

**WEST VIRGINIA NORTHERN COMMUNITY COLLEGE**  
**CRITERIA AND PROCEDURES FOR PROMOTION IN RANK FOR FULL-TIME FACULTY**  
**ADMINISTRATIVE PROCEDURE**  
**Effective July 2020**

In accordance with the West Virginia Council for Community and Technical College Education, Title 35 – Series 9, the following criteria and procedures for promotion in rank will be utilized for all full-time faculty, which states: “Consistent with W.Va. Code 18B-1-6, 18B-1B-4 and 18B-7-4, Title 133, Procedural Rue, W. Va. Higher Education Policy Commission, Series 9, effective January, 2004, there shall be demonstrated evidence that the promotion is based on a wide range of criteria: excellence in teaching, significant contribution and service to the college community, quality experience, academic achievement, professional and scholarly activities and recognition, adherence to professional standards of conduct, potential for continued growth and service to the people of the State of West Virginia.

**I. Initial Appointment**

1. The following academic rank titles are authorized for all full-time college faculty, including Instructional Specialists: Instructor, Assistant Professor, Associate Professor, and Professor.
2. Initial faculty appointments may be at the rank of Instructor, especially for those faculty hired with a bachelor’s degree or less; however, if an individual possesses, a graduate or advanced degree (Master’s for (career/technical programs); Ed.D, PhD, MD, or JD) for College parallel programs from an accredited institution, OR more credentials than are required to be eligible for the position for which he or she applied, it is recommended that he or she, upon recommendation of the Vice President of Academic Affairs to the President, be offered an initial appointment at the rank of Assistant Professor. (Refer to credentialing requirements for faculty on the Academic Affairs web page for information on minimum requirements for specific programs and departments.)
3. Every effort will be made to find faculty who possess a master’s degree. Some areas, such as the academic disciplines in College parallel programs, require a minimum of a master’s degree. In some specialized fields, the master’s degree can be waived in the hiring process if experience, training, and/or professional certification of the individual are approved as acceptable substitutions. Such a waiver will be requested of the Vice President of Academic Affairs (VPAA) upon the recommendation of a candidate. The VPAA will review the individual’s credentials and provide documentation for the approval of such a waiver. If a decision is made to hire an individual who does not meet the minimum requirements of the position, the initial appointment letter may also include additional education, certification, or training requirements that must be completed by the faculty member, within a specified time frame, to continue their employment. This determination is made by the VPAA. If the individual did not meet the minimum requirements of the position at the time of the initial hire, educational or training requirements for continued employment may not be used for promotion. This should be clearly explained and specified in the initial appointment offer that is made to the faculty member. (\*Exception: According to state guidelines, Nursing faculty may be hired with a Bachelor’s degree as long as the candidate develops a plan of action to make progress toward a Master’s degree within a specified period of time, which is to be approved by the VPAA. Since career/technical programs do not require a Master’s for initial appointment, graduate credit hours obtained by Nursing faculty under said plan of action may be used for promotion for Nursing faculty only).

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## **II. Advancement in Rank**

1. Promotion in rank recognizes exemplary or meritorious performance, additional professional development, certification, licensure, and/or educational attainment, and years of full-time relevant work experience of a faculty member. The evaluation for promotion in rank provides the opportunity to assess a faculty member's growth and performance and to reward him or her for their dedication, service, and commitment to WVNCC. Advancement in rank is not an automatic procedure. Applicants must meet all criteria for advancement in rank and submit all required documentation by the dates specified in this document.
2. Promotion decisions are based on the professional qualifications of a faculty member, including performance specific to the candidate's professional responsibilities and duties. The specific areas in which faculty are evaluated for promotion shall include those areas consistent with the College's faculty evaluation process, as outlined in the current approved Faculty Evaluation document (generally Teaching, Service, and Professional Development).
3. In order to be an eligible candidate for promotion in rank, applicants must meet minimum Requirements either through "Standard Academic Criteria" or "Alternate Training & Experience" (see Table 1). (Applicants must have evidence of approval of his or her Division chair for all credit hours to be used under "Standard Academic Criteria", or hours to be used for "Alternate Training & Experience" prior to obtaining those hours via approved travel requests, approved professional development requests, merit pre-approval forms, or an email from the Division Chair or VPAA (in the absence of the Division Chair), to the faculty member, approving the request and documented in the annual Faculty Evaluation documents.)\*

