

Proposed Policy Number and T	itle: 635 Faculty Rights and	d Professional Responsibilities			
Current Policy Number and Ti	itle: 635 Faculty Rights and	635 Faculty Rights and Professional Responsibilities			
Approval Process*					
⊠ Regular	☐ Temporary	☐ Compliance Change			
□ New	□ New	□ New			
☐ Revision	☐ Revision	☐ Revision—Limited Scope			
⊠ Revision—Limited Scope	☐ Revision—Limited Scope	☐ Deletion			
☐ Deletion					
*See UVU Policy 101 Policy Governing Policies for process details.					
	0	<b>Y</b>			
<b>Draft Number and Date:</b> Stage 2 Regular, Nov 10, 2025					
President's Council Sponsor: Wayne Vaught					
Policy Steward: Kat Brown					

POLICY APPROVAL PROCESS DATES					
REGULAR	TEMPORARY	COMPLIANCE			
Drafting and Revision	Drafting and Revision	President's Council Approval			
Entrance Date: <u>2/20/25</u>	Entrance Date:	Approval Date:			
<b>University Entities Review</b>	<b>Board of Trustees Review</b>	<b>Board of Trustees Ratification</b>			
Entrance Date: <u>11/13/25</u>	Entrance Date:	Ratification Date:			
Close Feedback: 01/22/25	Approval Date:				
Board of Trustees Review  Entrance Date:  Approval Date:					



### Policies and Procedures

POLICY	Faculty Rights and Professional	Policy	635
TITLE	Responsibilities	Number	055
Section	Academics	Approval	October 14,
Section	Academies	Date	2025
Subsection	Faculty	Effective	October 14,
Subsection	Faculty	Date	2025
Responsible	Office of the Provost	Last Daview	October 14,
Office	Office of the Provost	Last Review	2025

### 1.0 PURPOSE

- 1.1 Institutions of higher education exist for the common good, which depends upon the free
- 2 search for knowledge and its free expression. In support of its mission, Utah Valley University is
- 3 committed to fostering a culture of academic rigor and professional excellence while operating
- 4 ethically, effectively, and in compliance with legal requirements. These commitments require
- 5 dedication from the University and its faculty to both academic freedom and professional
- 6 responsibility. This policy sets forth the rights and responsibilities of faculty members consistent
- 7 with principles of academic freedom and professional responsibility as articulated in the 1940
- 8 Statement of Principles on Tenure and Academic Freedom and Tenure (AAUP) and the 1966
- 9 Statement on Professional Ethics (AAUP), respectively.

#### 2.0 REFERENCES

- 10 **2.1** Family Educational Rights and Privacy Act of 1974 (FERPA), 20 U.S.C. § 1232g (1974)
- 11 **2.2** Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2004 (1971)
- 12 **2.3** *Title IX of the Educational Amendments of 1972*, 20 U.S.C. § 1681 et seq. (1972)
- 2.4 Institutional Programs Generally, Utah Code Ann. § 53B-16-101 (2017)
- 2.5 Utah Governmental Immunity Act, Utah Code Ann. § 63G-7-101 (2017)
- 15 **2.6** 1940 Statement of Principles on Tenure and Academic Freedom, American Association of
- 16 University Professors (AAUP)
- **2.7** *Statement on Professional Ethics*, AAUP, 1966, 1987, 2009
- 18 **2.8** Utah Board of Higher Education Policy R312 *Utah System of Higher Education and*
- 19 Institutional Missions and Roles
- 20 **2.9** Utah Board of Higher Education Policy R481 Academic Freedom, Professional
- 21 Responsibility, Tenure, Termination, and Post-Tenure Review



