

Citrus College Academic Senate Faculty Code of Ethical Conduct

The following Code of Ethical Conduct for faculty members is drawn from the standards set forth by the American Association of University Professors and endorsed by the Academic Senate at Citrus Community College. Its purpose is to strengthen and promote academic freedom (as described in the AAUP's document on the subject) by defining the faculty's relationship to their students, their individual discipline, their institution, their colleagues, and their community at large. The code underscores the faculty's obligation to maintain the highest standards of teaching and scholarship, to advance the mission of the College as an institution of higher learning, and to continually review their own professional conduct. To depart from these principles undermines academic integrity (and therefore freedom) and contradicts both the mission of the College and the high ideals of professional conduct to which we, as the faculty, are committed.

Faculty Responsibilities to Students

As intellectual guides and mentors, faculty members are expected to instill in their students a scrupulous regard for truth and intelligent inquiry, to avoid favoritism, exploitation or sexual harassment, and to prepare for and meet classes and office hours as scheduled. Faculty are also expected to demonstrate cultural awareness, to maintain high academic standards that are fair, balanced, and objective, and to promote in the classroom a free and open exchange of ideas while teaching and modeling academic honesty, trust, and mutual respect. Nothing must impinge on the inherent rights of students to flourish in a non-hostile environment. Faculty must never undermine the confidence of students in their studies.

Faculty Responsibilities to the Discipline

The faculty's primary responsibility is to profess their individual discipline as they understand it. To this end, faculty are expected to pursue, where relevant, any or all of the following avenues for personal and professional growth: keeping current in their academic fields; exhibiting intellectual honesty and integrity in all scholarly endeavors; continuing affiliations with professional organizations; enrolling in courses; and taking advantage of staff development, sabbatical leaves, exchange programs or other opportunities to

continue to develop their scholarly competence. Through their own personal development and scholarly competence faculty members are expected to achieve authority in their discipline through careful inquiry and critical reflection.

Faculty Responsibilities to the Institution

Along with their contractual obligations, faculty members have a special responsibility to participate in the governance and administration of the College through membership on committees and other organizations. They are encouraged to promote the integrity of the institution and to work to create a safe, trusting, open learning environment that is neither repressive nor hostile. An active participation in the hiring processes, where possible, as well as the evaluation of and mentoring of colleagues are some of the ways that faculty can contribute to the college community. Faculty must strive to never denigrate other disciplines.

Faculty Responsibilities to Colleagues

Whether acting in an academic or administrative capacity, faculty members will respect their colleagues and conduct themselves at all times with dignity and respect. Faculty will strive to be fair and objective in their evaluations of colleagues. They shall avoid threatening or abusive behavior or language, inappropriate discrimination, false or malicious statements, verbal harassment or intimidation of another faculty member under any circumstances while on campus. They will defend their colleagues' right to academic freedom.

Faculty Responsibilities to the Community at Large

As representatives of the College among the general community, faculty must avoid expressing their own personal views as the official positions of the College. Faculty members are encouraged to participate in speakers' bureaus or college-sponsored activities and to serve as models of the highest professional conduct.