To be an eligible candidate for promotion, if "Standard Academic Criteria" are being used, all minimum educational requirements for promotion to the requested rank must be completed by January 1st of the academic year in which application is made. Official transcripts documenting successful completion of the required number of hours of coursework, or degree(s) must be on file with the Human Resources Office no later than the 2<sup>nd</sup> Friday in January of the academic year in which application is made in order for the promotion to be awarded for the next academic year. If "Alternate Training and Experience" are being used, appropriate documentation and verification of approved hours of coursework, training or continuing education, including certifications must be submitted to the Division Chair with the Promotion Portfolio no later than the 2<sup>nd</sup> Friday in February of the academic year in which application is made in order for the promotion to be awarded for the next academic year (beginning in August).

\* Grandfathering clause: Within the first three years after the effective date of this policy, faculty members who were not aware they would need pre-approval for "approved" hours may request a review of their professional development documentation for the last 3-5 years by their Division Chair and the VPAA, who may recommend that some or all of it be counted towards "approved hours"

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All college credit being requested for consideration under the "Standard Academic Criteria" must have been obtained through a regionally accredited college or university. Hours being used under the "Alternate" criteria must have been pre-approved by the Division Chair during the year(s) they were completed, and will be compiled on or before the third Friday in September of the application year (before the applicant submits their intent to apply for promotion on the 4<sup>th</sup> Friday in September of the application year.) Anticipated completion of college courses or degrees, letters from instructors, posted grades, or any other documents are not acceptable.

4. In order to be an eligible candidate for promotion in rank, applicants also must have completed all WVNCC years of service and years of service in rank requirements on or before the 3<sup>RD</sup> Friday in May of the academic year in which application is made. For example, a faculty member who begins his/her initial appointment in August will be eligible to apply for promotion during the year that appears in Table 1 that specifies required years of service for the "Standard" or "Alternate" criteria, provided that they meet that requirement by the 4<sup>th</sup> Friday in May of the current academic year. If all other criteria for promotion have been met, and the faculty member does not complete the full year of employment required for promotion to that particular rank by the 4<sup>th</sup> Friday in May of the academic year in which application is made, the promotion award will be granted the following academic year as soon as years of employment requirement is met.

5. Applicants who received an initial appointment to the rank of Assistant Professor may waive the years of service required as a full-time Instructor at WVNCC for promotion to Assistant Professor, but are still required to complete the minimum years of service to the College as specified in Table 1 to be eligible to apply for promotion to Associate Professor.

6. The promotion process is confidential. Promotion Committee members, Division Chairs and The VPAA must maintain strict codes of confidentiality regarding applicants' promotion materials, discussions, recommendations and any and all information related to the promotion process. Those involved must have respect for the process and the persons involved. Anyone violating the codes of confidentiality regarding the promotion process may be subject to disciplinary action under the College's current rules and procedures for disciplinary action.

### **III. Criteria for Placement and Promotion in Rank**

#### **Instructor**

Initial hire represents a minimum credential of: Associate degree or appropriate, extensive trade experience (defined as 5 years of full-time professional work or trade experience in the field), with or without certification, (OR 3 years of relevant full-time work experience with licensure or certification in the field) determined to be adequate to provide quality instruction in the discipline by the College for career/technical programs, or the Associate or Bachelor's degree and appropriate experience or certification determined to be adequate to provide quality instruction in the discipline; Master's degree for College parallel programs.

