



Faculty Senate

Professional Conduct

Approved: September 28, 2021

Preamble

Faculty are committed to the pursuit of truth, excellence, and the democratic principles inherent in higher education. Essential to these goals is the protection of the freedom to learn, the freedom to teach, and the guarantee of equal educational opportunity for all.

To attain and maintain our ethical and professional principles, faculty will foster and demand a campus environment that:

- Values the worth and dignity of all human beings.
- Promotes inclusion, diversity, equity, integrity, mutual understanding, and respect.
- Supports academic freedom, collegiality, collaboration, innovation, and life-long learning.

No policy or procedure, in any form, that addresses violations of any provision of this document shall be enforceable other than one developed by the Faculty Senate and approved by the Faculty Senate. The Faculty Senate reserves the sole right to amend any provision of this document at any time.

Principle 1: Commitment to Students

Faculty endeavor to prepare students to realize their academic potential and their role in a complex democratic society as participants and leaders. Faculty will:

- Encourage students toward independent action in the pursuit of life-long learning.
- Support students' access to varying points of view while encouraging tolerance and open-mindedness.
- Demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors.
- Make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student's true merit.
- Avoid any exploitation, harassment, or discriminatory treatment of students.
- Respect the personal and professional boundaries between students and faculty.
- Protect information about students unless disclosure serves a compelling professional purpose or is required by law.

Principle 2: Commitment to Our Profession and to Our Colleagues

Faculty endeavor to raise professional standards, to promote a climate that encourages the exercise of professional judgment, and to achieve conditions that attract qualified persons worthy of trust to careers in education. Faculty will:

- Provide honest information and disclose material facts related to competency and qualifications when applying for professional positions.
- Represent his/her professional qualifications with integrity.
- Prevent any entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute.
- Avoid any exploitation, harassment, or discriminatory treatment of colleagues.
- Respect and defend the free inquiry of their colleagues. And, in the exchange of criticism and ideas, faculty will show due respect for the opinions of others.
- Promote conditions of free inquiry and to further public understanding of academic freedom.
- Refuse any gratuity, gift, or favor that might impair or appear to influence professional decisions or actions.
- Protect information about colleagues unless disclosure serves a compelling professional purpose or is required by law.
- Shall not knowingly make false or malicious statements about a colleague.
- Shall uphold the values of academic honesty and integrity
- Properly acknowledging and crediting the work of others.

Principle 3: Commitment to the Institution

Faculty accept their share of responsibilities for the governance of their institution; moreover, faculty will observe the written regulations of the institution if the regulations do not contravene academic freedom or prevent the right to criticize and seek revision.
