2.49 Professional / Ethical Standards
Faculty Senate Office
Flora Dungan Humanities Building (FDH), Room 220
895-3689 / FAX 895-3609 / http://faculty senate.unlv.edu/

A. Professional Standards
Faculty are expected to conduct themselves in an ethical and professional manner both in public and in
the academic community. Academic freedom is guaranteed to all faculty in order that they may operate
effectively in their work. Two sources that provide guidance for professional standards are:

Council of the American Association of University Professors (AAUP). UNLV faculty are encouraged to
follow the ethical guidelines adopted by the Council of the American Association of University Professors.
The guidelines recommend that faculty respect the dignity of students and fellow faculty and their rights to
express differing opinions, and that they defend intellectual honesty and freedom in inquiry. Academic
freedom means that faculty may objectively and without interference carry out their work. Faculty are
expected to create an atmosphere conducive to learning and to behave fairly and honestly in all aspects
of the student-teacher relationship.

Professional Associations. Most faculty belong to professional societies or associations in their respective
fields. These institutions have established guidelines for professional conduct of their members. UNLV
faculty are urged to review and adhere to the guidelines of their respective associations.

B. Ethical Standards
The purposes of education are intellectual development, acquisition of tools required for scholarly and
creative work, personal growth, and preparation for lifelong learning. Quality education at UNLV demands
that both faculty and students behave in accordance with the highest ethical standards. These standards
have been articulated by the faculty, the administration, and the NSHE Board of Regents. The general
guidelines for faculty and procedures for dealing with alleged violations are contained in the “Ethical
Guidelines for UNLV Faculty” adopted by the Faculty Senate and in the “Rules and Disciplinary
Procedures for Members of the University Community” adopted by the Board of Regents. Although
instances of academic dishonesty or questionable behavior are rare, all faculty should be aware of the
limits within which they must operate.

Professors, guided by a deep conviction of the worth and dignity of the advancement of knowledge, must
recognize the special responsibilities placed upon them. Their responsibility to their discipline is to seek
and state the truth as they see it. They must accept the obligation to exercise critical self-discipline and
judgment in using, extending, and transmitting knowledge. Their responsibility to their students is to hold
before them the highest scholarly standards of the discipline, to respect each student as an individual,
and to adhere to appropriate limits in serving as mentors, intellectual guides, and counselors. Their
responsibility to their colleagues is to respect and defend the free inquiry of associates, to acknowledge
intellectual debts, and to be objective in their professional judgments.

Faculty should be particularly aware of the following unethical situations:
- Dishonesty in research or creative activity including such acts as falsification, misuse,
  misrepresentation, tampering, or plagiarism;
- Inappropriate teaching behavior including such acts as not meeting classes, delays in grading,
  improper level of instruction, or the sole use of subjective evaluation criteria;
- Interference with the rights of others through such acts as physical intimidation, sexual
  harassment, vandalism, or trespassing; and
- Unauthorized use of another’s property including such acts as stealing, fraud, computer piracy,
  forgery, or false accusations.

Conduct deemed to be unethical in any of these areas will be handled in accordance with established due
process procedures. These procedures and appeal processes are described in detail in Chapter 6 of the *NSHE Code*. In addition, as state employees, faculty and staff members are bound by the provisions of the Nevada Code of Ethical Standards.

C. Collegiality
Collegiality may be defined as the ability to work productively with students, colleagues, staff members, and administrators. Irrespective of personalities, faculty cooperatively develop and apply department, program, institute, school, college, division, university, and system policies concerning such questions as faculty evaluations; faculty vacancy announcements; graduation criteria; standards for admission; tenure, promotion, and merit appeals procedures; and search criteria for positions in higher administration. Each member of the faculty and professional staff must interact with colleagues in accord with civility and professional respect.

Although a faculty member may not place high regard on another faculty member’s teaching, scholarship, or creative endeavors, it is expected that all evaluations, positive or negative, spoken or written, to colleagues or to students, be made through the proper channels and not be expressed in personally harmful language. For example, it might be conscientious to advise a student not to take a colleague’s class, but this judgment should be based on, and articulated in terms of, scholarly or curriculum reasons, not personal ones. Collegiality encompasses the basics of the professional ethics of the academic world: respect for persons, integrity of intellectual inquiry, and concern for the needs and rights of students. Above all, collegiality means the overriding concern to establish and maintain the ethical conditions and moral climate that promote faculty interdependence and interaction.

Collegiality is essential to maintain or improve the academic quality of the university. For these reasons, collegiality is a basic expectation of faculty and professional staff members, whether specified (as in bylaws) or not, and separate and apart from academic credentials. Bylaws, standard goals, and initiatives of the faculty and professional staff are paralyzed without collegiality.