FACULTY BILL OF RIGHTS

Whereas the Faculty at Indiana University Bloomington, as defined in Article 1 of the Constitution of the Bloomington Faculty Council, is given legislative and consultative authorities within the Constitution of the Bloomington Faculty Council;

Whereas academic appointments among the Faculty vary in their responsibilities and rights, but are all recognized as delivering essential value to the institution;

We recognize that all Faculty are therefore entitled to a set of shared rights, enumerated below:

1. All Faculty have a right to academic freedom.
   
   *Faculty members shall be protected in their freedom of inquiry and instruction.*

2. All Faculty have a right to representation in Faculty governance.
   
   *All Faculty shall be given representation in Faculty governance of issues relevant to and commensurate with their academic appointment.*

3. All Faculty have a right to predictable career paths.
   
   *Faculty members shall be hired with clear contracts designating the length of appointment and timelines for advancement and promotion.*

4. All Faculty have a right to clearly defined responsibilities.
   
   *Faculty members shall be provided with a transparent understanding of the duties associated with their appointment and a predictable schedule for fulfilling these responsibilities.*

5. All Faculty have a right to clearly defined expectations for advancement and promotion.
   
   *Each unit shall create and provide to Faculty transparent criteria for evaluation, re-appointment, and promotion.*

6. All Faculty have a right to just compensation.
   
   *Faculty salaries shall be equitable within academic appointments and commensurate with job responsibilities.*

7. All Faculty have a right to mediation.
   
   *The Faculty Board of Review and other mechanisms for Faculty to obtain mediation shall be made available to all Faculty.*

8. All Faculty have a right to resources necessary to complete their job responsibilities.
Faculty shall have the resources necessary to meet the criteria established for their evaluation, reappointment, and promotion. Resources shall be made available relevant to the established expectations of the academic appointment.