Appendix U

CBA Article 5.1

ARTICLE 5

ACADEMIC FREEDOM AND RESPONSIBILITY

5.1 ACADEMIC FREEDOM

The parties agree that academic freedom is important to the fulfillment of the purposes of Montana State University – Northern. The parties acknowledge and encourage the continuation of an atmosphere of confidence and freedom while recognizing that academic freedom is accompanied by a corresponding responsibility of faculty to their colleagues, the university and its students to maintain the highest standard of academic integrity and scholarship.

Faculty are entitled to freedom in the classroom in discussing their subject, but should present various scholarly views related to their subject, be accurate at all times, and avoid presenting controversial material which is unrelated to the subject. Faculty are entitled to freedom in research and in the publication of the results, subject to the adequate performance of other academic duties. When faculty speak or write as citizens, they should be free from collegial censorship or discipline, but must realize their special position in the community imposes special obligations. As persons of learning and education officers, faculty should remember that the public may judge their profession and their university by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate they are not a university spokesperson.

This provision is a joint statement of philosophy and as such shall not be grievable.

5.2 ACADEMIC RESPONSIBILITIES

In addition to their general academic responsibilities, faculty accept the following specific responsibilities:

A. maintain professional competence and keep professional knowledge current by continued reading and research; for faculty without doctorate degrees, continued formal education or other significant professional improvement based on a plan jointly approved by the faculty member and the appropriate college Chair;