

# Intellectual Diversity, Interim (S-27)

Standard: S-27

Responsible Executive: Provost and Executive Vice President for Academic Affairs and Diversity

Responsible Office: Office of the Provost and Office of the Vice President for Human Resources

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## CONTACTS

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Title/Office	Telephone	Email/Webpage
Office of the Provost	765494-6835	<a href="mailto:provost@purdue.edu">provost@purdue.edu</a> ( <a href="mailto:provost@purdue.edu">mailto:provost@purdue.edu</a> )

## INDIVIDUALS AND ENTITIES AFFECTED BY THIS STANDARD

All faculty, lecturers, teaching assistants, and other employees and individuals assigned teaching responsibilities.

## STATEMENT OF STANDARD

As a public institution in the state of Indiana, Purdue University endeavors to foster a culture of free inquiry, free expression and intellectual diversity. The University also endeavors to employ faculty, lecturers and teaching assistants who expose students to scholarly works from a variety of political or ideological frameworks within and applicable to the given academic discipline while refraining from subjecting students to views and opinions concerning matters not related to the discipline or assigned course of instruction.

Faculty being reviewed for tenure and/or promotion are evaluated on criteria meant to assess their likeliness to contribute to the above goals in addition to the criteria outlined in the policy on [Academic Tenure and Promotion \(I.B.2\) \(ib2.html\)](#). Faculty members awarded tenure are evaluated at least every five years thereafter on the same criteria. For non-tenured faculty and other employees and individuals assigned teaching responsibilities, the University considers the individual's contributions to the above stated goals as part of the performance review process, prior to renewing employment agreements, and prior to awarding any bonuses. Failure to meet the established criteria may result in appropriate disciplinary action up to and including termination of employment.

Notwithstanding the foregoing, determinations made with respect to the criteria described in this standard will take into account the appropriate exercise of academic freedom and in any event may not consider any of the following actions by a faculty member: (1) expressing dissent or engaging in research or public commentary on subjects; (2) criticizing the institution's leadership; or (3) engaging in any political activity

conducted outside the faculty member's teaching duties at the University.

## RESPONSIBILITIES

### Office of the Provost

- Administer this standard.

### Chancellors

- Administer this standard on their respective campuses in consultation with the Provost.

### Office of the Vice President for Ethics and Compliance

- Ensure coordination of policies supported by this standard through work of the EPRG.

### Faculty, Lecturers, Teaching Assistants, and Other Employees and Individuals Assigned Teaching Responsibilities

- Comply with this standard.

## DEFINITIONS

All defined terms are capitalized throughout the document. Additional defined terms may be found in the central [Policy Glossary \(../glossary.html\)](#).

## RELATED DOCUMENTS, FORMS AND TOOLS

This standard is issued in support of the following policies, as amended or superseded:

- [Academic Tenure and Promotion \(I.B.2\) \(ib2.html\)](#)
- [Clinical/Professional Faculty Appointment and Promotion \(VI.F.10\) \(../human-resources/vif10.html\)](#)
- [Performance Evaluations for Staff \(VI.F.7\) \(../human-resources/vif7.html\)](#)
- [Performance Reviews for Tenured, Tenure-Track, Clinical/Professional and Research Faculty \(S-4\) \(s4.html\)](#)
- [Research Faculty Appointment and Promotion \(VI.F.8\) \(../human-resources/vif8.html\)](#)
- [Terms and Conditions of Employment of Faculty Members \(B-50\) \(../human-resources/b-50.html\)](#)
- [Terms and Conditions of Employment of Graduate Student Staff \(VI.F.11\) \(../human-resources/vif11.html\)](#)
- [Terms and Conditions of Employment of Lecturers \(VI.F.4\) \(../human-resources/vif4.html\)](#)
- [Terms and Conditions of Employment of Postdoctoral Researchers, Clinical Residents and Clinical Interns \(VI.F.13\) \(../human-resources/vif13.html\)](#)
- [Terms and Conditions of Employment of Staff \(VI.F.5\) \(../human-resources/vif5.html\)](#)

Other related policies and documents:

- [Academic Freedom \(I.A.4\) \(ia4.html\)](#)
- [Board of Trustees resolution approved April 5, 2024 \(https://www.purdue.edu/bot/meetings/past-meetings/2024/04.%20april/asac/Delegation%20of%20Authority.pdf\)](#)
- [Board of Trustees resolution approved June 7, 2024 \(https://www.purdue.edu/bot/meetings/past-meetings/2024/05.%20june/asac/Delegation%20of%20Authority%20and%20Adoption%20of%20Statement%20of%20Policy%20on%20Institutional%20Neutrality.pdf\)](#)
- [Freedom of Expression \(S-28\) \(../ethics/s28.html\)](#)
- [Operating Procedures for Complaints Related to Intellectual Diversity \(https://www.purdue.edu/ethics/resources/procedures-for-intellectual-diversity.php\)](#)

## HISTORY AND UPDATES

July 1, 2024: This is the first standard to address this issue.

## **APPENDIX**

There are no appendices to this standard.