



MEMORANDUM

To: Dr. Concepcion De Godev , Chair, Graduate Council
From: Dr. Katherine Hall-Hertel, Associate Dean
Date: August 29, 2024
RE: Policy recommendation - Graduate Faculty status change

The Graduate School was asked to explore the best practices related to non-tenure track graduate faculty roles. Currently, the faculty by-laws state that non-tenure track faculty can hold *associate* graduate faculty rank, while only tenure-track faculty can hold regular graduate faculty appointments.

The question we sought to answer focused on the rights and privileges assigned to each faculty status and who should be included in each category. Currently, regular graduate faculty are permitted to vote in faculty government, participate on university committees, and chair thesis and dissertation committees. Associate graduate faculty may chair when an exception is requested and approved, but do not participate in other aspects of faculty governance.

We compared policies and practices at five peer schools: East Carolina, NC State, Chapel Hill, Greensboro and UT San Antonio. While privileges varied, only East Carolina allowed associate faculty to vote. However, there was enough variability to suggest that Charlotte could increase the flexibility of the appointment process. (See attached) Based on this, we recommend the following changes:

Current policy

Regular Members

Regular members of the graduate faculty are **tenured or tenure-track faculty** on the campus of UNC Charlotte. They can perform a variety of responsibilities such as teaching graduate-level courses, serving on theses and dissertation committees, and with appropriate experience, may hold the position of a committee chair, lead advisor and Graduate Faculty Representative on committees. Only Regular members may serve on the Graduate Council, vote in their colleges for members of the Graduate Council and vote on amendments to the Graduate Faculty Bylaws.

Associate Members

Associate members are all other faculty **not eligible for tenure**. Examples are Lecturers, Visiting Professors, Clinical Professors, Research Associates, etc. Associate members with appropriate degrees may teach graduate-level courses and serve on theses and dissertation committees. In certain circumstances, Associate Graduate Faculty may be permitted to chair theses or dissertation committees upon prior permission by the Dean of the Graduate School in consultation with the program.

Members of the graduate faculty are appointed by departmental leadership and usually serve a five-year term. Graduate faculty are selected based on their demonstrated ability to teach graduate students effectively, complete high-quality creative work and conduct scholarly research and direct the research of graduate students. College Deans and department chairs nominate candidates for graduate faculty.

Proposed policy

Regular Members

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Associate Members

Associate members are all other faculty **not eligible for tenure**. Examples are **Teaching Professors**, Lecturers, Visiting Professors, Clinical Professors, Research **Professors**, etc. Associate members with appropriate degrees may teach graduate-level courses and serve on theses and dissertation committees. In certain circumstances, Associate Graduate Faculty may be permitted to chair theses or dissertation committees upon prior permission by the Dean of the Graduate School in consultation with the program.

Nominations

Graduate faculty are selected based on their demonstrated ability to teach graduate students effectively, complete high-quality creative work and conduct scholarly research and direct the research of graduate students. **Newly hired tenure-track faculty will automatically be appointed as regular graduate faculty. Non-tenure track, full-time faculty can be nominated by their department for regular membership provided they meet the following criteria:**

- Full-time faculty engaged with graduate education (i.e. teaching, mentoring, etc.)
- Conducting research and/or publishing in their field
- Have or agree to participate in mentor training in order to mentor graduate students
- Chair no more committees than the average tenure track faculty member in the department
- Initial graduate faculty appointments are for three-years. ~~Members of the graduate faculty are appointed by departmental leadership and usually serve a five-year term. Graduate faculty are selected based on their demonstrated ability to teach graduate students~~

~~effectively, complete high-quality creative work and conduct scholarly research and direct the research of graduate students. College Deans and department chairs nominate candidates for graduate faculty.~~