

# Index of [East Carolina University Faculty Manual](#)

## A

absence, 14, 16, 54, 55, 66, 67, 71, 126, 164, 168, 195, 214, 215, 216, 230, 244  
Academic and Administrative Committees, 12, 20  
Academic Council, 25, 30, 31, 32, 33, 80, 90, 92, 93, 94, 130, 131, 135  
Academic Freedom, 3, 37, 52, 53, 54, 55, 160  
Academic Integrity, 3, 58, 66, 70, 73, 74, 76, 77, 78, 80, 86, 127  
Academic Integrity Board, 70, 73, 74, 76, 77, 80  
Academic Policy, 2, 9, 24  
Academic Program Development, 58, 59, 70, 81, 84, 87, 89, 90  
Academic Program Development Collaborative Team, 90, 92, 93  
Academic Program Review, 48, 51, 94  
acceptance of gifts, 99  
accident, 220  
accomplishments, 28, 165, 201, 203, 204, 206, 207  
Adjunct, 135, 214  
admissibility, 257, 258  
advancement in title, 48, 138, 139, 163, 170  
Advancement in title, 138, 139  
Advising, 59, 60, 61, 204  
advisor, 61, 111, 117, 180, 231  
Affirmative Action, 4, 131, 143, 144, 213, 224  
allegation, 103, 104, 113, 114, 115, 116, 118, 119, 122, 123, 125, 126, 260  
alleged, 66, 86, 117, 121, 126, 178, 230, 231, 251, 252, 253  
alternates, 15, 19, 87, 178, 180, 183, 184, 187, 188, 189, 190, 229, 231, 239, 256  
Amendments, 12, 18, 48  
American Association of University Professors, 54, 56  
amorous relations, 140  
amorous relationships, 249  
Animal Use Protocol, 102  
animosity, 179, 245  
Annual Evaluation, 34, 130, 136  
Annual Evaluation of University Administrators, 34  
annual performance evaluation, 136, 139  
anonymous, 141, 252  
Appeal, 59, 64, 65, 66, 70, 76, 77, 78, 80, 159, 185, 228, 236, 237, 253  
appointment, 13, 15, 20, 27, 28, 29, 31, 43, 48, 54, 87, 97, 111, 114, 119, 122, 131, 132, 135, 136, 138, 139, 141, 149, 161, 162, 163, 164, 165, 166, 167, 168, 169, 172, 173, 174, 175, 178, 180, 183, 186, 187, 188, 189, 204, 208, 211, 214, 217, 218, 219, 229, 252, 253, 256, 257  
Appointment of Administrative Officers, 28, 34, 37, 119, 122, 130, 135, 159, 161, 166, 207, 211  
arbitrary, 43, 182, 188, 189, 194  
Archives, 21, 105  
Artist-in-Residence, 134  
assigned duties, 195, 197, 219

asynchronous, 81

Attorney, 68, 110, 120, 124, 139, 140, 143, 144, 152, 178, 180, 184, 189, 248, 257, 259

## B

ballot, 13, 14, 15, 16, 26, 27, 174, 175

base salary, 219

Benefits, 4, 130, 139, 144, 212, 213, 215, 216, 217, 221, 247

Board of Governors, 2, 6, 11, 18, 36, 37, 38, 55, 80, 90, 106, 139, 146, 156, 182, 186, 193, 197, 218, 225, 229, 236, 241, 251, 255, 260

Board of Trustees, 6, 11, 18, 24, 80, 135, 139, 142, 155, 160, 176, 185, 191, 208, 225, 228, 236, 237, 241, 243, 255, 260

budgetary considerations, 131, 138

burden of proof, 181, 185

buyouts, 219

By-Laws, 2, 9, 12, 16, 18, 23, 24, 39, 228, 243

## C

Canvass, 26, 27

capricious, 188, 189, 194

Certificates, 90, 93

certified mail, 186, 234, 238, 240

Chair of the Faculty, 6, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 30, 49, 87, 93, 236, 240, 241, 244, 256

