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;
12. Other criteria.