- **2.10** Utah Board of Higher Education Policy R482 *Bona Fide Financial Exigency and Personnel*
- 23 Reduction
- 24 2.11 Utah Board of Higher Education Policy R485 Faculty Workload Guidelines
- 2.12 Utah Board of Higher Education Policy R840 Institutional Business Communications
- **2.13** UVU Policy 114 Conflict of Interest and Commitment
- **2.14** UVU Policy 133 Compliance with Government Records Access and Management Act
- **2.15** UVU Policy 136 *Intellectual Property*
- **2.16** UVU Policy 137 Sponsored Programs
- **2.17** UVU Policy 155 Alcohol- and Drug-Free Workplace
- **2.18** UVU Policy 161 Freedom of Speech
- **2.19** UVU Policy 162 Title IX Sexual Harassment
- **2.20** UVU Policy 165 Discrimination, Harassment, and Affirmative Action
- **2.21** UVU Policy 326 Workplace Conduct
- **2.22** UVU Policy 365 Consulting Leave
- **2.23** UUVU Policy 541 Student Code of Conduct
- **2.24** UVU Policy 542 FERPA (Student Records Privacy Act))
- **2.25** UVU Policy 601 Classroom Instruction and Management
- **2.26** UVU Policy 606 Adoption of Course Materials and Textbooks
- **2.27** UVU Policy 632 Assignment and Advancement in Academic Rank
- **2.28** UVU Policy 633 Faculty Performance Evaluation and Feedback
- **2.29** UVU Policy 637 Faculty Tenure
- **2.30** UVU Policy 639 Adjunct Faculty
- **2.31** UVU Policy 641 Salaried Faculty Workload–Academic Year



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- 45 **2.32** UVU Policy 644 Appointment Selection and Responsibilities of Department
- 46 *LeadershipChairs*
- 47 2.332.32 UVU Policy 646 Faculty Appeals for Retention, Tenure and Promotion
- 48 **2.34** UVU Policy 647 Faculty Grievance
- 49 2.35 UVU Policy 648 Faculty Personnel Reduction (Interim Policy)
- 50 2.362.33 UVU Policy 660 Research Ethics and Compliance

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#### 3.0 DEFINITIONS

- 52 **3.1 Civility:** Claiming and caring for one's own identity, needs, or beliefs without degrading
- someone else or someone else's identity, needs, or beliefs in the process.
- **3.2 Faculty:** For the purposes of this policy, an employee hired into a faculty position
- categorized as a full-time, benefits-eligible employee, whether tenured, tenure-track, or non-
- 56 tenure track.
- 3.3 Impermissible academic assistance: Impermissible academic assistance includes but is not
- 58 limited to the provision or arrangement of
- 59 3.3.1 Substantial assistance that is not generally available to an institution's students when this
- assistance results in the certification of a student-athlete's eligibility to participate in
- 61 intercollegiate athletics, receive financial aid, or earn an Academic Progress Rate point. While
- determination of what constitutes 'substantial' assistance is fact-specific, substantial assistance
- 63 generally includes a considerable amount of assistance provided to the student-athlete that is of
- significant value to the student-athlete and not generally available or offered to non-student
- athletes.
- 3.3.2 An academic exception that results in a grade change, academic credit, or fulfillment of a
- graduation requirement when such an exception is not generally available to the institution's
- students and the exception results in the certification of a student-athlete's eligibility to
- 69 participate in intercollegiate athletics, receive financial aid, or earn an Academic Progress Rate
- 70 point.
- 71 3.4 Instructional contract period: For purposes of this policy, the instructional contract period
- 72 typically begins a week before classes begin and ends at 11:59 p.m. on the day grades are due.
- 73 3.43.5 Research misconduct: Fabrication, falsification, plagiarism, willful disregard of policies
- related to research, or other practices that seriously deviate from practices that are commonly



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- accepted within the academic research community for proposing, conducting, or reporting
- 76 research. This does not include honest errors or honest differences in interpretations or
- 77 judgments of data or data sets interpretation of.
- 78 3.53.6 Retention, tenure, and promotion (RTP) criteria: Program/department criteria
- 79 corresponding to teaching, scholarship/creative works, and service, outlining requirements for
- the achievement of retention (including post-tenure), tenure, and promotion for tenure-track and
- 81 tenured faculty members in compliance with university policies.
- 82 3.63.7 Sponsored Research: Systematic study directed toward enhanced scientific or scholarly
- 83 knowledge or toward understanding of the subject matter, or the use of such knowledge or
- 84 understanding directed toward the production of useful materials, devices, systems, or methods
- 85 that is funded through a sponsored program. All sponsored research will be in accordance with
- Policy 137. Academic tasks undertaken for the sole purpose of furthering personal knowledge or
- 87 understanding of the subject matter, such as assignments in undergraduate courses, are not
- 88 considered "research" under this policy.

