

CODE OF ETHICS



Centurion
UNIVERSITY
*Shaping Lives...
Empowering Communities...*

CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT, ODISHA

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Introduction:

The effectiveness of a University in delivering quality education and achieving the targets set by it will depend in large part on the ethical standard that the academic and non-teaching staff display in day to day discharge of their duties. With a view to ensuring that the academic and non-teaching staff behave responsibly, a code of conduct has been drawn that provides a general framework of expectations from them. The code of ethics, in addition, is intended to be a self-imposed discipline for all employees, including the academic fraternity who otherwise may exercise academic independence.

Content Competence:

Teaching and research faculty of the University should maintain a high level of subject knowledge and must ensure that the content they are imparting is current, accurate, and appropriate with reference to the requirement of the course of study. The content should be in keeping with the Programme Objectives, Program Specific Objectives and Course Objectives. They must be aware of the best practices in industry to enable them to integrate skills into their academic program.

Pedagogical Competence:

A pedagogically competent faculty: (i) prepares and maintains an up to date courseware for the use by students, including digital assets and online materials where required (ii) precisely communicates objectives and the learning outcomes of the course to students, (iii) is aware of alternative instructional methods and strategies to enable skill integrated higher education; and aware of reporting and feedback as set out in the HR Manual (iv) selects methods of instruction, especially integrating skills, that is effective in achieving the objectives, (v) specifically plan for both advanced and slow learners.

Student Competence:

Faculty must understand that his/her responsibility is the intellectual development of students in his area of expertise and to avoid all covert or overt actions and approaches detrimental to student's development. As this is a skill University, and teachers are constantly trained to upgrade their own competencies in cutting edge areas, faculty should ensure that students have the opportunity for hands on, experience based and practice oriented training. Efforts should be made to focus on both advanced and slow learners

Relationship with Students:

Faculty must always remain vigilant and guard themselves against entering into any relationships with students as it may not only impair his/her objectivity but may also lead to actual or perceived favouritism. Faculty should be extremely careful in the use of social media as it may be utilised for the wrong purposes.

Impartial Assessment of Students:

Assessment of student performance has a very significant impact on their careers and lives and hence due care must be taken to ensure that the assessment is valid, fair and congruent with the course objectives. Any attempt to divulge information related to assessments will be dealt with firmly by the University.

Confidentiality:

Matters communicated in confidence must not be revealed without the consent of the student. However, an exception to this code may be resorted to only in legitimate academic interest or if there is a reasonable certainty that releasing such information is in the overall interest of the university or its students. In order to protect the confidentiality of any official information or data gained by an employee; a Non-Disclosure Agreement (NDA) is incorporated for all employees of such departments or positions dealing with non-disclosable information, which they must sign.

Respect for Colleagues:

The University has zero tolerance for discrimination on any grounds. All members of University community are required to uphold the dignity of their colleagues and should perform their duties in coordination and cooperation of their colleagues.

Respect for the Institution:

All the employees of the university must respect the values, the goals and the policies laid down by the University. They must be conversant with the Website and HR Manual. They must participate in all the activities of the University, especially the Culture Sports and Responsibility (CSaR). They must use every opportunity to promote the University.

Scholastic Integrity:

Controversial issues must always be examined objectively, rather than confining to or emphasizing on the one's own perception and beliefs and the opinion of the students must be given due weightage in deciding their issues.

Social Responsibility:

The university employees must be aware that the ultimate purpose of education is the overall development of the civil society.

IPR (Intellectual Property Rights):

There shall be no Intellectual Property Rights with the teachers for the material used to teach the course within the University. The University shall have full right to claim the ownership of any intellectual property generated by the effort of a full time teaching staff of the University.