

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE  
FACULTY SENATE

Senate Document Number SD1923S  
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Statement of Faculty Senate Action:

**FWDC 6:** **Revise Lecturer Contract Lengths**  
**Faculty Handbook [Section 14.2.III.C](#)**

**Effective Date:** Fall 2023

**Summary:** This document changes the initial contract length to two years for lecturers and allows for three-year contracts following the completion of a two-year contract.

**Rationale:** In recent years, lecturers have received two-year contracts. This document seeks to codify this practice and aligns with proposed changes in Section 2.1.2.1. This document also allows the possibility of a three-year contract following the completion of a two-year appointment. Increasing the length of contracts provides more security for the lecturers on our campus.

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

Faculty Ranks

Academic tenure, as herein described, pertains exclusively to the employment of faculty members by appointment to specified faculty ranks. Such appointments may be for fixed terms of employment, automatically terminal when they expire ("fixed term appointment"); or they may be for probationary terms ("probationary term appointment"); or they may be continuous until retirement, death, or resignation except as provided in Sections IV and V herein ("appointment with permanent tenure").

The full-time faculty ranks to which appointments may be made are:

1. Non Tenurable Ranks.

1. 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.
2. Lecturer. The rank of Lecturer is reserved for persons who are appointed to non-tenure track full-time faculty positions of specifically contracted length. The faculty recommends that initial appointments to the rank of Lecturer be for ~~one two years~~ except for instances when a department requests a single year contract while a faculty search is being completed or as needed by a department for short-term faculty replacement.,~~but U~~ultimately, the decision of the length of such appointments rests with the Provost and the Chancellor. ~~Normally, after completion of at least three to four years of service, a Lecturer's appointment may be for a longer duration than the original appointment. After completion of a two-year -appointment, lecturers may be offered three-year contracts.~~ Reappointments of any kind, but especially those for a longer duration, 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 should be given at least six months prior to the end of the Lecturer's existing appointment.
3. Senior Lecturer. The rank of Senior Lecturer is reserved for members of the faculty who have completed at least seven years as a full time faculty member (of any rank) 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. 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 receive five-year contracts; subsequent contracts are issued through the process described in [2.1.2.1](#).
- No person holding the position of Senior Lecturer may be appointed to permanent tenure at this rank. Each Senior Lecturer shall be notified of reappointment by August 1 of the last fiscal year of their contract (i.e. for contracts terminating June 30, notification will be given 11 months prior to the ending date).
4. 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.
5. 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." The faculty recommends that such appointments normally be for a term of not more than one year, but ultimately, the decision of the length of such appointments rests with the

Provost and the Chancellor. The "notice" provisions of Section III.B.5. do not apply to visiting appointments, but during the term of appointment a visiting faculty member enjoys the protections afforded by Section IV.

2. Tenurable Ranks. To be eligible to hold a tenurable rank a person must hold the terminal degree (usually the doctorate) in his or her discipline.

1. Assistant Professor. Initial appointment to this rank shall be for a probationary term of four years. In the third year of this term following a review, the person may be appointed for a second four-year probationary term in the following academic year. An unfavorable review allows the fourth year of the first term to serve as a grace year of employment with faculty status. Reappointed persons on tenure track will normally be evaluated for tenure and promotion to Associate Professor in the sixth year of the full probationary period. Candidates awarded tenure will begin a permanent contract in the following year of employment. Candidates not awarded tenure may not be reappointed beyond the seventh year of employment. Notice to an Assistant Professor of the decision concerning reappointment shall be given no less than twelve months before the end of the individual's then-current term.
2. Associate Professor. For untenured faculty, the initial appointment to this rank shall be for a probationary term of four years. Appointments will normally be evaluated for tenure in the third year of the term. Candidates awarded tenure will begin a permanent contract in the fourth year of employment. Candidates not awarded tenure may not be reappointed beyond the fourth year of the term. Notice to an associate professor of the decision concerning reappointment shall be given no less than twelve months before the end of his or her probationary term.
3. Professor. For untenured faculty, the initial appointment to this rank shall be for a probationary term of four years. Appointments will normally be evaluated for tenure in the third year of the term. Candidates awarded tenure will begin a permanent contract in the fourth year of employment. Candidates not awarded tenure may not be reappointed beyond the fourth year of the term. Notice to a Professor of the decision concerning reappointment shall be given no less than twelve months before the end of his or her probationary term.