

ARTICLE [x]. ACADEMIC FREEDOM

Purpose.

The purpose of this article is to ensure that the Association and the Employer agree upon the importance of “academic freedom” as it is defined below, as well as upon foundational guidelines meant to ensure said freedom at this institution.

Institutions of higher education are conducted for the common good and not to further the interest of either the individual faculty or the institution as a whole. The common good depends upon the free search for truth and its free exposition.

The university serves the common good through teaching, research, and service. The fulfillment of these functions rests upon the preservation of academic freedom.

Academic freedom is essential to these purposes and thus applies to teaching, research, and service. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the bargaining unit members in teaching and of the student to freedom in learning. Freedom in research is fundamental to the advancement of truth. Freedom in service is fundamental for transparent and meaningful participation in shared university governance. Academic freedom carries with it duties correlative with rights.

Section 1. Teaching.

Bargaining unit members shall have the freedom to teach and engage, both in and outside of the classroom. Faculty, as bargaining unit members, must be able to train students to think critically and interpret information for themselves. Such training often occurs in an atmosphere of controversy that, so long as it remains in a broad sense educationally relevant, actively assists students in their pursuit of knowledge.

Selection of instructional materials and definition of course content should be left to faculty. The Faculty Senate must approve written agreements, contracts, or memoranda of understanding with curricular impact before the Employer may enter into such agreements with external entities.

The grade a faculty member determines for each student’s performance shall not be changed without that faculty member’s consent, except when other faculty who are also content area experts establish that there was discrimination against a student in determining the grade or that the faculty member’s assessment of the student’s performance was substantially inconsistent with the basis for evaluation that the faculty member originally specified for the course.

Section 2. Research and Creative Work.

Bargaining unit members shall have the freedom to conduct research and creative work, and to publish, display, or otherwise disseminate the results to students, the public, and others in their profession.

Section 3. Service.

42 Bargaining unit members shall have the freedom to participate in shared governance and contribute
43 to the functioning of their academic unit and the university as a whole. As such participation often
44 includes discussion and critique of academic policy, university governance, or other matters
45 pertaining to the health of the university, faculty shall be free to discuss same without fear of
46 censorship, reprisal, or discipline from the Employer.
47

48 **Section 4. Extramural Expression.**

49 Outside the bounds of their teaching, research, and service to the university, bargaining faculty have
50 the right to enjoy the same freedoms as other individuals, including political rights and privileges,
51 without fear of institutional censorship, reprisal, or discipline from the Employer. When a faculty
52 member speaks or writes as a member of the public, they should not indicate that they are speaking
53 for the university.