

CHAPTER III

FACULTY AND STAFF

SECTION I. RIGHTS, DUTIES AND RESPONSIBILITIES OF THE ACADEMIC STAFF

- A. Academic Freedom. The University of Louisiana System is committed to the principle of academic freedom. This principle acknowledges the right of a teacher to explore fully within the field of his/her subject as he/she believes to represent the truth. The principle also includes the right of a member of the academic staff of the System to exercise in speaking, writing, and action outside the System the ordinary rights of the American citizen, but it does not decrease the responsibility and accountability that the member of the academic staff bears to the system, the state, and the nation.

Among the many implicit responsibilities that must be assumed by those enjoying the privileges of academic freedom shall be that of refraining from insisting upon the adoption by students or others of any particular point of view as authoritative in controversial issues.

- B. Duties of Academic Staff. Each member of the academic staff is expected to be devoted to the accomplishment of the purposes for which the System exists: instruction, research, and public service. Those members of the academic staff who comprise the faculty of the System are charged to determine the educational policy of the System through deliberative action in their respective units and divisions.
- C. Responsibilities of Academic Staff. It is a basic principle that every member of the academic staff, of whatever rank, shall at all times be held responsible for competent and effective performance of his duties.
- D. Faculty Workload. Careful attention must be given to teaching, research, and service assignments so that resources available to each institution are utilized most effectively. Faculty are the System's primary performers of instruction, research/scholarship, and service, and should be encouraged in applying their creativity, ingenuity, knowledge, experience, and professional skills in performing many diverse functions. It is important that each institution ensure that its faculty members are protected from being assigned

extra responsibilities which may hinder the quality or quantity of work for which they were employed.

Each institution shall have a policy defining standard workload expectations for its faculty. Generally, standard expectations will cover instruction, research/scholarship, and service, and will be consistent with the mission of the institution. It is understood that there will be exceptions and that those exceptions will be accounted for and justified at the campus.

The institutional policy shall specify that each person employed as a full-time instructional faculty member shall be assigned a minimum of 24 semester credit hours, or its equivalent, of instruction in organized undergraduate classes each academic year. Institutions or specific schools, colleges, or departments may set higher minimums for faculty, especially those not actively involved in non-instructional activities. Reductions from the minimum may be allowed for the following factors: special accreditation requirements, nature of the subject taught, number of different preparations, number of students taught, level of course (undergraduate, graduate, or mix), other special assignments, etc. Faculty members employed to perform duties other than full-time instruction (e.g., administrative, research, etc.) are to receive appropriate adjustments in credit hour loads. (Addition approved 6/23/00)