

Title/Subject: **ACADEMIC FREEDOM**

Applies to: faculty staff students student employees visitors contractors

Effective Date of This Revision: September 1, 2008

Contact for More Information: Faculty Personnel Services; Office of the Executive Vice President/Provost

Board Policy Administrative Policy Procedure Guideline

BACKGROUND:

The University Academic Senate at its meeting of February 8, 2005 endorsed the principles of academic freedom. The Senate urged the University to adopt the statement of principles put forth by the American Association of University Professors (AAUP). The University accepts the general principles espoused by the AAUP. It has adopted those general principles without adopting the specific language of the AAUP statement.

PURPOSE:

The purpose of this policy is to affirm explicitly that Central Michigan University encourages the free flow of ideas and recognizes that the intellectual growth of its students requires them to be exposed to vigorous debate and differing points of view on a variety of issues. The University hereby affirms its commitment to academic freedom and free speech, and its commitment to upholding such freedoms in the face of external actions or decisions which might threaten such freedoms.

POLICY:

It is the policy of Central Michigan University that:

1. All persons appointed to its faculty are entitled to full freedom in the classroom to discuss subjects related to the academic discipline of their appointment, but that they may not introduce any matter or issue into their teaching that is not relevant to their discipline.
2. Any limitation on academic freedom based upon the goals of the University must be stated clearly in writing to the faculty member at the time of her/his appointment.
3. Any employee of the University who engages in research and/or publication is entitled to full freedom in that research and/or publication. This freedom is, however, subject to the adequate performance by the employee of all other duties assigned to her/him.
4. Any research, writing, or lecturing done for pecuniary gain must be in accord with other University policies, collective bargaining contracts, or based upon prior written understandings with the appropriate Senior Officer of the University.
5. All employees are also citizens. Many are members of learned professions and/or members of the faculty. Whenever an employee speaks or writes as a citizen he/she will be free from institutional censure or discipline; provided, however, that the employee must make it clear that he/she does not speak or write on behalf of the University. Moreover, the University expects that employees will

Authority: M. Rao, President

History: No History

Indexed as: Free Speech – Employees; Speech – Employees; Freedom - Academic

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understand they hold a special place in the community, and that when they do speak or write as citizens, and particularly when they are members of a learned profession or the faculty of CMU, the public may perceive their utterances or words to reflect upon the University. Therefore, the University expects its employees in their speech or writing as citizens to take all reasonable measures to ensure the accuracy of their statements, to exercise appropriate restraint, and to show respect for the opinions of others.

Central Michigan University reserves the right to make exceptions to, modify or eliminate this policy and or its content. This document supersedes all previous policies, procedures or guidelines relative to its subject.