### CONCEPTS and AT-WILL APPOINTMENTS -- Summary Reference Chart

(This chart is intended as an assistive tool but should not be relied upon as a definitive policy resource. See disclaimer at end of document.)

<table>
<thead>
<tr>
<th>POSITION TYPE</th>
<th>AT-WILL Appointment Allowed?</th>
<th>Fixed-Term Contract</th>
<th>Probationary Contract</th>
<th>Annual Contract</th>
<th>Continuous Contract</th>
<th>SHRA POSITIONS</th>
<th>EHRA POSITIONS</th>
<th>FACULTY POSITIONS, Regular (Tenured &amp; Tenure-Track)</th>
<th>FACULTY POSITIONS, NTT (Non-Tenure Track)</th>
<th>GUIDING POLICY / SOURCE DOCUMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>S H R A P O S I T I O N S</strong></td>
<td></td>
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<td></td>
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<td></td>
<td>Appointment, reappointment, or promotion to a position funded in whole or in substantial part from sources other than continuing state budget funds or permanent trust funds, whether for a specified term or with tenure, shall be contingent upon the continuing availability of such funds, except if no such condition existed at the time permanent tenure was granted.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>Hiring Authority</td>
<td>Positions may be ‘time-limited’.</td>
<td><a href="http://www.ncga.state.nc.us/EnactedLegislation/Statutes/HTML/ByChapter/Chapter_126.html">www.ncga.state.nc.us/EnactedLegislation/Statutes/HTML/ByChapter/Chapter_126.html</a></td>
<td><a href="http://www.oshr.nc.gov/Guide/Policies/policies.htm">http://www.oshr.nc.gov/Guide/Policies/policies.htm</a></td>
<td></td>
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<tr>
<td>Associate Professor</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Instructor</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>Department Head recommends reappointment (or non-reappointment) to Dean</td>
<td>Dept head recommends reappointment (or non-reappointment) to Dean</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>E H R A P O S I T I O N S</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>No contracts applicable for professors and assoc professors with permanent tenure</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Professor</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>Dept head recommends reappointment (or non-reappointment) to Dean</td>
<td>Dept head recommends reappointment (or non-reappointment) (or non-) to Dean</td>
<td></td>
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<tr>
<td><strong>F A C U L T Y P O S I T I O N S, Regular (Tenured &amp; Tenure-Track)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Promotion allowed at time of subsequent contract with recommendation from DVF &amp; Dept Head, to the Dean, who approves.</td>
<td>Promotion allowed at time of subsequent contract w/recommendation from DVF &amp; Dept Head, to the Dean, who approves.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>YES, unless Dean contract</td>
<td>YES, unless Dean contract</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Professor</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>YES, unless Dean contract</td>
<td>YES, unless Dean contract</td>
<td></td>
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</tr>
<tr>
<td>Assistant Professor</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>YES, unless Dean contract</td>
<td>YES, unless Dean contract</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>F A C U L T Y P O S I T I O N S, N T T (Non-Tenure Track)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td>Promotion allowed at time of subsequent contract w/recommendation from DVF &amp; Dept Head, to the Dean, who approves.</td>
<td>Promotion allowed at time of subsequent contract w/recommendation from DVF &amp; Dept Head, to the Dean, who approves.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professor</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>YES, unless Dean contract</td>
<td>YES, unless Dean contract</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Professor</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>YES, unless Dean contract</td>
<td>YES, unless Dean contract</td>
<td></td>
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</tr>
<tr>
<td>Assistant Professor</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>YES, unless Dean contract</td>
<td>YES, unless Dean contract</td>
<td></td>
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<tr>
<td><strong>C L I N I C A L F A C U L T Y</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Appointment with a principal responsibility or clinical practice or clinical research</td>
<td>Appointment with a principal responsibility or clinical practice or clinical research</td>
<td></td>
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</tr>
<tr>
<td>Professor</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO, unless Dean exception</td>
<td>NO, unless Dean exception</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Professor</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO, unless Dean exception</td>
<td>NO, unless Dean exception</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO, unless Dean exception</td>
<td>NO, unless Dean exception</td>
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</tr>
<tr>
<td><strong>E X T E N S I O N F A C U L T Y</strong></td>
<td></td>
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<td></td>
<td></td>
<td>Appointment with a principal appointment in extension and engagement</td>
<td>Appointment with a principal appointment in extension and engagement</td>
<td></td>
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</tr>
<tr>
<td>Professor</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO, unless Dean exception</td>
<td>NO, unless Dean exception</td>
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<tr>
<td>Associate Professor</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO, unless Dean exception</td>
<td>NO, unless Dean exception</td>
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<tr>
<td>Assistant Professor</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO, unless Dean exception</td>
<td>NO, unless Dean exception</td>
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<td></td>
</tr>
</tbody>
</table>

