

POLICY CONCEPT FORM

Name and UO Title/Affiliation:	Katy Krieger; Interim Director of Faculty Personnel and Policy, Office of the Provost
Policy Title/# (if applicable):	Academic Freedom, Freedom of Inquiry, and Free Speech Policy
Submitted on Behalf Of:	Karen Ford, Interim Provost and Executive Vice President
Responsible Executive Officer:	Office of the Provost

SELECT ONE: New Policy Revision Repeal

HAS THE OFFICE OF GENERAL COUNSEL REVIEWED THIS CONCEPT: Yes No

If yes, which attorney(s): Jeslyn Everitt, Kevin Reed, Jessica Price

GENERAL SUBJECT MATTER

Include the policy name and number of any existing policies associated with this concept.

- This draft consolidates the full text from the following:
 - Academic Freedom, <https://policies.uoregon.edu/academic-freedom> (former OAR 580.022.0005, seems to be derived from AAUP 1940 statement, <https://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure>)
 - Academic freedom, <https://policies.uoregon.edu/content/academic-freedom-0>.
 - Freedom of Inquiry and Free Speech, <https://policies.uoregon.edu/policy/by/1/01-administration-and-governance/freedom-inquiry-and-free-speech>
 - UO policy statement 01.00.16, also referenced in [UA CBA Article 5](#)

RELATED STATUTES, REGULATIONS, POLICIES, ETC.

<i>Section of policy</i>	<i>Relevant university policy</i>	<i>Relevant department-level policy or procedure</i>
Academic Freedom (Standard 2, B.1 and B.2)		<u>NWCCU (accrediting body for UO) has a Standard 2, sub section B.1 and B.2, which govern academic freedom standards we need to comply with</u>
<u>Article 5</u>	Collective bargaining agreement with United Academics	
Policy Number: IV.07.08	<u>Facilities Scheduling</u>	
All three policies cover the	Academic Freedom, https://policies.uoregon.edu/academic-freedom	

<p>consolidated information found in the proposed policy draft</p>	<p>(former OAR 580.022.0005, seems to be derived from AAUP 1940 statement, https://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure)</p> <p>Academic freedom, https://policies.uoregon.edu/content/academic-freedom-0.</p> <p>Freedom of Inquiry and Free Speech, https://policies.uoregon.edu/policy/by/1/01-administration-and-governance/freedom-inquiry-and-free-speech</p>	
--	--	--

STATEMENT OF NEED

What does this concept accomplish and why is it necessary?

We are seeking to consolidate the three relevant policies we have in our library on the topics of academic freedom, freedom of inquiry, and freedom of speech. The Office of the Provost is committed to consolidating all our current policies to ensure they are usable, accessible, and understandable by all parties. This consolidation effort has taken place over the past two years and will continue in the upcoming academic year (AY24-25). By consolidating these three policies, we are fulfilling this stated commitment. We are also putting these three important and related topics into one policy space, which is important for interpretation and implementation. As discussed at the [October 14, 2022, Academic Freedom and the Public University Conference](#) at the University of Oregon, it is crucial for faculty, staff, students, alumni, donors, and community members to understand the shared framework but operationally and legally different concepts of academic freedom, freedom of inquiry, and freedom of speech as they apply to an academic setting. Protections and violations of such policies can be reviewed and discussed in a more robust and effective manner if they are laid out in a singular landscape.

The proposed revisions are driven by a few factors, which are detailed below. The first is that our accreditors, the Northwest Commission on Colleges and Universities (NWCCU) recently completed their review of our [Year 6, Standard 2 Policies, Regulations, and Finances Review](#) (PRFR). Their report indicated that we needed improvement on our academic freedom policies (Standard 2, Substandard B.1 and B.2; see Appendix A). UO must address our improvement areas in our next report, the [Year 7, Standard 1 Self-Evaluation Report](#), which is due in August 2024 prior to our site visit. During the site visit, we are also required to meet with the accreditors in two special sessions to discuss the changes we have made to our improvement areas and to demonstrate we have fully addressed their concerns. This site visit will take place in October 2024. Our revisions have addressed one primary concern of the NWCCU by conforming the policy to the more recent Collective Bargaining Agreement with United Academics to create consistency and to update the language of our policy. We have also addressed the NWCCU's other primary concern with our policy by ensuring that students are covered by our proposed policy and that this information is clear to them as users of the policy.

