

### III. Contractual Faculty Personnel Policies

#### A. Preamble (BOT)

This section on “Contractual Faculty Personnel Policies” is a part of the contract of employment of every person with faculty appointment, unless explicitly noted. All faculty members shall be familiar with and abide by the policies and procedures of this section as a condition of their employment with the University.

#### B. Academic Freedom

1. Point Loma Nazarene University has a long and cherished history of responsible academic freedom. The first formal adoption of an Academic Freedom Statement occurred in 1958. The principles of academic freedom which follow are applicable to all faculty members at the University. They are based on the conviction that a faculty member is the servant and minister of truth and, therefore, has the freedom to pursue the search for truth and its exposition. The intellectual growth of both faculty members and students is dependent upon this freedom.
2. Freedom to speak and act responsibly is the right of all members of the academic community.
  - a. **As a teacher**, the instructor is free to teach and discuss in his/her classes any aspect of the subject being taught.
  - b. **As a scholar**, the instructor is free to carry on research and to publish the results.
  - c. **As a faculty member**, the instructor is free to speak as an authority in his/her own field of study.
  - d. **As a citizen**, the instructor is free to speak in his/her capacity as a citizen without institutional censorship or discipline.
3. Freedom in any context carries with it corollary responsibilities. Responsible behavior is vital to the maintenance of academic freedom in the collegiate community. There is no true academic freedom without academic responsibility. The acceptance of responsibility is also an acceptance of the right of the Board of Trustees to insist that the religious and educational objectives of the University be carried out.
  - a. **As a teacher**, the instructor has a responsibility to exercise discretion and good judgment in the presentation and discussion of course material.
  - b. **As a scholar**, the instructor has a responsibility to give full attention to the adequate performance of his/her primary academic duties.
  - c. **As a faculty member**, the instructor has a responsibility to avoid introducing into his/her teaching controversial matters that are unrelated to the subject.
  - d. **As a citizen**, the instructor has a responsibility to convey that opinions are one’s own and not those of the University and to recognize that, as a member of an academic community, the public may judge his/her profession and institution by those utterances.
4. It is recognized that as a faculty member of Point Loma Nazarene University, a University with a strong denominational affiliation, the faculty member accepts the responsibility not to inveigh against the doctrines, core values and ethical standards of the Church of the Nazarene indicated in the Community Life Covenant as affirmed by the Board of Trustees of Point Loma Nazarene University. This responsibility is reaffirmed with the acceptance of each annual contract.
5. Finally, Point Loma Nazarene University is an academic community that encourages open and responsible discussion to foster intellectual and moral growth and to seek truth.