The conduct of all who are associated with the university community influences the reputation of the institution.

The primary challenge to each faculty member is to be an effective teacher and a scholar in one’s discipline. Therefore, faculty members should devote themselves to the development of teaching skills and scholarly competence. Personal interest, financial need or professional development may lead one to pursue additional work beyond the institution. (see Section III-6 Appendices - Appendix J. Statement on External Employment and Appendix K. Request to Engage in External Employment)

The conduct of faculty members, within and beyond the campus, should be in keeping with the dignity of their profession. Formal rules and guidelines of the university should be observed, providing they are not in conflict with one’s academic or personal freedom. Violations of this code of conduct by faculty should be reported in writing to the Vice-President for Academic Affairs whereupon the Faculty Senate shall act as a board of hearing and make recommendations as appropriate to the Vice-President for Academic Affairs and the President of the University. (See Section I-2 Faculty Constitution Article III, Section. 1, Responsibilities of the Faculty Senate; and, if necessary, Section II-5 Faculty Grievance)

When faculty members make public statements, they should not state or intentionally imply that they speak or act on behalf of the university unless they have been specifically requested to do so by the President. The right to criticize is Constitutionally guaranteed; within the university community, criticism should embrace institutional improvement as the central purpose. Criticism of another discipline, instructor, or class in the presence of a student, or students, is unprofessional.

Collegial relationships should be based upon mutual respect. Religious, racial, ethnic, sexual or psychological harassment cannot be tolerated. Exploitation of persons is unacceptable.

Faculty relationships with students should be marked by respect, courtesy, and helpfulness. Religious, racial, ethnic, sexual or psychological harassment cannot be tolerated. Evaluation of a student’s academic achievement should be based upon criteria established and communicated by classroom instructors. Exploitation of students is unacceptable.