

### Examples of Unacceptable Faculty Conduct

Examples of "unacceptable faculty conduct" from APM 015, Part II (this list is not exhaustive):

- Failure to meet the responsibilities of instruction, including arbitrary denial of access to instruction;
  - significant intrusion of material unrelated to the course;
  - substantial failure to adhere to faculty rules regarding conduct of courses, to meet class, to keep office hours, or to hold exams as scheduled;
  - evaluation of student work by criteria not directly reflective of course performance; and
  - undue and unexcused delay in evaluating student work. (APM-015, II.A.1)
- Violation of University policies regarding discrimination, including harassment, against students, employees, or colleagues on political grounds, or for reasons of race, religion, sex, sexual orientation, ethnic or national origin, ancestry, marital status, medical condition, disability, status as a covered veteran; or, within limits of law or University policy, because of age or citizenship; or for other arbitrary or personal reasons. (APM-015, II.A.2, A.3; II.C.5, C.6; II.D.2, D.3)
- Violations of the canons of intellectual honesty, such as research misconduct and/or intentional misappropriation of the writings, research, and findings of others. (APM-015, II.B)
- Serious violation of University policies governing the professional conduct of faculty, including but not limited to:
  - Violating policies regarding research, outside professional activities, conflicts of commitment, clinical practices, violence in the workplace, and whistleblower protections. (APM-015, II.C.7)
  - Making evaluations of the professional competence of faculty members by criteria not directly reflective of professional performance. (APM-015, II.D.1)
  - Breach of established rules governing confidentiality in personnel procedures. (APM-015, II.D.4)
  - Entering into a romantic or sexual relationship with any student for whom a faculty member has, or should reasonably expect to have in the future, academic responsibility (instructional, evaluative, or supervisory). (APM-015, II.A.6)
  - Exercising academic responsibility (instructional, evaluative, or supervisory) for any student with whom a faculty member has a romantic or sexual relationship. (APM-015, II.A.7)
  - Using faculty position or powers to coerce a student's judgment or conscience or to harm a student for arbitrary or personal reasons. (APM-015, II.A.4)
  - Unauthorized use of University resources or facilities on a significant scale for personal, commercial, political, or religious purposes. (APM-015, II.C.3)
  - Intentional misrepresentation of personal views as a statement of position of the University or any of its agencies. (APM-015, II.E.1)
- Disruption of University functions, including:
  - Participating in/abetting disruption, interference, or intimidation in the classroom. (APM-015, II.A.5)
  - Intentional disruption of University-sponsored or -authorized functions or activities. (APM-015, II.C.1)

- Inciting others to disobey University rules so as to create a clear and present danger of violence against persons or property or of significant impairment to the University's central functions. (APM-015, II.C.2)
- Forcible detention, threats of physical harm to, or harassment of another that interferes with the person's performance of University activities. (APM-015, II.C.4)
- Commission of a criminal act that has led to conviction in a court of law and that clearly demonstrates unfitness to continue as a faculty member. (APM-015, II.E.2)
- Failure to provide appropriate oversight of restricted University facilities or property or select agents as described in the Department of Agriculture Agricultural Bioterrorism Protection Act of 2002 (7 CFR 331 and 9 CFR 221) or the Department of Health and Human Services Regulations regarding Possession, Use, and Transfer of Select Agents and Toxins (42 CFR 37).