

CAFT Reports to the Faculty

October 2018 Meeting of the Faculty

October 2 & 16, 2018

→ November 2018 Meeting of the Faculty

November 6, 2018

CAFT Informational Report on Lack of Appeals in Promotion Cases

CAFT intermittently receives inquiries regarding procedures used when faculty are considered for promotion to Full Professor. CAFT reminds the faculty that no appeal process for such cases is articulated in the current Faculty Handbook.

Report on Academic Freedom for librarians and scholars in related, non-tenure-track, positions

History:

- ▶ Spring/Fall 2016 faculty discussions on definition of “faculty.” (FAPC)
- ▶ Queries to CAFT regarding academic freedom for non-tenure-track employees, and access to CAFT.
- ▶ This report:
 - ▶ Response to formal query.
 - ▶ Subject = academic freedom of non-tenure-track employees (not faculty status).
 - ▶ Written in Spring 2017.
 - ▶ Shared with other groups in AY 2017-2018.

Non-tenure-track employees I: Professional Librarians

- ▶ Faculty Handbook (II.B): “Although professional librarians (defined by contract as a librarian with the requisite professional degree in library science) are not members of the ranked Faculty, the University Faculty has extended to them voting status, as well as the right to stand for election to committees. By action of the Faculty, the services of the Committee on Academic Freedom and Tenure are available to librarians.”
- ▶ “Academic freedom is indispensable to librarians in their roles as teachers and researchers.” (Joint statement of AAUP, ACRL, AACU)

Non-tenure-track employees I: Professional Librarians

CAFT Report:

- ▶ “CAFT maintains that Bucknell should continue to protect the academic freedom of librarians and their access to grievance mechanisms. Failure to do so would be a regressive move inconsistent with AAUP guidelines as well as long-standing institutional practice at Bucknell.”
- ▶ “. . . the revelation . . . that the term ‘professional librarian’ is no longer in use at Bucknell, and that many current employees of L&IT with academic responsibilities are not regarded as ‘professional librarians’ in contractual terms is gravely troubling, and casts doubt on the status of their academic freedom at Bucknell.”

Non-tenure-track employees II: Other

- ▶ Growing list of non-faculty employees who are actively involved in teaching, scholarship, and service (to varying degrees) as part of Bucknell's academic community.
- ▶ To which positions should academic freedom apply?
- ▶ What institutional safeguards should be in place?

Possible Remedies

1. Provisions for non-faculty employees (separate from those available to faculty) to guarantee due process.
2. Specification in Staff Handbook of conditions when non-faculty may enjoy and defend rights of academic freedom and have access to CAFT.
3. Amendment of Faculty Handbook to clarify guarantee of access to CAFT.

Academic Freedom

From the AAUP 1940 Statement of Principles on Academic Freedom and Tenure:

1. Teachers¹ are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties . . .
2. 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 . . .

¹The word “teacher” as used in this document is understood to include the investigator who is attached to an academic institution without teaching duties.

3. College and 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.