



POLICY STATEMENT 213 PROFESSIONAL EXPECTATIONS FOR FACULTY

Revision: 3

Last: Reviewed: March, 2021

Effective: March 24, 2021

PURPOSE: To describe normative and expected standards of behavior for LSUA faculty

GENERAL POLICY:

Professional ethics include all appropriate sections of the [LSU By-Laws and Regulations](#) and the following statements from the [American Association of University Professors Statement on Professional Ethics](#) (2009).

1. 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.
2. 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.
3. 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, even when it leads to findings and conclusions that differ from their own. 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.



4. As members of an academic institution, professors seek above all to be effective teachers and scholars. 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. 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 college or 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.

Specific responsibilities of the faculty include the following:

1. A teacher will maintain a clear connection between the advance description and the conduct and content of each course presented to ensure efficient subject selection by students.
2. A teacher will maintain course syllabi that clearly state the course goals and inform students of course requirements and testing and grading policies; moreover, these policies should be intellectually justifiable and consistent with the rules and regulations of the academic department.
3. A teacher will design and deliver course information in an appropriate format, engage students in discussions, conduct laboratory demonstrations, and perform other activities that are related to and meet the requirements of, the courses.
4. A teacher will conduct appropriate evaluations of student performance and assign grades on the basis of such evaluations and maintain records of student attendance and grades.
5. A teacher will participate in the development and revision of course content, textbook/equipment selection, instructional materials, teaching assignments, and scheduling.



6. A teacher will maintain professional skills and subject expertise through study and involvement in professional organizations.
7. A teacher will work with students and employers in occupational settings, on-the-job training, practicums, internships, and similar work-related situations as needed.
8. A teacher will serve on departmental, college, and institutional committees as needed to assist in policy development, promotion or tenure review, and other matters to benefit the university.
9. A teacher will plan and regulate class time with an awareness of its value for every student and will meet classes regularly.
10. A teacher will remain available to students and will announce and keep office hours convenient to students and give academic and career advisement or assistance as appropriate.
11. A teacher will strive to develop among students respect for others and their opinions by demonstrating his or her own respect for each student as an individual, regardless of race, sex, national origin, religion, age or physical handicap.
12. A teacher will strive to generate a proper respect for an understanding of academic freedom by students. At the same time, a teacher will emphasize high standards and strive to protect students from irrelevant and trivial interruptions or diversions.
13. Because letters of evaluation written by academic personnel may be uniquely important documents in both the academic and post-university life of a student, each academic person will strive to make such letters both candid and fair.
14. A librarian recognizes the need for continual development, maintenance, and improvement of standard and specialized bibliographic resources.
15. A librarian cooperates with the faculty to develop the collection in support of the curricular offerings of the academic community.
16. A librarian recognizes the intellectual and professional obligations to the patron, the university, and the community at large.
17. A librarian accepts the responsibility for the care and preservation of library materials.



18. Academic personnel will strive to protect not only their own right to freedom of inquiry, teaching, and expression but also their colleagues' right to the same freedoms.
19. While in the classroom, academic personnel should refrain from adverse personal comments about their colleagues. At all times, academic personnel should exercise restraint and discretion in comments about other courses or departments in the university.
20. If constructive criticism of colleagues is necessary in the interest of the individual criticized or the entire university community, such criticism should be channeled, in confidence, toward those persons (preferably the individual concerned, but also academic superiors, faculty committees, or administrative officers) who have the power to correct or influence conduct in a constructive way.
21. Each academic person retains the right to criticize and seek to remedy, by appropriate means, regulations and policies of the university.
22. Each academic person will accept a share of the obligation for helping the university function smoothly as a living and vigorous organization. Toward achieving this goal, each will serve on committees, accept a reasonable burden of administrative duties, and work cooperatively with administrative officers of the university in order to further all the legitimate goals of the institution.