### VCCS-29: Normal Minimum Criteria for Each Faculty Rank

**May 2013**

<table>
<thead>
<tr>
<th>Faculty in Interdisciplinary or Liberal Arts, Social Sciences, Natural Science, Mkt, Defence and Social Studies, English as a Second Language, Administrative and Professional Faculty, Counselling, Libraries</th>
<th>Faculty in Specialized Professional or Technical Associate in Applied Sciences or Art Degree Field</th>
<th>Faculty in Non-Associate Degree Occupational Fields</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial Appointment</td>
<td>Promotion</td>
<td>Initial Appointment</td>
</tr>
<tr>
<td>Column 1</td>
<td>Column 2</td>
<td>Column 3</td>
</tr>
</tbody>
</table>

#### ASSISTANT INSTRUCTOR

- **Appointment:** 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

- **Teaching Effectiveness:** Demonstrates Potential
- **Academic Preparation:** Master's in field or Master's with 18 graduate semester hours in teaching field (The minimum requirement for faculty teaching ESL. A developmental course at the instructor level is a baccalaureate degree related to the teaching field.)
- **Experience:**
  - Related Occupational Experience: 0 years
  - Total Teaching Experience: 0 years
  - FIT Community College Experience: 0 years

#### ASSISTANT PROFESSOR

- **Performance Evaluation:** Meets Expectations on Most Recent Evaluation
- **Academic Preparation:** Master's + 24 graduate semester hours obtained subsequent to the Master's for a total of 32 graduate semester hours in the teaching field
- **Experience:**
  - Related Occupational Experience: 0 years
  - Total Teaching Experience: 0 years
  - FIT Community College Experience: 0 years

#### ASSOCIATE PROFESSOR

- **Performance Evaluation:** Meets Expectations on Most Recent Evaluation
- **Academic Preparation:** Doctorate or 36 graduate semester hours in teaching field
- **Experience:**
  - Related Occupational Experience: 0 years
  - Total Teaching Experience: 0 years
  - FIT Community College Experience: 0 years

#### PROFESSOR

- **Performance Evaluation:** Meets Expectations on Most Recent Evaluation
- **Academic Preparation:** Doctorate or 36 graduate semester hours in teaching field
- **Experience:**
  - Related Occupational Experience: 0 years
  - Total Teaching Experience: 0 years
  - FIT Community College Experience: 0 years

### Minimum VCCS Experience in Previous Rank

- 0 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.*