



UNITED ACADEMICS PROPOSAL

ARTICLE 7 ACADEMIC FREEDOM

Section 1. Institutions for higher education exist for the common good in a democratic society. The welfare and strength of the university and of society at large depend on free inquiry and its free expression. Academic freedom is based upon the premise that scholars are entitled to immunity from coercion in matters of thought and expression, and on the belief that the mission of the university can be performed only in an atmosphere free from administrative or political constraints on thought and expression. Faculty are professionals in their respective fields and are, therefore, entitled to protection from undue influence in the selection of teaching materials, pedagogy, and research. The Union and the Administration view academic freedom and freedom of speech as the cornerstones to its functioning as public university in the service of a democratic society and as necessary conditions for the exercise of shared governance.

Section 2. When engaged in research, instruction, or extramural activities, all faculty members shall enjoy the benefits of academic freedom. These are defined as:

- The freedom to conduct research and creative work and to publish or otherwise disseminate the results of that work. Within the broad standards of accountability established by their profession and their individual disciplines, faculty members must enjoy the fullest possible freedom in their research and in circulating and publishing their results. This freedom follows immediately from the university's basic commitment to advancing knowledge and understanding.
- The freedom to teach, both in and outside of the classroom. Faculty members must be able not only to disseminate to their students the results of research by themselves and others in their profession, but also to train students to think about these results for themselves, even in an atmosphere of controversy that, so long as it remains in a broad sense educationally relevant, actively assists students in mastering the subject and appreciating its significance.
- The freedom to engage in internal criticism, which encompasses the freedom to address any matter of institutional policy or action whether or not as a member of any agency of institutional governance. Universities promote the common good through broad-based engagement in the scholarly endeavor. Faculty members, because of their education and their institutional knowledge, play an indispensable role as independent participants in university decision making. By

1 virtue of this role, they are entitled to comment on or criticize Administration
2 policies or decisions, either individually or through institutions of faculty
3 governance.
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- 5 • The freedom to participate in public debate, both within and beyond their areas of
6 expertise, and to address, as citizens, the larger community with regard to any
7 matter of social, political, economic, or other interest. When they speak or write
8 as citizens, they shall be free from institutional censorship or discipline. Faculty
9 members shall be free in their public utterances or activities to identify their
10 university affiliation so long as no false impression of university sponsorship or
11 endorsement is created.

12 **Section 3.** The academic freedoms described above shall be the rights of all faculty
13 members. The Administration shall pledge to recognize and protect full freedom of
14 inquiry, teaching, and research in all aspects of university life.
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16 **Section 4.** The content of faculty profiles in social media (Facebook, LinkedIn, etc.) shall
17 not be considered during any evaluation of a faculty member.