303 Faculty

304 General Considerations
Faculty members have a duty to honor the contractual obligations to the University and to be aware of and fulfill all of their professional obligations. In expressing their views concerning university policies or public issues, alone or in concert with others, faculty members have a right to employ appropriate means such as convening and conducting public meetings, peacefully demonstrating or picketing, and publicizing their opinions. They have no right to employ inappropriate means such as incitement of physical violence to individuals, destruction of property, disruption or prevention of the holding of classes or other legitimate university functions, interference with the legitimate right of others to be heard, or the legitimate exercise of personal rights by others.

Adopted by Faculty Senate, October 3, 1972.

305 Professional Standards
(The following code of professional standards was adopted by Faculty Senate, October 3, 1972.)
The objectives of this code are attainment of academic excellence and a cooperative relationship with the administrative offices so that the latter may, through progressive leadership, expeditiously implement the policies of the University.

Georgia Southern faculty are committed to the highest ethical and professional standards of conduct in the performance of their duties and adhere to and affirm the University’s Ethics Policy. As teacher/scholars, faculty participate in shaping university policy. In this capacity, faculty has rights and responsibilities that may impact students, other faculty and staff, and the reputation of the university. Faculty are teacher-scholars, participants in the shaping of university policies, and citizens. Faculty have rights and responsibilities in these capacities which are closely interrelated. In each capacity their conduct has an impact upon students, other faculty and staff, and upon the academic and general reputation of the University. This statement, without purporting or attempting to provide a complete code of faculty conduct, sets forth rights and responsibilities of faculty members that the Faculty Senate of Georgia Southern University believes to be significant.

The Senate emphasizes that it is not charged with the duty of appraising the performance of individual faculty members and that it has no function in connection with disciplinary proceedings. Nothing in this statement contravenes any policy set forth in the Statutes of the University, the Board of Regents Policy Manual of the University System of Georgia, or the laws of the state of Georgia or of the United States.

Faculty as Teacher-Scholars
- The faculty’s professional and moral right to teach rests upon mastery of their subject and/or competent scholarship. Faculty have an obligation to keep abreast of main currents in their fields.
- The principles of academic freedom entitle them to the privilege of organizing their subject matter in such ways and presenting it by such methods as, in their considered judgment, will have optimum value for their students, subject to such guidelines as are reflected in the departmental, college, and other faculty policies and subject to the obligation to require an amount and quality of work from their students which justify the course credit accorded.
- They are obligated, in general, to present the preannounced subject matter of their courses, and they should rarely inject irrelevant material.
- Faculty should allow their students the freedom of inquiry that they demand for themselves, and should make them aware of differing viewpoints from their own. They should carefully distinguish between fact and opinion, and should never require agreement on debatable matters as the price of academic success. They should encourage their students to develop the capacity for critical judgment and to engage in a sustained and independent search for truth in and out of the classroom.
- Faculty should devote sufficient time to working with students to ensure student success.
- They have a duty to provide promptly such evaluation of student work as required by relevant faculty policies. This evaluation must be based upon academic
performance professionally judged and not upon such irrelevant matters as personality, sex, race, religion, sexual orientation, degree of political activism, or personal beliefs. The arbitrary assignment of a fixed percentage of students to each grade level is an unacceptable practice.

- They Faculty have an obligation to respect the rights of students, including, in the absence of exceptional circumstances, an obligation to respect student confidences shared with them.
- They Faculty have the right to pursue any research or artistic endeavor that they deem to have potential value, subject to appropriate safeguards where the research involves the physical well-being, mental processes, or confidences of living persons. Because open access to knowledge is one of the foundations of a university, at an appropriate time the results of university research should be made available to society for appraisal and use.

Faculty as Participants in the Shaping of University Policies

- Faculty members have a duty to defend academic freedom whenever and from whatever source threats against it arise.
- They are obligated to do their part in maintaining an atmosphere in which violations of academic and personal rights are unlikely to occur and in developing policies by which their rights are assured.
- They have a right to criticize and to seek alteration of both academic and non-academic university regulations and policies, whether or not they are directly affected; they also have an obligation to adhere to established university regulations and policies which apply to them.
- They must be aware that changes in our society require constant re-examination of the functions of the University and of the manner in which a university carries out its functions.

Faculty as Citizens

- As citizens, faculty members have the rights and responsibilities common to all citizens.
- When faculty they have special knowledge and views based thereon relevant to a political or social issue, they have a right—at times rising to a duty—to make such knowledge and views known, but in no way should they imply that they are speaking for the institution. In accordance with the Board of Regents political activities policy.
- Whether speaking as ordinary citizens or as those with special knowledge, they should be faculty are free from institutional censorship, discipline, or reprisal affecting their professional careers. When speaking with special knowledge, their relationship to the University imposes special responsibilities. They should be accurate, should exercise proper restraint, should show respect for the opinions of others, and should in no way imply that they are speaking for the institution.