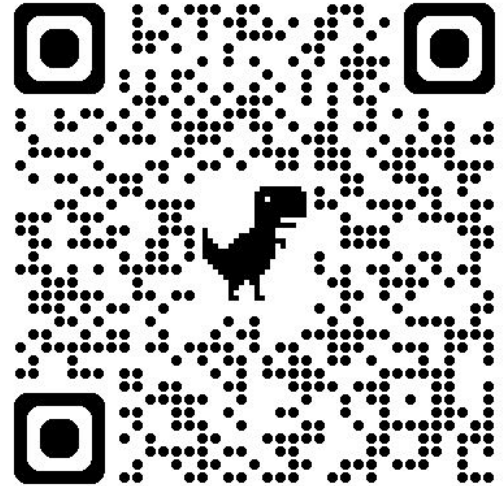


Updates Since the Last Faculty Senate Session

Chancellor Search

- Leadership profile and form to recommend a candidate (who Parker Executive Search will contact) are available on the [search process website](#)



Proposed Changes to Chapter VI of the *Code*

Background

- Fall 2022: UNC Policy Working Groups charged
- Fall 2023: Recommendations published
- Through Fall 2024: Changes to system and campus PRRs

Background

- Now: Implementation of recommendations by the Professional Track WG
- Affect Ch VI of the *Code*
 - Faculty rights!
- Proposed changes (and link to provide feedback) emailed to faculty Dec 13

Background

- Given amount of time that elapsed, on Dec 6 UNC Faculty Assembly (FA) passed a resolution to endorse recommendations of the Professional Track WG
- Full resolution available [here](#)

Background

Whereas: The workgroup identified four problems.

1. The Code and Policy Manual are silent on full time faculty outside of the tenure-track.
2. Conditions of employment, work environment, and position definitions are highly variable across institutions.
3. These faculty are critical to our academic programs and teach a significant portion of our students.
4. Lack of predictability and consistency for faculty can negatively impact students' educational experiences.

Background

Whereas: “The committee’s recommendations seek to actualize the following three goals:

1. Accurately reflect the composition of the faculty in the policy language about faculty. ...
2. Ensure equitable employment conditions for all paid faculty. ...
3. Accord all paid faculty the opportunity to participate fully in and enjoy the benefits of the faculty role. ...”

Background

- FA support for working group recommendations
≠ FA support for proposed changes
- FA has not discussed the proposed changes as a body
 - Will do so on Jan 24
 - Collecting faculty feedback in the meantime

Important Note About Proposed Changes

- **NOT** intended to impact the rights of faculty who have already earned or are eligible to earn permanent tenure
- **NOT** an attack on tenure
- Designed to set a **floor** for employment conditions for faculty not on the tenure track

From S.O. Cover Letter

“The draft revisions to Chapter VI of *The Code* would focus on providing a policy baseline for continuing faculty, defined for the purposes of this review as individuals not on the tenure-track who have benefits earning appointments of one year or longer. These individuals disproportionately perform the University’s teaching mission. However, they do not have some of the basic privileges that the University extends on a System-wide basis to tenured and tenure-track faculty.”

Important Note About Proposed Changes

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- **NOT** an attack on tenure
- Designed to set a **floor** for employment conditions for faculty not on the tenure track

Summary of Changes

Section 601 defines 3 types of paid faculty appointments

1. Tenured/tenure track
2. Continuing (professional track at NC State)
3. Temporary

Current Code

- Implicit default definition is tenured/tenure track
- Continuing (C) & Temp are addressed as “Special faculty” in Section 610

Proposal

- T/TT not changed
- C defined in alignment with current practice
- Temp defined to allow for financial flexibility to meet short term faculty needs

Summary of Changes

Sections 602 and 604 encompass majority of changes

- Guarantee full access to shared governance at the both the university and academic unit levels (Section 602.3)

Summary of Changes

Sections 602 and 604 encompass majority of changes

- Limit number of consecutive 1-year appointments for continuing appointments (Section 602.2.n)
 - Max of 3, after which longer appointments years are preferred
 - Exception/reporting process available to Provosts

Summary of Changes

Sections 602 and 604 encompass majority of changes

- Introduce minimum time frames for notice when a continuing faculty member's appointment will not be renewed, along with basic review rights for the individual should that happen **for an Impermissible reason** (Section 602.2.k; Section 604.D)

Impermissible Bases

1. Exercise by the faculty member of rights guaranteed by the First Amendment to the United States Constitution, or by Article I of the North Carolina Constitution
2. Faculty member's membership in a group protected from discrimination under state or federal law
3. Other violation of state or federal law
4. Material violation of applicable university policies for reappointment that materially affected the decision

604 Rights for T/TT Faculty

- Can request review of non-reappointment, **denial of promotion**, or denial of permanent tenure
- Notice minimums:
 - 1st YOS = 60 days
 - 2nd YOS = 90 days
 - ≥ 2 YOS = 12 months

604 Rights for T/TT Faculty

- Review:
 - Burden of proof that decision was based on a Impermissible basis falls on faculty member
 - **Standing committee of faculty conducts review, offers recommendation to Chancellor**

Proposed 604 Rights for C Faculty

- Can request review of non-renewal
- Notice of non-renewal minimums:
 - < 3 YOS = 60 days
 - ≥ 3 YOS = 180 days
 - Consecutive years of service (YOS) allows for breaks in appointment of ≤ 120 days

Proposed 604 Rights for C Faculty

- Review:
 - Burden of proof that decision was based on a Impermissible basis falls on faculty member
 - Provost (or designee) conducts review, as long as they were not the person who made initial decision; however “a committee of faculty [shall] have the opportunity to review the arguments and evidence of the appealing faculty member and to issue a written recommendation to the CAO or designee.”

Summary of Changes

Additional changes in **602** require campuses to define:

- Faculty titles/ranks (consistent with definitions in 601)
- Employment conditions, including
 - Timelines/qualifications for hiring, reappointment, or promotion
 - Fair compensation floors
 - Fair workloads

Summary of Changes

- **Section 603** (Disciplinary Discharge, Suspension or Demotion) has changes in language for consistency
- **Section 605** defines “major curtailment” & “elimination” of academic programs due to financial exigency
- **Section 606** (Separation Due Retirement) and **Section 607** (Faculty Grievance Process) have no changes
- Current **Section 610** (Rights of Special Faculty Members) deleted because content is now addressed/expanded on in previous sections
- Current **Sections 611 and 612** are renumbered accordingly with no additional changes