

Article ___: Academic Freedom

Academic freedom and freedom of speech are necessary conditions to teaching, research, scholarship, and service. Academic freedom ensures that bargaining unit members have the freedom to teach, conduct research, engage in internal university discussion, and participate in public debate. In discharging their duties, bargaining unit members must treat students, staff, colleagues, and the public, fairly and with respect.

Section 1. Subject to the terms found elsewhere in this Article or Agreement, bargaining unit members shall have the freedom to teach, both inside the classroom and other required instructional activities such as internships, externships, laboratories, and field trips. Bargaining unit members² must ~~use best teaching practices to train~~ teach students to think critically and interpret information for themselves. Such training often occurs in an atmosphere of controversy that, so long as it remains educationally relevant, actively assists students in their pursuit of knowledge.

Selection of instructional materials and definition of course content should be left to bargaining unit members' discretion so long as ~~they both~~ are consistent with departmental practices, the University's mission, the University catalog of courses, and programmatic and institutional accreditation requirements. However, bargaining unit members should ~~be careful~~ not ~~to~~ introduce matter into their teaching and assessment strategies which have no relation to course subject.

Section 2. Subject to the terms found elsewhere in this Article or Agreement, bargaining unit members shall have the freedom to conduct research~~, and~~ scholarship, and to publish, display, or otherwise disseminate the results of their research or scholarship to students, the public, and others in their profession. The commitment to academic freedom in scholarship and research does not imply that a bargaining unit member's research and scholarship are not subject to critical review and judgement as to its quality and significance, or broad standards of accountability established by their profession and their individual disciplines. While Oregon Tech will not dictate the nature or topic of research or scholarly work, all such work must comply with University policy, procedures, and research or scholarly agreements. Oregon Tech retains the right to investigate and respond to allegations of misconduct in preparation and publication of scholarly and creative work.

Section 3. Subject to the terms found elsewhere in this Article or Agreement, bargaining unit members shall have the freedom and are encouraged to participate, as appropriate, in the system of shared academic governance, and contribute to the academic functioning of their academic unit, college, department, program, and the university.

*Oregon Tech reserves the right to add to, modify, or amend proposals during the course of negotiations.

Section 4. Consistent with Oregon Tech’s campus speech and posting policies, bargaining unit members are guaranteed the protections of freedom of speech, as derived from the First Amendment of the Constitution of the United States of America and Section 8 of Article I of the Constitution of the State of Oregon. When bargaining unit members speak or write as members of the public, they shall indicate that they are doing so in their individual capacity, not for or on behalf of the program, Department, or University. They may identify their University affiliation so long as no University sponsorship or endorsement is stated or implied. Bargaining unit members should at all times strive to be accurate, exercise appropriate restraint, and show respect for the opinions of others.

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