### 4.0 POLICY

### 4.1 Scope of this Policy

- 90 **4.1.1** This policy applies to all full-time faculty employed by Utah Valley University, whether
- 91 tenured, tenure-track, or non-tenure track. Failure by faculty members to comply with the
- 92 responsibilities stated in this policy may lead to remedial or disciplinary action, up to and
- 93 including dismissal. (See UVU Policy 639 Adjunct Faculty for the rights and responsibilities of
- 94 adjunct faculty).
- 95 **4.1.2** Procedures, rights, responsibilities, and duties specified in section 5.0 apply to all faculty
- members as defined in section 3.3. Procedures, rights, and responsibilities may be specified by
- 97 individual departments or other university policies or guidelines, as approved by appropriate
- 98 entities.

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#### 4.2 Academic Freedom

- 4.2.1 All faculty members are free to discuss any matter in the classroom related to the subject of
- the course, to explore all avenues of scholarship, research, and creative expression, and to speak
- or write without institutional discipline or restraint on matters of public concern, inside and
- outside the academic context, including matters related to professional duties and the functioning
- of the University. Whether it engenders hostility, pressure, or praise for the University, this
- freedom of expression shall remain secure for UVU faculty. When faculty members engage in
- their constitutionally protected exercises of freedom of expression, assembly, and association,
- including lawful participation in political activities as private citizens, these exercises do not
- violate their duties to UVU or its members or profession.



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- 4.2.2 When faculty members speak or write as citizens rather than employees, they should be
- free from university censorship, reprisal, or discipline, but their special position in the
- community imposes special obligations. As scholars and educational officers, they should
- remember that the public may judge their profession and their university by their utterances.
- Hence, at all times they should strive for accuracy, should exercise appropriate restraint, should
- show respect for the opinions of others, and should make every effort to indicate that they are not
- speaking for the University (See *AAUP 1940*).
- 4.2.3 Faculty shall not use academic freedom or freedom of speech as a pretext to discriminate or
- create a hostile environment within the meaning of Title IX of the Educational Amendments of
- 118 1972, Title VII of the Civil Rights Act of 1964, or other applicable laws. Academic freedom
- does not permit faculty members to violate the rights of students or other employees secured by
- law and UVU policies. Faculty shall also not use academic freedom in the classroom as a pretext
- to discuss controversial matter that is unrelated to their subject.

### 122 **4.3** University Obligations to Faculty

- 4.3.1 Consistent with Utah law, the University shall provide faculty members support in
- professional activities inside and outside the classroom, on and off campus, in defense of
- academic freedom and in defense of any resulting litigation. For purposes of this policy,
- professional activities are those described or required by each department's RTP criteria.
- 4.3.2 Faculty members can expect the University to provide a teaching environment adequately
- equipped and an environment that encourages research, creative works, and professional
- development appropriate to the mission and demands of a teaching university. Faculty can also
- expect a working environment free from violence or systematic disruption per university
- policies.
- 4.3.3 Faculty members have a right to reasonable assistance from the University in improving
- their skills and developing their talents related to their job duties.
- 4.3.4 Subject to university, curriculum, and scheduling needs, faculty members shall be assigned
- reasonable workloads sufficient to carry out their individual duties consistent with university
- policy and in accordance with Utah Board of Higher Education Policy R312 *Utah System of*
- 137 Higher Education and Institutional Missions and Roles, Utah Board of Higher Education Policy
- 138 R485 Faculty Workload Guidelines and UVU Policy 641 Salaried Faculty Workload—Academic
- 139 *Year*.

