



Faculty Code of Conduct *Provisional*

Purpose

Tax-supported colleges and universities must function in accordance with the public trust, and actions by faculty within them must be consistent with the execution of that trust.

Persons Affected

This policy applies to all deans, academic unit heads, and faculty members.

Definitions

Foreign Adversary Nations: Any country listed on the U.S. Department of Commerce's foreign adversaries list under 15 C.F.R. § 791.4, including but limited to: the People's Republic of China, including Hong Kong and Macau, the Democratic People's Republic of North Korea, the Islamic Republic of Iran, the Republic of Cuba, the Russian Federation, and Venezuelan politician Nicolas Maduro.

Policy

The following offenses represent breaches of that trust and violations of the Stephen F. Austin State University Faculty Code of Conduct:

- A. Plagiarism;
- B. Forgery or unauthorized alteration or use of university documents, records or identification materials;
- C. Knowingly furnishing false information to the university, or failure to acquire and maintain appropriate licensure and certification required for supervision and practice;
- D. The use of violent or other forceful methods to obstruct the functions of the university, which include teaching, research, administration, public service, presentations by guest lecturers and speakers, and other authorized activities;
- E. Physical abuse of any person on university-owned or controlled property or at university-sponsored or supervised functions, or conduct that threatens or endangers the health or safety of any such person;
- F. Executing professional responsibilities related to teaching, research supervision, committee work, and similar faculty responsibilities that involve a student related to the faculty member within the second degree of affinity or third degree of consanguinity as



defined in SFA HOP 03-208 Nepotism;

- G. Theft of or negligent damage to the university or to the property of a member of the university community or a campus visitor;
- H. Unauthorized entry to or use of university facilities or resources;
- I. Unlawful manufacture, distribution, dispensing, possession, or use of controlled substances, or any substance the possession or distribution of which is regulated by federal or Texas law, except where the manufacture, distribution, dispensing, possession, or use are in accordance with the laws of each (see SFA HOP 05-512 Illicit Drugs and Alcohol Abuse);
- J. Discrimination and/or sexual misconduct as determined under university policy (see SFA HOPs 01-305 Nondiscrimination, 01-307 Title IX, 03-202 Consensual Relationships);
- K. Lewd, indecent, or obscene conduct or language on university-owned or controlled property or at a university-sponsored or supervised function;
- L. Unprofessional conduct; that is, behavior that a reasonable person in a professional setting would find inappropriate, rude, disorderly, or offensive, and that is persistent, destructive and/or intimidating;
- M. Violation of other promulgated laws, Board of Regents, University of Texas System, or university policies or rules;
- N. Conviction of a criminal or civil offense that reflects negatively upon the university.
- O. Membership or taking part in any foreign recruitment program by a Foreign Adversary Nation, such as the People's Republic of China's Thousand Talents Program.

Procedures

- A. Each faculty member is required to notify his or her immediate supervisor of any felonious criminal conviction no later than five days after such conviction. Additionally, each faculty member is required to notify his or her immediate supervisor of alleged violations of D, E, F, I, J or M no later than five days after any faculty member becomes aware of such alleged violation.
- B. Any faculty member who is approached by, or offered any gift from, a representative or associate of a Foreign Adversary Nation must promptly report any such incident or offer to the university's Director of Compliance by phone or email located on the Office of Compliance's website.



- C. Faculty members are required to abide by the terms of this policy as a condition of employment.
- D. Alleged violations of the standards established in this policy should immediately be brought to the attention of the academic unit head to whom the individual is responsible. The academic unit head will then immediately notify the dean of the college, if part of a college. The dean of the college, or academic unit head if not part of a college, will inform the provost and executive vice president for academic affairs (EVPAA) of the alleged violation without delay. The EVPAA will immediately notify the president and vice president and general counsel. The general counsel will determine whether the alleged violation should be investigated pursuant to the Faculty Code of Conduct or other applicable policy. If the investigation is to proceed under the Faculty Code of Conduct, the EVPAA or his or her designee will immediately investigate the incident and promptly provide a written report to the president which includes the allegation, scope, findings and results of the investigation, and recommendation for action, if any. The president may accept, modify, or reject the report and/or recommendation. The faculty member will be notified in writing of the president's determination and any action to be taken.
- E. Violations of the standards established in this policy can result in the assessment of a penalty ranging from an oral reprimand to termination. Tenured and tenure-track faculty members are also subject to standards and procedures in SFA HOP 02-320 Tenure and Continued Employment.
- F. Faculty members may appeal disciplinary action, other than dismissal or non-renewal, taken pursuant to this policy by following the appeal procedure outlined in SFA HOP 02-310 Faculty Disagreements. If the president determines that dismissal or non-renewal is appropriate, the procedures outlined in SFA HOP 02-320 Tenure and Continued Employment.

Related Statutes or Regulations, Rules, Policies, or Standards

U.S. Department of Commerce's Foreign Adversary List, 15 C.F.R. § 791.4

Executive Order GA-48 (November 19, 2024)

Regents' *Rules and Regulations*, Rule 30103, Standards of Conduct

SFA HOP 02-320 Tenure and Continued Employment

SFA HOP 01-305 Nondiscrimination

SFA HOP 01-307 Title IX

SFA HOP 05-306 Property and Inventory Management

SFA HOP 05-413 Use of University Facilities

SFA HOP 05-512 Illicit Drugs and Alcohol Abuse

SFA HOP 02-310 Faculty Disagreements

SFA HOP 02-314 Misconduct in Scholarly or Creative Activities



SFA HOP 02-411 Misconduct in Federally Funded Research
SFA HOP 01-402 Conflicts of Interest, Conflicts of Commitment, and Outside Activities
SFA HOP 06-101 Acceptable Use of Information Technology Resources
SFA HOP 03-202 Consensual Relationships

Responsible Executive

Provost and Executive Vice President for Academic Affairs

Forms

None

Revision History

September 1, 2023 (original)