

PURPOSE: TO OUTLINE INFORMATION REGARDING ACADEMIC FREEDOM FOR FACULTY.

Academic freedom is essential for the advancement of truth in research, is fundamental in protecting the rights of instructors in teaching and is necessary for learning on the part of the students. As such, academic freedom carries with it correlative and reciprocal rights and responsibilities. The following statements apply to all faculty members, including adjuncts and administrative personnel holding academic rank:

1. Instructors are entitled to full freedom in research and in publication of the results, subject to the adequate performance of other academic duties. No faculty member should undertake additional employment, including outside research for pecuniary return, when such duties interfere with the professional and punctual discharge of their regularly assigned duties, and should consult with the Dean, Department Chair and the Provost & VPAA regarding such matters.
2. Instructors are entitled to freedom in the classroom in discussing their subject. While realizing controversy is at the heart of free academic inquiry, instructors should exercise this freedom in a manner calculated not to introduce into their teaching controversial and/or inflammatory matter which bears no relation to the subject.
3. Instructors are members of a learned profession and representatives of the University. When they speak or write as citizens, they should be free from institutional censorship or discipline. Also, they should keep in mind that their special position in the community imposes upon them special obligations. They should remember the public may judge their profession and their institution by their verbal and written utterances. Consequently, they should, at all times, be accurate and should make every effort to indicate that they are not a spokesperson for the institution.
4. Faculty members who believe that their rights regarding academic freedom have been violated, invaded, or ignored by an employee or by an administrative officer of the University, and who are unable to obtain satisfactory redress within the department, shall have the right to appeal to the Provost & VPAA the Faculty Welfare and Ethics Committee, and finally to the President in accordance with academic due process.
5. The President may proceed to remove faculty members for cause if the administration of the University is convinced the faculty member has failed to observe admonitions concerning professional responsibility and academic freedom.