Intellectual Diversity Review

For addition to the IU Indianapolis Faculty Guide

Faculty in teaching roles at Indiana’s public universities help their universities foster a culture of free inquiry, free expression, and intellectual diversity within the institution and expose students to scholarly works from a variety of political or ideological frameworks that may exist (or be accepted) within and are applicable to the faculty member's academic discipline in compliance with [Indiana Code § 21-39.5](https://iga.in.gov/laws/2024/ic/titles/21#21-39.5-1): State Educational Institutions: The Protection of Free Inquiry, Free Expression, and Intellectual Diversity. This statute aligns with the historical practices of Indiana University Indianapolis, as our campus has been a national leader in diversity-related initiatives. The statute adds to our historical excellence the concept of “intellectual diversity.” “Intellectual diversity” means multiple, divergent, and varied scholarly perspectives on an extensive range of public policy issues. The statute further cautions that faculty members may not subject students to political or ideological views and opinions that are unrelated to the faculty member's academic discipline or assigned course of instruction.

At IU Indianapolis, faculty in teaching roles are evaluated annually in accordance with this statute as part of the annual review. Schools and departments are responsible for directly evaluating free inquiry, free expression, and intellectual diversity within the disciplinary context. Though popular ideas about a discipline may provoke complaints about intellectual diversity, the campus and, indeed, professionals in academia recognize that disciplinary expertise is vital in determining the standing of a particular concept within relevant disciplinary scholarship or evidence-based practice. A faculty member has met the expectations for intellectual diversity and related concepts unless a severe sanction has been imposed against the faculty member for not meeting those expectations.

For tenured faculty, the annual review evaluations are compiled every five years, starting from the year of tenure, to comprise a five-year review. This review should be used to support promotion decisions and the post-tenure review process. For pre-tenure and non-tenure-track faculty, the annual evaluation should be used to support reappointment decisions, including long-term appointment. For pre-tenure faculty, the annual review evaluations of intellectual diversity should be reviewed and referenced in the Chair’s or equivalent’s evaluation for the promotion and tenure review. For adjunct faculty and student academic appointees, prior to reappointment or rehire decisions, the hiring authority reviews the individual’s performance. While evaluations of intellectual diversity should be considered as a part of the annual review, reappointment, and promotion and/or tenure decisions, the holistic evaluation of a faculty member’s work, not simply one criterion, is most significant for determinative decision-making.

Even though determinations made based on the criteria of intellectual diversity will consider the exercise of academic freedom, those determinations may not take into account any of the following actions by a faculty member: (1) expressing dissent or engaging in research or public commentary on subjects; (2) criticizing the institution's leadership; or (3) engaging in any political activity conducted outside the faculty member's teaching duties at the University. In addition, nothing in the statute limits or restricts the academic freedom of faculty members or prevents faculty members from teaching, researching, or writing about diversity, equity, inclusion, or other topics. Indiana University’s core values include diversity of community and ideas and the respect for dignity of others. The IU Indianapolis mission statement asserts that the campus promotes the educational, cultural, and economic development of central Indiana and beyond through innovative collaborations, external partnerships, and a strong commitment to diversity.

See Appendix F for procedures on intellectual diversity complaints.