

<b>ULTIMATE MEDICAL ACADEMY</b> <b>Standard Operating Procedure</b> <b>SOP-ED-140</b> <b>Development Date: 2/18/15</b> <b>Effective: 8/3/2020</b> <b>Revised: 8/3/2020</b>	<b>Applies to:</b> <ul style="list-style-type: none"> <li>• Clearwater</li> <li>• UMA Online</li> </ul>
<b>ACADEMIC FREEDOM</b>	

## Policy

The Academic Freedom policy is designed to encourage and protect faculty and staff members' right to engage in intellectual and academic pursuits and to contribute educationally relevant ideas and expertise to their students and the community without censorship. Implementation of the policy will foster a culture of inquiry, creativity, and collaboration.

## Scope

This policy applies to all UMA faculty and staff.

## Responsibility

Each department is listed in this section. Place "YES" under "Procedures" for each department that has a role. If a department has no role, "N/A" is placed under "Procedures" for that department.

DEPARTMENT	PROCEDURES
Admissions	YES
Career Services (Includes Externship)	YES
Compliance	YES
Education	YES
Finance	YES
General—institution-wide policy	YES
Human Resources	YES
Information Technology	YES
Learner Services	YES
Marketing	YES
Registrar	YES
Student Finance	YES

## Procedures

UMA understands that academic discussion, dialogue, and freedom are essential as they apply to being a member of an academic community. Therefore, in the development of knowledge, research endeavors, and creative activities, employees are free to cultivate a spirit of inquiry and scholarly criticism and to examine ideas in an atmosphere of freedom and confidence.

**ULTIMATE MEDICAL ACADEMY**  
**Standard Operating Procedure**  
**SOP-ED-140**  
**Development Date: 2/18/15**  
**Effective: 8/3/2020**  
**Revised: 8/3/2020**

**Applies to:**

- **Clearwater**
- **UMA Online**

**ACADEMIC FREEDOM**

As academic freedom pertains to the classroom, faculty members have the freedom to discuss their own academic subject with students, select supplemental materials, and determine grades in accordance with UMA's grading policies. Faculty members are required to follow course syllabi provided by UMA and to meet all curriculum objectives as outlined by UMA on those syllabi. UMA encourages online faculty to exercise their academic freedom through their facilitation of online discussions, through the provision of supplemental course room materials, individualized assignment feedback, and instructor-made scaffolds, through live instructor labs, and during one-to-one interactions with students. UMA encourages faculty to exercise their academic freedom in the augmentation of the standardized core curriculum via supplemental materials, assignments and projects, announcements, assignment feedback, mock clinics, class discussions, guest speakers, fieldtrips, and one-to-one interactions with students.

Furthermore, faculty and staff are encouraged to use their expertise to engage in academic pursuits through performing scholarly research, publishing articles, and presenting at conferences. Any scholarly activity utilizing UMA data or referencing UMA-specific initiatives, policies, and/or processes are subject to UMA approval.

Faculty and staff are also encouraged to join professional organizations related to their field of expertise. As an academic community, all employees are strongly encouraged to be lifelong learners and to participate in ongoing in-field and out-of-field professional development in the pursuit of new and relevant knowledge and personal growth. Additionally, employees may opt to engage in academic and industry-relevant discussion within which they share their expertise and knowledge within and beyond UMA to promote innovation and best practices and to advance scholarly dialogue...

**End of Procedure**

Procedures are maintained by Campus Leadership (Clearwater) and Business Unit Owners (UMA Online) and reviewed with department managers to ensure proper implementation. Departmental managers are responsible for maintaining current procedures that pertain to their department and are responsible for training their staff.