

**M.E. Rinker, Sr. School of Building Construction  
Faculty Code of Practice**

**December 14, 2007**

**Professionalism**

Faculty members in the Rinker School are professionals and they should always use good judgment in the discharge of their duties. To maintain this status, faculty members are to treat one another as professionals, i.e., all faculty members are to be treated with courtesy and respect. Each faculty member is to be treated as a professional by all those associated with the Rinker School. There is to be equal and consistent treatment of everyone. That is, no specific rules of conduct are to be developed by the Rinker School unless the actions of a faculty member are called into question and it is determined that specific guidance on an issue is necessary. All faculty members should be active in fostering self-governance, and there is to be a transparent means by which this is achieved with open, bi-directional communication.

**Faculty-Student Relationship**

Faculty hold before their students the best scholarly standards of their discipline. They should demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. They should make every reasonable effort to foster honest academic conduct and to assure that their evaluations of students reflect each student's true merit. They should avoid any exploitation, harassment, or discriminatory treatment of students.

The faculty-student relationship vests considerable trust in the faculty member, who, in turn, bears authority and accountability as mentor, educator, and evaluator. Whenever a faculty member is responsible for academic supervision of a student, a personal relationship between them of a romantic or sexual nature, even if consensual, is inappropriate. Any such relationship jeopardizes the integrity of the educational process.

**Teaching**

- 1) Faculty members are to always be mindful of the fact that the primary mission of the Rinker School is to educate students so they will be proficient in their jobs and successful in their careers. This is to be reflected in the actions of all Rinker School faculty members (in the classroom and in all other activities) who are to serve as role models for the students.
- 2) Faculty members should always be conscious of their faculty status and act accordingly when accompanying or mingling with Rinker School students.
- 3) Faculty members are expected to be properly prepared and punctual in attendance for all of the classes to which they are assigned, i.e., faculty members should avoid being late for class.
- 4) Faculty members are to ensure that every class is properly delivered and presented. When faculty members must be absent, they are to ensure that the

- classes are still properly executed. In general faculty should avoid missing more than two weeks of a class in any given semester.
- 5) Faculty members are to evaluate student work in a timely fashion and by criteria listed in the course syllabus.
  - 6) Faculty members are to ensure that any GTAs under their supervision fully comply with this teaching section.

### **Research and Scholarly Work**

- 7) All tenure-track and tenured faculty members are to recognize the importance of research and scholarly work as demonstrated through their research and scholarly activities. All tenure-track faculty members are expected to show a respectable level of effort in these activities.

### **Service**

- 8) All faculty members are expected to be active in service activities for the Rinker School. The service requirements of untenured tenure-track faculty members are to be at a reduced level to permit them to focus more heavily on teaching and research in order to strengthen their tenure package.
- 9) Regardless of status, all faculty members are expected to be active participants in Rinker School functions (e.g. welcome receptions, BCN career fair activities, SLX functions, faculty seminars, graduation banquet, and faculty meetings).

### **Outside Activities**

- 10) Potential conflicts of interest are to be avoided, such as in the hiring of students to work on consulting activities. Consulting work is not to compromise the quality of effort of faculty members when performing their regular assigned duties at the university.

### **School Response to Alleged Unprofessional Behavior**

If a faculty member is suspected of having behaved in a manner unbecoming of a professional, the Director of the Rinker School or a panel of peers appointed by the Director shall render a decision on the behavior. In case the faculty member in question is the Director, the Dean shall appoint the panel of peers.