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Personnel

ACADEMIC FREEDOM

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

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(Dr. Thomas R. Renckly)
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(Dr. Dorothy D. Reed)
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This instruction establishes Air University policy on academic freedom. It applies to all Air University schools and colleges, all activities in the Air University educational forum, Air University-sponsored events as well as publications. For the Community College of the Air Force (CCAF), the *CCAF Campus Relations Policies, Procedures and Guidelines* addresses implementation of academic freedom for affiliated CCAF schools. This policy is also addressed in Chapter 4 of the *Air University Faculty Handbook*. Portions of this instruction are subject to Article 92 of the Uniform Code of Military Justice (UCMJ) as described in paragraphs 2.5 and 2.6.1.2.

SUMMARY OF REVISIONS

This revision changes the introductory paragraph to include the Community College of the Air Force and specifies one of its publications as providing implementation guidelines for academic freedom.

1. Academic Freedom. Academic Freedom is defined according to an amended form of the American Association of University Professors (AAUP) definition of academic freedom, as follows:

Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.

Teachers are entitled to freedom in the classroom in discussing their subject, but should be careful not to introduce into their teaching controversial matter that has no relation to their subject.

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 certain 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.

All laws and standing regulations concerning the conduct of government employees (both military and civilian) apply to Air University faculty members as employees of the U.S. government.

NOTE: Although this instruction does not address the concept of academic integrity, see its definition in Attachment 1 to distinguish it from academic freedom.

2. Policy:

2.1. Air University supports academic freedom as defined above.

2.2. Air University faculty, students, and staff are members of a learned profession, and members of their respective educational organizations. The free exchange of opinions and ideas is essential to the educational process and, to the greatest extent possible, faculty, students, and staff are encouraged to speak and write freely. Even in this academic setting, however, the importance of the University's military mission requires limits on some types of expression. For example, in accordance with the Uniform Code of Military Justice (UCMJ), commissioned officers, officer trainees, and cadets may not use contemptuous words toward the President, Vice President, Congress, the Secretary of Defense, the Secretary of the Air Force, and others. In addition, military members may not make disrespectful remarks about a superior commissioned officer, nor may an enlisted member make a disrespectful statement toward a superior noncommissioned officer. In addition to these specific restrictions on military members, faculty, students, and staff should remember that the public might judge the armed forces or Air University by their spoken or written statements. In any public forum, Air University faculty, students and staff members should make every effort to indicate clearly that the opinions they express are personal to the member, and do not represent the official views of their organization, Air University, the United States Air Force, the US government, or any other government or academic community.

2.3. Guest lecturers, faculty, and students are encouraged to state their opinions and support or criticize any objective, policy, strategy, or tactic while pursuing knowledge, understanding, and improvement of the military profession. When instructing, writing, or

speaking at any event sponsored by Air University, guest lecturers, faculty, and students must adhere to the Air University policy against making offensive remarks and irresponsible statements described in paragraph 2.6 of this instruction. The intent of these policies is to focus attention on the need for civility and accuracy in the comments individuals make about and toward others in an academic environment. In the articulation and defense of ideas and positions on issues, individuals should be accurate, should show respect for the opinions of others, and should make every effort to indicate they do not speak for the university.

2.4. Statements, disagreements, and other comments made by individuals or groups in the educational forum are safeguarded through the practice of non-attribution. It is acceptable to say “a previous speaker” made a particular statement, but the speaker’s name may not be divulged without permission.

2.4.1. Communications among students and faculty in a distributed learning environment whether in real time (synchronous) or delayed (asynchronous), are privileged (protected), and non-attribution applies. Care should be taken to ensure that e-mail or text conversations from Internet chat or bulletin board discussions are not forwarded outside the educational forum without the permission of the originator.

2.4.1.1. Distributed learning course providers should take appropriate actions to ensure their presentations and class interactions are protected so transmissions and communications do not occur in the open, without prior written permission from the Air University Academic Office (HQ AU/CFA).

