	[Fronti la Constallant Barton	land or Tarkelad Associate to	Faculty to Nam Associated	D 0
	Faculty in Humanities, Social Science, Natural Science, Math, Developmental Studies, English as a Second Language, Administrative and Professional Faculty, Counselors, Librarians		Faculty in Specialized Professional or Technical Associate in Applied Sciences or Art Degree Fields		Faculty in Non-Associate Degree Occupational Fields	
		cuity, Counseiors, Librarians		or Art Degree Fields	Initial Annaintment/	
	Initial Appointment/	Dramaticas	Initial Appointment/	Dramatiana	Initial Appointment/ Promotions	Duamatiana
	Promotions Column 1	Promotions Column 2	Promotions 2	Promotions Column 4		Promotions Column 6
	*********		Column 3	***************************************	Column 5	
ASSISTANT INSTRUCTOR	Appointment on a temporary or emergency basis for a period of one year for persons who meet most of the minimum requirements for the instructor rank and who show evidence of being able to complete such requirements within one year.					
ASSOCIATE INSTRUCTOR	Appointment as a Level I associate instructor requires the same credentials as an instructor or assistant professor. Appointment as a Level 2 associate instructor requires the same credentials as an associate or full professor					
INSTRUCTOR Tasabian Fifestivaness	Demonstrates Potential		Demonstrates Potential		Demonstrates Potential	
Teaching Effectiveness	Demonstrates Potential		Demonstrates Potential		Demonstrates Potential	
Academic Preparation	Master's in field or Master's with 18		Bachelor's in teaching field or		H.S. diploma or equivalent;	
	graduate semester hours in teaching field		Associate's in the teaching field		Associate's or equivalent in	
	(The minimum requirement for faculty		with demonstrated competency		teaching field preferred.	
	teaching ESL & developmental courses at the instructor level is a baccalaureate		in teaching field.			
Experience	degree related to the teaching field.)					
Related Occupational Experience	0 years					
Total Teaching Experience F/T Community College Experience	0 years		0		5 years.current experience	
F/1 Community College Experience	0 years		2 years 0 years		0 years 0 years	
		k.	0 years		U years	\
ASSISTANT PROFESSOR	+	*	0) 0 0		▼	4
Performance Evaluation	Meets Expectations on Most Recent	Meets Expectations on Most	Meets Expectations on Most	Mets Expectations on Most	Meets Expectations on Most	Meets Expectations on Most
	Evaluation	Recent Evaluation	Recent Evaluation	Recent Evaluation	Recent Evaluation	Recent Evaluation
			Dashalar's in toaching	5		
Academic Preparation	Master's + 24 graduate semester hours obtained	Master's + 15 graduate semester hours obtained	Bachelor's in teaching field + 24 graduate	Bachelor's in teaching field +15 graduate semester hours	Associate's or equivalent (Major in	High school or equivalent + 30
	subsequent to the Master's for	subsequent to the Master's for	semester hours	obtained subsequent to the	teaching field)	semester hours toward an Assoc.
Experience:	a total of 27 graduate semester	a total of 27 graduate semester	obtained subsequent to	Bachelor's		Degree
Related Occupational Experience.	hours in the teaching field	hours in the teaching field	the Bachelor's			
Total Teaching Experience	0	0 years	2 years	2 years	5 years	5 years
F/T Community College Experience	0 years 0 years	3 years	0 years	3 years	0 years	3 years
, , ,	0 years	3 years	0 years	3 years	0 years	3 years
ASSOCIATE PROFESSOR	+	•	•	\	▼	A •
Performance Evaluation	Meets Expectations on Most Recent	Meets Expectations on Most	Meets Expectations on Most	Meets Expectations on Most	Meets Expectations on Most	Meets Expectations on Most
	Evaluation	Recent Evaluation	Recent Evaluation	Recent Evaluation	Recent Evaluation	Recent Evaluation
Academic Preparation	Doctorate (36 graduate semester hours in	Master's + 39 graduate semester hours obtained	Master's related to teaching field + 15 graduate semester	Master's related to teaching field	Bachelor's related to the teaching field	Assoc. related to the teaching field
	teaching field)	subsequent to the	hours obtained subsequent to	noid	lield	or equiv. + 30 semester hours obtained subsequent to the
Experience:		Master's (for a total of 36	the Master's			Associate's
Related Occupational Experience.	0 years	grad hours in teaching field)	2 years		5 years	5 years
Total Teaching Experience	6 years	0 years	6 years 0 years	2 years	6 years	6 years
F/T Community College Experience	0 years	6 years	u years	6 years 3 years	0 years	3 years
		3 years	0 years	3 years		
Minimum VCCS Experience in Previous Rank	0 years		V yours	3 years	0 years	3 years
PROFESSOR	`	*			,	★
Performance Evaluation	Meets Expectations on Most Recent	Meets Expectations on Most	Meets Expectations on Most	Meets Expectations on Most	Meets Expectations on Most	Meets Expectations on Most
	Evaluation	Recent Evaluation	Recent Evaluation	Recent Evaluation	Recent Evaluation	Recent Evaluation
Academic Preparation	Doctorate (36 graduate semester hours in	Doctorate (36 graduate semester	Master's related to teaching field	Master's related to teaching field	Master's related to the teaching field	Master's related to the teaching field
	teaching field)	hours in teaching field)	+ 36 graduate semester hours obtained subsequent to the	+ 36 graduate semester hours obtained subsequent to the	ileid	IIEIU
Experience:			obtained subsequent to the Master's	Master's		
Related Occupational Experience.	0 years	0 years	2 years	2 years	5 years	5 years
Total Teaching Experience.	9 years Postsecondary	9 years	9 years Postsecondary	9 years	9 years Postsecondary	9 years
F/T Community College Experience	0 years	3 years	0 years	3 years	0 years	3 years
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Minimum VCCS Experience in Previous Rank	0 years	3 years	0 years	3 years	0 years	3 years

^{(1).} Administrative and Professional faculty must receive at least a "good" summary evaluation rating on the most recent evaluation to be considered for promotion