

Subject: Promotion 2-3-901

Reference to Senate Minutes dated: April 19, 2021

Senate Action:

MOTION: Welfare –





- (IV) Promotion from Lecturer to Senior Lecturer: Exceeds expectations or higher (level IV or level V) in primary area of responsibility and at least meets expectations (level III, level IV or level V) in the other areas of responsibility, if any.

2-3-01( 4) 5

Eligibility for consideration for promotion shall be based upon academic years in which the individual is contracted with the University to a full-time position. It shall be the responsibility of the individual who is eligible for consideration to initiate the review through a formal request to the appropriate department chair/school director/program coordinator.

- (a) Up to three years credit toward both promotion and tenure may be negotiated by newly hired tenure-track faculty members who, at another institution of higher education, have been tenured, or who have held tenure-track appointments at another institution of higher education, or who possess a record of outstanding achievement in the area in which they are being hired may request up to three years of credit toward promotion and tenure. When granted by the Chief Academic Officer, only the most recent year or years' accomplishments that occurred during the number of credited years, as well as the faculty member's accomplishments at UNC, shall be counted toward promotion and tenure. For contract-renewable faculty whose position is converted to tenure-track, see 3-3-201(1).
- (b) Lecturers and instructors may also request up to three years of credit toward promotion for analogous positions at other institutions toward their promotion to senior lecturer. Such credit may come from prior relevant experience. When such credit is granted by the Chief Academic Officer, it must be only the most recent year or years' accomplishments that occurred during the number of credited years, as well as the faculty member's accomplishments at UNC, shall that will

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2-3-91 P10

(For Promotion Stipend see 3701)

Promotion provides a mechanism for the recognition of contributions of faculty members to the mission of the institution and its reputation as well as professional contributions to the advancement of the state of the art and to society at large. While judgment of potential contributions must necessarily be based on past performance, it is expected that persons achieving a given rank shall continue to take initiatives which are valued by the institution.

Although the administration of promotion policies at the University must be equitable, it must not be perceived as implying identical standards for types of contributions by each individual faculty member. The promotion policy must facilitate the recognition of diverse potentials which harmonize individual competence and initiative with institutional needs and values. The promotion policy attends to both qualitative and quantitative contributions.

Promotion decisions are based only on the outcomes of comprehensive review as described in 2-3-801.

Academic or professional qualifications shall satisfy the minimum qualifications for each rank as established in 2-3-302 Rank Requirements and 2-3-901(1) Academic and Professional Qualifications.

Relevant promotion criteria shall be discussed by the department chair/school director/program coordinator with each faculty member in their school/department/program periodically to ensure that each member is cognizant of program area performance expectations. A school director shall engage in this process as follows:

- (1) If the school director is in the same discipline as the program area, they shall discuss these matters with each faculty member; or
- (2) If the school director is not in the discipline of a program area, they, together with someone from that program area, shall discuss relevant promotion criteria with each faculty member.

2-3-91(1) ~~106~~

- (a) Instructors are eligible for consideration for promotion to the rank of assistant professor after completion of four years of successful academic performance regardless of rank, as long as they have met the minimum requirements necessary for appointment to the rank of assistant professor [See 2-3-302 Rank Requirements].
- (b) Assistant professors are eligible for considerations for promotion to the rank of associate professor after completion of four years of successful academic performance in rank, as long as they have met the minimum requirements necessary for appointment to the rank of associate professor [See 2-3-302 Rank Requirements].

- (c) Associate professors are eligible for consideration for promotion to the rank of professor after completion of four years of successful academic performance in rank, as long as they have met the minimum requirements necessary for appointment to the rank of professor [See 2-3-302 Rank Requirements].
- (d) Lecturers are eligible for consideration for promotion to the rank of senior lecturer after completion of six years of successful academic performance in rank, (or an analogous rank elsewhere, if negotiated), as long as they have met the minimum requirements necessary for appointment to the rank of senior lecturer.

2-3-01(2) P16

The approved program area evaluation criteria (see 2-3-801) for the relevant promotion shall be the sole basis for promotion decisions.

2-3-01(3) P16

The decision to promote or not to promote is determined by the outcomes of evaluation in the comprehensive review (see 2-3-801). In what follows the requirements are individually necessary and jointly sufficient. That is, the evaluatee must satisfy all of the requirements listed in order to get a