Chair of the UNC Faculty Assembly, 39

Chancellor, 6, 11, 12, 13, 14, 18, 20, 21, 23, 24, 25, 30, 31, 32, 33, 34, 43, 45, 46, 47, 49, 65, 68, 80, 87, 91, 92, 93, 94, 100, 106, 109, 110, 111, 114, 116, 125, 126, 135, 140, 141, 143, 144, 153, 154, 155, 156, 180, 183, 192, 201, 202, 208, 209, 210, 228, 229, 231, 233, 235, 236, 237, 240, 241, 242, 243, 244, 252, 254, 255, 256, 257, 259, 260

chancellor's decision, 191, 241

Change of Grade, 59, 63

Charter, 38, 39

Cheating, 71

Class attendance, 59, 66

Class Roll Verification, 59, 67

Classification of Instructional Programs, 92

clear and convincing evidence, 185

Clinical, 134, 204, 205, 206

Code of Operation, 47, 171

Code Unit Proposal Committee, 44, 45, 46

Code Units, 2, 42, 43, 44, 49, 50, See Unit Codes

coercion, 247, 252

collaboration, 71, 92, 94, 106, 112

collaborative scholarly work, 97

collegial, 179, 245

commencement, 16, 219, 220

Commencement Committee, 87

Commitment to Diversity, 4, 213, 224

Committee on Committees, 20, 21, 22, 187, 189

committee's recommendations, 181, 240, 241  
community of scholars, 56, 97  
Community Service Leave, 215  
compensation, 55, 98, 147, 148, 149, 150, 152, 167, 218, 219, 221  
competence, 56, 138, 139, 160, 161, 167, 193  
complaint, 66, 140, 247, 251, 252, 253, 254, 255, 256, 257, 258, 260  
Compliance, 104, 106, 114, 127, 144, 146, 153, 154, 155  
Concentrations, 93  
Concurring Recommendations, 159, 176, 177  
conferral, 91, 160, 161, 166, 168, 169, 171, 172, 174, 175, 176, 177, 178, 179, 209, 228, 229, 237  
confidentiality, 84, 104, 114, 115, 117, 120, 123, 124, 168, 180, 242, 254  
conflict of commitment, 146, 148, 219  
Conflict of Interest, 146, 148, 154  
Conflicts of Interest and Commitment, 3, 129, 146  
constituent institution, 10, 37, 98, 193  
Constitution, 2, 6, 9, 12, 16, 18, 24, 39, 40, 162, 179, 238  
contentions, 181, 182, 184, 190, 191, 233, 235, 236, 240  
continuing education, 29, 137, 139, 204  
contract, 14, 28, 29, 60, 74, 98, 99, 104, 105, 108, 109, 113, 132, 135, 139, 141, 150, 151, 152, 154, 155, 156, 160, 162, 163, 164, 165, 177, 188, 219, 221, 229  
contractual agreement, 108  
cooperative agreement, 99, 148, 223  
Coordinators of Graduate Programs, 26, 30  
Copyright License, 107  
Copyright Management Officer, 68, 110  
Copyright Ownership, 108  
Copyright Use, 106  
Copyrighted Works, 59, 68  
Copyrights, 98, 106, 110, 111  
corporate agencies, 99  
Corrective Action, 249, 250  
Council on Teacher Education, 91, 92, 93, 94  
counselor, 216, 231, 244  
Course Expectations, 59, 62  
Course reduction, 59  
course syllabus, 62, 63, 65, 66, 77, 79  
court order, 141  
court reporter, 180, 181, 184, 185, 190, 234, 235, 239, 259  
created work, 98, 106  
Creative Activity, 3, 22, 96, 97, 98, 112, 122, 131, 205, 219  
cumulative evaluation, 171, 172, 176, 201, 202  
cumulative review, 169, 194  
Curriculum Approval Process, 91, 93  
Curriculum Development, 3, 58, 90  
Curriculum Regulations, 58, 59, 70, 81, 84, 87, 89, 90  
curtailment, 90, 160, 186, 187  
custodian of records, 143, 144  
Custody, 103