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### 4.4 General Rights and Responsibilities

- 4.4.1 In their interactions with other faculty members, administrators, staff members, and
- university community members, faculty members shall conduct themselves with reasonable
- standards of professionalism. Examples of inappropriate behavior include but are not limited to
- requiring the performance of inappropriate personal services; assigning tasks for punishment



- rather than for educational or job-related reasons; intentional disruption of teaching, research,
- service, or administrative activities; and neglect of necessary communications with students and
- other employees.
- 148 **4.4.2** Delegated by the Utah State Board of Higher Education, the President has the authority to
- develop policy for the institution subject to the approval of the UVU Board of Trustees. Faculty
- members shall comply with all current university policies and procedures applicable to
- employees, including faculty.
- 4.4.3 Faculty members shall competently perform their responsibilities as teachers and members
- of the faculty at a regional university per Utah Code Section 53B-16-101. Decisions related to a
- 154 faculty member's competence in the areas of teaching, scholarship, responsibility, and service
- will be based on UVU policies and guidelines and will be consistent with relevant college or
- departmental criteria.
- 4.4.4 In interactions with other faculty members, administrators, staff, and students, faculty
- members shall conduct themselves with reasonable standards of professionalism and civility.
- Examples of professionalism and civility include but are not limited to responding promptly to
- emails and other requests for action from supervisors, faculty peers, staff, and students;
- 161 facilitating the success of committees in their intended goals through collaboration, constructive
- discussion, and action; accepting reasonable requests for collaboration pertaining to the faculty's
- area of study, pedagogical and scholarly goals, or goals of the department and school; addressing
- disagreements openly, professionally, and respectfully, which can include appropriate mediation,
- prompt attention to complaints, and good faith efforts to resolve issues; and/or avoiding
- intentional disruption of teaching, scholarly/creative work, or administrative meetings or
- activities.
- 4.4.5 Faculty members shall comply with instructions, whether verbal, written, or electronic,
- from their chair, dean, provost, or president respecting the timely performance of their essential
- duties so long as the instructions are consistent with the law and UVU policy, including the
- rights stated in this policy. Faculty have the right to an unbiased grievance process in accordance
- with UVU Policy 647 Faculty Grievances in matters of department, college or university,
- 173 employment, or academic concerns.
- 4.4.6 Faculty members have a right to due process commensurate with their faculty
- appointment—as set forth in Policy 6498 and other applicable university policies including
- Policy 6498—in any disciplinary matter. This includes a right to be heard, a right to decision and
- 177 review by impartial persons or bodies, and a right to adequate notice.
- 4.4.7 To the extent permissible by law and university policy, faculty, staff, administrators, and
- students have a right to privacy in their dealings with the University, including the right to expect
- that certain records of their association with the University are treated as confidential. Faculty
- members shall not access, use, or disclose private or confidential information, unless permitted
- by applicable law or university policy. Faculty members shall also store and dispose of records



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- 183 containing private or confidential information, including those stored electronically, in
- accordance with law and university policy.
- 4.4.8 All faculty members shall complete trainings required by President's Council, their
- department chair, their dean, or the Provost by the stated deadlines.
- 4.4.8.1 Faculty members have a right to fair notice of any required trainings in advance of the
- deadline. Fair notice must be in writing (email is acceptable) and at least 60 calendar days in
- advance of the deadline, excluding holidays, off-contract periods (e.g., summers), and university-
- approved leaves of absence (other than vacation, personal, and consulting leave).

#### 4.5 Rights and Responsibilities in Teaching

- 4.5.1 Faculty members shall encourage the pursuit of learning in an atmosphere of civility and
- respect, respect the rights of others, exhibit and foster honest academic conduct, and evaluate
- students based on fair and objective criteria outlined in the course objectives and syllabi. (See
- 195 AAUP's Statement on Professional Ethics).
- 4.5.2 Faculty members are entitled to academic freedom in the classroom in discussing their
- subject, but they should be careful not to introduce into their teaching controversial matter that
- has no relation to the subject of the course (see AAUP, 1940, 1970). Faculty members shall
- adhere to the subject matter and course objectives as stated in course catalogs and syllabi.
- 200 **4.5.3** Faculty members shall not require students to accept their personal beliefs or opinions.
- Where faculty members find it pedagogically useful to advocate a position on controversial
- 202 matters, they shall exercise care to ensure that opportunities exist for students to consider other
- views.

