

Code of Ethics
Faculty and Professional Staff
Rowan University

Preamble

The Code of Ethics is a set of standards for professional ethics in teaching, research, and business activities which all members of the AFT Local 2373 bargaining unit are expected to maintain. In order to guarantee all faculty and professional staff the right to confidentiality and due process, application of the Code of Ethics will be in accordance with procedures approved by the University Senate.

Matters of law or contract shall take precedence over the Code of Ethics. Furthermore, the university administration also has recognized responsibilities in matters of professional ethics.

Code of Ethics

Note: Order of listings does not imply degree of severity.

- I. **Commitment to the Students** - The faculty/professional staff member:
 - A. encourages the free pursuit of learning;
 - B. encourages students to study varying points of view and respects students' rights to form their own views;
 - C. demonstrates respect for the student as an individual and adheres to the proper role as intellectual guide and counselor;
 - D. deals justly and considerately with each student;
 - E. respects the confidential nature of the relationship between faculty/professional staff member and student;
 - F. avoids exploitation of students for private advantage;
 - G. respects all students, regardless of race, creed, color, national origin, religion, nationality, age, sex/gender, sexual orientation, disability, or other protected status;
 - H. when necessary, shares with appropriate individuals information about students' educational needs, and willingly makes full classroom and/or individual accommodations when receiving an Accommodation Letter from the Academic Success Center and Disability Services;
 - I. seeks constantly to improve the quality of evidence-based instruction, enhance learning facilities and opportunities, and be inclusive of all learners; and

- J. gives proper recognition and acknowledgment of contributions by students to one's teaching, research, and business activities.

II. **Commitment to the Institution** - The faculty/professional staff member:

- A. observes the policies, procedures, and regulations of the institution while retaining the opportunity to dissent;
- B. acts responsibly in the development and implementation of policies affecting the institution;
- C. brings serious violations of professional conduct to the attention of the appropriate authorities; and
- D. uses educational, research, and business facilities for intended purposes consistent with applicable policies and regulations.

III. **Commitment to Colleagues and the Profession** - The faculty/professional staff member:

- A. respects and defends the right of free inquiry of one's associates;
- B. shows respect for the opinions of others;
- C. fulfills academic and professional obligations;
- D. strives to be objective in the professional judgment of colleagues;
- E. accepts one's share of faculty/professional staff responsibility for the governance of the institution;
- F. keeps trust under which confidential information is exchanged;
- G. aspires to conform to the highest standards of honesty, integrity, and objectivity in research, scholarly, and creative activities;
- H. follows accepted discipline and profession specific conduct of research and scholarly activities;
- I. exercises critical self-discipline and judgment in using, extending, and transmitting a colleague's personal information; and
- J. respects all colleagues, regardless of race, creed, color, national origin, religion, nationality, age, sex/gender, sexual orientation, disability, or other protected status.

IV. **Commitment to Professional Employment Practices** - The faculty/professional staff member:

- A. conducts professional matters through recognized appropriate channels;
- B. accepts no gratuities or gifts that might influence one's judgment in the exercise of one's professional duties;
- C. develops and improves one's scholarly competence;
- D. does not knowingly or intentionally engage in activity that impairs the effectiveness of one's professional duties; and

- E. adheres to the conditions of a contract or to the terms of an appointment until either has been terminated legally or by mutual consent.

Approved by Senate 1/22/93

Amended by Senate 5/15/02

Revised by Senate Professional Ethics and Welfare Committee 3/26/2021