

**Academic Statutes of**

**Bard College Berlin, A Liberal Arts University**

**21 March 2017**

**Preamble**

These Academic Statutes in conjunction with the Articles of Association of Bard College Berlin, A Liberal Arts University gGmbH (Bard College Berlin gGmbH) shall constitute the fundamental rules governing academic life and corporate affairs at Bard College Berlin, A Liberal Arts University (Bard College Berlin).

**Definitions**

Terms used herein and listed below shall be defined as follows:

<b>Academic Advisory Board (Kuratorium)</b>	shall mean the Advisory Board for Academic Affairs of Bard College Berlin gGmbH.
<b>Academic Senate</b>	shall mean the body as defined in § 14.
<b>Academic Staff</b>	shall mean the Members of Bard College Berlin as indicated in § 25 (1).
<b>Articles of Association</b>	shall mean the Articles of Association for Bard College Berlin gGmbH as deposited with the commercial register at the local court of Berlin-Charlottenburg.
<b>Associate Deans</b>	shall mean the persons appointed as Associate Deans pursuant to § 12.
<b>Bard College</b>	shall mean Bard College, a private, non-profit liberal arts college located in Annandale-on-Hudson, NY, USA, registered by the State of New York and accredited by the Middle States Commission on Higher Education, USA; and the Shareholder of Bard College Berlin gGmbH.
<b>Bard Representatives</b>	Those individuals appointed to serve as Bard Representatives, as defined in § 13.
<b>Berlin Act on Universities</b>	shall mean the <i>Berliner Hochschulgesetz</i> .

<b>Berlin Senate Department of Education, Youth and Science</b>	shall mean the <i>Senatsverwaltung für Bildung, Jugend und Wissenschaft</i> , the authority of the State of Berlin to oversee public and private universities and colleges.
<b>Board of Governors (Beirat)</b>	shall mean the advisory body defined in § 20.
<b>Dean</b>	shall mean the person appointed as Dean pursuant to § 11.
<b>Bard College Berlin</b>	shall mean Bard College Berlin, A Liberal Arts University.
<b>Bard College Berlin gGmbH</b>	shall mean Bard College Berlin, A Liberal Arts University gGmbH, a not for profit limited liability company established under German law and registered in the commercial register at the local court of Berlin-Charlottenburg, Germany, under no. HRB 84001 B.
<b>Faculty</b>	shall mean the members of Bard College Berlin as defined in § 6 e.
<b>Instructional Staff</b>	shall mean the members of Bard College Berlin as defined in § 25 (2).
<b>Managing Directors</b>	shall mean the persons appointed as Managing Directors of Bard College Berlin gGmbH.
<b>Members</b>	shall mean the members of Bard College Berlin as defined in § 6.
<b>Middle States Association of Higher Education</b>	is the regional body responsible for the accreditation of Bard College, USA.
<b>Professors</b>	shall mean those persons appointed in accordance with § 18.
<b>Appointment Regulations for Professors (Berufungsordnung)</b>	shall mean the regulations governing the appointment of professors as passed by the Academic Senate with the approval of the Academic Advisory Board
<b>Shareholder</b>	shall mean the shareholder of Bard College Berlin gGmbH, Bard College.

**University Leadership**

shall mean the holders of the offices and functions as defined in § 10.

Wherever from the context it appears appropriate, each term stated in either the singular or the plural shall include the singular and the plural, and pronouns stated in either the masculine or the neuter gender shall include the masculine, the feminine and the neuter. Headings of sections shall be for reference purposes only.

## **§1 Legal status**

- (1) Bard College Berlin is an institutionally accredited university independently governed in accordance with the Berlin Act on Universities.
- (2) The university bears the name Bard College Berlin, A Liberal Arts University.
- (3) The seat of Bard College Berlin is in Berlin.

## **§2 Parent Organization**

The parent organization of Bard College Berlin is  
Bard College Berlin, A Liberal Arts University gGmbH.

