



TO: DEANS
FROM: BRUCE W. CARNEY *Bruce W. Carney*
EXECUTIVE VICE CHANCELLOR AND PROVOST
SUBJECT: INITIAL APPOINTMENT AS A NEWLY HIRED ASSOCIATE PROFESSOR
DATE: OCTOBER 26, 2010

The typical trajectory for a newly hired associate professor is an initial probationary appointment to the rank of untenured associate professor for a term of five years. The probationary period provides an opportunity to evaluate the newly hired faculty member's professional competence, fit for the department or unit, as well as his/her ability and commitment to effective teaching, research and service.

The associate professor is usually reviewed for reappointment with tenure prior to the end of the fourth year of the five year probationary appointment.

The Trustee Policies and Regulations Governing Academic Tenure in UNC Chapel Hill have a provision that allows for early consideration for reappointment with tenure provided that the probationary faculty member has been in active employment for at least 18 months. It is the expectation of the Office of the Executive Vice Chancellor and Provost that schools/departments adhere to this 18 month provision and that the review process is not initiated prior to the 18 month point in the probationary appointment.

New hires at the rank of associate professor will generally fall into one of three categories:

1. Applicant is **untenured** in their current position. For these candidates the review process for tenure will not be initiated prior to the 18 month point in the probationary appointment.
2. Applicant is **tenured** in their current position at a **peer** university. In these cases we generally award tenure with the new appointment if there is compelling evidence that the individual meets our expectations in terms of research, teaching and service.
3. Applicant is **tenured** in their current position at a **non-peer** university. We expect that these appointments are made judiciously. For these candidates the review process for tenure will not be initiated prior to the 18 month point in the probationary appointment.

I'm happy to address any questions or concerns that you may have regarding these provisions and expectations.

BWC:mdj

(P and T Memo to deans re Associate Profs 10-25-2010.doc)