

UNIVERSITY STATEMENT ON FACULTY RIGHTS AND RESPONSIBILITIES

Faculty members enjoy the right to exercise academic freedom within the context of their professional responsibilities as set forth in the University Statement on Academic Freedom. Faculty members also have the reasonable expectation of a safe and secure work environment that respects individual differences and promotes an accepting climate for diverse perspectives.

To ensure that the rights of all faculty members are respected, it is the obligation of each faculty member, to promote academic responsibility and ethical professional conduct in keeping with the educational mission of the university. Through their professional conduct, faculty members should promote and protect academic freedom, promote respect for the learning process, and enhance public recognition of the unique role of educational institutions in our society. The faculty at California State University, Fresno also recognizes that public higher education is a public service and a public trust.

In the Collective Bargaining Agreement Between the California State University and the California Faculty Association, the parties recognize explicitly the role that academic freedom and academic responsibility play in the academy. The Preamble of that document states:

It is the purpose of these parties in entering this Agreement to promote high standards of education in the CSU. The CSU shall support the pursuit of excellence and academic freedom in teaching, research, and learning through the free exchange of ideas among faculty, students, and staff.

The parties recognize that quality education requires an atmosphere of academic freedom and academic responsibility. The parties acknowledge and encourage the continuation of academic freedom while recognizing that the concept of academic freedom is accompanied by a corresponding concept of responsibility to the university and its students.

Consistent with the AAUP definition of academic freedom,¹ the AAUP Statement on Professional Ethics,² and the CBA, academic freedom does not absolve faculty members from their obligations to conform their conduct to the mandates of law, CSU or university policies.³

Faculty members have the obligation to establish and maintain ethical professional conduct in and outside of the classroom that reflect and enhance the meaning of academic freedom. Each faculty member also has obligations to colleagues that derive from the common membership in the community of scholars. In fulfilling their obligations, faculty members are expected to have a presence on campus commensurate with their responsibilities during the entire period of active employment this period of active employment includes attendance at the academic assembly on the first day of the academic year through participation in commencement exercises on the last day.

The standard of professional conduct to which all faculty members at this university are expected to adhere, and that is premised on academic freedom and academic responsibility and consistent with the AAUP Statement on Professional Ethics, is as follows:

¹ 1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretative Notes, AAUP

² Statement on Professional Ethics, AAUP, 1987

³ When applying the mandates of law, CSU and university policy, appropriate administrators and department chairs shall consider the academic freedom of faculty as defined by the University Statement On Academic Freedom.

1. Each faculty member is expected to observe the stated policies, procedures and regulations of the university, and to fulfill all contractual and legal obligations.
2. As members of an educational profession, all faculty members are expected to
 - (a) seek and to state the truth in their roles as teachers and scholars as they see it
 - (b) develop and improve their instructional and scholarly competence by remaining current in their fields, updating and revising course syllabi, participating in appropriate professional development activities, and disseminating knowledge through formal and informal instruction
 - (c) practice, foster, and defend intellectual honesty, freedom of inquiry and instruction, and free expression on and off campus, not only for themselves, but also for all members of the academic community
 - (d) avoid any personal or professional conflicts of interest which would compromise the exercise of intellectual honesty, ⁴ freedom of inquiry and instruction, or freedom of expression on or off campus by themselves or others, especially by declining to instruct, evaluate, or supervise anyone with whom they have a personal or professional relationship.
 - (e) assure that their outside interests do not compromise or conflict with their professional responsibilities to the university.
3. As teachers, all faculty members are expected to
 - (a) take responsibility for promoting academic standards in the classroom and the curriculum
 - (b) create an atmosphere of mutual respect, in and out of the classroom, between faculty and students by showing due consideration for the reasoned opinions of students
 - (c) create an atmosphere of mutual respect by not practicing or tolerating uncivil or demeaning behavior toward students in an instructional setting
 - (d) be accessible to students outside the classroom during office hours and at others times mutually convenient to the faculty member and the student.
 - (e) ensure that the evaluation of each student reflects the true merit of each student's academic performance.
 - (f) guard against the improper disclosure of confidential information regarding students
 - (g) serve as intellectual guides, advisers, and role models to students

⁴ As noted in the Statement on Professional Ethics: "although professors may follow subsidiary interests, these interests must never seriously hamper or compromise their freedom of inquiry."

4. As scholars and researchers, all faculty members are expected to
 - (a) practice and foster honest academic conduct appropriate to the highest standards of academe and their discipline
 - (b) acknowledge the contributions of others, including their students, to their academic work
 - (c) show consideration for the opinions and contributions of other scholars
 - (d) recognize that the scope and nature of research activities will vary between faculty members and that, integral to academic freedom, the professional pursuits of faculty members, whether theoretical or applied, have a valuable role in a university dedicated to the pursuit of knowledge.
 - (e) recognize that the scope and nature of scholarly activities will vary between faculty members and that, integral to academic freedom, the scholarly pursuits of faculty members, whether through the scholarship of discovery, integration or application, and whether involved in generating research results or the dissemination of knowledge, have a valuable role in a university dedicated to the pursuit and dissemination of knowledge.
5. As colleagues, all faculty members are expected to
 - (a) work in a cooperative and collegial manner to achieve the goals established by the department, the college/school and the university
 - (b) show due consideration of the academic preparation, opinions, contributions and professional judgments of their colleagues in the department, college/school, or university
 - (c) seek objectivity in their professional evaluation of colleagues
 - (d) refrain from practicing or tolerating uncivil or demeaning behavior toward a colleague in the department, college/school or university
 - (e) guard against the improper disclosure of confidential information regarding faculty, administrators, and staff.
6. As members of the university community, all faculty members are expected to
 - (a) accept their share of responsibilities for the governance of the institution through service on department, college/school and university committees, boards, or the Academic Senate
 - (b) maintain the right to criticize policies and procedures as well as other regulations and seek their revision through recognized consultative processes
 - (c) show respect for and due consideration of the role and contributions that each member of the university community, whether faculty, staff, student or administrator, makes toward the mission of the university.

7. As citizens, all faculty members are expected to
- (a) publicly distinguish when they speak or act as private citizens from when they do so as an official representative of the university
 - (b) promote conditions of free inquiry through the advancement of the public understanding of academic freedom.

References: AAUP 1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretative Notes

AAUP Statement On Professional Ethics, 1987

CBA Article 20

Recommended by the Academic Senate
Approved by the President

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