



## **Part 2: Faculty: Definition and Contract**

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### **3-3-201 Faculty Contracts.** [See also 3-3-801(3) Calendar for Faculty Evaluation.]

**3-3-201(1)** Contract-Renewable Faculty Process for conversion into a tenure-track position without a search. [See also 2-3-202(2) Contract-Renewable.]

(a) Purpose. The purpose of this policy is to provide a process by which a contract-renewable faculty member can have their position converted to a tenure-track position without a search.

(b) Definitions.

(i) Dossier. See 2-3-801(1)(b).

(ii) Unit Leader: The chair of a department, director of a school, or coordinator of a free- standing program that is not part of a department or school.

(iii) Voting Faculty. All tenured and tenure-track faculty, excluding the unit leader, within the relevant department, school, or free-standing program.

(c) Eligibility.

(i) A faculty member is eligible to petition for conversion no sooner than their third semester of full-time service at UNC.

(ii) A contract-renewable faculty member is eligible to have their position converted to tenure- track without a search if that person demonstrates the potential for an appropriate level of performance and expertise in teaching, professional activity, and service required for the tenure-track position. Evidence of such potential is demonstrated in the dossier.

(d) The Petition Process.

- (i) A faculty member in a contract-renewable position who wishes to petition to have their position converted to tenure-track without a search shall submit a letter of application along with a dossier to the voting faculty, who shall vote on whether to recommend the conversion.
- (ii) A positive recommendation from the voting faculty requires majority support from those voting faculty who vote. The results of any vote shall be tallied and communicated to the unit leader and to the petitioning faculty member by the chair of the Faculty Evaluation Committee. That communication shall include a rationale for the recommendation (positive or negative), and, if positive, a further recommendation for the number of years of credit toward sabbatical leave, tenure, and/or promotion. If the faculty vote is not in support, there will be no further action taken, except to notify the petitioning faculty member.
- (iii) Upon receiving a positive recommendation, the unit leader shall recommend to the Dean, along with rationale, whether the faculty member's petition should be approved. The unit leader shall submit the recommendation, along with the rationale, the dossier, the letter of application, and the voting faculty's recommendation, to the Dean, the voting faculty, and the petitioning faculty member.
- (iv) The Dean shall submit to the Chief Academic Officer (CAO) their recommendation and rationale of whether the contract-renewable faculty member's position shall be converted to tenure-track without a search. The Dean shall communicate their recommendation and rationale to the unit leader, the voting faculty, and the petitioning faculty member.
- (v) The CAO shall decide whether to approve the faculty member's petition to have their position converted to tenure-track. The CAO shall communicate their decision and rationale to the Dean, the unit leader, the voting faculty, and the petitioning faculty member. When a petition for conversion is approved, the unit leader shall negotiate years of credit toward sabbatical leave, tenure, and/or promotion. Each of these items must be approved by the college Dean and the

CAO.

- (vi) The conversion shall take effect at the beginning of the next academic year.

### **Policy History**

#### **3-3-201 FACULTY CONTRACTS.**

Subsection 3-3-201(1) Term Faculty (a)(I)(II)(III)(b)(VII) amended (Nov 2011)

Subsection 3-3-201(1) Contract-Renewable Faculty (a)(b)(i)(ii)(iii)(c)(i)(ii)(iii) amended (Apr 2021)

Subsection 3-3-201(1) Contract-Renewable Faculty (d)(i)(ii)(iii)(iv)(v)(vi) amended (Apr 2021)