## **§3 Educational goals and ideals**

- (1) The primary goal of Bard College Berlin is to offer an excellent liberal arts education with English as the language of instruction to an international student body.
- (2) The focus of Bard College Berlin is excellent teaching and research.
- (3) A detailed description of the Ideals, Goals, and Principles can be found in the attached document (Appendix 1).
- (4) Bard College Berlin offers several degree programs in the area of liberal arts and sciences (upon completion of which students will receive an appropriate Bachelor or Master's degree), as well as interdisciplinary one-year programs and summer programs. Internationality and interdisciplinarity are strong features of the education provided.
- (5) Students matriculated at Bard College Berlin are encouraged to spend up to 50% of their period of study at Bard College, USA.
- (6) Students matriculated at Bard College, USA, are encouraged to spend up to 50% of their period of study at Bard College Berlin.
- (7) Students of Bard College Berlin and of Bard College, USA, are encouraged to participate in mutual academic exchanges as well as in exchanges with other universities with which Bard College Berlin and Bard College, USA, maintain partnerships or exchange relationships.
- (8) Bard College Berlin cultivates cooperation with universities and other academic institutions within Germany and abroad.
- (9) Bard College Berlin may take over additional tasks and implement additional programs upon approval by Bard College Berlin gGmbH.

- (10) The working language of Bard College Berlin is English.
- (11) The legally binding language of Bard College Berlin is English, except where the German legal or accrediting authorities require otherwise.

#### **§4 Right to self-administration**

- (1) Notwithstanding the rights of Bard College Berlin gGmbH, Bard College Berlin has the right to academic self-administration. This includes in particular:
  - a) regulation of the content of the education and the form of examinations
  - b) the decision concerning proposals for appointments of Professors
  - c) the decision concerning matriculation and exmatriculation of students
  - d) the regulation of the rights and duties arising from membership in the university
  - e) the conferring of the authorisation to teach as well as the awarding of academic degrees and honours
  - f) participation in the budgeting process and reviewing the draft of the budget
  - g) the evaluation of teaching and research.
- (2) Regulations proposed by Bard College Berlin within the scope of its self-administration require the consent of Bard College Berlin gGmbH. Purely academic matters that do not have financial implications for Bard College Berlin, A Liberal Arts University, are exempt from this provision, and are addressed by the Academic Senate and its standing committees.
- (3) The self-administration may only be exercised within the scope of the goals and principles of Bard College Berlin in accordance with § 3.

#### **§5 Freedom of teaching and research**

- (1) Independence in pedagogical practice is protected with respect to the structuring of courses and the determination of their content and methodology, and with regard to expression of opinion in academic matters. However, regulation of the content of teaching is admissible in so far as it relates to the provision of a cooperatively agreed curriculum, or to compliance with the Study and Examination Regulations.
- (2) In so far as research belongs to the official tasks of a member of the faculty, the freedom of research comprises in particular the formulation of the individual research agenda, the principles of methodology and also the presentation of the research results and their dissemination. Notwithstanding this provision, regulation in questions of research is permitted to the extent that it furthers institutional development, in connection with projects involving cooperation with partner universities and institutes, and the establishment of resources and support structures for research.

## **§6 Membership**

- (1) Members of Bard College Berlin (“Members”) are:
  - a) the Dean
  - b) the Associate Deans
  - c) the Managing Directors
  - d) duly appointed representatives of Bard College, USA
  - e) the faculty for whom this is their primary employment, i.e.:
    - Professors
    - academic staff
    - instructional staff
  - f) non-academic staff
  - g) students.

## **§7 Right of participation**

- (1) The Members of Bard College Berlin are entitled and obliged to participate in academic self-administration.
- (2) The members of a university committee exercise their function freely, and cannot be required to obey instructions that influence their decision making capacity. No person shall be disadvantaged on account of his activities in the self-administration.

## **§8 Establishment, termination and renewal of committee memberships**

- (1) Committees that are essential to the governing structure of the university are established by the Academic Senate. The usual period of service for committee members is 2 years, for students 1 year, unless otherwise specified. Reappointment is possible.
- (2) The composition of committees is determined by the Academic Senate.
- (3) Membership in a committee shall end with:
  - a) the expiration of the period of office
  - b) resignation from office
  - c) removal from office or the revocation of the appointment
  - d) the loss of eligibility for election
  - e) termination of university membership.

