

APPENDIX C-3

POLICIES CONCERNING THE MINIMUM REQUIREMENTS AND GENERAL CRITERIA FOR PROMOTION IN RANK AND/OR PERMANENT TENURE

The following general criteria for promotion are intended to constitute a minimum standard for the total University and do not preclude the establishment of additional criteria where appropriate:

A. Criteria Related to Formal Training and Experience

- 1. ASSISTANT PROFESSOR** Promotion to an assistant professor may be based upon potential. However, the candidate should meet the following minimum requirements:
 - a. Should have earned the doctor's degree in his/her field of specialization. (Except in cases where the master's degree is the terminal degree prevalent in the field);
 - b. Demonstrated evidence of promise as a teacher;
 - c. Demonstrated evidence of promise in research and/or creative activity;
 - d. Demonstrated ability to relate effectively to peers and students.

- 2. ASSOCIATE PROFESSOR** Promotion to the rank of associate professor is based on actual performance as well as future potential. The candidate should meet the following minimum requirements:
 - a. Should have earned the doctor's degree in his/her field of specialization. (Except in cases where the master's degree is the terminal degree prevalent in the field);
 - b. A good record as a teacher;
 - c. A promising record of performance in research and/or creative activity;
 - d. Normally a minimum of four years in rank as an assistant professor at North Carolina A&T State University;
 - e. Demonstrated ability to relate effectively to peers and students.

- 3. PROFESSOR** Promotion to full professor requires that the individual is recognized by his/her associates and students as a capable teacher, researcher and scholar. The candidate should meet the following minimum requirements:

Resolution on Tenure Policies and Regulations adopted by the Board of Trustees of North Carolina Agricultural and Technical State University on February 20, 1974.

- a. Should have completed the requirements for the doctor's degree in his/her field of specialization. (Except in cases where the master's degree is the terminal degree prevalent in the field);
- b. An established record as a teacher;
- c. An established record in research and/or creative activity;
- d. Normally a minimum of five years in rank as an associate professor at North Carolina A&T State University;
- e. Demonstrated ability to relate effectively to peers and students.

B. General Criteria

The following general criteria should be considered for promotion and/or permanent tenure at North Carolina A&T State University:

1. Membership in appropriate professional organizations and societies;
2. Participation in professional meetings;
3. Offices held in state, regional or national professional organizations and societies;
4. Service on University, school/college and departmental committees;
5. Publications;
6. Unpublished research or research activities of a significant nature;
7. Service with or research for a government or other agency;
8. Listing of an individual faculty member in one or more such publications as Directory of American Scholars, American Men of Science, Leaders in Education;
9. Community Service (evaluate with discretion);
10. Professional certifications where applicable;
11. Industrial and/or related experience;