

# **FACULTY REGULATIONS AND POLICIES**

## **POLICIES CONCERNING RECRUITMENT OF FACULTY**

### **Recruiting and Selecting Faculty**

Initial appointment to a full-time faculty position at Francis Marion University is the result of meritorious selection and is based on academic preparation and the expectation of effectiveness in teaching, scholarly activity, and professional service. Accordingly, candidates for initial appointment to full-time positions at Francis Marion University should normally hold an earned terminal degree in the appropriate discipline and should offer promise of, or a demonstrated record of, effective teaching, scholarly activity, and professional service. At a minimum, those receiving initial appointment to a full-time position must hold the Master's degree in field or a Master's degree with at least 18 graduate hours in the teaching field, as required by the Southern Association of Colleges and Schools.

Selection of a faculty member requires a recommendation from a department or school and subsequent approval by the Provost and the President. Copies of University policies and procedures with regard to the recruitment and selection of faculty may be obtained in the Human Resources Office.

### **Equal Employment Opportunity and Affirmative Action Principles**

As an institution dedicated to teaching, research, and public service, Francis Marion University strives to provide its faculty and staff members with the most rewarding and fulfilling employment experience possible. This goal, however, cannot be a reality unless all employees can work and achieve to the full extent of their capabilities, unencumbered by artificial or preferential restriction or requirements.

Whereas a vigorous program to assure fair and impartial treatment is in the best interest of the University, this administration is committed to the principle of affirmative action to promote equal employment and educational opportunities, a principle embodied in federal law and set out in the University's Affirmative Action Plan. In adhering to the principle of equal opportunity, the University will recruit, hire, train, promote, and compensate employees in all job classifications solely on the basis of qualifications and productivity. No employee or prospective employee will be discriminated against because of race, color, religion, national origin, gender, sexual orientation, age, disability, marital status, or veteran status. This policy shall be applied equally to all employees of the University and to all functions of the University, including the selection of contracts and suppliers of goods and services.

The Technical Services Librarian serves as Francis Marion University's Title IX Coordinator and as the Affirmative Action Officer. The Vice President for Administration serves as the Americans with Disabilities Act Coordinator.