

Resolution 2003-7. Responding to the Recommendations of the Task Force on Appointments, Promotions, and Tenure.

The Faculty Council resolves:

I. Flexibility in the Process of Promotion and Tenure.

I.1. The Faculty Council endorses the recommendation that the University of North Carolina at Chapel Hill should seek appropriate funding to support a system of paid parental leave for full-time faculty holding tenure-track appointments who bear primary responsibility for the care of a newborn or newly-adopted child. [Amended 2/7/03. Adopted as amended 2/7/03.]

I.2. The Faculty Council endorses the recommendation that deans and department chairs assume responsibility for explaining to new faculty appointed to probationary-term positions the provisions of the tenure regulations concerning special provisions for extending the maximum probationary period. [Adopted 2/7/03]

I.3. The Faculty Council endorses the recommendation that deans and department chairs take steps to ensure that faculty members who take advantage of special provisions for extending the maximum probationary period are not subjected to stricter requirements for reappointment and promotion than those expected of colleagues who do not choose to take advantage of those provisions. [Adopted 2/7/03]

I.4. The Faculty Council requests the Committee on University Government to prepare for consideration by the Council a proposed amendment to Section 2.c.(6)(iii) of the tenure regulations^{1 [1]} to increase from one year to two years the maximum extension of the probationary period that may be granted. [Adopted 2/7/03]

I.5. [Concerning mutual agreement between chairs and probationary-term faculty to delaying tenure decision until the final year of appointment. Defeated 2/7/03.]

II. Policies and Procedures for Appointment and Promotion of Fixed-Term Faculty.

II.1. The Faculty Council requests the Committee on University Government to prepare for consideration by the General Faculty an amendment to the Faculty Code of University Government establishing an elected standing committee on Non-Tenure Track Faculty. [Adopted 2/28/03.]

^{1[1]} For reasons of health, requirements of childbirth or child care, or similar compelling circumstances, a faculty member holding a probationary term of appointment at the rank of assistant professor or associate professor may request that the maximum probationary period be extended for a period not to exceed 12 months (including any extension that may have been granted under subsection (ii) above) [pertaining to less than full-time employment for up to 12 months for similar reasons], with no resulting change in normal employment obligations, in order to provide the faculty member additional time to demonstrate fully his or her professional qualifications for reappointment or permanent tenure.

II.2. The Faculty Council endorses the recommendation that each academic unit develop a plan that defines the respective roles and contributions of tenure-track and fixed-term faculty appointments in that unit. [Amended 2/28/03. Adopted as amended 2/28/03.]

II.3. The Faculty Council endorses the recommendation that all appointments to fixed-term faculty positions, whether full-time or part-time, contain provisions relevant to the possibility that funding to cover the full duration of the contract may not be available due to funding rescissions. [Adopted 2/28/03.]

II.4. The Faculty Council endorses the recommendation that, to the maximum feasible extent, no person should be appointed to more than three consecutive one-year terms in a fixed-term rank before appointment to a longer term is made available. [Adopted 2/28/03.]

II.5. The Faculty Council urges the Dean of the College of Arts and Sciences to rescind the administrative rule now in effect that links the term of fixed-term faculty appointments to the term of appointment of the department chair. [Adopted 2/28/03.]

II.6. The Faculty Council requests the Committee on University Government to prepare for consideration by the General Faculty an amendment to the Faculty Code stating the expectation that all appointments and reappointments to fixed-term faculty positions, whether full-time or part-time, will be made with the same consultations within the appointing unit as is the case for appointments to tenure-track positions. [Adopted 2/28/03.]

II.7. The Faculty Council requests the Committee on University Government to prepare for consideration by the Council a proposed amendment to the tenure regulations creating the rank of senior lecturer. [Adopted 2/28/03.]

II.8. The Faculty Council endorses the recommendation that each appointing unit that makes appointments to graduated ranks using the prefix qualifiers !! research,¶ !! clinical,¶ or !! adjunct¶ develop descriptions of the criteria for initial appointment to and progression through those ranks.¶ [Amended and Adopted as amended 2/28/03.]

II.9. The Faculty Council endorses the recommendation that promotions within fixed-term ranks that differentiate appointment by ranks analogous to those employed in tenure-track appointments follow the same time line for review as is prescribed for tenure-track appointments. [Adopted 2/28/03.]

II.10. The Faculty Council endorses the recommendation that each academic unit include fixed-term faculty in appropriate school and departmental decision-making and advisory venues, except those relating to evaluation and promotion of tenure-track faculty. [Amended 2/28/03. Adopted as amended 2/28/03.]

II.11. The Faculty Council endorses the recommendation that deans and department heads make every effort to include fixed-term faculty in professional development activities. [Adopted 2/28/03.]

II.12. The Faculty Council requests the Provost to examine the criteria for awards, particularly those related to service, to ensure that fixed-term faculty are eligible for consideration unless disqualified by the terms establishing the award. [Adopted 2/28/03.]

III. Review of Tenure-Track Appointments and Promotions

III.1. The Faculty Council requests the Committee on University Government to prepare for consideration by the General Faculty an amendment to the Faculty Code expressing the expectation that deans and department chairs will consult all tenured faculty in the appointing unit in appointments and promotions that have the effect of conferring permanent tenure, except initial appointment at the rank of professor for which consultation with the professors alone is sufficient. [Adopted 3/28/03.]

III.2. The Faculty Council requests the Committee on University Government to prepare for consideration by the General Faculty an amendment to the Faculty Code establishing a University-wide system for review of all appointments and promotions that have the effect of conferring permanent tenure and all promotions to a higher rank of persons holding permanent tenure at the rank of associate professor or assistant professor . The system should culminate with the Committee on Appointments, Promotions, and Tenure. For the College of Arts and Sciences, the School of Medicine, the School of Public Health, and any other professional school that may hereafter be organized in departments that initiate faculty appointments and promotions, the dean should seek the advice of an elected committee of the College or School faculty before acting on a department chair's recommendation. For professional schools that are not organized in departments, the dean should seek the advice of the entire assembled faculty who are qualified to consult on the action in question or an elected committee of the unit's faculty, as may be appropriate to the size and complexity of the school. [Amended 3/28/03; Adopted as amended 3/28/03.]

III.3. The Faculty Council endorses the recommendation that a decision not to reappoint a probationary-term faculty member should be forwarded by the dean or department chair to his or her immediate administrative superior for review as to the adequacy, consistency, and coherence of the evidence supporting the decision not to reappoint. In conducting that review, the reviewing officer will seek the advice of the faculty advisory committee that would have reviewed the decision had it been positive.^{2[2]} [Adopted 3/28/03.]

^{2[2]} This resolve does not recommend changing the current provisions of the Tenure Regulations that require all faculty appointment, promotions, and tenure decision to originate at the departmental level. Hence, the review recommended by the resolve would be advisory only to the dean or department chair who made the original decision.