The second motivator for revisions was to ensure the academic freedom policy developed by the UO's University Senate remained fairly untouched because of its extensive history and comprehensive coverage (see Appendix B). The previously adopted OAR policy does provide some additional information, which serves as a solid framing around the Senate policy, but the core of our nationally recognized (as evidenced at the aforementioned conference in October 2022) academic freedom policy comes from the Senate version of the policy. By keeping the current Senate version of the policy intact, we maintain a highly collaborative and shared governance focused approach to this policy, which is critical given that it impacts everyone on campus. These minor revisions have also promoted a greater culture of trust, transparency, and support with our current University Senate.

The third and final motivator for revising the consolidated policy is that the three current policies were last reviewed in 2010, 2014, and 2015. A great deal of improvement in policy development and in the space of academic freedom (broadly speaking) has taken place. Our revisions bring the policy up to date with these improvements and ensures the policy will be relevant and evergreen for the foreseeable future (and if changes are needed, they can be done so in an agile and timely way). These revisions allow our office to have more flexible high-level university policies that can be reviewed on a regular cycle, that support unit-level policy work, conform to current and future iterations of the UA CBA, and reflect our principles.

Currently, we do not anticipate a huge lift for implementation of this policy. We also do not expect any new resources nor costs to come with the proposed policy consolidation and revisions. If needed, education and training will primarily take place in the Office of the Provost with support from the Office of General Counsel and potentially Employee Labor Relations (in tandem with ratified CBA implementation). The role responsible for the implementation, training/education, and communication of and about this policy will be the listed Interim Director of Faculty Personnel and Policy (presently, Katy Krieger) with the support of other relevant campus partners.

Academic freedom, freedom of inquiry, and freedom of speech are not protected through university policy at other institutions and in other states in the same way that it is here at the University of Oregon. UO is and will remain a leader in this space because of this proposed policy. In consolidating and revising this policy, we can affirm our commitment to all impacted constituency groups that these concepts are imperative for the continued rigor, success, and excellence at our institution.

AFFECTED PARTIES

All members of campus will be impacted by this policy because they are currently protected and governed by each individual policy. It will be more evident how these policies apply to specific groups such as students given the proposed revisions.

CONSULTED STAKEHOLDERS

Name	Office	Date
Gabe Paquette	Previously Vice Provost of Academic Affairs in the Office of the Provost	Fall 2022

Pedro Garcia-Caro and Joe Lowndes	Faculty (Romance Languages, Political Science); AY22-23 Academic Freedom Fellows	Fall, Winter, Spring 2022-2023
Academic Freedom Conference Keynote Speakers and Panelists (Sumi Cho, Jim Grossman, Tabitha Morton, Michael Dreiling, Lori Latrice Martin, Irene Mulvey, Ralph Wilson, Isaac Kamola, Cassandra Woody, George Ciccariello-Maher, Eric Ward, Lynn Comella, Sharon Wright Austin, Jonathan Friedman, Christopher Newfield, Lynn Pasquerella)	External participants were asked to review our policies as part of their prep work for the conference and many provided feedback	Fall 2022
OtP Policies Workgroup	Office of the Provost	Spring 2023 (re-reviewed by faculty members Patricia Lambert & Tanya Gupta in Fall 2023)
Bruce McGough, Carol Stabile, Laura Lee McIntyre	Dean's feedback (CAS, CHC, COE)	Fall 2023 and Winter 2024
Renee Irvin	Vice Provost of Academic Affairs	Fall 2023 and Winter 2024
Karen Ford	Interim Provost (and as Acting Executive Vice Provost)	Fall 2023 and Winter 2024
Hal Sadofsky	Interim Executive Vice Provost	Winter 2024
Senate Executive	University Senate	November 2024
University Senate	University Senate	November 2024 – March 2024 (motion voted on, approved)
Chris Meade & Dan Currier	Employee Labor Relations	March 2024
Nicole Commisiong	OICRC	March 2024
Brett Harris	Ombuds Program	March 2024
Mark Schmelz & Kaia Rogers	Human Resources	March 2024
Marcus Langford	Dean of Students	March 2024

Krista Dillon	Safety and Risk Services	March 2024
Krista Chronister	Division of Graduate Studies	March 2024
Dennis Galvan	Division of Global Engagement & Academic Operations	April 2024
