

## 1 ARTICLE 5

### 2 **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  
6 development of a true university and apply to teaching, research/creative activities, and  
7 assigned service. An employee engaged in such activities shall be free to cultivate a spirit of  
8 inquiry and scholarly criticism and to examine ideas in an atmosphere of freedom and  
9 confidence.

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

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

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

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

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

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

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

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

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

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

For BOT: Sherry Andrews

For UFF: Talat Rahman

Date: