





or level V) in either teaching or professional activity and meets expectations or higher (level III, level IV or level V) in the other two areas.

- (II) Promotion to Professor: Exceeds expectations or higher (level IV or level V) in both teaching and professional activity and at least meets expectations (level III) in service.

(b) Promotion of contract renewable faculty

- (I) Promotion of Instructor to Assistant Professor: Exceeds expectations or higher (level IV or level V) in primary area of responsibility and at least meets expectations (level III, level IV or level V) in the other areas of responsibility, if any.
- (II) Promotion from Assistant Professor to Associate Professor: Exceeds expectations or higher (level IV or level V) in primary area of responsibility and at least meets expectations in the other areas of responsibility, if any.
- (III) Promotion from Associate Professor to Professor: Excellent (level V) in primary area of responsibility and at least meets expectations (level III, level IV, or level V) in the other areas of responsibility, if any.
- (IV) Promotion from Lecturer to Senior Lecturer: Exceeds expectations or higher (level IV or level V) in primary area of responsibility and at least meets expectations (level III, level IV or level V) in the other areas of responsibility, if any.

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Eligibility for consideration for promotion shall be based upon academic years in which the individual is contracted with the University to a full-time position. It shall be the responsibility of the individual who is eligible for consideration to initiate the review through a formal request to the appropriate department chair/school director/program coordinator.

- (a) Newly hired tenure-track faculty members who, at another institution of higher education, have been tenured, or who have held tenure-track appointments, or who possess a record of outstanding achievement in the area in which they are being hired may request up to three years of credit toward promotion and tenure. When granted by the Chief Academic Officer, only the most recent year or years' accomplishments that occurred during the number of credited years, as well as the faculty member's accomplishments at UNC, shall be counted toward promotion and tenure. For contract-renewable faculty whose position is







- (iv) In all cases, the chair/director shall forward the notification to the dean and shall state the reason(s), if any, that the chair/director believes the notification is not proper under the provisions of this policy. The dean shall forward the notification to the Chief Academic Officer (CAO) and shall state the reason(s), if any, that the dean believes the notification is not proper under the provisions of this policy. Unless the CAO determines

