Appalachian State University
Faculty Senate Agenda
March 17, 2014

AGENDA SUMMARY:
(Full Agenda follows on next page)

(3:15 pm)  I.  Welcome and Announcements  INFORMATION

(3:20 pm)  II. Approval of the February 10, 2014 Faculty Senate Minutes  ACTION

(3:25 pm)  III. Visitors’ Reports
A. James Webb – Information security  INFORMATION

(3:40 pm)  IV. Provost’s Report  INFORMATION

(3:55 pm)  V. Chair’s Report
A. UNC Budget Request for 2014-2015 (Appendix A)
B. Appropriations per student (Appendix B)

(4:10 pm)  VI. Committee Reports  INFORMATION
A. Faculty Handbook: Motion on proposed changes to Faculty Handbook, Early Promotion (Appendix C)


C. Welfare and Morale Committee: Jim Stoddard – Report on status of Evaluation of Provost and Deans  INFORMATION

D. Budget Committee: Mark Strazicich - Report on meeting with Greg Lovins  INFORMATION

(5:10 pm)  VII. Unfinished Business  INFORMATION
None

(5:15 pm)  VIII. New Business

(5:20 pm)  IX. Adjourn (time approximated)
I. Announcements
A. Welcome and Introduction of Visitors.

II. Minutes
A. Approval of February 10, 2014 Faculty Senate minutes. Available online at:
   http://facsen.appstate.edu/sites/facsen.appstate.edu/files/Fac%20Minutes%20February%2010%2C%2014_0.pdf

III. Visitors’ Reports
A. James Webb – Information Security

IV. Provost’s Report

V. Chair’s Report
A. UNC Budget Request for Fiscal Year 2014-2015
   (Appendix A)
B. Appropriations per student 2006-2014
   (Appendix B)

VI. Committee Reports (Committee Chair’s name is in bold print)

A. Academic Policies (Campbell, Crepeau, Nash, Reed, Stanovsky)
   No report.

B. Agenda Committee (Koch, Aycock, Gates, Martin, Provost Gonzalez)
   No report.

C. Budget Committee (Geary, Hageman, McGrady, Murrell, Rice, Stallworth, Strazicich, Szeto)
1. Mark Strazicich: Report from Budget Committee meeting with Greg Lovins. (Appendix D)

D. Campus Planning Committee (Crawford, Daigle, Everhart, Fenwick, Frye, Stokes)

No report.

E. Committee on Committees (Gates, Hester, Morehouse, Oliver, Puckett, Villanova)


F. Faculty Handbook Committee (Koch, Aycock, Vannoy, Gates, Provost Gonzalez)

1. Motion on proposed changes to Faculty Handbook, Early Promotion (Appendix C)

G. Faculty Welfare and Morale Committee (Alexander-Eitzman, Cremaldi, Erickson, Howard, Toub, Stoddard, Reck)


H. Welfare of Students Committee (Gosky, Lane, Ortiz, Peterson-Sparks, Smith, Zrull)

No report.

(5:10 pm) VII. Unfinished Business

(5:15 pm) VIII. New Business

(5:20 pm) IX. Adjournment
MEMORANDUM

TO: Peter Hans, Chairman of the Board of Governors of the University of North Carolina
Members of the Board of Governors of the University of North Carolina

cc: Tom Ross, President of the University of North Carolina
The Honorable Pat McCrory, Governor of North Carolina
The Honorable Phil Berger, President Pro Tem of the North Carolina Senate
The Honorable Tim Miller, Speaker of the North Carolina House
Co-Chairs of the North Carolina Senate and House Appropriations Committee

FROM: Art Pope, State Budget Director


Dear Ladies and Gentlemen:

I am in receipt of the “2014-15 Budget Priorities of the University of North Carolina,” as set forth in the Committee on Budget and Finance report, dated February 20, 2014, and approved as amended by the full Board of Governors (BOG) on February 21, 2014 (the “UNC FY 2014-15 Budget”). The Board of Governors has requested a total UNCSY 2014-15 Budget of $2,482,163,048, which is $288,466,366, (or 11.3%) more than the enacted General Fund budget for FY 2013-14, and $340,512,472, (or 13.6%), more than the enacted budget for FY 2014-15. (See Table below for details.) Furthermore, while the Board of Governors requested “UNC be included equally in any compensation increase for teachers and state employees,” the above increase in the BOG UNC FY 2014-15 Budget does not include any funding for pay increases for UNC employees and faculty.

