

UNIVERSITY OF PITTSBURGH COUNTER PROPOSAL TO USW

January 12, 2023

Academic Freedom and Ethical Conduct

3.1 Academic Freedom

1. Bargaining unit faculty members are entitled to full freedom from interference to conduct research in their academic fields and to publish their results, subject to adequate performance of their other academic duties, university policy, and any applicable conditions related to funding.
2. Bargaining unit faculty members have the right to translate their knowledge and understanding into effective instruction appropriately grounded in principles and practices of disciplines and professions. Bargaining unit faculty members are entitled to freedom in the classroom to discuss their subject, but they should be careful not to introduce controversial material that has no relation to that subject and should provide an atmosphere conducive to learning.
3. Bargaining unit faculty members are entitled to speak and write as private citizens, free from institutional censorship or discipline, but as scholars and educators they should at all times be accurate, exercise appropriate restraint, show respect for the opinions of others, and make every effort to indicate that they are not speaking for the university.
4. The parties recognize that the interpretation and application of this Section 3.1 may differ based on factors that include but are not limited to academic, educational or institutional context, as well as the regulatory and accreditation requirements applicable to each academic unit.

3.2 Ethical Conduct

The parties and all bargaining unit faculty members acknowledge the ethical obligations inherent to the advancement of knowledge and fulfillment of their shared mission, including the faculty's full performance of all duties and obligations of their appointment and the commitment to support the responsible exercise of academic freedom by oneself and others.

Accordingly, all bargaining unit faculty members shall:

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The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

- A. Observe and uphold the ethical standards of their discipline and the Employer in the pursuit and communication of scientific and scholarly knowledge;
- B. Treat students, staff, colleagues, and the public with fairness, dignity, and respect in accordance with this Agreement and Employer policy when discharging their professional duties;
- C. Respect and uphold the integrity of the evaluation process and evaluate students, staff, and colleagues fairly;
- D. Contribute to the academic and administrative functioning of their academic unit and the University; and
- E. Conduct themselves with honesty and integrity in all activities that may impact the work or academic environment.

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Deleted: The parties hereto recognize the principles of academic freedom re-affirmed in the Provost's Statement on Academic Freedom (April 2022):¶
The Bylaws of the University of Pittsburgh state that "[a]utonomy and freedom of inquiry are required for the University to carry out its mission" (Ch. 2, Art. 2.1), which is the advancement of learning and inquiry. The University supports academic freedom and endorses the American Association of University Professors 1940 Statement of Principles of Academic Freedom. Just as the AAUP periodically revisits its Statement of Principles of Academic Freedom, it is appropriate for the University of Pittsburgh to regularly reassert its commitment to academic freedom as fundamental to the University purpose of seeking and disseminating knowledge. This communication serves to highlight previous University statements and to reaffirm the University's commitment to academic freedom as fundamental to the University's mission.¶
In 2002, in a letter to the University community (/news-announcements/provost-memos/past- memos/academic-freedom-letter-provost-university-community), Provost James V. Maher wrote extensively about the history of academic freedom, stating that "[a] free society cannot tolerate the repression of new information, new ideas, and new ways of understanding, however unpopular or controversial they may seem. The purpose of academic freedom has always been to protect and preserve the pursuit of truth and its dissemination. But academic freedom does not benefit only teachers and students. Everyone benefits from academic freedom" Provost Maher also summarized the three basic principles set out in the AAUP statement, and limits on those principles, as follows:¶
[Faculty] are entitled to full freedom in research and in publication of the results, subject to adequate performance of their other duties and an understanding with university authorities regarding research for "pecuniary return."¶
[Faculty] are entitled to freedom in the classroom to discuss their subject, but they should be careful not to introduce controversial material that has no relation to that subject.¶
[Faculty] are entitled to speak and write as private citizens, free from institutional censorship or discipline, but as scholars and [educators] they should at all times be accurate, exercise appropriate restraint, show respect for the opinions of others, and make every effort to indicate that they are not speaking for the university.¶

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