

ARTICLE 5
ACADEMIC FREEDOM AND RESPONSIBILITY

5.1 Policy. It is the policy of the Board and the UCF-UFF to maintain and encourage full academic freedom and responsibility. Academic freedom and responsibility are essential to the full development of a true University and apply to teaching, research and creative activities, assigned service, and the activities set forth in Sections 10.4(a) (4) and 10.4(a) (5). An employee engaged in such activities shall be free to cultivate a spirit of inquiry and scholarly criticism and to examine ideas in an atmosphere of freedom and confidence.

5.2 Academic Freedoms and Responsibilities. Academic freedoms and responsibilities include, but are not limited to the following:

(a) Employees shall be free to present and discuss their own academic subjects, frankly and forthrightly, without fear of censorship provided that the presentation and discussion are relevant to the subject matter of the course being taught or the research being conducted;

(b) Objective and skillful exposition of one's subject matter, including the acknowledgment of a variety of scholarly opinions, is the duty of every employee;

(c) Employees shall be forthright and honest in the pursuit, use, extension and communication of scientific and scholarly knowledge produced as a result of their research endeavors;

(d) Each employee has the freedom and the responsibility to maintain one's effectiveness in meeting the job tasks assigned, e.g., in teaching, research, and service;

(e) Employees shall be free to select instructional materials and determine grades in accordance with University policies;

(f) Employees have the responsibility to respect the integrity of the evaluation process with regard to students, staff, and colleagues, so that it reflects their true merit;

(g) Employees shall respect students, staff, and colleagues as individuals, treating them in a collegial manner and avoiding any exploitation of such persons for private advantage;

(h) As citizens, employees are entitled to the rights of citizenship. Because of their special status in the community, employees have a responsibility to indicate when expressing personal opinions that they are not institutional representatives unless specifically authorized as such;

(i) Employees have both the freedom and the responsibility to contribute to the orderly and effective functioning of their academic unit, college and university;

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(j) Each employee is responsible to conduct oneself in a collegial manner in all interactions; and

(k) Employees are responsible to observe and uphold the ethical standards of their discipline.