Governor McCrory strongly supports the University of North Carolina. Higher education, and our public universities in particular, are crucial to providing the people of North Carolina an opportunity to succeed in life, and for the overall long term growth and prosperity of the state. However, the spiraling cost of higher education, the increased costs to student and their parents, including growing personal debt, as well as the increasing demands on the state budget, cannot continue indefinitely. The University of North Carolina has a responsibility to its students and to the state to operate and to improve the university in the most cost effective and affordable manner as practicable.

Respectfully, it simply is not realistic for the Board of Governors to request an 11.3% increase from the General Fund, $288 million more for next year’s FY 2014-15 budget, over this year’s current budget. While the economy is improving, it is highly unlikely the state’s total General Fund revenue or overall
availability will increase 11% or more next year. Total General Fund availability is budgeted to increase only 2.3% in FY 2014-15, and the state has not had an 11% revenue increase in the last 20 years, even with a variety of enacted tax increases. In addition, university enrollment is down from what has already been budgeted and inflation projections for FY 2014-15 remain modest (in the 1.5% to 2.0% range). Furthermore, the limited increase in revenue and availability must first be applied to mandatory obligations, such as the growth in Medicaid, and overall priorities, including a pay increase for teachers and state employees. To fund a $288 million, 11% increase for UNC, would require the Governor and General Assembly to make major reductions in other state agencies and programs, such as our courts, the “K-12" public schools, and health care.

It is for this reason that the Office of State Budget and Management sent out its budget instruction letter dated December 12, 2013 directing all state agencies, including the University of North Carolina, to submit for consideration a budget reduction and expansion request that “must equate to a net savings of a minimum of two percent (2%) of the agency’s FY 2014-15 BD 307 certified appropriation. The general fund appropriation expansion requests shall not exceed two percent (2%) of your agency's FY 2014-15 BD 307 certified appropriation.” The University of North Carolina did submit by a letter dated February 10, 2014 outlining a reduction of $49 million to be implemented through “management flexibility.” However, this potential reduction is far exceeded by the UNC Board of Governors’ requested expansion budget increase of $288 million for FY 2014-15, and this reduction option apparently was not presented to the Board of Governors for consideration.

When discussing this matter with President Ross, he stated that the University had a statutory duty to present its “needs” to the Governor and General Assembly. Respectfully, N.C. Gen. Stat. §116C-11(9)a requires the Board of Governors to submit a “budget,” not “needs.”

In addition N.C. Gen. Stat. §116C-11(9)a (ii) expressly requires the Board of Governors to submit a budget, including funds for EPA salary increases, and N.C. Gen. Stat. §143C-3-3(b) & (c) requires the University of North Carolina to submit a detailed description of current deficiencies, proposed corrections and estimate of project costs for repairs and renovations. Yet the Board of Governors only submitted a one line lump sum request for an allocation of $162 million for repairs and renovations. Pursuant to N.C. Gen. Stat. §143C-3-3, and consistent with N.C. Gen. Stat. §116C-11(9), I hereby request the Board of Governors to provide a prioritized list for repairs and renovations with the required information for each project, with an estimated fund availability for the UNC System of $30 million, $40 million, and a maximum $60 million.

Respectfully, I request that the Board of Governors reconsider its General Fund budget request and re-submit a more realistic proposal. It would also be most helpful when considering a realistic General Fund budget request for FY 2014-15, that the General Fund request be put in context of the overall University of North Carolina budget, including its annual institutional trust fund receipts of approximately $4.99 billion.

As one particular example, the UNC System collected $228 million in overhead receipts in FY 2011-12, and had a cash balance of $268.7 million at the June 30, 2012 fiscal year-end. How much of the overhead receipts are being used for the repairs and renovations for the facilities used to generate the overhead
receipts, as opposed to requesting $163 million in General Fund appropriations for repairs and renovations? More importantly, what were the overhead receipts for FY 2012-13 and the cash balance as of June 30, 2013, and how much of those funds can be utilized for current repair and renovation, rather than being used for new construction or operating funds for new programs and projects? For example, I have just been informed that UNC-CH is allocating $30 million for repair and renovation projects. Respectfully, this is the type of information and decision making the Governor and General Assembly must consider when preparing and enacting a budget for all state agencies and programs that serve the public.

Thank you in advance for providing the requested information and considering a revision of the “2014-15 Budget Priorities of the University of North Carolina” submitted February 21, 2014. The Office of State Budget and Management looks forward to working with the Board of Governors and the University of North Carolina, consistent with our respective statutory duties and authority, to prepare and enact a state budget that meets the constitutional requirement for a balanced budget, improves education opportunities provided by the University of North Carolina, and serves all the people of North Carolina.
## Appropriations per Student (FTE), FY 2006-07 to FY 2013-14

### All Student FTE

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>ASU</td>
<td>8,006</td>
<td>8,677</td>
<td>7,711</td>
<td>7,936</td>
<td>7,673</td>
<td>7,561</td>
<td>7,648</td>
<td>7,550</td>
</tr>
<tr>
<td>ECU</td>
<td>11,708</td>
<td>11,573</td>
<td>10,123</td>
<td>10,737</td>
<td>10,827</td>
<td>11,050</td>
<td>11,800</td>
<td>12,518</td>
</tr>
<tr>
<td>ECSU</td>
<td>12,637</td>
<td>11,882</td>
<td>11,721</td>
<td>11,184</td>
<td>10,972</td>
<td>12,085</td>
<td>13,208</td>
<td>14,230</td>
</tr>
<tr>
<td>FSU</td>
<td>8,847</td>
<td>9,650</td>
<td>9,744</td>
<td>9,556</td>
<td>9,602</td>
<td>9,691</td>
<td>9,524</td>
<td>9,089</td>
</tr>
<tr>
<td>NCA&amp;T</td>
<td>8,615</td>
<td>10,408</td>
<td>9,306</td>
<td>9,432</td>
<td>9,272</td>
<td>9,359</td>
<td>9,894</td>
<td>9,503</td>
</tr>
<tr>
<td>NCCU</td>
<td>18,230</td>
<td>11,577</td>
<td>10,861</td>
<td>10,850</td>
<td>10,542</td>
<td>11,036</td>
<td>10,766</td>
<td>10,444</td>
</tr>
<tr>
<td>NCSU</td>
<td>12,292</td>
<td>12,364</td>
<td>12,096</td>
<td>12,333</td>
<td>12,298</td>
<td>12,076</td>
<td>12,708</td>
<td>12,795</td>
</tr>
<tr>
<td>UNCA</td>
<td>16,362</td>
<td>10,203</td>
<td>9,998</td>
<td>10,467</td>
<td>10,160</td>
<td>10,798</td>
<td>11,174</td>
<td>10,802</td>
</tr>
<tr>
<td>UNCC</td>
<td>17,400</td>
<td>19,062</td>
<td>18,062</td>
<td>17,274</td>
<td>17,519</td>
<td>16,579</td>
<td>17,463</td>
<td>16,581</td>
</tr>
<tr>
<td>UNCG</td>
<td>8,445</td>
<td>8,884</td>
<td>8,012</td>
<td>7,941</td>
<td>8,000</td>
<td>8,217</td>
<td>8,217</td>
<td>8,152</td>
</tr>
<tr>
<td>UNCP</td>
<td>9,534</td>
<td>9,657</td>
<td>8,867</td>
<td>8,708</td>
<td>9,067</td>
<td>8,491</td>
<td>9,198</td>
<td>9,187</td>
</tr>
<tr>
<td>UNCW</td>
<td>10,232</td>
<td>11,340</td>
<td>9,650</td>
<td>9,202</td>
<td>8,298</td>
<td>9,844</td>
<td>9,847</td>
<td>9,634</td>
</tr>
<tr>
<td>UNCSA</td>
<td>8,159</td>
<td>8,857</td>
<td>7,852</td>
<td>7,481</td>
<td>7,615</td>
<td>7,411</td>
<td>7,527</td>
<td>7,530</td>
</tr>
<tr>
<td>WCU</td>
<td>23,894</td>
<td>28,712</td>
<td>21,804</td>
<td>22,673</td>
<td>22,556</td>
<td>22,260</td>
<td>22,798</td>
<td>22,725</td>
</tr>
<tr>
<td>WSSU</td>
<td>12,698</td>
<td>12,751</td>
<td>10,558</td>
<td>11,062</td>
<td>11,567</td>
<td>11,794</td>
<td>12,522</td>
<td>12,494</td>
</tr>
<tr>
<td>NCSSM</td>
<td>25,932</td>
<td>27,100</td>
<td>26,250</td>
<td>26,546</td>
<td>26,000</td>
<td>26,175</td>
<td>28,156</td>
<td>28,106</td>
</tr>
</tbody>
</table>