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**Assistant Professor**

1. Holds present rank as Instructor
2. Has served as a full-time instructor at WVNCC for the minimum number of years specified in Table 1, depending upon under which criteria they are applying (completed no later than the 4<sup>th</sup> Friday in May of the year in which the application is made) at WVNCC (unless the initial appointment was to Assistant Professor).
3. Has completed the minimum educational or training requirements and years of full-time relevant work experience as specified in Table 1 for Career/Technical programs or College Parallel programs under either the "Standard" or "Alternate" criteria, unless the individual already possesses an advanced degree (Ed.D, Ph.D, MD, or JD), or already exceeds the criteria for promotion to Assistant Professor as specified in Table 1, in which case this requirement will be waived.
4. Demonstrates proficiency in achieving above average to excellent scores on the majority of evaluations from students, supervisor, and peers using current College evaluation instruments. Demonstrates teaching excellence, meritorious service to the College or community, and evidence of continuing professional development, achieving a total score on the majority of his or her annual evaluations (see Table 1) during the years of service in the current rank required for meritorious designation and included in the Promotion Portfolio.
5. Submits a Self-Evaluation (This is a narrative prepared by the candidate which lists and summarizes all of his/her accomplishments since the initial appointment, and it is to be included in the Promotion Portfolio). The narrative provides evidence and documentation of achievement, proficiency and growth in the following areas:
  - a. Teaching – The narrative should include a list and/or description of all activities related to teaching and learning, such as expanding or utilizing new teaching methodologies or strategies, participating effectively in course and general education assessment activities developing a new course, rewriting an existing course, using instructional technology effectively, and/or developing an on-line course alone or in conjunction with other faculty members.
  - b. Service - Contributes to his or her Division and the College through sharing, promoting, and implementing ideas related to effective instruction, participating in activities which enhance program(s) or further the mission of the College, and serving on committees within the Division and the College, and/or participating in activities or organizations in the community, and/or the state or region (College Service).
  - c. Professional Development - Demonstrates a commitment to professional development through any or all of the following: successfully completing additional undergraduate or graduate hours, or additional degrees, as required for promotion to this rank, reading professional/ trade journals and incorporating current ideas and trends into their discipline, attending workshops, seminars, and training sessions relevant to subject matter, teaching effectiveness, and/or obtaining and

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maintaining professional licensure required for program accreditation, and participating in professional activities (state or national boards, advisory committees, or professional organizations) in the discipline or the field.

**Associate Professor**

1. Holds present rank as Assistant Professor.
2. Has served as a full-time Assistant Professor for the minimum number of years in rank, and completed the required years of college service as a full-time faculty member by the 4<sup>th</sup> Friday in May, as specified in Table 1, depending upon under which criteria they are applying
3. Has completed the minimum years of total college service as a full-time faculty member by the 4<sup>th</sup> Friday in May as specified in Table 1, depending upon under which criteria they are applying.
4. Has completed the minimum educational or training requirements and years of full-time relevant work experience, as specified in Table 1 for Career/Technical programs or College Parallel programs under either the "Standard" or "Alternate" criteria, unless the individual already possesses an advanced degree (Ed.D, Ph.D, MD, or JD), or already exceeds the criteria for promotion to Associate Professor as specified in Table 1, in which case this requirement will be waived.
5. Demonstrates proficiency in achieving above average to excellent scores on the majority of evaluations from students, supervisor, and peers using current College evaluation instruments for teaching, service, and professional development, achieving a total score on the majority of his or her annual evaluations (see Table 1) during the years of service in the current rank required for meritorious designation and included in the Promotion Portfolio.
6. Submits a Self-Evaluation (This is a narrative prepared by the candidate which describes and summarizes all of his/her accomplishments since the initial appointment, and it is to be included in the Promotion Portfolio). The narrative provides evidence and documentation of achievement, proficiency and growth in the following areas as well as maintaining those required at lower ranks:
  - a. Teaching — The narrative should include a description of all activities related to teaching and learning, such as: developing and utilizing new methods, media, and resources to enhance student learning and retention, expanding or utilizing new teaching methodologies or strategies, participating effectively in course, general education, and program assessment activities developing a new course, rewriting an existing course, using instructional technology effectively, and/or developing an on-line course alone or in conjunction with other faculty members.
  - b. Service - Demonstrates the ability to contribute to the Division and the College by assuming leadership roles in college governance, curriculum development and revision, co-curricular activities (e.g., club advisor), retention, assessment, or instructional technologies and/or

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participating in activities or organizations in the community, and/or the state or region which enhance program(s) or further the mission of the College, (College Service).

