

ARTICLE 3 ACADEMIC RESPONSIBILITY/DUTY

A. STANDARDS OF CONDUCT

1. *The University and UC-AFT recognize and endorse the “Statement on Professional Ethics” published by the AAUP as a framework for understanding the professional judgment and responsibilities of Unit 18 faculty.*
2. *The parties recognize that membership in the academic profession carries with it both special rights and also special responsibilities. The parties reaffirm their mutual commitment to academic freedom and academic responsibility as complementary principles of the academic profession.*
3. 4. The standards in this article will be applied to Unit 18 faculty in their role as teachers in the same manner as all other faculty in their role as teachers.
4. Nothing in this article shall modify *or supersede* the provisions of Article 24, Instructional Workload *and Article 31, Academic Review Criteria*. [moved from B.2.]

B. ~~UNIVERSITY OF CALIFORNIA DUTIES AND RESPONSIBILITIES~~ *UNIT 18 FACULTY RESPONSIBILITIES AS ACADEMIC PROFESSIONALS*

- ~~1. Academic freedom safeguards must be accompanied by an equally demanding standard of academic responsibility, requiring responsible service, consistent with the objectives of the University.~~
1. ~~2. Unit 18 faculty are responsible for the effective instruction of students. Aspects of effective instruction include but are not limited to teaching classes in accordance with course objectives and published schedules at locations approved by the University. [moved to C.1.]~~
The Unit 18 faculty member is **are** expected to be competent in their chosen field and be able to communicate effectively with students in a way that creates an environment that stimulates imaginative thinking and encourages critical and analytical skills *supports learning*.
~~Unit 18 faculty are expected to advise students on academic matters, and maintain a responsible, professional relationship with students. [moved to~~

C.3.]

~~Unit 18 faculty will carefully ensure equal application of class standards and requirements. [moved to C.2.]~~

~~The Unit 18 faculty member should maintain an active interest in the advances and current thinking in their subject area and be able to relate such information to their teaching in an organized manner through incorporation into course materials. [moved to B.2.]~~

~~By accepting responsibilities in all of the aforesaid areas, the Unit 18 faculty member commits to excellence in education and dedication to student needs.~~

~~Nothing in this section shall modify the provisions of Article 24, Instructional Workload. [moved to A.4.]~~

2. ~~The Unit 18 faculty member should maintain an active interest in the advances and current thinking in their subject area and be able to relate such information to their teaching in an organized manner through incorporation into course materials. [moved from B.2.]~~
3. ~~As members of the community of scholars at the University of California, Unit 18 faculty are expected to sustain an environment conducive to sharing, extending, and critically examining knowledge and values, in support of the department's academic mission. **alignment with assigned duties and professional ethics.**~~
4. ~~In addition, they are expected to exhibit respect and professionalism in the mutual exchange of ideas, opinions, and criticisms with colleagues and to strive to be objective in their professional communications and interactions. Examples of conduct inconsistent with these expectations include, but are not limited to: **Unit 18 faculty have obligations that derive from common membership in the community of academic professionals at the University. Unit 18 faculty do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates, even when it leads to findings and conclusions that differ from their own. Unit 18 faculty acknowledge and/or give credit to others' ideas and work. They strive to be impartial in their professional judgment of colleagues. This exercise of professional judgment includes:**~~
 - a. ~~Making evaluations of professional competence based **solely** on criteria other than professional performance;~~
 - b. ~~Discrimination, including harassment, against other members of the~~

~~community of scholars on political grounds, or for reasons of race, color, religion, sex (including gender, pregnancy, childbirth, medical conditions related to breastfeeding), sexual orientation, gender expression, gender identity, ethnic origin, national origin, ancestry, marital status, medical condition (cancer related or genetic characteristics), physical or mental disability, genetic information (including family medical history), HIV status, 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;~~ **Following applicable University anti-discrimination and anti-harassment policy including the UC Anti-Discrimination policy at the date of agreement:**

