

April 6

Article 5

ACADEMIC FREEDOM AND RESPONSIBILITY

5.1 Policy. Academic freedom and responsibility are essential to the integrity of a true university and are rooted in a conception of the University as a community of scholars united in the pursuit of truth and wisdom in an atmosphere of tolerance and freedom.

(a) The Board and the UFF shall maintain, encourage, protect, and promote full academic freedom in teaching, research/creative activities, and professional, public, and University service, as outlined in 5.2. The Board and the UFF also affirm that academic freedom is accompanied by corresponding faculty and Administration responsibilities, arising from the nature of the educational process, as outlined in 5.3 and 5.4.

(b) ~~As to matters outside the area of the faculty member's scholarly interest,~~ The faculty member has the right to enjoy the same freedoms as other individuals, including political rights, protected free speech, and privileges, without fear of institutional censorship or discipline.

(c) The ideas of different members of the University community will often and quite naturally conflict. It is not the role of the University to shield individuals from expressions of ideas and opinions that may differ from their own.


(d) The University is committed to the principle that debate or deliberation of diverse ideas is encouraged.


(e) In order to ensure within the University an atmosphere of academic freedom and confidence,

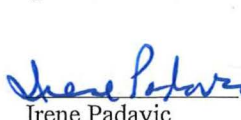
(1) The Board or its representatives shall not apply any provision in this Agreement in such a way as to violate a faculty member's academic freedom or constitutional rights, including constitutionally protected freedom of expression, or to penalize a faculty member for the legitimate exercise of those freedoms.

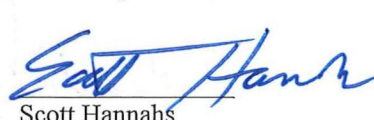
(2) The Board shall protect any member of the faculty against influences, from within or without the University, which would restrict the faculty member in the exercise of these freedoms.

5.2 Academic Freedom. A faculty member shall be free to discuss all relevant matters in the classroom, to explore all avenues of scholarship, research, and creative expression, to speak freely on all matters of University governance, and to speak, write, or act in an atmosphere of freedom


Renisha Gibbs
Co-Chief Negotiator
FSU - BOT
April 6, 2022
Date


Michael Mattimore
Co-Chief Negotiator
FSU - BOT
April 6, 2022
Date


Irene Padavic
Co-Chief Negotiator
UFF - FSU Chapter
4-6-22
Date


Scott Hannahs
Co-Chief Negotiator
UFF - FSU Chapter
4/6/2022
Date

April 6

and confidence, all without fear of institutional censorship, reprisal, or discipline and without regard to whether the expression is verbal, written, or electronic.

(a) Teaching and Research/Creative Activities. Faculty members shall have the freedom to:

(1) Present and discuss, frankly and forthrightly, academic subjects, including controversial material relevant to the course of instruction.

(2) Select instructional materials, define course content, and determine grades, subject to a department's ordinary control over curriculum and not an external entity. The grade a faculty member determines for a student's performance shall not be changed without the faculty member's consent, except in accord with specified procedures established by the Faculty Senate.

(3) Freely engage in scholarly and creative activity and publish the results.

(b) Service. Service includes, but is not limited to, participation in the governance processes of the University, which is a fundamental aspect of academic freedom. Faculty shall have freedom to present and discuss, frankly and forthrightly, academic policy, University governance, or other matters pertaining to the health of the University.

(c) The rights provided in this Article shall fully extend to all bargaining unit members, regardless of whether their primary responsibilities include teaching or research.

5.3 Academic Responsibility of the Faculty. Academic Responsibility implies the competent performance of academic duties and obligations and the commitment to support the responsible exercise of freedom by others. Members of the faculty are expected to:


(a) Observe and uphold the ethical standards of their disciplines in the pursuit and communication of scientific and scholarly knowledge.

(b) Treat students, staff and colleagues in a manner consistent with the provisions of Sections 5.1 and 5.2 and Article 6, Nondiscrimination.

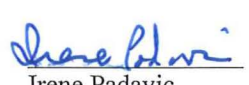
(c) Respect the integrity of the evaluation process, evaluating students, staff, and colleagues fairly according to the criteria the evaluation process specifies.


