Organic Modeling and Texturing
Department of Human-Centered Computing
Indiana University School of Informatics and Computing, Indianapolis
Fall 2016

Section No.: 26193  Credit Hours: 3
Time: Mondays 6:00 – 8:40 pm
Location: IT 255, Informatics & Communications Technology Complex
535 West Michigan Street, Indianapolis, IN 46202 [map]
First Class: August 22, 2016

Instructor: Zebulun Wood, MS in Technology, Lecturer
Office Hours: by Appointment
Office: IT 463 Informatics & Communications Technology Complex
535 West Michigan Street, Indianapolis, IN 46202 [map]
Phone: (317) 278-4140 (Office),
Email: zwood@iupui.edu

Prerequisites: N243

COURSE DESCRIPTION
Intermediate organic modeling course, aimed at achieving high-detail, professional quality 3D models for games, film, architecture, science, and other application areas. This course will explore using the foundations 3D modeling, Sculpture, and Texture painting to output believable creations.

Required Text:
There are no required texts for this course.

Recommended Text:
Anatomy for the Artist
Publisher: DK Publishing; First Edition, 3rd Printing edition (October 1, 2001)
ISBN-10: 078948045X

Digital Tutors Account – http://www.digitaltutors.com

Software used:
Autodesk Maya
Zbrush
Adobe Production Suite

Equipment needed:
Notebook
● Portable Hard Drive (250mb or higher) [flash drives not recommended]
● IU Box Account http://www.box.iu.edu/

Teaching and Learning Methods

The course structure is composed of these parts:

- Lectures / Lab
  - This activity will be the majority of class time. It will include critical review of contemporary media as appropriate to class. Use of software packages to implement concepts into practice.
- Projects:
  - Weekly tasks will be assigned for each team member.
  - Students MUST have their work completed weekly for credit in this class. Weekly assignment sheets will be collected for use in assessing student work.

Learning Outcomes:

Upon completion of this course, the student will

<table>
<thead>
<tr>
<th>*RBT</th>
<th>PUL</th>
<th>Assessment</th>
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<tbody>
<tr>
<td>1. Students will develop, discuss, and implement from preproduction, to production, to post production of organic creatures and characters for film or video games.</td>
<td>2,3</td>
<td>1A,3,4</td>
</tr>
<tr>
<td>2. Students will apply modeling, texturing and rendering techniques to organic models</td>
<td>3,5,6</td>
<td>1A,3,4</td>
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<tr>
<td>3. Students will create at minimum of a posed moment of the organic object for display in video game or film</td>
<td>3,5,6</td>
<td>1A,3,4</td>
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<tr>
<td>4. Students will deliver gaming and environmental projects, film and short story projects and scientific simulation productions.</td>
<td>3,5,6</td>
<td>1A,3,4</td>
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<tr>
<td>5. Students will develop sound vocabulary and eye to analyze, evaluate, and present and critique projects both online and in classroom.</td>
<td>4,5</td>
<td>1A, 1C</td>
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Principles of Undergraduate Learning (PUL):

Learning outcomes are assessed in the following areas:

1A. Core communication: written, oral and visual skills (moderate)
1B. Core communication: quantitative skills
1C. Core communication: information resources skills (moderate)
2. Critical thinking
3. Integration and application of knowledge (major)
4. Intellectual depth, breadth, and adaptiveness (major)
5. Understanding society and culture
6. Values and ethics

Course Outcomes:

Students will develop a set of organic objects, and display them appropriately for their intended industry. Of possible objects, students will choose from stylized humans, creatures, and plants, the creations will be a believable, entertaining and/or instructional. Students will concept their proposals using traditional conceptual art techniques and reference gathered from real world.

EXPECTATIONS, GUIDELINES, AND POLICIES

Attendance:

A basic requirement of this course is that you will participate in all class meetings, whether online or face-to-face, and conscientiously complete all required course activities and assignments. Class attendance is required for classroom-based courses. It entails being present and attentive for the entire class period. Attendance shall be taken in every class. If you do not sign the attendance sheet while in class, you shall be marked absent. Signing the attendance sheet for another student is prohibited. The instructor is required to submit to the Registrar a record of student attendance, and action shall be taken if the record conveys a trend of absenteeism.