- c. Professional Development - Demonstrates a commitment to professional development through any or all of the following: successfully completing additional undergraduate or graduate hours, or additional degrees, as required for promotion to this rank, reading professional/ trade journals and incorporating current ideas and trends into their discipline, attending workshops, seminars, and training sessions relevant to subject matter, teaching effectiveness, and/or obtaining and maintaining professional licensure required for program accreditation, and participating in professional activities (state or national boards, advisory committees, or professional organizations) in the discipline or the field.

**Professor**

1. Holds present rank as Associate Professor.
2. Has served as a full-time Associate Professor for a minimum of the required number of years by the 4<sup>th</sup> Friday in May, as specified in Table 1, depending upon under which criteria they are applying.
3. Has completed the minimum years of total college service as a full-time faculty member by the 4<sup>th</sup> Friday in May, as specified in Table 1, depending upon under which criteria they are applying.
4. Has completed the minimum educational or training, and relevant full-time work experience requirements, as specified in Table 1 for Career/Technical programs or College Parallel programs under either the "Standard" or "Alternate" criteria, unless the individual already possesses an advanced degree (Ed.D, Ph.D, MD, or JD), or already exceeds the criteria for promotion to Professor as specified in Table 1, in which case this requirement will be waived.
5. Demonstrates proficiency in achieving above average to excellent scores on the majority of evaluations from students, supervisor, and peers using current College evaluation instruments for teaching, service, and professional development, achieving a total score on the majority of his or her annual evaluations during the years of service in the current rank required for meritorious designation and included in the Promotion Portfolio.
6. Submits a Self-evaluation (to be included in the Promotion Portfolio) which provides evidence and documentation of achievement, proficiency, and growth in the following areas, as well as maintaining those required at lower ranks:
  - a. Teaching - Developing and utilizing new methods, media, and resources to enhance student learning and retention; serving as a role model or mentor to other teachers, providing guidance or training to other instructors regarding excellent teaching, assisting with observation of full-time or

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- adjunct faculty members, providing leadership in assessment, curriculum planning, and course or program revisions.
- b. Service - Demonstrates the ability to contribute to the Division and the College by assuming and maintaining leadership roles in college governance, co-curricular activities (club advisor), or instructional technologies in the areas of assessment, curriculum, advising, and student services.
  - c. Professional Development - Demonstrates a commitment to professional development through successfully completing additional graduate hours or graduate degrees as required for this rank, maintaining professional licensure and/or certification in their field, serving as a leader or official representative on (state or national boards, advisory committees, or professional organizations) in the discipline or the field and effectively representing the College in this capacity, reading professional/ trade journals and incorporating current ideas and trends into their discipline; and/or developing, coordinating, and providing professional development opportunities within or without the college.

#### **IV. Promotion Procedure**

**General Statement:** Promotion of faculty is based upon the recommendation of the Division Chair, the VPAA, and the Promotion committee. Promotion in rank will not be granted routinely nor automatically because of length of service. With the exception of the Division Chair's initial determination of eligibility, it is based on the criteria for promotion to that rank under either the "Standard" or "Alternate" track, and the Chief Human Resource Officer's (CHRO) verification of completion of minimum educational requirements and years of service. Recommendations of the Division Chair and the Promotion Committee during the promotion process are not final. The VPAA makes all final promotion recommendations to the President. It is the applicant's responsibility to submit all application materials on or before the deadlines listed below:

1. The Faculty Assembly shall nominate a promotion committee at the beginning of each academic year, making every effort to ensure that each academic Division and each campus are represented in the composition of the committee. The committee shall include faculty ranks in the following distribution: three (3) Professors, 2 Associate Professors, 2 Assistant Professors, and two (2) instructors (including Instructional Specialists at this rank). Out of the nine members, five members (including at least 2 Professors) will serve on the Promotion Committee the following spring. Once candidates eligible for promotion have been identified, faculty who were nominated to this committee who have served as peer reviewers to the candidate for promotion will excuse themselves from the Committee to avoid a potential conflict of interests. Division chairs are also excluded from serving on the Promotion Committee. The CHRO will serve as a non-voting member. The Committee reports to the VPAA.
2. The Division Chairs shall meet individually with each applicant on or before the last Friday in September. The purpose of the meeting is to review the promotion criteria, and determine eligibility to proceed in the process. Promotion Portfolio requirements will be reviewed with the applicant and a division mentor will be selected from within the division to assist and guide the applicant through the promotion process. Applicants are

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encouraged to begin assembling their Promotion Portfolios as soon as possible to insure that all submission deadlines are met.

