

PHOENIX COLLEGE FACULTY ASSOCIATION

CONSTITUTION

Revised and Restated
March 2013

Preamble

We hold that the governing of Phoenix College is the joint responsibility of the Maricopa County Community College District (MCCCD) Governing Board, the Phoenix College administration, and the faculty of the college. In order to assure that the faculty fully participates in the determination of educational policy, the adoption of this Constitution establishing a Faculty Association at Phoenix College is hereby ordained.

Article One: Title

The name of this organization shall be the **Phoenix College Faculty Association**, hereafter referred to as the Association.

Article Two: Purpose

The purposes of the Phoenix College Faculty Association shall be to:

1. To maintain and promote the standards and ideals of the profession;
2. To serve as the voice of the faculty in shared governance;
3. To protect and preserve academic freedom;
4. To serve as the exclusive representative of the Phoenix College faculty to the college administration in academic and professional matters and policy development;
5. To advise the College President on matters of importance to the college and faculty;
6. To promote communication, collaboration, and education among the faculty and between the faculty and other groups;
7. To provide an open forum for the free discussion of academic and professional issues.

Article Three: Membership

Section A. Active Members

All residential faculty members, as defined in the Residential Faculty Policies, who pay the Faculty Association dues set by the MCCCD Faculty Association, as amended from time to time, are Active Members of the Association.

1. Rights
Every active member: is entitled to an equal vote on issues presented to the membership; is entitled to representation in the Senate; may amend, alter, or repeal this Constitution or the Bylaws in accordance with the procedures outlined in those documents; may elect the President-Elect and Senators; may

attend all official meetings of the Senate; may attend all Association meetings and social events; may hold office in the Association; and may serve in the Senate.

2. Responsibilities

Every active member: will uphold the standards set forth in the American Association of University Professors Association's Statement on Professional Ethics (Appendix A); is expected to attend Association meetings; and will abide by the Association's Constitution, Bylaws, rules, and regulations.

Section B. Affiliate Members

All persons who pay the Affiliate Membership dues as set by the MCCCCD Faculty Association, as amended from time to time, are Affiliate Members.

1. Affiliate membership may be granted to any person who supports the purposes of the Association.

2. Rights

Every Affiliate Member is entitled to all non-voting, non-committee rights of Association membership as defined by the Bylaws and may attend all Association meetings and social events. Where the Bylaws indicate eligibility for committee membership, voting rights within the committee are hereby granted.

3. Responsibilities

Every Affiliate Member will uphold the standards set forth in the American Association of University Professors' Statement on Professional Ethics (Appendix A) and abide by the Association's Constitution, Bylaws, rules, and regulations.

Article Four: Senate

Section A. Privileges and Responsibilities

1. The Senate shall, of its own determination, concern itself with any academic or professional matter that it deems important to the welfare of the college or the student body.
2. The Senate shall act for and on behalf of the faculty as a whole in exercising its primary responsibility for such matters as curriculum, subject matter and methods of instruction, faculty status (including appointments, evaluations, and dismissals), and those aspects of student life which relate to the educational process.
3. The Senate may formulate recommendations on the selection of administrators of the college after due diligence has been conducted. On behalf of the faculty, the Senate may forward its recommendations to the College President as well as the Chancellor and the Governing Board of MCCCCD.

4. The Senate shall work jointly with administration officials on the appointment of faculty members to all College, Academic, and Ad Hoc committees and to other extracurricular offices and responsibilities.
5. The Senate shall not be required to accept, represent, sponsor, or defend any action or grievance, or negotiate on behalf of any member of the faculty, who is not a member of the Faculty Association as specified in Article Three.

Section B. Composition

1. The Senate shall be composed of the President, President-Elect, Past President and twelve (12) Senators elected by four (4) zones.
2. Faculty members who are participating in a MCCCDC-sponsored retirement program shall have Faculty Senate representation. The Faculty Senate President will appoint an individual from the current retirees for a one-year term. This member will not have voting privileges but may serve on committees as deemed appropriate by the President.
3. Faculty members who are Affiliate Members of the Association shall have Faculty Senate representation. The Faculty Senate President will appoint an individual from the current Affiliate Members whose MCCCDC related employment is primarily instructional for a one-year term. This member will not have voting privileges but may serve on committees as deemed appropriate by the President.

Section C. Meetings

The Senate shall meet at least once per month during the academic year. Association members shall be notified of meetings as determined in Bylaws.

Section D. Procedures

In all matters of internal functioning not otherwise covered by the Constitution or Bylaws, the Senate shall be governed by Robert's Rules of Order, Newly Revised.

Article Five: Officers

Section A. Officers

The officers of the Senate shall be the President, President-Elect, Past President, Secretary, and Treasurer.

