

**University Policy Impact and Tracking Statement**

<p><b>Proposed or Revised Policy Title:</b> <b>Revisions to the Statement on Professional Conduct in the University Handbook for Appointed Personnel</b></p>
<p><b>Policy Sponsor:</b> <b>Office of the Provost in partnership with the Faculty Senate’s Appointed Personnel Policy Committee with support from the Office of the General Counsel and Human Resources</b></p>
<p><b>Senior Leadership Review Dates:</b> These policies have been discussed in Provost’s Council, Deans’ Council, and the Academic Personnel and Policy Committee of the Faculty Senate and will be sent to the President’s Office after deliberations in the Faculty Senate on May 4.</p>
<p><b>Publication Dates:</b> <i>Lo Que Pasa</i> - Forthcoming <i>UAnnounce</i> - Forthcoming <b>Other</b> – Emails to all faculty, heads and deans</p>

**Policy description:**

**Revision of Statement on Professional Conduct  
in the University Handbook for Appointed Personnel**

**Reason for new policy or revision:**

The University’s Statement on Professional Conduct has not been updated since 1971. Updating the statement provides us an opportunity to restate our expectations for one another nearly half a century that has seen major changes that have raised new challenges to academic freedom and renewed the importance of responding proactively to harassment and intimidation. The proposed revision draws significantly from recent faculty-led work on defining quality teaching and scholarship, and also Senate conversations on academic freedom and freedom of speech, diversity and inclusion, and other topics. The revisions will draw upon these discussions to update our statement on Professional Conduct and reiterate its guiding principle: academic communities are based on a shared obligation “to respect the dignity of others, to acknowledge their right to express differing opinions, and to foster defend intellectual honesty, free expression, and academic freedom of inquiry.”

**Major impacts to University and potential stakeholders:**

These changes will provide the University community with updated and shared language around expected conduct. While the former policy focused largely on teaching, the revised policy draws on recent campus and national discussions to consider our shared commitments to quality research and service and expand upon the vital role that diverse experiences and experiences play in fostering

innovation and expanding our impact. The revised policy takes note of related policies on bullying and harassment to underline our shared commitment to maintaining safe and supportive working and learning environments, and it strengthens our guiding commitment to academic freedom by emphasizing our fundamental commitment to evidence-based dialogue as a defense against those who would claim the right to hold forth on their opinions on controversial issues.

**Anticipated concerns or objections:**

While the Statement on Professional Conduct does provide some clear examples of behavior that will not be tolerated as well as conduct that is expected, overall it is intended to be a high-level descriptive statement that guides our conduct rather than an exhaustive inventory of expectations and prohibitions to cover all potential situations. Some might prefer the latter.

**Estimate and description of financial cost to implement, if any:**      None

**Will the policy affect any of the following?**

- |                       |   |   |   |
|-----------------------|---|---|---|
| Existing UA Policy    | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | Compliance with federal law/regulations | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Existing UA Procedure | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | Compliance with state law/regulations   | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Existing Board Policy | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | General Public                          | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |

**Describe any item checked "yes":**

These changes will be made to UHAP, Chapter 7.