

MEMORANDUM FOR RECORD

SUBJECT: Academic Freedom

1. Army-Baylor Program faculty members are expected to perform teaching and other duties in a professional manner in concert with expectations of DoD service members and federal employees.
2. All Program employees are expected to maintain routine duty hours in accordance with the LIUNA Local Bargaining Agreement or those hours dictated by federal service.
3. Course instruction and design. Program employees will maintain academic freedom in course instruction and design IAW Baylor University policies and TRADOC regulation 350-70, Army Learning Policy and Systems. Faculty members may research and publish on an individual basis. Faculty members are entitled to freedom in the classroom in discussing the course subject but remain cognizant on teaching controversial matter which has no relation to the subject (per Baylor University policy on Academic Freedom).
4. Political activities. DOD personnel must remain apolitical while performing official duties. The Hatch Act and DOD policy prohibit civilian employees from engaging in activity that shows support for or opposition to political parties, partisan political groups while on duty, in a government room or building, wearing an official uniform or insignia, or using a government vehicle.
5. Individual research. Faculty members are encouraged to engage in individual research and publications related to their academic duties at the Program. Any individual research or publications should clearly delineate that the views expressed are those of the author and do not necessarily reflect the U.S. government (see DOD Instruction 5410.18, "Public Affairs Community Relations Policy" or the Public Affairs Office).

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TERESA S. HINNERICHS
LTC, MS
Program Director