

A. Junior Off-Campus Assignments (JOCAs)

Recognizing that the opportunity for an off-campus assignment prior to tenure is valuable for faculty recruitment and retention and contributes to a faculty member's research, scholarship, and creative productivity both prior to and immediately following tenure, the College of Arts & Sciences at UNC Greensboro expects to award qualified tenure-track faculty a one-semester off-campus assignment before tenure.

Who:

This policy applies only to faculty with appointments as tenure-track Assistant Professors in the College of Arts & Sciences. It does not apply to Professional-track faculty, Associate Professors (whether hired with or without tenure), or Professors. Faculty receiving an initial appointment as Instructor become eligible under the terms of this policy only upon reappointment as Assistant Professor.

In the case of faculty with a joint appointment in another academic unit, the Dean of the College will consult with the Dean of the other unit to determine the applicability of this policy as part of planning for the search.

Faculty whose reappointment to a second probationary term is denied are not eligible for a JOCA.

What:

During this assignment, the faculty member will be relieved of all teaching and service obligations. It is the faculty member's responsibility to notify the Department Head/Program Director about any continuing obligations during the period of the assignment, such as supervision of student research projects, so that suitable arrangements can be made. As far as possible, the department is expected to make its own arrangements to cover the loss of the recipient's teaching and other departmental contributions during the period of the assignment.

When:

The JOCA will be granted during the academic year following approval of the faculty member's reappointment to a second probationary term by the Chancellor (see timeline, below). Under exceptional circumstances, the Department Head/Program Director may recommend to the Dean that the assignment be scheduled at a different time; such a recommendation must be submitted to the Dean, reasonably in advance of the scheduled JOCA, in writing, and establish a compelling case for deviating from the policy.

In the case of faculty who are hired with credit toward tenure on the basis of previous experience, the Dean will consult with the Department Head/Program Director when the offer of

employment is made to determine the date at which the faculty member will become eligible for a research assignment under this policy.

How:

Faculty, in consultation with their Department Head/Program Director, must prepare a plan of work for the period of the assignment as part of preparing for the reappointment review (faculty with joint appointments should consult with both Department Heads/Program Directors). The plan of work must be endorsed by the Department Head/Program Director and sent to the Dean as part of the recommendation for reappointment.

Post-assignment:

Within 60 days of completing the assignment, faculty must submit to their Department Head/Program Director (with a copy to the Dean) a brief report describing the work undertaken and the progress accomplished.

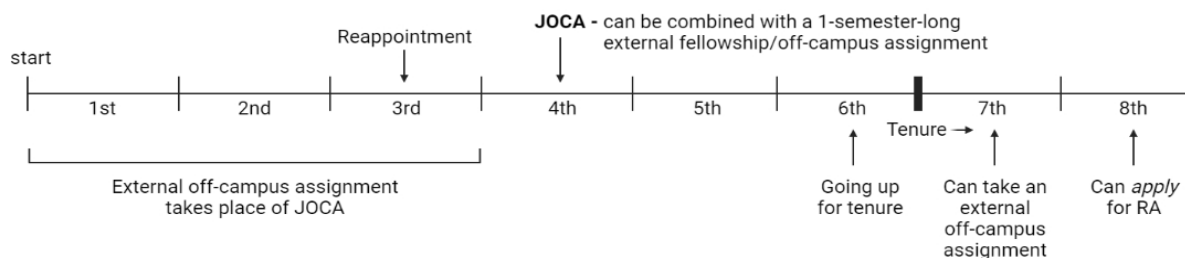
As a condition of accepting a JOCA, the faculty member must agree to return their position at UNCG for at least twice the length of time that the faculty member was the JOCA, or be required to repay the salary received during the JOCA.

Faculty who accept a JOCA under this policy must wait four years before they are eligible for the University's program of Research Assignments for tenured faculty (see timeline, below); that is: eight semesters must elapse between the end of a JOCA under this policy and the start of a Research Assignment under the policy for tenured faculty.

Ineligibility for a JOCA:

If a faculty member is granted an off-campus assignment to accept an externally funded fellowship or similar opportunity prior to reappointment, they will not also be granted a JOCA under this policy. The rationale is that faculty need to establish a satisfactory record of teaching and service, in addition to their research, scholarship, and/or creative activities.

Timeline (years):



Approved, September 24, 2008

Revised, September 2026