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Professional Ethics Committee, November 21, 1969

Academic Senate
Illinois State University

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PROFESSIONAL ETHICS COMMITTEE

A. The University Council shall appoint a Professional Ethics Committee which shall be empowered and charged to make investigations, as may be necessary, concerning practices of faculty members at Illinois State University which tend to bring the teaching profession into disrepute or violate the Code of Ethics adopted by the University Council in its meeting of May, 1968. To this end, the Committee is further empowered and charged to receive, entertain, and inquire into and take proof concerning complaints by members of the faculty against other members of the faculty at this University, and may take the evidence of witnesses and proceed as hereinafter provided.

B. In the conduct of such hearings, the Committee and the parties shall give due regard to the fact that membership in the academic profession carries with it special ethical responsibilities. The Committee and the parties should be guided by the Governing Policy for the Regency Universities of the State of Illinois adopted by the Board of Regents, the Code of Ethics adopted by the Illinois State University Council, and the "Statement on Professional Ethics" of the American Association of University Professors, adopted at its fifty-second annual meeting.

C. The Committee shall be comprised of five persons, including the three elected officers of the University Council and two additional persons elected from the membership of the University Council. The Chairman of the University Council shall serve as Chairman of the Committee. The Committee may employ such stenographic help, aids and consultants as may be needed to perform its duties.

D. No complaint against any member of the faculty shall be entertained unless it is signed by the person or persons aggrieved and unless it is sufficiently clear and specific in its charges as reasonably to inform said faculty member of the acts of misconduct he is claimed to have committed.

E. The Committee is empowered to take and transcribe the evidence of the witnesses. The Committee shall report to the University Council the failure or refusal of any person to attend and testify in response to any written request by the Committee. The hearings before the Committee shall be private unless either the aggrieved faculty member or the accused faculty member shall request in writing prior to the commencement of such hearings that they be open. If such open hearings shall be requested, the hearings may be attended by members of the faculty but shall not be open to other members of the academic community or to the press.

F. The Committee shall employ the following rules of procedure and may liberally construe the same to the end that the controversies may be speedily and finally determined according to the substantive rights of the parties.

November 21, 1969

(1) The person accused shall be informed in writing at least five days before a hearing of the charges against him and upon what evidence the charges are based.

(2) The accused person may file a written answer to the charges against him. If such an answer is filed, a copy thereof shall be given to the complainant.

(3) The Committee shall determine a specific time and place for the hearing and give at least three days written notice thereof to each party.

(4) Each party to the dispute shall have an opportunity to be heard by the Committee and to be represented by up to three advisors of their own choosing.

(5) Each party shall have the opportunity to examine all witnesses.

(6) At the conclusion of the hearing, the Committee shall report to the University Council in executive session:

- a. its findings of fact;
- b. a summary of the evidence leading to its findings; and
- c. the recommendations of the Committee.

Committee decisions shall be reached by a majority vote.

(7) In any meeting of the University Council where the report of the Committee is heard and acted upon, the parties to the dispute shall be given prior written notice thereof and an opportunity to be heard and to be represented by up to three advisors of their own choosing.

(8) The Committee shall make such additional rules and regulations as may reasonably be needed in order to conduct the hearing and investigation authorized herein.