

SECTION 3, COMPREHENSIVE STANDARD 3.7.4

The institution ensures adequate procedures for safeguarding and protecting academic freedom.

JUDGMENT OF COMPLIANCE

Compliant

Partially Compliant

Noncompliant

RATIONALE FOR JUDGMENT OF COMPLIANCE

North Georgia College and State University (NGCSU) is firmly committed to academic freedom for all members of the academic community. This commitment is stated in Article XVII, section 9 of the *NGCSU Statutes* [1] and is disseminated to faculty in the NGCSU Faculty Handbook [2]. The statute reads as follows:

North Georgia College and State University, in keeping with the Board of Regents' statement of September, 1970, affirms its support of full freedom of expression by members of the academic community. Academic freedom insures that faculty members and students have the rights and freedom to engage in discussion, debate, and peaceful and non-disruptive protest and dissent. As recognized by the Board of Regents, however, those rights do not include actions of force, disrupting or obstructing behavior toward any educational program or other unauthorized activity on campus. Those faculty, staff, or students violating these rights may be subject to disciplinary procedures that may include dismissal or termination of employment.

NGCSU also states in its Faculty Handbook [3] its agreement with the 1940 Statement of Principles on Academic Freedom developed by the American Association of University Professors and the Association of American Colleges. These principles include the following three tenets:

- a. 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.

- b. Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter that has no relation to their subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.
- c. College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence, they 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 they are not speaking for the institution.

Mediation and grievance procedures are available should faculty believe that their rights related to issues of academic freedom have been violated. As stated in the Faculty Handbook [4], information regarding mediation procedures is available to faculty members through the Campus Liaison to the Board of Regents for ADR, or the NGCSU Director of Human Resources. Grievance procedures are described in the NGCSU Faculty Handbook [5]. The Grievance Committee, composed of 7 tenured faculty members, is available to conduct inquiries into grievances filed by faculty members who have been unable to achieve resolution through mediation or through administrative appellate channels. Decisions of the Grievance Committee constitute recommendations to The President, who decides on the course of action. Faculty appeals may be made directly to the Board of Regents, pursuant to Article VIII of the Bylaws of the Board of Regents of the University System of Georgia [6]. No instances of violation of faculty rights related to academic freedom provide further evidence of NGCSU's commitment to and support of academic freedom.

Document Reference:

Number	DB Num	Document Title	Resource
1		NGCSU Statutes, Article XVII, Section 9	http://www.ngcsu.edu/Resource/irp/Statutes.pdf
2, 3, 4, 5		NGCSU Academic Affairs, Faculty Handbook	http://www.ngcsu.edu/VPAA/Fcltybk/index.htm
6		Board of Regents, Bylaws, Article VIII	http://www.usg.edu/regents/bylaws/#VIII

