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43 (b) Service. Service includes, but is not limited to, participation in governance processes of the  
44 University, which is a fundamental aspect of academic freedom. Faculty members shall  
45 have freedom to present ideas and discuss, frankly and in a forthright manner, academic  
46 policy, University governance, or other matters pertaining to the University.

47 ~~(b)~~

48 (c) All rights provided in this Article shall extend to all bargaining unit members, regardless  
49 of whether their primary assignments include teaching and research.

50 5.3 Academic Responsibility of Faculty Members. Academic freedom is accompanied by  
51 corresponding faculty responsibilities. Academic responsibility implies the competent  
52 performance of academic duties and obligations and the commitment to support the responsible  
53 exercise of academic freedom by others. Members of the faculty have a responsibility to:

54 (a) Observe and uphold the ethical standards of the University, disciplines in the pursuit and  
55 communication of scientific and scholarly knowledge as well as in their teaching and  
56 service duties;

57  
58 (b) Refrain from using the classroom to promote a personal, political, or other agenda that is  
59 not related to the instructional activity of the class;

60  
61 (c) Provide course-level instruction designed to achieve that course's student learning  
62 outcomes, support applicable program competencies, and, to the degree relevant, prepare  
63 students for subsequent courses in the applicable program's plan of study;

64  
65 ~~(a)~~

66 (d) Treat students, staff, and colleagues fairly and civilly in discharging one's duties as teacher,  
67 researcher, and intellectual mentor. Avoid any exploitation of such persons for private  
68 advantage and treat them in a manner consistent with the provisions of the ~~article~~ University  
69 Regulation on nondiscrimination;

70 ~~(b)~~

71 (e) Respect the integrity of the evaluation process, including the privacy rights of students  
72 under law, and evaluate students, staff, and colleagues fairly according to the criteria and  
73 procedures specified in the evaluation process;

74 ~~(c)~~ —

75  
76 ~~(d)~~(f) Represent one self as a spokesperson for the University only when specifically  
77 authorized to do so;

78  
79 ~~(e)~~(g) Participate, as appropriate, in the system of shared academic governance, especially  
80 at the department/unit level;

81

82 ~~(f)~~(h) Observe the published University regulations, provided the regulations do not  
83 contravene this Agreement, academic freedom, or the faculty member's right to criticize  
84 or seek revision of those duties, laws, regulations, policies, or procedures.

85  
86 ~~(g)~~(i) Refrain from engaging in a pattern of behavior that disrupts or obstructs the orderly  
87 and effective functioning of the department, college, or University. This section shall not  
88 be construed or used to inhibit vigorous and tough-minded academic disagreements which  
89 are a vital aspect of academic freedom or the right to free expression and thought, on or off  
90 campus. ~~A pattern of disruptive or obstructive behavior must be demonstrated by timely~~  
91 ~~documentation in the faculty member's evaluation file.~~ Academic freedom is accompanied  
92 by corresponding responsibilities, including the duty to exercise appropriate restraint and  
93 to show appropriate respect for the right of others to hold differing opinions. Consequently,  
94 while academic disagreements are part of the orderly functioning of a university,  
95 appropriate constructive cooperation is also critical to the faculty member's effective  
96 performance as a member of the academy. However, there is a point beyond which a  
97 pattern of behavior exceeds the reasonable bounds of academic freedom and becomes  
98 disruptive and obstructive to the orderly and effective functioning of the University. At  
99 that point, the faculty member's behavior is beyond the protection of academic freedom.

100 5.4 Academic Responsibility of the Board and the University Administration. Academic freedom  
101 is accompanied by corresponding responsibilities of the Board and the University  
102 Administration. Academic responsibility implies the competent performance of duties and  
103 obligations and a commitment to actively foster within the University a climate favorable to  
104 the responsible exercise of academic freedom. Therefore, it is the responsibility of the Board  
105 and the University Administration to:

106 (a) Maintain, encourage, protect and promote the faculty's academic freedom so that it is not  
107 compromised by harassment, censorship, reprisals, or prohibited discrimination as defined  
108 in Article \_\_, Nondiscrimination.

109 ~~(a)~~  
110 (b) Ensure that the faculty's academic freedom, to include freedom of thought and expression  
111 as guaranteed under the First Amendment of the Constitution of the United States of  
112 America, is not stifled or compromised.

113  
114 (c) Treat faculty members, students, and staff in a manner consistent with the provisions of  
115 this Agreement.

116  
117 (d) Respect the integrity of the evaluation process, including the privacy rights under law, and  
118 fairly evaluate faculty according to the criteria and procedures specified in the evaluation  
119 process.

120  
121 (e) Respect and adhere to the principles of shared governance.  
122

123 (f) Observe the published University regulations, provided that the regulations do not  
124 contravene academic freedom, which includes the faculty member's right to responsibly  
125 criticize and seek revision of the regulations.

126  
127 (g) Refrain from engaging in behavior that directly undermines academic freedom, and  
128 freedom of thought and expression as described in this regulation or otherwise disrupt or  
129 obstruct the orderly and effective functioning of the department, college, or University.

130  
131 (h) Prohibit unauthorized persons from entering or interrupting a faculty member's classroom  
132 or laboratory, except with prior permission from the responsible faculty member or during  
133 legitimate emergencies. The University shall support the authority of each faculty member  
134 to have unauthorized persons removed from the faculty member's classroom/laboratory.  
135 This provision shall not apply to administrators who are responsible for evaluating the  
136 faculty member. At the faculty member's request, University Administration shall take  
137 appropriate action to enforce this provision.

138  
139 (i) Prohibit disruptive student behavior, including behavior that involves violence against  
140 faculty, staff or students, threat(s) of violence, instigation of violence, malicious vandalism,  
141 possession of weapons of any type, willful disregard of a faculty member's legitimate  
142 directions, continued use of abusive language or gestures, or other behavior that is so  
143 unruly, disruptive, harassing, or abusive that it seriously interferes with the faculty  
144 member's ability to effectively communicate with other students in the class or with the  
145 ability of the student's classmates to learn. The University shall support the authority of  
146 each faculty member to have disruptive persons removed from the faculty member's  
147 classroom/laboratory.

148 ~~(i)~~ —

149  
150 (1) Upon receiving a report of disruptive student behavior, the University shall act  
151 promptly to investigate and resolve the matter. Faculty may request that a disruptive  
152 student be barred from returning to the classroom. If the University declines such  
153 a request, the University shall take appropriate alternative action that ensures  
154 against a recurrence of the disruptive behavior and shall inform the faculty member.

155  
156 (2) A faculty member shall not be disciplined for taking reasonable action in self-  
157 defense or in defense of others.