

whether civil, criminal, administrative, or investigative, to which they are made parties by reason of being or having been a representative of the Corporation; provided the Chancellor and Chief Executive Officer is promptly notified of the need for such defense; furthermore, the Corporation shall indemnify any Trustee or officer for judgments, damages, settlements, and costs reasonably incurred in such proceedings in the manner allowed and under the conditions provided by Pennsylvania law.

- 6.2 Limitation of Liability.** To the fullest extent that the laws of the Commonwealth of Pennsylvania, as now in effect or as hereafter amended, permit elimination or limitation of the liability of Trustees, no Trustee of the Corporation shall be personally liable for monetary damages as such for any action taken, or any failure to take any action, as a Trustee.

CHAPTER II. THE FACULTY

ARTICLE I. MEMBERSHIP

- 1.1 Membership of University Faculty.** The membership of the University Faculty shall consist of such officers of the Corporation or other persons as may be designated by the Chancellor and Chief Executive Officer, and all members of the teaching staff with positions described in Articles IV and V.
- 1.2 Membership of Degree-Recommendng Units.** The membership of the Faculty of each degree-recommending unit shall consist of the Chancellor and Chief Executive Officer, the Provost and the appropriate Senior Vice Chancellor, the Dean, and all other persons in the unit with positions described in Articles IV and V, and those full-time persons with positions described in Article VI.

ARTICLE II. ACADEMIC TENURE: PURPOSES AND OBLIGATIONS

- 2.1 Basic Mission of the University.** The basic mission of the University of Pittsburgh is the advancement of learning. This purpose stems from the particular objectives of its founders and is carried out in the framework of tasks developed and shared by the community of higher education. The University seeks to discover knowledge and to transmit it to students in a fashion that not only will stimulate them to further pursuit of knowledge but may also prepare them for careers in the various professions. Autonomy and freedom of inquiry are required for the University to carry out its mission. The faculty must have

high qualifications, academic standards should be challenging, and neither research nor teaching should be slighted.

2.2 Other Elements of Mission. In this country we have come to link the acquisition of knowledge with its application to the goals of society. The University's mission is also shaped, therefore, by a commitment to public service and to the development of individuals as free, responsible citizens.

2.3 Academic Tenure. The institution of academic tenure is an indispensable element in the environment of free inquiry required for a university to carry out its tasks. The purposes and obligations of tenured appointment at the University of Pittsburgh are set forth in the following paragraphs:

2.4 Purposes of Tenure. Academic tenure is a status accorded members of university faculty who have demonstrated high ability and achievement in their dedication to the growth of human knowledge. Tenure is intended to assure the University that there will be continuity in its experienced faculty and in the functions for which they are responsible. The University encourages the independence of the mind and the freedom to inquire. Therefore, promotion to tenured rank constitutes recognition by the University that a person so identified is qualified by achievements and contributions to knowledge as to be ranked among the most worthy of the members of the faculty engaged in scholarly endeavors: research, teaching, professional training, or creative intellectual activities of other kinds.

2.5 Obligations and Responsibilities of Tenure. Tenure entails special and important obligations.

- a. The primary responsibilities of the tenured faculty are effective teaching and creative research throughout their careers, which advance their respective fields of learning and research, and initiate others into these fields through creative and effective teaching.
- b. Secondly, tenured appointment imposes stringent concern for the quality of the faculty. It is the duty of all members of the faculty to seek the best qualified persons for appointment. This duty weighs most heavily on the tenured in their service on those bodies entrusted with responsibility for retentions and promotions. When none of the available candidates meets the standards of excellence, only an explicitly temporary appointment should be made in order to prevent permanent appointments of less than fully-qualified faculty.
- c. Thirdly, those who accept the rights and immunities of tenured appointment owe it to their colleagues unflinchingly and unflinchingly to defend independence and freedom of mind in their field of competence. The tenured faculty should create and sustain an intellectual ambience in which their non-tenured colleagues can think, investigate, speak,