

*Proposed revisions to Faculty Handbook Part III “Faculty Policies and Procedures,” Section C “Faculty Rights and Responsibilities,” new Subsection 9 “Supervision.” Approved by the Senate on December 12, 2006.*

*The Senate approved adding a section on supervision to the Faculty Handbook in December 2006. The Provost made a number of suggestions and raised some questions. The Governance and Steering Committees reviewed this subsection again in light of the Provost’s comments, and approved further revisions. This document compares the revised text approved by the Steering Committee on March 13, 2008 with the text approved by the Senate in December 2006.*

## 9. Supervision

Faculty have the responsibility to be attentive to the academic welfare of any student they supervise, including ~~teaching or research assistants,~~ ~~thesis undergraduate and graduate~~ students, and post-doctoral fellows, residents, and interns. Faculty should ~~also ensure that assistants or fellows are well prepared~~ ~~fortake appropriate steps to ensure that their supervisees carry out effectively~~ the tasks assigned to them. The faculty member ~~has final responsibility~~ is responsible for the instruction in his or her courses and any research in which he or she is the principal investigator.

Faculty members must avoid using their supervisory authority inappropriately. Faculty members should not explicitly or implicitly require a ~~teaching or research assistant, or post-doctoral fellow,~~ supervisee to perform personal, non-academic services for them as part of the ~~subordinate’s~~ ~~duties~~ supervisee’s duties or base any evaluation of a supervisee’s academic work or qualifications on the performance or non-performance of such service. Faculty members are cautioned against asking or allowing an ~~assistant or fellow~~ supervisee to perform any service for them outside the scope of their duties, for fear of unfairly exploiting the power of their position, or appearing to do so, and of creating an intimidating, hostile, or offensive environment. If an ~~assistant or fellow~~ supervisee does perform such service, faculty members should ensure that the arrangement is voluntary and beneficial to the ~~assistant or fellow~~ supervisee, that it does not interfere with the ~~subordinate’s~~ supervisee’s education or work, and that it does not influence their ~~professional~~ evaluation of the ~~assistant or fellow~~ supervisee. (See also the ~~Sexual Harassment and Consensual Relations Policy, Section —~~) supervisee. For similar reasons, faculty members are cautioned against accepting more than token gifts from supervisees. (See also the “Policy on Consensual Sexual Relationships Between Senior and Junior Members of the University Community,” Section IVG.)