



RIGHTS AND RESPONSIBILITIES OF FACULTY MEMBERS

PREAMBLE

The central function of the Washington School of Psychiatry as outlined in the "Mission Statement" consists of learning, teaching, clinical experience, supervision, psychotherapeutic treatment, consultation and research. All those activities must be characterized by reasoned discourse, intellectual honesty, academic excellence, mutual respect and openness to constructive change.

By accepting membership in this community, an individual neither surrenders rights nor escapes fundamental responsibilities as a citizen, but acquires additional rights and responsibilities as well to the entire School community.

Faculty members of the WSP, be they involved in teaching, treatment, supervision, consultation or research, adhere to these rights and responsibilities and state that they accept and are in compliance with the professional and ethical standards of their credentialing organizations. Faculty members also attest that they are currently licensed by the State or City in which they practice, if such licensure is required by law.

GENERAL STATEMENTS

A faculty member has the right to be treated fairly by students, colleagues, chairpersons, and all members of the School administration, and to be preserved from arbitrary or capricious action on the part of any such persons.

Teaching and Supervision

A teacher/supervisor will encourage students to pursue learning, modeling the best scholarly standards of the discipline. Respecting students as individuals, the teacher/supervisor seeks to establish a relationship of mutual trust and adheres to the proper role as intellectual guide and counselor. Any exploitation of students for private advantage will not be tolerated.. The teacher/supervisor protects their academic freedom and serves as an example of this principle by assuring that each student and colleague is free to voice opinions openly and to exchange ideas free from interference. Supervisors will always be cognizant of the delicate balance between the needs and expectations of the Program and the School, the training needs of the student, and last, but not least, the needs of the patient.

Relations with Colleagues

As colleagues, faculty members have obligations that derive from common membership in the School community. Such persons respect and defend the free inquiry of their associates. In the exchange of criticism and ideas, they show due respect for the opinions of others.

Relations with Students

The faculty subscribes to the long-standing academic norm that sexual or amorous relationships between teachers/supervisors and students for whom they have professional responsibility are unacceptable even when both parties have consented to such a relationship. Such relationships not only raise questions about the professional integrity of the particular faculty member involved but also of the School as a whole. Furthermore, when such liaisons occur, they can lead to demoralization among other students, who may perceive a student in such a relationship as benefiting in a special way in terms of academic, financial, or career opportunities.

Relation to the Community

As members of the community, faculty members have the rights and obligations of any citizen. They should measure the urgency of these obligations in the light of their responsibilities to their students, their professional discipline, and the School. When they speak or write as citizens, they are free from institutional censorship or discipline. At the same time, their positions as members of the School community impose special responsibilities. When they speak or act as private persons, they will make it clear that they are not speaking or acting for the School. They will also remember that the public may judge their profession and the School by their utterances and conduct, and they will take pains to be accurate and to exercise restraint.

SPECIFIC RESPONSIBILITIES:

1. A teacher/supervisor will plan and regulate class or meeting times with an awareness of the value for every student and will meet classes/supervisees regularly.
2. A teacher/supervisor will strive to develop among students respect for others and their opinions by demonstrating his or her own respect for each student in the School, regardless of theoretical orientation, race, sex, national origin, religion, age, physical handicap or sexual orientation.
3. Since evaluations written by a teacher/supervisor are uniquely important documents in both the academic and professional life of a student, each teacher/supervisor will strive to make such letters timely, candid, and fair.
4. Constructive criticism of colleagues is sometimes necessary in the interest of the individual criticized or the entire School community. To be constructive, however, such criticism should be channeled, in confidence, toward those persons (preferably the individual concerned, but also academic superiors, faculty committees, or administrative officers) who have the power to correct or influence conduct in a constructive way. Indiscriminate criticism or gossip about colleagues is condemned.
5. A teacher/supervisor will maintain a professional level membership at the Washington School of Psychiatry and pay annual dues in January of each year.
6. A teacher/supervisor will maintain and update his/her School faculty file with:
 - a. Current Curriculum Vitae
 - b. Licenses
 - c. Financial Disclosure Statements (attached)
 - d. Signed copy of this Rights and Responsibilities Form

I have read this statement of rights and responsibilities and agree to abide by its rules, terms and conditions.

Printed name

Signature

Date