

Following review and approval by the faculty and by the President (January 2016), Procedures to Safeguard and Protect Academic Freedom have been appended to the Academic Freedom Policy. After review by the Board of Trustees during the April 2016 meeting, these updated operational procedures will be included in the next edition of the *Policies and Procedures Addendum for Faculty*.

Academic Freedom

The faculty member is a citizen, a member of a learned profession, and an employee of an educational institution. When speaking or writing as a citizen, the faculty member should be free from institutional censorship or discipline, but the faculty member should realize that his position in the community imposes special obligations. As a person of learning, the faculty member should remember that the public may judge the profession and the institution by his statements. Hence, faculty members should be accurate at all times, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they do not speak for the institution.

Faculty members are entitled to freedom in the classroom in discussing their academic discipline and related material but should refrain from introducing into that discussion controversial matter which has no pedagogic relation to it.

Procedures to Safeguard and Protect Academic Freedom

All faculty members have agreed to teach and generally conduct themselves in harmony with the University's Christian mission and objectives as articulated in its mission statement. Faculty have further agreed to teach and conduct themselves at all times in a manner which is not inconsistent with the University's Christian ethics and ideals. Accordingly, faculty members are expected to exercise their personal and academic freedom within this framework and in a manner consistent with the university's Christian mission.

Depending upon the circumstances, academic freedom conflicts may be resolved informally through mediation involving faculty, students, family members, and department chairs/school deans. If this mediation fails to resolve the conflict, a faculty member, a staff member, a student, a parent, or another concerned constituent may make a formal written complaint within ten days with the Vice President for Academic Affairs.

Once the formal complaint is filed, the Vice President for Academic Affairs will begin the formal grievance process outlined below.

- The Vice President for Academic Affairs may gather additional information from all parties, seeking to negotiate a satisfactory resolution or determine appropriate action.
- Should a satisfactory resolution not be possible or the action required be challenged, the Vice President for Academic Affairs will report to the President all facts and findings for further consideration.
- The President has the authority to make the final institutional determination.
- This formal process should be completed within 30 working days.