

# Faculty Employment & Length of Service

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Responsible Officer  
Sandeep Gopalan  
Approving Body  
Board of Trustees  
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### Policy Statement

Faculty are chosen at Carolina University based on open merit-based competition. Additional religious doctrinal requirements will be applicable for faculty in the Seminary. Full-time faculty are appointed on the following ranks in ascending order of seniority: Lecturer; Assistant Professor; Associate Professor; Professor; Endowed/Chair Professor. It is expected that ranks including associate professor and above will possess extensive teaching, research, and publication records, and national/international reputation for excellence in the relevant academic area. The appropriate rank will be specified in the contract of employment.

### Policy Procedures

Faculty members are appointed based on terms and conditions specified in their contract of employment. Appointments may be on annual basis or for other durations specified in the contract. Annual contracts may be renewed from year to year by mutual agreement. Upon the expiration of a five year period, the university has the option to offer an employment contract of indefinite duration or a contract specifying a further period.

All Faculty contracts are issued by the Executive Vice President for Academic Affairs.