- 204 4.5.4 Faculty members have a responsibility to maintain their teaching competence and strive for
- improvement as needed. Faculty members shall engage in reasonable and substantial preparation
- for the teaching of their courses, appropriate to the educational objectives to be achieved and
- 207 consistent with the standards of the discipline. Faculty members shall strive to create learning
- 208 environments that promote free inquiry and critical thinking.
- 209 4.5.5 Faculty members shall meet their obligations pertaining to course instruction, including
- 210 holding class as scheduled, presenting approved curriculum appropriate to the subject matter,
- 211 grading and responding to students in a timely manner, grading students on clear and objective
- standards related to the course, and being available to assist students outside regularly scheduled
- class times, as determined by the department/school/college.
- **4.5.6** Any faculty member or employee with authority to assign or recommend course materials
- for any course offered by the University shall do so based on sound academic values and UVU
- Policy 606 Adoption of Course Materials and Textbooks



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217 218 219	<b>4.5.7</b> Any course content on the internet (e.g. course management system) or that which will appear in computer and/or mobile apps must comply with the ADA Title II regarding technology accessibility.
220 221 222 223 224	4.5.74.5.8 UVU is dedicated to providing a fair learning environment to all of its students. Faculty members are prohibited from engaging in impermissible academic assistance as defined above in section 3.3 and as prohibited by the National Collegiate Athletic Association. Faculty members shall participate as necessary in any investigation into allegations of impermissible academic assistance, including facilitating expedited investigations where appropriate.
225 226 227 228	4.5.84.5.9 Faculty members shall not plagiarize ideas and works of students. When faculty members and students work together, appropriate credit shall be given to students. Faculty members shall not limit or curtail the right of any student to publish or otherwise communicate the result of the student's own independent scholarly activities.
229 230 231 232 233	4.5.94.5.10 Faculty members shall not use their positions and authority to obtain uncompensated labor or to solicit gifts or favors from students. Faculty members shall not ask students to perform services unrelated to legitimate requirements of a course unless the student is reasonably compensated for such services and the service rendered does not violate any law or university policy.
234	4.6 Rights and Responsibilities in Professional Activities, Scholarship, and Creative Work
235 236	<b>4.6.1</b> Faculty members have a responsibility to maintain their scholarly/creative competence and strive for improvement as needed.
237	<b>4.6.2</b> Faculty members shall uphold the academic and ethical standards of professional behavior
<ul><li>238</li><li>239</li></ul>	in scholarly and creative endeavors established by the University and by their respective discipline(s).
	· · · · · · · · · · · · · · · · · · ·
<ul><li>239</li><li>240</li><li>241</li></ul>	discipline(s).  4.6.3 Faculty members are entitled to full freedom in research and creative works and in the publication, display, and exhibition of the results, subject to the acceptable performance of their
<ul><li>239</li><li>240</li><li>241</li><li>242</li><li>243</li></ul>	<ul> <li>4.6.3 Faculty members are entitled to full freedom in research and creative works and in the publication, display, and exhibition of the results, subject to the acceptable performance of their other academic duties and compliance with state and federal regulations and university policy.</li> <li>4.6.4 Faculty members shall exercise reasonable care in meeting their obligations to their</li> </ul>

and procedures.



