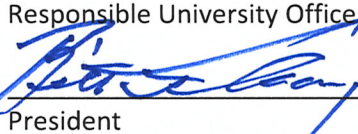
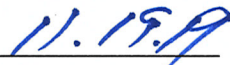




## Academic Freedom and Responsibility

Issued (Originating Date):	3/30/17
Revision History:	11/1/19, 4/26/17
Faculty Senate Review History:	4/5/17
Cabinet Review History:	11/18/19, 5/8/17
Responsible University Office:	Office of the Provost
 President	 Date

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### SCOPE

This policy will apply to all academic units within Palm Beach Atlantic University (PBA), and will be acknowledged and adhered to by all PBA administrators, faculty, and staff.

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### POLICY STATEMENT

Palm Beach Atlantic expresses a firm belief in the rights of a teacher to teach, investigate, and publish freely; in the rights of students to the opportunity to learn; and in the incontestable right of this institution to fulfill the purposes for which it was founded. However, nothing in this policy regarding academic freedom should be interpreted to protect an incompetent or negligent faculty member or to prevent PBA from making proper efforts to evaluate the work of each faculty member.

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### REASON FOR POLICY

This policy serves as a protection both for faculty and for Palm Beach Atlantic University, and does so by outlining the rights and responsibilities of faculty and the University.

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### SANCTIONS

If a faculty member believes that an infringement of academic freedom has occurred, the faculty member may request a review of the issue by the Faculty Senate's Ethics and Grievance Committee. The following is the exclusive procedure for the redress of allegations of infringement of academic freedom.

- a. The request must be submitted in writing to the Provost and the committee within 30 days of the occurrence of the alleged infringement. The faculty member must provide written information supporting his/her allegation that circumstances that violate academic freedom (as defined above) have occurred. When the faculty member requests a review of the issue, the Provost shall request such information as may be pertinent from the party or parties whose actions are alleged to have been an infringement of academic freedom. If the Provost is identified as the one who has allegedly caused or been involved in some manner with the complaint, then the President will receive the complaint and act in the aforementioned and following roles in place of the Provost.
- b. The committee will review the information submitted and may request additional information in writing from either party. The committee's review shall be based on written information submitted; no hearing shall be provided. In their consideration, the Senate Ethics and Grievance

Committee's sole responsibility is to render a judgment as to whether or not an infringement of academic freedom has occurred. The burden of proof regarding the allegation rests with the faculty member. The results of the deliberations of the committee will be forwarded directly to the Provost within 30 days of submission of the request to the Provost and the committee.

- c. The Provost will review both the decision and the material supporting each position. The Provost may either sustain the committee's decision or overrule the decision.
- d. If the faculty member wishes to appeal the decision of the Provost, he or she may appeal to the President. The President may elect to sustain the Provost's decision or overrule the decision. In either case, there is no further appeal.
- e. Should the committee find and the Provost concur that academic freedom has been violated, appropriate redress will follow.

If an institution fails to comply with the following policy and procedures, it may lose its Title IV funding. In addition, the institution's case may be referred to SACSCOC Board of Trustees for the imposition of a sanction or for removal from membership.

## **POLICY PROCEDURES AND DETAILS**

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### **Academic Freedom Framework**

Palm Beach Atlantic University also stands ready to protest in the name of academic integrity when the educational effort is hampered by unauthorized interference or is in any way menaced by those who would subvert the search for truth. To that end the following shall prevail:

- a. The faculty member is entitled to full freedom in research and in the publication of the results, subject to the satisfactory performance of other academic duties as specified in the Letter of Agreement and as evaluated by the Provost and/or other authorized officers. However, research for pecuniary return shall be based upon approval of the institution.
- b. The faculty member is entitled to freedom in the classroom in discussing their subject and in structuring the content and presentation of courses. This freedom is subject to the faculty member exercising care in not introducing into their teaching controversial matter which has no relation to their subject, respecting the rights of others, and operating with the Guiding Principles and the official purpose of the University as expressed in the Charter, the By-Laws, and the official Catalog.
- c. The faculty member is a private citizen, a member of a learned profession, and a representative of the University. When speaking or writing as citizens, a faculty member should be free, but their special position in the community and university imposes special obligations. The faculty member should at all times be accurate, exercise appropriate restraint, show respect for the opinions of others, and preserve the image of the University. The public may judge the University by the statements the teacher makes, which underscores the necessity of careful and appropriate use of the institutional affiliation and rank/title. Palm Beach Atlantic is a private liberal arts university that also asserts a Christian identity both by conviction and affiliation. As such, the teacher is free from institutional censorship and discipline except to the extent that any such writings or speech indisputably conflict with the Judeo-Christian biblical principles upon which the University is founded and operated. These are in accordance with the Guiding Principles executed by the teacher as a condition of employment with the University.

### **Academic Responsibility and Expectations of Faculty**

The corollary of academic freedom is academic responsibility. The University has adopted the following statement of expectations, which describes the pursuit of a Christian academic teaching vocation:

- a. The Palm Beach Atlantic University faculty member espouses the philosophy of Christian higher education that was the impetus for the founding of the University as expressed in the Guiding Principles and in the Statement of Purpose. As a responsible Christian, the faculty member seeks to integrate Christian faith with the academic disciplines and to express that faith through a lifestyle that serves as a positive witness for students and colleagues.
- b. The faculty member seeks to be a good steward of the resources that have been made available through the determination and sacrifice of those who founded the institution and those who sustain it. The faculty member takes seriously his or her obligation to enhance the legacy of the past to those who shall follow.
- c. The faculty member also accepts responsibility for the stewardship of the student's time; he or she seeks to meet the obligations of instruction as an individual in the classroom and in the office, as a willing mentor and counselor in both settings, and as an individual committed to a vocation of teaching.
- d. The faculty member will provide a syllabus to each student that delineates the mutuality of the teaching-learning endeavor and makes clear the roles of the faculty member in instruction and the student in accomplishing the objectives of the course. The syllabus becomes, then, the working agreement that both faculty member and student honor during their association in the class.
- e. The faculty member will provide excellence of instruction through careful planning, preparation, and presentation of the material of the courses of instruction. The faculty member accepts the obligations of academic governance and contributes to the development of strong curricula and programs of study. The faculty member espouses effective evaluation, not only of the subject matter taught, but of the quality of the experience as it may be assessed by students and colleagues.
- f. As a member of a scholarly profession, the faculty member accepts the obligation for continuing personal learning and development to enhance effectiveness. The completion of a graduate degree is seen not as an end, but as a means of achieving stature as a mature scholar. Following completion of a terminal degree, the faculty member continues to stay abreast of developments in his/her discipline, to participate in scholarly meetings, to conduct research, and to speak and/or write on scholarly topics in his/her discipline. The faculty member gladly accepts the role of lifelong learner, to benefit both the students and the faculty member.
- g. As a participant in a community of learning, the faculty member accepts the responsibilities of broad interest and participation in the life of the campus, the worship of chapel, and the service of Workship.

## REFERENCES

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American Association of University Professors. "1940 Statement of Principles of Academic Freedom and Tenure." <https://www.aaup.org/file/1940%20Statement.pdf>.

Palm Beach Atlantic University. "Academic Freedom and Responsibility." *Faculty Handbook*. [https://my.pba.edu/ICS/Departments/Provost Office/Faculty Handbook.jnz?portlet=Faculty Handbook](https://my.pba.edu/ICS/Departments/Provost%20Office/Faculty%20Handbook.jnz?portlet=Faculty%20Handbook).

## CONTACTS

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