

Chapter 15 – Ethics and Responsibilities for University of Iowa Faculty

- 15.1 Definitions
- 15.2 Policy Compliance
- 15.3 Ethics and Responsibilities

15.1 Definitions

- a. "Faculty" as referenced in this policy are described in III-10 and includes tenured, tenure-track, clinical-track, research-track, instructional-track, visitors, instructors, adjuncts, and academic administrators when performing their faculty roles as described in III-10.
- b. "Academic Administrators" are faculty who are formally appointed into roles such as executive leadership, provosts, vice presidents, deans, directors, and equivalent roles and may act in their faculty and administrative roles.
- c. "Members of the University Community" means faculty, staff, and students; and any individuals with whom faculty members may interact in the course of their employment.

15.2 Policy Compliance

- a. Faculty shall adhere to the ethics and responsibilities as set out below.
- b. Faculty shall comply with all University of Iowa and Iowa Board of Regents [policies](#) including those established by a department, college, or other appointing unit.
- c. Faculty shall comply with all federal, state, and local laws and regulations.
- d. Faculty administrators when acting in their administrative roles will be subject to the Ethics and Responsibilities for University of Iowa Staff (III-16).
- e. Violations of this policy may result in disciplinary action consistent with III-10. Faculty members have the right to seek review of disciplinary decisions under the [Faculty Dispute Procedures \(III-29\)](#).

15.3 Ethics and Responsibilities

These ethics and responsibilities provisions apply to Faculty in the course of their work for the University of Iowa.

- a. Essential Functions. Faculty shall perform the job functions relevant to their track and rank as defined in III-10 and consistent with academic freedom as defined in III-10.
- b. Professional conduct. Faculty shall demonstrate professional conduct in all matters related to their employment, including:
 - 1. Faculty shall act with honesty and integrity in all matters related to their employment.
 - 2. The University of Iowa is a residential campus. Unless explicitly excepted by the university, Faculty shall be available in-person to fulfill their obligations to Members of the University Community including teaching and service.
 - 3. Faculty shall promote and protect open expression in support of intellectual freedom in all matters related to their employment.
 - 4. Faculty shall foster the intellectual and professional growth of those whom they supervise.
- c. Fairness. Faculty shall treat Members of the University Community with fairness. Fairness is the consistent, impartial, and transparent treatment of Members of the University Community. Acting with fairness requires that decisions are made using the same principles and procedures for comparable situations, that individuals are given an equitable opportunity to be heard, and that outcomes are proportionate, reasonable, and justified.
- d. Respect. Faculty shall treat Members of the University community with respect. Respect means to recognize each person's unique skills, ideas, and perspectives, and to treat faculty, staff, students, and visitors with professionalism, dignity, and courtesy regardless of personal or professional differences.
 - 1. Faculty shall not engage in disrespectful behavior affecting the workplace environments or instructional settings.
 - a. Faculty shall foster welcoming and respectful workplace environments and instructional settings.
 - b. Faculty shall address disrespectful behavior affecting instructional settings.
 - 2. Faculty shall not use threatening or abusive language.

3. Faculty shall establish and maintain standards for collaborative interaction, including vigorous debate, that are characterized by respect, honesty, and service, and will constructively manage conflict as it occurs.
- e. Stewardship. Faculty shall be good stewards. Stewardship is being responsible and accountable for the appropriate use of University time, equipment, facilities, and all other University assets. Examples of appropriate use of University resources include:
1. Faculty shall refrain from any breach of confidentiality, falsification, fabrication, destruction, inappropriate and/or unacknowledged appropriation, or other misuse of data or information, and shall report any violations of such to appropriate administrative authority.
 2. Faculty shall ensure that all funds be spent in ways consistent with the funding documents and in compliance with the guidelines on allowable costs.
 3. Faculty in charge of budgets shall monitor records of expenditures for compliance with University policies and procedures and shall allow these records to be viewed by appropriate parties.
 4. Faculty shall record expenditures for compliance with University policies and procedures and shall allow these records to be viewed by appropriate parties.
 5. Faculty are responsible for the stewardship of individuals under their supervision. Faculty shall appropriately address unsatisfactory performance and shall refer alleged violations of University policy to the appropriate authority.
- f. Relevant policies. Faculty shall comply with all University of Iowa policies including the following:
1. Nondiscrimination Statement: [II-6](#)
 2. Disability Protection Policy and Accessibility Statement: [II-7](#)
 3. Sexual Harassment and Sexual Misconduct: [II-4](#)
 4. Human Rights: [II-3](#)
 5. A Drug Free Environment: [II-12](#)
 6. Violence: [II-10](#)

7. Physical and Sexual Abuse of Children: [II-15](#)
8. Anti-Harassment: [II-14](#)
9. Financial Fraud Policy and Prevention
Processes: <https://controller.fo.uiowa.edu/policies-procedures-guidelines/financial-fraud-policy-and-prevention-processes>
10. Regents Code of Business and Fiduciary
Conduct: www.iowaregents.edu/plans-and-policies/board-policy-manual/22-business-procedures/#Code-of-Business-and-Fiduciary-Conduct
11. Ethics in Research: [II-27.6](#)
12. Access to Personnel Files: [III-7](#)
13. Acceptable Use of Information Technology Resources: [II-19](#)
14. Anti-Retaliation: [II-11](#)
15. Conflicts of Commitment and Interest: [II-18](#)
16. Conflict of Interest in Employment: [III-8](#)
17. Use of University Name: [II-33](#)
18. Prohibition on Giving and Receiving Gifts: [II-35](#)

This policy shall be reviewed not more than five years following its implementation.