

**From:** Charlotte <[cehlofft@comcast.net](mailto:cehlofft@comcast.net)>  
**Sent:** Tuesday, March 15, 2016 2:29 PM  
**To:** Melissa Korber; LaVaughn Hart; Debbie Fields; Heike Gecox; Nan Ho; Thomas Orf  
**Subject:** Fwd: Academic Senate -- Academic Freedom...

Here's the FA attorney's advice. Please consider the AAUP statement in the contract appendix. Or at least follow David's other suggestions.

Thank you for asking the FA.  
Charlotte

Sent from my iPhone

Begin forwarded message:

**From:** David Conway <[dconway@bezemeklaw.com](mailto:dconway@bezemeklaw.com)>  
**Date:** March 15, 2016 at 1:28:42 PM PDT  
**To:** Charlotte <[cehlofft@comcast.net](mailto:cehlofft@comcast.net)>  
**Subject: Re: Academic Senate -- Academic Freedom...**

Hi Charlotte,

I believe the proposed statement is generally fine, especially since it includes a reference to Article 23. I suggest (1) eliminating the statement that "Academic Freedom violations shall have the benefit of due process." This is ambiguous, and a better description of faculty protections are set forth in the CBA. (2) I suggest changing the Article 23, as revised below, and also including a reference to the parties' negotiated Academic Freedom Statement in the appendix to the CBA.

Alternatively, is there a reason why LPC has elected to create its own statement, rather than just use the parties' negotiated academic freedom statement? [http://www.clpccd.org/HR/documents/AcadFreedomStatement\\_000.pdf](http://www.clpccd.org/HR/documents/AcadFreedomStatement_000.pdf). I realize this is for the catalog, but the full statement is only a single page, and using it would better ensure consistency among the District's various references to academic freedom.

David

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Academic Freedom protects teaching and learning by encouraging the free flow of ideas.

Academic Freedom exists to promote

- freedom to inquire

- freedom to teach and express ideas or facts without constraint
- freedom to engage in intellectual debate
- freedom to develop, nurture, and exchange ideas and opinions
- freedom to encourage creativity in academic endeavors

Academic Freedom ensures freedom from

- the imposition of political, religious, or philosophical beliefs of others
- reprisal
- censorship

Academic Freedom carries the responsibilities implicit in all freedoms: truth, honesty, integrity, and respect.

The complete scope of Academic Freedom rights for faculty is set forth in Article 23 of the CLPCCD-CLPFA collective bargaining agreement and the "[Academic Freedom Statement Appendix to the CBA](#)." CLPCCD Board Policy 4030, "Academic Freedom," further details the District's commitment to Academic Freedom.

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On Tue, Mar 15, 2016 at 1:05 PM, David Conway <[dconway@bezemeklaw.com](mailto:dconway@bezemeklaw.com)> wrote:  
Hi Charlotte,

Patty asked that I look at this for you. I will do so right now and get back to you shortly.

David

On Tue, Mar 15, 2016 at 11:42 AM, Charlotte <[cehlofft@comcast.net](mailto:cehlofft@comcast.net)> wrote:  
This is now taking top priority. Can you do it today? Thx. Charlotte

Sent from my iPhone

Begin forwarded message:

**From:** Melissa Korber <[MKorber@laspositascollege.edu](mailto:MKorber@laspositascollege.edu)>  
**Date:** March 15, 2016 at 11:30:23 AM PDT  
**To:** Charlotte Lofft <[cehlofft@comcast.net](mailto:cehlofft@comcast.net)>  
**Subject: Re: Academic Senate -- Academic Freedom...**

Hi Charlotte,

I'm planning on sending it as a draft for our division meetings tomorrow. I am specifically noting that additional changes may occur if the FA attorney recommends them. This is our only opportunity to go to division before the catalog deadline.

Also, my plan for next week is to recommend Senate approval but to allow for further revisions if necessary.

Melissa Korber  
Academic Senate President  
Mass Communications Faculty and Program Coordinator  
Adviser to the Express Newspaper, Naked Magazine, and the LPC Literary Anthology  
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**From:** Charlotte <[cehlofft@comcast.net](mailto:cehlofft@comcast.net)>  
**Sent:** Tuesday, March 15, 2016 11:26 AM  
**To:** Melissa Korber  
**Cc:** Debbie Fields; Heike Gecox; LaVaughn Hart  
**Subject:** Re: Academic Senate -- Academic Freedom...

I'm still waiting on the FA attorney. Can you wait another week to send out? Sorry she's very behind Charlotte

Sent from my iPhone

On Mar 15, 2016, at 9:39 AM, Melissa Korber <[MKorber@laspositascollege.edu](mailto:MKorber@laspositascollege.edu)> wrote:

Hi Charlotte,

Here is a revised draft of the Academic Freedom Statement based on feedback from you and from the last Academic Senate meeting. Nothing substantive has changed. The changes included making the second set of bullet points more parallel, and adding language referencing both the FA Academic Freedom Section and the Board Policy.

