



## The University of North Carolina

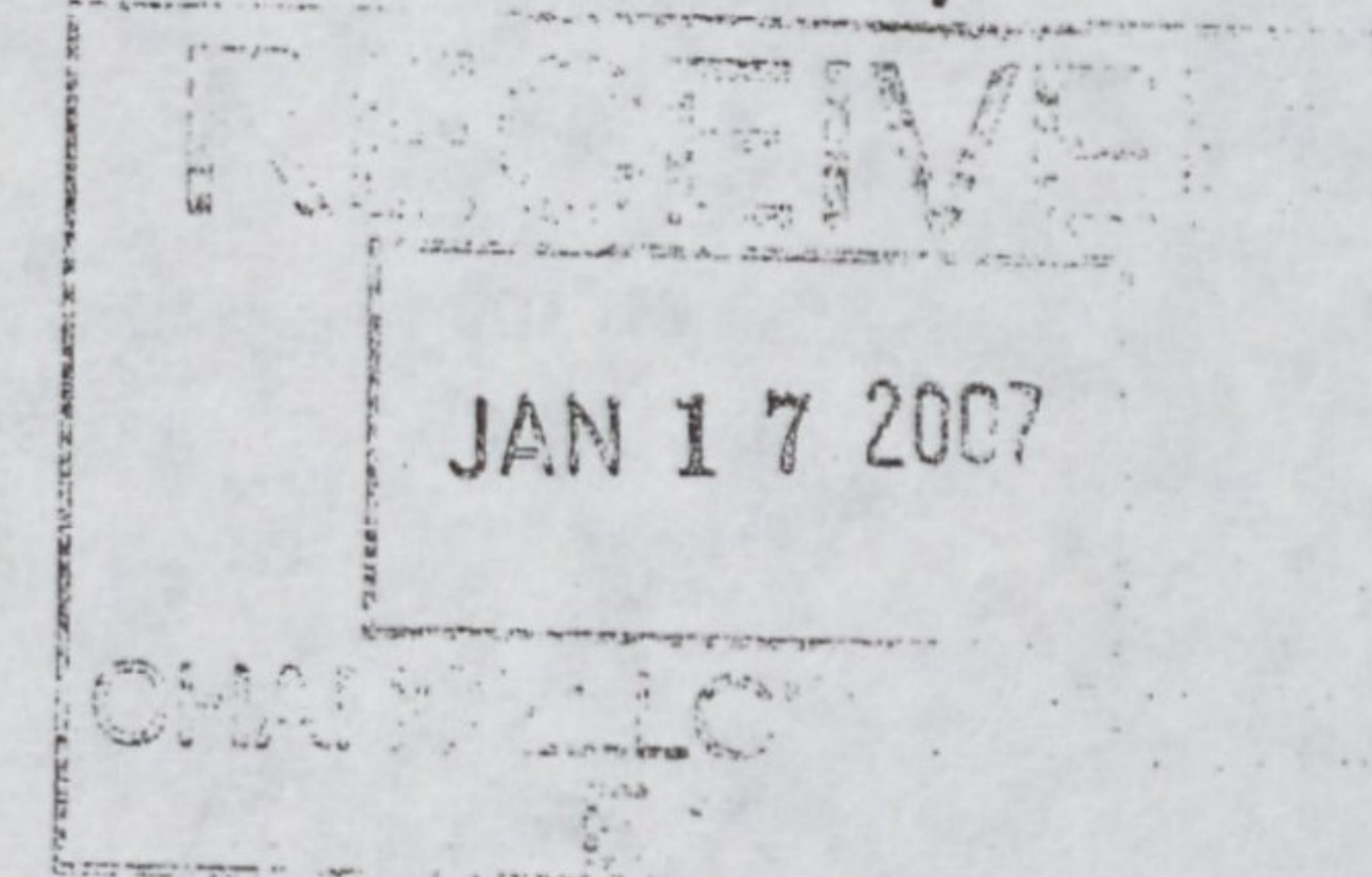
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Copies to M Jaggart  
and Provost  
1-22-07



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January 9, 2007

Chancellor Steve Ballard  
105 Spilman Building  
East Carolina University  
Greenville, NC 27858-4353

Re: East Carolina University Tenure and Promotion Policy (Appendix D)

Dear Chancellor Ballard:

We have completed our review of ECU's latest revisions to its Tenure and Promotion Policy (Appendix D). I congratulate you on this achievement. I am pleased to approve this policy pursuant to my authority under the *Code* §602(1) with the following exception:

When The *Code* Section 605 C. was last amended, it made the campus Board of Trustees the last internal review. Thus, the language in §VII.A.8. of the revised policy regarding termination (lines 1726-1755) with respect to an appeal to the Board of Governors should be deleted from this policy.

