

ARTICLE TWENTY-THREE WORKING CONDITIONS

- 23.1 The working conditions outlined in this article are intended to support a safe working environment that is conducive to academic activity. Specific working conditions will provide individual Faculty members with the support they need to conduct professional activities and to facilitate learning among their students. Faculty members from each college need to be a part of all planned changes for improvement of working conditions because of the diverse needs from one college to the next.
- 23.2 In keeping with the mutually held goals and objectives of the Federation and the University, primary emphasis in this effort will be directed toward the separation of all teaching space from student residences as soon as possible and the creation of additional faculty offices adequate in number to provide Faculty members who so desire with a private office to ensure their ability to perform their professional duties, such as interacting with students in reasonable privacy, preparing course materials, and pursuing scholarly activities.
- 23.3 The University shall make every reasonable effort to ensure that teaching areas are kept appropriately quiet, including having University security officers respond in a timely manner to Faculty member requests for assistance in this regard.
- 23.4 Faculty Support offices shall be located, equipped, and staffed to provide proper administrative support for Faculty members within each College. The University will seek to enhance the ability of Faculty to work effectively and efficiently by providing access to various information technologies and related electronic devices as they evolve and become applicable to higher education and available to the University. Appropriate and adequate space for meetings shall be provided. Parking spaces, adequate in number and location, shall be reserved and marked for Faculty/Staff usage.
- 23.4.1 The University respects the confidential and personal nature of electronic messages, communications, files, data, etc., and will use its best efforts to insure any information obtained from such sources will not be used for any purpose other than that intended by the originator, except under the following circumstances: 1) when the originator's use of the University's electronic network presents probable violation of federal or state law; and 2) when the originator's use of the University's electronic network falls unreasonably outside the boundaries of Academic Freedom as defined in Article Six.
- 23.4.1.1 Unreasonable is defined as usage exceeding incidental use. Incidental use is defined as usage that is always ethical, reflects academic honesty, shows restraint in the consumption of shared resources and is consistent with the preservation of University network security and integrity.