### Notes:
1. Includes high school students.
2. UNCG's FY 2013-14 appropriation includes $3.7 million in nonrecurring funding for building reserves. Without these funds, the FY 2013-14 budgeted funding per FTE would be $24,599 for all students and $45,941 per for resident students.
3. Data not available until FY 2007-08.

Sources: June 30 DD 701 Reports for FY 2006-07 to FY 2012-13, Year-to-Date Account, November 30 DD 701 Report for FY 2013-14, Year-to-Date Authorized, Fall Enrollment Reports for FTE and high school head count. Excludes funding for UNC-GA, student aid, AHEC, agricultural research and extension, and UNC Hospitals.

Prepared by UNC-GA, Finance Division

February 19, 2014
Appendix C:

3.7 Academic Tenure

Academic tenure refers to the conditions and guarantees that apply to a faculty member’s employment. More specifically, it refers to the protection of a faculty member against discharge from employment except for reasons of (i) incompetency, (ii) neglect of duty, or (iii) misconduct of such a nature as to indicate that the individual is unfit to continue as a member of the faculty, as specified in Code Section 603 and in accordance with the procedures provided in section 4.10, or against termination of employment except as provided for in section 4.9. (The overall policy for academic tenure in the UNC system is found in the UNC Code 602.)

3.7.1 The purposes intended to be served by providing the protection of academic tenure to faculty members are to secure their academic freedom and to help the institution attract and retain faculty members of high quality. While academic tenure may be withheld on any grounds other than those specifically stated to be impermissible in section 3.7.6, its conferral requires the assessment that the candidate has met the criteria for the rank of associate professor as specified in 3.8.6.2. Promotion or appointment to the rank of professor confers permanent tenure (3.8.6.6 and 3.8.7.3) and requires the assessment that the candidate has met the criteria for the rank of professor (3.8.7.2.).

3.7.2 The Faculty Handbook criteria for the conferral of tenure shall be the basis for each academic department’s criteria for conferral of tenure, and both Faculty Handbook and departmental criteria shall be considered in all tenure decisions. Departmental criteria may be more rigorous than Faculty Handbook criteria. (3.7.3 addresses the required length of service for tenure.)

The conferral of tenure requires:

(a) an assessment of the faculty member’s demonstrated professional competence;
(b) potential for future contributions;
(c) commitment to effective teaching, research, and public service; and
(d) the needs and resources of the institution.

3.7.3 An Assistant Professor must be considered for tenure during his or her sixth year if he or she has not been granted tenure earlier (3.8.5.6.2.) Under no circumstances should the length of the probationary period exceed seven years of full-time service except when the probationary period has been extended according the provisions of 3.8.5.4.2.2, 3.8.5.4.2.3, and/or 6.2. Associate Professors, not appointed with tenure, shall be reviewed for tenure no later than the fourth year of appointment (3.8.6.3) except when the probationary period has been extended according the provisions of 3.8.5.4.2.2, 3.8.5.4.2.3, and/or 6.2.

3.7.4 If a faculty member begins employment between January 1 and May 15, the partial academic or calendar year shall not count as part of the probationary period.

3.7.5 A decision not to grant tenure may not be based upon (1) the faculty member’s exercise of rights guaranteed by either the First Amendment to the United States Constitution or Article I of the North Carolina Constitution, (2) unlawful discrimination based upon the faculty member’s
race, color, national origin, religion, creed, sex, gender identity and expression, political affiliation, age, disability, veteran status, or sexual orientation; or (3) personal malice. For purposes of this section, the term “personal malice” means dislike, animosity, ill will, or hatred based on personal characteristics, traits or circumstances of an individual that are not relevant to valid University decision making. See UNC Policy 101.3.1 II.B. for details. (4.6.1)

3.7.6 Academic tenure, as herein described, pertains exclusively to the employment of faculty members by appointment to specified faculty ranks. Appalachian State University requires the doctorate or other appropriate earned terminal degree for consideration of the conferral of permanent tenure on any faculty member, unless there are exceptional circumstances.

