

UNIVERSITY OF PITTSBURGH COUNTER PROPOSAL TO USW

December 7, 2023

Academic Freedom and Ethical Conduct

3.1 Academic Freedom

The parties intend for this Article to be interpreted with reference to the Side Letter in Appendix ____.

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 and an understanding with university authorities regarding research for "pecuniary return."
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 times¹ be accurate, exercise appropriate restraint, and show respect for the opinions of others. Faculty may list their institutional affiliation for identification purposes but should not present themselves as spokespersons for the University of Pittsburgh unless expressly authorized to do so in writing by the Employer.
4. The parties recognize that the interpretation and application of this Section 3.1 may differ based on the academic, educational or institutional context, as well as the regulatory and accreditation requirements applicable to each academic unit.

¹ 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.

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.

3.2 Ethical Conduct

The parties ~~and all bargaining unit faculty members~~ acknowledge the ethical obligations of bargaining unit faculty members 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.

The following are principles of ethical conduct that are assumed by bargaining unit faculty members. Bargaining faculty members should:

- 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 maintain 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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