3. Applicants must submit an "Intent to Apply for Promotion" letter or email to the VPAA with a copy to his/her Division Chair on or before the last Friday in October of the application year.
4. The VPAA will meet with the Promotion Committee on or before the first Friday in December. The purpose of the meeting is to select five members to review the applications for promotion in the Spring, determine if any conflicts exist between any Promotion Committee members and the applicants, and to select a Promotion Committee Chair.
5. Applicants must complete Part I of the Request for Verification of Years of Service and Completion of Coursework Form and submit it electronically to the Director of Human Resources on or before the fourth Friday in January of the academic year in which the application is made.

The CHRO will complete, sign, and date Part II of the Request for Verification of Years of Service and Completion of Coursework Form, retain a copy in the personnel file, and return a copy to each applicant on or before the second Friday in February.

Applicants for promotion must also submit their FERC documents by the 4th Friday in February and division chairs must meet with the applicant on or before the 4th Friday February for the FERC conference to allow time for the applicant to respond and submit their promotion portfolio on time.

8. On or before the fourth Friday in February each applicant must submit a copy of a complete Promotion Portfolio to the Human Resources via the promotion process software (hard copies may be used if the College no longer uses software). The applicant's access will be removed by HR once the documentation is received. Applicants are not permitted to add anything to the Promotion Portfolio after this date. Promotion Portfolios are to be kept confidential insofar as is permissible by law. During the promotion process, review of the Promotion Portfolios is limited to Division Chairs, the five Promotion Committee members selected to review the applications, the CHRO, and the VPAA. Anyone reviewing a candidate's Promotion Portfolio must log in to the software system
9. On or before the 3rd Friday in March, The Division Chair shall review the Promotion Portfolios for each applicant, including Parts I and II of the Verification of Years of Service and Completion of Coursework form to confirm that the applicant meets the minimum education or training, relevant work experience, and years of service requirements for promotion in rank. The Division Chair will complete, sign, and date Part III of the Verification form and the Division Chair and Promotion Committee review form (checklist), and check off whether the candidate is eligible for promotion consideration. The Division Chair will notify the VPAA of each candidate's status by the 4<sup>th</sup> Friday in March.

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- a. If the applicant does not meet the minimum requirements (except for years of service if completed by the end of the current academic year as specified in Section II, # 4, p.3 of this document) , the applicant is not eligible for promotion in rank and the promotion process ends for that applicant. In this case, the Division Chair will meet with the candidate within 7 working days, returning the promotion portfolio with a copy of the Verification form with Parts I, II, and III completed and with signatures, including written comments, outlining for the candidate what criteria must be met in order for them to apply in the following year. Within seven working days, the Division Chair will notify the VPAA that the verification form has been completed for each candidate not eligible.
  - b. If the applicant does meet the minimum requirements (Years of Service requirements ONLY may be anticipated at the end of the application year, provided the applicant does complete the years of service requirements by the last Friday in May, to be verified by the HR office), the applicant is an eligible candidate for promotion in rank and the promotion process continues for all eligible candidates.
10. The VPAA will forward the list of eligible applicants it to the CHRO, the Promotion Committee Chair, and all members of the Promotion Committee on or before the first Friday in April and assign each reviewer access to the portfolio in the promotion software.
11. Upon receipt of the list of eligible candidates for promotion, within 10 working days, each Promotion Committee member will individually review each eligible candidate's Promotion Portfolio electronically. Each Promotion Committee member will complete the Division Chair and Promotion Committee Member Review Form (checklist), making a recommendation for or against promotion of the candidate. The original completed Division Chair and Promotion Committee Member Review Forms/checklists for each Promotion Committee member will only be reviewed electronically (if hard copies are required at any point in this process, they will be maintained in the HR office).
12. The Chair of the Promotion Committee shall convene at least one meeting of the Promotion Committee members on or before the 3rd Friday in April (all of whom must be present in person, via telephone, or via electronic media) for the purpose of:
  - (a) discussing the Promotion Portfolios/Promotion Committee Member Review Forms for each applicant; and
  - (b) making a collective recommendation for or against promotion. The Promotion Committee's recommendation to the VPAA is determined by a majority vote.
13. The Chair of the Promotion Committee will then complete Part IV of the Verification/Recommendation form and notify the VPAA on or before the fourth Friday in

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April that the promotion committee has completed their review and recommendations regarding promotion of candidates.

14. The VPAA may, if needed, meet with the Promotion Committee Chair or the entire committee to discuss the recommendations on or before the first Friday in May.
15. The VPAA will do a final review of the Division Chair and Promotion Committee members' review forms, and the Verification form in the promotion portfolios and make all final promotion recommendations on or before the ~~fourth~~ second Friday in May. He or she will sign and date Part V of the Verification form.
16. The VPAA will then notify each candidate, in writing, of his/her decision on or before the first Friday in June.
17. Faculty will be notified to pick up their promotion portfolios from the HR office after all documents have been scanned into the employee's personnel file. For those who were not approved for promotion, it is recommended that they review the Division Chair and Promotion Committee members Review forms and the Verification form, which outline what criteria must be met in order for them to apply in the following year
18. Faculty awarded promotion will be compensated as specified in WV Code §18B-8-3. Faculty cannot receive compensation for promotion and merit pay increments in the same year. Additional compensation, if funds are available, may be granted in the case of across the board raises authorized or mandated by the state, or if needed to bring faculty up to base for that rank, based on the current faculty compensation model, upon the recommendation of the VPAA and at the President's discretion.

#### **V. Promotion Portfolio**

1. Applicants are encouraged to begin preparing Promotion Portfolios at the beginning of the academic year in which the application will be made. It is the responsibility of the applicant to insure that the Promotion Portfolio is complete and includes supporting documentation for the promotion in rank criteria. Applicants are encouraged to consult with their mentors when compiling supporting documentation for the Promotion Portfolio.
2. Promotion Portfolios must contain the following information and supporting documents:
  - a. Verification Form – which includes Years of Service at the College within the current rank(s), Completion of Course Work, education or training, and years of relevant work experience.

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- b. Annual Faculty Evaluation documents for the past three-six years, depending on how long it has been since the last promotion (or since initial appointment for first promotion), including:
  - 1). Student evaluations
  - 2). Division chair evaluations
  - 3). Self-evaluation, including goals & accomplishment reports
  - 4). Documentation of meritorious activities
- c. Peer Evaluations from the majority of committee members from at least three different committees or subcommittees of Departments/disciplines, (such as meetings of Math, Science, English, Human Services, Nursing committees), College Committees (such as Assessment, Curriculum, LRC, Retention, etc), or their Division for the application year and/or the previous year.

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**PEER EVALUATION INSTRUMENT FOR DEPARTMENTS, COMMITTEES, OR DIVISIONS**

Faculty member being evaluated: \_\_\_\_\_

Division or Committee: \_\_\_\_\_ Date: \_\_\_\_\_

Based on your interaction with the faculty member in your division or committee, please assess the faculty member with regard to the listed characteristics. The possible responses are:

- 5. Excellent
- 4. Good
- 3. Average
- 2. Below Average
- 1. Poor
- N. No basis for judgment

- \_\_\_\_\_ 1. Attends meetings regularly and punctually.
- \_\_\_\_\_ 2. Communicates effectively.
- \_\_\_\_\_ 3. Works well with others in the group.
- \_\_\_\_\_ 4. Demonstrates initiative.
- \_\_\_\_\_ 5. Demonstrates leadership ability.
- \_\_\_\_\_ 6. Willingly accepts subcommittees assignments or other special tasks.
- \_\_\_\_\_ 7. Demonstrates timely completion of tasks.
- \_\_\_\_\_ 8. Respects the views of others.
- \_\_\_\_\_ 9. Demonstrates professionalism.
- \_\_\_\_\_ 10. Continues professional development.
- \_\_\_\_\_ 11. Demonstrates genuine concern for students.
- \_\_\_\_\_ 12. Participates and contributes to committee work.
- \_\_\_\_\_ 13. Works well with students outside of class.
- \_\_\_\_\_ 14. Demonstrates commitment to teaching excellence.
- \_\_\_\_\_ 15. Overall contribution to the group.

