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The University's Affirmative Action Plan includes the monitoring and reporting of compliance with applicable laws and regulations including Titles VI and VII of the Civil Rights Act of 1964, as amended; Executive Order 11375; Revised Order No. 4; the Equal Pay Act of 1963, as amended; the Rehabilitation Act of 1973, as amended; the Vietnam Era Veteran's Rehabilitation Act of 1974; Titles VII and VIII of the Public Health Service Act; Title IX of the Education Amendments of 1972; the Americans with Disabilities Act; and all applicable laws and ordinances of the state of South Carolina.

A plan has been developed to help achieve FMU's goal of equal employment opportunity for all. The Technical Services Librarian serves as the University's Affirmative Action Officer and is responsible for ensuring that the University's commitments are met and for reporting progress to the President. The Affirmative Action Officer has the responsibility in accordance with the plan to ascertain that a concerted effort is established and maintained to ensure the achievement of goals and interim benchmarks. For more information, call 843-661-1308.

Discriminatory Personal Conduct: The University seeks to promote a fair, humane, and respectful environment for its faculty, staff, and students. To that end, University policy explicitly prohibits sexual and racial harassment, and all other personal conduct which inappropriately asserts that sex, race, ethnicity, sexual orientation, disability, or ancestry is relevant to consideration of individual worth or individual performance. The same policies provide procedures for the informal resolution of instances in which such behavior is suspected or alleged. The policies are available for inspection in the Office of Student Affairs, Smith University Center, or the Human Resources Office, Stokes Administration Building.

DISCRIMINATION, HARASSMENT & RETALIATION

Francis Marion University follows all federal and state laws banning discrimination in public institutions of higher learning. Francis Marion adheres to all Title IX policies, and does not discriminate on the basis of race, color, sex, religion, ethnicity, national origin, age, sexual orientation, gender identity, veteran status or any other protected category under applicable local, state, or federal law. General questions regarding Title IX can be directed to the Office of Civil Rights (www.ed.gov/ocr). Specific questions may be referred to the University's Title IX Coordinator (titleixcoordinator@fmarion.edu).

Vice President for Administration
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Florence, SC 29502-0547
105 Stokes Administration Building
Tel. No. 843-661-1146

Harassment is unwelcome offensive conduct, written, verbal, or physical, that occurs when a reasonable person would find that such conduct creates an intimidating, hostile, or offensive educational, work, or living environment. A hostile environment is created when speech and/or actions are so severe, persistent, or pervasive as to limit or deny one's ability to participate in or benefit from an activity or educational program.

The University procedures are intended to protect the rights of both the complainant and the accused, protect privacy, and prevent retaliation. Unwelcome behavior that may be construed as discrimination or harassment should be reported. However, intentionally false allegations will not be tolerated and may result in sanctions. The University is obligated to investigate any reports of discrimination or harassment and will consider action as warranted.

No one may be subject to restraint, interference, coercion, reprisal, or retaliation for seeking information about discrimination or harassment,

bringing a good faith complaint, or serving as a witness.

This policy is not intended to infringe on the rights of members of the faculty to exercise academic freedom within the framework of the teaching and learning environment of the University.

ENGLISH LANGUAGE PROFICIENCY

English has been designated the primary language of all faculty members at FMU since fall 1991. "Primary" language is defined as written and spoken English comparable to that of a native speaker. If the University considers employing on its full-time teaching faculty a candidate whose second language is English, that candidate will:

- give a lecture in his/her discipline in English to students and faculty who will assess the candidate's fluency in English on the basis of being able to comprehend fully the content of the lecture.
- submit a letter of interest and, when applicable, additional samples of written work.

The English Fluency in Higher Education Act of the South Carolina General Assembly requires that each public institution provide assurance that there exists an adequate procedure for students to report grievances concerning the inability of instructors to be understood in their spoken or written English. At FMU, students should state such a grievance in a scheduled meeting with the chairperson of the department or dean of the school involved.

The department chairperson or school dean will then arrange for a meeting among the chairperson or dean, the grieving student(s), and the instructor. It is the responsibility of the chairperson or dean to find a satisfactory resolution to the grievance and to report the resolution to the Provost.

SMOKE-FREE POLICY

FMU is committed to providing an environment conducive to its mission that is safe, healthy and comfortable. Due to well-documented health and safety risks related to smoking, and the University's commitment to support the comfort and well-being of its various constituents, FMU is a "smoke-free" campus.

Smoking is prohibited on all property owned or controlled by Francis Marion University, the Francis Marion University Foundation, and the Francis Marion University Real Estate Foundation. This prohibition includes all buildings and grounds, as well as within vehicles owned, leased, or rented by the University and its related entities. The complete Francis Marion University Smoking Policy may be found at www.fmarion.edu and is available upon request from the Office of Human Resources.

