POSITION TYPE	and AT-WILL APPOI					AT-WILL	(This c
FUSHION TIFE		Probationary	Contract R Fixed-Term	Probationary	AT-WILL	Appointment	
	Fixed-Term Contract	Contract	Contract	Contract	Appointment Allowed?	Required?	
IRA POSITIONS							
SHRA, All	NO	NO	NO	NO	NO	NO	
IRA POSITIONS	Appointment, reappointment, or					er than continuing state budg	
FACULTY POSITION	availability of such funds, excep S, Regular (Tenured &			ne time permanent	t tenure was granted.		http://w
Tenured							
Professor Associate Professor	NO NO I	NO NO	NO NO	NO NO	NO NO	NO NO	
		NO		NO	NO	NO	
Non-Tenured, Tenure Tracl	k l						
Professor	n/a	n/a	n/a	n/a	n/a	n/a	
Associate Professor	NO	YES	NO	YES	NO	NO	
		120		120			
Assistant Professor	NO	YES	NO I	YES	NO	NO	Dept h reappo Dean
							Doan
Non-Tenured, Pre-Tenure 1	 Frack						
Instructor	NO	YES	NO	YES	NO	NO	Depart
							recomr Assista probati
	S, NTT (Non-Tenure Tr time, UNPAID appointment of a pe	· · · · · · · · · · · · · · · · · · ·	primarily outside l	NCSU, or a part-t	ime appointment of an NCS	U employee for duties outsid	le primai
Professor	NO, unless Dean exception	NO	NO	NO	YES	YES, unless Dean contract	Promo
Associate Professor	NO, unless Dean exception	NO	NO	NO	YES	YES, unless Dean contract	subsec
Assistant Professor	NO, unless Dean exception	NO	NO I	NO	YES	YES, unless Dean contract	w/reco Head,
	l l						
Clinical Faculty Appoint	intment with a principal responsibil	ity in clinical pra	actice or clinical re	search			<u> </u>
Professor	YES	NO	YES	NO	NO	NO	Promo
Associate Professor Assistant Professor	YES YES I	NO NO	YES I YES I	NO NO	NO NO	NO NO	subsec from D
	pointment with a principal appointr				NO	NO	who ap
							1-
Professor	YES YES	NO NO	YES YES	NO NO	NO	NO NO	Promo
		INC)	1 160	NU	NO	NU	subseq
Associate Professor Assistant Professor	YES	NO	YES	NO	NO	NO	from D

Approval Authority / Notes	Appointment Limits / Notes	Pay Limits / Notes	Guiding Policy / Source Documents
Hiring Authority	Positions may be "time-limited".		www.ncga.state.nc.us/EnactedLegislation/Statutes/HTML/ByChapter/Chapter_126.html http://www.oshr.nc.gov/Guide/Policies/policies.htm
ds or permanent trust funds, whethe	r for a specified term or with tenure, shall b	be contingent upon the	e continuing availability
www.northcarolina.edu/apps/policy/	/index.php?pg=vs&id=269&added=1		http://policies.ncsu.edu/policy/pol-05-20-01
	No contracts applicable for		http://policies.ncsu.edu/policy/pol-05-20-01
	professors and assoc professors with permanent tenure		
	•		
	Not applicable. All full professors		http://policies.ncsu.edu/policy/pol-05-20-01
	must have tenure		
	Initial probationary term not to		http://policies.ncsu.edu/policy/pol-05-20-01
	exceed 5 yrs. By end of next-to- last year, notice of reappointment with		
	tenure or non-reappointment		
head recommends	Initial probationary term = 4 yrs		http://policies.ncsu.edu/policy/pol-05-20-01
pointment (or non-) to	By end of 3rd year, notice of a 2nd pro-		
	bationary term of 3 yrs or non- reappointment. By end of 2nd		
	term, notice of promotion with tenure		
	or non-reappointment.		
