



# “Professional Ethics In The Administration Of Higher Education”

**<sup>1</sup>Dr. Sanjay Kaninde and Dr. Budharatna Bhaware<sup>2</sup>**

Associate Professor Vasantrao Naik Government Institute of Arts & Social Science, Nagpur.

**<sup>2</sup>Assistant Professor Department of Zoology, G. M. Vedak College of Science, Tala-Raigad.**

## **ABSTRACT:**

Ethics is rules of conduct and has been state of mind and emotions affecting the attitude and willingness to work. Ethics is the degree of enthusiasm and willingness with which all the workers of an organization set out to perform the assigned work or responsibility and ethics of Vice-Chancellor, Pro Vice-Chancellor, Director, Principal, Teachers, Non-Teaching staff and Librarian with zeal and sincerity.

**KEYWORDS:** Indian Constitution, Thesis, Libraries, Survey, Newspapers, Research articles, Study areas, Bibliography

## **INTRODUCTION –**

Ethics is based on well-founded standards of right and wrong that prescribe what humans ought to do, usually in terms of rights, obligations, benefits to society, fairness or specific virtues. Ethics (also called moral philosophy), the discipline concerned with what is morally good and bad and morally right and wrong, the term is also applied to any system or theory of moral values or principles... Ethics deals with such questions at all levels.

Ethical comes from the Greek Word ethos means “moral character” and describes a person or behavior as right in the moral sense truthful, fair and honest. Sometimes the word is used for people who follow the moral standards of their profession. In the legal context, ethics defines how individuals choose to interact with one another. Ethics are the principles that guide to make a positive impact through our decisions and actions. Ethics play an important role not only in our personal lives but also in our possessions.

Ethics are defined as rules of conduct and has been defined as a state of mind and emotions affecting the attitude and willingness to work. Ethics is the degree of enthusiasm and willingness with which all the workers of an organization set out to perform the assigned work or responsibility with zeal and sincerity.

This paper aims particularly to highlight the importance of handling the issues of ethics in higher education, the confrontation of their social responsibilities in relation to administration the correct implementation of the legal and ethical responsibilities has to do directly with the stage of development and the image of civil society, to talk about ethics today is very difficult, one of the effective ways to maintain a high level of morale and integrity among public officials is the setting up of good professional standards. This will also help in raising ethical standards of official conduct.

In the first place, we are having more and more of specialized services, the entry to which is restricted to such persons as have specialized knowledge and skill required. Secondly, the significance of training for officials has been fully recognized. Now teaching becomes a profession, code of conduct and professional standards established by the 7<sup>th</sup> pay commission. Although it is not an easy task, and professional standard cannot be set up overnight. However, as an interim-measures it will be desirable to formulate a code of conduct for officials and faculty members.

### **Ethics in Higher Education Administration:**

It will be readily admitted that the prevailing standards of Ethical behavior of Public employees in our country are not high enough, and demand considerable improvement. Disclosures and demand considerable improvement. Disclosures of many 'affairs' and 'scams' involving both political and administrative executives have shaken the confidence of the people in the morality and rectitude of their rulers. The charges of corruption favoritism, nepotism and many more, and there is demand for the zero tolerance to deal with such cases. The expanding size of the government and the increasing impact of it on people's lives call for high ethical standards on the part of Government employees. Moreover, Public official are expected to furnish examples of correct behavior as their actions have a necessary impact on the character of the community.

For this reasons the government's attempts should be concentrated on the construction of a positive image for the state and its administration as professional objective, which is oriented to the services.

In the higher education, professional ethics meant to be of reached the desired goals and objectives. When the person is able to understand the meaning and importance of professional ethics and implement them, he will able to bring about desired change in his behavior and achieve personal and professional goals. This concept is vital and is for director, principals, librarians, professors and students. For the effective implementation of professional ethics, it is necessary for the person to ensure that they behave righteously, form good terms and relationships with other members of the institutions depict honesty and carryout their responsibility in a well organize manner. The main objectives of this research paper is to understand the meaning, naturel and importance of professional ethics in the administration of Higher Education and measures to improve as well.

Professional ethics are referred to the principles, which the person need to take into account on a regular basis. In Higher Educational Administration, the members include heads, professors, principals, the members includes Heads, Professors, Principals, Librarians, Director of Physical Educations, Research Scholars, Administrative, Technical staff members etc.

