

1 **ARTICLE 36. ETHICS AND PROFESSIONAL RESPONSIBILITY**

2 **Preamble.** All persons affiliated with the university have the obligation to uphold the
3 functionality, dignity, and integrity of the university. To fulfill that obligation, faculty members
4 must maintain an environment conducive to integrity in research, scholarly and creative
5 activity; teaching and learning; and service; and conduct themselves at all times with honesty
6 and integrity.

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8 Faculty members should be effective teachers in keeping with the accepted standards of each
9 discipline; demonstrate respect for each student and thoroughly and fairly evaluate student
10 performance in a timely manner; and avoid the exploitation of any student for private or personal
11 advantage. Faculty members also should seek to develop and improve their scholarly
12 competence in research and creative activity; and exercise critical self- discipline and judgment.
13 In the exchange of criticism and ideas, faculty members must show due respect for the opinions
14 of others, practice intellectual honesty and avoid plagiarism, fabrication, falsification or
15 deception.

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17 **Section 1. Engagement with colleagues.** Bargaining unit faculty members have obligations
18 that derive from common membership in the community of scholars and, therefore, shall not
19 discriminate against or harass colleagues. Bargaining unit faculty members shall respect and
20 defend the free inquiry of associates and be objective in their professional judgment of
21 colleagues.

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23 **Section 2. Engagement with students.** Bargaining unit faculty members shall encourage the
24 free pursuit of learning in their students, demonstrate respect for students as individuals, and
25 adhere to their proper roles as intellectual guides and counselors. Bargaining unit faculty
26 members shall make every reasonable effort to foster honest academic conduct, ensure that their
27 evaluations of students reflect each student’s true merit, and protect students’ academic freedom.
28 Faculty members shall respect the relationship between professor and student and avoid any
29 exploitation, harassment, or discriminatory treatment of students.

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31 **Section ~~1~~ 3. Adherence to Law.** Bargaining unit faculty members are responsible for becoming
32 familiar with the laws and regulations pertinent to their areas of responsibility and professional
33 competence, and for ensuring that they are in compliance with all applicable laws and
34 regulations at all times. For bargaining unit faculty members engaged in federally funded
35 research, this means ensuring that all required reports are complete, accurate and timely, and that
36 funds are used exclusively for legitimate and lawful purposes.

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38 **Section ~~2~~ 4. Accurate and Original Work.** Bargaining unit faculty members will not
39 plagiarize or fabricate work, and will not engage in unapproved falsification or deception in any
40 aspect of their teaching; research, scholarship or creative activity; or service activities.