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FACULTY GOVERNANCE & ACADEMIC FREEDOM POLICY

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FACULTY GOVERNANCE & ACADEMIC FREEDOM POLICY

1. The Academic Philosophy of the college has five important guiding principles:
 - a. Nurture Talent
 - b. Encourage Innovation
 - c. Blend Tradition with Modernity
 - d. Let the Onus of learning lie with students
 - e. Contribute to Nation building

With these principles, the college seeks to foster in its students maturity and independence of mind, and this twin-purposes cannot be achieved unless faculty and



students freely express the widest range of viewpoints on diverse aspect of course within the classroom.

ACADEMIC FREEDOM: POLICY STATEMENT

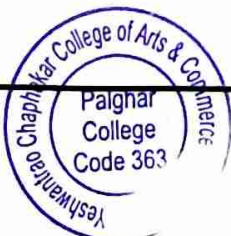
The college will ensure a teaching and learning environment that supports academic freedom. The academic freedom does not mean teaching non-prescribed syllabus. Rather, the syllabus prescribed by the affiliating university must necessarily with taught. In addition, the faculty and students have rights and privileges to engage in independent thinking and expression without any hindrance or without facing any non-academic constraint to pursue avenues of suggestion for academic enrichment and to engage in full and unrestricted consideration of any opinion or line of research. These rights, however, also entail that they have the duty and responsibility to use that freedom in a way that is consistent with the scholarly pursuit for truth, knowledge and understanding. These rights and privileges must be used as per University policies & law of the land.

Academic freedom includes the right(s) to:

- Be free in teaching and discussion;
- Have freedom in carrying out research without commercial or political interference; freedom to disseminate and publish one's research findings;
- Have freedom from institutional censorship, including the right to express one's opinion publicly about the institution or the education system in which one works; and also
- Have freedom to participate in professional and representative academic bodies the right to contribute to social change through free expression of opinion on matters of public interest

ACADEMIC RESPONSIBILITY

1. Academic freedom requires the development of open, democratic and collegial forms of institutional governance, including access to proper whistle blowing procedures. Academic freedom also comes with the responsibility to respect the democratic rights and freedom of others. In particular, the college expects all its teaching and non-teaching staff to respect university regulations, guidelines and rules formulated from time to time.
2. The guarantee of academic freedom for an Academic Faculty member must be accompanied by an equal acceptance of responsibility.
 - a. The basic responsibility of a Faculty member as a teacher and scholar is to maintain professional competence as demonstrated in teaching, research, lectures, discussions, and publications, institutional development or other professional activities.
 - b. A Faculty member should refrain from using controversial material which



- has no relation to his/her subject / area.
- c. A Faculty member should recognize that the public may judge his/her profession and his/her university/institution by his/her statements and his/her actions. Therefore, he/she should strive to be accurate, exercise appropriate restraint, respect those with differing views, and to avoid creating the impression when he/she speaks or acts as a private person that he/she is speaking or acting for the college.
 - d. As a matter of professional self-discipline, tenured members of the faculty are responsible to themselves and to their colleagues for continuing to meet all reasonable expectations of academic performance. The department is the primary locus of this responsibility, although it may not be exclusive.
 - e. Each department will conduct an Institutional level self-study every year, including an evaluation of all members of the Institution to encourage individual and an assessment of institutional excellence. Further, each department will engage in an annual planning exercise for each faculty and staff and for organizational excellence.
3. The college believes that academic faculty and academic-support staff must play an important role in reviewing the course curriculum, benchmarking, learning outcomes, assessment tools, standards and research priorities.
 4. Academic and academic-related staff must be free to criticize and publish without fear for their jobs subject to the rules of the university and the government in this context. Academic freedom, therefore, is dependent upon proper employment conditions for faculty and staff as stated in the Service Regulations.



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