- c. ~~Breach of~~ **Maintaining** established rules governing confidentiality in personnel matters and/or procedures.
- 4. ~~The parties agree that certain conduct by Unit 18 faculty is unacceptable and is inconsistent with their role as instructional faculty. Such unacceptable conduct includes but is not limited to:~~
 - a. ~~arbitrary denial of access to instruction;~~
 - b. ~~significant intrusion of material unrelated to the course;~~
 - c. ~~significant failure to adhere, without legitimate reason, to the rules of 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;~~
 - e. ~~undue and unexcused delay in evaluating student work;~~
 - f. ~~discrimination, including harassment, against a student on political grounds, or for reasons of race, color, religion, sex (including gender, pregnancy, childbirth, medical conditions related to breastfeeding), gender, sexual orientation, gender expression, gender identity, ethnic origin, national origin, ancestry, marital status, medical condition (cancer related or genetic characteristics), genetic information (including family medical history), HIV status, 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;~~

- ~~g. discrimination against students on the basis of physical or mental disability;~~
- ~~h. use of the position or powers of a faculty member to coerce the judgment or conscience of a student, to cause harm to a student for arbitrary or personal reasons; and/or~~
- ~~i. participating in or deliberately abetting disruption, interference or intimidation in the classroom. [moved to C.3.]~~

C. UNIT 18 FACULTY RESPONSIBILITIES TOWARD STUDENTS

1. Unit 18 faculty are responsible for the effective instruction of students. Aspects of effective instruction include ~~but are not limited to~~ teaching classes in accordance with course objectives and published schedules at locations approved by the University. [moved from B.2.]
2. Unit 18 faculty will carefully ensure equal application of class standards and requirements. [moved from B.2.]
3. Unit 18 faculty are expected to ~~advise students on academic matters, and maintain a responsible, professional relationship with students.~~ [moved from B.2.]
~~The parties agree that certain conduct by Unit 18 faculty is unacceptable and is inconsistent with their role as instructional faculty. Such unacceptable conduct includes but is not limited to:~~
Conduct inconsistent with this responsibility includes:
 - a. arbitrary denial of access to instruction;
 - b. significant intrusion of material unrelated to the course;
 - c. significant failure to adhere, without legitimate reason, ~~to the rules of faculty in the conduct of courses~~ **to assigned instructional duties such as** 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;
 - e. undue and unexcused delay in evaluating student work;

- ~~f. discrimination, including harassment, against a student on political grounds, or for reasons of race, color, religion, sex (including gender, pregnancy, childbirth, medical conditions related to breastfeeding), gender, sexual orientation, gender expression, gender identity, ethnic origin, national origin, ancestry, marital status, medical condition (cancer related or genetic characteristics), genetic information (including family medical history), HIV status, 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;~~
- ~~g. discrimination against students on the basis of physical or mental disability;~~ **in violation of the University's applicable anti-discrimination and anti-harassment policies including the UC Anti-Discrimination policy at the date of agreement.**
- ~~g.~~ **h.** use of the position or powers of a **Unit 18** faculty member to coerce the judgment or conscience of a student, to cause harm to a student for arbitrary or personal reasons; ~~and/or~~
- ~~i. participating in or deliberately abetting disruption, interference or intimidation in the classroom.~~
- h. entering into a romantic or sexual relationship with a student for whom a faculty member has, or should reasonably expect to have in the future, academic responsibility (instructional, evaluative, or supervisory); and**
- i. exercising academic responsibility (instructional, evaluative, or supervisory) for any student with whom a faculty member has a romantic or sexual relationship.**

D.G. OTHER RESPONSIBILITIES

- ~~1. Academic responsibility also includes the requirement that the Unit 18 faculty member abide by the following:~~
 - ~~a. No compensation shall be paid to any Unit 18 faculty of the University unless actively engaged in the service of the University;~~
- 1. b. No one in the service of the University shall devote to private purposes any portion of the time due to the University nor shall any outside**

employment **shall** interfere with the performance of University duties.

2. e. **Unit 18 faculty will abide by** University regulations regarding disclosure of financial interest (Political Reform Act of 1974).
3. 2. When the University makes significant changes or amendments to the above regulations set forth in ~~C.1.eD.2.~~ that are within the scope of representation as they apply to Unit 18 faculty, the University will meet and confer with the **UC-AFT** over such changes or amendments. Any meeting and conferring with the **UC-AFT** shall not delay the implementation of such changes or amendments with respect to non-unit employees.