

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE  
FACULTY SENATE

Senate Document Number 4717S  
Date of Senate Approval 04/13/17

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Statement of Faculty Senate Action:

**FWDC 6:** **Minor revisions regarding Senior Lecturers**  
**Revision to Faculty Handbook Sections [3.5.4.1.2.B](#) and [14.2](#)**

**Effective date:** Immediately

**Summary:** This document completes revisions made necessary by the addition of the rank of Senior Lecturer and represents no changes in policy. Two minor revisions are necessary:

- 1) Clarification that an unsuccessful request for promotion to the rank of Senior Lecturer does *not* imply that no additional contracts will be issued to that individual.
- 2) Adding the new rank of Senior Lecturer to the list of untenurable ranks in 14.2 in addition to the listing in 2.1.2.1.

**Rationale:**

- 1) While the passage refers to requests for promotion by someone on the tenure-track, a strict reading of the last sentence of 3.5.4.1.2.B suggests that a candidate for Senior Lecturer who is unsuccessful cannot be issued a new contract of any kind. This was not the intention in creating the rank of Senior Lecturer. An unsuccessful candidate for Senior Lecturer would retain their Lecturer status and remain eligible for a future contract.
- 2) Faculty ranks are listed in both 2.1.2 and in 14.2, Section III.C. When the rank of Senior Lecturer was created, it was listed only in 2.1.2, but not in 14.2, which was an oversight. This revision rectifies that oversight.

**Revise 3.5.4.1.2.B as follows:**

B. In the case of a requested review (i.e., a promotion or early tenure review), the candidate initiates the process, notifying his/her Department Chair of the request for review. Faculty members are encouraged to meet with their Chairs to discuss the request and to consider the likelihood of Chair and Department support before pursuing the request. If the faculty member decides to pursue the request, he/she notifies the Provost and VCAA who then sends the candidate a notice of review as described above. Faculty members considering early tenure reviews or promotion reviews prior to the awarding of tenure should note that while a faculty member may request a review for tenure before the contractually specified time, a negative tenure decision in this case is equivalent to a decision to not reappoint the faculty member after completion of the current probationary term. Because a promotion implies tenure, a ~~negative decision on a request for a review for~~ promotion from a non-tenured faculty member ~~on the tenure-track~~ has the same consequences: this provision does not apply to negative promotion decisions for candidates for the rank of Senior Lecturer.

**Revise 14.2, Section III.C.1 as follows:**

1. Non Tenurable Ranks.

- a. Instructor. The rank of instructor is appropriate for a person who is appointed to the faculty in the expectation that he or she will soon progress to a professorial rank but who lacks, when appointed, the necessary terminal degree for appointment to a professorial rank. Initial appointment to the rank of instructor shall be for one year, with one additional year of instructor

rank allowable so as to complete the required degree. (The candidate can be offered a terminal one-year appointment following the two-year allowance.) Effective on completion of the necessary degree, advancement to the rank of Assistant Professor begins the following fall semester and initiates the first four-year probationary term (except for foreign nationals, who, because of immigration law, may not be appointed to the rank of Assistant Professor without an additional search). No person holding a position as an instructor may be appointed to permanent tenure at that rank. Notice to an instructor of the decision concerning reappointment shall be given according to this schedule:

1. during the first year of service as an instructor, no less than 90 days<sup>2</sup> before the end of that year;
  2. during the second year of service as an instructor, no later than 180 days<sup>2</sup> before the end of that year with reference to a third year of service.
- b. Lecturer. The rank of lecturer is reserved for persons who are appointed to non-tenure track full-time faculty positions of specifically contracted length. Initial appointment to the rank of Lecturer shall be for one year. After completion of at least three one-year appointments, terms may be extended to three ~~or five~~ years. Reappointment requires successful performance by the Lecturer and continuing need for this type of position in the department or program. Lecturers are not eligible for tenure. Notice to a Lecturer of the decision concerning reappointment for the following academic year should be given before the end of the spring semester.
- c. Senior Lecturer: The rank of Senior Lecturer is reserved for members of the faculty who have completed at least two three-year contracts as Lecturer and who have demonstrated noteworthy accomplishments in scholarship and/or service, in addition to high-quality teaching, which warrant a promotion to this rank and the issuance of a five-year contract. Senior Lecturers have a 12-hour teaching load, and are evaluated using the same processes and forms as tenure-line faculty. The rank of Senior Lecturer is initially awarded through the promotion process described in 3.5.4, in which the Committee of Tenured Faculty makes a recommendation to the Provost. Senior Lecturers may receive five-year contracts; subsequent contracts of one-, three-, or five-year length are offered by the Provost and Vice Chancellor of Academic Affairs after consultation with the Department Chair/Program Director and the appropriate Dean. No person holding the position of Senior Lecturer may be appointed to permanent tenure at this rank. Each Senior Lecturer shall be notified of appointment for the following academic year before the end of the preceding spring semester in the final year of the contract.
- e.d. Other Special Faculty Appointments. Special fixed-term appointments with the title designations of "artist in residence," or "writer in residence," or with any faculty rank when accompanied by the qualifying prefix "adjunct," "clinical," or "research," may be made as provided herein. Such an appointment is appropriate for a person who has unusual qualifications for research, academic administration, or public service but for whom neither a Professorial rank nor the instructor rank is appropriate because of the limited duration of the mission for which he or she is appointed, because of concern for continued availability of special funding for the position, or for other valid institutional reasons. An initial special appointment shall be for fixed terms of one to five years and may be made either in direct succession or at intervals. Individuals with this type of appointment are not eligible for tenure. The "notice" provisions of Section III.B.4. do not apply to special faculty appointments, and a faculty member holding such an appointment is not entitled to any notice concerning offer of any subsequent appointment at any rank or title or for any term.
- e.e. Visiting Faculty Appointments. Persons other than regular members of the faculty may receive fixed-term appointments as visiting members of the faculty with rank designations, prefixed by the word "visiting," appropriate to their status in their regular employment. Such an appointment shall be for a term of not more than one year; one subsequent appointment may be made for a term of not more than one year. The "notice" provisions of Section III.B.4. do not apply to visiting appointments, but during the term of appointment a visiting faculty member enjoys the protections afforded by Section IV.