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CHAPTER VI

POLICIES OF THE UNIVERSITY

A. ACADEMIC FREEDOM, TENURE AND DUE PROCESS

For the complete text of the University's Policy on Academic Freedom, Tenure and Due Process, see Appendix B-2.

B. AFFIRMATIVE ACTION

The Affirmative Action Program is designed to assure and to further employment opportunities for women, members of minority groups, and handicapped persons.

Each vice chancellor, dean, director, department chairperson, and supervisor is responsible for implementing the Affirmative Action Program of the University in his/her administrative unit. This program shall be an important objective of the University as it moves toward its goal of educational excellence. (See Equal Employment Opportunity, Chapter VI, Section G.)

A copy of the Affirmative Action Program of the University is available in the office of the Affirmative Action Officer.

C. APPOINTMENTS TO ADMINISTRATIVE AND SUPERVISORY POSITIONS

Appointments to administrative and supervisory positions of North Carolina Agricultural and Technical State University do not carry tenure. The tenure policy of the University applies only to tenured and tenure track instructional positions. However, administrators may obtain tenure in their academic discipline.

D. CRITERIA FOR THE EVALUATION OF THE FACULTY

See Appendix C-2.

F. FACULTY EMPLOYMENT PROCEDURES, ACADEMIC FREEDOM, PROFESSORIAL RANK, TENURE, AND DUE PROCESS

The employment of persons who are Exempt from the State Personnel Act (EPA) Teaching does not become official until a contract has been signed by both the employee and the Chancellor of the University. For further information concerning the employment of EPA Faculty personnel as regulated by the Board of Governors, please see Appendix C -1.

G. EQUAL EMPLOYMENT OPPORTUNITY

The Policy on Equal Employment Opportunity is nondiscriminatory and applies to all without regard to race, national origin, color, creed, religion, sex, age, physical or mental disability, or veteran's