Only the following are acceptable excuses for absences: death in the immediate family (e.g. mother, father, spouse, child, or sibling), hospitalization or serious illness; jury duty; court ordered summons; religious holiday; university/school coordinated athletic or scholastic activities; an unanticipated event that would cause attendance to result in substantial hardship to one’s self or immediate family. Absences must be explained with the submission of appropriate documentation to the satisfaction of the instructor, who will decide whether missed work may be made up. Absences that do not satisfy the above criteria are considered unexcused. To protect your privacy, doctor’s excuses should exclude the nature of the condition and focus instead on how the condition impacts your attendance and academic performance.

Missing class reduces your grade through the following grade reduction policy: You are allowed two excused or unexcused absences. Each additional absence, unless excused, results in a 5% reduction in your final course grade. More than six absences result in an F in the course. Missing class may also reduce your grade by eliminating opportunities for class participation. For all absences, the student is responsible for all covered materials and assignments.

Incomplete:

The instructor may assign an Incomplete (I) grade only if at least 75% of the required coursework has been completed at passing quality and holding you to previously established time limits would result in unjust hardship to you. All unfinished work must be completed by the date set by the instructor. Left unchanged, an Incomplete automatically becomes an F after one year.
http://registrar.iupui.edu/incomp.html

Deliverables:
You are responsible for completing each deliverable (e.g., assignment, quiz) by its deadline and submitting it by the specified method. Deadlines are outlined in the syllabus or in supplementary documents accessible through Canvas. Should you miss a class, you are still responsible for completing the deliverable and for finding out what was covered in class, including any new or modified deliverable. In fairness to the instructor and students who completed their work on time, a grade on a deliverable shall be reduced 10%, if it is submitted late and a further 10% for each 24-hour period it is submitted after the deadline.

**Assessment - Each Class will access**
- Oral presentation - Being involved in class lectures/demos
- Writing skills
- Critical thinking
- Application of knowledge
- Intellectual depth, breadth, and adaptiveness
- Understanding of society and culture
- Values and ethics

**Grading Information:**

**Weekly Assignments**

All assignments are to be delivered in a folder with your name, class #, and week # titled, if the assignment is Maya based; with Maya project folders, and will be evaluated through Canvas within the week.

Each weekly assignment is worth 50 points each.

Weekly assignments will consist of certain body parts and beginning to develop an appreciation of how the body works and moves. Students will learn to see, be patient, and develop a strong sense of foundations in proportion and anatomy.

**Milestone # 1** is a preliminary check on character modeling and anatomical foundation and understanding Worth 100 pts

**Milestone # 2** is a secondary check on character believability and texturing understanding on Organic character modeling. Worth 100 pts

**Milestone # 3** is a tertiary check on character articulation and rigging capabilities based anatomical foundation, Worth 100 pts

**Final Project Milestone** is a final assessment of your ability to understand and implement the practices learned each week and is worth 300 points.

- 100 points towards model and quality
- 100 unwrap texture quality on Diffuse, Specular, and bump channels
- 100 points the Pose, render and display of final product
• Professionalism (100 pts)

Professionalism is the highest quality a student of industry can gain and respect. We are all adults, the following are areas in which we will earn or lower your grade over the 11 weeks of class.

- Attitude (be excited)
- Tardiness
- Contributing and requesting of Critiques in class
- Deliverables (turning in what is asked for, the way its asked for)
- Effort
- Looking and smelling the part
- Presentation Quality
- Teamwork (Are you contributing effectively? Socially?)
- Timeliness (time spent on projects versus peers)
- Time tracking (What are you worth? How long are you taking?)

Tentative Weekly Outline

Week 1:

Introduction
- View prior class projects
- Siggraph /Resources for Semester

Final Project Details
- Create your own character and creature
- Use Joints, Ik/FK kinematics, influence objects for pose
Lecture: Review Maya interface, controls and hotkeys for polygon modeling
Lab: Project Setup, discussion and inquiry.
Assignment:
(1) Create your own characters and creature concept art to use for the semester.
(2) Research Assignment: Locate 3 top 3D modelers online, document their work, process, and how they got into the trade.