### **Main concerned of professional ethics**

#### **The main concerned of professional Ethics is as below**

1. To Ensure that equally or same treatment give to the all members without making any discrimination on the grounds of caste, class, gender, religion, men or women etc.
2. To, enable every individual of the institute must know the responsibility and nature of their work.
3. Insuring fair treatment to all by the head of institute.
4. To use of scientific and advance methods of study to make the teaching – learning more useful.
5. Professional ethics enables individual to established moral standard of behavior.
6. To enable individual to face different types of challenges time to time.
7. Professional ethics renders a significant contribution in preparing the individual for different opportunities.
8. Professional ethics contributes to carry out their tasks and functions effectively.

The Government of Maharashtra, Higher and Technical Education Department has issued a Resolution dated 08<sup>th</sup> March, 2019. The said resolution relates to the Notification issued by the University Grants Commission dated 18<sup>th</sup> July, 2018 mentions Ethical standards to the teaching and other equivalent Posts in Universities and Colleges and measures for the maintenance of standards in Higher Education.

The said resolution mentions the state govt. has decided to implement and to revise terms and conditions of services of teachers and other equivalent posts in universities and colleges with effect from 1<sup>st</sup> January 2016.

## **Code of Professional Ethics:-**

### **I) Teacher and their responsibilities**

#### **Teacher should:**

1. Responsible pattern of conduct and demeanor expected of them by the community.
2. Manage their private affairs in a manner consistent with the dignity of the profession.
3. Seek to make professional growth continuous through study and research.
4. Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge.
5. Maintain active membership of professional organizations and strive to improve education and profession through them.
6. Perform their duties in the form of teaching, tutorials, practical's, seminars and research work, conscientiously and with dedication.
7. Discourage and not indulge in plagiarism and other non-ethical behavior in teaching and research.
8. Abide by the Act, statute and ordinance of the university and to respect, its ideals, vision, mission, cultural practices and tradition.
9. Co-operate and assist in carrying out the functions relating to the educational / responsibilities of the college and the university, such as: Assisting in appraising the conduct of university and college Examination including supervision, invigilation and evaluation.
10. Participate in extension, co-curricular and extra-curricular activities, including the community service.

#### **Teacher and Students:**

1. Respect the rights and dignity of the student in expressing his/her opinion.
2. Deal justly and impartially with students regardless of their religion, caste, gender, political, economic, social and physical characteristics.
3. Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs.
4. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare.
5. Inculcate among student's scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace.
6. Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason.
7. Pay attention to only the attainment of the student in the assessment of merit.
8. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or rewards.
9. Aid students to develop an understanding of our national heritage and national goals.
10. Refrain from inciting students against other students, colleagues or administration.

### III] Teachers and Colleagues

#### Teacher Should:

1. Treat other members of profession in the same manner as they themselves wish to be treated.
2. Speak respectfully of other teachers and render assistance for professional betterment.
3. Refrain from making unsubstantiated allegations against colleagues to higher authorities, and
4. Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavor.

### IV. Teachers & Authorities

#### Teachers should

1. Discharge their professional responsibilities according to the existing rules and adhere to procedure and methods consistent with their profession in initiating steps through their own institutional bodies and for professional organizations for charge of any such rule determinantal to the professional interest.
2. Refrain from undertaking any other employment and commitments, including private tuitions and coaching classes, which are likely to interfere with their professional responsibilities.
3. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices many demands.
4. Co-operate through their organizations in the formulation of policies of the other institutions and accept offices.
5. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and the conformity with the dignity of the profession.
6. Adhere to the terms of contract.
7. Give and expect due notice before a change of position takes place; and
8. Refrain From availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic scheduled.

### V] Teachers and non-teaching staff

#### Teachers Should

1. Treat the non-teaching staff as colleagues and equal partners in a co-operative undertaking within every educational institution.
2. Help in the functioning of joint staff council covering both the teachers and the non-teaching staff.

### VI] Teachers and Guardians

#### Teacher should:

Try to see through teachers' bodies and organization, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of Ideas and for the benefit of the institution.

## VII] Teachers and Society

### Teachers should –

1. Recognize that education is a public service and strive to keep the public informed to the educational programmes which are being provided.
2. Work to improve education in the community and strengthen the community's moral and intellectual life.
3. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole.
4. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
5. Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religious or linguistic groups but actively work for national integration.