## D

Dean of Students, 67, 86  
Dean of the Graduate School, 28, 29, 30, 33  
Deciding Official, 114, 115, 116, 121, 124  
decorum, 85  
deficient, 193, 194, 195, 196, 197  
Definition of Code Unit, 43  
Definition of Unit Code, 47  
degree of improvement, 197  
degree program, 13, 44, 75, 76, 79, 90, 93, 204  
Degree Title Changes, 93  
delegated authority, 25  
deliberations, 24, 155, 172, 181, 185, 190, 259  
delivery verification, 175, 180, 183, 185, 188, 190, 238  
demoted in rank, 182  
demotion, 140, 141, 214, 254, 259, 260  
denial, 177, 182  
Derivative Works, 107, 109  
Didactic, 204  
Directed Works, 107, 108  
Disability Insurance, 221  
Disability Support Services, 86  
disagreement, 85, 154, 166, 167, 176, 191, 194, 196, 236, 241  
discharge, 37, 55, 126, 127, 159, 160, 182, 184, 186, 193, 197, 229, 252, 254, 259, 260  
disciplinary action, 76, 110, 140, 141, 142, 157, 247, 248, 249, 250, 252, 254, 256  
disciplinary sanctions, 182  
discontinuation, 90  
discontinuing programs, 30, 32, 92  
discrimination, 4, 66, 140, 162, 179, 227, 238, 247, 248, 251, 252, 253, 257, 259  
dislike, 179, 245  
dispute, 66, 106, 111, 179, 238, 246  
disqualifications, 178, 183, 189  
Disruptive Academic Behavior, 84, 85, 86  
dissatisfied party, 253  
Dissertation, 29  
Distance Education, 3, 22, 58, 81, 82  
distance education academic degree program, 83  
distracting noises, 85  
Diversity, 213, 224, 247, 248, 252, 253  
dossier, 169, 173, 174, 203  
Due Process, 22, 37, 159, 182, 183, 185, 197, 255, 260

## E

ECU 1 Card, 217, 218  
ECU Alert, 89  
Educational Policies and Planning Committee, 22, 30, 44, 46, 90, 92, 93, 94, 187  
EEO Office, 140  
electoral unit, 13, 14, 15, 19, 20

elimination, 90, 160, 186, 187  
E-mail, 217  
email account, 74  
emergency, 67, 89, 214, 244  
Emergency Notification, 3, 58, 89  
Emeritus, 135, 214, 219  
Employees Exempt from the State Personnel Act, 37  
employee's personnel file, 141  
employment, 6, 45, 80, 106, 108, 109, 126, 135, 138, 139, 140, 141, 143, 144, 146, 147, 148, 149,  
152, 153, 157, 160, 162, 163, 164, 165, 168, 177, 179, 182, 183, 186, 187, 188, 189, 190, 191,  
204, 214, 218, 219, 221, 224, 229, 230, 243, 249, 250, 252, 254, 259, 260  
Engagement, 3, 96, 97, 131  
entire career, 201  
entitlement, 250  
entitlements, 214  
EPA non-faculty, 68, 108, 110, 111, 146, 147  
e-PIRATE, 101  
Equal Employment Opportunity, 4, 143, 144, 179, 213, 224  
Equal Opportunity and Equity, 66  
erroneous, 182, 191, 237  
Ethical Principles, 100  
Ethics, 3, 96, 112, 152, 154, 155  
Evacuation Procedures, 3, 58, 89  
Evaluation of Administrators, 2, 9, 34  
evaluation of fixed-term faculty, 48, 137  
evidence, 27, 28, 29, 74, 79, 80, 111, 114, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126,  
132, 178, 179, 181, 182, 184, 185, 188, 190, 191, 201, 234, 235, 237, 240, 243, 244, 245, 254,  
257, 258, 259  
Examinations, 59, 62  
Exceptional Use of University Resources, 107  
Exceptions, 66, 99, 105, 162  
Excessive delays, 230  
Excused absences, 66  
executive session, 181, 185, 190, 259  
exemplary, 193, 194, 195, 196  
exploitation, 56, 109, 147  
Extensions, 165  
External Activities, 3, 129, 130, 146, 150, 151, 219  
External Peer Review, 159, 172  
external professional activity for pay, 146, 156  
External review, 93  
external reviewers, 92, 171, 172, 173, 202, 203, 209  
external sponsors, 223  
External Thesis, 29  
extracurricular events, 225  
Extramural, 104  
extraordinary circumstances, 219

