

Faculty Policies

Absence from Duty

The Collective Bargaining Agreement (CBA) between the VCCCD and AFT Local 1828 describes District policies governing absence from duty for certificated personnel. Faculty must report all absences from all classes, whether in person or online, to their division dean. After 5:00 p.m., instructors should call the reception desk at (805) 678-5800 if they have an emergency that will prevent them from teaching their assigned class that evening. If you are going to be absent, please contact your division office to report your absence and to discuss the status of your class. (See Substitute Procedures.) Faculty are not permitted arrange their own substitute instructors without the approval of their dean. Faculty are not permitted to assign online work to their students in lieu of in-person instruction without the approval of their dean. Faculty are not permitted to have a guest speaker "teach" their class in their absence.

Academic Freedom

The College and the District recognize instructors' rights to academic freedom in discussing subjects in the classroom and in scholarly research and publishing. The District's policy on academic freedom can be found here:

http://www.vcccd.edu/board_of_trustees/policies_and_procedures.shtml

- ▶ Go to the [Policies/Procedures](#) link for the VCCCD Board Policy Manual
- ▶ Click on **Chapter 4 Academic Affairs** and then click **BP4030 ACADEMIC FREEDOM**

Academic Freedom

(a) Academic employees are entitled to freedom in the classroom in discussing their subject, but they should be conscientious regarding teaching subject matter that has no relation to their subject.

(b) Academic employees are entitled to full freedom in research and in the publication of 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.

(c) Academic employees 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 institution by their utterances. Hence, they should at all times be accurate, should show respect for the opinions of others, and indicate that they are not speaking for the institution.

It is the policy of VCCCD that all academic employees, regardless of their employment status, should enjoy the privileges and exercise the responsibilities inherent in academic freedom as defined by the AAUP statement. In addition, all VCCCD employees enjoy the same protection and responsibilities within the context of their obligations. Furthermore, faculty tenure constitutes the strongest procedural safeguard of academic freedom and individual responsibility, and as such, is essential for the maintenance of intellectual liberty and high standards in teaching and scholarship.