3.8 Tenure-Eligible Academic Ranks

3.8.1 The University shall require the doctorate or other appropriate earned terminal degree for all full-time faculty appointments above the rank of instructor, unless there are exceptional circumstances. Appointments may be for fixed terms of employment, automatically terminable when they expire (“fixed-term appointment”); or they may be for probationary terms (“probationary-term appointment”); or they may be continuous (“appointment with permanent tenure”) until retirement, death, resignation, or dismissal pursuant to The Code of The University of North Carolina.

3.8.2 No reviewing person or committee substitutes its judgment for the judgment of the departmental chair, a search committee, and/or the departmental personnel committee or the departmental promotion and tenure committee on matters relating to the professional qualifications of the individual involved [i.e., the individual’s ability to fulfill adequately the professional requirements of the position. However, in accordance with The Code of The University of North Carolina, section 602(4), those charged with making decisions on initial appointment, reappointment, promotion and permanent tenure shall examine and evaluate “demonstrated professional competence” i.e., the faculty member’s actual performance, the faculty member’s potential for future contribution, and institutional needs and resources.

3.8.3 The faculty ranks to which appointments may be made, the minimal criteria that a candidate must meet in order to be eligible for consideration for the various ranks, and the incidents of academic tenure applicable to each rank are set forth in sections 3.8.4 through 3.8.7. The Faculty Handbook criteria for ranks shall be the basis for each academic department’s criteria, and both Faculty Handbook and departmental criteria shall be considered in all appointment, reappointment, promotion, and tenure decisions. Departmental criteria may be more rigorous than Faculty Handbook criteria.
3.8.4 Instructor

3.8.4.1 See *The University of North Carolina Policy Manual*, section 400.3.1.1 concerning required discussions relating to the primacy of teaching.

3.8.4.2 Minimal criteria for consideration of appointment to the rank of instructor are:

(a) a master’s degree from an accredited institution in an appropriate field or special competencies in lieu of the master’s degree; and
(b) evidence of potential in teaching; and
(c) evidence of potential in at least one of the following:
   (i) research or other germane creative activity; or
   (ii) professional service to the University and/or to the public.

3.8.4.3 The rank of instructor is appropriate for one who is appointed to the faculty but lacks, when appointed, one or more qualifications expected by the department or college/school for appointment to professorial rank. When all of those qualifications are met, the instructor may be promoted to assistant professor, offered a terminal appointment of one academic year, or be offered a special faculty appointment (see section 3.13).

3.8.4.4 An initial appointment to the rank of instructor is for a probationary term of one academic year. The instructor may be reappointed successively for six terms of one academic year, a total of seven such terms. At least ninety (90) calendar days before the first term of appointment ends, the instructor shall receive written notice whether, when the current term expires, the instructor will be reappointed at rank for another term, promoted to the rank of assistant professor, appointed to a special faculty appointment as provided in section 3.13, or not be reappointed. An instructor appointed to a second one-year term shall receive a similar notice not less than 180 calendar days before that term ends. During the last 180 calendar days of the second consecutive year of employment, the institution may notify the instructor that employment will be terminated at the end of the third year of employment. Before the end of the third consecutive term, an instructor who has not been notified that employment will be ended in that year as provided in the preceding sentence shall receive a written notice whether, when the current term expires, the instructor will be reappointed at rank, promoted to the rank of assistant professor for a four-year term, appointed to a special faculty appointment as provided in section 3.13, of at least a one-year duration, or offered a terminal appointment of one academic year at the end of the current term. Decisions shall be made with respect to these same options before the end of the fourth, fifth, and sixth consecutive term. No reappointment to the rank of instructor may be made after seven consecutive years of employment at that rank. (But see section 3.13, “Special Faculty Appointments.”) The failure to give the required notice of a decision not to reappoint at any point herein required has the same effect as a decision at that time to offer a terminal appointment of one academic year at the same rank. The decisions herein required shall be made as provided in section 4.4.
3.8.5 Assistant Professor

3.8.5.1 See The University of North Carolina Policy Manual, section 400.3.1.1, concerning required discussions relating to the primacy of teaching.