## **§9 Establishment and termination of employment contracts**

- (1) Bard College Berlin gGmbH shall establish and terminate contracts of service with the members of the university administration and those persons who teach at the university as their primary employment.
- (2) Prior to signing contracts of employment with Professors working at the university as their primary employment, it must be ensured that the person to be appointed fulfills the pre-

requisites for appointment demanded for corresponding activities at state universities. Professorial appointments are subject to the consent of the Academic Advisory Board.

- (3) The signing of contracts of service with faculty and the non-academic staff shall be made by Bard College Berlin gGmbH in compliance with the development plan prepared by Bard College Berlin gGmbH within the scope of its budget.
- (4) The University Leadership receives instructions from the governing bodies of Bard College Berlin gGmbH. The persons entitled to issue instructions to the faculty are the Dean and the Associate Deans. The persons entitled to issue instructions to the nonacademic members of staff are the Managing Directors, except as specifically provided in the employment contract of an employee.

### **§10 Leadership of the University**

- (1) The University Leadership of Bard College Berlin consists of the Dean, the Associate Deans, the Managing Directors, and the Bard Representative, provided that a majority of these members hold direct appointments from Bard College Berlin (“**University Leadership**”). The University Leadership manages the university in accordance with the terms of these Academic Statutes. It bears the responsibility for ensuring that the tasks of the university are correctly fulfilled and that its objectives pursuant to § 3 are upheld.
- (2) The University Leadership holds regular meetings, no less than once a month, in the exercise of its responsibilities.
- (3) The Dean or a Managing Director calls the meetings of the University Leadership, sets the agenda, and chairs the meetings. S/he may assign responsibility for these tasks to another member of the University Leadership.
- (4) Decisions of the University Leadership shall be made by consensus. In cases where consensus is not achieved, the Dean shall consult with Bard College Berlin gGmbH before making a decision.
- (5) Decisions of the University Leadership are taken in accordance with the Academic Statutes.
- (6) A majority of members of the University Leadership shall consist of individuals who serve as full-time faculty or staff in Berlin.
- (7) The University Leadership shall be obliged to hold regular consultations with the governing bodies of Bard College Berlin gGmbH concerning significant development decisions and plans for the future.

### **§11 Appointment and tasks of the Dean**

- (1) The Academic Advisory Board and Academic Senate shall appoint a Dean for a fixed term

of 3 to 5 years. The appointment shall require the consent of Bard College Berlin gGmbH. Reappointment is possible. The appointment may be revoked for cause.

(2) A person may be appointed Dean of Bard College Berlin if s/he qualifies for the appointment as a Professor under the Berlin Act on Universities and fulfills at least the following pre-requisites:

- Evidence of a strong interest in and capacity for contributing to the Liberal Arts
- An outstanding record in teaching and curricular development
- Evidence of a special commitment to the goals and ideals of Bard College Berlin
- Evidence of potential for excellent management skills and organizational abilities
- Evidence of a strong commitment to the development and well-being of each individual student, and to his involvement in appropriate and well-thought-out extracurricular activities.

(3) The tasks of the Dean comprise:

- the academic management and organisation of the university
- chairing the meetings of the Academic Senate
- promotion of Bard College Berlin's public intellectual profile, including its participation in research projects, fundraising initiatives and public events
- representation of Bard College Berlin (press, public speaking, alumni)
- the management of the development and implementation of the goals and ideals of the university in accordance with its concept
- establishment, expansion and fostering of relationships with academic and cultural institutions in the country of operations and elsewhere
- submission of an annual report on the academic development of the university to the Academic Advisory Board, Academic Senate and to Bard College Berlin gGmbH
- development of a rich and varied assortment of extracurricular activities that complement the academic life of the students.

## **§12 Appointment and tasks of the Associate Deans**

(1) The Academic Advisory Board and the Academic Senate may appoint one or more associate deans ("**Associate Deans**") for a fixed term of 3 to 5 years. Reappointment is possible. The appointment may be revoked for cause.

(2) In agreement with the Dean, Associate Deans assume responsibility for certain designated administrative areas of the university.

(3) An Associate Dean may be appointed by the Dean as deputy of the Dean in the event that the Dean is prevented from exercising his or her office.