**Guiding Policy / Source Documents:**
- www.ncga.state.nc.us/EnactedLegislation/Statutes/HTML/ByChapter/Chapter_126.html
- http://policies.ncsu.edu/policy/pol-05-20-01
- http://policies.ncsu.edu/policy/pol-05-20-34
- http://policies.ncsu.edu/regulation/reg-05-20-34
- http://policies.ncsu.edu/regulation/reg-05-20-34
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- http://policies.ncsu.edu/regulation/reg-05-20-34
<table>
<thead>
<tr>
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<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty of the Practice</td>
<td>Fixed-Term Contract</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Appointment allowed at time of subsequent contract re-verification from DVF &amp; Dept Head, to the Dean, who approves</td>
</tr>
<tr>
<td>Faculty of the Practice</td>
<td>Probationary Contract</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Appointment allowed at time of subsequent contract re-verification from DVF &amp; Dept Head, to the Dean, who approves</td>
</tr>
<tr>
<td>Research Faculty</td>
<td>Appointment with a principal responsibility in research</td>
<td>Fixed-Term Contract</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
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<tr>
<td>Teaching Faculty</td>
<td>Appointment with a principal responsibility in teaching</td>
<td>Probationary Contract</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
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<tr>
<td>Teaching Faculty</td>
<td>Appointment with a principal responsibility in teaching</td>
<td>Fixed-Term Contract</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
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<tr>
<td>Visiting Faculty</td>
<td>Appointment of a person who holds (or qualifies to hold) academic rank at another institution of higher education and who is in residence at NC State</td>
<td>Fixed-Term Contract</td>
<td>Yes</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
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<tr>
<td>Lecturers</td>
<td>Librarians</td>
<td>Fixed-Term Contract</td>
<td>Yes</td>
<td>No</td>
<td>Yes - NCSU</td>
<td>No - UNCG</td>
<td>No - NCSSU</td>
<td>No - UNCG</td>
</tr>
<tr>
<td>Lecturers</td>
<td>Teaching Faculty</td>
<td>Fixed-Term Contract</td>
<td>Yes</td>
<td>No</td>
<td>Yes - NCSU</td>
<td>No - UNCG</td>
<td>No - NCSSU</td>
<td>No - UNCG</td>
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<tr>
<td>Lecturers</td>
<td>Field Faculty</td>
<td>Fixed-Term Contract</td>
<td>Yes</td>
<td>No</td>
<td>Yes - NCSU</td>
<td>No - UNCG</td>
<td>No - NCSSU</td>
<td>No - UNCG</td>
</tr>
<tr>
<td>Lecturers</td>
<td>Field Faculty</td>
<td>Probationary Contract</td>
<td>Yes</td>
<td>No</td>
<td>Yes - NCSU</td>
<td>No - UNCG</td>
<td>No - NCSSU</td>
<td>No - UNCG</td>
</tr>
</tbody>
</table>