Week 2:
Lecture: Modeling via Reference, topology planning
- Overview of fundamentals in modeling Polygons
- Edge Looping and Topology Instruction
Lab: Discuss kinesiology, and how edge-loops assist in animation for different industries
Assignment: Make 500k polygon mesh

Week 3:
Lecture: - Edge Looping and Topology Instruction / Anatomy & proportion Checks
- Modeling Edge Loops for facial structures, hand and feet
  Lab: - Review Anatomy of student projects
  Assignment: make 1k mesh

Week 4:
Lecture: Additional Modeling practice
  Lab:  3, 30-minute modeling sessions
  Assignment: 4k model

Week 5:
Lecture: Using Animation Deformers, for modeling checking anatomy, using reference
  Lab:  Open lab to begin modeling midterm
  Assignment:

Week 6:
  Lecture: - Unwrapping techniques in UV Layout and Maya for
  - Unwrapping Techniques versus Maya
  - Maya and Zbrush Workflow Theories
  Lab:  - UVLayout Demo
  Assignment:

Week 7:
  Lecture: Procedural Shaders vs File based Texturing for organic objects
  Lab Introduce the HyperShader, creating relationships and
  Assignment:

Week 8:
  Texturing in Photoshop for organic objects, creation of diffuse, specular, and Bump maps,
  Lab:  Use photos, paint brushes, and layer adjustments

Week 9:
  Lecture: Texturing in Zbrush using Polypaint and/or Spotlight for organic objects
  Lab:  Demo on Creature/Character
  Assignment: Texture character and creature

Assignment: Milestone #2 Due Week #10

Week 10:
  Lecture: Rigging Techniques
  Applying Bones, CTRL shapes to pose your character for Maya
Lab: Demo Joints, IK, FK, and SPLINE IK Uses
Assignment: Create joint system, IK, and Spine IK for models

Week 11:
  Lecture: Rigging Techniques
  Blend Shapes and for posing the face in Maya
  Lab: Demo Blend Shapes versus Influence Objects and Paint Weights
  Assignment: Create blend shapes for models

Week 12:
  Lecture: Rigging Techniques
  Skinning Geometry, Wrapping Geometry for additional Assets
  Lab: Show Weight Painting

Assignment: Milestone #3 due Week #13

Week 13:
  Lecture: Rendering Techniques using SSS and Ambient Occlusion and 3 Point lighting
  3-point Lighting
  Lab: Assignment:

Week 14:
  Lecture: Rendering Techniques
  Creating Turntable for Character Reels, rendering sequences
  Lab: Work on setting up Render layers and Passes in After Effects
  Assignment:

Week 15:
  Lab: Workday
  Assignment:

Week 16:
Present Final Project and Turntables.

Example

<table>
<thead>
<tr>
<th>Due Date</th>
<th>Assignment</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assignment #1</td>
<td>Conceptual Art, Research 3 Character Artists</td>
<td>50</td>
</tr>
<tr>
<td>Assignment #2</td>
<td>500 base mesh #1 (plant)</td>
<td>50</td>
</tr>
<tr>
<td>Assignment #3</td>
<td>1k polygon mesh (animal)</td>
<td>50</td>
</tr>
<tr>
<td>Assignment #4</td>
<td>4k-polygon mesh (character)</td>
<td>100</td>
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<tr>
<td>Assignment #5</td>
<td>Model accessories for plant animal and character, prep for unwrap</td>
<td>50</td>
</tr>
<tr>
<td>Assignment #6</td>
<td>Polish Models and accessories, prep for unwrap</td>
<td>50</td>
</tr>
<tr>
<td><strong>Milestone #1</strong></td>
<td>All models unwrapped</td>
<td>50</td>
</tr>
<tr>
<td>Assignment #8</td>
<td>Begin texturing character and creature, and all other accessories</td>
<td>50</td>
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<tr>
<td></td>
<td>Export textures, prep for Maya</td>
<td>100</td>
</tr>
<tr>
<td><strong>Milestone #2</strong></td>
<td>Export textures, prep for Maya</td>
<td>50</td>
</tr>
<tr>
<td>Assignment #10</td>
<td>Create joint system, IK, and Spine IK for models, Create blend shapes</td>
<td>50</td>
</tr>
<tr>
<td>Assignment #10</td>
<td>Skin Character, incorporate other geometry into rig.</td>
<td>50</td>
</tr>
<tr>
<td><strong>Milestone #3</strong></td>
<td>Render tests ready to evaluate</td>
<td>100</td>
</tr>
<tr>
<td><strong>FINAL</strong></td>
<td>Turntable, with pose, full render for each model</td>
<td>300</td>
</tr>
<tr>
<td><strong>Professionalism</strong></td>
<td>Overall attendance, effort, communication</td>
<td>100</td>
</tr>
</tbody>
</table>

