Motion to approve revisions to the Faculty Handbook regarding Faculty Personnel Policy – Svend Rønning (Music), Faculty Affairs Committee. ACTION ITEM.

Whereas, the faculty of Pacific Lutheran University has formally affirmed the AAUP Principles of Academic Freedom; and

Whereas, the Faculty Bylaws, Article III, Section 1, now reference the yet-to-be-adopted “Pacific Lutheran University Principles of Academic Freedom”;

Resolved, that Section IV, Personnel Policies and Employee Benefits, Part IV, Faculty Personnel Policy, Section 1, be revised as presented in Attachment B.

Changes to the Faculty Handbook are indicated using **bold** to signify additions or changes and *strikethrough* to indicate deletion.

PART IV. – FACULTY PERSONNEL POLICY

SECTION 1.

A. Faculty members at Pacific Lutheran University enjoy all rights not only of the law of the land but also of their individual contracts with the university, which incorporate those embodied in the Faculty Constitution and Bylaws as approved by the Board of Regents under the Articles of Incorporation and Bylaws of the university. The university is understood to be an institution whose members are responsible for and to its policies. In an institution that is a community of Christian scholars, the latitude within policies should not be abused by any of its members.

B. Universities exist for the preservation, perpetuation and expansion of knowledge and truth. This tradition is grounded in the traditions of the most ancient Western universities. The Lutheran Reformation promoted transformative ideas about the freedom of conscience, interpretation, and inquiry—ideas that contributed to the development of a Lutheran higher education tradition. Institutions in this tradition, such as Pacific Lutheran University, affirm the rights and responsibilities of all academics to search for truth. This search requires the rights of full academic freedom that is essential to teaching and to research. Academic freedom implies fundamental protection of the rights of faculty in teaching and of students to freedom in learning. Freedom in research is fundamental to the advancement of truth. As an institution firmly grounded in the tradition of Lutheran higher education in America, Pacific Lutheran University upholds these Principles of Academic Freedom for all faculty:
1. Faculty are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of other academic duties.

2. Faculty are entitled to freedom in the classroom in discussing their subject, but should be careful not to introduce into their teaching controversial matter which has no relation to their subject.

3. Faculty are citizens, members of learned professions, and officers of an educational institution. As citizens, faculty are free from institutional censorship or discipline. As scholars and educational officers, faculty should remember that the public may judge the academic profession and Pacific Lutheran University by their utterances. When speaking as scholars and educational officers, faculty should be as accurate as possible, should exercise appropriate restraint, should show respect for others, and should make every effort to indicate whether or not they are speaking for the institution.

B. The principles above and the policies below are grounded in the belief that the protection of academic freedom by tenure has as its operationally central provision the right to teach, freely yet responsibly, in one’s discipline. To be barred arbitrarily from the customary teaching opportunities and responsibilities of one’s discipline would be to have one’s professional credibility debased and therefore one’s academic freedom made moot.