

Policy: PAC-12
Subject: Professional Ethics

Annotated

Approval Date: 07/01/85
Revision Date:

PURPOSE:

The University, as an institution of learning and a community of persons with a special purpose, accepts its obligation to provide for its members an atmosphere which protects and promotes its educational mission and which guarantees its orderly and effective operation. To accomplish these goals, the University must require certain standards of conduct. University standards of conduct do not replace or relieve the requirements of civil or criminal laws.

The University has established standards of conduct related to its special educational mission. Specifically, members of the University community charged or convicted of violations under civil or criminal law may be subject to University discipline procedures and sanctions for the same conduct when the conduct occurs on campus or when the conduct occurs off campus and is a threat to the continuing protection of other members of the University community or the safeguarding of the educational process.

The faculty members assumes responsibilities in many areas.¹

AS PROFESSORS:

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 they devote their energies to developing and improving scholarly competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty. Although they may follow subsidiary interest, these interests must never seriously hamper or compromise their freedom of inquiry.

AS TEACHERS:

As teachers, professors encourage the free pursuit of learning in their students. They hold before them the best scholarly standards of their discipline. They demonstrate respect for the student as an individual and adhere to this proper role as intellectual guide and counselor. They make every reasonable effort to foster honest academic conduct and to assure that their evaluation of students reflects true merit. They respect the confidential nature of the relationship between professors and students. They avoid any exploitation, harassment, or discriminatory treatment of students. ~~for their private advantage and~~ They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom.

¹ Other than the changes indicated, the following provisions of PAC-14 are essentially verbatim from the AAUP Statement on Professional Ethics. Substantive AAUP language omitted from PAC-14 is indicated in redlining, and substantive PAC-14 language that does not appear in the AAUP Statement is indicated with strikethrough. Because PAC-12 was adopted in 1985, and because the AAUP Statement was subsequently revised in 1987 and 2009, it is likely that the differences between the AAUP Statement and PAC-12 are attributable to the AAUP's revisions.

AS COLLEAGUES:

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 their associates, **even when it leads to findings and conclusions that differ from their own.** ~~In the exchange of criticism and ideas they show due respect for the opinions of others.~~ They acknowledge their academic debts and strive to be objective in their professional judgment of colleagues. They accept their share of faculty responsibilities for the governance of the institution.

AS MEMBERS OF THE UNIVERSITY COMMUNITY:

As members of the University community, professors seek above all to be effective teachers and scholars. Although they observe the stated regulations of the institution, ~~provided they do not contravene academic freedom,~~ they maintain their right to criticize and seek revision. They determine the amount and character of the work they do outside the institution with due regard to their paramount responsibilities within it. When considering the interruption or termination of their service, they recognize the effect of that decision upon the program of the institution and give due notice of their intentions.

AS CITIZENS:

As members of their community, professors have the rights and obligations of **any other** citizens. They measure the urgency of these obligations in the light of their responsibilities to their subject, to students, to their profession, and to the institution. When they speak or act as private persons they avoid creating the impression that they speak or act for the 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.**