

5 PROFESSIONAL RIGHTS AND RESPONSIBILITIES OF FACULTY MEMBERS

5.1 BASIC UNDERSTANDINGS OF COLLEGIAL CHARACTER

5.1.1

The educational philosophy of Whitworth University defines the work of the faculty as a service to God and to persons. Each member is expected to be a scholar, a teacher, an academic advisor, a full participant in faculty governance responsibilities, a collegial member of the department and Whitworth University community, and an example of Christian commitment and spirituality.

5.1.2

The teaching and conduct of Whitworth faculty shall be in harmony with the mission and goals of the university and with the spirit and objectives of Christian higher education as defined by the following statements:

5.1.2.1

Whitworth University believes in the value and validity of empirical and humanistic approaches to the various fields of knowledge when these approaches are employed with freedom, with honesty, with scrupulous care, and with proper respect for their potentialities and limits. It believes also that an essential part of all enduring wisdom comes from God-given disclosures and that collegiate education must be built upon such foundations.

5.1.2.2

Because it holds knowledge and wisdom to be aspects of an indivisible whole, Whitworth believes that it must provide faculty members who are dedicated to a reverent search for truth, who accept by faith the revelation of God in Jesus Christ, who by His help attempt to live and teach in His spirit, and who accept excellence in scholarship, instruction and student guidance as their divine calling.

5.1.2.3

Whitworth University confesses the historic faith of the Church and stands unequivocally for its fundamental principles. We believe the scriptures of the Old and New Testaments to be the inspired Word of God and the only infallible rule of faith and practice. We believe in the sovereignty of God, in the deity of Jesus Christ, our only Savior and Lord, in His work of redemption on the Cross, and in the Holy Spirit who dwells in every believer and who guides the church in its mission to the world.

5.1.2.4

All members of the campus community are expected to respect the university, its regulations, its property, and the rights of others. Open statements of honest disagreement are encouraged in the academic community provided they respect the rights and the dignity of others.

5.2 STANDARDS OF CONDUCT

5.2.1

Whitworth University seeks to inspire within its community a high standard of conduct on the basis of Christian ideals. Its members are expected to respect the university, its regulations, and property, and to respect the rights of others. They are expected at all times to behave in a collegial manner that reflects positively upon themselves personally and upon Whitworth University.

5.2.2

Whitworth University expects its faculty to respect the community values which are established for students in residence on campus.

5.3 PROFESSIONAL STANDARDS AND ETHICS

The following statement, based on the 1987 American Association of University Professors (A.A.U.P) statement on Professional Ethics (see A.A.U.P Policy Documents & Reports, 1995 ed., pp. 105-6) is endorsed by the university.

5.3.1 SCHOLARLY RESPONSIBILITY

Professors, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth as they see it. To this end professors devote their energies to developing and improving their scholarly competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty. Although professors may follow subsidiary interests, these interests must never seriously hamper or compromise their freedom of inquiry.

5.3.2 FACULTY CONDUCT WITH STUDENTS

As teachers, professors encourage the free pursuit of learning in their students. They hold before them the best scholarly and ethical standards of their discipline. Professors demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. Professors make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student's true merit. They respect the confidential nature of the relationship between professor and student. They avoid any exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom.

5.3.3 FACULTY CONDUCT WITH COLLEAGUES

As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates. In the exchange of criticism and ideas professors show due respect for the opinions of others. Professors acknowledge academic debt and strive to be objective in their professional judgment of colleagues. Professors accept their share of faculty responsibilities for the

governance of their institution. Professors do not interpose themselves between other faculty and their students unless asked to do so by the colleague or appropriate administrator. When asked to intervene, professors avoid any possibility of doing an injustice.

Fully committed to personal and professional integrity, professors regard their positions – as teacher, department chair, committee member or chair – as a trust that one does not abuse by autocratic methods, by partiality, by exploitation of position or power, or by any other unethical practices. As supervisors, professors regard all members of the university community as persons of worth and dignity who have the right to courteous and thoughtful treatment.

5.3.4 FACULTY CONDUCT OUTSIDE OF THE UNIVERSITY

As members of an academic institution, professors seek above all to be effective teachers and scholars. Professors recognize that one's personal life and extramural statements unavoidably reflect upon the university, and they strive to uphold the standards of the university in their personal lives. Although professors observe the stated regulations of the institution, provided the regulations do not contravene academic freedom, they maintain their right to criticize and seek revision. Professors give due regard to their paramount responsibilities within their institution in determining the amount and character of work done outside it. When considering the interruption or termination of their service, professors recognize the effect of their decision upon the program of the institution and give due notice of their intentions.

5.3.5 FACULTY CONDUCT AS PRIVATE PERSONS

As members of their community, professors have the rights and obligations of other citizens. Professors measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to their institution. When they speak or act as private persons they avoid creating the impression of speaking or acting for their university. As citizens engaged in a profession that depends upon freedom for its health and integrity, professors have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

5.4 ACADEMIC FREEDOM

Whitworth University guarantees academic freedom for all faculty members. Guided by a deep conviction of the worth and dignity of the advancement of knowledge, faculty members recognize that their primary responsibility to their subject is to seek and to state the truth. Therefore, the development and improvement of scholarly competence is a high priority; the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge is accepted, and intellectual honesty is practiced. Other interests must never seriously hamper or compromise the freedom of inquiry.

5.4.1 FREEDOM IN RESEARCH

The Whitworth University teacher is entitled to full freedom in research and the publication of results, subject to the adequate performance of other academic duties. Research for pecuniary return should be based upon an understanding with the university administration. The Whitworth faculty member is

entitled to freedom in the classroom but should not introduce controversial matter which has no relation to the subject of the course.

5.4.2 SCOPE AND LIMITS OF FREEDOM IN PUBLIC SPEAKING

Faculty are citizens, members of learned professions, and part of an educational institution. They should be free from institutional censorship or discipline when speaking or writing, but they should recognize that the public may judge the profession and the institution by the statements that are made.

Therefore, accuracy, appropriate restraint and respect for the opinions of others are appropriate, and every effort should be made to indicate that they are not speaking for the institution.

5.4.3 POLITICAL INVOLVEMENT

To exercise their rights and duties as citizens, faculty members are free to engage in political activities. Where necessary, leaves of absence may be given for the duration of an election campaign or a term of office, provided adequate notice is given and the period away is not excessive. The terms of such leaves of absence will be set forth in writing, and the leave will not affect tenure status unfavorably, except that time spent on such leave will not count as probationary service unless otherwise agreed to.

5.5 OTHER FACULTY RESPONSIBILITIES

Faculty research and teaching projects are subject to the provisions of the Human Subjects Protection policy, the Conflict of Interest policy and the Misconduct in Science policy. Text of these policies is available from the office of sponsored programs.

Faculty are subject to the relevant provisions of the Employee Handbook for Faculty and Staff. In the event of a conflict, the Faculty Handbook shall take precedence over the Employee Handbook for Faculty and Staff in matters of procedure and policy.

Faculty are subject to the Academic Policies document distributed by academic affairs.