rtment Head reviews tand nmends to Dean 1) appt as	Initial probationary term = 1 year. Can have up to 1 further	Will become an Asst Professor	http://policies.ncsu.edu/policy/pol-05-20-01
tant Professor or 2) end	successive 1-yr probationary	upon completion	
ationary appointment	term.	of terminal degree ("ABD")	
		· · ·	
			http://policico.popu.odu/cogulation/cog.05_50_04
ary responsibilities.			http://policies.ncsu.edu/regulation/reg-05-58-01 http://policies.ncsu.edu/regulation/reg-05-20-34
otion allowed at time of	If contract (by Dean exception), contract term may not exceed		http://policies.ncsu.edu/regulation/reg-05-20-34
	three years.		п п п п
, to the Dean, who approves			
			http://policies.ncsu.edu/regulation/reg-05-58-01
	<u></u>		http://policies.ncsu.edu/regulation/reg-05-20-34
otion allowed at time of	Five consecutive years		http://policies.ncsu.edu/regulation/reg-05-20-34
equent contract w/recommendation	(all ranks)		
DVF & Dept Head, to the Dean, approves	Subsequent contract allowed, not to exceed 5 years		n n n n n
			http://policies.ncsu.edu/regulation/reg-05-20-34
otion allowed at time of	Five consecutive years		http://policies.ncsu.edu/regulation/reg-05-20-34
equent contract w/recommendation	(all ranks)		
	Subsequent contract allowed, not to exceed 5 years		

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

POSITION TYPE	Contract ALLOWED?			EQUIRED?	AT-WILL	AT-WILL	Approval	Appointment	Рау	Guiding Policy / Source Documents	
	Fixed-Term Contract	Probationary Contract	Fixed-Term Contract	Probationary Contract	Appointment Allowed?	Appointment Required?	Authority / Notes	Limits / Notes	Limits / Notes		
culty of the Practice	Appointment with a principal re	esponsibility in des	sign practice or de	esign research				-		http://policies.ncsu.edu/regulation/reg-05-20-34	
Professor	YES	I NO	YES	NO	NO	NO	Promotion allowed at time of	Five consecutive years		http://policies.ncsu.edu/regulation/reg-05-20-34	
Associate Professor	YES	NO	YES	NO	NO	NO	subsequent contract w/recommendation	(all ranks)		n n n	"
Assistant Professor	YES	NO	YES	NO	NO	NO	from DVF & Dept Head, to the Dean,	Subsequent contract allowed,		" "	"
							who approves	not to exceed 5 years			
esearch Faculty Appo	intment with a principal respor	nsibility in researc	h							http://policies.ncsu.edu/regulation/reg-05-20-34	
Professor	YES	I NO	YES	NO	NO	NO	Promotion allowed at time of	Five consecutive years		http://policies.ncsu.edu/regulation/reg-05-20-34	
Associate Professor	YES	I NO	YES	NO	NO	NO	subsequent contract w/recommendation	(all ranks)		" "	"
Assistant Professor	YES	NO	YES	NO	NO	NO		Subsequent contract allowed,		" "	"
								not to exceed 5 years			
eaching Faculty Appo	intment with a principal respor	nsibility in teaching	g							http://policies.ncsu.edu/regulation/reg-05-20-34	
Professor	YES	NO	YES	NO	NO	NO	Promotion allowed at time of	Five consecutive years		http://policies.ncsu.edu/regulation/reg-05-20-34	
Associate Professor	YES	NO	YES	NO	NO	NO	subsequent contract w/recommendation			n n n	II
Assistant Professor	YES	NO	YES	NO	NO	NO		Subsequent contract allowed,		и и и	II
	-	-		-	-	-	who approves	not to exceed 5 years			
isiting Faculty Appoint	tment of a person who holds (or qualifies to holo	l) academic rank a	at another instituti	on of higher education and wh	o is in residence at NCS				http://policies.ncsu.edu/regulation/reg-05-20-34	
Professor	YES	NO	YES	NO	NO	NO	Not eligible for promotion	Two consecutive year limit.	Can be paid or	http://policies.ncsu.edu/regulation/reg-05-20-34	
Associate Professor	YES	NO	YES	NO	NO	NO		Subsequent visiting appointment	unpaid	" " "	п
Assistant Professor	YES	NO	YES	NO	NO	NO		allowed, after 3 yrs from end of		и и и	п
Unpaid Visiting	under review	I NO	under review	NO	under review	under review		last visiting appointment			
