

Tentative Agreement
May 1, 2015
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Bj & H

UC → AFT
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ARTICLE 3
ACADEMIC RESPONSIBILITY/DUTY

A. STANDARDS OF CONDUCT

The standards in this article will be applied to NSF in their role as teachers in the same manner as all other faculty in their role as teachers.

B. UNIVERSITY OF CALIFORNIA DUTIES AND RESPONSIBILITIES

1. Academic freedom safeguards must be accompanied by an equally demanding standard of academic responsibility, requiring responsible service, consistent with the objectives of the University.
2. NSFs are responsible for the effective instruction of students. Aspects of effective instruction include but are not limited to teaching classes in accordance with course objectives and published schedules at locations approved by the University. The NSF is expected to be competent in her/his chosen field and be able to communicate effectively with students in a way that creates an environment that stimulates imaginative thinking and encourages critical and analytical skills. NSFs are expected to advise students on academic matters, and maintain a responsible, professional relationship with students. NSFs will carefully insure equal application of class standards and requirements. The NSF should maintain an active interest in the advances and current thinking in her/his subject area, and be able to relate such information to her/his teaching in an organized manner through incorporation into course materials. By accepting responsibilities in all of the aforesaid areas, the NSF commits to excellence in education and dedication to student needs. Nothing in this section shall modify the provisions of Article 24, Instructional Workload.
3. As members of the community of scholars at the University of California, NSF are expected to sustain an environment conducive to sharing, extending, and critically examining knowledge and values, in support of the department's academic mission. In addition, they are expected to exhibit respect and professionalism in the mutual exchange of ideas, opinions, and criticisms with colleagues and to strive to be objective in their professional communications and interactions. Examples of conduct inconsistent with these expectations include, but are not limited to:
 - a. Making evaluations of professional competence based on criteria other than professional performance;

- b. Discrimination, including harassment, against other members of the community of scholars on political grounds, or for reasons of race, **color**, religion, sex **(including gender, pregnancy, childbirth, medical conditions related to breastfeeding)**, sexual orientation, **gender expression, gender identity**, ethnic origin, national origin, ancestry, marital status, medical condition **(cancer related or genetic characteristics)**, **physical or mental disability, genetic information (including family medical history), HIV status, status as a covered veteran, or, within the limits imposed by law or University regulations, because** of age or citizenship or for other arbitrary or personal reasons;
 - c. Breach of established rules governing confidentiality in personnel matters and/or procedures.
 4. The parties agree that certain conduct by NSF's is unacceptable and is inconsistent with their role as instructional faculty. Such unacceptable conduct includes but is not limited to:
 - a. arbitrary denial of access to instruction;
 - b. significant intrusion of material unrelated to the course;
 - c. significant failure to adhere, without legitimate reason, to the rules of faculty in the conduct of courses, to meet class, to keep office hours, or to hold examinations as scheduled;
 - d. evaluation of student work by criteria not directly reflective of course performance;
 - e. undue and unexcused delay in evaluating student work;
 - f. discrimination, including harassment, against a student on political grounds, or for reasons of race, **color**, religion, sex **(including gender, pregnancy, childbirth, medical conditions related to breastfeeding)**, gender, sexual orientation, **gender expression, gender identity**, ethnic origin, national origin, ancestry, marital status, medical condition **(cancer related or genetic characteristics)**, ~~physical or mental disability,~~ **genetic information (including family medical history), HIV status**, status as a covered veteran, or, within the limits imposed by law or University regulations, because of age or citizenship or for other arbitrary or personal reasons;

- g. discrimination against students on the basis of **physical or mental disability**;
- h. use of the position or powers of a faculty member to coerce the judgment or conscience of a student, to cause harm to a student for arbitrary or personal reasons; and/or
- i. participating in or deliberately abetting disruption, interference or intimidation in the classroom.

OTHER RESPONSIBILITIES

1. Academic responsibility also includes the requirement that the NSF abide by the following:
 - a. No compensation shall be paid to any NSF of the University unless actively engaged in the service of the University;
 - b. No one in the service of the University shall devote to private purposes any portion of the time due to the University nor shall any outside employment interfere with the performance of University duties; and
 - c. University regulations regarding disclosure of financial interest (Political Reform Act of 1974).
2. When the University makes significant changes or amendments to the above regulations set forth in C.1.c. that are within the scope of representation as they apply to NSF, the University will meet and confer with the AFT over such changes or amendments. Any meeting and conferring with the AFT shall not delay the implementation of such changes or amendments with respect to non-unit employees.

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