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Academic Affairs Policy on Professional Rights and Duties of Faculty

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PREAMBLE

The University seeks to provide and sustain an environment conducive to sharing, extending, and critically examining knowledge and values, and to furthering the search for truth as the faculty member sees it. Effective performance of this academic mission requires that University faculty members be free within their respective fields of competence to pursue and teach the truth in accord with applicable standards of scholarly inquiry.

The faculty's privileges and protections, including that of tenure, rest on the mutually supportive relationships between the faculty's special professional competence and its academic freedom, and the academic mission of the University. These relationships are also the source of the professional responsibilities of faculty members.

It is the intent of this professional standards document to protect academic freedom, to help preserve the highest standards of teaching and scholarship, and to advance the mission of the University as an institution of higher learning.

OVERVIEW

Part I, "Professional Rights of Faculty," sets forth the responsibility of the University to maintain conditions and rights supportive of the faculty's pursuit of the University's academic mission. Many of these conditions and rights are derived from principles of academic freedom of faculty members and from the essential principle that a university is in its most critical aspects a collegial enterprise in which the faculty has principal authority with respect to academic and scholastic policies, and exercises shared authority in many other matters.

Part II, "Ethical Principles and Professional Duties of Faculty Members," elaborates standards of professional conduct for faculty members, derived from general professional consensus about the existence of certain precepts that adequately describe acceptable faculty behavior. Conduct which departs from these precepts is viewed by faculty as unacceptable because it is inconsistent with the mission of the University. The articulation of types of both expected and unacceptable faculty conduct is appropriate both to verify that a consensus about expected professional conduct and minimally acceptable standards in fact does exist and to give fair notice to all that departures from expected professional conduct and from minimal standards may give rise to disciplinary proceedings.

In Part II, "Professional Responsibilities, Ethical Principles, and Faculty Conduct," a clear distinction is made between statements of (1) ethical principles, (2) expected professional conduct, and (3) types of unacceptable behavior. Although the listings in none of these categories of statements are exhaustive, they encompass major concerns traditionally and currently important to the profession. It is expected that case adjudication, the lessons of experience, and evolving standards of the profession will promote reasoned adaptation and change of this Professional Standards Document.

Part III, "Roles and Professional Duties of Department Chairs," deals with the role and professional duties of department chairs. This part states standards and procedures for the selection, role, and responsibilities of department chairpersons. These terms are brought together in the same document as professional rights and duties of faculty members in order to provide both department chairpersons and faculty members with readily accessible information on the faculty member's right to participate in the selection of department chairpersons, and to provide a description of the authority and limitations on authority of department chairpersons, and a statement of the ethical obligations of department chairpersons in dealing with faculty members. Most of the material in Part III comes directly from the Laws of the Regents, and a related Appendix B thereto. However, several additional statements of professional obligations of department chair persons are set forth in Section III.C, and supplement the material from the Laws of the Regents.

Part IV, "Review of Faculty Conduct and Sanctions for Unprofessional Conduct by a Faculty Member," provides a procedure for responding to allegations of unprofessional conduct, including a description of sanctions that may be imposed at the department, college, and university levels. This part also describes a procedure for appealing sanctions.

Part V, "Appendices," contains appendices as follows:

Appendix A, "Principles of Academic Freedom," sets forth the statement on academic freedom contained in 12 792 re W* n BT /F2 10.5 Tf 1.0429 0 0 1 162.86 466.96 Tm 0.0745 g 0.0798 Tm 0 W* n

PART I. PROFESSIONAL RIGHTS OF FACULTY MEMBERS

In support of the University's academic mission as an institution of higher learning, a major

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