1. President
The President shall be the principal elected officer of the Association and shall, in general, supervise all business affairs of the Association. The President shall be the official spokesperson for the Senate.
2. President-Elect
The President-Elect shall assist the President and substitute for the President when required. The President-Elect shall succeed to the office of President

when the President's term of office expires. The President-Elect shall be elected by a vote of the Active members.

3. Past President
The Past President shall assist the President and President-Elect as requested.
4. Other Officers
The Senate shall elect from among its members a Secretary and a Treasurer.

Article Six: Executive Committee

Section A. Composition

The President, President-Elect, Past President, Secretary, Treasurer, and the representative(s) to the MCCCCD Faculty Association Executive Council shall comprise this Committee.

Section B. Authority

The Executive Committee shall have all power of the Senate between the meetings of the Senate as delineated in the Bylaws.

Article Seven: Standing Committees

The President shall appoint members to standing committees. These committees shall include, but not be limited to, Membership, Professional Rights and Responsibilities, Professional Standards, Committees, and Professional Development.

Article Eight: Amendments

Amendments to the Constitution may be proposed by any Active Member at any Senate meeting in accordance with the agenda setting process delineated in the Bylaws. Upon Senate approval, an Association meeting shall be held not less than 15 days and no more than 30 days after notification of such changes are published to the Association members. A majority of ballots cast by Active Members at the Association meeting is required to amend the Constitution.

Any member of the Senate may propose an amendment to the Constitution. Any change must require a second reading before the proposed amendment may be adopted. This amendment will be adopted upon a two-thirds (2/3) majority vote of Senators.

NOTE: Editorial changes such as correcting typographical errors, punctuation, formatting, and conforming terminology are not considered amendments and may be made by a vote of the Senate.

Statement on Professional Ethics

American Association of University Professors

The statement that follows, a revision of a statement originally adopted in 1966, was approved by the Association's Committee on Professional Ethics, adopted by the Association's Council in June 1987, and endorsed by the Seventy-third Annual Meeting.

Introduction

From its inception, the American Association of University Professors has recognized that membership in the academic profession carries with it special responsibilities. The Association has consistently affirmed these responsibilities in major policy statements, providing guidance to professors in such matters as their utterances as citizens, the exercise of their responsibilities to students and colleagues, and their conduct when resigning from an institution or when undertaking sponsored research. The *Statement on Professional Ethics* that follows sets forth those general standards that serve as a reminder of the variety of responsibilities assumed by all members of the profession.

In the enforcement of ethical standards, the academic profession differs from those of law and medicine, whose associations act to ensure the integrity of members engaged in private practice. In the academic profession the individual institution of higher learning provides this assurance and so should normally handle questions concerning propriety of conduct within its own framework by reference to a faculty group. The Association supports such local action and stands ready, through the general secretary and the Committee on Professional Ethics, to counsel with members of the academic community concerning questions of professional ethics and to inquire into complaints when local consideration is impossible or inappropriate. If the alleged offense is deemed sufficiently serious to raise the possibility of adverse action, the procedures should be in accordance with the 1940 *Statement of Principles on Academic Freedom and Tenure*, the 1958 *Statement on Procedural Standards in Faculty Dismissal Proceedings*, or the applicable provisions of the Association's *Recommended Institutional Regulations on Academic Freedom and Tenure*.

The Statement

1. Professors, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth as they see it. To this end professors devote their energies to developing and improving their scholarly competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty. Although professors may follow subsidiary interests, these interests must never seriously hamper or compromise their freedom of inquiry.
2. As teachers, professors encourage the free pursuit of learning in their students. They hold before them the best scholarly and ethical standards of their discipline. Professors demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. Professors make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student's true merit. They respect the confidential nature of the relationship between

professor and student. They avoid any exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom.

3. As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates. In the exchange of criticism and ideas professors show due respect for the opinions of others. Professors acknowledge academic debt and strive to be objective in their professional judgment of colleagues. Professors accept their share of faculty responsibilities for the governance of their institution.
4. As members of an academic institution, professors seek above all to be effective teachers and scholars. Although professors observe the stated regulations of the institution, provided the regulations do not contravene academic freedom, they maintain their right to criticize and seek revision. Professors give due regard to their paramount responsibilities within their institution in determining the amount and character of work done outside it. When considering the interruption or termination of their service, professors recognize the effect of their decision upon the program of the institution and give due notice of their intentions.
5. As members of their community, professors have the rights and obligations of other citizens. Professors measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to their institution. When they speak or act as private persons, they avoid creating the impression of speaking or acting for their college or university. As citizens engaged in a profession that depends upon freedom for its health and integrity, professors have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.