

ACADEMIC LEADERSHIP COUNCIL PRINCIPLES FOR FALL RETURN TO CAMPUS

IU's excellence in its missions of education, research, and engagement is founded on the strength of our academic community. In the recently completed Bicentennial Strategic Plan, we said that "Indiana University will renew its commitment to the university as a community of scholars that attracts and retains an excellent faculty." Further, "IU will foster a culture that promotes a scholarly community on all IU campuses and across the arc of faculty members' careers, including support for mentoring, active engagement with colleagues and students, and opportunities for professional development. In support of the scholarly community, faculty are urged to consider and adopt clear expectations for active engagement with students and colleagues, which reflect the missions, student needs, and faculty responsibilities of the relevant academic units." Faculty presence advances an academic community, encourages vital campus life, makes use of extensive physical infrastructure inclusive of lab-based equipment for groundbreaking clinical training and developments, and supports a culture of opportunity, inclusion, and equity; all which undergirds institutional loyalty.

The post-pandemic period offers opportunities to explore flexible working conditions, novel ways of using technology to accomplish our academic missions, gains in increasing job satisfaction and productivity, and more effective ways for instruction. In exploring these opportunities, we must protect what has served us well for the last two centuries: student experiences, faculty presence and engagement, intellectual community of scholars, and our impact and interaction in our local communities. As we move forward to a near-normal campus life in fall 2021, the following principles should guide decisions about remote academic work:

1. IU's fundamental character is an in-person institution and an engaged academic community for teaching, learning, service, research, and creative activity, anchored by full-time faculty members who are physically present on campus regularly.
2. Full-time faculty are expected to participate fully in the life of the intellectual community of the campus and to fulfill assigned teaching, research, clinical, and service obligations. Substantial remote work by full-time faculty members is only rarely permitted, and must be expressly approved by one's dean. Even when remote work is permitted, the faculty member must be able to perform all aspects of their responsibilities with integrity, excellence, responsiveness, and timeliness. Accommodations based on disabilities are to be handled through the UA-02 university process.
3. In making teaching and other assignments, including location and mode of instruction, department chairs, deans, and other academic leaders should advance the above principles. Likewise, in deciding about instruction, research, service or creative activity, individual faculty members should be mindful of and support the continuing vitality of IU's academic community.

Academic Leadership Council
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