

1 Faculty Alliance of Miami, AAUP-AFT Proposal to Miami University

2
3 June 17, 2024

4
5 Academic Freedom

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7 X.1. The parties agree to the following principles of academic freedom based on the AAUP's
8 1940 statement on academic freedom and tenure with 1970 interpretive comments:

9 X.1.1. Teachers are entitled to full freedom in research and in the publication of the
10 results, subject to the performance of their other academic duties; but research for
11 pecuniary return should be based upon an understanding with the authorities of
12 the institution. The word "teacher" as used in this Agreement is understood to
13 include the investigator who is attached to an academic institution without
14 teaching duties.

15 X.1.2. Teachers are entitled to freedom in the classroom in discussing their subject, but
16 should be careful not to introduce into their teaching controversial matter that has
17 no relation to the subject. The intent of this statement is not to discourage what is
18 "controversial." Controversy is at the heart of the free academic inquiry which the
19 entire statement is designed to foster. The passage serves to underscore the need
20 for teachers to avoid persistently intruding material which has no relation to their
21 subject.

22 X.1.3. College or university teachers are citizens, members of a learned profession, and
23 officers of an educational institution. When they speak or write as citizens,
24 teachers should be free from institutional censorship or discipline, but their
25 special position in the community imposes special obligations. As individuals of
26 learning and as educational officers, they should remember that the public may
27 judge the profession and the institution by their utterance. Hence, faculty
28 members should at all times be accurate, should exercise appropriate restraint, and
29 should show respect for the opinions of others. When they speak or act as private
30 individuals they avoid creating the impression that they speak or act for the
31 college or university.

32 X.1.4. A faculty member's expression of opinion as a citizen cannot constitute grounds
33 for dismissal unless it clearly demonstrates the faculty member's unfitness for
34 their position. Extramural utterances rarely bear upon the faculty member's
35 fitness for the position. Moreover, a final decision should take into account the
36 faculty member's entire record as a teacher and scholar.

37 X.1.5. The University also recognizes that the faculty member is an integral part of the
38 institution. While observing the stated regulations of the University, provided they

- 39 do not contravene academic freedom, the faculty member maintains the right to
40 criticize and seek revision of University policy, both administrative and academic.
- 41 X.2. No faculty member shall be obliged to make their nonpublic work available for
42 inspection by a second party in the absence of compulsory legal process.
- 43 X.3. Collegiality shall not be used as a separate criterion for faculty evaluation, promotion,
44 tenure, or reappointment distinct from teaching, research, advising, and service.