3.8.5.2 Minimal criteria for consideration of appointment/promotion to the rank of assistant professor are:

(a) the appropriate earned terminal degree from an accredited institution, unless there are exceptional circumstances;
(b) demonstrated ability in teaching;
(c) evidence of ability for research or other germane creative activity;
(d) willingness to participate in institutional affairs and professional service to the University and/or to the public.

3.8.5.3 An initial appointment to the rank of assistant professor is normally for a probationary term of four academic years. Before the end of the third year of the four-year probationary term, the assistant professor shall receive written notice whether, when the current term expires, she or he will be reappointed at that rank for a second probationary term of three years or not be reappointed.

3.8.5.4 Before the end of the second year of the three-year term as assistant professor, the assistant professor shall receive written notice whether she or he will be reappointed with permanent tenure at the same or higher rank or not be reappointed.

3.8.5.5 An Assistant Professor may request review for promotion to Associate Professor one year earlier than the mandatory year (see 3.8.5.6). In order to be successfully promoted earlier than the mandatory year, the Assistant Professor shall demonstrate a record that surpasses departmental criteria, as well as Faculty Handbook criteria (3.8.3). If the Assistant Professor is granted promotion to Associate Professor, the action shall become effective at the beginning of the next fiscal year. If the Assistant Professor is denied early promotion, he/she will automatically be reviewed for promotion to Associate Professor during the mandatory review for tenure in the following year. No one will be granted tenure without promotion to Associate Professor.

3.8.5.6 An Assistant Professor must be considered for tenure during his or her sixth year if he or she has not been granted tenure earlier. Under no circumstances should the length of the probationary period exceed seven years of full-time service except when the probationary period has been extended according the provisions of 3.8.5.4.2.2, 3.8.5.4.2.3, and/or 6.2.

3.8.5.6.1 If a faculty member begins employment between January 1 and May 15, the partial academic or calendar year shall not count as part of the probationary period.

3.8.5.6.2 Credit toward tenure and promotion for service elsewhere The department chair and an assistant professor candidate must negotiate any credit for service elsewhere to be granted toward tenure and promotion at the time of the offer. The assistant professor candidate may submit to her or his departmental chair a written request (with appropriate supporting documentation) that up to, but no more than, three years served elsewhere in a tenured or tenurable position (or in an equivalent position) may be counted toward tenure and promotion at
Appalachian State University. Following review of materials, the chair will make a recommendation to the dean, and the dean will make a recommendation to the provost and executive vice chancellor. The final decision, which shall rest with the provost and executive vice chancellor, shall be made on the basis of the verified documentation provided and shall be irrevocable. Any service credited toward tenure and promotion must be specified in the letter of offer at the time of hire and included in the provisions of the initial contract. Motion FS 13-14/12-02 approved as amended.

3.8.5.6.3 If one year of service elsewhere is counted, the initial contract will be for a probationary term of three years. Before the end of the second year of the first three-year term, the assistant professor shall receive written notice whether, when the current term expires, she or he will be reappointed at the same rank for a second probationary term of three years or not be reappointed. Before the end of the second year of the second three-year term as assistant professor, the assistant professor shall receive written notice whether she or he will be reappointed with permanent tenure at the same or higher rank or not be reappointed.

3.8.5.6.4 If two years of service elsewhere are counted, the initial contract will be for a probationary term of three years. Before the end of the second year of the three-year term, the assistant professor shall receive written notice whether, when the current term expires, she or he will be reappointed at the same rank for a second probationary term of two years or not be reappointed. Before the end of the first year of the two-year term as assistant professor, the assistant professor shall receive written notice whether she or he will be reappointed with permanent tenure at the same or higher rank or not be reappointed.

3.8.5.6.5 If three years of service elsewhere are counted, the initial contract will be for a probationary term of four years. Before the end of the third year of the four-year term, the assistant professor shall receive written notice whether she or he will be reappointed with permanent tenure at the same or higher rank or not be reappointed.

