

5.945 Employee Ethical Obligations and Conflicts of Interest.

(1) All employees should be aware of their obligations and responsibilities as public employees of the State University System. No employee shall have any interest, financial or otherwise, direct or indirect; engage in any business transaction or professional activity; or incur any obligation of any nature which is in substantial conflict with the full and competent performance of the employee's duties.

(2) Each University shall provide for annual reporting of outside employment activities and require that significant changes to these activities be reported.

(3) All employees are governed by the provisions of Chapter 112, F.S., setting standards of conduct for public officers and employees and mandating the disclosure of certain financial interests.

(4) Each University shall administer the use of University facilities on a space available basis with priority given to those groups and persons whose activities are related to the mission of the University.

(5) Employees who intend to seek election to and hold public office shall notify the Chief Administrative Officer of their intentions and shall adhere to the provisions of Section 104.31, F.S. The Chief Administrative officer shall determine whether the employee's candidacy for and holding of public office will interfere with the full discharge of the employee's duties and, if appropriate, require the employee to take a leave of absence or submit a resignation.

(6) Academic freedom and responsibility apply to teaching, research, creative activity, and assigned service.

(a) Faculty shall be free to:

1. Cultivate a spirit of inquiry and scholarly criticism and present and discuss their own academic subjects, frankly and forthrightly, with freedom and confidence.

2. Select instructional materials and determine grades in accordance with University procedure.

3. Engage in scholarly and creative activity and publish the results in a manner consistent with their obligations.

(b) Faculty shall have the responsibility to:

1. Objectively and skillfully present a variety of scholarly opinions on the subject matter.

2. Respect students and not exploit students for private advantage.

3. Contribute to the orderly and effective functioning of the academic unit and/or the University and act in a collegial manner in all interactions.

4. Represent themselves as institutional representatives, only when authorized to do so.

Authority: Section 7(d), Art. IX, Fla. Const., History—New 1-24-96, 8-17-99.