### **§13 Regulations Concerning Bard Annandale Degrees and International Programs**

- (1) The faculty and staff of Bard College Berlin undertake to uphold the standards, regulations, and requirements necessary for ensuring the awarding of a B.A. degree from Bard Annandale to the students of Bard College Berlin. This includes ensuring compliance with the guidelines and conditions of the Middle States Commission on Higher Education, USA, and regular consultation with Bard Annandale on curricular development, faculty exchange, and student mobility
- (2) The faculty and staff of Bard College Berlin also assume responsibility for the provision of programs for visiting international students at Bard College Berlin coordinated and supported by Bard Annandale
- (3) The task of overseeing any aspect of these responsibilities may be assumed by professorial or academic staff appointed at Bard College Berlin
- (4) The shareholder reserves the right to appoint 1-2 representatives to oversee these responsibilities
- (5) Where such representatives are appointed by the shareholder, they shall have participation but not voting rights in the Academic Senate of Bard College Berlin
- (6) Where such representatives are appointed by the shareholder, they shall not have participation or voting rights in professorial appointment committees or any other committee established by the Academic Senate

### **§14 Tasks and composition of the Academic Senate**

- (1) Notwithstanding the rights of Bard College Berlin gGmbH, the Academic Senate shall advise and pass resolutions on all academic matters of self-administration which are of fundamental importance and affect the entire university. These matters include, in particular:
  - a) decisions and questions of principle relating to teaching and studies
  - b) review of plans for university development
  - c) proposals for the introduction of new courses and fields of study
  - d) passing of resolutions concerning study and examination regulations, admission regulations for students, as well as regulations concerning study abroad
  - e) appointment of the Dean and Associate Deans together with the Academic Advisory Board
  - f) establishment of search and hiring committees in accordance with § 17, para. 3
  - g) recommendation on Professors suggested for hiring
  - h) decision on the field designation of Professors
  - i) formation of examination committees
  - j) drawing up of principles for academic co-operation with universities and academic

- research institutions within and outside Germany
  - k) passing of resolutions concerning academic regulations
- (2) The following persons are members of the Academic Senate:
- a) the Dean
  - b) the Managing Directors (without voting right, unless a Managing Director is
  - c) specified as a voting member of another group listed, concurrently with a second Managing Director who is responsible for budgetary matters)
  - d) the Associate Deans
  - e) the Bard Representatives (without voting right). At the request of any of its other members, the Academic Senate may meet and deliberate without the presence of the Bard representatives.
  - f) all Professors who work at the university as their primary employment
  - g) two representatives of the academic and instructional staff
  - h) a representative of non-academic staff
  - i) two representatives from the student body
- (3) The Dean chairs the Academic Senate and its meetings, but for individual meetings may appoint a substitute.
- (4) Professors shall constitute a majority of members of the Academic Senate. In case there is an insufficient number of Professors, votes may be weighted in their favor.
- (5) The chairperson of the Academic Senate may admit further persons to meetings of the Academic Senate with the consent of the members present.
- (6) The representatives in accordance with para. 14 (2), letters f - h, above, are to be elected by the respective groups from among their members. The election shall take place in secret. The period of office of the representatives of the students shall be one year; that of the representatives of the other members of the university two years. Reelection is possible.
- (7) The procedure for the elections is laid down in the student, faculty, and staff handbooks.

### **§15 Passing of resolutions**

- (1) Meetings of the Academic Senate or of its committees shall have a quorum if more than half of their members entitled to vote are present and the meeting has been properly convened. The number of members present shall be of no significance for the passing of resolutions if, on account of lack of a quorum, a meeting has been called for the second time to deal with the same item of the agenda. Attention is to be expressly drawn to this fact in the second notice of the meeting. The Dean shall appoint the person chairing the meetings of a committee.
- (2) Members may participate by video-conference or other electronic means (telephone, Skype).

- (3) Resolutions shall be passed with the votes of the majority of the members present unless the Academic Statutes provide to the contrary. Except as provided otherwise by these Academic Statutes, each member of the Academic Senate shall have one vote. Abstentions shall not count when ascertaining majorities of votes. In the event of a parity of votes, the vote of the member chairing the meeting shall decide.
- (4) The following decisions require, in addition to a majority of the committee, also a majority of Professors belonging to the committee.

