

A photograph of a lush green campus scene at UC Davis. In the foreground, a large, leafy tree stands on the left. A paved path winds through the middle ground, where a man in a blue shirt is taking a photo, a woman is pushing a bicycle, and another person is walking. The background shows more greenery and a building. The text is overlaid on the image in yellow and white.

UC DAVIS:
**Committed to a positive and inclusive
campus culture**

Philip Kass
Vice Provost – Academic Affairs

September 2021



Faculty Code of Conduct (APM 015)

http://www.ucop.edu/academic-personnel-programs/_files/apm/apm-015.pdf

- **Part I** – Professional rights of faculty
- **Part II** – Professional rights and conduct of faculty
 - ethical principles
 - types of unacceptable faculty conduct
 - expectations focus on the relationship of faculty to: teaching & students, scholarship, the University, colleagues, & the community
- **Part III** – Enforcement process applicable to unacceptable faculty behavior

Academic Affairs

Serving the Professional Academic Community at UC Davis

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Serving the professional academic community at UC Davis



Academic Affairs

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Academic Personnel Manual

Table of Contents

Universitywide policies listed below begin with "APM." UC Davis policies and procedures begin with "UCD" and are highlighted below. Not all Universitywide policies have UCD procedures. Universitywide policies are issued by the Office of the President and apply to all campuses and laboratories. UCD procedures are developed by Academic Affairs and issued by the Offices of the Chancellor and Provost and apply only to UCD, which includes all units under the jurisdiction of UC Davis, located in Davis, Sacramento, and all off-site locations.

Throughout these policies, the term "Chancellor" refers to the Chancellor and/or the Chancellor's designee. Responsibilities that cannot be redelegated by the Chancellor are stated explicitly within the policy.

Select a link to view the specific section:

- [I. General University Policy Regarding Academic Appointees](#)
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I. General University Policy Regarding Academic Appointees

- [APM 005](#) Privileges and Duties of Members of the Faculty
- [APM 010](#) Academic Freedom
- [APM 015](#) The Faculty Code of Conduct
 - [UCD-015, Procedures for Faculty Misconduct Allegations](#)
 - [Exhibit A, Examples of Unacceptable Faculty Conduct](#)
 - [Exhibit B, Allegations of Misconduct Request for Review](#)

- > Academic Enrichment Fund (AEF) Accounts
- > Academic Advisories
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- > Access to Records
- > Ad Hoc Committees
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- > Appointment and Advancement
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 - FLSA Overtime Changes
 - Salary Scales
 - Negotiated Salary Trial Program (NSTP)



APM 015 Part 1: Professional Rights of Faculty

- **Academic freedom**
 - free inquiry and exchange of ideas
 - right to present controversial materials
 - freedom of expression
 - freedom to address institutional policy/action
- **Participation in the governance of the University**
 - course content/manner of instruction
 - setting admissions and degree requirements
 - appointment and promotion of faculty
 - selection of chairs and administrators
 - discipline
 - establishing norms for teaching
 - departmental governance and voting

APM 015 Part II: Provides examples of unacceptable behavior in the following areas:

- **Teaching and Interactions with students**
- **Scholarship**
- **University**
- **Colleagues**
- **Community**



Example: Teaching and Students

- Failure to meet teaching responsibilities (e.g., arbitrary denial of access to instruction; failure to hold class, office hours, scheduled exams; demonstrably unfair evaluation)
- Persistent insertion of material unrelated to the subject matter into the classroom that is inconsistent with the course content approved by the Committee on Courses and Instruction
- Discrimination or harassment
- Violating UC Policy prohibiting Sexual Violence/Sexual Harassment in relation to students
- Abetting disruption, interference, or intimidation in classroom
- Having a romantic or sexual relationship with a student for whom you have, or should reasonably expect to have in the future, academic responsibility



Examples: Scholarship

Violation of canons of intellectual honesty, such as research misconduct or *intentional* misappropriation of the writings, research, and findings of others

Research misconduct

- Plagiarism
- Falsification of data, findings



Examples: University

- *Intentional* disruption of University functions/activities
- Incitement of others to disobey University rules
- Unauthorized use of University resources/facilities on a significant scale for personal, commercial, political, or religious purposes
- Discrimination, harassment of colleagues/staff
- *Serious* violation of University policies governing professional conduct of faculty including:
 - research, outside professional activities, conflicts of commitment, clinical practices, animal or human subjects, violence in the workplace, and whistleblower protections



Examples: Colleagues

- Evaluating colleagues by criteria not directly reflective of professional performance
- Breaching established rules governing confidentiality in personnel procedures
- Discrimination, including harassment, for arbitrary or personal reasons
- Violation of Sexual Violence/Sexual Harassment Policy in relations to any member of the University Community



Examples: Community

- Intentional misrepresentation of one's personal views as a statement of position of the University or any of its agencies
 - e.g., personal positions on political candidates or ballot issues represent protected speech, but must not be presented as the university position
- Commission of a criminal act that has led to conviction in a court of law and that clearly demonstrates unfitness to continue as a member of the faculty



APM 015 Part III:

Faculty misconduct inquiry/investigation

At UC Davis, the process for review of allegations of violations of APM 015 is outlined in **APM UCD 015**:

1. Informal inquiry/investigation
2. If reasonable basis exists, a formal investigation is initiated
 - Faculty reviewer is appointed in most cases
 - Faculty member being investigated is informed
 - Complainant is informed
 - May result in administrative or disciplinary action



Some investigations are led by the office of Chief Compliance Officer Wendi Delmendo

- Examples:
 - Sexual harassment / sexual violence (Title IX)
 - Discrimination / harassment against protected groups
 - Whistleblower complaints about policy violations & retaliation against whistleblowers

In cases involving faculty members or other career academics, the compliance office collaborates with Academic Affairs.



