

ADMINISTRATION PROPOSAL: Article 8; proposed 9.30.2020

Article 8. Academic Freedom & Responsibility

- 8.1 The Employer/University Administration and the Union endorse the principles and spirit of academic freedom as embodied in the 1940 AAUP Statement of Principles as amended and as modified below. The following statement constitutes the provision on academic freedom for the purposes of this Agreement.
- 8.2 Bargaining unit members are entitled to full academic freedom; in research and in the publication of the results; in matters pertaining to their academic service to the university; and ~~They are entitled to full academic freedom~~ in discussing their subjects in and outside the classroom. ~~., but~~ They should be careful not to introduce persistently, into their teaching, matters s unrelated to their subject.
- 8.3 Bargaining unit members should remember that the public may judge their profession and the University by their utterances. Hence, they should comport themselves with integrity, dignity, and respect at all times in all professional contexts and make every effort to indicate whether or not they are speaking officially for the University. They should also make every effort to create a classroom climate that respects the diversity of outlook and cultural norms represented in their classrooms, mindful of the power differential innate to interactions between instructor and student.
- 8.4 Bargaining unit members are entitled to freedom of political belief and/or affiliation. When these beliefs are pertinent to the subject matter being taught in the classroom, instructors should use discretion in expressing their personal beliefs, according due respect to students who may hold different opinions and remaining mindful of the power differential innate to interactions between instructor and student.
- 8.5 A bargaining unit member(s) or department, program, division, center or other comparable administrative unit, as appropriate, shall be entitled to freedom in the selection of textbooks and other materials involved in the performance of teaching responsibilities.
- 8.6 Since certain aspects of the information obtained by bargaining unit members in the course of their work can be considered privileged, no bargaining unit member shall be required to disclose such information. The Employer/University Administration shall, within a reasonable time, advise the bargaining unit member of any effort to secure such information obtained by the bargaining unit member.
- 8.7 A bargaining unit member shall not be disciplined or deprived of any professional advantage for exercising his/her rights to academic freedom as set forth in this Article or as protected under the First Amendment of the United States Constitution.
- 8.8 The parties recognize that there shall be no censorship of library materials.

8.9 The parties agree that along with the extraordinary freedoms enjoyed by faculty members come certain professional and ethical responsibilities, such as those expressed in the University of Massachusetts Board of Trustees document T96-136 as amended, “Principles of Employee Conduct,” and the “Statement on Professional Ethics” of the American Association of University Professors (<http://www.aaup.org/report/statement-professional-ethics>).