Other comments are as follows:

We note that §IV.C.3. does not exist, and thus the citation (on line 350) should be corrected. (Perhaps this is referring to §IV.D.3?) It appears that the references to §IV.E. are actually to §IV.C. (lines 643 and 645.)

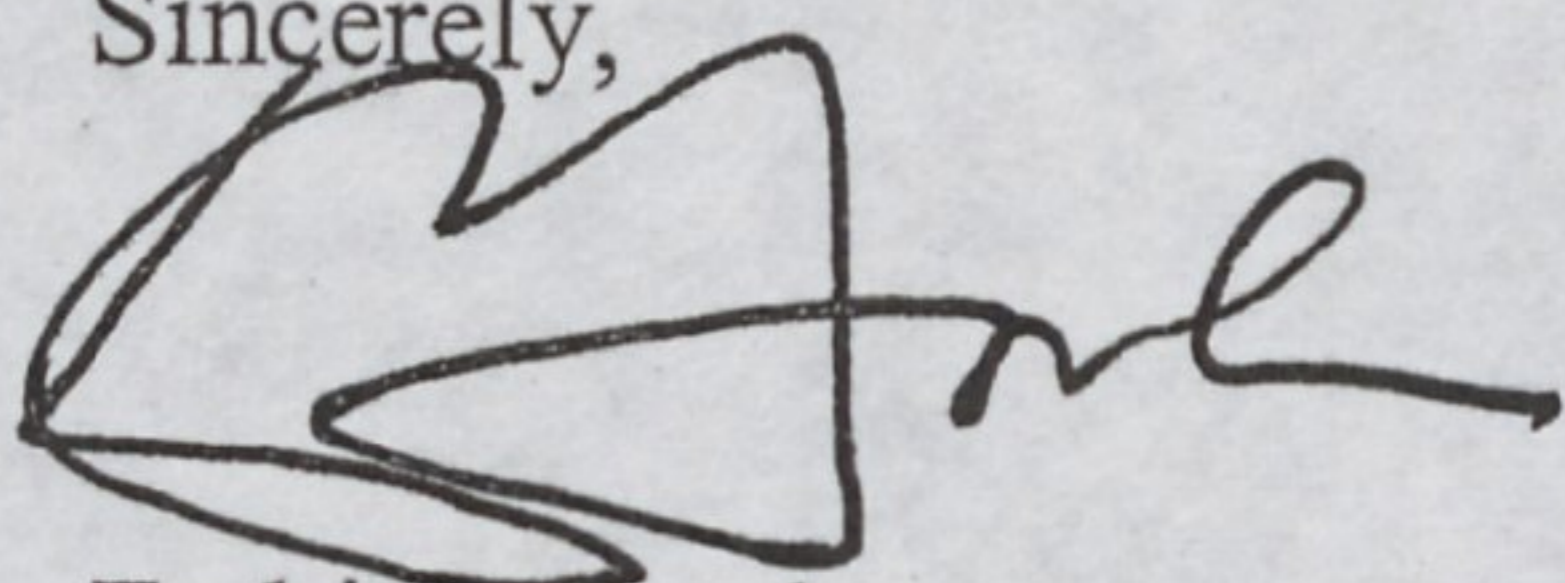
The revised policy calls for hearings to be conducted pursuant to *Robert's Rules of Order*. Please note that *Robert's Rules of Order* focuses on meetings, especially motions, and is not well suited for conducting hearings. However, it is a campus decision on how to conduct its hearings as long as the hearings comply with due process. While we would not reject a policy for this reason, we urge you to reconsider this designation. (lines 1371 and 1660)

We believe that changing the language for fixed term faculty from "re-employment" to "contract renewal" is a significant improvement.

Chancellor Steve Ballard  
January 9, 2007  
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You may use this revised policy until corrections are made. You may make corrections of the above items, including deleting the reference to an appeal noted in §VII.A.8. to the Board of Governors, without my subsequent review.

Sincerely,

A handwritten signature in black ink, appearing to read 'Erskine Bowles', written over a large, stylized, scribbled-out mark.

Erskine Bowles

cc: Harold Martin  
Charles Waldrup