

****Reissued as S99-8 and S99-11**

S93-12 ACADEMIC FREEDOM AND PROFESSIONAL RESPONSIBILITY; ETHICS;

d. serve as intellectual guides and advisors; they

- are available during reasonable, posted hours to assist students who request their intellectual and academic help.

- utilize instructional time to help students learn course materials.

3. As colleagues, faculty:

a. respect and defend the free inquiry of their associates.

b. show due consideration for the opinions of others.

c. acknowledge the contributions of others to their academic work.

d. seek objectivity in their professional evaluation of colleagues.

e. do not evaluate or supervise colleagues with whom they have personal or professional conflicts of interest.

f. avoid exploitation, harassment, or discriminatory treatment of co-workers.

g. will hold themselves and colleagues to high ethical standards and address ethical abuses when they become known.

4. As members of an academic institution, faculty:

a. observe the stated regulations of the institution that are consistent with the statement of academic freedom in this document, and with their contractual and legal obligations.

b. maintain the right to criticize regulations and seek their revision.

c. assure that their outside interests do not compromise the obligations of their primary appointment.

d. request a leave of absence or resign when the claims of outside interests preclude the fulfillment of substantial academic obligations.

e. give appropriate notice of their intent to interrupt or terminate their services to the university.

f. accept their share of responsibilities for the governance of their institution.

5. As members of a community, faculty:

a. publicly distinguish when they speak or act as private citizens from when they do so as an official representative of the university.

b. recognize that breaking legal and civil codes for academic gain is also an infringement of professional ethics.

- c. promote conditions of free inquiry.
 - d. further public understanding of academic freedom.
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NOTES

1. Derived from the *International Statement on Academic Freedom and Tenure*, 1984. Signatories include the American Association of University Professors, the American Federation of Teachers, the National Education Association, and similar groups from the United Kingdom, New Zealand, Canada, Australia, Ireland, and France.
 2. The faculty of the university include all those w
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faculty member in such circumstances, the faculty member who conducts the evaluation or supervision should advise his/her chair or other appropriate party (e.g., a supervisor or dean) of the situation.

4. Recognizing a conflict of interest in the area of faculty responsibility is often a matter of common sense. At other times it is a matter of law. But beyond the ethical minimums of law and common sense, there exists a higher standard toward which the faculty should strive. That is, a faculty member ought to avoid actual conflicts of interest as well as the appearance of such conflicts whenever possible. This ethical standard is not born of scrupulosity. Rather, it arises from the faculty's full awareness of the wide scope of thought and expression it enjoys under the protection of academic freedom.

APPENDIX B (S95-9, Amends S93-12):

CONFLICT OF INTEREST POLICY

FOR PRINCIPAL INVESTIGATORS

Background

San José State University actively encourages increased involvement of academic researchers and educators with industry and with private entrepreneurial ventures. However, such involvements create an increased risk of conflict between the private interests of individuals, the companies with which they are involved, and the public interest that Federal funding serves. SJSU has adopted policies to regulate potential conflicts of interest among its grantees and its investigators in order to protect the funded research from bias.

The National Science Foundation and the Department of Health and Human Services (NIH-PHS-HHS) are adopting parallel policies on Investigator Financial Disclosure that are relatively consistent. The CSU has had a policy related to Conflict of Interest in effect since 1985. The SJSU Conflict of Interest Policy incorporates requirements from the federal funding agencies and the CSU into its policy.

Investigator Disclosure

Investigators must disclose significant financial interests at the time of proposal submission and update this information annually or as new interests are obtained during the live of the award.

- Investigator

Investigator is defined as principal investigator, co-principal investigator, and any other person who is responsible for the design, conduct, or reporting of the sponsored project. In addition, disclosure must be made for each investigator's spouse and dependent children.

- Significant Financial Interest

Significant financial interest is defined as any financial interest that a principal investigator would have that would reasonably appear to be directly and significantly affected by the sponsored activities or any interest that a principal investigator would have in entities whose financial interest would reasonably

