

ACADEMIC FREEDOM AND TENURE

Academic Freedom

Institutions of higher education are conducted for the common good. The common good depends upon a free search for truth and its free expression. Hence, it is essential that the faculty member be free to pursue scholarly inquiry without undue restriction and to voice and publish his conclusions concerning the significance of evidence that he considers relevant. He must be free from the corrosive fear that others, inside or outside the college community, may threaten his professional career or the material benefits accruing from it because their vision may differ from his own.

Each faculty member is entitled to full freedom in the classroom in discussing the subject which he teaches.

Each faculty member is also a citizen of his nation, state, and community and, when he speaks, writes, or acts as such, must be free from institutional censorship or discipline.

Academic Responsibility

The concept of academic freedom must be accompanied by an equally demanding concept of responsibility, shared by governing boards, administrators, and faculty members.

The essential responsibilities of governing boards and administrators are set forth in guidelines established by the Southern Association of Colleges and Schools (SACS).

The fundamental responsibilities of a faculty member as a teacher and scholar include a maintenance of competence in his field of specialization and the demonstration of such competence in lectures, discussions, publications, and exhibitions.

Exercise of professional integrity by a faculty member includes recognition that the public will judge his profession and institution by his statements. Therefore, he should strive to be accurate, to exercise appropriate restraint, to show respect for the opinions of others, and to avoid creating the impression that he speaks or acts for his college when he speaks or acts as a private person.

It is understood that a faculty member is always judicious in the use of controversial material in the classroom and introduces such material only when it has a clear relationship to his subject field.

Employment of Instructors

Instructors shall be appointed at the first regular meeting of the Board of Trustees in April. New teaching positions and vacancies may be filled at other meetings of the Board.

In the filling of vacancies and new positions on the faculty the following guidelines will be applied:

Teachers of Academic Courses

Full-time and part-time faculty members teaching credit courses in the following areas: humanities/fine arts; social/behavioral science; and natural sciences/mathematics must have completed at least 18 graduate hours in the teaching discipline and hold at least a master's degree, or hold the minimum of a master's degree with a major in the teaching discipline. Independent School District faculty who teach dual credit classes in the high school **must** also meet these criteria.

In the creative arts (e.g., music, art, theater) evidence of professional competence will be considered in lieu of formal academic preparation. This competence may be based upon appropriate specialized training and/or professional accomplishments and must be fully documented.

Teachers of Technical Courses

In specialized technical fields evidence of professional competence is acceptable in lieu of formal academic preparation. This competence may be based upon appropriate specialized training or successful experience as a practitioner in the occupational field. The minimum academic degree for faculty teaching in technical areas must be at the same level at which the faculty member is teaching. It is a goal of the institution to employ technical instructors whose directly related experience is equivalent to the Master's level.

Resignation of Instructors

Instructors may submit their resignation to the Board of Trustees by giving the Vice President of Educational Services written notice of such intention by April 15. Instructors may be released from their contracts only when such resignation has been formally accepted by the President acting for the Board of Trustees.

Faculty members have the responsibility to provide due notice of intentions to interrupt or terminate services to the institution.

TENURE

Tenure assures experienced faculty members that they may expect to continue in their academic positions unless cause for dismissal is demonstrated in a fair hearing, one which follows established procedures of due process.

The institution shall provide faculty members a written statement of the terms of employment, including special conditions, responsibilities, and any special prerequisites. The document shall cover such items as salary, tenure provision, full-time or part-time employment, and the inclusive dates of the term of service. The College shall likewise notify instructors, in writing, when they attain tenure.

A. Probation

1. Beginning with appointment to the rank of full-time/tenure-track instructor, the probationary period for a faculty member shall be five years of full-time service (fall and spring semesters) at Temple College.
2. A notice of nonrenewal of contract of a non-tenured faculty member shall be given, in writing, by the President not later than February 1, if the contract expires at the end of that year; or if a one-year appointment