ibrarians											
Librarian	YES	I NO	YES - NCSU,	NO	NO - NCSU,	NO - NCSU,		Five consecutive years		http://policies.ncsu.edu/regulation/reg-05-20-34	
	_	-	NO - UNC	_	YES - UNC	NO - UNC		Subsequent contract allowed,			
								not to exceed 5 years			
ecturers										http://policies.ncsu.edu/regulation/reg-05-20-34	
Lecturer	YES	NO	YES	n/a	NO	NO	Promotion allowed at time of	Up to five consecutive years		http://policies.ncsu.edu/regulation/reg-05-20-34	
Sr Lecturer	YES	NO	YES	n/a	NO	NO	subsequent contract w/recommendation	(all ranks)		II II II	"
		1				NO	from DVF & Dept Head, to the Dean,	Subsequent contract allowed,			
		·					who approves	not to exceed 5 years			
ield Faculty Extension	employees holding the title of	Associate Agent of	or Agent (Assista	nt Extension Ager	nts are EPA professionals)					http://policies.ncsu.edu/regulation/reg-05-20-34	
	YES	NO	YES '	n/a	NO	NO		Up to five consecutive years		http://policies.ncsu.edu/regulation/reg-05-20-34	
Extension Agent	YES	I NO	YES	n/a	NO	NO		(all ranks)		" " "	п
Extension Agent Assoc Extension Agent		I						Subsequent contract allowed,			
			1 1					not to exceed 5 years			
		1			• •		-	<u> </u>	•	http://policies.ncsu.edu/regulation/reg-05-20-34	
Assoc Extension Agent	lank	<u> </u>									
Assoc Extension Agent		I . NO	NO	ΝΟ	N/A	N/A	Employed by federal entity	Rank status is applicable while		http://policies.ncsu.edu/regulation/reg-05-20-34	
Assoc Extension Agent	ank NO	I I NO	NO	NO	N/A	N/A	Employed by federal entity,	Rank status is applicable while		http://policies.ncsu.edu/regulation/reg-05-20-34	
		I NO I	NO I	NO	N/A	N/A	Employed by federal entity, not Univ, so no contract of employment	Rank status is applicable while the individual is stationed with NC State.		http://policies.ncsu.edu/regulation/reg-05-20-34 http://policies.ncsu.edu/policy/pol-05-20-01	

Contract ALLOW			REQUIRED?	AT-WILL	AT-WILL Appointment	Approval Authority /	Appointment Limits /	Pay Limits /	Guiding Policy / Source Documents
Fixed-Term Contract	Contract	Contract	Contract	Appointment Allowed?	Required?	Notes	Notes	Notes	
rovost, Vice Chancellors,	Deans)								
NO	I NO	NO	I NO	YES	YES		An "SAAO" appointment of a faculty		http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=255&added=1
	1		1				member is at-will and distinct		http://policies.ncsu.edu/regulation/reg-05-15-01
esistent Vice Chancellars	Accesiote & Ac	sistant Doons	Vice Provests A	ssistant & Associate Vice	Provente and other admi	nistrative positions that have been ever		ornoral	
ssistant vice chancenors	, Associate & As	sistant Deans;	vice Provosis, A		rovosis, and other admin	instrative positions that have been expre	essiy approved by the ONC Board of Gov	ernors)	
NO	NO	NO	NO	YES	YES		An "SAAO" appointment of a faculty		http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=255&added=1
							member is at-will and distinct		http://policies.ncsu.edu/regulation/reg-05-15-01
							from their "faculty" tenure/contract		
YES	NO	NO	I NO	YES	NO	Contract for > 1 vr reg's BOT:			http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=314&added=1
				•		certain contract terms require			
al Category (focus on aca	ademic mission o	of the University	y; e.g., Academic	Advisors, Counselors, Pra	cticum Supervisors, Acad	demic and Curriculum Coordinators, Athl	letics Coaching & Athletics Management,	etc.)	http://old.northcarolina.edu/hr/hrab/EPA_IRPS_Definitions_2012-12.pdf
NO*	NO	NO	NO	YES	NO		* Typically At-Will. Contract approval		http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=255&added=1
	I		1				Provost/VC OK		http://policies.ncsu.edu/regulation/reg-05-15-01
YES	I NO	YES	I NO	NO	NO				
VES	I NO	NO	I NO	VES	NO	Contract for > 1 vr reg's BOT:			http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=314&added=1