**Notes:**

- Five consecutive years
- Up to five consecutive years
- Appointment allowed at time of subsequent contract re-verification from DVF & Dept Head, to the Dean, who approves
- Subsequent contract allowed, not to exceed 5 years
- Can be paid or unpaid
- Employment NC State.
<table>
<thead>
<tr>
<th>POSITION TYPE</th>
<th>Contract ALLOWED?</th>
<th>Appointment ALLOWED?</th>
<th>Authority / Notes</th>
<th>Limits / Notes</th>
<th>Guiding Policy / Source Documents</th>
</tr>
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<tbody>
<tr>
<td>SAAO - Tier I</td>
<td>NO</td>
<td>NO NO NO YES</td>
<td>YES</td>
<td>NO</td>
<td><a href="http://www.northcarolina.edu/apps/policy/index.php?pg=vs&amp;id=255&amp;added=1">1</a></td>
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<tr>
<td>SAAO - Tier II</td>
<td>NO</td>
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<td>YES</td>
<td>NO</td>
<td><a href="http://www.northcarolina.edu/apps/policy/index.php?pg=vs&amp;id=255&amp;added=1">1</a></td>
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<tr>
<td>Dir of Athletics</td>
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<td>NO NO NO YES</td>
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<td>NO</td>
<td><a href="http://www.northcarolina.edu/apps/policy/index.php?pg=vs&amp;id=255&amp;added=1">1</a></td>
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<tr>
<td>EHRN - Research Category</td>
<td>NO*</td>
<td>NO NO NO YES</td>
<td>NO</td>
<td>YES</td>
<td><a href="http://policies.ncsu.edu/regulation/reg-05-15-01">2</a></td>
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<tr>
<td>EHRN - Public Service Category</td>
<td>NO*</td>
<td>NO NO NO YES</td>
<td>NO</td>
<td>NO</td>
<td><a href="http://policies.ncsu.edu/regulation/reg-05-15-01">2</a></td>
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<tr>
<td>Post Docs</td>
<td>NO</td>
<td>NO NO NO YES</td>
<td>YES</td>
<td>YES</td>
<td>[3](<a href="http://www.ncsu.edu/bsas/postdoc">http://www.ncsu.edu/bsas/postdoc</a> أساسائق)</td>
</tr>
</tbody>
</table>

**EHRA Non-Faculty**

| SAAO - Tier I | NO | NO NO NO YES | YES | NO | [1](http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=255&added=1) |
| SAAO - Tier II | NO | NO NO NO YES | YES | NO | [1](http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=255&added=1) |
| Dir of Athletics | YES | NO NO NO YES | NO | NO | [1](http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=255&added=1) |
| EHRN - Research Category | NO* | NO NO NO YES | NO | YES | [2](http://policies.ncsu.edu/regulation/reg-05-15-01) |
| EHRN - Public Service Category | NO* | NO NO NO YES | NO | NO | [2](http://policies.ncsu.edu/regulation/reg-05-15-01) |
| Post Docs | NO | NO NO NO YES | YES | YES | [3](http://www.ncsu.edu/bsas/postdoc أساسائق) |

**EHRA Non-Faculty - Instructional Category**

| SAAO, ex-Adj Dir | NO | NO NO NO YES | YES | NO | [1](http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=255&added=1) |
| EHRN - Instructional Category | YES | NO NO NO YES | NO | NO | [2](http://policies.ncsu.edu/regulation/reg-05-15-01) |
| Post Docs | NO | NO NO NO YES | YES | YES | [3](http://www.ncsu.edu/bsas/postdoc أساسائق) |

**Post Docs**

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<th>NO</th>
<th>NO NO NO YES</th>
<th>YES</th>
<th>YES</th>
<th>May not exceed 5 years</th>
</tr>
</thead>
</table>

**Responsibility for Maintaining this document:** EPA Administration

**Contact Information:** 919-515-4315

**This version last updated:** 03-10-2014

**LATEST VERSION AVAILABLE ON HR'S WEBSITE:** [hrpolicies.ncsu.edu](http://hrpolicies.ncsu.edu)

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**May not exceed 5 years**

**Must have been awarded a Ph.D. or equivalent doctorate (e.g., M.D., D.V.M., Sc.D.) in an appropriate field & no more than five (5) years prior to the appointment.**

**Post Docs, All**

<table>
<thead>
<tr>
<th>Post Docs, All</th>
<th>NO</th>
<th>NO NO NO YES</th>
<th>YES</th>
<th>YES</th>
<th>May not exceed 5 years</th>
</tr>
</thead>
</table>

**May not exceed 5 years**

**Must be approved by a Ph.D. or equivalent doctorate (e.g., M.D., D.V.M., Sc.D.) in an appropriate field & no more than five (5) years prior to the appointment. The hiring official wishes to offer the postdoctoral appointment to an applicant whose Ph.D. was awarded more than five years prior to the appointment, the Director of the Office of Postdoctoral Affairs (OPA) must approve the appointment.**