Decisions concerning:

- a) research
  - b) teaching, including study and examination regulations,
  - c) the recommendation for the appointment of Professors
  - d) the recommendation for the appointment of the heads of academic and operational units
  - e) the general principles of academic co-operation with other universities/colleges and academic institutions.
- (5) Within three weeks following the holding of a meeting of the Academic Senate, minutes are to be drawn up concerning the proceedings and resolutions taken, and the record of attendance. The minutes are to be signed by the chairperson of the meeting and the person taking the minutes. A copy of the minutes is to be submitted to the members of the Academic Senate without delay.
  - (6) Minutes with the decisions of committees appointed by the Academic Senate must be sent to the members of the respective committee within three weeks of any committee meeting.

#### **§16 Appointment and tasks of the Managing Directors**

- (1) The Managing Directors are appointed in accordance with the Articles of Association of Bard College Berlin gGmbH. The Managing Directors should possess the necessary skills, experience, and personal qualities to perform their activities.
- (2) The Managing Directors shall manage the administration of the university, and shall be responsible for the organization of all non-academic matters in accordance with the Articles of Association. They are responsible for legal, budgetary, economic, building, and personnel matters of the university and for other administrative tasks incumbent upon them, in so far as these do not fall within the sphere of competence of the Academic Senate.
- (3) One Managing Director shall have primary responsibility for overseeing the nonacademic personnel and the on-the-ground operations of the university. This includes fundraising, preparing an annual budget and presenting this budget to the Academic Senate.

- (4) A second Managing Director shall have primary responsibility for representing the interests of the university to the shareholder and for presenting the university's budget, financial and operational reports to the shareholder.
- (5) The Managing Directors shall be responsible for maintaining order at the university and for exercising the property rights.

#### **§17 Budget and rendering of accounts**

- (1) The Managing Directors, shall submit a budget proposal for the approval of Bard College Berlin gGmbH, and shall prepare financial statements in accordance with the provisions of the Articles of Association.

#### **§18 Appointment of Professors**

- (1) The rules governing the creation of new professorial positions and the appointment of Professors are set out in the Appointment Regulations for Professors (*Berufungsordnung*), passed by the Academic Senate with the consent of Bard College Berlin gGmbH.

#### **§19 Academic Advisory Board (Kuratorium)**

- (1) The Academic Advisory Board consists of 3, 5, or 7 members, among them ex officio the President of Bard College. The other members are appointed by the shareholder.
- (2) Responsibilities of the Academic Advisory Board include the appointment of the Dean in cooperation with the Academic Senate, academic guidance of Bard College Berlin, advice to the University Leadership with regard to creation of new positions, programs, curricula, studium generale and study conditions, guidance and participation in fundraising, establishment and maintenance of contacts to (potential) donors.
- (3) Details are regulated in the Articles of Association of Bard College Berlin gGmbH.

#### **§20 Board of Governors (Beirat)**

- (1) The Board of Governors is an international body appointed by the Shareholder to guide and support the work of the university
- (2) Responsibilities of the Board of Governors include advice and guidance, financial support and fundraising, assistance in achieving visibility and linkages, and other general oversight and support activities in keeping with the Articles of Association.
- (3) The members of the Board of Governors are selected from among prominent members of society who bring experience, connections, and resources.
- (4) The members of the Board of Governors serve without pay.

- (5) The Board of Governors will be governed by its own Bylaws.
- (6) The President of Bard College, the Dean and the Managing Directors will be ex-officio members of the Board of Governors and of all its Committees.

## **§21 The students**

- (1) The students become members of the university through matriculation. A pre-requisite for matriculation is the establishment of a matriculation contract with Bard College Berlin gGmbH.
- (2) The students lose membership through the termination of the contract of study (exmatriculation), at the latest by the end of the final semester in which they are graduating.
- (3) The students are required to participate in the realization of objectives and tasks of the university and thereby represent their interests as a student body. This includes in particular:
  - a) the representation of the academic, economic and social interests of the students
  - b) advice on university policies
  - c) advice in the execution of the course of study
  - d) the promotion of cultural concerns of the students.

