	Escultu in Humanities Cocial Science Natural Science	Math Davidonmental Studios English as a	Faculty in Specialized Profess	ional or Technical Associate in	Faculty in Non-Associate I	Degree Occupational Fields
	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	
	Initial Appointment/	cuity, Couriserors, Librarians	Initial Appointment/	of Art Degree Fields	Initial Appointment/	
	Promotions	Promotions	Promotions	Promotions	Promotions	Promotions
	Column 1	Column 2	Column 3	Column 4	Column 5	Column 6

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						
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		in teaching field.			
Experience	the instructor level is a baccalaureate degree related to the teaching field.)					
Related Occupational Experience	0 years					
Total Teaching Experience	0 years				5 years.current experience	
F/T Community College Experience	0 years		2 years		0 years	
	\		0 years		0 years	\
			0 years			
ASSISTANT PROFESSOR	w . 5	.	L.,		∀	
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
Academia Desperation	Master's + 24 graduate	Master's + 15 graduate	Bachelor's in teaching	Bachelor's in teaching field	Associate's or equivalent (Major in	High aghad as assissalant - 20
Academic Preparation	semester hours obtained	semester hours obtained	field + 24 graduate	+15 graduate semester hours	teaching field)	High school or equivalent + 30 semester hours toward an Assoc.
	subsequent to the Master's for	subsequent to the Master's for	semester hours	obtained subsequent to the	teaching lield)	Degree
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 years	2 years	2 years	5 years	5 years
F/T Community College Experience	0 years	3 years	0 years	3 years	0 years	3 years
,g- <u></u> p	0 years 0 years	3 years	0 years	3 years	0 years	3 years
ASSOCIATE PROFESSOR	0 years	\ . \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	o youro	↓	 	<u> </u>
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
r enormance Evaluation	Evaluation	Recent Evaluation	Recent Evaluation	Recent Evaluation	Recent Evaluation	Recent Evaluation
	Lvalidation	Necent Evaluation	Necetit Evaluation	Necetit Evaluation	Necent Evaluation	Necelli Evaluation
Academic Preparation	Doctorate (36 graduate semester hours in	Master's + 39 graduate	Master's related to teaching	Master's related to teaching	Bachelor's related to the teaching	Assoc. related to the teaching field
	teaching field)	semester hours obtained	field + 15 graduate semester	field	field	or equiv. + 30 semester hours
	,	subsequent to the	hours obtained subsequent to			obtained subsequent to the
Experience:		Master's (for a total of 36 grad hours in teaching	the Master's			Associate's
Related Occupational Experience.	0 years	field)	2 years 6 years	2 years	5 years	5 years
Total Teaching Experience	6 years	0 years	0 years	6 years	6 years	6 years
F/T Community College Experience	0 years	6 years	o years	3 years	0 years	3 years
		3 years	0 years	o yours		
Minimum VCCS Experience in Previous Rank	0 years		V yours	3 years	0 years	3 years
<u>PROFESSOR</u>	,	*		1		*
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	Master's related to the teaching
	teaching field)	hours in teaching field)	+ 36 graduate semester hours	+ 36 graduate semester hours	field	field
			obtained subsequent to the	obtained subsequent to the		
Experience:			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
Minimum VCCC Francisco in Design Best	0	2	0	2	0	2
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