Systemwide Procedures for Investigating Allegations of Sexual Violence/Sexual Harassment (SV/SH)

- Title IX Officer charges investigations into allegations of SV/SH by Faculty.
- No Faculty Reviewer is used in SVSH investigations
- If Title IX report substantiates SVSH policy, the Vice Provost convenes a meeting of the UC Davis Peer Review Committee (PRC) to review the report and make recommendations for appropriate discipline and/or non-disciplinary resolution.
- The PRC is made up of faculty specifically trained on policies and issues related to SVSH.

Staying out of trouble isn't hard

The following examples I am going to tell you about are all based on actual occurrences at UC Davis

Please take this advice very seriously. There have been times when careers here have been destroyed by engaging in the activities I am about to tell you about.

Staying out of trouble isn't hard

- Do not touch other people (except to shake hands in a professional context)
- Do not drink or serve alcohol around students
- Always observe boundaries – you are in a position of power over others
- If you anticipate contentious conversations, consider meeting in public places
- “It’s my culture” or “it wasn’t my intention” or “I had too much to drink” or “I was high” are not acceptable excuses, and will not work
- Be highly cautious about making remarks about peoples’ appearances

Staying out of trouble isn't hard

- Do not give personal gifts to students
- If you feel you have been wronged, seek help – never retaliate
- Only use social media for your personal use – do not post about any form of university business unless it is already in the public domain
- Do not invite students to vacation homes, go into hot tubs, etc.
- Do not invite students to your home unless it is a group activity
- Do not text or post photographs anywhere of yourself to students or co-workers
- Do not take photographs of others without their permission

Staying out of trouble isn't hard

- Do not tell jokes or make comments that could be perceived by others as offensive
- If you are responsible (or will be) for academic supervision of a student, a personal relationship of a romantic or sexual nature, *even if consensual*, is never appropriate – so *never* do it
- Do not try to befriend students, *especially* those who are troubled - instead, refer them to resources and professionals on campus
- Do not discuss your personal, private, or sex life with students
- If you socialize with students, always do it in groups
- Keep the door to your office open when you meet
- If any "red flags" go off, pay attention to them. If you have to wonder, you probably shouldn't do it

UC Davis Principles of Community

- We affirm:
 - The dignity inherent in all of us
 - The right to freedom of expression
 - Our commitment to the highest standards of civility and decency towards each other
- We set forth ideals and expectations for campus interactions, including:
 - treating others with courtesy, sensitivity, and respect
 - finding effective means to disagree, to persuade, and to inform through rational discussion
 - <http://principles.ucdavis.edu>
 - Living the Principles of Community (e-learning):
http://sdps.ucdavis.edu/course_catalog/communication/living_p_o_c_online.html





Office of Campus Community Relations

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The Principles of Community

What Are the Principles of Community?

"LIVING THE PRINCIPLES OF COMMUNITY" Online Course

Principles of Community Reaffirmed

Translations of the Principles of Community Reaffirmed

The Principles of Community

Prologue: UC Davis is a diverse community comprised of individuals having many perspectives and identities.

We come from a multitude of backgrounds and experiences, with distinct needs and goals. We recognize that to create an inclusive and intellectually vibrant community, we must understand and value both our individual differences and our common ground. The UC Davis Principles of Community is an aspirational statement that embodies this commitment, and reflects the ideals we seek to uphold.

Principles of Community

The University of California, Davis, is first and foremost an institution of learning, teaching, research and public service. UC Davis reflects and is committed to serving the needs of a global society comprising all people and a multiplicity of identities. The university expects that every member of our community acknowledge, value, and practice the following guiding principles.

We affirm the dignity inherent in all of us, and we strive to maintain a climate of equity and justice demonstrated by respect for one another. We acknowledge that our society carries within it historical and deep-rooted injustices and biases. Therefore, we endeavor to foster mutual understanding and respect among the many parts of our whole.

UC DAVIS PRINCIPLES OF COMMUNITY

UC DAVIS
UNIVERSITY OF CALIFORNIA

Principles of Community



Collegiality

- In general, a *collegial* faculty member is one who adheres to the Principles of Community and shares workload and responsibility
- Collegiality is highly valued at this university, as it makes departments and the campus run smoothly, and improves campus climate for all
- However, a lack of collegiality *per se* is not considered in the merit and promotion process **unless** it is documented by the department and dean, and can be shown to have affected one or more of:
 - Research/other creative scholarly activities
 - Service
 - Teaching/mentorship

**Thank
you!**