## **§22 Admission to study programs**

- (1) A person may be admitted to a study program if s/he fulfills the admission requirements for the specific program and has successfully participated in a selection procedure.
- (2) A person may be admitted to a study program ending with a German academic degree if s/he fulfills the requirements for the German high school degree or a recognized equivalent, and has successfully participated in a selection procedure.
- (3) The selection procedure serves to ascertain the preparedness and motivation as well as the academic and personal suitability of the applicants.
- (4) No legal claim for admission to any course of study exists.
- (5) The university administration shall report to the Academic Senate and to Bard College Berlin gGmbH on a regular basis concerning the contents and result of the selection procedure.

## **§23 Rights and duties of the students**

- (1) Students have the right, without prejudice to the study and examination regulations, and within the scope of the available course offerings and enrolment limitations, freely to select their courses.

- (2) Students have the right to receive advice throughout their course of study from the university and its faculty.
- (3) Students shall understand and follow the guidelines published in the student handbook.
- (4) Students shall conduct themselves in such manner that the reputation of the university is preserved and enhanced.

#### **§24 Alumni**

- (1) The university maintains a relationship with its former students (alumni) and expects that the alumni will uphold and if possible promote the objectives and tasks of the university.

#### **§25 Academic and Instructional Staff**

- (1) Academic Staff are those members of staff who work at the university as their primary employment in teaching and research without being members of the group of Professors.
- (2) In so far as the material taught does not primarily require the pre-requisites for the appointment of Professors, or Academic Staff, Instructional Staff may be hired for special purposes. The provisions of § 112 of the Berlin Act on Universities apply.
- (3) The University Leadership appoints and supervises members of the Academic and Instructional Staff directly.

#### **§26 External Lecturers**

- (1) Intermittent teaching assignments for external lecturers are issued by the Dean in accordance with the terms of the budget. The provisions of § 120 of the Berlin Act on Universities shall apply, with the proviso, however, that teaching assignments may be issued for a period of up to one year. The lecturers are entitled to perform the tasks assigned to them without direct supervision within the framework of academic freedom established by §5 (1).

#### **§27 The non-academic staff**

- (1) Non-academic staff are those members of staff who work as their primary employment in the administration of the University. The available posts will be included in the budget.

#### **§28 University policies**

- (1) All Members of the university shall contribute to ensuring that the university can fulfill its tasks and objectives. They have the duty of upholding the proper order of the university at all its events. The university may issue more detailed regulations through separate regulations of conduct.

### **§29 Open attendance**

- (1) The Academic Senate and other committees convene in closed sessions. Members of the university may be admitted to attend individual meetings or items of the agenda by invitation of the chairperson of Academic Senate or committee.
- (2) Personnel matters and decisions concerning examination matters are dealt with in closed sessions.

### **§30 Academic calendar**

- (1) The Academic Year begins July 1 and ends June 30. It is divided into two semesters (fall semester: July 1 to December 31, spring semester: January 1 to June 30), which may be supplemented by summer programs.

### **§31 Library**

- (1) The university maintains a library which is available for research, teaching, and study.
- (2) The use of the library is regulated by separate provisions.

### **§32 Nondiscrimination Policy**

- (1) Bard College Berlin is committed to freedom of thought, speech, and discourse in an atmosphere uncorrupted by unlawful discrimination. Bard College Berlin, therefore, prohibits discrimination on the basis of race, color, sex, gender identity, religion, sexual orientation, age, national origin, ethnic origin, or disability.

### **§33 Amendment to the Academic Statutes**

- (1) These Academic Statutes are promulgated by Bard College Berlin gGmbH. Bard College Berlin gGmbH shall be entitled to make amendments and supplements by mutual agreement with the Academic Senate and the Academic Advisory Board.
- (2) The Academic Senate has the right to initiate changes to the statutes. These must be agreed to by the Academic Advisory Board.

### **§34 Coming into effect**

- (1) These Academic Statutes come into effect on 21 March 2017.

