

# Utah Tech University Policy

## 103: University President: Ethical Responsibilities



- I. Purpose
- II. Scope
- III. Definitions
- IV. Policy
- V. References
- VI. Procedures
- VII. Addenda

### **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**

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Policy Owner: President  
Policy Steward: General Counsel

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