- **4.7.2** Except in extenuating circumstances and absent teaching a scheduled course, faculty
- 251 members shall attend department meetings on a regular basis to provide input regarding
- department decision-making.
- 4.7.3 Faculty members shall support their departments, colleges/schools, and University by
- actively participating in committees, task forces, university councils, and/or other activities
- relevant to the mission of the University. Faculty members shall be active, responsive,
- constructive, and civil in their service on committees of all levels. Faculty members shall accept
- reasonable departmental requests for collaboration pertaining to the faculty's area of study,
- 258 pedagogical and scholarly goals, or goals of the department and school.
- 4.7.4 To ensure faculty control over faculty areas, senior faculty members are responsible to
- 260 provide advice and assistance to their junior faculty colleagues as needed concerning matters
- including but not limited to retention, tenure, and promotion policies, processes, and criteria.
- **4.7.5** Faculty members shall perform formal annual reviews and other evaluations of colleagues
- as may be required by policy; formal evaluations shall be conducted professionally and
- objectively, respecting and defending the free inquiry of colleagues.
- 265 4.7.6 Faculty members shall support their disciplines, professional organizations, and
- 266 communities by participating in activities and groups that are directly related to their disciplines
- and to the mission of the University, including but not limited to service in professional societies,
- 268 planning or chairing conferences or conference sessions, participating in peer review for their
- professional or discipline organizations, or reviewing materials for publication, exhibit, or
- 270 performance, per department RTP criteria.
- 4.8 Rights and Responsibilities to Members of the University Community
- **4.8.1** Faculty members shall address workplace conflicts openly, professionally, and respectfully,
- 273 which can include appropriate mediation, prompt attention to complaints, and good faith efforts
- to resolve issues.
- **4.8.1.1** Faculty members have the right to no cost, formal or informal conflict resolution or
- 276 consultation services or training through university Faculty Relations services when attempting
- to resolve workplace conflicts. See Section 5.3.4.6.2.
- 4.8.2 Faculty members shall not purposely mislead the university by misrepresenting their
- 279 qualifications as a faculty member or eligibility for university employee benefits.
- **4.8.3** Faculty members shall avoid exploiting the university's name or their own relation with the
- 281 university for personal reasons unrelated to their legitimate academic or professional activities.
- They must not intentionally create the impression, in public appearances or statements, that they
- are representing the university, unless in fact, they are.



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- 4.8.4 Faculty members shall respect university property and programs, and shall respect and acknowledge, when appropriate, the legitimate activities and contributions of other persons on
- the university campus.
- **4.8.5** Faculty members shall not purposely incite others to engage in unlawful activity.
- 288 **4.8.6** When conducting email correspondence with the university or as required by UVU policies
- and Utah Board of Higher Education Policy R840 Institutional Business Communications,
- 290 faculty members shall use their university-assigned email. Faculty members and the university
- shall comply with applicable policies and protocols regarding faculty members' use of email,
- including UVU Policy 446 *Privacy and Disclosure* and the Utah Board of Higher Education
- 293 Policy R840 Institutional Business Communications.
- **4.8.7** Faculty members are responsible to maintain confidentiality of privileged or confidential
- information and may face disciplinary action for any unauthorized disclosure or misuse, even if
- 296 it is unintentional.

### 4.9 Rights and Responsibilities in University Governance

- 298 **4.9.1** Faculty members have the right and responsibility to participate in the governance of the
- 299 University in accordance with Utah law, Utah Board of Higher Education policies, and
- 300 university policies.

- **4.9.2** Pursuant to relevant university policies and procedures, faculty members have primary
- responsibility for curriculum, subject matter and methods of instruction, research, creative
- works, performance, and faculty status.
- 305 **4.9.3** Pursuant to relevant university policies and procedures, faculty members have designated
- responsibilities concerning the following decisions regarding faculty: a) academic appointments,
- b) reappointments and decisions to not reappoint at midterm review, c) the granting of tenure, d)
- promotions, and e) dismissal for academic reasons. Recommendations in these matters shall be
- made by faculty participation through established procedures and authorized by appropriate
- academic officers and the President, with final action by the Board of Trustees. Scholars in a
- 311 particular field or activity have the chief competence for judging the academic work of their
- 312 peers; in such competence, it is implicit that responsibility exists for both adverse and favorable
- 313 judgments.
- **4.9.4** Where their rank and status are appropriate, faculty members have the right to vote on
- faculty appointments, promotions, and tenure, and to vote for representatives to college and
- 316 university representative bodies.
- **4.9.5** Subject to approval by the President, Board of Trustees, federal and state authorities, and
- accrediting bodies, the faculty set the requirements for the degrees offered, determine when



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students have met the requirements, and recommend to the President and Board of Trustees the granting of degrees.

