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5.321 Faculty Professional Ethics

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Type of Policy <input checked="" type="checkbox"/> University <input type="checkbox"/> <i>Campus</i> <input type="checkbox"/> <i>Department/Unit</i> <input type="checkbox"/> <i>Interim</i>		Faculty Professional Ethics Policy 5.321	
Academic Policies		Effective date: June 5, 2012	
Policy History:	Approved by:	Resolution #	Date
Approved	Chancellor	N/A	June 5, 2012
Revised			
Responsible Office	Responsible Administrator:	Contact information	Applies to:
Office of Vice Chancellor For Academic Affairs	Vice Chancellor for Academic Affairs	937-769-1890	All Faculty

I. Introduction

Faculty members, 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 academic field and practice is to seek and to state the truth as they see it. To this end faculty members devote their energies to developing and improving their scholarly/practitioner competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending, transmitting, creating, and co-creating knowledge. They practice intellectual honesty. They shall not engage in scientific and professional misconduct. Although faculty members may follow outside interests, these interests must never hamper or compromise their freedom of inquiry or their ability to remain current in their field.

II. Guidelines

- A. As educators committed to the engagement in student learning, faculty members:
- Encourage the free pursuit of learning by their students.

- Make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect the merit of each student's performance.
- Protect the academic freedom of students.
- Shall not coerce students to adopt positions similar to their own position or prevent students from holding opposing views.
- Shall not commit acts that interfere with the academic freedom of other persons within the university or interfere with the freedom of speech or movement of such persons.
- Acknowledge academic or scholarly contribution from their students in teaching, learning and scholarship. Faculty members respect the confidential nature of the relationship between faculty and student, consistent with FERPA, HIPPA and other federal guidelines, and shall not disclose information about students obtained in the course of their work as faculty unless disclosure serves a compelling professional purpose or is required by law.
- Avoid personal relationships with students that hinder any student's academic progress or create a situation in which any student is either favored or negatively impacted on grounds other than academic performance.
- Shall not commit or instigate acts of physical and psychological intimidation and violence against individuals, including but not limited to exploitation, harassment, or discriminatory treatment of students.

B. As colleagues and professionals, faculty members have obligations that derive from common membership in the community of scholars.

- Faculty members 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.
- They adhere to high standards of professional integrity and conduct, acknowledging the contributions of others to their work, refraining from plagiarism and misrepresentation.
- Faculty members strive to be fair in their professional judgment of colleagues.
- As members of a community of scholars, they accept their responsibilities to participate in the governance of their unit, campus and the institution.

C. As members of Antioch University, they seek above all to be effective in their faculty roles and responsibilities.

- Although faculty members observe the stated regulations of the institution, provided the regulations do not contravene academic freedom, they maintain their right to criticize and seek revision.
 - They 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, faculty members recognize the effect of their decisions upon the program of the institution and give due notice of their intentions.
- D. As members of their communities, faculty members have the rights and obligations of all citizens.
- Faculty measure the urgency of these obligations in the light of their responsibilities to their academic field, to their students, to their profession, and to Antioch University.
 - When they speak or act as private persons, they avoid creating the impression of speaking or acting for Antioch University.
 - As citizens engaged in a profession that depends upon freedom for its health and integrity, faculty members have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.
- E. Failure to comply with this policy may result in adverse action, up to and including dismissal from Antioch University.

Policy Cross Reference

Academic Freedom Policy	Policy #5.101
Faculty Outside Employment Policy	Policy #5.327
Conflicts of Interests	Policy #2.105
Relationships in the Workplace	Policy #4.615