January 25, 2011

FIXED-TERM FACULTY

Fixed-term faculty are essential to the instructional mission of the School as well as to the University. The School has adopted a merit-based career track for fixed term faculty that allows recognition and reward for excellence in teaching and service and overall achievement. The University has established the fixed-term positions of Lecturer, Senior Lecturer and Professor of the Practice. A similar structure has been established in the College of Arts & Sciences.

Definitions

When teaching appointments are made in the School, the title Lecturer applies to all fixed-term faculty members. However, the term lecturer in this document applies only to fixed-term faculty with appointments at .75 or higher.

Senior Lecturer applies to a fixed-term faculty member who has been promoted from the rank of Lecturer after six or more years of service as a lecturer at UNC-CH or at a peer institution. The appointment shall be one to three years at .75 FTE or higher.

Professor of the Practice is a title conferred to an individual with an exceptional and distinguished professional career who would make substantial contributions primarily in the practice area by virtue of his or her experience. The University defines Professor of the Practice as "a senior field-specific expert whose contribution to teaching, research, or service upon joining the University community has its foundation in a prior career of distinguished non-academic achievement. It is not appropriate to employ the rank distinctions 'associate' or 'assistant' with this appointment."

Committee on Fixed-Term Faculty

A Committee on Fixed-Term Faculty is appointed by the dean to consider appointments, reappointments and promotions to the rank of senior lecturer. The committee advises the dean on appointments, reappointments and other matters related to fixed-term faculty and makes recommendations on promotions to the faculty.

The committee shall comprise one fixed-term faculty member, the chair of the School’s Promotion and Tenure Committee, and one additional tenured faculty member. The chair will be the tenured faculty member. The committee will meet on an as-needed basis, depending on the number of appointments, reappointments and promotions in any year.

Initial Appointment as Lecturer or Senior Lecturer

For an initial appointment, a candidate must have a minimum of a bachelor’s degree with significant, relevant experience. A master’s or doctoral degree is preferred. The candidate also must provide:

- a current CV;
- teaching evaluations if available from previous teaching assignments;
two outside letters of recommendation.

For an initial appointment as Senior Lecturer, the individual shall also provide evidence of excellent teaching and service at UNC-Chapel Hill or at a peer institution. The individual should have taught for a minimum of six years at UNC-Chapel Hill or the other institution.

The Committee on Fixed-Term Faculty will review the materials and make a recommendation to the Dean, who will make the final decision. An initial appointment can be one to five years.

Reappointment as Lecturer or Senior Lecturer

Individuals are reviewed as outlined below no later than four months prior to the end of their initial appointment. They should provide to the chair of the Committee on Fixed-Term Faculty:

- an updated CV;
- statements on teaching and service;
- documentation of teaching and service activities;
- student course evaluations and classroom teaching observations;
- additional materials, such as publications or professional work.

The Committee on Fixed-Term Faculty will review the dossier submitted and recommend to the Dean on reappointment. The Dean will determine the length of the reappointment from one to five years and make the final decision.

Promotion to Senior Lecturer

For promotion to Senior Lecturer, an individual must have been at the rank of Lecturer for a minimum of six consecutive years. The candidate should provide to the chair of the Committee on Fixed-Term Faculty:

- an updated CV;
- statements on teaching and service;
- documentation of excellent teaching and service activities;
- student and peer course evaluations;
- two external letters attesting to the individual’s qualifications for promotion;
- additional materials, such as publications or professional work, nominations for teaching awards or grant applications.

The Committee on Fixed-Term Faculty will review the dossier and make a report to the tenured faculty members, Seniors Lecturers and Professors of Practice. These faculty members will vote, recorded by rank, and report the votes to the Dean, who will make the final decision. The dean will determine the length of the appointment up to three years.

Professor of the Practice

Initial appointment. To be appointed as a Professor of the Practice in the School of Journalism and Mass Communication, an individual must hold a master’s degree or a
terminal degree (e.g., J.D., M.D., Pharm.D., etc.) with significant, relevant professional experience. A person holding only a bachelor’s degree will be considered only in exceptional circumstances. The individual can be reappointed at that rank.

For an initial appointment, the candidate must provide:

- a current CV;
- evidence of a distinguished career in the profession appropriate to the appointment;
- teaching evaluations if available from previous teaching assignments.

The Committee on Fixed-Term Faculty will review the dossier and make a report to the faculty as to the candidate’s qualifications for appointment as Professor of the Practice. These faculty members will vote, recorded by rank, and report the votes to the Dean, who will make the final decision. The dean will determine the length of the appointment up to five years.

**Reappointment.** No later than four months prior to the end of the initial appointment, the Professor of the Practice shall provide to the chair of the Committee on Fixed-Term Faculty:

- an updated CV;
- statements on teaching and service;
- documentation of teaching and service activities;
- student course evaluations and classroom teaching observations;
- additional materials that demonstrate continuing professional work.

For reappointment, the individual must have evidence of excellent teaching and continued professional service.

The Committee on Fixed-Term Faculty will review the dossier submitted and recommend to the Dean on reappointment. The Dean will determine the length of the reappointment from one to five years.