3.8.5.6.5.1 Temporary suspension of probationary period with respect to permanent tenure

3.8.5.6.5.2 The probationary service with respect to permanent tenure of an assistant professor who has been granted a leave or course-load reduction under the terms of section 6.2.1.1 (g) shall be calculated in accordance with the provisions of that section. The calculation of probationary service in such circumstances shall be automatic, and no request for such calculation need be made by the faculty member.

3.8.5.6.5.3 A faculty member may submit to her or his departmental chair a written request for a determination that extraordinary circumstances warrant not counting a specific academic year as part of the faculty member’s probationary period with respect to permanent tenure. Any such request should be submitted as soon as practicable, but in no event later than ninety (90) calendar days following the close of the academic year in which the circumstances occurred. The departmental chair shall submit the request to the departmental promotion and tenure committee for review and recommendation; and, upon receipt of the departmental promotion and tenure committee’s recommendation, the departmental chair shall forward that recommendation along with the departmental chair’s recommendation to the dean. The dean shall in turn forward her or his recommendation to the provost and executive vice chancellor, who shall make a determination whether extraordinary circumstances warrant not counting the specified academic year as part of the faculty member’s probationary period with respect to permanent tenure.
3.8.5.6.5.4 The total time not counted toward a faculty member’s probationary period with respect to permanent tenure, both under section 3.8.5.4.2.2 above and section 6.2 may not exceed two academic years.

3.8.5.7 The failure to give the required notice of a decision not to reappoint at any point herein required has the same effect as a decision at that time to offer a terminal appointment for one academic year at the same rank. The decisions herein required shall be made as provided in section 4.4.

3.8.6 Associate Professor

3.8.6.1 See The University of North Carolina Policy Manual, section 400.3.1.1, concerning required discussions relating to the primacy of teaching.

3.8.6.2 Minimal criteria for consideration of appointment/promotion to the rank of associate professor are:

(a) the appropriate earned terminal degree from an accredited institution and at least five (5) completed years of appropriate experience, unless there are exceptional circumstances;
(b) recognized skill in teaching;
(c) recognized accomplishment in research or other germane creative activity;
(d) recognized accomplishment in professional service to the University and/or to the public; and
(e) demonstrated willingness to participate in institutional affairs.

3.8.6.3 An initial appointment to the rank of associate professor may be made with tenure or for a probationary term of up to five academic years. The length of this initial appointment takes into account credit toward tenure and promotion for service elsewhere. If the associate professor is not appointed with tenure, the department chair and the associate professor candidate must negotiate any credit for service elsewhere to be granted toward tenure at the time of the offer. The associate professor candidate may submit to her or his departmental chair a written request (with appropriate supporting documentation) that up to, but no more than, five years served elsewhere in a tenured or tenurable position (or in an equivalent position) may be counted toward tenure at Appalachian State University. Following review of materials, the chair will make a recommendation to the dean, and the dean will make a recommendation to the provost and executive vice chancellor. The final decision, which shall rest with the provost and executive vice chancellor, shall be made on the basis of the verified documentation provided and shall be irrevocable. Any service credited toward tenure must be specified in the letter of offer at the time of hire and included in the provisions of the initial contract. Motion FS 13-14/12-03 passed (Vote #5) Motion FS 13-14/12-03 as approved.

3.8.6.4 Associate Professors, not appointed with tenure, shall be reviewed for tenure no later than the fourth year of appointment. (3.8.6.3) except when the probationary period has been extended according the provisions of 3.8.5.4.2.2, 3.8.5.4.2.3, and/or 6.2.

3.8.6.5 Before the end of the probationary term, the associate professor shall receive written notice whether she or he will be recommended for permanent tenure at the same or higher rank when the current term expires or not be reappointed, consistent with the schedule of “Notice of
Reappointment or Non-reappointment” specified in section 604A (1) of The Code of The University of North Carolina:

(a) During the first year of service at the institution, the faculty member shall be given not less than ninety (90) calendar days’ notice before the employment contract expires;
(b) During the second year of continuous service at the institution, the faculty member shall be given not less than 180 calendar days’ notice before the employment contract expires; and
(c) After two or more years of continuous service at the institution, the faculty member shall be given not less than twelve (12) months’ notice before the employment contract expires.

