

Policy Number/Title: 2.2.01 Academic Freedom and Tenure
Effective Since: 09/01/2018
Last Revision Approved: 09/01/2018
Responsible Office: Academic Council; Academic Affairs

1. Scope:

This policy applies to faculty.

2. Definitions:

This section was intentionally left blank.

3. Policy:

Academic Freedom: All members of the faculty are entitled to academic freedom as set forth below from the AAUP 1990 Statement of Principles and Interpretive Comments: Academic Freedom and Tenure.

1. Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.
2. Teachers are entitled to freedom in pedagogy in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject.
3. Institutions of higher education exist for the common good. In this quest for this common good, the right of faculty members to academic freedom is of fundamental importance. Academic freedom empowers faculty to discuss responsibly all relevant matters; to explore all avenues of scholarship, research, and creative expression; and to speak, write or otherwise legally express themselves as private citizens* without institutional discipline or restraint.

*When speaking, writing, or otherwise legally expressing themselves as private citizens: Members of the faculty will adhere to all applicable laws and University policy that



mandate any actions taken by employees as private citizens be done on the employees' personal time and without the use of state of University equipment, supplies, or facilities. Furthermore, employees, when acting as private citizens, should clearly state that they are not speaking for the university.

Academic Tenure: All tenure track and tenured members of the faculty are entitled to the principles of tenure as set forth in this Faculty Manual as adapted from the 1990 AAUP Statement of Principles and Interpretive Comments: Academic Freedom and Tenure. Academic tenure refers to the conditions and guarantees which apply to a faculty member's professional employment as determined in accordance with the provisions of the Faculty Manual.

Academic tenure exists at Winthrop University by virtue of the action of the Board of Trustees. Faculty members are granted tenure when they have met the qualifications as prescribed by the Board of Trustees.

After the expiration of a probationary period, faculty members who are granted tenure will have appointments until retirement, resignation, dismissal for adequate cause, or termination because of financial exigency, change of institutional program, or disability which impairs job performance and which cannot be remedied by reasonable accommodation.

Tenure is granted to maintain and promote academic freedom and faculty quality. As a visible manifestation of the institution's commitment to the faculty member, tenure offers assurance of career continuity which is often essential to a reciprocal faculty commitment to long-term programs of study and research by which the frontiers of knowledge are expanded.

4. Procedures:

This section was intentionally left blank.

5. Resources:

This section was intentionally left blank.

6. History of Revisions:

04/15/2021	Minor Revisions
09/01/2018	Minor Revisions



10/08/2011 Policy first established

7. Approvals:

Responsible Officer Signature/Date:

Vice President/Senior Administrator Signature/Date:

President Signature/Date: