

POSITION TYPE	Contract ALLOWED?		Contract REQUIRED?		AT-WILL Appointment Allowed?	AT-WILL Appointment Required?	Approval Authority / Notes	Appointment Limits / Notes	Pay Limits / Notes	Guiding Policy / Source Documents
	Fixed-Term Contract	Probationary Contract	Fixed-Term Contract	Probationary Contract						
Faculty of the Practice	<i>Appointment with a principal responsibility in design practice or design research</i>									
Professor	YES	NO	YES	NO	NO	NO	Promotion allowed at time of subsequent contract w/recommendation from DVF & Dept Head, to the Dean, who approves	Five consecutive years (all ranks)		www.ncsu.edu/policies/employment/faculty/REG05.20.34.php
Associate Professor	YES	NO	YES	NO	NO	NO		Subsequent contract allowed, not to exceed 5 years		"
Assistant Professor	YES	NO	YES	NO	NO	NO				"
Research Faculty	<i>Appointment with a principal responsibility in research</i>									
Professor	YES	NO	YES	NO	NO	NO	Promotion allowed at time of subsequent contract w/recommendation from DVF & Dept Head, to the Dean, who approves	Five consecutive years (all ranks)		www.ncsu.edu/policies/employment/faculty/REG05.20.34.php
Associate Professor	YES	NO	YES	NO	NO	NO		Subsequent contract allowed, not to exceed 5 years		"
Assistant Professor	YES	NO	YES	NO	NO	NO				"
Teaching Faculty	<i>Appointment with a principal responsibility in teaching</i>									
Professor	YES	NO	YES	NO	NO	NO	Promotion allowed at time of subsequent contract w/recommendation from DVF & Dept Head, to the Dean, who approves	Five consecutive years (all ranks)		www.ncsu.edu/policies/employment/faculty/REG05.20.34.php
Associate Professor	YES	NO	YES	NO	NO	NO		Subsequent contract allowed, not to exceed 5 years		"
Assistant Professor	YES	NO	YES	NO	NO	NO				"
Visiting Faculty	<i>Appointment of a person who holds (or qualifies to hold) academic rank at another institution of higher education and who is in residence at NCSU.</i>									
Professor	YES	NO	YES	NO	NO	NO	Not eligible for promotion	Two consecutive year limit. Subsequent visiting appointment allowed, after 3 yrs from end of last visiting appointment	Can be paid or unpaid	www.ncsu.edu/policies/employment/faculty/REG05.20.34.php
Associate Professor	YES	NO	YES	NO	NO	NO				"
Assistant Professor	YES	NO	YES	NO	NO	NO				"
Unpaid Visiting	under review	NO	under review	NO	under review	under review				"
Librarians										
Librarian	YES	NO	YES - NCSU, NO - UNC	NO	NO - NCSU, YES - UNC	NO - NCSU, NO - UNC		Five consecutive years Subsequent contract allowed, not to exceed 5 years		www.ncsu.edu/policies/employment/faculty/REG05.20.34.php
Lecturers										
Lecturer	YES	NO	YES	n/a	NO	NO	Promotion allowed at time of subsequent contract w/recommendation from DVF & Dept Head, to the Dean, who approves	Up to five consecutive years (all ranks)		www.ncsu.edu/policies/employment/faculty/REG05.20.34.php
Sr Lecturer	YES	NO	YES	n/a	NO	NO				Subsequent contract allowed, not to exceed 5 years
Field Faculty	<i>Extension employees holding the title of Associate Agent or Agent (Assistant Extension Agents are EPA professionals)</i>									
Extension Agent	YES	NO	YES	n/a	NO	NO		Up to five consecutive years (all ranks)		www.ncsu.edu/policies/employment/faculty/REG05.20.34.php
Assoc Extension Agent	YES	NO	YES	n/a	NO	NO				Subsequent contract allowed, not to exceed 5 years
Federal Personnel w Acad Rank										
	NO	NO	NO	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.		www.ncsu.edu/policies/employment/faculty/REG05.20.34.php www.ncsu.edu/policies/employment/faculty/POL05.20.1.php

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EPA Professionals (Non-Faculty)										
SAAO - Tier I (Chancellor, Provost, Vice Chancellors, Deans)										
SAAO-I	NO	NO	NO	NO	YES	YES		An "SAAO" appointment of a faculty member is at-will and distinct from their "faculty" tenure/contract		www.northcarolina.edu/content.php/legal/policymanual/uncpolicymanual_300_1_1.htm http://www.ncsu.edu/policies/employment/epa/POL05.15.1.php
SAAO - Tier II (Associate & Assistant Vice Chancellors; Associate & Assistant Deans; Vice Provosts, Assistant & Associate Vice Provosts, and other administrative positions that have been expressly approved by the UNC Board of Governors)										
SAAO-II, exc Ath Dir	NO	NO	NO	NO	YES	YES		An "SAAO" appointment of a faculty member is at-will and distinct from their "faculty" tenure/contract		www.northcarolina.edu/content.php/legal/policymanual/uncpolicymanual_300_1_1.htm http://www.ncsu.edu/policies/employment/epa/POL05.15.1.php
Dir of Athletics	YES	NO	NO	NO	YES	NO	Contract for > 1 yr req's BOT; certain contract terms require BOG approval			www.northcarolina.edu/content.php/legal/policymanual/uncpolicymanual_1100_3.htm
EPA Non-Faculty - Instructional Category (focus on academic mission of the University; e.g., academic advisors, continuing education professionals, student services professionals, counselors)										
http://intranet.northcarolina.edu/docs/legal/policymanual/300.2.5_[G].pdf										
EPA-Instr	NO*	NO	NO	NO	YES	NO		* Typically At-Will. Contract approval Provost/VC OK		www.northcarolina.edu/content.php/legal/policymanual/uncpolicymanual_300_2_1.htm http://www.ncsu.edu/policies/employment/epa/POL05.15.1.php
Asst Extension Agents	YES	NO	YES	NO	NO	NO				
Head Coaches	YES	NO	NO	NO	YES	NO	Contract for > 1 yr req's BOT; certain contract terms require BOG approval			www.northcarolina.edu/content.php/legal/policymanual/uncpolicymanual_1100_3.htm
EPA - Research Category (focus on research mission of the University; researchers scholars, research associates, institutional research professionals, community service professionals, technology transfer professionals)										
http://intranet.northcarolina.edu/docs/legal/policymanual/300.2.5_[G].pdf										
EPA-Research, All	NO*	NO	NO	NO	YES	NO		* Typically At-Will. Contract approval Provost/VC OK		www.northcarolina.edu/content.php/legal/policymanual/uncpolicymanual_300_2_1.htm http://www.ncsu.edu/policies/employment/epa/POL05.15.1.php
Post Docs										
Post Docs, All	NO	NO	NO	NO	YES	YES		All appointments may total no more than 5 years cumulatively.		http://www.ncsu.edu/policies/research/research_admin/REG10.10.8.php

Responsible for Maintaining this document: EPA Coordinator, Human Resources

Contact Information: 919-513-0765

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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.