### The Vice-Chancellor / Pro-Vice Chancellor / Rector Should:

- a. Provide inspirational and motivational value based academic and executive leadership to the university through policy formation, operational management, organization of human resources and concern for environment and sustainability.
- b. Conduct himself / herself with patency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university.
- c. Act as steward of the university's assets in managing the resources, responsibility, optimally, effectively and efficiently for providing a conductive working and learning environment.
- d. Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas.
- e. Endeavor to promote a work culture and ethics that brings about quality professionalism satisfaction and service to the nation and society.
- f. Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional endeavor.

### College Principal should:

- a) Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management- organization of human resource and concerned for environment and sustainability.
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college.
- c) Act, as steward of the college's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conductive working and learning environment.
- d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas.
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community.
- g) Manage their private affairs in a manner consistent with the dignity of the profession.
- h) Discourage and not indulge in plagiarism and other non-ethical behavior in teaching and research.
- i) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional endeavor.

- a. Adhere to a responsible pattern of conduct and demeanor expected of them by the community.
- b. Manage their private affairs in a manner consistent with the dignity of the profession;
- c. Discourage and not indulge in plagiarism and other non-ethical behavior in teaching and research.
- d. Participate in extension, co-curricular and extra-curricular activities including the community service;
- e. Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional endeavor.

## **CONCLUSION :**

Professional ethics in higher education above mention in UGC 7<sup>th</sup> Pay Commission Report are widely explained and it's our moral duty to follow in our day-to-day professional life.

These professional ethics is essential for building trust and credibility with clients, colleagues and the wider community. It also helps to maintain the integrity and reputation of the profession, and ensures that professionals are held to account for their action. When public administrators act ethically, they demonstrate a commitment to transparency and accountability which can be help to prevent corruption and ensure that decisions are made in the best interest of the students. Finally ethics in higher education administration promotes the developments of a strong organizational culture for healthy environment in educational system.

## **BIBLIOGRAPHY**

1. Avasthi/Maheshwari Public administration, Likshmi Naxain  
Agarwal Agra, 2015.
2. Nehakubmbs, Word Press. Com Definition, Scope, Nature and objectives  
(2018), Retrieved 15<sup>th</sup> September-  
2024 from google.com
- 4 Radhika Kapur Professional Ethics in Higher Education,  
June, 2020, University of Delhi,  
Retrieved From Research Gate, Net,  
September, 20, 2024.
- 5 Jain, D.C. & R.K. Sharma Philosophy, Art and Science in Indian  
Culture, Sharada, Delhi, 2002.
- 6 Robinson S. Dixon R., Preece  
C., and Moodley K. Engineering, Business and Professional  
Ethics, Oxford Butterworth – Heinemann  
(L), and Books 24/7, 2007.
- 7 Armstrong J. ,  
Dixon R., and Robinsons. The decision makers, Ethics for  
Engineers, Thomas Telford, London,  
1999.
- 8 Hunt G., and  
Mehta M.D. Nanotechnology, Risk, Ethics and law,  
Earthscan, (L), 2008.
- 9 Crane A., and  
Matten A. Business Ethics, Oxford University  
Press; 2003.
- 10 Adamas A.T. and McCrindle  
R.J. Social and Professional Issues of the  
Information age, New York : Wiley (L)  
2007.
- 11 Russell, B. The Ethics of War, International Journal  
of Ethics, 1915.
- 12 Sherwin E., Gendin, Kleiman L.  
eds Ethical Issues in Scientific Research,  
New York, Garland, 1994.

13 Singer, P. Practical Ethics, 2<sup>nd</sup> Edition, Cambridge University press, 1993.

14 Hansson S.O. Ethical Criteria of Risk Acceptance, Erkenntis, 2003.

15 Rescher, N. Risk: A philosophical introduction, Washington DC : University Press of America, 1983

### **USEFUL WEBSITES**

- B.B.C. Religion & Ethics
- Royal Academy of Engineering's Statement of Ethical Principles.
- www.theict.org.
- Newspaper articles
- Online publication

### **REPORTS**

- 7<sup>th</sup> Pay Commission Report of UGC, New Delhi, Published in 18<sup>th</sup> July, 2018.