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### 5.0 PROCEDURES

### 322 5.1 Rights and Responsibilities in Teaching

#### 323 **5.1.1** Curriculum

- 324 **5.1.1.1** Subject to curriculum and accreditation needs and guidelines of departments,
- 325 colleges/schools, and the University, faculty members shall design, review, and revise
- 326 curriculum and courses.
- 5.1.1.2 Faculty members have the right and responsibility to develop and improve their
- 328 pedagogy, course, and materials.

### 329 **5.1.2** Course Instruction

- 5.1.2.1 Faculty and employees assigning self-authored course materials shall follow UVU Policy
- 331 606 Adoption of Course Materials and Textbooks. Except for reimbursement of out-of-pocket
- costs, faculty and employees may not accept or retain royalties or any other personal
- compensation or material benefit from the sale or furnishing of course materials they authored to
- students in their own classes, in any classes in their department, or department/college for which
- they have authority to assign or recommend course materials. They may, however, 1) designate
- such royalties or compensation into a department-wide fund, as approved by the college/school
- dean in consultation with the university Compliance Officer; or 2) written evidence
- demonstrating arrangements with the publisher and bookstore under which the faculty member's
- royalty or personal compensation is deducted from the price of the materials.
- 340 **5.1.2.2** At the beginning of the course, faculty members shall supply a syllabus for each course
- 341 they teach that clearly communicates course structure, schedule, student expectations, expected
- course outcomes and methods of assessment. Each syllabus shall also include the university-
- approved disability accommodation, religious accommodation, and Title IX statements, which
- can be found on Canvas. Faculty members set appropriate standards for student performance in
- 345 their courses, subject to university standards. Faculty members shall adhere to the subject matter
- and course objectives as stated in course catalogs and syllabi, however, faculty have the right to
- modify syllabi during a course to meet the needs of the course, provided students have
- 348 reasonable notice.
- 5.1.2.3 Faculty members are expected to meet their regularly scheduled classes and hold class for
- 350 the scheduled length. Alteration of schedules, cancellation or rescheduling of classes may be



- done only for valid academic reasons and after adequate notice to students and the department
- chair. Any faculty member anticipating an absence of more than one week in length or two
- weeks total in a semester must have the approval of their chair and dean before the first absence
- takes place. Personal vacations that interfere with teaching responsibilities are not permissible
- during the semester. Failure to meet scheduled classes without prior notice to students and
- department chair is excusable only for extenuating reasons beyond the control of faculty
- members. Faculty who wish to alter course schedules, content, or delivery to meet non-university
- professional obligations must seek prior approval as specified in Policy 365 Consulting *Leave*.
- 5.1.2.4 Faculty are expected to teach as scheduled for the full duration of their instructional
- contracted semesters. Faculty members are not permitted to alter or reduce their instructional
- 361 <u>contract period.</u>
- 362 5.1.2.45.1.2.5 Faculty members shall designate and teach courses as an alternative modality such
- as online or hybrid only after completing the appropriate University approval process established
- 364 by Academic Affairs.
- 365 5.1.2.55.1.2.6 In accordance with school/college guidelines, faculty members with teaching
- responsibilities shall establish and maintain regular office hours, face to face and/or online, for
- consultation with students, or otherwise ensure students are able to consult with them in a timely
- 368 manner on course-related matters.
- 369 5.1.2.65.1.2.7 Faculty members shall not require students to attend class or submit any
- 370 assignments or assessments on a scheduled reading day. Faculty members shall adhere to UVU
- Policy 601 Classroom Instruction and Management when holding final exams or other
- 372 assessments.
- 373 5.1.2.75.1.2.8 In accordance with university policies and department or school/college retention,
- tenure, and promotion criteria, faculty members shall comply with reasonable and appropriate
- requests for peer, supervisor, and student evaluations of their teaching.
- 376 5.1.2.85.1.2.9 Faculty shall store personally identifiable student information only in university-
- approved locations, systems, or devices.
- 5.2 Rights and Responsibilities in Professional Activities, Scholarship, and Creative Work
- 5.2.1 Faculty members shall submit scholarly or creative works for peer or competitive review
- per their department's RTP criteria. Such review may occur in a variety of academic or
- professional venues, including but not limited to, conference presentations and proceedings,
- symposia, seminars, exhibits, performances, and appropriate scholarly or professional
- 383 publications.
- 384 **5.2.2** Research and creative works conducted by faculty shall be in compliance with UVU Policy
- 385 114 Conflict of Interest and Commitment and UVU Policy 136 Intellectual Property.



