

Section B: Policy on Academic Freedom & Tenure

6.2.1 General

(a) The Academic Freedom and Tenure Committee is responsible for reviewing significant decisions affecting faculty tenure, promotion, sabbatical leave and employment, and determining if any of the following influenced the decision-making process:

1. violation of academic freedom,
2. improper consideration in which a decision on substantive issues was not based upon impartial professional academic judgment and resulted in prejudice to the faculty member,
or
3. procedural violations of Faculty Handbook policies that resulted in prejudice to the faculty member.

(b) Academic freedom is defined in the 1940 Statement of Principles adopted by the American Association of University Professors and is the right of all members of the faculty and graduate students employed in teaching and research positions.

Academic Freedom

a) Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.

(b) Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. [2]

Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment. [3]

(c) College or university teachers are citizens, members of a learned profession, and officers of an educational institution. When they 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 scholars and educational officers, they should remember that the public may judge their profession and their institution 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 that they are (not speaking for the institution. [4]

Academic Freedom (Appendix I continued)

(d) At the University of New Mexico teachers recognize that they are responsible for the maintenance of appropriate standards of scholarship and teaching performance, aimed at the goal of training the students to think for themselves. While the students have a right to know the teacher's point of view on relevant controversial subjects, the teacher has an obligation to set forth fairly and clearly the divergent opinions of other scholars, so that the students may reach rational and independent conclusions.

(e) The efficient operation of any institution requires cooperation among its personnel. Teachers agree, therefore, to abide by all regulations of the University, consistent with this policy, and to perform to the best of their ability such reasonable duties as are assigned to them by authorized University officials.

At the time of hiring, faculty are informed about these criteria.

The appointment letter refers to the faculty handbook: “This appointment will be annually renewable subject to the terms and conditions set forth in the University of New Mexico Faculty Handbook, which can be found on the UNM website <http://handbook.unm.edu>.”

C150: Political Activities of UNM Faculty

Policy Rationale

The University of New Mexico (UNM) recognizes the right of free speech and expression of opinion on any subject by any member of the UNM community, whether the subject relates to on- or off-campus issues. UNM faculty members are citizens and are free to engage in political activities consistent with their obligations as teachers and scholars subject to appropriate time, manner, and place restrictions in accordance with applicable policies and laws. This Policy document provides policies and procedures pertaining to the political activity of UNM faculty.

2. Definitions

For the purposes of this policy, "political activity" includes, without limitation, political campaigning, candidate speeches and visits, circulating petitions, distributing leaflets, canvassing for political candidates and issues, soliciting funds, and events such as rallies, assemblies, demonstrations, and speeches.

The definition of political activity is not intended to include the posting of political signs in employees' private offices or cubicles. For certain limitations on the posting of signs, refer to the fifth paragraph of Sec. 4.

Examples of University "resources" include, but are not limited to:

- the University's name, logo, or other identifying marks
- funds, facilities, office supplies, photo equipment, letterhead, mailing lists, telephones, fax machines, copiers, and computers
- information technology such as email, websites, on-line discussion boards, and listservs

Section B: Policy on Academic Freedom & Tenure:

https://handbook.unm.edu/section_b/

Appendix I: 1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Comments:

https://handbook.unm.edu/section_b/appendices/appendix_1/

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