

ARTICLE 5
ACADEMIC FREEDOM AND RESPONSIBILITY

5.1 Policy. Academic freedom and responsibility are essential to the integrity of a true university and are rooted in a conception of the University as a community of scholars united in the pursuit of truth and wisdom in an atmosphere of tolerance and freedom.

(a) The Board and the UFF shall maintain, encourage, protect, and promote full academic freedom in teaching, research/creative activities, and professional, public, and university service. The Board and the UFF also affirm that academic freedom is accompanied by corresponding faculty and Administration responsibilities, arising from the nature of the educational process.

(b) As to matters outside the area of the faculty member's scholarly interest, the faculty member has the right to enjoy the same freedoms as other individuals, including political rights and privileges, without fear of institutional censorship or discipline.

(c) In order to ensure within the University an atmosphere of academic freedom and confidence,

(1) The Board or its representatives shall not apply any provision in this Agreement in such a way as to violate a faculty member's academic freedom or constitutional rights, including constitutionally protected freedom of expression, or to penalize a faculty member for the legitimate exercise of those freedoms.

(2) The Board shall protect any member of the faculty against influences, from within or without the University, which would restrict the faculty member in the exercise of these freedoms.

5.2 Academic Freedom. A faculty member shall be free to discuss all relevant matters in the classroom, to explore all avenues of scholarship, research, and creative expression, to speak freely on all matters of university governance, and to speak, write, or act in an atmosphere of freedom and confidence, all without fear of institutional censorship, reprisal, or discipline.

(a) Teaching and Research/Creative Activities. Faculty members shall have the freedom to

(1) Present and discuss, frankly and forthrightly, academic subjects, including controversial material relevant to the course of instruction.

(2) Select instructional materials, define course content, and determine grades, subject to a department's ordinary control over curriculum. The grade a faculty member determines for a student's performance shall not be changed without the faculty member's consent, except in accord with specified procedures established by the Faculty Senate.

(3) Freely engage in scholarly and creative activity and publish the results.

(b) Service. Service includes, but is not limited to, participation in the governance processes of the University, which is a fundamental aspect of academic freedom. Faculty shall

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1 have freedom to present and discuss, frankly and forthrightly, academic policy, university
2 governance, or other matters pertaining to the health of the university.
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4 (c) The rights provided in this Article shall fully extend to all bargaining-unit
5 members, regardless of whether their primary responsibilities include teaching and research.
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7 5.3 Academic Responsibility of the Faculty. Academic Responsibility implies the competent
8 performance of academic duties and obligations and the commitment to support the responsible
9 exercise of freedom by others. Members of the faculty are expected to

10 (a) Observe and uphold the ethical standards of their disciplines in the pursuit and
11 communication of scientific and scholarly knowledge.
12

13 (b) Treat students, staff and colleagues in a manner consistent with the provisions of
14 Sections 5.1 and 5.2 and Article 6, Nondiscrimination.
15

16 (c) Respect the integrity of the evaluation process, evaluating students, staff, and
17 colleagues fairly according to the criteria the evaluation process specifies.
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19 (d) Represent oneself as a spokesperson for the University only when specifically
20 authorized to do so.
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22 (e) Participate, as appropriate, in the system of shared governance, especially at the
23 department level.
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25 (f) Observe the published regulations of the University, provided they do not
26 contravene academic freedom or the faculty member's right to criticize and seek revision of
27 those regulations.
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29 5.4 Academic Responsibility of the Board. Academic Responsibility implies a commitment
30 to foster actively within the University a climate favorable to the responsible exercise of
31 freedom. Therefore, it is the responsibility of the Board and the University Administration to

32 (a) Sustain and defend academic freedom, taking positive actions to ensure that
33 academic freedom is not chilled or compromised by harassment, censorship, reprisals, unfair
34 employment decisions, or prohibited discrimination as defined in Article 6, Nondiscrimination.
35

36 (b) Adhere to principles of shared governance, which require that in the development
37 of academic policies and processes the professional judgments of faculty members are of
38 primary importance.
39

40 (c) Respect the integrity of the evaluation process, evaluating faculty fairly and
41 accurately according to the criteria the evaluation process specifies.
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1 (d) Prohibit persons who are not authorized students, authorized instructional staff, or
2 authorized officials of the University from entering or interrupting faculty classrooms or
3 laboratories during instructional time, except with prior permission from the responsible faculty
4 member or during legitimate emergencies. At the faculty member's request, University police
5 shall remove unauthorized persons from the faculty member's classroom/laboratory.

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