## **Appendix 1**

### **STATEMENT OF EDUCATIONAL IDEALS, GOALS AND PRINCIPLES**

#### **OF Bard College Berlin, A Liberal Arts University**

##### *Goals and Inspiration.*

Bard College Berlin is a residential liberal arts university. The primary goal of the university is to provide first-class liberal education, in English, to an international student body. The pursuit of this goal is inspired by current educational practices at some of the best liberal arts colleges in the United States, and by their main inspiration from the German tradition, the Humboldtian educational ideal.

##### *Curriculum and Research.*

Bard College Berlin's present curriculum and research is focused on the central questions, texts and traditions that have formed contemporary culture. Such questions – about ideals and principles such as justice, freedom, responsibility, solidarity, economic well-being, beauty, and truth – are of immense significance: in the personal pursuit of a meaningful life, in public debates, in all spheres of culture, as well as in journalism, law, and education, and other occupational areas that are central to a well-functioning democracy. At the same time, these questions play a crucial role in numerous academic fields and disciplines, which, at Bard College Berlin, are brought together in fruitful 'conversation' with a shared sense of purpose: to elucidate systematically and historically the values we live by and to achieve a better understanding of our own status as beings who live in reference to norms, claims, and ideals. The curriculum and research that grow out of this ongoing conversation are unconstrained by departmental boundaries.

Research is a fundamental component of Bard College Berlin's mission. Successful engagement in research and/or artistic activities is considered a necessary precondition for good teaching. It is expected that members of the faculty will continually strive for excellence in their academic research and artistic work. The evaluation for hiring and re-appointment takes into account the faculty member's research and other professional activities, as judged by colleagues and external reviewers, along with his or her teaching record and success, service to the University community, and student evaluations.

##### *Teaching and Courses.*

Bard College Berlin is committed to a collaborative approach to teaching and learning. The classroom ideal is dialogue: the genuine meeting of minds which is both intrinsically meaningful and promotes the enlargement of thought, the virtues of friendship and the capacity for democratic citizenship. The fundamental component of degree study is a core program, in which students consider essential questions, lines of disciplinary and interdisciplinary inquiry, and the main currents of intellectual, cultural and social history. This background provides all Bard College Berlin students with a shared frame of reference against which individual interests are developed by the choice of elective seminars and areas of concentration, as well as through engagement in relevant extracurricular activities.

*Faculty.*

The prerequisites for membership in the Bard College Berlin faculty are academic excellence, a commitment to ongoing professional development, and the ability to contribute to the curriculum of the Liberal Arts. Bard College Berlin generally seeks to recruit academics whose first priority is excellent teaching; who are interested in and capable of teaching beyond their field of expertise; who can make their expertise relevant to non-experts without the use of jargon; who are firmly committed to the classroom ideal of dialogue; who are devoted to the development of the student as a whole person; and who show sustained interest in participating in the life of the university outside the classroom. Bard College Berlin aims to build a faculty with particular strength in disciplines that embody the most significant scholarly contributions to the Liberal Arts – including but not limited to Philosophy, Literary Studies, Social and Political Thought, Economics, Art, and Art History – and welcomes scholars from all fields of study who are ready to bring their academic expertise to bear on questions of general human concern.

*Community and Facilities.*

Bard College Berlin is a residential university created for people who enjoy living and learning together. It is taken for granted that all members of the faculty and administration are full and dedicated members of the Bard College Berlin community and that they take responsibility for maintaining a respectful, collegial, and friendly working atmosphere. The entire campus is considered a learning environment; respect for intellectual work and for other forms of creative activity, and for the spaces devoted to them, is taken for granted. Bard College Berlin's resources are primarily devoted to supporting the activities surrounding its academic programs, artistic endeavors, and related student activities. Thus, Bard College Berlin maintains a residential campus that is appropriate to and reflective of the goals and spirit of the university: comfortable, functional, and inviting, but without ostentation.

*Diversity.*

Bard College Berlin is committed to remaining free of religious or political affiliations, and does not wish to be associated with any particular ideological understanding of Liberal Arts. A Bard College Berlin education should allow all students to test their thoughts and opinions in dialogue with others who bring a variety of perspectives to the conversation. For this reason, Bard College Berlin recruits students, faculty, and staff internationally, and aims to maintain a need-blind admissions policy, so that the cultural and socioeconomic diversity of the student body is ensured.