CAMPUS FACILITIES

Francis Marion University maintains a variety of facilities for the use of its students, faculty and staff, and, when applicable, to the public at large.

Luther F. Carter Center for Health Sciences – The Carter Center is a 51,000-square foot building in downtown Florence. It houses FMU's graduate programs in the health sciences and allied programs associated with the USC School of Medicine. It opened in the fall of 2016. Key features of the building include the Dr. Sompong Krakit Simulation Laboratory, and Haigh Porter Auditorium. The building is named for Dr. Luther F. Carter, FMU's fourth president.

John K. Cauthen Educational Media Center – Named for the late pioneer of educational television in South Carolina, Cauthen opened in 1977. The building contains facilities for the production and presentation of audiovisual materials as well as a Resource Area that houses the non-print resources of the University (DVD, VHS movies, CD and audio cassettes,

media kits, etc.), support for instructional technology, and a public computer lab. It also provides classroom and office space for the mass communication, modern languages, psychology programs and the School of Education. The James "Ed" Dooley Planetarium, the Ashpy Lowrimore Auditorium, and the J.R. Bryan Jackson Innovation Place (a computer lab equipped with teaching and multimedia instructional technology) are also in the building.

Edward S. Ervin III Dining Hall – Named for a former chairman of the Board of Trustees for Francis Marion University, this facility was occupied in 1986. The Dining Hall, renovated in the summer of 2011, serves students, faculty, and staff of the University as well as community groups. Also located in Ervin Dining Hall is Provisions On Demand (P.O.D.) which reinvents the campus store experience by blending the features of "corner store" quick convenience with modern market style and service. P.O.D. offers a variety of fresh food and produce, delicious prepared meals and everyday essentials that deliver quality, selection and value.

Facilities Management/Campus Police Building – Opened in 1972, this building provides utility services to other buildings and houses the Campus Police and some offices of the Facilities Management Department. Campus Police provide 24-hour law enforcement services from this location.

FMU Education Foundation and Non-Profit Consortium Building – The FMU Education Foundation owns a building and four acres of land situated on Highways 301/76 across from the FMU campus (west of Highway 327). The FMU Foundation/Development Office, Alumni Affairs, Community Affairs, and several non-profit organizations including the North Eastern Strategic Alliance (NESA) are located in this building. The Education Foundation Building also houses the University's offices of Counseling and Testing and Student Health Services.

Founders Hall – Named in honor of those whose efforts and energies led to the founding of the University, this building was occupied in 1974. The building houses offices and classrooms for many of the University's academic programs including English, geography, history, philosophy and religious studies, political science, sociology, and the School of Business. The Center for Academic Success and Advisement (CASA) is also located in this building.

Francis Marion University Performing Arts Center – The FMU PAC opened in 2011 and is located in downtown Florence. Its main elements include an 849-seat main auditorium with a fly tower and orchestra shell, a 100-seat experimental theater, and an academic wing with classrooms, offices, and rehearsal spaces for the Department of Fine Arts Music Industry degree. The surrounding grounds include the 500-seat BB&T Amphitheatre and the Beverly Hazelwood and Starr Ward Garden Courtyard. FMU's Music Industry program, a division of the Department of Fine arts, is housed at the PAC along with resident performing companies (the Florence Symphony Orchestra, Masterworks Choir, South Carolina Dance Theatre) and Drs. Bruce and Lee Foundation. The PAC is home to a variety of cultural and civic events throughout the year. Spaces are also available for rent. More information is available at www.fmupac.org.

Francis Marion University Recording Studio – This new state of the art facility utilizes both classic analogue and modern digital equipment. The studio is focused around a fully loaded ProTools 11 HD rig with an Avid C24 console and ADAM A7 monitoring. There is a full compliment of industry standard microphones from AKG, Sennheiser, Rode, Audio Technica, Neumann, and many others. Classic analogue preamps are provided by Neve, API, Universal Audio, and Audient. The studio features two isolation booths and a great room large enough to handle ensembles of any size.

R. Gerald Griffin Athletic Complex – Named for the long-time athletic director and baseball coach, the Griffin Athletic Complex was completed in the Spring of 2012. The complex includes Clifford S. Cornell (baseball) Field at Sparrow Stadium, Murray G. Hartzler (soccer) Field, the FMU Softball Stadium, Marion L. "Spyder" Webb Plaza, Lake ("W") Coleman,

and a field house with office space and locker rooms.

The Grille – Opened in the Fall of 2006, this one-story building is located adjacent to the outdoor swimming pool. The facility provides an additional dining option with indoor and outdoor seating available and convenient access to the outdoor pool and sand volleyball court.

