

**Mid-Atlantic Christian University**  
**Board of Trustees Policy #9**

SUBJECT: Waiver Process for Bylaws Article V, (Hiring of Full-time Faculty Members)

DATE: October 22, 2010

REVISED: April 2020

NEXT SCHEDULED REVIEW: Spring meeting even numbered years, Spring 2022

APPROVED BY BOARD OF TRUSTEES: October 18, 2013

Policy for: Academic Department of Mid-Atlantic Christian University

Procedure for: Academic Department of Mid-Atlantic Christian University

Authorized by: Chair of the Board of Trustees

Issued by: Board of Trustees

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I. Purpose

Article V, Section 2 of the University Bylaws stipulates that “Full-time Faculty ... shall be a member in good standing of the free and autonomous Churches of Christ and Christian Churches.”

Section 4 of the same article permits the administrative team to waive the aforementioned requirement for full-time faculty members only, when circumstances and procedures as spelled out in this policy document are adhered to.

II. Policy

A waiver may be considered if

- 1) An exhaustive effort has been made to hire for a full-time faculty position from within the Christian Churches/Churches of Christ, and there are no viable and/or preferred candidates.
- 2) The full-time faculty appointment is not within the Department of Bible and Christian Ministry.
- 3) The position is deemed strategically essential to the University’s current operations or future aspirations.

### III. Procedure

- 1) Recommendation is made by the Vice President for Academic Affairs to consider the candidacy of an applicant for a full-time faculty position.
- 2) Chair of the Department of Biblical Studies conducts a doctrinal interview with the candidate and writes a detailed report to the Vice President for Academic Affairs and President as to where the candidate diverges from traditional Christian Church/Churches of Christ doctrine.
- 3) The Vice President for Academic Affairs prepares a document stating why the applicant should be considered for a full-time faculty position without requiring Christian Church/Churches of Christ Church membership.
- 4) If desired, the department chair of the department under which the faculty position will serve may interview the applicant and submit a written report to the Vice President for Academic Affairs.
- 5) The Vice President for Academic Affairs will share all written documents with the Academic Cabinet. The Academic Cabinet will share their thoughts and concerns to the Vice President for Academic Affairs, who will then summarize the comments.
- 6) If feasible a member of the administrative team will visit for a Sunday service the candidate's church where membership is held.
- 7) All written documents will be submitted to the administrative team. Under the direction of the University President the administrative team will consider the request of the Vice President for Academic Affairs to waive specific church membership. The administrative team will each voice their opinion to the president.
- 8) The University President has final decision-making authority as to whether to grant the waiver. There is no appeal.

### IV. Published: Policy Manual

### V. Reason for Revision

### VI. Appendices