

Faculty Handbook Ad Hoc Committee Report

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To update the Faculty Senate regarding the final charge of the Ad Hoc Committee from Spring 2023 regarding the review of the Faculty Handbook, we provide the below information for consideration and conclusion of the committee's work.

The remaining charge from Spring 2023 was related to the glossary for the faculty handbook as below:

Glossary: The entry for "Integrity" was removed as the "definition" provided was not, in fact, a definition. An actual definition is needed.

Charge: Draft a definition of "integrity" that aligns with other entries in the glossary.

Based on the Ad Hoc's work in collaboration with the Faculty Senate's Academic Policies Committee (APC) in Fall 2023, the terms "integrity" and "academic integrity" were identified as separate terms used throughout Chapter 6. Of note, the USM definition as provided in III-1.00 is included in Chapter 6 and linked from SU's webpage for [forms and policies](#) for "Student Accountability and Community Standards". Based on the review of this information and APC's input, the Ad Hoc Committee proposes the following:

1. Addition of two glossary terms with definitions as below:
 - a. **Integrity:** Moral behavior that adheres to the six fundamental values of honesty, trust, fairness, respect, responsibility, and courage.
 - b. **Academic integrity-** The commitment to and demonstration of moral behavior that ensures your learning is genuine. This moral behavior will include unwavering adherence to six fundamental values: honesty, trust, fairness, respect, responsibility, and courage.

2. Including the definitions in the Faculty Handbook Chapter 6 as below:

- a. **Faculty, Student, and Institutional Rights and Responsibilities for Academic Integrity**

Integrity is a principle that permeates all activities of the University and guides the behavior of faculty, students, and staff. Integrity is demonstrated by moral behavior that adheres to the six fundamental values of honesty, trust, fairness, respect, responsibility, and courage. Salisbury University manifests the principle of academic integrity by the spirit in which truth is pursued. The University further demonstrates the principle by establishing processes that enable students to learn about the concept of integrity and that determine individual accountability for standards of integrity.

The spirit of academic integrity denotes adherence to the precept that one's work is one's own with a commitment to and demonstration of moral behavior that ensures learning is genuine. The process by which integrity is upheld assumes clear communication of university

expectations, standards, and policies and of students' and faculty's rights and responsibilities. The procedure is grounded in the commitment to the protection of individuals' rights.

Of note, policies listed below that specifically mention SU represent the University's unique perspective on the classroom and related responsibilities of the faculty. These SU-specific policies have been developed by the faculty independent of the University System of Maryland as an expression of faculty commitment to the University as a teaching institution.

b. Student Academic Misconduct (SU)

Integrity is a principle that permeates all the activities of the University and guides the behavior of faculty, students, and staff. The spirit of academic integrity denotes adherence to the precept that "one's work is one's own" with commitment to and demonstration of moral behavior that ensures learning is genuine. This moral behavior will include unwavering adherence to six fundamental values: honesty, trust, fairness, respect, responsibility, and courage. Honesty refers to being truthful, giving credit to others, and providing factual evidence. Trust refers to being transparent, trusting others, giving credence, and striving for mutual understanding. Fairness refers to applying rules consistently, engaging with others equitably, being objective, and taking responsibility for your own actions. Respect refers to seeking open communication, receiving feedback willingly, recognizing the validity of others' thoughts and the impact of your words and actions on others. Responsibility refers to following institutional rules and conduct codes, holding yourself accountable, following through with tasks and expectations, engaging in difficult conversations, and modeling good behavior. Courage refers to taking a stand to address wrongdoing and supporting others doing that, being undaunted in defending integrity, being willing to risk failure, and enduring discomfort for something you believe in.

The process by which integrity is upheld assumes clear communication of university expectations, standards, and policies and clear communication of students' and faculty's rights and responsibilities. The Student Academic Misconduct Policy is intended to foster student academic integrity and address cases of student academic misconduct which includes, but is not limited to, lying/fabrication, cheating, plagiarism, and misappropriation of intellectual property.

This policy, and related procedures, apply to both undergraduate and graduate students and can be found [here](#) in their entirety.

3. Including the definitions in the policy below which links from #2 and is verbatim:

Student Academic Misconduct Policy

Integrity is a principle that permeates all the activities of the University and guides the behavior of faculty, students and staff. The spirit of academic integrity denotes adherence to the precept that "one's work is one's own." with commitment to and demonstration of moral behavior that ensures learning is genuine. This moral behavior will include unwavering adherence to six fundamental values: honesty, trust, fairness, respect, responsibility, and courage. Honesty refers to being truthful, giving credit to others, and providing factual evidence. Trust refers to being transparent, trusting others, giving credence, and striving for mutual understanding. Fairness refers to applying rules consistently, engaging with others equitably, being objective, and taking responsibility for your own actions. Respect refers to seeking open communication, receiving feedback willingly, recognizing the validity of others' thoughts and the impact of your words and actions on others. Responsibility refers to following institutional rules and conduct codes, holding yourself accountable, following through with tasks and expectations,

engaging in difficult conversations, and modeling good behavior. Courage refers to taking a stand to address wrongdoing and supporting others doing that, being undaunted in defending integrity, being willing to risk failure, and enduring discomfort for something you believe in.

The process by which integrity is upheld assumes clear communication of University expectations, standards and policies and clear communication of students' and faculty's rights and responsibilities. This policy applies to both undergraduate and graduate students.

Summary

The Ad Hoc Committee members appreciate the chance to complete their work regarding the charges to address questions and provide updated for the Faculty Handbook.