

**Section:** Faculty Code of Ethics

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**Sponsoring Unit/Department:** Office of the Provost

## Faculty Code of Ethics

### Preamble

The faculty member, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence and the nature of democratic principles. Essential to these goals are the protection of academic freedom, and the guarantee of equal educational opportunity for all. The faculty member recognizes the magnitude of the responsibility inherent in teaching and providing complementary educational services. The faculty member accepts the responsibility to adhere to the highest ethical standards and conduct.

This Code of Ethics indicates the aspiration of all faculty members and provides a standard by which to evaluate a faculty member's conduct.

### Principle I - Commitment to the Student

The faculty member strives to help each student realize their potential as a worthy and effective member of society. The faculty member therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the faculty member:

- shall encourage and support students in independent action in the pursuit of learning;
- shall endeavor to ensure student learning, success, and retention;
- shall promote student access to varying points of view;
- shall provide faithful and opportune information relevant to students' progress;
- shall make reasonable efforts to protect students from conditions harmful to their learning, health, and safety;
- shall create and provide educational experiences so students are not intentionally exposed to embarrassment or disparagement;
- shall abide by State and Federal laws and local ordinances prohibiting discrimination and shall provide teaching and complementary educational services that respect differences in race, color, religion, sex, national origin, age, disability, veterans status, sexual orientation, gender identity and any other legally protected category, and shall work to ensure that no student experiences unlawful discrimination by exclusion from participation in any program, denial of benefits and/or granting unfair advantage;
- shall maintain professional relationships with students and not engage students for private advantage; and
- shall maintain confidentiality regarding information about students obtained in the course of professional service, unless disclosure serves a compelling professional purpose or is required by law.

**Principle II - Commitment to the Profession**

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the faculty member shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgment to achieve conditions which attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.

In fulfillment of the obligation to the profession, the faculty member:

- shall represent themselves accurately and honestly in any application for a professional position(s) or in any other representation of professional qualifications, and shall make full disclosure of all material facts related to competencies and qualifications;
- shall maintain confidentiality regarding information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law;
- shall refrain from false or malicious statements about colleagues or about candidates for professional positions;
- shall refuse any gratuity, gift, or favor that might impair or appear to influence professional decisions or actions;
- shall encourage persons who are qualified in respect to character, education or other relevant attribute(s) to enter into the profession; and
- shall work to ensure that only qualified faculty members engage in the practice of teaching and delivery of complementary educational services.

**Principle III – Commitment to the College**

The faculty member, believing in the mission of the College, demonstrates and promotes organizational values in their teaching and other service for the College. The work of the professional faculty member includes service to students, the profession, the College, the campus and Pima County. The roles of the professional faculty member include instructor and provider of complementary educational services, departmental colleague, College and community citizen, mentor and applied researcher. Therefore, the inclusion and participation of faculty members in the life of the College is essential in creating a culture conducive for student learning.

In fulfillment of the obligation to the College, the faculty member:

- shall promote rational dialogue and debate about the standards, strengths, achievements, opportunities and challenges of the College;
- shall provide educational leadership and service to the College for institutional advancement;
- shall help create readiness for institutional change;
- shall respect, respond to, and advocate for the needs of the diverse external community;
- shall exercise professional ethics and individual accountability in the discharge of all duties, assignments and service to the College;

- shall remain current in their discipline and curriculum by engaging in lifelong learning and in professional development activities designed to enhance their skills, abilities and knowledge;
- shall collaborate with other members of the College community to fulfill the College's mission;
- shall use their professional judgment to select appropriate materials and resources and to identify and recommend delivery systems to support student success; and
- shall participate in institutional activities and processes that create an environment which makes the College an employer of choice.