(d) Represent oneself as a spokesperson for the University only when specifically authorized to do so.

(e) Participate, as appropriate, in the system of shared governance, especially at the department level.


Renisha Gibbs
Co-Chief Negotiator
FSU - BOT
Date 4-6-2022


Michael Mattimore
Co-Chief Negotiator
FSU - BOT
Date April 6, 2022


Irene Padavic
Co-Chief Negotiator
UFF - FSU Chapter
Date 4-6-22


Scott Hannahs
Co-Chief Negotiator
UFF - FSU Chapter
Date 4/6/2022

(f) Manifest integrity in their dealings with colleagues, be willing to share responsibilities and contribute equitably to the group tasks they are assigned.

(g) Observe the published regulations of the University, provided they do not contravene academic freedom or the faculty member's right to criticize and seek revision of those regulations.

5.4 Academic Responsibility of the Board. Academic Responsibility implies a commitment to foster actively within the University a climate favorable to the responsible exercise of freedom. Therefore, it is the responsibility of the Board and the University Administration to:

(a) Sustain and defend academic freedom, taking positive actions to ensure that academic freedom is not chilled or compromised by harassment, censorship, reprisals, unfair employment decisions, or prohibited discrimination as defined in Article 6, Nondiscrimination.

(b) Adhere to principles of shared governance, which require that in the development of academic policies and processes the professional judgments of faculty members are of primary importance.

(c) Respect the integrity of the evaluation process, evaluating faculty fairly and accurately according to the criteria the evaluation process specifies.

(d) Prohibit persons who are not authorized students, authorized instructional staff, or authorized officials of the University from entering or interrupting faculty classrooms or laboratories, except with prior permission from the responsible faculty member or during legitimate emergencies. To immediately address a situation, faculty members may ask students to leave when their behavior is disruptive. The FSU Police Department will respond directly at any time and can be called if a faculty member believes a disruption might pose a risk to his or her personal safety or the safety of others. University administrators are also available to the faculty member to assist in addressing disruptive behavior, and faculty are encouraged to seek their assistance.

(e) Just cause to discipline a faculty member under Article 16 for actions related to self-defense or the defense of others will be judged according to whether the response was reasonable under the totality of the facts and circumstances known to the faculty member at the time of the incident.

(f) The University shall make a reasonable effort to notify faculty members of public-records requests made known to the General Counsel's office, the Office of Human Resources, or

Renisha Gibbs
Renisha Gibbs
Co-Chief Negotiator
FSU BOT
April 6, 2022
Date

Michael Mattimore
Michael Mattimore
Co-Chief Negotiator
FSU - BOT
April 6, 2022
Date

Irene Padavic
Irene Padavic
Co-Chief Negotiator
UFF - FSU Chapter
4-6-22
Date

Scott Hannahs
Scott Hannahs
Co-Chief Negotiator
UFF - FSU Chapter
4/6/2022
Date

April 6

1 the Office of the Vice President for Faculty Development and Advancement that seek access to
2 the faculty member's FSU email accounts, voicemail, or written content.

3 (1) The University shall provide guidance to chairs and other administrators on the
4 handling of public records requests.

5 (2) The University shall notify the affected faculty member within ten days of receiving
6 the request and prior to fulfilling the request.

7 (3) Any retained copies of the information provided to the requester shall be made
8 available for review by the faculty member at no cost. A faculty member may request a copy of
9 the information provided to the requestor at cost.

10 (4) The University shall provide guidance to faculty regarding its records retention
11 policy.

Renisha Gibbs

Renisha Gibbs
Co-Chief Negotiator
FSU - BOT

April 6, 2022
Date

Michael Mattimore

Michael Mattimore
Co-Chief Negotiator
FSU - BOT

April 6, 2022
Date

Irene Padavic

Irene Padavic
Co-Chief Negotiator
UFF - FSU Chapter

4-6-22
Date

Scott Hannahs

Scott Hannahs
Co-Chief Negotiator
UFF - FSU Chapter

4/6/2022
Date