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**5.2.3** Faculty members engaging in sponsored research shall consult with the Office of Sponsored Programs (OSP) and follow applicable University policies.

### 5.3 Rights and Responsibilities in University Governance

5.3.1 Tenured and tenure-track faculty members and/or other eligible voters as determined by the department shall have the right to elect and/or recall their department chair by majority vote as provided in Policy 644 <a href="#">Appointment Selection</a> and Responsibilities of Department
 LeadershipChairs

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**5.3.2** Faculty members have the right to present position-related concerns to their dean through their department chair. If they feel the department chair is not adequately representing them, they have the right to address that concern with the dean. If faculty feel the dean is not adequately representing them, they shall have the right to address that concern with the Deputy Provost directly or through appropriate Faculty Senate representatives or by submitting concerns to the Faculty Relations Manager, in accordance with UVU Policy 646 Faculty Grievances.

DOLICY HICTORY					
POLICY HISTORY					
Date of Last Formal Review: Click here to enter a date.					
Due Date of Next Review: Click here to enter a date.					
<b>Date of Last Action</b>	Action Taken	Authorizing Entity			
April 15, 2010	Approved for Policy Manual	UVU Board of Trustees			
June 25, 2020	Approved for Policy Manual	UVU Board of Trustees			
August 14, 2020	Nonsubstantive change made in section	UVU Policy Office			
	2.19: Title of Policy 162 updated from				
	Sexual Misconduct to Title IX Sexual				
	Harassment.				
September 30, 2020	Non-substantive change made in section	President's Council and General			
	2.0: Policy 636 was renumbered to 660.	Counsel			
May 9, 2023	Non-substantive change: Updated	UVU General Counsel			
	reference for Policy 324 Drug-free				
	Workplace to Policy 155 Alcohol- and				
	Drug-free Workplace.				
October 14, 2025	Limited scope changes approved as part	UVU Board of Trustees			
	of consulting policy bundle.				
	Limited scope changes approved through	UVU Board of Trustees			
	regular policy process.				

<sup>\*</sup>More information on the formal review can be found in Policy 101 section 4.7.3.



#### POLICY 635 EXECUTIVE SUMMARY

Policy Number and Title: 635 Faculty Rights and Professional Responsibilities

Date: February 10, 2025
Sponsor: Wayne Vaught
Steward(s): Kat Brown

**Policy Process:** Regular

**Policy Action:** Revision—Limited Scope

**Policy Office Editor:** Amanda Cooke

Embedded Attorney: N/A

#### Issues/Concerns (including fiscal, legal, and compliance impact):

Revisions will address these needed updates and clarifications to the policy:

Teaching Expectations: There is some misunderstanding among faculty regarding teaching expectations, such as taking personal vacation that interfere with holding regular class during the semester, and not altering or reducing their contract teaching period.

Technology Accessibility: Title II changes regarding technology accessibility requirements went into effect this past year and need to be specifically shared with faculty so we remain in compliance with the federal standards.

#### **Suggested Changes:**

- (1) Clarify personal vacation policy: Clearly state that personal vacations that interfere with holding regular class are not permissible during the semester.
- (2) Emphasize contractual teaching period: Reinforce that faculty are expected to teach for the full duration of their contracted semesters. Faculty members are not permitted to alter or reduce their contract period.
- (3) Federal compliance with Title II: Add a provision to inform faculty about the federal compliance requirements with Title II regarding ADA technology accessibility issues on apps and course content on the internet.

Requested Approval from President's Council: Entrance to Stage 1

**Proposed Drafting Committee:** Kathren Brown, Nizhone Meza, Evelyn Porter, Wioleta Fedeczko, Susan Thackery



# UTAH VALLEY UNIVERSITY Policies and Procedures

**Target Date for Stage 1 Draft to Enter Stage 2:** 3/1/2025

**Target Date for Board of Trustees Review:** 4/30/2025