

INSTITUTIONAL POLICY: PE-16

CATEGORY: Personnel

SUBJECT: Faculty Misconduct

EFFECTIVE DATE: January 16, 2012

LAST REVISION DATE: N/A

APPLICABILITY Faculty

PE 16-1. Authority

- 1.1 WV Code §18B-1-6
- 1.2 WV CSR §133-4 and §133-9

PE 16-2. Purpose

The purpose of this misconduct policy is to maintain the integrity of West Virginia School of Osteopathic Medicine as an institution of higher learning; to help insure that miscarriages of justice do not occur through erroneous, arbitrary, or whimsical actions by any of the parties concerned; and to provide regular channels through which decisions on such matters might be equitably determined.

PE 16-3. Scope and Applicability

- 3.1 WVSOM holds faculty to the highest standard of professionalism at all times. Failure to meet this high standard amounts to faculty misconduct, and includes academic misconduct, research misconduct, or unprofessional behavior.
 - 3.1.1 Academic misconduct encompasses any activity that would compromise the academic integrity of WVSOM, including but not limited to fabrication, falsification, plagiarism, or other activities that seriously deviate from those commonly practiced in academia. Academic misconduct does not include honest error or differences of opinion.
 - 3.1.2 Research misconduct means fabrication, falsification, or plagiarism in proposing, performing, or reviewing research, or in reporting research results. Research misconduct does not include honest error or differences of opinion.”¹ WVSOM Institutional Policy R-03² more fully sets out the School’s policy regarding research misconduct.
 - 3.1.3 Unprofessional behavior is behavior or the use of language that is at variance with the generally accepted professional ethics of the academic community. Unprofessional behavior includes but is not limited to intimidating or disruptive behavior, harassment, verbal outbursts or physical threats, passive aggressive behaviors such as refusal to perform tasks assigned by supervisors or persistent refusal to answer reasonable questions or return calls or emails without justification,

or use of rude or condescending tone or language. Unprofessional behavior does not include honest error or differences of opinion.

- 3.2 WVSOM recognizes the destructive effect that faculty misconduct can have on academic achievement, the scientific process, and on collegial relations. Misconduct by a WVSOM faculty member would be recognized as substantially impairing the faculty member's fulfillment of institutional responsibilities, and is explicitly forbidden as a consequence. Faculty misconduct may result in progressive disciplinary action, which may include the following steps: oral warning, written warning, suspension without pay, and dismissal.
- 3.3 Egregious misconduct, including but not limited to circumstances in which the health or safety of the faculty member or other campus community members is in jeopardy, may result in immediate suspension upon authorization of the President.
- 3.4 Institutional Policy PE-17 Faculty Dismissal will govern the dismissal of faculty members who violate this policy.

¹ http://ori.dhhs.gov/misconduct/definition_misconduct.shtml

² https://www.wvsom.edu/_pdf/allpolicies/R03.pdf