3.8.6.5.1 Temporary suspension of probationary period with respect to permanent tenure

3.8.6.5.1.1 The probationary service with respect to permanent tenure of an associate professor who has been granted a leave or course-load reduction under the terms of section 6.2.1.1 (g) shall be calculated in accordance with the provisions of that section. The calculation of probationary service in such circumstances shall be automatic, and no request for such calculation need be made by the faculty member.

3.8.6.5.1.2 A faculty member may submit to her or his departmental chair a written request for a determination that extraordinary circumstances warrant not counting a specific academic year as part of the faculty member’s probationary period with respect to permanent tenure. Any such request should be submitted as soon as practicable, but in no event later than ninety (90) calendar days following the close of the academic year in which the circumstances occurred. The departmental chair shall submit the request to the departmental promotion and tenure committee for review and recommendation; and, upon receipt of the departmental promotion and tenure committee’s recommendation, the departmental chair shall forward that recommendation along with the departmental chair’s recommendation to the dean. The dean shall in turn forward her or his recommendation to the provost and executive vice chancellor, who shall make a determination whether extraordinary circumstances warrant not counting the specified academic year as part of the faculty member’s probationary period with respect to permanent tenure.

3.8.6.5.1.3 The total time not counted toward a faculty member’s probationary period with respect to permanent tenure, both under section 3.8.6.4.1.2 above and section 6.2 may not exceed two academic years.

3.8.6.6 The failure to give the required notice of a decision not to reappoint at any point herein required has the same effect as a decision at that time to offer a terminal appointment for one academic year at the same rank. The decisions herein required shall be made as provided in section 4.4.

3.8.6.7 A promotion at any time from the rank of associate professor to the rank of professor confers permanent tenure from the effective date of the promotion. Since this promotion confers permanent tenure, it must be approved by the chancellor and the Board of Trustees.

3.8.7 Professor

3.8.7.1 See The University of North Carolina Policy Manual, section 400.3.1.1, concerning required discussions relating to the primacy of teaching.
3.8.7.2 Minimal criteria for consideration of appointment/promotion to the rank of professor are:

(a) the appropriate earned terminal degree from an accredited institution, and at least ten (10) completed years of appropriate experience unless there are exceptional circumstances;
(b) recognized skill in teaching;
(c) evidence of at least one of the following:
   (i) outstanding accomplishment in research or other germane creative activity with ongoing, recognized accomplishment in professional service to the University and/or public; or
   (ii) outstanding accomplishment in professional service to the University and/or to the public with ongoing, recognized accomplishment in research or other germane creative activity; and
(d) demonstrated ability and participation in institutional affairs.

3.8.7.3 An initial appointment to the rank of professor shall be made with permanent tenure.
Appendix D

Subject: Budget Committee Meeting with Greg Lovins, Vice Chancellor for Business Affairs

Date of Meeting: February 17, 2014

Present: John Geary, Steve Hageman, Michael Helms, Elizabeth McGrady, Scott Rice, Lynn Stallworth, Mark Strazicich (Chair)

Absent: Zack Murrell

The meeting began at 3:35 pm.

Greg Lovins provided a background of his position and summarized many current and future plans for capital projects on campus. While there are a number of plans for new building projects and renovations of existing structures on campus, in recent years the state government has provided little funding for such projects because of budget shortfalls. An exception is that funds are available to renovate Anne Belk Hall with completion expected in the spring of 2015. Funding is still being sought for a new Health Sciences Building. There is ongoing talk in the state legislature of possible faculty salary increases this year, but no decision has been made. State tax revenue has been increasing due to an improving economy, while recent severe winter weather is expected to deplete some of these funds. The university has suggested that property on East Howard Street could be acquired to construct one or more large size classrooms, but there are no set plans at this time. In the near term, the university would like to renovate the recently acquired Church building near King Street for new classrooms. Greg Lovins noted that IG Greer and Sanford Hall need improvement and remain near the top of the list in priority as new capital funds become available. There is a current surplus of student housing in Boone due to recent private construction. The university is projecting a small enrollment growth over the next few years.

The meeting adjourned at 4:30 pm.

Respectfully yours,

Mark Strazicich

Chair, Budget Committee, Faculty Senate

March 4, 2014