

University Policy Impact and Tracking Statement

Proposed or Revised Policy Title: University Handbook for Appointed Personnel, Chapter 7.01, Professional Conduct
Policy Sponsor: Andrea Romero
Senior Leadership Team Review Dates: July 9, 2019
Publication Dates: <i>UAnnounce:</i> Posted May 31, 2019; Second submission July 23, 2019

Policy description:

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 and defend intellectual honesty, free expression, and academic freedom of inquiry.”

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 after nearly half a century, during which major changes have raised new challenges to academic freedom and renewed the importance of responding proactively to harassment and intimidation.

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. Moreover, this policy change will 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 Yes No

Compliance with federal
law/regulations Yes No

Existing UA Procedure Yes No

Compliance with state
law/regulations Yes No

Existing Board Policy Yes No

General Public Yes No

Describe any item checked "yes":

These changes will be made to UHAP, Chapter 7.01.