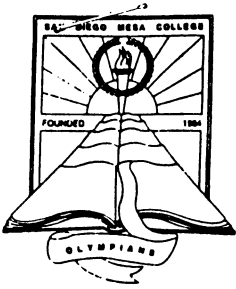


98.3.3



SAN DIEGO MESA COLLEGE ACADEMIC SENATE

7250 MESA COLLEGE DRIVE, SAN DIEGO, CA 92111-4998 (619) 627-2733 FAX (619) 279-5668

**San Diego Mesa College Academic Senate
Statement of Instructor Rights and Responsibilities**

1.0 An instructor's primary right and responsibility is to teach. All other rights and responsibilities are grounded in the instructor's role as teacher. Instructors have the right to expect an academic environment free from interference with the teaching and learning process. Also, instructors have the responsibility to avoid any conduct that would interfere with teaching or learning. (See Academic Senate Faculty Ethics Statement; AFT Guild Contract Article 7, Article 12.1.1-2)

- 1.1. Instructors have the right to free intellectual inquiry and discussion.**
- 1.2. Instructors have the responsibility to design their individual courses within the guidelines of the official course outline.**
- 1.3. Instructors have the responsibility to inform students, through a syllabus at the beginning of the semester, about the course and its requirements and grading and attendance policies.**
- 1.4. Instructors have the right to select textbooks and teaching materials within the guidelines of the official course outline.**
- 1.5. Instructors have the right and responsibility to maintain academic standards.**
- 1.6. Instructors have the responsibility to conduct classes at the assigned times and adhere to their on-campus schedules.**
- 1.7. Instructors have the right to have corrected, any physical plant conditions that may threaten the safety of students or staff or impede the teaching and learning processes. (See Mesa College Guidelines for Addressing Disruptive Student Behavior)**
- 1.8. Instructors have the right and responsibility to maintain appropriate student behavior in the classroom and to discourage disruptive behavior.**
- 1.9. Instructors have the right and responsibility to foster honest academic conduct and to minimize the potential for misconduct.**
- 1.10. Instructors have the responsibility to make reasonable academic accommodations for students with disabilities. (See District Policy 4100, Section 1.10)**
- 1.11. Instructors have the exclusive right to authorize a grade change to a student record, except in situations of mistake, fraud, incompetence or bad faith. (See Title 5, Section 55760)**
- 1.12. Instructors have the right and responsibility to base their evaluations of students solely on the quality of the students work within the guidelines of the syllabus and official course outline.**
- 1.13. Instructors have the right and responsibility to engage in professional development.**

2.0 In Assembly Bill 1725, California's legislature and governor officially recognized that Community College instructors, as discipline experts, must play a central role in the governance of their institutions. Instructors have the right and responsibility to participate in policy and procedure development within their department, college and district.

- 2.1. Instructors have the right and responsibility to participate in the hiring, evaluation, promotion and tenure review processes.
- 2.2. Instructors have the right and responsibility to participate in curriculum development.
- 2.3. Instructors have the right and responsibility to participate in the development and implementation of sabbatical leave and professional growth policies and procedures.
- 2.4. Instructors have the right and responsibility to participate in departmental, college and district committees.
- 2.5. Instructors have the responsibility to adhere to departmental, college and district policies and procedures.

3.0 While instructors are, first and foremost, teachers, they are also employees whose salaries are paid by all Californians. Instructors have the responsibility to conduct themselves as conscientious employees. And, instructors have a right to the respect and fair treatment that are due any worker. (See District Policy and Procedures 4870; 4105)

- 3.1. Instructors have the right to engage in all Constitutionally protected activities, including participating in the political process.
- 3.2. Instructors have the right to pursue subsidiary interests, so long as these interests do not compromise the ability to fulfill their professional responsibilities.
- 3.3. Instructors have the responsibility not to exploit students in any way, including, but not limited to, sexually or financially.
- 3.4. Instructors have the right to be free from acts or threats of harassment, intimidation, insult, mockery, physical aggression, and or assault.
- 3.5. Instructors have the responsibility not to discriminate against or harass students, colleagues, staff or administrators.
- 3.6. Instructors have the responsibility to avoid engaging in disorderly, lewd, indecent or obscene conduct or habitual profanity or vulgarity.
- 3.7. Instructors have the right to expect that both formal and informal mechanisms be in place for mediation or arbitration of conflicts between faculty and all members of the campus community.