

Duke Kunshan University
Policy on
FACULTY PROFESSIONALISM
昆山杜克大学
教师专业性及相关申诉处理政策

*Adapted from the Trinity College of Arts and Sciences Policy on Faculty Professionalism
9-11-2017 and revised and approved by Duke Kunshan Faculty, October 25, 2017, Approved by the Board
of Trustees in November 17, 2017*

本政策于2017年9月11日参照圣三一文理学院关于教师专业性的政策完成起草，2017年10月
25日经昆山杜克大学全体教师修订和批准，并于2017年11月17日经校理事会批准

Duke Kunshan University faculty members have an explicit responsibility to foster an environment of honesty, fairness, trust, courtesy and respect. Faculty members are expected to model professionalism and ethical conduct, and respond to unprofessional behavior on the part of others.

昆山杜克大学教师有明确的责任来创建一个诚实、公平、信任、礼貌和尊重的环境。教师应该成为专业性和道德行为的楷模，并对他人的不专业行为作出回应。

Professionalism refers to the ethical, legal and appropriate conduct adopted when at work. Unprofessional behaviors include, but are not limited to, behavior that is; intimidating, disruptive, threatening, violent, abusive, dishonest, offensive, illegal, or against university policy. Inappropriate behaviors will be addressed with interventions intended to promote insight, accountability and appropriate changes in behavior. Behaviors that embody professionalism include, but are not limited to

专业性是指在工作中的行为得当，合乎道德和法律。不专业的行为包括但不限于：恐吓、破坏性、威胁、暴力、虐待、不诚实、冒犯、违法或违反学校政策的行为。对于不适当的行为，学校将采取干预措施，这些措施旨在促进洞察力、责任感和相应行为改变。体现专业精神的行为包括但不限于：

- Adhering to high ethical standards
- Conducting academic work with honesty and integrity, and adhering to policies on responsible conduct of research (appended in the faculty handbook)
- Demonstrating core humanistic values including compassion, empathy, collegiality and respect
- Taking personal action to support equity and inclusion
- Responsible fiscal management
- Responsible, caring supervision of staff and mentorship of students
- Exercising accountability
- Dealing appropriately with high levels of complexity
- Reflecting on one's decisions and actions, and assuring one's own fitness for duty

- 遵守高道德标准
- 诚实正直地开展学术工作，遵守关于负责任地开展研究的政策（见教师手册附录）
- 展示核心人文价值观，包括同情、同理心、善于合作和相互尊重

- 采取行动支持公平和包容
- 负责任的财务管理
- 在监督员工和辅导学生时认真负责，体现人文关怀
- 落实责任制
- 合理处理高度复杂的问题
- 反思自己的决策和行为，确保胜任自己的职能