

1                   **ARTICLE 5. ACADEMIC FREEDOM, FREE SPEECH AND FACULTY**  
2   **RESPONSIBILITY**

3  
4 **Preamble.**

5 As stated in the Mission Statement, the University of Oregon "strives to enrich the public  
6 that sustains it through the conviction that freedom of thought and expression is the  
7 bedrock principle on which university activity is based." Academic freedom and freedom  
8 of speech are necessary conditions to teaching and research. This policy establishes a  
9 robust view of academic freedom and freedom of speech in order to ensure that faculty  
10 have the freedom to conduct research, to teach, to engage in internal criticism, and to  
11 participate in public debate.  
12

13 **Section 1.** The University protects academic freedom and bargaining unit faculty  
14 members shall enjoy its benefits and responsibilities:  
15

- 16 (a) The freedom to conduct research and creative work and to publish or otherwise  
17 disseminate the results of that work. Within the broad standards of accountability  
18 established by their profession and their individual disciplines, faculty members  
19 must enjoy the fullest possible freedom in their research and in circulating and  
20 publishing their results. This freedom follows immediately from the university’s  
21 basic commitment to advancing knowledge and understanding.  
22
- 23 (b) The freedom to teach, both in and outside of the classroom. Faculty members must  
24 be able not only to disseminate to their students the results of research by  
25 themselves and others in their profession, but also to train students to think about  
26 these results for themselves, often in an atmosphere of controversy that, so long as  
27 it remains in a broad sense educationally relevant, actively assists students in  
28 mastering the subject and appreciating its significance.  
29

30 **Section 2.** Academic responsibility implies the competent and full performance of duties  
31 and obligations and the commitment to support the responsible exercise of academic  
32 freedom by oneself and others. Each bargaining unit faculty member has the  
33 responsibility to:  
34

- 35 (a) Observe and uphold the ethical standards of his or her discipline in the pursuit and  
36 communication of scientific and scholarly knowledge;  
37
- 38 (b) Treat students, staff, colleagues, and the public fairly and with respect in  
39 discharging his or her duties and in accordance with this Agreement and  
40 University Policy No. 01.00.16 (Freedom of Inquiry and Free Speech), approved  
41 by the President on December 28, 2010;  
42
- 43 (c) Respect the integrity of the evaluation process, evaluating students, staff, and  
44 colleagues fairly according to the criteria and procedures specified in the  
45 evaluation process;  
46
- 47 (d) Represent oneself as speaking for the university only when authorized to do so as  
48 part of one’s position or professional responsibilities; and  
49

1 (e) Participate, as appropriate, in the system of shared academic governance,  
2 especially at the department or unit level, and seek to contribute to the academic  
3 functioning of the bargaining unit faculty member's academic unit (program,  
4 department, school, or college) and the university.  
5

6 **Section 3.** All bargaining unit faculty members are guaranteed the protections of freedom  
7 of speech, as derived from the First Amendment of the Constitution of the United States of  
8 America and Section 8 of the Article I of the Constitution of the State of Oregon.

9 When faculty members speak or write as members of the public, they should make every  
10 effort to indicate that they are not speaking for the university. They may identify their  
11 university affiliation so long as no university sponsorship or endorsement is stated or  
12 implied.  
13

14 The University encourages and supports open, vigorous, and challenging debate across  
15 the full spectrum of human issues as they present themselves to the university  
16 community. The University protects free speech through Policy No. 01.00.16 (see  
17 Appendix I) and all bargaining unit faculty members have the protections derived from  
18 that policy.  
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