

ARTICLE FOUR—PROFESSIONAL EXPECTATIONS

(All sections of this article apply to all faculty, unless otherwise noted.)

A. **Academic Freedom**: The District, the Colleges and unit members will adhere to the following in regard to academic freedom:

1. Education in a democracy depends upon earnest and unceasing pursuit of truth and upon free and unrestricted communication of truth.
2. Faculty members shall be free to exercise academic freedom, including freedom of investigation, freedom of discussion in the classroom, freedom to select texts and other instructional materials, freedom of assignment of instructional exercises, and freedom of evaluation of student efforts.
3. Faculty members acknowledge that in the exercise of academic freedom they have a responsibility to be accurate and comprehensive in making reports, to be fair-minded in making interpretations and judgments, to respect the freedoms of other persons, to exclude irrelevant matters from classroom discussions and instructional exercises, and to make appropriate distinctions between statements of fact made as faculty subject matter specialists and opinions made as private citizens.
4. The District recognizes the fundamental right of the faculty member to be free from any censorship or restraint which might interfere with the faculty member's obligation to pursue truth and maintain his/her intellectual integrity in the performance of his/her teaching functions.

B. **Personal Freedom**

1. The personal life of a faculty member is not an appropriate concern of the District for the purposes of evaluation or disciplinary action unless it prevents the faculty member from performing his/her assigned duties or it calls for discipline under the provisions of the Education Code.
2. A faculty member shall be entitled to the full rights of citizenship and no religious or political activities, or lack thereof, of any unit member shall be used for purposes of disciplinary action.

C. **The Faculty Member Shall**

1. Provide instructional and/or non-instructional services specified by the faculty member's contract and/or staff assignment sheet.
2. Maintain currency in subject matter and/or service area.

Office Hours

Office hours need to be posted on your office door/board. Full time faculty members are required by contract to conduct five (5) office hours each week, to be scheduled for the convenience of students. Adjunct faculty are not required to conduct office hours.

Your schedule (which includes the day and time each class meets along with your office hours) is also submitted each term to your Department Chair and Dean.

Academic Freedom

As discussed within the collective CCA Bargaining Agreement, education in a democracy depends upon earnest and unceasing pursuit of truth and upon free and unrestricted communication of truth. As such, faculty members shall be free to exercise academic freedom, including freedom of investigation, freedom of discussion in the classroom, freedom to select texts and other instructional materials, freedom of assignment of instructional exercises, and freedom of evaluation of student efforts. It is imperative that faculty members acknowledge that in the exercise of academic freedom they have a responsibility to be accurate and comprehensive in making reports, to be fair-minded in making interpretations and judgments, to respect the freedoms of other persons, to exclude irrelevant matters from classroom discussions and instructional exercises, and to make appropriate distinctions between statements of fact made as faculty subject-matter specialists and opinions made as private citizens.

The College recognizes the fundamental right of faculty members to be free from any censorship or restraint, which might interfere with each faculty member's obligation to pursue the truth and maintain intellectual integrity in the performance of routine teaching functions. The faculty must take great care not to infringe on anyone's academic freedom or intellectual property. This includes the careful use of materials to be reproduced for classes and the respectful observance of all intellectual property rights including the copyrighting of materials.

Student Learning Outcomes (SLO)

It is the responsibility of faculty members to ensure that any course they teach conforms to the approved curriculum for that course. The Chair of your department will provide a copy of the approved elements for each course as determined by the College Curriculum Committee. This information will include such elements as the course content outline, course goals, Student Learning Outcomes (SLO's) for the course, specific writing requirements (if applicable), and other requirements for testing and evaluation (if any have been specified for the course). The remainder of the course elements is to be determined at the discretion of the faculty member.

If you need a copy of the approved course outline for any course you are teaching, speak to your Chair and/or Dean.