Hanson Park – Hanson Park was established in 2005. Named for longtime psychology faculty member and administrator Gary Hanson, this park is located between The Cottage and the President's House and provides a quiet, garden-like atmosphere for faculty, staff, students, and visitors.

Hewn Timber Cabins – African Americans were brought to the farm of J. Eli Gregg in 1836 to raise cotton, but they also had to construct the farm buildings as well as cabins for their own housing. Eight cabins, two of which remain, were built beside a sandy road in a cotton field. The road ran parallel to what is now Francis Marion Road, just east of the center of campus, and extended from what is now Stokes Administration Building to the Smith University Center. After emancipation, most of the cabins were moved to scattered locations on the farm. The cabins remained occupied until approximately 1953. These remaining two cabins are listed on the National Register of Historic Places and have been preserved, moved to their present location on Wallace Woods Road.

Peter D. Hyman Fine Arts Center – Named for a community leader who was instrumental in the founding of the institution and who was the first chairman of the Francis Marion University Board of Trustees, this facility was occupied in November 1980. It houses the John W. Baker Art and Music Wing and includes faculty offices for the Department of Fine Arts, classrooms, and studios for teaching art, art education, theatre, and music. The south wing includes the Adele Kassab Recital Hall and the University Theatre, which has a working stage and the capability for quick changes from a proscenium to a thrust stage.

John Kassab Courts – Renovated in 2003 with a new entranceway, playing surface, fencing and landscaping, this facility consists of eight tennis courts, four of which are lighted. It is named in honor of John Kassab, whose leadership was a contributing factor to the establishment of the University.

Hugh K. Leatherman Sr. Science Facility – Named for Senator Hugh K. Leatherman Sr., who for many years has been a state senator from Florence County and member emeritus of the University's Board of Trustees, this facility was completed in 1994. It provides office, classroom and laboratory space for biology, chemistry, mathematics, and physics.

Frank B. Lee Nursing Building – Named for the former chairman of the board of trustees of the Drs. Bruce and Lee Foundation, the local philanthropic foundation which largely funded the building's construction, this facility opened for the fall 2006 semester. This two-story facility houses offices, classrooms, the Elizabeth W. Barnes Clinical Laboratory, a computer lab, three seminar/conference rooms, and the Dr. John M. Thomason Auditorium.

Robert E. McNair Science Building – Named for the former Governor of South Carolina who played a significant role in making the University possible, this structure was occupied in 1972. This building provides classroom, laboratory, and office space for biology, chemistry, and physics. It also houses the McNair Center for Government and History. The auditorium was renovated and renamed for Provost Richard N. Chapman in 2007. Also due to generous gifts from Progress Energy, the nuclear physics lab was renovated in 2012.

Observatory – Built in 1982, this two-story, pre-cast concrete structure has a 12-foot rotating dome. Permanently mounted in the dome is a 14-inch reflecting telescope. A variety of other telescopes are also housed at the Observatory. The first floor houses a small classroom-orientation area with a large screen TV for viewing images from an electronic eyepiece. Located on the second-floor observatory deck are six mounts for 8-inch reflecting

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telescopes. Free public viewing sessions are held periodically to examine the planets, stars, and special astronomical events such as comets and eclipses.

Office Services Building – The Office Services building, located north of Hyman Fine Arts Center, was completed in 2013. Printing and mail services are located in this facility.

Pee Dee Education Center – The Pee Dee Education Center is a consortium of 16 school districts, Coker College, and Francis Marion University, established to provide support for the school districts in the region.

President's Residence (Wallace House) – Rebuilt in 1924 after the original 1836 J. Eli Gregg home was destroyed by fire, this antebellum-style house was the home of Joseph Wilds Wallace Sr. and Sallie Gregg Wallace. In 1960, in their memory, the Wallace family donated the house for the founding site of the University of South Carolina at Florence. Then named Wallace Hall, the structure housed classrooms and meeting space for the Florence campus. When Francis Marion University was established in 1970, the house served as a facility for administrative offices. It was renovated as a permanent residence for the president of FMU in 1983.

Gail and Terry Richardson Center for the Child – Named in honor of Gail Ness Richardson, a longtime member of the Board of Trustees for Francis Marion University, and Terry E. Richardson Jr., a Barnwell attorney, this facility was occupied in 2008. The Center houses a child care program, FMU classrooms, a developmental clinic, research facilities and community programs.

