



FACULTY PROFESSIONAL RESPONSIBILITY

Policy Number: CU-AA-66

PURPOSE

This policy has been enacted to provide clarification of expectations relating to faculty responsibilities at Concord University.

SCOPE

This policy is applicable to: faculty, both tenured and non-tenured, regardless of rank.

POLICY

It is the policy of Concord University to ensure the academic community is accountable for meeting individual and faculty responsibilities as defined by the state of West Virginia, Board of Governors, and/or the President or designee(s).

PROFESSIONAL RESPONSIBILITY

The faculty member at Concord University is responsible to the state of West Virginia, as a member of a learned profession and a representative of an educational institution, for meeting professional standards, conduct, and expectations as set forth in state regulations and this policy and other Board policies, guides, and rules.

Primary faculty responsibilities include, but are not limited to, contributing to institutional departmental missions in teaching, research and/or creative arts, and service as defined by the institution.

Other professional duties and responsibilities may be assigned by the individual's supervisor(s), whether the Board, President, Provost, College Dean, and/or Department Chair.

Faculty are expected to follow reasonable, written supervisory requests and instructions. It is expected that such assignments will relate to faculty teaching, research, creative arts, service and other professional responsibilities.

A faculty member who believes an assignment is unreasonable, illegal, unethical, or unsafe may appeal the assignment informally through the chain of command beginning at the next level above the supervisor who made the assignment (e.g., appeal to College Dean, Provost, up to the President). Except for legitimate legal and safety concerns, the faculty member is expected to complete the assignment until or unless changed by appeal.

Additionally, a faculty member wishing to make a formal appeal of any action of the institution or the Governing Board may utilize the process set forth in West Virginia Code Chapter 6C, Article 2. West Virginia Public Employees Grievance Procedure for the resolution of conflicts.

Faculty have an obligation to aid in fostering the quality, and viability of their programs. The financial stability of a program and recruitment of an adequate number of students depend in part on the faculty.

The common goal of maintaining and improving quality must be nurtured and responsibility for it shared by each member of the academic community. Integrity, objectivity, and service to the purposes and missions of the institution are expected.

A faculty member, together with all other members of the academic community, has the responsibility for protecting, defending, and promoting individual academic freedom and freedom of expression for all members of the University community.

Faculty members are responsible for remaining current in their disciplines. Through individual initiative and faculty development programs, faculty members are encouraged to grow in competency in their own disciplines and strengthen their interests in related fields.

Faculty interests and skills change, disciplines evolve, and new professions or fields of study emerge. Faculty are encouraged to explore opportunities for further developing a versatile range of knowledge and skills that are important to the students, institution, and themselves.

As members of an academic community, faculty also are expected to participate in decisions concerning programs and in program-review processes.

RESPONSIBILITY FOR IMPLEMENTATION

It is the responsibility of: the Provost, or designee(s) to ensure faculty adherence to professional responsibilities consistent with this policy and as may be assigned.

AUTHORITY FOR INTERPRETATION

The final authority for interpretation of this policy rests with: the President and Provost.

AMENDMENTS

This Policy may be amended to change names, links to information, and contact information without resorting to the rulemaking process.

Federal and State laws, rules and regulations change. Any portion of this policy and process document may be modified in practice to ensure the due process rights of the individuals involved are provided and to conform with any current Federal and State law, rules and regulations. Subject to the institution's rulemaking policy, the institution will change this policy to conform to the most current laws and regulations within a reasonable time of discovering the change.

REFERENCE / AUTHORITY

WV Code 18B-8-7 (Authority of Governing Boards relating to faculty)

*Preempts HEPC Series 9, Section 2 (Academic Freedom and Professional Responsibility), and any conflicting Concord University Policy and/or Concord University Faculty Handbook section(s).

APPROVAL

Intent to Plan/ Revise Approved by the Board of Governors: April 20, 2021

Approved by the Board of Governors: June 15, 2021

Effective Date: June 15, 2021