2.5. All guest speakers, students, and permanent-party personnel are prohibited from divulging the identity of any particular speaker, whether a guest speaker, faculty member, or student, for the purpose of attributing to that speaker any specific remarks or statements, including but not limited to offensive remarks and irresponsible statements, made in the Air University educational forum or at Air University-sponsored events, except when required during official investigations as described in paragraph 2.6.1.2.

2.5.1. Violation of this prohibition by military personnel is a violation of Article 92, UCMJ. Violations by civilian employees may result in administrative disciplinary action without regard to otherwise applicable criminal or civil sanctions for violations of related laws.

2.5.2. Remarks made by guest lecturers, faculty, and students may be released or discussed with other individuals outside the school forum only after permission is received from the speaker and approval obtained from the school commandant or commander concerned, or his or her designated representative. For record-keeping purposes, written permission should be obtained when possible. If written permission is difficult or impractical to obtain, memos for record or other suitable methods should be used to indicate that the speaker has granted permission.

2.6. Although individuals may debate relevant issues, academic freedom must be tempered by good judgment to refrain from making offensive remarks, unfounded opinions, or irresponsible statements either verbally or in writing. Offensive remarks or irresponsible

statements include comments disparaging any person's race, color, national origin, ethnic group, religion, or sex. Offensive remarks or irresponsible statements by any speaker at any event sponsored by Air University are not tolerated. This is not meant to restrict classroom discussions of controversial subjects; however, discretion must be a guiding criterion. Statements made by individuals that are clearly designed to incite riots, advocate overthrow of the government, encourage intellectual dishonesty or the capricious and arbitrary disregard of standards of professional conduct, also fall under the category of irresponsible statements.

2.6.1. Actions Resulting from Offensive Remarks and Irresponsible Statements.

2.6.1.1. Individuals who make offensive remarks or irresponsible statements as described in paragraph 2.6 at any activity in the Air University educational forum or at any event sponsored by Air University are subject to termination of lecture privileges, termination of payment for services rendered by a guest lecturer, and or adverse administrative or disciplinary action. Individuals who violate the non-attribution policy are also subject to adverse administrative and or disciplinary action.

2.6.1.2. Military personnel subject to the UCMJ who make offensive remarks or irresponsible statements, or violate the non-attribution policy, are subject to disciplinary actions under the UCMJ. Cases involving civilian personnel will result in a memorandum to the civilian's supervisor describing the violation of Air University policy. Students are also subject to faculty board action under AUI 36-2315, *Student Disenrollment and Faculty Boards*, and AFI 51-602, *Boards of Officers*.

2.6.1.3. Any individual who attends an activity in the school forum or Air University-sponsored event may file a complaint regarding offensive remarks or irresponsible statements where such a remark or statement is made. Complaints should be made, in writing and through the school or college chain of command, to the commandant or commander of the school or college (or the detachment commander for AFROTC) where the remark or statement was made. Complaints should be made within 72 hours after the event to ensure a timely investigation of the complaint and, if applicable, to comply with paragraph 5 of AUI 36-2305, *Policies on Presenting and Recording Air University Guest Lecturers*, with regard to terminating payment for services rendered by a guest lecturer. The commandant or commander investigates the complaint and takes appropriate action.

2.6.1.4. The name of a person who makes offensive remarks or irresponsible statements may be divulged outside the school forum and outside the complaint process described above. This is only permitted as required during official investigations into incidents of offensive remarks or irresponsible statements or during resulting administrative or disciplinary proceedings.

2.7. Air University faculty, students, and staff have academic freedom in research and publication, as defined in paragraph 1 of this instruction. Students and faculty are not required to submit papers or materials for internal security or policy review that are prepared in response to academic requirements and not intended for release outside the academic institution; however, information proposed for public release or made available in libraries or

via electronic media must be submitted for security and policy review to the Air University Public Affairs (PA) Office (or to the Air Force Institute of Technology Public Affairs (AFIT/PA) Office for AFIT students and faculty). Such reviews are not forms of censorship. A security review has no impact on a scholar's interpretation of, or opinion about, United States Air Force or DOD policy. The sole purpose of a security review is to determine that the materials comply with applicable security guidelines and that United States Air Force or DOD policy, when stated, is stated correctly.

