



Statement on Faculty Conduct

Temple University
College of Liberal Arts
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One of the strengths of a successful institution is its consciousness of being a community, with shared goals and a pervasive ethos of unity and cohesion. In a college of liberal arts, building a vital sense of community requires the participants to accept a variety of commitments to and responsibilities toward it. These include but are not limited to scholarship, teaching, and contribution to the activities of departments, programs, and the college as a whole.

This Statement on Faculty Conduct constitutes a recognition by faculty in the Temple University College of Liberal Arts that certain general expectations provide meaningful guides to behavior. Faculty in the College of Liberal Arts work under a Collective Bargaining Agreement and have a Faculty Handbook (included in the February, 1993 Faculty Guide) that states the “General Obligations of Faculty Members” (Part I.VIII.A) and the grounds on which a faculty member can be dismissed (Part VI). The “General Obligations” include tasks required by the University and the College, as determined by the President and the Dean. The Handbook also states particular matters of “ethics and responsibility” (Part IX): conflict of interest, sexual harassment, and misconduct in research and creative work.

The Handbook supplements the stipulations concerning general obligations and matters of ethics and responsibility by remarking that “faculty members are expected to be familiar with and to comply with such additional requirements or conditions as may apply to or be established in their respective Schools and Colleges.” This statement provides some basic expectations for conduct by CLA faculty as teachers and college citizens.

Appropriate conduct includes meeting classes regularly and making every effort to recruit a substitute if an absence is necessary and has been approved

by the chair or program director, avoiding hurtful language in personal exchanges, returning papers promptly, being punctual and available, turning in grades on time, responding courteously and responsibly to student phone calls and electronic messages, and similar behavior. Because chairs and program directors are responsible for managing faculty in a department or program, it is essential to communicate with them about any extraordinary departures from normal expectations.

As members of a community, faculty and staff are expected to perform in ways that help the community to thrive. Timely return of library books, payment of campus bills, attendance at department meetings, serving on college and department committees, assisting in the recruitment of faculty and students, writing letters of recommendation and so on are examples of this sort of activity.

In general, recognition of community – of students and colleagues – is the key obligation. Once this norm is recognized, it is not difficult to recognize how it applies to particular cases.

Approved by the College of Liberal Arts Collegial Assembly, February 16, 2005