

UNIVERSITY COUNTERPROPOSAL

2-7-13

ACADEMIC FREEDOM AND RESPONSIBILITY

Preamble. The University of Oregon is committed to upholding and preserving principles of academic freedom. These principles reflect the University's fundamental mission, which is to discover knowledge and to disseminate it to its students and to society at large. Teaching and research are conducted for the common good and not to further the interest of the individual. The common good depends upon the free search for truth and its free exposition in teaching and research.

Free speech and free inquiry are essential components of academic freedom in teaching and research and are central tenets of a free and democratic society. The University encourages and supports open, vigorous, and challenging debate across the full spectrum of human issues as they present themselves in teaching and research. Further, the University will sustain a higher and more open standard for freedom of inquiry and free speech than may be expected or preferred in private settings. It is the responsibility of speakers, listeners and all members of our community to respect others and to promote a culture of mutual inquiry throughout the University community. The University's commitment to principles of Academic Freedom is articulated in its policy entitled Freedom of Inquiry and Free Speech.

Section 1. A bargaining unit member who is conducting independent research is entitled to freedom in research and in the publication of the results, subject to the adequate performance of his or her duties. Research for pecuniary return is subject to University policy.

Section 2. A bargaining unit member is entitled to freedom in the classroom in discussing the subject of the course but should be careful not to introduce into his or her teaching controversial matter which has no relation to the subject of the course. The intent of this statement is not to discourage what is "controversial." Controversy is at the heart of free academic inquiry. This section serves to underscore the need for bargaining unit members to avoid material which has no relation to the subject of the course.

Section 3. Academic responsibility implies the competent and full performance of duties and obligations and the commitment to support the responsible exercise of academic freedom by one's self and others. Each bargaining unit member has the responsibility to:

- (a) Observe and uphold the ethical standards of his or her discipline in the pursuit and communication of scientific and scholarly knowledge;
- (b) Treat students, staff, colleagues, and the public fairly and civilly in discharging his or her duties and in accordance with this Agreement and University policy.
- (c) Respect the integrity of the evaluation process, evaluating students, staff, and colleagues fairly according to the criteria and procedures specified in the evaluation process;
- (d) Represent oneself as speaking for the University only when expressly authorized to do so;
- (e) Participate, as appropriate, in the system of shared academic governance, especially at the department level, and seek to contribute to the civil and effective academic functioning of the

bargaining unit member's academic unit (program, department, school or college) and the University;

(f) Perform appropriate duties assigned by the University and observe applicable state and federal law and applicable University regulations, policies, and procedures, provided that the assigned duty or the regulation, policy, or procedure at issue does not contravene the provisions of this Agreement.

(g) Seek change only in ways that do not obstruct the functions of the University.

Section 4. When bargaining unit members speak or write as members of the public, they should be free from institutional censorship or discipline, but their special position imposes special obligations, including recognition that the public may judge their profession and the University 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 University. If the University feels that a bargaining unit member has not observed the admonitions of this Article or believes that the extramural utterances of the bargaining unit member have been such as to raise serious doubts concerning the bargaining unit member's fitness for his or her position, it may seek to discipline the bargaining unit member in accordance with this Agreement.

Section 5. Nothing in this Article affects the University's right to determine for itself on academic grounds who may teach, what may be taught, how it shall be taught, and who may be admitted to study.