

Utah Tech University Policy

103: University President: Ethical Responsibilities



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I. Purpose

- 1.1 To set out the ethical duties and responsibilities of the Utah Tech University (“the University”) President.

II. Scope

- 2.1 This policy applies to the University President acting in his/her official capacity as a State of Utah employee and in his/her private capacity in a manner that could affect his/her official professional obligations and responsibilities.

III. Definitions - N/A

IV. Policy

- 4.1 The President of the University sets the ethical tone of the institution through his/her personal conduct and institutional leadership.
- 4.2 The President shall adhere to the highest ethical standards and promote the ethical development of the University community and shall support active reflection, dialogue, and principled conduct.
- 4.3 The ethical responsibilities of the President include, but are not limited to, the following:
 - 4.3.1 Recognize that their primary official duty is to serve and represent the entire University;
 - 4.3.2 Demonstrate trust and respect for all persons within and associated with the University;

- 4.3.3 Be honest in actions and words;
- 4.3.4 Be fair in the treatment of all;
- 4.3.5 Display a sense of integrity and promise-keeping;
- 4.3.6 Commit to the following:
 - 4.3.6.1 The intellectual and ethical development of the University community;
 - 4.3.6.2 A high-quality education for all students;
 - 4.3.6.3 Individual empowerment;
 - 4.3.6.4 The University's dual-mission philosophy;
 - 4.3.6.5 Ethical and legal compliance;
 - 4.3.6.6 Maintaining transparency and privacy of information as necessary.
- 4.3.7 Support openness in communication;
- 4.3.8 Believe in and support diversity, equity, and inclusion within an environment of collegiality and professionalism.
- 4.3.9 Respect the Office of President and in no way misuse its inherent power.

4.4 Responsibility to the University Board of Trustees

- 4.4.1 The President affirms their responsibilities to the University Board of Trustees and Board Members. As such, the President:
 - 4.4.1.1 Will ensure that all Board Members have equitable access to necessary information in a timely manner;
 - 4.4.1.2 Will avoid conflicts of interest and any appearance of conflicts of interest, including complying with institutional conflicts of interest policy and procedure and applicable state law;
 - 4.4.1.3 Will accurately represent the positions of the Board in public statements;
 - 4.4.1.4 Will foster teamwork and common purpose;

4.4.1.5 Will carry out Board policies and directives in a conscientious and timely manner.

4.5 Responsibility to Students

4.5.1 The President affirms his/her responsibility to students. As such, the President:

4.5.1.1 Will treat all students with respect and promote diversity, equity, and inclusivity within the University community;

4.5.1.2 Will provide high quality education and equitable access to educational opportunities for all;

4.5.1.3 Will seek and respect student contributions to University plans and decisions;

4.5.1.4 Will establish programming to prevent unlawful discrimination, harassment, and exploitation in any aspect of student life.

4.6 Responsibility to Faculty, Staff, and Administrators

4.6.1 The President affirms his/her responsibility to faculty, staff, and administrators. As such, the President:

4.6.1.1 Will encourage the highest standards of excellence in teaching and in the advancement and application of knowledge;

4.6.1.2 Will respect the personal integrity and professionalism of faculty, staff, and administrators;

4.6.1.3 Will promote a University environment that fosters mutual support and open communication among all faculty, staff, and administrators;

4.6.1.4 Will raise consciousness concerning ethical responsibilities and encourage acceptance of these responsibilities;

4.6.1.5 Will seek and respect the advice of faculty, staff, and administrators in matters pertaining to University life and governance;

4.6.1.6 Will treat all employees fairly and equitably including, as appropriate, preserving privacy and establishing policies that

protect due process and allow adequate time for corrective action.

4.7 Responsibility to Other Educational Institutions

4.7.1 The President affirms his/her responsibility to other educational institutions. As such, the President:

- 4.7.1.1 Will keep informed about developments at all levels of education, particularly with respect to members of the Utah State Higher Education System;
- 4.7.1.2 Will maintain honesty in reporting on University operations and needs;
- 4.7.1.3 Will honor agreements and maintain the privacy of non-public information;
- 4.7.1.4 Will respect the integrity of programs offered by other institutions and promote collaboration.

4.8 Responsibility to the Community

4.8.1 The President affirms his/her responsibility to the businesses, civic groups, and the community at large. As such, the President:

- 4.8.1.1 Will ensure that the University responsibly meets the changing needs in its state and communities;
- 4.8.1.2 Will promise only what is realistic and keep promises that have been made;
- 4.8.1.3 Will provide a forum for all interested parties to have an opportunity to express their views regarding University operations and planning;
- 4.8.1.4 Will establish programming that promotes equitable opportunities for community groups to take part in University programs;

4.9 Presidential Rights

4.9.1 The President shall have the right:

- 4.9.1.1 To work in a professional and supportive environment;
- 4.9.1.2 To a clear written statement of the philosophy and goals of

the University and to fully participate in setting subsequent goals and policies;

- 4.9.1.3 To a clear written statement of conditions of employment, Board of Trustees procedures for professional review, and a job description outlining duties and responsibilities;
- 4.9.1.4 To exercise official authority and professional judgment in the performance of job duties;
- 4.9.1.5 To exercise freedom of conscience and the right to refuse to engage in actions which violate professional standards of ethical or legal conduct.

V. References

- 5.1 [USHE Policy R220](#) (Delegation of Responsibilities to the President and Board of Trustees)
- 5.2 Utah Code §53B-2 (Institutions of Higher Education)

VI. Procedures – N/A

VII. Addenda – N/A

Policy Owner: President
Policy Steward: General Counsel

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