## F

face-to-face courses, 81, 82  
Faculty Absence, 214  
Faculty Advisory Committee, 187  
Faculty Appointments, 159, 161, 163  
Faculty Assembly, 2, 12, 14, 16, 17, 22, 36, 38, 39, 40  
Faculty Assembly Delegation, 36, 39  
Faculty Convocation, 16, 18, 216  
Faculty Development Plan, 193, 197  
Faculty Governance Committee, 20, 22, 229, 241, 242  
Faculty Grievance, 4, 19, 22, 37, 126, 127, 226, 227, 228, 229, 233, 234, 236, 237, 241, 243  
Faculty Orientation, 214, 216  
Faculty Personnel Files, 130, 139  
Faculty Scholarly Reassignment, 215  
Faculty Status, 4, 227, 247, 248, 251  
Faculty Workload, 59, 130, 136  
Fair Use, 68, 107  
False Claims Act., 152  
falsification, 71, 72, 112, 122, 124  
Family and Medical Leave Act, 214, 215, 222  
Family Educational Rights and Privacy Act, 63, 78, 84  
final statement, 235, 239  
financial exigency, 90, 160, 186, 187  
Financial Services, 218, 220  
Five Year Review, 47, 48  
five-year intervals, 194  
Fixed-Term Appointments, 159, 161, 163  
Fixed-Term Faculty, 130, 137, 139, 211  
former Appendix A, 2, 12  
former Appendix C, 3, 129, 130  
former Appendix F, 2  
former Appendix I, 3, 146  
former Appendix L, 2, 26, 34, 42, 43, 47  
former Appendix U, 4, 249  
former Appendix V, 4, 247  
former Appendix X, 4, 251  
former Appendix Y, 4, 227, 228  
former Part II, 2, 9, 10, 36, 37  
former Part III, 3, 53, 54  
former Part IV, 3, 58, 70  
former Part V, 2, 3, 51, 59, 81, 84, 87, 89, 90  
former Part VI, 3, 4, 213, 214, 221, 223, 224, 225  
former Part X, 2, 38, 39  
Foundation Curriculum Credit, 59, 69  
Foundations Assessment Guidelines, 69  
free speech, 54  
Functions of the Faculty Senate, 12, 17, 18  
Functions of the General Faculty, 12, 13  
Fundraising, 99

## G

General Administration, 6, 11, 13, 39, 45, 90, 147, 156, 167, 193  
General Assembly, 10, 38, 98, 139, 141  
General Grievance, 228  
General Statutes of North Carolina, 139, 141, 143, 144  
Gift, 98, 99  
Gifts Affecting the Curriculum, 99  
Good faith, 113  
Grade Appeal Policy, 59, 64, 66  
grade dispute, 66  
Grade of Incomplete, 59, 64  
Grades, 59, 63  
Graduate Council, 18, 22, 24, 26, 27, 28, 30, 31, 32, 33, 91, 92, 93, 94  
Graduate Council Executive Committee, 26  
Graduate Faculty, 26, 27, 28, 30, 33  
Graduate School, 2, 9, 12, 22, 26, 28, 29, 30, 31, 32, 33, 61, 80, 90  
Graduation, 3, 58, 87  
grantee, 99  
granting agencies, 204, 205, 206  
Grants, 22, 98, 99, 105, 155, 204, 205, 206, 223  
Grievance Board Procedural Flowchart, 251, 260  
Grievance Officer, 253, 254, 255, 256, 259

## H

Harassment, 4, 227, 247, 248, 251  
health reasons, 244  
holidays, 67, 177, 180, 184, 218, 238  
honoraria, 147, 148, 149  
hostile, 56, 247  
Human Resources, 87, 143, 144, 218, 221, 248  
hybrid online face to face course, 60