**Grading Scale:**

A+  97–100%  Professional level work, showing highest level of achievement
A   93–96.99% Extraordinarily high achievement, quality of work; shows command of the subject matter
A–  90–92.99% Excellent and thorough knowledge of the subject matter
B+  87–89.99% Above average understanding of material and quality of work
B   83–86.99% Mastery and fulfillment of all course requirements; good, acceptable work
B–  80–82.99% Satisfactory quality of work
C+  77–79.99% Modestly acceptable performance and quality of work
C   73–76.99% Minimally acceptable performance and quality of work
C–  70–72.99% Unacceptable work (Core course must be repeated for credit)
D+  67–69.99% Unacceptable work (Course must be repeated for credit)
D  63–66.99%  Unacceptable work  
D–  60–62.99%  Unacceptable work  
F  Below 60  Unacceptable work  

No credits are granted for a grade below C.

**Grading Standards**

**A – Outstanding, high quality work.**

- A fully completed project that demonstrates mastery of skills.
- Projects that display creative and sometimes innovative work.
- The students created many sketches and investigated several options before choosing one.
- Combinations of color schemes, space, and image layout were used effectively and chosen carefully for final project.

**B – Good to very good work.**

- The student completed the components of the project, but neglected to experiment with additional or more challenging technical approaches.
- The work demonstrates good abilities in the respective new media applications, but may lack depth and level of skill.
- Space was filled adequately and a few combinations of design were tried.
- The project could be lacking in areas of design, planning, or technical approach.

**C – Average work.**

- The work demonstrates average skills in depth, design, and application.
- No more than what was required of the course was completed.
- The work is possibly incomplete in parts or used the wrong file extension on handed in projects.

**D – Below average work.**

- The work is largely incomplete and displays a lack of effort.
- Very little time was put into the software and thusly resulted in poor quality work.
- The files handed in had errors or were unable to be downloaded.

**F – Failure to complete the objectives of the course.**

**I - Incomplete**

Students are expected to complete their work in the allotted time of this session. However, because of unforeseen hardships students may not be able to complete the project in the time established for completion of his/her work. To receive a grade of Incomplete you must have 75% of the course work completed at a passing level.

**CODE OF CONDUCT**
All students should aspire to the highest standards of academic integrity. Using another student’s work on an assignment, cheating on a test, not quoting or citing references correctly, or any other form of dishonesty or plagiarism shall result in a grade of zero on the item and possibly an F in the course. Incidences of academic misconduct shall be referred to the Department Chair and repeated violations shall result in dismissal from the program.

All students are responsible for reading, understanding, and applying the Code of Student Rights, Responsibilities and Conduct and in particular the section on academic misconduct. Refer to The Code > Responsibilities > Academic Misconduct at http://www.indiana.edu/~code/. All students must also successfully complete the Indiana University Department of Education “How to Recognize Plagiarism” Tutorial and Test. https://www.indiana.edu/~istd You must document the difference between your writing and that of others. Use quotation marks in addition to a citation, page number, and reference whenever writing someone else’s words (e.g., following the Publication Manual of the American Psychological Association).

Academic Misconduct:

1. **Cheating:** Cheating is considered to be an attempt to use or provide unauthorized assistance, materials, information, or study aids in any form and in any academic exercise or environment.
   a. A student must not use external assistance on any “in-class” or “take-home” examination, unless the instructor specifically has authorized external assistance. This prohibition includes, but is not limited to, the use of tutors, books, notes, calculators, computers, and wireless communication devices.
   b. A student must not use another person as a substitute in the taking of an examination or quiz, nor allow other persons to conduct research or to prepare work, without advanced authorization from the instructor to whom the work is being submitted.
   c. A student must not use materials from a commercial term paper company, files of papers prepared by other persons, or submit documents found on the Internet.
   d. A student must not collaborate with other persons on a particular project and submit a copy of a written report that is represented explicitly or implicitly as the student’s individual work.
   e. A student must not use any unauthorized assistance in a laboratory, at a computer terminal, or on fieldwork.
   f. A student must not steal examinations or other course materials, including but not limited to, physical copies and photographic or electronic images.
   g. A student must not submit substantial portions of the same academic work for credit or honors more than once without permission of the instructor or program to whom the work is being submitted.
   h. A student must not, without authorization, alter a grade or score in any way, nor alter answers on a returned exam or assignment for credit.

