DUTIES - ACADEMIC FREEDOM BU-PP 701

I. Faculty members at Baylor are expected to perform their teaching and other duties well and to be loyal to Baylor University and its purposes. To fulfill University purposes in the development of the whole person faculty members are expected to maintain approximately 12 regular office hours per week to provide counsel to students. Faculty members are also expected to make reports to University offices as may be requested and to turn in periodic and final semester grade reports in a timely fashion.

II. ACADEMIC FREEDOM

Baylor University subscribes fully to the general principles endorsed by the Association of American Colleges in January, 1941, and by the American Association of University Professors in December, 1941, and to the statement of principles included in the Standards of the Southern Association of Colleges and Schools.

The statement of principles endorsed by both the Association of American Colleges and the American Association of University Professors affirms that:

Institutions of higher education are conducted for the common good and not to further the interest of either the individual teacher or the institution as a whole. The common good depends upon the free search for truth and its free exposition.

Academic freedom is essential to these purposes and applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the teacher in teaching and of the student to freedom in learning. It carries with it duties correlative with rights.

Characterizing the rights that the instructor enjoys and the duties incumbent upon him in virtue of these rights, the statement of principles makes explicit that (and here we quote):

- 1. The teacher is entitled to full freedom in research and in the publication of the results subject to the adequate performance of his other academic duties: but research for pecuniary return should be based upon an understanding with the authorities of the institution. 2. The teacher is entitled to freedom in the classroom in discussing his subject, but he shall be careful not to introduce into his teaching controversial matter which has no relation to his subject. Limitation of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.
- 3. The college or university teacher is a citizen, a member of a learned profession, and an officer of an educational institution. When he speaks or writes as a citizen, he should be free from institutional censorship or discipline, but his special position in the community imposes special obligations. As a man of learning and an educational officer, he should remember that the public may judge his profession and his institution by his utterances. Hence, he should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he is not an institutional spokesman.

In responding to inquiries which are made to a faculty member of Baylor University, discretion should be used with regard to the use of University letterhead, particularly in controversial matters. It is important that those receiving a reply do not interpret a response as being the position of the total University community, and it is essential that one employ civil and courteous language even when the inquiry may be critical or sharp in tone. The entire University is often judged by correspondence exchanges.

Faculty members are permitted to engage in partisan politics on an individual basis. In all correspondence, public statements, and other communications, faculty members should use home addresses, personal stationery and make no reference to their University affiliation. No member of the University community speaks for any other member in partisan political matters, and the University as an entity must avoid partisan politics to maintain its tax-exempt charitable status.

Baylor University is an institution of higher education controlled by an all-Baptist Board of Regents and is operated within the Christian- oriented aims and ideals of Baptists. It is affiliated with the Baptist General Convention of Texas, a cooperative association of autonomous Texas Baptist churches. Therefore, a member of its faculty is expected to be in sympathy with the University's primary objective - to educate its students within the framework of a Christian culture. The rights and privileges of the instructor should, therefore, be exercised with discretion and a sense of loyalty to the supporting institution.

The Baptist General Convention of Texas is likewise committed to the view that the individual is endowed with the right to decide all issues for himself. Freedom to inquire and freedom to report the conclusions resulting from inquiry constitute the elan vital to a university. The quest for truth should be unhampered and conducted in an atmosphere that is free. "Liberty may sometimes lead to folly; yet it is better that some should be tolerated than that all should think and speak under the deadening influence of repression."

The right of dissent is a correlative of the right of assent. Any undue restriction upon an instructor in the exercise of this function would foster a suspicion of intolerance, degrade the University, and set the supporting denomination in a false light before the world.

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