## I

illegal drug, 225  
illness, 14, 67, 165, 214, 221  
ill-will, 179, 245  
Imposition of Serious Sanction, 37, 159, 182, 183, 197, 254  
Improper Relationships, 4, 227, 248, 249, 251  
Inappropriate use, 147  
incompetence, 160, 182  
Independent Contractors, 109  
infringement, 103, 107, 238  
initial decision, 179, 246  
initial review, 118, 119, 154, 195  
Innovation, 3, 96, 97, 131, 147  
Institutional Resources, 108  
Institutional Review Board, 100, 101, 104, 154, 156  
Institutional Services, 4, 213, 223

integration, 61, 223  
integrity, 56, 62, 66, 70, 71, 72, 73, 74, 75, 76, 77, 79, 86, 103, 117, 142, 143, 144, 154, 179, 235, 246, 249  
Integrity Officer, 103, 113, 114  
intellectual honesty, 56  
intellectual property, 102, 103, 106, 147  
intent to discharge, 183  
inter-disciplinary, 43  
interference, 247, 252  
internal grievance process, 229  
interpretation, 6, 28, 102, 159, 191, 236, 241  
investigation, 100, 104, 112, 114, 115, 116, 118, 119, 120, 121, 122, 123, 124, 125, 126, 141, 157, 254, 255  
IRB Chairs, 100

## J

Joint Appointments, 159, 166  
Joint Ownership, 110  
Joyner Library, 105, 139, 218  
juried, 206  
jurisdiction, 105, 111, 113, 116, 117, 118, 119, 120, 121, 123, 125, 126, 191, 229, 237

## L

Laboratory Animals, 102  
Laupus Library, 218  
layoff, 214  
Leave, 4, 165, 213, 214, 215, 216, 221, 222  
less than full time employees, 218  
lesser sanctions, 254, 260  
liaisons, 249  
Liberal Arts Foundations, 60, 69  
Liberal Arts foundations Curriculum credit, 91  
Limitations, 12, 18, 54  
litigation, 103, 105, 151

## M

majority vote, 13, 15, 18, 33, 172, 174, 175, 176, 229, 230, 257, 259  
malevolence, 179, 246  
marital status, 179, 245  
marriage, 249  
Material procedural irregularity, 179, 246  
maternity, 215, 222  
mediation, 228, 229, 232, 233, 234, 244  
medical record, 141  
Method of Election of the Faculty Senate, 12, 14  
Military Service Leave, 216  
misconduct, 71, 72, 103, 104, 105, 106, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 160, 182, 249, 250, 252, 254



Mission Statement, 2, 9, 10, 11  
mode of transportation, 220  
Moving Degree Programs, 94

## N

negative reactions, 179, 245  
negotiation, 151, 155, 194, 196  
new allocation of responsibilities, 197  
New Degree Programs, 92  
New faculty hire, 216  
New Faculty Orientation, 216  
New Minors, 93  
next higher administrator, 45, 46, 47, 60, 130, 156, 166, 167, 168, 170, 171, 172, 174, 176, 177, 194, 195, 196, 197  
non concurrence, 177  
non-compensated activities, 148  
non-conferral, 140, 159, 177, 180, 191, 228, 229, 237, 238  
non-discrimination, 224, 247  
non-reappointment, 37, 159, 162, 177  
not-for-profit business, 150, 151  
notice of appeal, 182, 186, 236, 237

## O

Office for Faculty Excellence, 216  
Office for Human Research Integrity, 100, 101  
Office Hours, 59, 60  
Office of Academic Program Planning and Development, 90, 94  
Office of Continuing Studies, 90  
Office of Equity, Diversity and Community Relations, 224  
Office of Grants and Contracts, 223  
Office of Human Research Integrity, 101  
Office of Research Compliance Administration, 114, 146, 153, 154, 155  
Office of Student Rights and Responsibilities, 73, 79, 85, 86  
one-half time, 168  
online courses, 60, 62  
Organization of the Faculty Senate, 12, 13  
Organization of the General Faculty, 12, 13  
Organization of the University of North Carolina, 10  
Outreach, 3, 96, 97, 131  
Ownership, 103, 106, 107, 108, 109, 150

## P

PAD, 140, 166, 201, 202, 209, 210  
Paid Travel, 220  
Parental Leave, 222  
Parking, 217  
Parliamentarian, 16, 17  
Patent Protection, 110

