

NVC Statement of Faculty Ethics
September 2020

In accordance with Napa Valley College's policy on Academic Freedom (Board Policy 4030), the faculty of Napa Valley College affirm their obligation to uphold the public trust bestowed upon them. As educators employed by the Napa Valley Community College District, we commit ourselves to the following principles of responsible professional conduct:

1. Faculty have a responsibility to maintain academic freedom and foster the free exchange of ideas. Faculty protect the rights of teachers to teach and the rights of students to learn in an environment free from censorship, coercion and other undue restrictions. All members of the academic community should be free to assert their ideas and points of view without fear of reprisal. Faculty also distinguish between personal conviction and professionally accepted views in a discipline. Faculty model critical inquiry and civil discourse.
2. Faculty are responsible to their discipline. Faculty commit to remaining current in their fields by utilizing professional development opportunities to develop their expertise and uphold the standards of the educational community.
3. Faculty are responsible to students. Faculty maintain appropriate academic rigor, encourage intellectual curiosity, promote critical thinking, model leadership and good citizenship, and ensure academic honesty. Faculty are committed to student success and maintain knowledge of student support services. Faculty encourage students to be full participants in the college community.
4. Faculty are responsible to their colleagues. Faculty are members of a community of scholars, and guard the integrity of this community by involving themselves actively in the hiring, mentoring, evaluating, promoting and retaining of all new faculty. Furthermore, faculty participate in peer evaluation processes with integrity and professionalism and at all times model the ethical ideals that collectively guide institutional behavior.
5. Faculty are responsible to their academic institution. In addition to fulfilling their contractual obligations, faculty exercise due diligence in monitoring the integrity of their institution's operations. Faculty have a right and responsibility to critique their institution in order to improve it. At all times faculty strive to foster an institutional climate of honesty, trust, competence and respect.
6. Faculty are responsible to the community. Faculty serve their students and the college by engaging with the broader community to the greatest degree possible. In this way, faculty model for their students and community responsible conduct, good citizenship, and public service. Faculty should bear in mind that their public actions will be associated with the college even though they may not be actively representing the college in every instance.

7. Faculty are responsible to the development of scholarly competence. Faculty model critical inquiry, careful reflection, and the honoring of dissent based on rational thought. While faculty speak with authority as discipline experts, they avoid authoritarian pedagogy. Faculty foster a climate of free inquiry, intellectual curiosity, and academic excellence, teaching and leading by example.

8. Faculty are responsible for honest academic conduct. Faculty at all times reinforce existing rules and regulations regarding student academic and social conduct. Faculty model appropriate scholarly behavior and nurture the overall integrity of the learning community in which all campus groups work.

9. Faculty are responsible to competently model living in a diverse world in common with others. Respecting students as individuals is an ethical imperative, and at all times all students should be protected from intolerance, disparagement, harassment, and humiliation. Faculty use their positions of authority to actively promote equity and a culture of acceptance and inclusivity.

10. Faculty have a responsibility to encourage the pursuit of learning. Faculty are vigilant in protecting the college's mission as an open-access institution and resist recommendations that would diminish students' educational options or opportunities for success.

11. Faculty are responsible for maintaining learning environments of trust and empathy. Faculty are cognizant of the potential consequences of negative faculty-student interactions. Faculty will not diminish or disregard students.

12. Faculty are responsible for academic standards. Faculty uphold the college's mission to prepare students for academic and professional success, and maintain sound and fair academic standards while supporting student success.