



3.2.1 Faculty Rights and Responsibilities

Chapter 3 - Faculty	Original Effective Date: February 2000
Section: 3.2 Rights, Responsibilities and Duties of the Faculty	Date Last Reviewed: June 2022
Responsible Entity: Vice President for Academic, Faculty and Student Affairs	Date Last Revised: June 2022

I. Purpose

This policy sets forth the rights and responsibilities of faculty members at the University of Texas Health Science Center (UT Health San Antonio).

II. Scope

This policy applies to all UT Health San Antonio faculty members.

III. Policy

The rights and responsibilities of faculty members are described in the Regents' Rules and Regulations, [Rule 31004](#):Rights and Responsibilities of Faculty Members.

The fundamental responsibility of a faculty member as a teacher and scholar includes maintenance and demonstration of competence in their field of specialization.

A. Academic Freedom, Rights and Responsibility

1. Freedom in Research

Institutions of higher education are conducted for the common good. The common good depends upon a free search for truth and its free expression. Hence, subject to the adequate performance of other academic duties, a faculty member will be free to pursue scholarly inquiry without undue restriction, and to voice and publish conclusions concerning the significance of evidence that are considered relevant. A faculty member must be free from the corrosive fear that others, inside or outside the UT Health San Antonio community, because their philosophy may differ, may threaten their professional career or the material benefits accruing from it.

2. Freedom in the Classroom

Each faculty member is entitled to full freedom in the classroom in discussing the subject taught but is expected not to introduce into teaching controversial matter which has no relationship to the subject. Each faculty member is a citizen and,

3.2.1 Faculty Rights and Responsibilities

when speaking or writing as such, will be free from institutional censorship or discipline.

3. Clarification of Role

Exercise of professional integrity by a faculty member includes recognition that the public will judge the profession and the institution by their statements. Therefore, a faculty member should strive to be accurate, to exercise appropriate restraint, to show respect for the opinions of others and to avoid creating the impression of speaking or acting on behalf of their school or UT Health San Antonio when speaking or acting as a private citizen.

4. Primary Duties

The primary duties of a member of the faculty generally include the following:

a. Teaching

Teach in the classroom, laboratory, seminar or clinical setting.

b. Research

Study, investigate, discover, create and develop professionally.

c. Administration

Perform curricular tasks auxiliary to teaching and research, e.g., serve on faculty committees, attend to administrative and disciplinary tasks, foster intellectual curiosity and integrity in the student body.

d. Contribution to Society

Use their professional expertise to benefit society.

B. Standards of Conduct

It is the policy of UT Health San Antonio that all faculty abide by the standards of conduct of The University of Texas System and its component institutions as stated in the Regents' Rules and Regulations, [Rule 30103](#): Standards of Conduct and as set forth in the Institutional Handbook of Operating Policies (IHOP) policy [10.1.2 Code of Ethics and Standards of Conduct](#).

IV. Definitions

There are no defined terms used in this Policy.

V. Related References

University of Texas Board of Regents' Rules and Regulations

Rule [30103](#): *Standards of Conduct*

Rule [31004](#): *Rights and Responsibilities of Faculty Members*

VI. Review and Approval History

- A. The approving authority of this policy is the University Executive Committee.
- B. The review frequency cycle is set for three years following the last review date, a time period that is not mandated by regulatory, accreditation, or other authority.

Effective Date	Action Taken	Approved By	Date Approved
02/2000	Policy Origination		
03/2012	Policy Revision		
06/2022	Policy Revision	Executive Committee	06/28/22