

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.

16
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 ~~illegally~~ discriminate against or ~~illegally~~ harass colleagues. Bargaining unit faculty members
20 shall respect ~~and defend~~ the free inquiry of associates and **strive to** be objective in their
21 professional **evaluation and** judgment of colleagues.

22
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, **and to** ensure
27 that their evaluations of students reflect each student’s true merit, ~~and protect students’ academic~~
28 ~~freedom.~~ Faculty members shall respect the relationship between professor and student and
29 avoid any ~~illegal~~ exploitation, ~~illegal~~ harassment, or ~~illegal~~ discriminatory treatment of students.

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