Subject/Title: Protection of Academic Freedom

FPU Policy Number: FPU-5.0012AP

X New Policy  __ Major Revision of Policy  __ Minor Technical Revision of Policy

Date First Adopted: June 20, 2016

Date Revised: 

Responsible Division/Department: Academic Affairs

Initiating Authority: Provost

A. APPLICABILITY/ACCOUNTABILITY:

This policy applies to all University faculty unless a collective bargaining agreement provides otherwise.

B. POLICY STATEMENT:

Pursuant to Regulation FPU-5.001 Academic Freedom and Responsibility, the University administration and the faculty shall fully maintain, encourage, and protect academic freedom. This policy describes the procedures used by faculty, the Human Resources Department, and the Faculty Professional Interests Committee (the “Committee”) of the Faculty Assembly to resolve violations of academic freedom. The Committee serves an advisory role in the grievance process.

D. PROCEDURES:

1. Violation of Academic Freedom. A faculty member who believes that his/her academic freedom has been violated may follow the general grievance procedures as set out in FPU-6.0011P Employee Grievance Procedure, Section D “Procedure for General Grievances.” The Employee Grievance Procedure will be followed with the following additional procedures:
   a. After a determination that the grievance is sufficient as described in FPU-6.0011P Employee Grievance Procedure D.1.(c), the Human Resource Director/designee will refer the faculty member’s grievance alleging a violation of academic freedom to the Committee so that the Committee may issue a written opinion and advise the Step One Representative.
   b. The Human Resource Director will notify the Step One Representative that the grievance has been referred to the Committee.
   c. The Committee issues its written opinion to the Step One Representative and the faculty member; such opinion will include whether or not the Committee believes there has been a violation of academic freedom and, if they believe there was a violation, what resolutions the Committee recommends.
   d. The Committee’s written opinion must be submitted to the Step One Representative and the faculty member prior to the Step One Conference.

2. Violation of Academic Freedom Relating to Suspension or Termination. A faculty member who believes that his/her academic freedom has been violated and was also terminated or suspended and wants to grieve the alleged violation must follow the
grievance procedures as set out in FPU-6.0011P Employee Grievance Procedure, Section E “Procedure for Grievances related to Suspensions and Terminations” instead of the grievance procedures set out in Section D. “Procedure for General Grievances.”

a. The Human Resource Director/designee will refer the faculty member’s grievance alleging a violation of academic freedom to the Committee.
b. The Human Resource Director will notify the Step One Representative that the grievance has been referred to the Committee.
c. The Committee issues its written opinion to the Step One Representative and the faculty member; such opinion will include whether or not the Committee believes there has been a violation of academic freedom and, if they believe there was a violation, what resolutions the Committee recommends.
d. The Committee’s written opinion must be submitted to the Step One Representative and the faculty member prior to the Step One Meeting.

3. At any time during the grievance process, the faculty member, Human Resources Director/designee, President/designee, Step One Representative, or Step Two Representative may request that the Committee submit additional opinions and advice.

ACADEMIC POLICY APPROVAL

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<td>Initiating Authority</td>
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<tr>
<td>Academic Policies Committee Chair</td>
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<td>Vice President of Academic Affairs</td>
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<td>President/Designee Approved by FPU BOT, if required</td>
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