

3. Upon receipt of recommendation from the committee, the President makes a decision and communicates that decision to the candidate, the Provost, the dean, the department chair, the committee, and the Performance Review Committee.
4. If the candidate believes that his or her academic freedom has been abridged, he or she may appeal the President's decision in accordance with the *Policy and Procedures concerning Academic Freedom and Tenure*.

## **POLICY AND PROCEDURES CONCERNING ACADEMIC FREEDOM AND TENURE**

### **Academic Freedom Defined**

All members of the faculty are entitled to academic freedom:

The teacher is entitled to full freedom in research and in the publication of the results, subject to the adequate performance of his or her other academic duties.

The teacher is entitled to freedom in the classroom and laboratory in discussing his or her subject but should be careful not to introduce into his or her teaching controversial matter which has no relation to his or her subject. Any limitations of academic freedom should be clearly stated in writing at the time of the appointment.

Academic freedom is the freedom to discuss all relevant matters in the classroom, to explore all avenue of scholarship, research, and creative expression, and to speak or write without institutional discipline or restraint on matters of public concern as well as on matters related to professional duties and the functioning of the university.

The university teacher is a citizen, a member of a learned profession, and an officer of an educational institution. When he or she speaks or writes as a citizen, he or she should feel free from institutional censorship or discipline, but his or her special position in the community imposes special obligations. As a person of learning and an educational officer, he or she should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he or she is not an institutional spokesperson.

### **Terms of Appointment**

The terms of every appointment to the faculty are stated in a written contract, signed by the Provost of the University and the faculty member, which is the possession of both the institution and the faculty member when the appointment is consummated.

#### **A. Full-time Appointments**

Full-time appointments with academic rank at Francis Marion University are of three types only: (1) temporary appointments, (2) probationary appointments, and (3) appointments with continuous tenure.