

Information Systems & Quantitative Analysis

(ISQA) Department

Canons of Conduct for Faculty

I. General

1. The IS Department at the University of Nebraska at Omaha is a community that seeks to work and learn in an environment of the highest professionalism and respect for others and ourselves. These canons are our statement of expectations for faculty behavior in such a community. A separate document states our canons of conduct for students.
2. IMPORTANT: Many of these canons are extracted and/or adapted from the *AAUP Statement, 1966* on the same topic (Revised, 1987), the *Bylaws of the University of Nebraska Board of Regents (Chapter IV. Rights and Responsibilities of Professional Staff)*, http://www.uneb.edu/board/board_bylaws.html, and the University of California faculty handbook.

II. Teaching and Students

1. Professors encourage the free pursuit of learning of their students. They hold before them the best scholarly standards of their discipline.
2. Professors respect the dignity of students and their right to express differing opinions without fear of retribution.
3. Professors demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors.
4. Professors present the subject matter of courses as announced to the students and approved by authorities responsible for the curriculum.
5. Professors make every reasonable effort to foster honest academic conduct and to assure that their evaluations of students reflects each student's true merit.
6. Professors respect the confidential nature of the relationship between professor and student.
7. Professors avoid any exploitation, harassment, or discriminatory treatment of students.
8. Professors acknowledge significant academic or scholarly assistance from students.
9. Professors protect the academic freedom of students.
10. Professors explicitly state their policies on grading including penalties for plagiarism, cheating or other student misconduct.

Examples of unacceptable conduct:

- i. Failure to meet the responsibilities of instruction, including:

- a. arbitrary denial of access to instruction or discussion of evaluation on course material and/or assignments;
 - b. significant intrusion of material unrelated to the course;
 - c. significant failure to adhere, without legitimate reason, to the rules of the faculty in the conduct of courses, to meet class, to keep office hours, or to hold examinations as scheduled;
 - d. evaluation of student work by criteria not directly reflective of course performance; and
 - e. undue and unexcused delay in evaluating student work.
- ii. Discrimination, including harassment, against a student on political grounds, or for reasons of race, religion, sex, sexual orientation, ethnic origin, national origin, ancestry, marital status, medical condition, status as a covered veteran, or, within the limits imposed by law or University regulations, because of age or citizenship or for other arbitrary or personal reasons. This includes the making of inappropriate commentary unrelated to course discussions that may be perceived by students as discriminatory based on race, religion, sex, sexual orientation, ethnic origin, national origin, ancestry, marital status, medical condition, and status as a veteran. Violation of the University policy, including the pertinent guidelines, applying to nondiscrimination against students on the basis of disability.
 - iii. Use of the position or powers of a faculty member to coerce the judgment or conscience of a student or to cause harm to a student for arbitrary or personal reasons.
 - iv. Participating in or deliberately abetting disruption, interference, or intimidation in the classroom.

III. Scholarship

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

Examples of unacceptable conduct:

Violation of canons of intellectual honesty, such as research misconduct and/or intentional misappropriation of the writings, research, and findings of others.

IV. The University

1. Professors seek above all to be effective teachers and scholars.
2. Professors observe the stated regulations of the institution, provided the regulations do not contravene academic freedom.

3. Professors participate upon request in the activities of the University in the areas of student advising and public service, and as appropriate, in the activities of the department, the college, the campus, and the University.
4. Professors give due regard to their paramount responsibilities within their institution in determining the amount and character of the work done outside it.
5. Professors respect the right of the University community to be free from actions that impede its normal functioning.

Examples of unacceptable conduct:

- i. Intentional disruption of functions or activities sponsored or authorized by the University.
- ii. Unauthorized use of University resources or facilities on a significant scale for personal, commercial, political, or religious purposes.
- iii. Violation of the University policy on nondiscrimination.
- iv. Serious violation of University policies governing the professional conduct of faculty, including but not limited to policies applying to research, outside professional activities and conflicts of commitment.

V. Colleagues

1. Professors have obligations that derive from common membership in the community of scholars.
2. Professors do not discriminate against or harass colleagues.
3. Professors respect and defend the free inquiry of associates.
4. In the exchange of criticism and ideas, professors show due respect for the opinions of others.
5. Professors acknowledge academic debts and strive to be objective in their professional judgment of colleagues.
6. Professors accept their share of faculty responsibilities for the governance of their institution.

Examples of unacceptable conduct:

- i. Making evaluations of the professional competence of faculty members by criteria not directly reflective of professional performance.
- ii. Violation of the University policy on nondiscrimination.
- iii. Breach of established rules governing confidentiality in personnel procedures.

VI. The Community

1. Faculty members have the same rights and obligations as all citizens.
2. Faculty members make every effort to indicate that they are not spokespersons for the University except when authorized so to act.

Types of unacceptable conduct:

- i. Intentional misrepresentation of personal views as a statement of position of the University or any of its agencies. (An institutional affiliation appended to a faculty member's name in a public statement or appearance is permissible, if used solely for purposes of identification.)
- ii. Commission of a criminal act which has led to conviction in a court of law and which clearly demonstrates unfitness to continue as a member of the faculty.