Patents, 98, 105, 106, 110, 111, 205  
patient care, 137, 146, 147, 160, 205  
Peer Review Instrument, 82  
peer review of faculty grievances, 228  
peers, 137, 179, 193, 194, 197, 245  
penalty, 72, 73, 74, 75, 76, 77, 79, 86, 247, 252  
performance evaluations, 48, 195  
Performance Review, 3, 158, 193, 195, 196, 197, 198  
Performance Standards, 193, 194  
period of appointment, 218  
permanent appointment, 217  
permanent personnel file, 196, 201  
personal characteristics, 179, 245  
personal insults, 85  
personal malice, 162, 179, 245  
Personnel Action Dossier, 4, 140, 173, 176, 199, 200, 201  
Personnel Action Dossiers, 141  
Personnel Actions, 37, 159, 173, 207  
Personnel Committee, 163, 165, 167, 169, 170, 171, 172, 173, 174, 175, 176, 201, 202, 203, 208, 215  
personnel data file, 13  
Personnel File Checklist, 130, 140, 143, 243  
Personnel Policies and Procedures, 3, 59, 128, 129, 130, 142, 146, 167, 219  
Personnel records, 140  
Petition for Redress, 228, 231, 232, 233, 234, 237, 238, 239, 244, 245  
Phased Retirement, 214, 216  
photographs, 107, 113, 244  
plagiarism, 71, 72, 112, 122, 124  
plenary session, 26, 27, 33  
Police Department, 85, 86  
Policy Manual, 25, 37, 48, 55, 106, 215, 218, 221  
political activities, 54, 55  
postponement, 244, 257  
potential external reviewers, 209  
preponderance, 122, 124, 181, 235, 239, 257, 259  
Preponderance of the evidence, 113  
President of the University of North Carolina, 38, 192  
primary responsibilities, 136, 195  
Privacy, 3, 58, 63, 78, 84  
Privileges for Retired Faculty, 217  
Probationary Appointments, 159, 161, 163  
Probationary Term Faculty, 130, 137  
processions, 87, 220  
productivity, 27, 28, 29, 92, 106, 132, 133, 201  
Professional Advancement, 130, 138  
Professional Ethics, 3, 52, 53, 56, 136  
professorial rank, 14, 107, 161, 163, 164, 165, 166, 167, 214, 229  
profit-making entities, 154, 155  
Program Development, 31, 57, 90, 92, 93

Promotion and Tenure Timeline, 209  
Promotion Committee, 170, 171, 176, 202  
Promotion Policies, 3, 19, 20, 126, 127, 131, 158, 159, 216  
Promotion Schedule, 4, 199, 200, 209  
Proof of delivery, 231  
properly constituted subcommittee, 171, 172  
protected class, 224, 248, 251, 260  
protected health information, 101, 104  
Provisional Code, 44  
public service, 90, 99, 148, 160, 186, 187, 223  
Publication, 108  
punishment, 225, 249

## Q

Qualifications, 27, 28, 29, 172  
Quality Standards, 81, 82  
quorum, 13, 15, 18, 26, 31, 33, 47, 169, 174, 178, 183, 188, 229

## R

Ranks of Probationary Term Appointments, 132  
Rationale, 247  
raw numbers, 102  
reappointment, 27, 28, 43, 48, 140, 141, 149, 161, 162, 163, 164, 165, 167, 168, 173, 174, 175, 176, 177, 178, 179, 180, 182, 201, 202, 210, 229  
Reappointment Decision, 228, 237  
reasonable doubt, 179, 246  
reassigned time, 59, 195, 203, 219  
record, 13, 16, 64, 65, 72, 73, 75, 76, 78, 84, 102, 103, 111, 113, 115, 116, 120, 121, 123, 132, 133, 135, 136, 140, 141, 166, 167, 179, 180, 182, 184, 190, 201, 203, 230, 234, 235, 236, 239, 240, 245, 252, 254, 256, 258  
Records Retention and Disposition Schedule, 140  
Recourse, 159, 183  
re-employment, 138  
refereed, 206  
regalia, 220  
regulations, 32, 44, 48, 55, 56, 59, 71, 97, 98, 100, 101, 102, 105, 107, 138, 142, 149, 152, 156, 162, 192, 216, 221, 230, 237, 243  
Regulations (PRRs), 6, 25  
rejection, 232  
Related faculty, 168  
Released Time, 130, 136  
remedies, 229  
reorganization plan, 47  
Request for Authorization to Establish, 92  
Request for Authorization to Plan, 92  
Requirements of Notice and Review, 37  
Research, 3, 6, 13, 14, 22, 68, 71, 72, 83, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 110, 112, 113, 114, 118, 121, 122, 127, 131, 133, 134, 146, 147, 149, 150, 153, 154, 155, 156, 205, 219

