

POLICY ON FACULTY RESPONSIBILITIES AND PROFESSIONAL ETHICS

The Faculty of California State University, Sacramento recognizes that education is a public service and a public trust. Faculty responsibilities are variously defined in campus policies, system regulations, and government statutes and agency regulations. Responsibilities are also delineated in the Unit 3 Faculty Collective Bargaining Agreement.

No set of policies can anticipate all eventualities. Nevertheless, the Faculty of California State University, Sacramento concurs with the position of the American Association of University Professor (AAUP) which has long recognized that “membership in the academic profession carries with it special responsibilities.” The following general statement from the AAUP serves as a Guiding Principle.

2009 American Association of University Professor Statement on Professional Ethics

<http://www.aaup.org/AAUP/pubsres/policydocs/contents/statementonprofessionalethics.htm>

Professors, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth as they see it. To this end professors devote their energies to developing and improving their scholarly competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty. Although professors may follow subsidiary interests, these interests must never seriously hamper or compromise their freedom of inquiry.

1. As teachers, professors encourage the free pursuit of learning in their students. They hold before them the best scholarly and ethical standards of their discipline. Professors demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. Professors make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student’s true merit. They respect the confidential nature of the relationship between professor and student. They avoid any exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom.
2. As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates, even when it leads to findings and conclusions that differ from their own. Professors acknowledge academic debt and strive to be objective in their professional judgment of colleagues. Professors accept their share of faculty responsibilities for the governance of their institution.
3. As members of an academic institution, professors seek above all to be effective teachers and scholars. Although professors observe the stated regulations of the institution, provided the regulations do not contravene academic freedom, they maintain their right to criticize and seek revision. Professors give due regard to their paramount responsibilities within their institution in determining the amount and character of work done outside it. When considering the interruption or termination of their service, professors recognize the effect of their decision upon the program of the institution and give due notice of their intentions.
4. As members of their community, professors have the rights and obligations of other citizens. Professors measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to their institution. When they speak or act as

private persons, they avoid creating the impression of speaking or acting for their college or university. As citizens engaged in a profession that depends upon freedom for its health and integrity, professors have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

Given the statements above, this policy reminds faculty members of a number of obligations and responsibilities which govern our interactions as colleagues in an academic profession.

- a. Faculty members must share responsibilities of their Department. Classes, office hours, and advising should be held as scheduled. The primary criteria used in scheduling classes, office hours, and advising should be based on serving the needs of students.
- b. Faculty members will regularly attend Department meetings, and will, over the course of a career, provide significant service to the campus including participation on Department, College, and/or University committees to which they have been elected or appointed.
- c. Faculty members are expected to remain current in their fields, as evidenced by such endeavors as research, creative/scholarly activity, curriculum development, participation in the professional life of their disciplines, dissemination of the results of research and scholarly activities, and performance in creative endeavors.
- d. Faculty membership presumes service in the life of the society of which the University is a part. Discharge of these responsibilities may be evidenced by such activities as providing assistance to pre-college educational institutions and to other community organizations, serving as an officer in professional groups, or other service that draws on the faculty member's professional skill or expertise.
- e. Membership on the tenured or probationary Faculty is a full-time position. Meeting the responsibilities involved in being a full-time faculty member requires that the major portion of the faculty member's professional time and energies will be devoted to University work. (Article 35 of the faculty bargaining agreement specifies regulations governing outside employment.)
- f. Faculty members must avoid making or participating in decisions regarding other members of the campus community with whom there is or has been an intimate relationship or when there is unresolved conflict regarding scholarly, pedagogical, or other matters between the faculty member and the other individual. Faculty members must also exhibit great care in establishing significant financial or contractual obligations with another member of the campus community when the possibility exists that one member may have influence over the other's evaluation or hiring.
- g. Faculty members must appropriately acknowledge and credit the contribution of others in jointly developed instruction, curriculum, service, and/or research and scholarship.
- h. Faculty members must avoid public disclosure of sensitive or confidential information regarding any member of the campus community.