

## Appendix D:

### Washington University Policy on Academic Freedom, Responsibility, and Tenure

This policy was approved by the Washington University Faculty Senate, as amended, at its meeting in May, 1974, and as further amended at a later meeting in March, 1975. Subsequently it was approved by the Administration and, on October 3, 1975, by the Board of Trustees. The final document is the product of six years of effort, initiated by former chancellor Thomas H. Eliot, by, primarily, members of the Washington University chapter of the American Association of University Professors, the Faculty Senate Council, the Board of Trustees, and Academic Administrators.

Sections XI.B and XI.C of this policy were further amended and approved by the Washington University Faculty Senate at its meeting on May 6, 1980, and were subsequently approved, as amended, by the Board of Trustees at its meeting on October 10, 1980. Sections II.B, II.D, and XII also were amended and approved by the Faculty Senate at its meeting on May 15, 1984, and were subsequently approved, with a memorandum of understanding concerning Section XII, by the Board of Trustees at its meeting on May 3, 1985.

Section IV.B of this policy was amended and approved by the Faculty Senate at its meeting on December 3, 1986, and approved by the Board of Trustees at its meeting on May 8, 1987. Section III.B was added and approved by the Faculty Senate at its meeting on May 9, 1988, and was subsequently approved by the Board of Trustees at its meeting on December 2, 1988. Sections II.B, II.D, and XII.B were amended and approved by the Faculty Senate at its meeting on April 24, 1989, and were subsequently approved by the Board of Trustees at its meeting on October 13, 1989.

Sections III.A, IV.B.1, footnote 3, and IV.B.2 were amended and approved by the Faculty Senate at its meeting on November 6, 1992, and approved by the Board of Trustees at its meeting on December 4, 1992. Sections III.A, C, and D, IV.B.3, VI.B.1.e, and XI.B.1 were amended and approved by the Faculty Senate at its meeting on April 23, 1993, and subsequently approved by the Board of Trustees at its meeting on May 7, 1993.

#### I. Academic Freedom

The right of faculty members to academic freedom is of fundamental importance to an academic institution. That right shall be protected at Washington University.

Academic freedom is the particular freedom of scholars, teachers, and students within the University to pursue knowledge, speak, write, and follow the life of the mind without unreasonable restriction. It is that freedom to be judged as scholar, teacher, or student, when such judgment is necessary, on the basis of legitimate intellectual and professional criteria, not personal beliefs, political views, religious or other individual preferences, except as these may demonstrably affect intellectual and professional achievement.

Procedures for arriving at professional, personnel, and academic decisions affecting faculty members shall assure fair consideration of the substance of the decision. Procedures of each decision-making body in the University that are consistent with this policy statement need not be uniform. Maximum departmental autonomy and wide intellectual and procedural latitude are too important to be unnecessarily restricted. What is required of such procedures is that they be basically fair. Academic freedom may be violated if it can be shown that unfair procedures have contributed significantly to a substantial professional, personnel, or academic decision adverse to the person complaining.

#### II. Responsibilities of Faculty Members

##### A. Teaching and Research

The faculty member has an obligation to fulfill his/her teaching and research responsibilities. The faculty member's primary responsibility to his/her subject is to seek and to state the truth as he/she sees it. To this end the faculty member devotes his/her energies to developing and improving his/her scholarly competence. The faculty member accepts the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. The faculty member practices academic honesty. As a member of this University, the faculty member seeks above all to be an effective teacher and scholar. Although the faculty member may follow subsidiary interests, these interests must not seriously hamper or compromise his/her scholarly pursuits. The faculty member determines the amount and character of his/her activities outside the University with due regard to his/her paramount responsibilities within it.