Research and Graduate Studies, 6, 14, 71, 110, 114, 153, 154, 155, 156  
 Research Compliance, 104, 155  
 Research Data, 98, 102, 103, 104, 105, 106  
 Research Ethics Oversight Committee, 154, 155  
 research misconduct, 71, 72, 103, 104, 112, 113, 114, 116, 117, 118, 124, 125, 126, 182  
 Research Record, 113  
 Research/Creative Activity, 205  
 Residencies, 204  
 Resignation, 126, 162  
 Respondent, 113, 115, 116, 117, 118, 120, 121, 124, 126, 127, 231, 240, 242, 245  
 restraint, 54, 247, 252  
 retaliation, 115, 117, 126, 247, 252, 254  
 Retention, 22, 103, 104, 140  
 Retired Faculty Association, 217  
 retiree, 219  
 Retirement, 37, 135, 214, 216, 217  
 revalidation, 193  
 Review of Administrative Officers, 34  
 Rewards, 193, 196  
 Rights of Special Faculty, 37  
 Robert's Rules of Order, 16, 20, 21, 26, 47, 169, 175, 180, 184, 187, 189, 229, 256  
 Role of Unit Administrator, 159, 171  
 royalties, 62, 147, 148, 149  
 Royalty, 108  
 Rules, 6, 16, 20, 21, 25, 26, 47, 142, 169, 174, 175, 180, 184, 187, 189, 229, 256

## S

salary conversion rates, 219  
 Salary Increments, 130, 139  
 Salary Policies, 214, 218  
 salary recommendations, 169  
 sanctions, 74, 76, 78, 126, 127, 157, 182, 183, 193, 197, 225, 254, 255, 260  
 Scholarly Reassignment, 59, 136, 215  
 scholarly works, 97, 106, 110, 149  
 Scholarship, 3, 95, 96, 97, 98, 112, 131  
 Scholarship/Research/Creative Activity Guidelines, 3, 96, 98  
 Secretary of the Faculty, 13, 14, 15, 16, 17, 19  
 Section 604B, 179  
 Selection and Appointment of New Faculty, 130  
 semimonthly, 218  
 seminars, 29, 133, 147, 148, 204  
 Senior faculty member, 87  
 serialization, 194  
 Serious Illness, 165, 215, 221, 222  
 serious sanction, 126, 127, 182, 183, 184, 185, 229, 254, 255, 256, 259, 260  
 Service, 20, 22, 67, 91, 127, 131, 132, 206, 211, 215, 216, 218  
 Service Learning credit, 91  
 Services Available to Faculty, 4, 213, 223  
 seven year unit program evaluation, 2, 42, 51, 94

sexual harassment, 140  
sexual orientation, 162, 179, 214, 248, 251  
sexual relationships, 249  
Small Business Innovation Research Program, 147  
social acquaintances, 179, 245  
Social and Behavioral Institutional Review Board, 100  
SPA staff, 68, 109, 110, 111  
Special Committees, 12, 19  
Special Funding, 162  
spokesperson, 54, 180, 181  
Sponsored Programs, 99, 148, 154, 155, 204, 205, 206, 223  
Sponsored Work, 108  
Staff Senate, 24  
Standard of Review, 237  
Standards for Online Learning, 82  
Strategic Directions, 2, 9, 10, 11  
Student Appeals, 85  
Student Code of Conduct, 77, 84, 85, 86  
Student Educational Records, 84  
Student Government Association, 20, 24, 80  
Student Health Services, 67  
Student Privacy and Conduct, 3, 58, 84  
Student Recreation Center membership, 217  
Student Works, 108  
Students' Rights and Responsibilities, 37  
students with disabilities, 86  
Subsequent Evaluation, 193, 197  
Substance Abuse, 4, 213, 225  
substantiated claims, 254  
substantive review, 181  
summer overloads, 218  
summer school, 60, 136, 156, 157, 219  
supersedes, 37, 243  
supervisory authority, 183, 184  
supplemental payment, 219  
survey, 102, 136, 204  
suspension, 20, 75, 76, 80, 101, 118, 125, 140, 141, 159, 160, 182, 186, 229, 252, 254, 259, 260  
synchronous, 81

