

1 ARTICLE 5

2 ACADEMIC FREEDOM

3 5.1 Policy. It is the policy of the University and the UFF to maintain and
4 encourage full academic freedom. Academic freedom and responsibility are
5 essential to the full development of a true university and apply to teaching,
6 research/creative activities, and assigned service. An employee engaged in such
7 activities shall be free to cultivate a spirit of inquiry and scholarly criticism and to
8 examine ideas in an atmosphere of freedom and confidence.

9 5.2 Academic Freedom. Academic freedom is the freedom to teach, both
10 in and outside the classroom, to conduct research, and to publish the results of
11 that research. Consistent with the exercise of academic responsibility, employees
12 shall have freedom to present and discuss their own academic subjects, frankly
13 and forthrightly, without fear of censorship, and to create and select instructional
14 and course materials, and to determine grades in accordance with University
15 grading policy. Objective and skillful exposition of such subject matter, including
16 the acknowledgment of a variety of scholarly opinions, is the duty of every
17 employee. Employees are also free to address any matter of institutional policy or
18 action. As individuals, employees are free to express their opinions to the larger
19 community on any matter of social, political, economic, or other public interest,
20 without institutional discipline or restraint due to the content of those messages.
21 Unless specifically authorized by the administration, employees' opinions do not
22 reflect the policies or official positions of the University of Central Florida.

23 5.3 Academic Responsibility. Academic freedom is accompanied by
24 corresponding responsibility on the part of employees. University faculty are
25 members of a learned profession. As scholars and educators, they should
26 remember that the public may judge their profession and their institution by what
27 they say and do. Accordingly, they shall:

28 (a) Be forthright and honest in all professional settings, including
29 teaching, advising, service, and the pursuit and communication of scientific and
30 scholarly knowledge;

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

33 (c) Adhere to their proper roles as teachers, researchers, intellectual
34 mentors, or counselors;

35 (d) Respect students, staff, and colleagues as individuals; treat them in a
36 professional manner; and avoid any exploitation of such persons for private
37 advantage;

38 (e) Respect the integrity of the evaluation process, by evaluating
39 students, staff, and colleagues fairly according to the criteria the evaluation
40 process specifies;

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

43 (g) Observe the regulations of the University, provided they do not
44 contravene the provisions of this Agreement; and

45 (h) Indicate when appropriate that one is not an institutional
46 representative unless specifically authorized as such.

47 5.4 Administrative Responsibility. Since academic freedom is the bedrock of
48 free academic expression, the UCF Administration will defend academic freedom
49 publicly from those who negatively politicize academic freedom for personal and
50 political gains, especially in regards to content related to race, gender, sexuality,
51 ethnic origins, intersectionality, and any critical analysis of society or social
52 stratification.