

UNC Code Changes

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UNC Code Section 603: Discharge / Serious Sanctions

N.C. A&T Faculty Handbook App. B-2, Section 4; Faculty and EHRA Non-Faculty Hearings

- Provost sends faculty member notice of intent to discharge/impose serious sanctions
- Chancellor may authorize reassignment of duties or suspension with pay
- Faculty member must request hearing by Faculty Hearing and Reconsideration Committee within 14 days
- Committee holds hearing and makes recommendation to Chancellor
- Chancellor issues decision (**if decision is negative, faculty pay stops**)
- Faculty member may appeal Chancellor's negative decision to Board of Trustees
- **There is no longer an additional appeal to the Board of Governors**



UNC Code Section 604: Non-Reappointment

N.C. A&T Faculty Handbook App. B-2, Section 5; Faculty and EHRA Non-Faculty Hearings

- Faculty member receives notice of decision not to reappoint
- Faculty member must request hearing by Faculty Hearing and Reconsideration Committee
- Committee holds hearing and makes recommendation to Chancellor
- Chancellor issues decision
- Faculty member may appeal Chancellor's negative decision to the **Board of Governors**
- **The appeal to the Board of Governors is being replaced by an appeal to the Board of Trustees**



Substantive Changes Required by UNC Code Changes Affect the Appeals Process Only

- No changes in timing requirements
- No changes in the burden of proof
- No changes in the allowable grounds for hearing or appeal
- Some minor wording changes for clarity



Timeline

Changes to UNC Code require changes to A&T Faculty Handbook and Policies

- Changes to the UNC Code were approved by the Board of Governors in March and go into effect July 1, 2019: only decisions made on or after July 1, 2019 are affected.
- Final approval for necessary changes to the Hearings Policy will be sought from the Board of Trustees at the July retreat.
- Faculty Handbook Committee and Faculty Senate have been informed of the changes.

QUESTIONS?