

ARTICLE 5
ACADEMIC FREEDOM

The following statement, known to the profession as the 1940 Statement of Principles on Academic Freedom, is endorsed by the parties. The rights and responsibilities provided in this Article shall extend to teaching, research and service as well as to other assigned duties, including those of librarians, coordinators, counselors, advisors, physicians, physician assistants, and others whose primary responsibilities are other than teaching and research.

5.1 Purpose. The purpose of this statement on academic freedom is to promote public understanding and support of academic freedom and agreement upon procedures to ensure [it] in colleges and universities. Institutions of higher education are conducted for the common good and not to further the interest of either the individual teacher¹ or the institution as a whole. The common good depends upon the free search for truth and its free exposition. [Footnote: The word “teacher” as used in this document is understood to include the investigator who is attached to an academic institution without teaching duties.]

Academic freedom is essential to these purposes and applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning. It carries with it duties correlative with rights.

5.2 Academic Freedom.

(a) Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.

(b) Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.

(c) College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.

5.3 Academic Responsibility of Employees. Academic freedom is accompanied by the corresponding employee responsibility, arising from the nature of the educational process to:

(a) Observe and uphold the ethical standards of their disciplines in the pursuit and communication of scientific and scholarly knowledge;

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2 (b) Adhere to their proper roles as teachers, researchers, intellectual mentors, or
3 counselors;

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5 (c) Respect students, staff, and colleagues as individuals; treat them in a collegial
6 manner; and avoid any exploitation of such persons for private advantage.

7
8 (d) Respect the integrity of the evaluation process, by evaluating students, staff,
9 and colleagues fairly as stipulated in Article 10 according to the criteria the evaluation
10 process specifies;

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12 (e) Contribute to the orderly and effective functioning of their academic unit i.e.,
13 program, department, school and/or college and/or the University.

14
15 (f) Observe the regulations of the University, provided they do not contravene the
16 provisions of this Agreement.