

Faculty Senators:

6-14-93

Please note the following corrections to the draft for Thursday's meeting.
Corrections to the Appendix D Draft for the June 17 Faculty Senate meeting:
John Moskop

Page 3: C. Probationary Appointments

Replace:

"Before the expiration of the maximum allowable probationary term, the faculty member must be awarded permanent tenure or the employment must be terminated."

With:

"By the expiration of the probationary term, the faculty member either must be notified of the awarding of permanent tenure or must be given twelve months notice that his or her employment will be terminated."

Page 4: 1. Probationary Terms

Replace:

"The probationary term is six years, consisting of three successive two-year appointments, with the awarding of the third reappointment being contingent upon promotion to assistant professor no later than twelve months prior to the end of the fourth year of the probationary term."

with:

"The probationary term is six years, consisting of three successive two-year appointments, with the awarding of the third reappointment being contingent upon promotion to assistant professor no later than the end of the third year of the probationary term."

Page 5: line 2, replace "by chancellor" with "the chancellor."

Page 5: 4. Notice of Reappointment or Nonreappointment

(a) Instructor:

Replace:

"A probationary employee appointed at the rank of instructor and promoted to the rank of assistant professor no later than twelve months prior to the end of the fourth year of the probationary term shall be notified by the end of the sixth year of probationary service. The fourth year of the probationary term shall be the terminal year for a probationary employee appointed at the rank of instructor who is not promoted to the rank of assistant professor no later than twelve months prior to the end of the fourth year of the probationary term."

with:

"A probationary employee appointed at the rank of instructor and promoted to the rank of assistant professor no later than the end of the third year of the probationary term shall be notified by the end of the sixth year of probationary service. The fourth year of the probationary term shall be the terminal year for a probationary employee appointed at the rank of instructor who is not promoted to the rank of assistant professor no later than the end of the third year of the probationary term."

Page 8: Insert under "B. Additional Roles . . ."

"1. Consulting with the unit administrator regarding requests from fixed-term faculty members for information about whether an additional appointment will be recommended (see Section II.B.1)."

Page 8: Insert "Section" before "II.C.2)."

Page 8: delete "for" in "Producing a list of possible external reviewers and for selecting external peer reviewers from lists produced by the Committee and by the candidate (see Section IV.E)."

Page 8: Capitalize "chair" at "C. Role of the . . . "

Page 9: Replace "(PAD)" with "(hereinafter "the dossier")." Replace all further occurrences of "PAD" with "dossier."

Page 14: lower case "Hearing" as it occurs in text (but not when it occurs as "Hearing Committee").

Page 14: D. Procedures for the Hearing.

1. Time and Date of Hearing

Replace:

"The time and date of the Hearing will be governed by the committee. The committee shall provide a complete copy of the request for a hearing to all individuals named in the request for a hearing.

The faculty member and respondents directly named in the request for a hearing may bring a person (advisor) of their choosing to the Hearing. During the Hearing the role of the advisor is limited to consulting with and advising the person for whom they serve as advisor. The advisor shall not conduct any part of the Hearing. The advisors shall be identified in writing to the committee.

The committee will set the time, date, and place for the Hearing. The date for the hearing must be within forty days of the notification to the affected faculty member that the request for a hearing was validated. The committee shall then notify the affected faculty member, those individuals (cf. Section V.B.1 above) who may provide information in support of the affected faculty member's contention, the chancellor, the chair of the faculty, the respondents, and all advisors of the time, date, and place of the Hearing."

With:

"If the request for a hearing is validated, the committee shall provide a complete copy of the request for a hearing to all individuals named in the request for a hearing. The committee will set the time, date, and place for the Hearing. The date for the hearing must be within forty days of the notification to the affected faculty member that the request for a hearing was validated. The committee shall then notify the affected faculty member, those individuals (cf. Section V.B.1 above) who may provide information in support of the affected faculty member's contention, the chancellor, the chair of the faculty, the respondents, and all advisors of the time, date, and place of the hearing."