2. **Fabrication:** A student must not falsify or invent any information or data in an academic exercise including, but not limited to, records or reports, laboratory results, and citation to the sources of information.

3. **Plagiarism:** Plagiarism is defined as presenting someone else’s work, including the work of other students, as one’s own. Any ideas or materials taken from another source for either
written or oral use must be fully acknowledged, unless the information is common knowledge. What is considered “common knowledge” may differ from course to course.

a. A student must not adopt or reproduce ideas, opinions, theories, formulas, graphics, or pictures of another person without acknowledgment.

b. A student must give credit to the originality of others and acknowledge indebtedness whenever:
   1. directly quoting another person’s actual words, whether oral or written;
   2. using another person’s ideas, opinions, or theories;
   3. paraphrasing the words, ideas, opinions, or theories of others, whether oral or written;
   4. borrowing facts, statistics, or illustrative material; or
   5. offering materials assembled or collected by others in the form of projects or collections without acknowledgment

4. **Interference:** A student must not steal, change, destroy, or impede another student’s work, nor should the student unjustly attempt, through a bribe, a promise of favors or threats, to affect any student’s grade or the evaluation of academic performance. Impeding another student’s work includes, but is not limited to, the theft, defacement, or mutilation of resources so as to deprive others of the information they contain.

5. **Violation of Course Rules:** A student must not violate course rules established by a department, the course syllabus, verbal or written instructions, or the course materials that are rationally related to the content of the course or to the enhancement of the learning process in the course.

6. **Facilitating Academic Dishonesty:** A student must not intentionally or knowingly help or attempt to help another student to commit an act of academic misconduct, nor allow another student to use his or her work or resources to commit an act of misconduct.

**OTHER POLICIES**

1. **Administrative withdrawal:** Students must participate in all class discussions and conscientiously complete all required course activities and/or assignments. If a student is unable to attend, participate in, or complete an assignment on time, the student must inform the instructor. If a student misses more than half of the required activities within the first 25% of the course without contacting the instructor, the student may be administratively withdrawn from this course. Administrative withdrawal may have academic, financial, and financial aid implications. Administrative withdrawal occurs after the full refund period, and a student who has been administratively withdrawn is ineligible for a tuition refund.

2. **Civility:** To maintain an effective and inclusive learning environment, it is important to be an attentive and respectful participant in lectures, discussions, group work, and other classroom exercises. Thus, unnecessary disruptions should be avoided, such as ringing cell phones, engagement in private conversations, and other unrelated activities. Cell phones, media players, or any noisy devices should be turned off during a class. Texting, web surfing, and posting to social media are generally not permitted. Laptop use may be permitted if it is used for taking notes or conducting class activities. Students should check with the instructor about permissible devices in class. IUPUI nurtures and promotes “a campus climate that seeks, values, and cultivates diversity in all of its forms and that provides conditions necessary for all
campus community members to feel welcomed, supported, included, and valued” (IUPUI Strategic Initiative 9). IUPUI prohibits “discrimination against anyone for reasons of race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, or veteran status” (Office of Equal Opportunity). Profanity or derogatory comments about the instructor, fellow students, invited speakers or other classroom visitors, or any members of the campus community shall not be tolerated. A violation of this rule shall result in a warning and, if the offense continues, possible disciplinary action.

3. **Communication:** For classroom-based courses, the instructor or teaching assistant should respond to emails by the end of the next class or, for online courses, within two Indiana University working days, which excludes weekends and holidays. The instructor should provide weekly office hours or accept appointments for face-to-face, telephone, or teleconferenced meetings, and announce periods of extended absence in advance.

4. **Counseling and Psychological Services (CAPS):** Students seeking counseling or other psychological services should contact the CAPS office at 274-2548 or capsindy@iupui.edu. For more information visit http://life.iupui.edu/caps/.

