

Code of Ethics
Faculty/Professional Staff
Rowan University

Preamble

This code derives from two principles:

- (1) Faculty/professional staff status* at Rowan University implies a commitment to certain standards of professional conduct;
- (2) The faculty/professional staff alone is responsible for the definition and maintenance of the standards.

The code is a set of standards for professional ethics which the faculty/professional staff is determined to maintain. In order to guarantee all faculty/professional staff right to confidentiality and due process, application of the code will be in accordance with procedures approved by the University Senate.

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

- a. observes the stated regulations of the institution with the opportunity of dissent;

*For the purpose of implementing the code, faculty/professional staff is defined in the same terms as the constituency of the University Senate in its Constitution, which is: All members of the University Senate (The University of the Rowan Senate Constitution, revised and adopted April, 1986.)

- b. brings serious violations of professional conduct to the attention of the appropriate authorities;
- c. uses educational facilities for intended purposes consistent with applicable policies and regulations.

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

- a. shows respect for the opinions of others;
- b. shows respect for the opinions of others;
- c. strives to be objective in the professional judgment of colleagues and to render such;
- d. governs the institution;
- e. keeps trust under which confidential information is exchanged;
- f. acts responsibly in the development and implementation of policies affecting the institution;
- g. accepts the obligation to exercise critical self-discipline and judgment in using, extending and transmitting information;
- h. does not engage in harassment based on race, creed, color, national origin, religion, nationality, age, sex/gender, sexual orientation or disability;
- i. respects colleagues rights in the pursuit of individual styles.

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 the institution;
- c. 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

Procedures of the Senate Ethics Committee

The University Senate Ethics Committee has been assigned the task of reviewing allegations of unethical conduct made against members of the faculty/professional staff.

Due to the delicate nature of the

issues brought before the Committee, it is imperative that the procedures adopted by the Committee safeguard the confidentiality of all materials presented to it and guarantee the individual's right to a fair hearing.

1. An individual or group who believes that evidence of unethical conduct exists and feels that the Ethics Committee should review the matter must formally request the Committee to do so. This formal request must be a signed statement briefly outlining the allegation(s) and, if appropriate, indicating the specific section of the Code violated. If requests are received late in the academic year, there is a possibility that the case may not be resolved by the current committee within that academic year.
2. After a formal request is submitted, the Committee will meet to discuss the complaint, after which the Committee will meet with the complainant to discuss the allegation(s). The purpose of this meeting will be to thoroughly discuss the allegation(s) and to examine any supportive data the individual(s) may wish to submit.
3. The Committee will then meet without the complainant present to discuss the allegation(s) and make one of the following determinations:
 - a. The complaint deals more with working conditions and will be referred to

recommendations, including whether or not the case is ~~serious~~ enough to report to the