



42 Bargaining unit members shall have the freedom to conduct research ~~scholarship~~ ~~creative work~~  
43 and to publish, display, or otherwise disseminate the ~~results work~~ to students, the public,  
44 and others in their profession.

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46 The employer shall exercise no restriction on a review regarding the publication, quality or  
47 significance of scholarly and creative works.

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50 **Section 43. Service.**  
51 Bargaining unit members shall have the freedom to be encouraged to participate in shared  
52 governance and contribute to the functioning of their academic ~~unit~~ including their department,  
53 college, and the university as a whole. As such participation is encouraged, and often includes  
54 discussion and critique of academic policy, university governance, or other matters pertaining to the  
55 health of the university, faculty shall be free ~~to discuss the same~~ to discuss without fear of  
56 censorship, reprisal, or discipline from the Employer.

57  
58 **Section 54. Extramural Expression.**  
59 Outside the bounds of their teaching, research scholarship and service to the Oregon Tech  
60 university bargaining unit faculty members have the right to enjoy the same freedoms as other  
61 individuals including political rights and privileges without fear of institutional censorship, reprisal,  
62 or discipline from the Employer. All bargaining unit faculty members are guaranteed the  
63 protections of freedom of speech, as derived from the First Amendment of the Constitution of the  
64 United States of America and Section 8 of the Article of the Constitution of the State of Oregon.

65  
66 When a bargaining unit faculty member speaks or writes as a member of the public, they not



\*OT-AAUP reserves the right to add to, modify, or amend proposals during the course of negotiations.