

## SIDE LETTER TO ARTICLE \_\_\_\_

~~November 8~~December 7, 2023

Tyler Bickford, Bargaining Committee Chair  
Brad Manzollilo, Esq.  
Union of Pitt Faculty/USW

Re: Academic Freedom

Dear Tyler and Brad,

The parties engaged in substantial discussion regarding the principles of academic freedom in the course of negotiations for an initial collective bargaining agreement. The University supports academic freedom and endorses the three principles of academic freedom in the AAUP 1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretative Comments, and the limits on those principles. The following provides further interpretation ~~explanation~~ of the principles set forth in Article \_\_\_\_ [Academic Freedom].

### Research

- Faculty members are entitled to full freedom in research and publication of results. In addition, academic freedom is a value that is to be protected in other ways, for example, through incorporation into other policies.
- Faculty members do not lose their right to academic freedom, with respect to research, if they are not adequately performing their other duties. However, academic freedom does not excuse faculty members from adequately performing their other duties, complying with University policy and complying with any applicable conditions related to funding. ~~The AAUP makes clear that a~~Academic freedom in research is subject to certain limitations, such as professional competence and ethics and "does not mean that individual faculty members are free to teach or publish whatever they want without repercussions."

### Teaching

- Academic freedom means that faculty members are free to engage in the professionally competent forms of inquiry and teaching that are necessary for the purposes of the University. It does not mean that individual faculty members are free to teach or publish whatever they want without repercussions.
- In the classroom, faculty members are free to discuss their subject; however, students are entitled to an atmosphere conducive to learning and to evenhanded treatment in all aspects of the teacher- student relationship. Faculty members may need to consider how best to create such an atmosphere, which might include refraining from certain actions (e.g.,

imposing their views on students). Thus, it is improper for an instructor persistently to intrude material that has no relation to the subject.

- The concept of freedom in the classroom applies to online teaching as well as related instructional activities.

#### Extramural Speech

- ~~When faculty members speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As educators, they should remember that the public may judge their profession and their institution by their utterances.~~

Very truly yours,

Jazmyn J. Barrow, Esq.