

## Statement on Faculty Core Values

### - A Proposal for Adoption by the ISU Faculty Senate -

**Background:** The proposed *Statement on Faculty Core Values* brings together, in one brief document, the basic principles of the roles, responsibilities, and obligations of faculty at the university, the fundamental aspects of academic life, including integrity, collegiality, and respect, and clearly states our commitment to academic freedom, granting of tenure, and other tenets central to the faculty.

The core values included below have already been accepted and approved by the faculty, and are currently included in the *Faculty Handbook*, with the relevant section(s) noted in brackets. This proposed *Statement on Faculty Core Values* brings these values together as a concise document - a statement of core values which can be referred to when discussing faculty roles with the public, regents, legislators, journalists, and others having an interest in the ISU Faculty.

The proposed statement is intended to come from the ISU Faculty, and is separate and distinct from (but consistent with) the student-generated ISU *Principles of Community* and the ISU Mission and Vision Statement/Strategic Plan. It is intended to communicate those central values *of the faculty* relevant to our role and mission at Iowa State University. This proposal seeks approval from the Faculty Senate to adopt these core values, and maintain this statement on the Faculty Senate Web Site and other appropriate places for enhanced communication and education about the role and core values of the faculty at ISU.

## Statement on Faculty Core Values

As faculty at Iowa State University, we are committed to excellence in all facets of university life – high quality educational programs, cutting-edge research, and dissemination of new knowledge – to benefit our students, the citizens of Iowa, the nation, and the world. To achieve excellence, we affirm that the following core values and conditions of campus life are essential to a functional, productive, and vibrant University.

**1. Shared Governance** – We are committed to participating fully in the shared governance of Iowa State University, and will work together with its administration and staff to govern the University in a transparent, communicative, and responsible manner. [FH 2.4.1]

**2. Academic Freedom** – We are committed to academic freedom, which enables us to freely teach our students and pursue academic knowledge within our disciplines; to conduct both basic and applied research, develop technology, expand the horizons of the understanding of our world, and contribute to a greater appreciation of humanity. As part of this academic freedom, we are committed to the principle that the granting of tenure to faculty is essential for unobstructed freedom of thought, generating new ideas, and enabling unbiased discourse in our pursuit of knowledge. [FH 5.2.1; FH 7.1.1]

**3. Ethical Conduct of Research** – We are committed to conducting all research at Iowa State University with the highest ethical standards, and acknowledge our responsibility to ethically pursue our scholarly endeavors, to be accountable for our fiscal operations, and to present our scholarly and research products in a manner beyond reproach. [FH 7.2.2.3; FH 7.2.2.5.7]

**4. Academic and Personal Integrity** – We are committed to maintaining our personal and professional integrity as educators and researchers. We denounce any form of plagiarism, falsification of data, misrepresentation, or other acts which compromise the reputation of our collective work at Iowa State University. [FH 7.1.2]

**5. Respect for All Members of the Community** – We are committed to fostering an environment of mutual respect for all members of the campus community. We are committed to collegiality, mutual support, and respect for cultural and disciplinary diversity, which are essential for a functional, responsive, and thriving campus climate. We are committed to the free exchange of ideas, civil discourse, and respect for differing opinions and perspectives in the pursuit of knowledge. [FH 7.1.2]

**6. Diversity and Inclusion** – We are committed to a diverse and inclusive campus community, which brings together people of different academic disciplines, cultures, intellectual perspectives, and beliefs. We welcome students, faculty, and scholars from around the world regardless of race, color, age, ethnicity, religion, national origin, pregnancy, sexual orientation, gender identity, genetic information, sex, marital status, disability, or status as a U.S. veteran. It is critical to the success of Iowa State University, the State of Iowa, and the nation, that we open our campus to the very best faculty, staff, students, and scholars from around the world.

**7. Safe and Welcoming Campus Environment** – We are committed to maintaining a campus environment that is free of dangers, threats, or other unacceptable behaviors, so that everyone is safe as they pursue their studies, conduct research, teach, or provide service. We expect that all members of the campus community will be respectful and civil. [FH 7.2.2.2; FH 7.2.2.5.9]

**8. Responsibility to Manage the Curriculum** – We are committed to our role at the university where the principle that the faculty assume the sole responsibility to continuously manage, review, and improve the academic curricula offered at Iowa State University, ensuring their relevance and high quality. [FH 2.4.1; FH 7.1.2]

**9. Responsibility to Mentor Students** – We are committed to the role of faculty as mentors to the students participating in our academic programs. We strive to instill in our students the values of academic integrity and professionalism throughout their studies at Iowa State University. [FH 5.3.1.4.1; FH 7.1.2]

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**Note:** The final document would not include the bracketed citations from the *Faculty Handbook*; these references are provided for review and discussion.

**Iowa State University Mission Statement:** <http://www.president.iastate.edu/mission>

**Iowa State Principles of Community:** <http://www.diversity.iastate.edu/principles-of-community>

**Examples of Faculty Core Values Statements:**

Bucknell Univ. - <https://www.bucknell.edu/interested-in-bucknell/academics-at-bucknell/academic-responsibility/resources-for-faculty/ten-principles-of-academic-integrity-for-faculty.html>

George Mason Univ. - <http://ctfe.gmu.edu/about-us/core-values/>

Georgetown Univ. - <https://environment.georgetown.edu/values>

Harvard Univ. - [http://www.harvard.edu/president/speeches/summers\\_2002/values.php](http://www.harvard.edu/president/speeches/summers_2002/values.php)

Kentucky State Univ. - <http://ksu.edu/about-ksu/mission-vision-core-values/>

Loyola Univ. - <http://www.loyola.edu/about/mission-vision-values>

Minnesota State Univ. - <https://www.mnsu.edu/president/vision.html>

New England Conservatory - <http://necmusic.edu/mission-vision>

Notre Dame - <https://www.nd.edu/faculty-and-staff/>

Ohio State Univ. - <https://www.osu.edu/academicplan/vision.php>