



ACADEMIC AFFAIRS POLICY

NUMBER/TITLE: AA-182.2, ACADEMIC FREEDOM

Covered Individuals: Faculty Members

Covered Locations: All Locations

Effective Date: August 28, 2023

Strategic Priority: SP 2.4

HLC: Criterion 2D

Consultations: CAO, Registrar, Executive Director of FS, Director, MVA; Faculty (Academic Affairs Committee)

POLICY STATEMENT

The University is committed to the idea that academic freedom is essential for acquiring and maintaining a strong faculty without coercion or interference.

PURPOSE

To outline the conditions of academic freedom for faculty members. The University is an institution whose members may express themselves while protecting and respecting the rights of others to learn, do research, and carry out the essential functions of the University free from interference or obstruction.

DEFINITIONS

Academic Freedom: The environment provided by the University that permits faculty members to engage in their scholarly pursuits of teaching, service, and professional development. Academic freedom thus embodies the conditions necessary for the University to fulfill its mission of creating new knowledge and of effectively communicating accumulated knowledge and understanding to students and to the community at large.

Academic Responsibility: The duty and obligation of all faculty to pursue their academic pursuits with forthrightness, recognizing that while all members of the University have the right to express their own views and to hear the views of others expressed, as well as the responsibility for according the same rights to others, they also have a duty to make it clear when they are not speaking for the institution in matters of public interest.

POLICY IMPLEMENTATION

1. Upper Iowa University (UIU) and its faculty affirm their strong commitment to the principle of academic freedom. The University respects the 1940 Statement of Principles on Academic Freedom (with the 1970 Interpretive Comments), co-authored by the American Association of University Professors and the Association of American Colleges and Universities. At UIU, faculty academic freedom is defined as follows:
 - a. Members of UIU's faculty are entitled to full freedom in research and publication of results. Research for pecuniary return shall be conducted only with the full knowledge and advanced consent of the University.
 - b. Members of UIU's faculty are entitled to freedom in the classroom in discussing their subject, but they shall exercise care to avoid introducing into their teaching controversial matter that has no relation to their subject. Faculty members should also ensure that they meet the reasonable expectations of students with regard to course content, consistent with information provided to the students in the syllabus and course catalog.

- c. Members of UIU’s faculty are responsible for conducting themselves, both as teachers and as members of the community, in a manner consistent with professional standards; federal, state, and local laws; rules and regulations; and University policies and procedures, including those University and legal requirements that prohibit discrimination, harassment, or retaliation, and that require reasonable accommodation.
 - d. Members of UIU’s faculty are citizens, members of a learned profession, and representatives of an educational institution. While free to speak or write as citizens, their special position in the community imposes special obligations. As scholars and institutional representatives, they should remember the public may judge their profession and their institution by their utterances. Hence, they should at all times be accurate, exercise appropriate restraint, show respect for the opinions of others, and make every effort to indicate they are not speaking for the institution.
2. Members of UIU’s faculty have the responsibility to conduct themselves in an ethical and professional manner, not only in their interactions with each other but also in their engagement with students and all members of the University community. No set of rules or professional code can guarantee or take the place of a faculty member’s personal integrity; however, the University expects faculty members to abide by the *Code of Ethical Conduct Policy*. In addition, the University and its faculty members abide by the American Association of University Professors Statement on Professional Ethics in their interactions with colleagues, students, and their professional communities. Faculty members subject to the ethical requirements of licensure or professional associations are also expected to comply with those provisions and to model compliance in their interactions with students.

Faculty members who believe their academic freedom has been violated should refer to the Faculty Grievance and Appeal Process in the Faculty Handbook.

CUSTODIAN

Chief Academic Officer (CAO)

RELATED DOCUMENTS, FORMS, AND POLICIES

Faculty Handbook

HISTORY

New/Revision Number	Date of Action/Approval	Revision Change
AA-182.2	February 25, 2026	Updated position titles.
AA-182	May 17, 2023	New Policy; approved by PC.