5. **Course evaluations:** Course evaluations provide vital information for improving the quality of courses and programs. Students are urged to complete one course and instructor evaluation for each section in which they are enrolled at the School of Informatics and Computing with the following exceptions: (a) The student has withdrawn from the course; (b) fewer than five students are enrolled in the section (in which case maintaining anonymity is difficult); and (c) the section is a laboratory that must be taken with a course having a different section number. Course evaluations are completed at [https://soic.iupui.edu/app/course-eval/](https://soic.iupui.edu/app/course-eval/). Course evaluations are typically open from the eleventh week. Course evaluations are anonymous, which means that no one can view the name of the student completing the evaluation. In addition, no one can view the evaluation itself until after the instructor has submitted the final grades. In small sections, demographic information should be left blank, if it could be used to identify the student.

6. **Disabilities policy:** All qualified students enrolled in this course are entitled to reasonable accommodations for a disability. Notify the instructor during the first week of class of accommodations needed. Students requiring accommodations register with Adaptive Educational Services (AES) and complete the appropriate AES-issued before receiving accommodations. The AES office is located at UC 100, Taylor Hall (Email: aes@iupui.edu, Tel. 317 274-3241). For more information visit [http://aes.iupui.edu](http://aes.iupui.edu).

7. **Email:** Indiana University uses your IU email account as an official means of communication, and students should check it daily. Although you may have your IU email forwarded to an outside email account, please email faculty and staff from your IU email account.

8. **Emergency preparedness:** Know what to do in an emergency so that you can protect yourself and others. For more information, visit the emergency management website at [http://protect.iu.edu/emergency](http://protect.iu.edu/emergency).

9. **IUPUI course policies:** A number of campus policies governing IUPUI courses may be found at the following link: [http://registrar.iupui.edu/course_policies.html](http://registrar.iupui.edu/course_policies.html)

10. **No class attendance without enrollment.** Only those who are officially enrolled in this course may attend class unless enrolled as an auditor or making up an Incomplete by prior
arrangement with the instructor. This policy does not apply to those assisting a student with a documented disability, serving in an instructional role, or administrative personnel. http://registrar.iupui.edu/official-enrollment-class-attendance.html Children may *not* attend class with their parents, guardians, or childcare providers.

11. **Religious holidays:** Students seeking accommodation for religious observances must submit a request form to the course instructor by the end of the second week of the semester. For information visit [http://registrar.iupui.edu/religious.html](http://registrar.iupui.edu/religious.html).

12. **Right to revise:** The instructor reserves the right to make changes to this syllabus as necessary and, in such an event, will notify students of the changes immediately.

13. **Sexual misconduct:** IU does not tolerate sexual harassment or violence. For more information and resources, visit [http://stopsexualviolence.iu.edu/](http://stopsexualviolence.iu.edu/).

14. **Student advocate:** The Student Advocate assists students with personal, financial, and academic issues. The Student Advocate is in the Campus Center, Suite 350, and may also be contacted at 317 274-4431 or studvoc@iupui.edu. For more information visit [http://studentaffairs.iupui.edu/advocate](http://studentaffairs.iupui.edu/advocate).

**MISSION STATEMENT**

The Mission of IUPUI is to provide for its constituent’s excellence in
- Teaching and Learning;
- Research, Scholarship, and Creative Activity; and
- Civic Engagement.

With each of these core activities characterized by
- Collaboration within and across disciplines and with the community;
- A commitment to ensuring diversity; and
- Pursuit of best practices.

IUPUI’s mission is derived from and aligned with the principal components—Communities of Learning, Responsibilities of Excellence, Accountability and Best Practices—of Indiana University’s Strategic Directions Charter.

**STATEMENT OF VALUES**

IUPUI values the commitment of students to learning; of faculty to the highest standards of teaching, scholarship, and service; and of staff to the highest standards of service. IUPUI recognizes students as partners in learning. IUPUI values the opportunities afforded by its location in Indiana’s capital city and is committed to serving the needs of its community. Thus, IUPUI students, faculty, and staff are involved in the community, both to provide educational programs and patient care and to apply learning to community needs through service. As a leader in fostering collaborative relationships, IUPUI values collegiality, cooperation, creativity, innovation, and entrepreneurship as well as honesty, integrity, and support for open inquiry and dissemination of findings. IUPUI is committed to the personal and professional development of its students, faculty, and staff and to continuous improvement of its programs and services.