



Revisions to Policy on Academic Freedom

Academic Policy Council Subcommittee:

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Flowchart for *this* policy's revision process



Academic Policy Council (APC) →

Mission Element Team (Provost's Office) →

APC (FA discussion + public comment) →

Provost's Office →

Institutional Policy Committee →

Board of Trustees

Revisions informed by:

- New Jersey Administrative Code 9A
 - We are *required* as a state institution to abide by this code
- New Jersey State Policy Prohibiting Discrimination in the Workplace
 - We are *required* as a state institution to abide by this policy
- Article V on Academic Freedom in the AFT Memorandum of Agreement
 - Provides guidance, but is not *grievable*
- Other Sources
 - AAUP Guidelines
 - Peer institutions

Policy on Academic Freedom (Draft)

Ramapo College will promote a campus environment where Faculty have the right to open and free expression in accordance with standards dictated by law and other policies of the State of New Jersey and the College, and with the responsibility to have an academic foundation for their speech and to work toward providing the best possible education for our students. Academic freedom, distinct from Freedom of Speech, is essential to the free exchange of ideas in pursuit of truth and knowledge. Faculty, within their contractual responsibilities, are entitled to prerogative in teaching, scholarly/creative production, and its dissemination.

As such, pursuant to NJ Administrative Code 9A, Academic Freedom provides the following three criteria:

1. Freedom in research and publication where these activities do not interfere with adequate performance of academic duties;
2. Freedom in the classroom to discuss controversial issues pertinent to the discipline; and
- ~~3. Retention of all rights as a citizen to free speech and publication.~~ Such rights are not, as such, subject to institutional censorship or discipline.
3. Retention of all rights to free speech and publication for faculty.

The aforementioned expression must be in accordance with Code 9A, Article V on Academic Freedom in the AFT Memorandum of Agreement, and the New Jersey State Policy Prohibiting Discrimination in the Workplace.

Reason for Policy

Sets forth policy regarding the ability of faculty to teach and engage in scholarship, research, and creative activities without regard to inhibitive interference.

To Whom Does the Policy Apply

Full- and part-time faculty, adjuncts, and professional staff who teach (in their capacity as instructors).

Related Documents

AFT Contract, NJ Admin Code: 9A, New Jersey State Policy Prohibiting Discrimination in the Workplace

Please submit additional feedback by October 23

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