

**North Carolina A & T State University**  
**Review of Campus Tenure Related Policies**

(A summary of changes made to the Code 600 Tenure Related Policies based on General Administration's mandates and the Faculty Senate.)

ISSUES	POLICY UPDATES
<p>1. Sub-sections 5.B., 5.C, and 5.D.: the number of days should always refer to “calendar” days. The grid only indicates “days.” The changes made to enlarge the number of days to consult with administrators are acceptable; but not required by the Code changes. The important time lines under the new Code were the 14 calendar days to appeal to the Faculty Hearing Committee and 14 calendar days to appeal to the Board of Governors.</p>	<p>Sub-sections 5.B., 5.C, and 5.D. have been updated to include “calendar” days. <i>Pages 99-100.</i></p>
<p>2. Regarding Code 604, the following changes have not been made:</p> <p>a. Chancellor is responsible for ensuring that a system is in place that provides a timely hearing;</p> <p>b. committee only consider evidence from hearing and arguments by the parties; and</p> <p>c. the purpose of the review is to determine if a decision was made on impermissible reasons under the Code and whether material deviation occurred in procedures that would cast doubt on the decision.</p>	<p><b>Section 5 on Nonreappointment of Faculty Members on Probationary Term Appointment</b> has been revised. The current policy states:</p> <p>The Chancellor shall ensure a process is in place so that a hearing is timely accorded a faculty member, who timely requests a review, before an elected standing committee of the institution’s faculty.</p> <p>If the faculty member does not request review of the notice of non-reappointment in a timely fashion as specified in this paragraph, the non-reappointment is final without recourse to any further review by faculty committees, the institution, or the Board of Governors.</p> <p>The request for review shall be written and addressed to the Chairperson of the Faculty Hearing Committee. In reaching decisions on which its written recommendations to the chancellor shall be based, the Faculty Hearing Committee shall consider only the evidence presented at the hearing and such written or oral arguments as the committee, in its discretion, may allow. The faculty member shall have the burden of proof. In evaluating the evidence the Faculty Hearing Committee shall use the standard of preponderance of the evidence (which is the same as the greater weight of the evidence.)</p> <p>The purpose of Faculty Hearing Committee review process is to determine (1) whether the decision was based on considerations that <i>The Code</i> provides are impermissible; and (2) whether the procedures followed to reach the decision materially deviated from prescribed</p>

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	<p>procedures such that doubt is cast on the integrity of the decision not to reappoint. <b>Page 100</b></p>
	<p><b>Section 8. SPECIAL FACULTY APPOINTMENTS....</b> Policy updates/revisions have been deleted and/or revised for clarification. The policy now reads: Special faculty members who are paid shall be appointed for a specified term of service from one to three years, as set out in writing in the letter of appointment. Subsequent appointments to fixed terms of from one to five years duration may be made either in direct succession or at intervals. The term of appointment of any paid special faculty member concludes at the end of the specified period set forth in the letter of appointment, and the letter of appointment constitutes full and timely notice that a new term will not be granted when that term expires. Each is considered an initial appointment.</p> <p>Special faculty members who are not paid may be appointed for a specified term of service or at will. Their pay and appointment status should be set out in the letter of appointment.</p> <p>During the term of their employment, special faculty members are entitled to seek recourse under Section 607 of the University Code (relating to faculty grievances).</p> <p>Special faculty members, whether paid or unpaid, are not covered by Section 604 of the University Code, and that section does not accord them rights to additional review of a decision by a constituent institution not to grant a new appointment at the end of a specified fixed term. <b>Page 107</b></p>