Page 15: E. Procedure After the Hearing

Replace: "faculty member" with "complainant" throughout this section.

Replace: "the chair of the appropriate deliberative body" and "the unit administrator" with "the respondents" throughout this section.

Page 16: replace "he chancellor" with "the chancellor."

Page 16: D. Specification . . . "

Insert "hearing" in the last sentence of paragraph two before "convenes."

Page 17: capitalize "committee" in "committee on Committees."

Page 19: Replace "Section II.C.3" with "Section II.C.4".

Page 21: capitalize "committee" in "committee on Committees."

Page 22. Delete the last sentence in the last paragraph of VII.B.7.

NEW APPENDIX D

**TENURE POLICIES AND REGULATIONS
OF EAST CAROLINA UNIVERSITY**

**I. FREEDOM AND RESPONSIBILITY IN THE UNIVERSITY
COMMUNITY**

II. ACADEMIC FREEDOM

III. ACADEMIC TENURE

A. Purpose of Tenure

B. Conferral Agency

C. Faculty Appointments

1. General Provisions

(a) Categories of Appointments

(1) T

(2) PROB

(3) F-T

(b) Criteria for Initial Appointment and Reappointment

(c) Terms and Conditions

(d) Faculty Manual (To footnote)

(e) Continued Availability of Special Funding

(1) --

(2) --

(f) Leaves of Absence

- to II.C.3

REVISED NEW APPENDIX D

**TENURE, PROMOTION, AND GRIEVANCE
POLICIES AND PROCEDURES OF EAST CAROLINA UNIVERSITY**

PROLOGUE: ACADEMIC FREEDOM

I. TENURE

A. Tenure While Under Contract to East Carolina University

B. Permanent tenure

II. FACULTY APPOINTMENTS

A. General Provisions

1. Categories of Appointments

(a) Fixed-Term Appointments

(b) Probationary Term Appointments and Reappointments

(c) Appointments with Permanent Tenure

2. Criteria for Initial Appointment and Reappointment

3. Terms and Conditions for Appointment and Reappointment

4. Continued Availability of Special Funding

5. Notice of Resignation

2. Initial Appointment with Permanent Tenure

B. Fixed-Term appointments

- 1. Contract and Notice
- 2. Fixed-Term Employment Policy

3. Probationary Appointments

C. Probationary Appointments

- (a) Probationary Periods
- (b) Reappointment Decisions
- (c) Progress Toward Tenure Letters
- (d) Terms of Notice
- (e) Criteria for Reappointment
- (f) Criteria for Conferral of Permanent Tenure
- (g) Promotion

- 1. Probationary Periods
 - (a) Instructor
 - (b) Assistant Professor
 - (c) Associate Professor
 - (d) Professor

Reduction of the Normal Probationary term

- (a) Instructor
- (b) Assistant Professor
- (c) Associate Professor
- (d) Professor

3. EXTENSIONS OF THE PROBATIONARY TERM for previous academic employment

- 4. Notice or Reappointment or Nonreappointment
 - (a) Instructor
 - (b) Assistant Professor
 - (c) Associate Professor
 - (d) Professor

4. Fixed-Term Appointments

5. Progress Toward Tenure Letters

- (a) In Relation to Reappointment and Reappointment with Permanent Tenure
- (b) Contract and Notice
- (c) Fixed Term Employment Policy

6. Request for Permanent Tenure Prior to the End of the Probationary (From 3.f)

D. Initial Appointment with Permanent Tenure

IV. Procedures for Initiation, Review, and Approval of Appointments, Reappointments, Promotions, and the Conferral of Permanent Tenure

III. PROMOTION

- A. Criteria for Promotion
- B. In Relation to Conferral of Permanent Tenure

IV. Procedures for Initiation, Review, and Approval of Appointments, Reappointments, Promotions, and the Conferral of Permanent Tenure