shall be left out of the process or be disenfranchised as a result of the process outlined in this policy.” (p. 89)
- 3) “Decisions concerning transfer, merger, reorganization, reduction, or elimination of programs shall occur as a result of a review process in which the faculty has assumed a prominent consultative role and has had an opportunity to vote on the proposed plan by secret ballot.” (p. 90)
- 4) “Transfer, merger, reorganization, reduction, or elimination of a program shall proceed according to procedures outlined in Section IV and by the elected policy committee of each school directly affected.” (p. 90)
- 5) “It is expected that, before the following procedures are undertaken, there has been considerable discussion between the dean(s) of the affected program(s) and the faculty, staff, and students within the program(s), as well as consultation with alumni and leaders in the professional organizations who represent practitioners from the program(s).” (p. 90)
- 6) “If the [IFC Executive] committee believes that further review is required, a majority vote may result in a request that the committee review the proposal and its effects on faculty, staff and students.” (p. 91)

Whereas efforts by IU and Purdue administrators and Trustees to redefine “restructuring” so as to evade explicit procedures governing School and Program restructuring constitute an infringement on faculty rights grounded in the Constitution of the IUPUI Faculty.

Whereas a failure of the IU administration and IU Board of Trustees to apply this policy shall:

- 1) result in disenfranchisement and exclusion of affected faculty, staff, and students, and a disregard of alumni, professional leaders, and practitioners in that process;
- 2) constitute disregard of the faculty’s right to a “prominent consultative role” in reviewing and approving the proposed plan for restructuring; and

- 3) prevent the IFC Executive Committee from exercising its defined role and responsibility to consider and conduct a review of the proposed plan.

Whereas our IUPUI colleagues who were hired and promoted under approved IUPUI campus, school, and department guidelines shall be subject to ad hoc procedures hastily enacted by Purdue faculty outside any IUPUI faculty input, review or governance, and these procedures hold serious potential to alter the affected IUPUI faculty members' conditions of work in ways that may negatively impact their career trajectories and professional standing.

Whereas the open disregard of the rights and welfare of IUPUI faculty and staff, as well as the effective exclusion of IUPUI students, alumni, and interested professional leaders will negatively impact morale and undermine IUPUI's ability to recruit and retain nationally and internationally recognized faculty, highly accomplished staff, and top-ranked students, and thereby undercut our stature as a premier research university.

Whereas the IFC Faculty Affairs Committee is charged to "advise the Council on all matters that pertain to the responsibilities, rights, privileges, opportunities, and welfare of the faculty, collectively and as individuals, including but not limited to, issues of equity, academic freedom, appointments, and tenure and promotion policies and procedures," we offer the following resolution for consideration by the IUPUI Faculty Council:

In all cases of School and Program restructuring at IUPUI, *including the proposed realignment of the Schools of Engineering & Technology and Department of Computer and Information Science*, the IUPUI Faculty Council demands that the Indiana University administration and the IU Board of Trustees apply the stated policies everywhere they are implicated. We ask that they apply the spirit of the policies in areas where the situation does not allow for them to be applied literally.

Proposed resolution as amended by IFC Faculty Affairs committee on 12/05/2022