

ARTICLE 510
ACADEMIC FREEDOM

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4 **5.1 Policy.** It is the policy of the University and the UFF to maintain and encourage full
5 academic freedom. Academic freedom and responsibility are essential to the full development of
6 a true university and apply to teaching, research/creative activities, and assigned service. An
7 employee engaged in such activities shall be free to cultivate a spirit of inquiry and scholarly
8 criticism and to examine ideas in an atmosphere of freedom ~~and confidence~~ without institutional
9 discipline or restraint.

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

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24 **5.3 Academic Responsibility.** Academic freedom is accompanied by corresponding
25 responsibility on the part of employees. ~~F~~University faculty are members of a learned profession.
26 As scholars and educators, they should remember that the public may judge their profession and
27 their institution by their ~~utterances~~ remarks. Accordingly, they are ~~obliged~~ expected to:

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

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

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

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

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

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44 (f) Observe the regulations of the University, provided they do not contravene the
45 provisions of this Agreement.
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47 (g) Be forthright and honest in the pursuit and communication of scientific and scholarly
48 knowledge; and

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