## T

tax withholdings, 218  
Teacher Licensure Areas, 91, 93  
Teaching Load, 130, 136  
Teaching Regulations, 3, 58, 59  
Teaching Responsibilities, 130, 136  
technology, 22, 103, 110, 148, 150, 151, 155, 216, 223  
Tenure Committee, 165, 167, 171, 172, 173, 176, 194, 195, 201, 202, 211  
tenure decisions, 149, 202  
terminal degree, 29, 131, 132, 133, 134, 138

termination, 56, 116, 121, 125, 126, 140, 153, 159, 160, 182, 186, 187, 188, 191, 214, 229, 231, 244  
Termination, 37  
testimony, 113, 119, 120, 122, 181, 185, 190, 234, 235, 239, 257, 258, 259  
Textbooks, 59, 61  
The Code, 24, 45, 46, 47, 111, 162, 163, 179, 186, 193, 197, 229, 237, 243, See UNC Code  
threats, 85  
three-ninths, 219  
Time Allotted for Decision, 209, 210, 211  
time delays, 230  
time line, 197  
Titles of Fixed-Term Appointments, 133  
Traineeships, 204  
training, 10, 20, 67, 75, 82, 97, 101, 102, 133, 134, 144, 148, 208, 214, 223  
traits, 179, 245  
transcript, 65, 75, 80, 102, 115, 116, 121, 123, 181, 185, 190, 259  
transfer, 31, 99, 102, 103, 105, 107, 108, 109, 140, 141, 214  
travel expenses, 39, 214, 220  
Tuition Privileges, 223  
tuition refund policy, 85  
twelfth consecutive calendar month, 168  
twelve-month employment, 221

## U

UMCIRB, 100, 101, 154, 155  
UNC Academic Program Inventory, 92  
UNC Code, 2, 35, 36, 37, 161, 163, 184, 192, 241, 254, 255, 257, 260, See The Code  
UNC Policy, 2, 36, 37, 59, 127, 148, 149, 150, 175, 179, 183, 185, 188, 190, 193, 229  
UNC Policy Manual, 2, 36, 37, 127, 148, 149, 150, 179, 193, 229  
UNC System, 2, 192, 193  
UNC-GA, 90, 91, 92, 93, 94  
undergraduate curriculum changes, 91  
undisputed, 179, 245  
Unit Code Availability, 47, 49  
Unit Code Requirements, 47, 48  
Unit Code Training, 47, 49  
Unit Codes, 2, 44, 47  
unit curriculum committees, 81  
University Registrar, 64  
unprofessional, 247  
unsatisfactory performance, 182  
upgrading, 214  
Use of Legal Counsel, 117

## V

Vacation, 221  
verbal warning, 85  
Vetting, 2, 9, 24, 25  
Vetting of Administrative PRRs, 2

Vice Chair of the Faculty, 13, 15, 16, 19  
video recordings, 205, 244  
Vision, 2, 9, 10, 11  
visitors, 135, 205, 248  
volunteers, 215  
voting faculty, 19, 48, 90, 159, 168, 169, 170, 171, 178, 183, 188, 195, 229, 256  
Voting Privileges, 27

## W

waiver, 28, 137, 177, 237  
Weapons, 4, 213, 225  
Web Service, 218  
workers' compensation, 220  
work-place environment, 247  
Works for Hire, 108, 109  
Writer-in-Residence, 134  
Writing Intensive credit, 91

## Y

years of service, 87, 178, 184, 187, 189, 256

---

Revised 7-2-13