*Academic Freedom protects teaching and learning by encouraging the free flow of ideas.  
Academic Freedom exists to promote*

- *freedom to inquire*
- *freedom to teach and express ideas or facts without constraint*
- *freedom to engage in intellectual debate*
- *freedom to develop, nurture, and exchange ideas and opinions*
- *freedom to encourage creativity in academic endeavors*

*Academic Freedom ensures freedom from*

- *the imposition of political, religious, or philosophical beliefs of others*
- *reprisal*
- *ensorship*

*Academic Freedom carries the responsibilities implicit in all freedoms: truth, honesty, integrity, and respect.*

*Academic Freedom violations shall have the benefit of due process.*

*A complete statement of faculty Academic Freedom rights is in Article 23 of "Agreement Between Chabot-Las Positas Community College District and Chabot-Las Positas Faculty Association." CLPCCD Board Policy 4030, "Academic Freedom," details the District's commitment to Academic Freedom.*

Thanks.

Melissa Korber  
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**From:** Charlotte E. H. Lofft <[cehlofft@comcast.net](mailto:cehlofft@comcast.net)>  
**Sent:** Tuesday, March 8, 2016 7:16 AM  
**To:** Melissa Korber; Debbie Fields; Heike Gecox  
**Cc:** LaVaughn Hart  
**Subject:** RE: Academic Senate -- Academic Freedom...

Thanks, Melissa. I will send it off to the attorneys today and let you know what they have to say. I'm not sure about the timeline though as they seem extremely busy right now. I'll try. Charlotte

**From:** Melissa Korber [<mailto:MKorber@laspositascollege.edu>]  
**Sent:** Monday, March 7, 2016 11:48 AM  
**To:** Charlotte Lofft; Debbie Fields; Heike Gecox  
**Cc:** LaVaughn Hart  
**Subject:** Re: Academic Senate -- Academic Freedom...

Hi Charlotte,

Here it is. We are sending it to division next week, and we'd like to approve it (with any revisions) by March 23. Does that give you enough time?

The quick timeline is a result of the catalogue. Thanks.

Melissa Korber

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**From:** Charlotte E. H. Lofft <[cehlofft@comcast.net](mailto:cehlofft@comcast.net)>  
**Sent:** Monday, March 7, 2016 11:08 AM  
**To:** Melissa Korber; Debbie Fields; Heike Gecox  
**Cc:** LaVaughn Hart  
**Subject:** RE: Academic Senate -- Academic Freedom...

Melissa; If you send me your draft with adequate time for the FA attorney to review before passage, I will gladly send it off. We in the FA appreciate your help. Thanks, Charlotte

**From:** Melissa Korber [<mailto:MKorber@laspositascollege.edu>]  
**Sent:** Monday, March 7, 2016 11:02 AM  
**To:** Charlotte Lofft; Debbie Fields; Heike Gecox

**Cc:** LaVaughn Hart

**Subject:** Re: Academic Senate -- Academic Freedom...

Hi All,

Yes, we did talk about the FA contract with respect to the Academic Freedom statement. I even reviewed it at one of the meetings. We are looking at a much shorter document, directed to students as part of the college catalogue, but I think it would be a good idea to reference the FA language. I think the spirit of the two documents is quite similar, but we would welcome any feedback you might have.

Thanks.

Melissa Korber

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Mass Communications Faculty and Program Coordinator  
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**From:** Charlotte E. H. Lofft <[cehlofft@comcast.net](mailto:cehlofft@comcast.net)>

**Sent:** Saturday, March 5, 2016 10:27 AM

**To:** Debbie Fields; Melissa Korber; Heike Gecox

**Cc:** LaVaughn Hart

**Subject:** RE: Academic Senate -- Academic Freedom...

I agree with Debbie. And, since the Contract supersedes everything, including BOT Policies, allow me to suggest language that follows it or simply refers to it. Our FA attorneys were very involved in this and it's great stuff. Thanks for your consideration. Charlotte

**From:** Debbie Fields [<mailto:DFields@laspositascollege.edu>]

**Sent:** Saturday, March 5, 2016 10:10 AM

**To:** Melissa Korber; Heike Gecox  
**Cc:** Charlotte Lofft; LaVaughn Hart  
**Subject:** Academic Senate -- Academic Freedom...

Melissa,

I see on the AS agenda a discussion on Academic Freedom. As a ACCJC requirement, LPC must put something on Academic Freedom in the college catalog. I see that Marilyn Marquis is presenting some verbage.

Perhaps it would be helpful to review the FA contract Article 23, <http://www.clpccd.org/hr/documents/FULLDOCUMENTWITHAPPENDIX-FORWEBSITE2-25-16.pdf>

Debbie J Fields

CS/CNT/CIS Faculty  
Faculty Association Treasurer  
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