2.7.1. Air University Schools and Colleges will develop internal security review processes, employing the services of subject-matter experts within or otherwise available to the schools and colleges.

2.7.2. Air University Schools and Colleges will forward materials that have passed internal security review to AU/PA for final approval if the materials contain statements of United States Air Force or DOD policy, subjects with the potential for security classification, caveated material (For Official Use Only (FOUO), No Foreign Disclosure (NOFORN), No Contractor Disclosure (NOCONTRACT), or Limited Distribution (LIMDIS)), or copyrighted material by the United States government.

2.7.2.1. When materials are forwarded in accordance with paragraph 2.7.2, statements of United States Air Force or DOD policy, subjects with the potential for security classification, caveated material (FOUO, NOFORN, NOCONTRACT, or LIMDIS), or material copyrighted by the United States government should be highlighted, in order to assist review by AU/PA.

2.7.3. Air University Schools and Colleges will preserve a record of all materials submitted for internal security and policy review. If no statements, as defined in paragraph 2.7.2, are contained in the material, the school or college will file for the record a letter stating that AU/PA security review was not required.

2.7.4. Materials intended for publication and distribution outside the Air University educational forum must contain the following disclaimer, which may be modified to accommodate the specific material being addressed:

“The views expressed in this academic research paper are those of the author and do not reflect the official policy or position of the US government, the Department of Defense, or Air University.”

2.7.5. In accordance with AFI 51-303, *Intellectual Property--Patents, Patent Related Matters, Trademarks and Copyrights*, materials developed using Air Force appropriated funds may not be copyrighted by the individual, but are the property of the United States government.

2.7.6. The security and policy review process does not apply to materials not involving DOD policy, foreign policy or military operations; personal letters to the editor, book or theatrical reviews expressing personal opinions; or works of fiction that are not sourced from active duty experience.

3. Responsibilities:

3.1. Each Air University college, school, or organization ensures this policy is fully understood by every faculty and staff member, student, and guest lecturer in the Air University educational forum or Air University-sponsored events.

3.2. School/college faculty periodically remind students of this policy and monitor question periods to help ensure compliance.

DONALD A. LAMONTAGNE
Lieutenant General, USAF
Air University Commander

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

AFI 51-303, *Intellectual Property--Patents, Patent Related Matters, Trademarks and Copyrights*

AFI 51-602, *Boards of Officers*

AUI 36-2305, *Policies on Presenting and Recording Air University Guest Lecturers*

AUI 36-2315, *Student Disenrollment and Faculty Boards*

Air University Faculty Handbook

Abbreviations and Acronyms

AAUP – American Association of University Professors

AFIT – Air Force Institute of Technology

AFROTC – Air Force Reserve Officer Training Corp

AU/PA – Headquarters Air University Public Affairs Office

FOUO – For Official Use Only

LIMDIS – Limited Distribution

NOCONTRACT – No Contractor Disclosure

NOFORN – No Foreign Disclosure

UCMJ – Uniform Code of Military Justice

Terms

Academic Integrity – Uncompromising adherence to a code of ethics, morality, conduct, scholarship, and other values related to academic activity.

Air University-Sponsored Event – Any educational forum or discussion outside resident periods of instruction or the distributed learning environment where speakers interact with faculty, students, or staff members. Examples include such events as roundtable discussions, symposia, colloquia, etc., which may be conducted by any Air University organization.

Educational Forum – Any scheduled period of instruction taking place in a resident environment (an auditorium, classroom, or field leadership activity) or distributed learning

environment (a nonresident seminar, online Internet session via computer, networked teleconference presentation, or otherwise televised instructional broadcasts) where discussions, either written or verbal, are part of an official course sponsored by Air University.

Non-attribution – Treating statements made in school forum as privileged information not to be attributed to a specific individual.

Policy Review – The process of determining that all statements of United States Air Force and DOD policy are accurate.

Security Review – The process of determining that materials under consideration do not violate applicable security guidelines.