CRC RESOLUTION 1: ADDITION OF LANGUAGE IN 4.09

Whereas, the language in FH 4.09 regarding reappointment considerations includes language on impermissible reasons for a decision not to reappoint, but does not include the UNC Code Policy 101.3.1 (II.A);

Be it resolved that, the Collegial Review Council recommends that the following addition be made to the Faculty Handbook, 4.06 C. The new language is **in bold, underlined type**.

## 4.06 Reappointment of Tenure Track Faculty

C. Other Reappointment Considerations

1. Decisions are based on the departmental criteria in effect during the year being reported. If departmental criteria have changed from the previous year, faculty members should refer to 4.04D8 for requesting special consideration.

2. Faculty members who choose to appeal negative reappointment decisions must meet the deadlines described in the section on hearings (See section 4.10)

3. A faculty member who asserts that the procedures followed to reach the nonreappointment decision materially deviated from the prescribed procedures such doubt is cast on the decision not to reappoint may appeal from that decision to the Faculty Hearing Committee.

4. **While reappointment decisions are based on departmental criteria, candidates should be aware that according to UNC Policy 101.3.1 (II.A), “[a] decision not to reappoint a faculty member may be made for any reason that is not an impermissible reason.” The three impermissible reasons are explained in** ~~According to~~ the Code of the University of North Carolina (604B): “In no event shall a decision not to reappoint a faculty member be based upon (a) the exercise by the faculty member of rights guaranteed by the First Amendment to the United States Constitution, or by Article I of the North Carolina Constitution, or (b) the faculty member's race, color, sex, religion, creed, national origin, age, disability, veteran’s status, or other forms of discrimination prohibited under polices adopted by the Board of Trustees, or (c) 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. See UNC Policy 101.3.1 II.B. for details.

\* The term "working days" as used in Section 4.00 means any day (excluding Saturdays and Sundays) on the undergraduate Academic Calendar that classes are scheduled to be in session during the faculty member's contracted employment term, not including summer sessions.