125		NO		123	NO				http://www.horthearonna.edu/apps/policy/index.php : pg=vs&id=514&added=1
						BOG approval			
us on research mission o	of the University;	Research Assi	stants, Research	Associates, Research Scho	plars, Senior Research Se	cholars, Principal Research Scholars, & V	Visiting Scholars)		http://old.northcarolina.edu/hr/hrab/EPA_IRPS_Definitions_2012-12.pdf
NO*	I NO	NO	I NO	YES	NO		* Typically At-Will. Contract approval		http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=255&added=1
	1		1				Provost/VC OK		http://policies.ncsu.edu/regulation/reg-05-15-01
<i>//</i>									
(focus on public service	mission of the U	niversity; Exte	ension Assistants	, Extension Associates, Ext	ension Specialists, Asso	ciate State Leaders, Extension Agents, e	etc.)		http://old.northcarolina.edu/hr/hrab/EPA_IRPS_Definitions_2012-12.pdf
NO*	NO	NO	NO	YES	NO		* Typically At-Will. Contract approval		http://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=255&added=1
			1				Provost/VC OK		http://policies.ncsu.edu/regulation/reg-05-15-01
	1		1						
NO	NO	NO	NO	YES	YES	Must have been awarded a Ph.D. or	All appointments may total no more		http://policies.ncsu.edu/regulation/reg-10-10-08
NO			I			equivalent doctorate (e.g., M.D., D.V.M.	, than 5 years cumulatively.		
NO	1					Sc.D.) in an appropriate field & no more			
	1		I						
	 		l I			than five (5) years prior to the			
	 		 			than five (5) years prior to the appointment. If the hiring official wishes			
						than five (5) years prior to the			
						than five (5) years prior to the appointment. If the hiring official wishes to offer the postdoctoral appointment to an applicant whose Ph.D. was awarded more than five years prior to the			
						than five (5) years prior to the appointment. If the hiring official wishes to offer the postdoctoral appointment to an applicant whose Ph.D. was awarded			
	Fixed-Term Contract rovost, Vice Chancellors, NO ssistant Vice Chancellors NO YES al Category (focus on aca NO* YES YES Sus on research mission of NO* YES (focus on public service)	Fixed-Term Contract Probationary Contract rovost, Vice Chancellors, Deans) NO NO ssistant Vice Chancellors; Associate & Ass NO NO YES NO al Category (focus on academic mission of YES NO YES NO YES<	Fixed-Term Contract Probationary Contract Fixed-Term Contract rovost, Vice Chancellors, Deans) NO NO NO NO NO NO ssistant Vice Chancellors; Associate & Assistant Deans; NO NO YES NO NO NO YES NO NO NO al Category (focus on academic mission of the Universite YES NO NO YES NO NO NO YES NO NO NO YES NO NO NO YES NO NO NO yes on research mission of the University; Research Assisting NO* NO yes on research mission of the University; Research Assisting NO NO yes on public service mission of the University; External NO NO	Probationary Contract Fixed-Term Probationary Contract Fixed-Term Contract Probationary Contract Contract Contract rovost, Vice Chancellors, Deans) NO NO NO NO NO NO NO NO ssistant Vice Chancellors; Associate & Assistant Deans; Vice Provosts, A NO NO YES NO YES NO NO* NO NO NO YES NO NO NO YES	Fixed-Term Contract Probationary Contract Probationary Contract Appointment Allowed? rovost, Vice Chancellors, Deans) NO NO NO NO YES NO 1 NO NO YES Image: Sistant Vice Chancellors; Associate & Assistant Deans; Vice Provosts, Assistant & Associate Vice F NO NO NO NO NO YES YES 1 NO NO YES YES 1 NO NO YES All Category (focus on academic mission of the University; e.g., Academic Advisors, Counselors, Practice NO NO YES 1 NO NO YES YES 1 NO YES NO YES 1 NO NO YES I 1 1 1	Fixed-Term Contract Probationary Contract Probationary Contract Appointment Allowed? Appointment Required? rovost, Vice Chancellors, Deans) NO NO NO NO YES YES ssistant Vice Chancellors; Associate & Assistant Deans; Vice Provosts, Assistant & Associate Vice Provosts, and other admited in the second	Probationary Fixed-Term Contract Probationary Contract Probationary Contract Appointment Allowed? Appointment Required? Authority / Notes rovost, Vice Chancellors, Deans) NO NO NO NO YES YES YES ssistant Vice Chancellors, Sasociate & Assistant Deans; Vice Provosts, Assistant & Associate Vice Provosts, and other administrative positions that have been expression NO NO NO YES YES YES NO NO NO NO YES YES Outract for > 1 yr req's BOT; certain contract terms require BOG approval al Category (focus on academic mission of the University; e.g., Academic Advisors, Counselors, Practicum Supervisors, Academic and Curriculum Coordinators, Ath NO* NO NO NO NO YES NO NO NO NO NO NO NO YES NO NO NO NO NO NO NO NO NO YES NO NO NO NO NO NO Secontract for > 1 yr req's BOT; certain contract for > 1 yr req's BOT; certain contract for > 1 yr req's BOT; certain contract terms require BOG approval	Probationary Fixed-Term Probationary Contract Probationary Contract Probationary Contract Probationary Contract Probationary Contract Probationary Contract Probationary Contract Probationary Required? Appointment Required? Authority / Notes Limits / Notes rowost, Vice Chancellors, Deans) NO NO NO NO YES YES An 'SAAO' appointment of a faculty member is at-will and distinct from their 'faculty' tenuscontract NO NO NO NO YES YES An 'SAAO' appointment of a faculty member is at-will and distinct from their 'faculty' tenuscontract NO NO NO NO NO YES YES An 'SAAO' appointment of a faculty member is at-will and distinct from their 'faculty' tenuscontract VES NO NO NO NO YES NO Contract for >1 yr req's BOT: certain contract terms require BOG approval Id Category (focus on academic mission of the University: e.g., Academic Advisors, Counselors, Practicum Supervisors, Academic and Curriculum Coordinators, Athletics Coaching & Athletics Management. YES NO NO NO NO Provist/VC OK YES NO N	Probationary Fixed-Term Contract Probationary Contract Probationary Contract Appointment Required? Authority / Notes Limits / Notes Limits / Notes Limits / Notes rowst, Vice Chancellors, Deans) NO NO NO NO YES An 'SAAC' appointment of a faculty member is al-will and disinct from the "faculty" encelorated member is al-will and disinct from the "faculty" encelorated NO NO NO NO YES YES An 'SAAC' appointment of a faculty member is al-will and disinct from their "faculty" encelorated member is al-will and disinct from their "faculty" encelorated NO NO NO NO YES YES An 'SAAC' appointment of a faculty member is al-will and disinct from their "faculty" encelorated NO NO NO YES YES NO An 'SAAC' appointment of a faculty member is al-will and disinct from their "faculty" encelorated Provertive of the university encelorated YES NO NO YES NO Contract for >1 yr req's BOT; Certain contract terms require BOG approval Typically Al-Will. Contract approval Provest/VC OK YES NO NO YES NO Contract for >1 yr req's BOT; Certain contract terms require BOG approval Provest/VC OK Provest/VC OK

Responsible 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 @
 http://www.fis.ncsu.edu/hr/forms/employment/atwill-chart.pdf

 DISCLAIMER: While we make every effort to present this information accurately and timely, this document is a summary overview. That means it may become out of date if underlying policies change, and it means that lots of details, explanations, and qualifiers are left out.

 It is intended only to provide general guidance, and you should not rely upon it as a complete or binding explanation of University policies or regulations. If this summary information differs from the language or intent of the formal published laws, policies, or regulations, those documents prevail.