James A. Rogers Library – Named for the first chair of the State College Board of Trustees, the library opened in December 1971. The 77,000-square foot building was expanded in 1988 by adding a wing named for the first director of the library, J. Mitchell Reames. The library houses a collection of over 398,000 volumes and over 550 print journal subscriptions and provides access to 35,000 e-journals, over 343,000 e-books, and 142 electronic databases providing access to information from almost anywhere. Membership in PASCAL, the statewide academic library consortium provides access to millions of articles and to a statewide virtual library at over 12.5 million volumes. The library is open 85.5 hours a week.

Walter Douglas Smith University Center – Named for the first president of FMU, this facility was occupied in 1974. The complex provides comprehensive facilities for student activities and services including the offices of Student Affairs, Athletics, Dean of Students, Student Life, Student Newspaper, Campus Recreation Services, Multicultural Student Affairs, and Army ROTC. It also provides space for meetings, social activities, recreation and athletic programs (including a 2,547-seat gymnasium, racquetball courts, weight/fitness rooms, game room, and swimming pool), and the Patriot Bookstore.

Thomas C. Stanton Academic Computer Center – Named for the second president of Francis Marion University, this facility was occupied in 1988. The building provides computer classrooms and a 30-station general-use computer laboratory. It also houses a number of offices for the Campus Technology group.

J. Howard Stokes Administration Building – Named for one of the founders in establishing higher education for the Pee Dee area, this was the first building to be built on the Florence Regional Campus of the University of South Carolina. It was built with funds contributed by citizens from across the Pee Dee area and transferred to the University in 1970. An addition was completed in 1990. It was last renovated in 1992-1995. The building houses the university's administrative offices.

BB&T/Amelia Wallace Faculty/Alumni Cottage – The Cottage, completed in 2003, is a faculty/alumni facility and guest house. The facility is named for BB&T, a major benefactor, and Amelia Wallace, whose family donated Wallace House and the first 100 acres of the land on which the

University is located. Lunch is served daily, Monday through Friday (unless otherwise announced), for faculty, staff, alumni, and guests.

HOUSING

Allard A. Allston Housing Office Complex – Named for a longtime member of the Board of Trustees for Francis Marion University, this facility was built in 1992 along with one of the two sets of residence halls. The complex provides space for the Office of Housing and Residence Life as well as a study hall.

Forest Villas Apartment Complex – The Forest Villas Apartments were constructed in two phases; Phase I was completed and occupied in the fall of 2004 with completion and occupancy of Phase II following in the fall of 2007. The apartment buildings are named Allen Hall, Beaty Hall, Cusac Hall, King Hall, and Thigpen Hall. The five three-story buildings consist of 103 four-bedroom apartment units, five two-bedroom units and five one-bedroom units, capable of housing approximately 427 residents. Each apartment includes single bedrooms. Four-bedroom and two-bedroom apartments feature shared living, dining and kitchen facilities. Four-bedroom units include two full bathrooms. Apartment units are available with provisions for persons with disabilities.

Heyward Community Center – Named for Dr. Joseph E. Heyward who served the University as Vice President of Student Affairs and as interim Provost, this facility was built in 2004 and is available to all students. This building consists of a large common lounge for social functions and meetings, a smaller meeting/study area, a fitness room, a laundry facility, and an enclosed mail pickup area.

Residence Halls – The University has two sets of residence halls. Each set consists of three residence halls linked to each other by exterior breezeways: one set (built in 1986) Marion State, Palmetto, and Swamp Fox forms a courtyard with the Edward S. Ervin III Dining Hall. The other set Belle Isle, Snow Island, and Ellen C. Watson (built in 1992) forms a courtyard with the Allard A. Allston Housing Office Complex, which was built at the same time. Residence halls provide housing for approximately 700 residents. Each residence hall suite consists of two bedrooms (two students share a bedroom) with an adjoining bath shared by all four residents living in the suite. First-floor residence hall units are available with provisions for persons with disabilities. A Resident Assistant is assigned to each residence hall floor to provide support for students.

The Village – The Village Apartments, the first student housing on campus, originally consisted of 10 apartment buildings occupied in the fall of 1980. The Village currently consists of 12 two-story apartment buildings and a one-story apartment and can house approximately 386 residents. The apartment buildings named Anderson, Baxter, Dalton, Ervin, Ferguson, Gallington, Henderson, Johnston, Logan, and Moultrie consist of eight apartments designed to accommodate four persons each in individual bedrooms with a common living room, kitchen, and bath. The Ingram and Kidwell apartment buildings consist of 16 apartments designed to accommodate two persons, each sharing a bedroom, living room, kitchen, and bath. Half of the single-story Newton building is an apartment for two persons, each sharing a bedroom, living room, kitchen, and bath. The other half serves as an Emergency Medical Transport (EMT) station serving the campus and the surrounding area. Additional information regarding all residential housing at FMU can be found under the Housing and Residence Life heading of the "Resources and Services" section of this catalog.