

## FOREWORD

American University's policies governing the relationship entered into by each full-time member of the University Faculty and the University at the time of initial appointment describe the mutual obligations and expectations which are the basis for a continuing association.

These policies have been formulated by the Washington College of Law and approved by the University Senate, the provost and the president. They reflect the concerted efforts of the faculty of the Washington College of Law, the University Senate, the provost, the president, and the Board of Trustees to affirm principles of University-faculty relationships that are in accord with those generally in effect in the academic world, and specifically for institutions that adopt the 1940 Statement of Principles on Academic Freedom and Tenure of the American Association of University Professors, and take into account its subsequent related recommendations. The University does not discriminate on the basis of race, color, religion, national origin, sex, gender, age, disability, marital status, personal appearance, sexual orientation, family responsibilities, political affiliation, source of income, or Vietnam-era veteran status, or any other legally protected status under the D.C. Human Rights Act. It conforms with all applicable federal and state non-discrimination laws.

The University gives emphasis in its recruitment and promotion to a diverse faculty. This emphasis applies both to faculty and administrative appointments and is not inconsistent with a consideration of quality and professional preparation governing such appointments. American University is an equal employment opportunity and affirmative action university and employer as required by local and federal laws.

The principles set forth in this *Manual* attest to the firm intention of the University to provide as favorable working conditions for its faculty as its resources permit and an atmosphere in which each faculty member may pursue his/her scholarly activities and interests freely and without restraint. In return, the University expects faculty members to devote themselves creatively and with energy to the primary duties of teachers and scholars. Each faculty member should endeavor to challenge students intellectually and stimulate them to acquire knowledge, understanding and vision.

This *Manual* applies to the Law faculty of the Washington College of Law. It conforms to the *Faculty Manual* of the University (*Section II, Part I of The Manual of Information & Procedures*) except in instances when long-standing practices, or principles enunciated by the Association of American Law Schools and the American Bar Association have resulted in different policies and procedures. In particular, faculty appointments in the Washington College of Law are not subject to review by the University Committee on Faculty Relations, while the faculty grievance procedures of the University Committee on Faculty Grievances do apply, and are available to faculty of the Washington College of Law.