**Summary**

Comments on strengths:

Comments on recommended areas of improvement:

Additional comments:

Signature and Date: \_\_\_\_\_

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**Division Chair and Promotion Committee Member Review Form**

Candidate: \_\_\_\_\_

|                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                          |
|---------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Promotion Portfolio Contents/documents                                                | 1. Past evaluations since initial hire or last promotion included in promotion portfolio?<br>2. Did candidate include "peer evaluations" from members of at least 3 different groups or committees?<br>3. Did candidate include results of "student evaluations" for each year since initial hire or last promotion?<br>4. Did candidate include a comprehensive "self-evaluation" in the portfolio? | <p style="text-align: center;">Checklist</p> <p>_____ Yes      _____ No</p> <p>_____ Yes      _____ No</p> <p>_____ Yes      _____ No</p> <p>_____ Yes      _____ No</p> |
| Do the candidate's evaluation ratings meet the required standard for the rank sought? | 1. Did the candidate receive above average to excellent scores (meritorious) on the majority of faculty evaluations since initial hire or last promotion?<br>2. Did the candidate receive above average to excellent ratings on the majority of peer evaluations?<br>3. Did the candidate receive above average to excellent ratings on the majority of student evaluations?                         | <p>_____ Yes      _____ No</p> <p>_____ Yes      _____ No</p> <p>_____ Yes      _____ No</p>                                                                             |
| Self-evaluation                                                                       | Does evidence support the types of behaviors & activities appropriate to the rank sought? <ul style="list-style-type: none"> <li>• Teaching effectiveness</li> <li>• Effectiveness of College Service</li> <li>• Professional Development/Growth</li> </ul>                                                                                                                                          | <p>_____ Yes      _____ No</p> <p>_____ Yes      _____ No</p> <p>_____ Yes      _____ No</p>                                                                             |
| Recommend for promotion                                                               | Comments <b><u>if candidate is not recommended for promotion:</u></b>                                                                                                                                                                                                                                                                                                                                | <p>_____ Yes      _____ No</p>                                                                                                                                           |

\_\_\_\_\_  
 Signature of Division Chair or Promotion Committee member

\_\_\_\_\_  
 Date

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DIVISION CHAIR & PROMOTION COMMITTEE  
PROMOTION PORTFOLIO REVIEW LOG

CANDIDATE: \_\_\_\_\_

| Reviewer Name | Date  |
|---------------|-------|
| 1. _____      | _____ |
| 2. _____      | _____ |
| 3. _____      | _____ |
| 4. _____      | _____ |
| 5. _____      | _____ |
| 6. _____      | _____ |
| 7. _____      | _____ |
| 8. _____      | _____ |
| 9. _____      | _____ |
| 10. _____     | _____ |
| 11. _____     | _____ |
| 12. _____     | _____ |

WEST VIRGINIA NORTHERN COMMUNITY COLLEGE  
CRITERIA AND PROCEDURES FOR PROMOTION IN RANK FOR FULL-TIME FACULTY  
ADMINISTRATIVE PROCEDURE  
Effective July 2020

## VERIFICATION FORM

VERIFICATION OF YEARS OF COLLEGE SERVICE  
AND  
COMPLETION OF COURSEWORK OR ALTERNATE PROFESSIONAL DEVELOPMENT ACTIVITIES  
AND  
YEARS OF RELEVANT FULL-TIME PROFESSIONAL OR TRADE EXPERIENCE

**Part I (To be completed by the faculty member)**

FACULTY NAME: \_\_\_\_\_ YEARS OF WVNCC SERVICE \_\_\_\_\_  
(completed no later than the 3<sup>rd</sup> Friday in  
May of the year application is made for  
promotion)

RANK APPLYING FOR: \_\_\_\_\_

**PROMOTION HISTORY:**

Current rank: \_\_\_\_\_ Years in rank: \_\_\_\_\_  
Previous Rank: \_\_\_\_\_ Years in rank: \_\_\_\_\_  
Previous Rank: \_\_\_\_\_ Years in rank: \_\_\_\_\_

COURSEWORK OR ALTERNATE PROFESSIONAL DEVELOPMENT ACTIVITIES FOR YEARS IN SERVICE  
REQUIRED FOR PROMOTION TO THIS RANK (insert additional rows to table if needed):

| NAME OF COLLEGE,<br>UNIVERSITY, OR<br>SPONSORING AGENCY<br>OR ORGANIZATION | COURSE OR TITLE OF<br>ACTIVITY | CREDIT OR APPROVED<br>CONTACT HOURS<br>EARNED | DATE OF COMPLETION |
|----------------------------------------------------------------------------|--------------------------------|-----------------------------------------------|--------------------|
|                                                                            |                                |                                               |                    |
|                                                                            |                                |                                               |                    |
|                                                                            |                                |                                               |                    |
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|                                                                            |                                |                                               |                    |
|                                                                            |                                |                                               |                    |
|                                                                            |                                |                                               |                    |

COMPLETION OF ADDITIONAL DEGREE(S):

**WEST VIRGINIA NORTHERN COMMUNITY COLLEGE**  
**CRITERIA AND PROCEDURES FOR PROMOTION IN RANK FOR FULL-TIME FACULTY**  
**ADMINISTRATIVE PROCEDURE**  
Effective July 2020

| NAME OF COLLEGE OR UNIVERSITY | DEGREE EARNED | DATE OF COMPLETION |
|-------------------------------|---------------|--------------------|
|                               |               |                    |
|                               |               |                    |
|                               |               |                    |
|                               |               |                    |

**Part II (to be completed by the Chief Human Resources officer (CHRO))**

\_\_\_\_\_ Years of service in current rank OR expected completion date of years of service (\_\_\_\_\_)

\_\_\_\_\_ Years of total service to WVNCC

\_\_\_\_\_ Education/Coursework requirements (if candidate is using "Standard" criteria, official transcripts of completion of college coursework or degrees must be on file with the Human Resources office no later than the 3<sup>rd</sup> Friday in January of the application year)

Date received by HR office: \_\_\_\_\_

*Pursuant to the official transcripts in the personnel file, the above named faculty member has successfully completed the courses/credit hours and/or obtained the degree(s) listed above. The signature of the CHRO does not certify that the courses/degrees were approved by the Vice President of Academic Affairs and/or the faculty member's Division Chair to fulfill the educational requirements for promotion in rank. The signature below also verifies that the above named faculty member has completed, or is scheduled to complete the stated years of service to WVNCC and years in the rank listed.*

\_\_\_\_\_  
Signature of Chief Human Resources Officer

\_\_\_\_\_  
Date

**Part III (to be completed by the Division Chair) during or after review of applicant's personnel file, promotion portfolio, and other supporting faculty evaluation documents**

*Check below to signify if candidate has met the minimum eligibility requirements for the "Standard" or "Alternate" criteria:*

Is candidate using "Standard" or "Alternate" criteria?      \_\_\_\_\_ Standard      \_\_\_\_\_ Alternate

\_\_\_\_\_ Yes      \_\_\_\_\_ No      Candidate has met (or is anticipated to meet) the minimum # of years of service to WVNCC

\_\_\_\_\_ Yes      \_\_\_\_\_ No      Candidate has met the minimum # of years of service in rank

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☐ Yes      ☐ No      Candidate has provided annual evaluations for each year since the last promotion, with evidence of above average to excellent faculty evaluations for the majority of years in previous rank (*as defined in Table 1*)

If candidate is using "Standard" criteria, have they met the minimum criteria for required educational credentials?      ☐ Yes      ☐ No

If candidate is using "Alternate" criteria, have they met the minimum criteria for:

- a. Required # of hours of additional educational and/or training:      ☐ Yes      ☐ No  
b. Required # of years of relevant full-time work experience:      ☐ Yes      ☐ No

Check one:

☐ Candidate MEETS the minimum eligibility requirements for promotion in rank (*in this case, the candidate is informed that they are eligible for promotion, and the promotion portfolio is forwarded to the Human Resources office for review by the Promotion Committee*).

☐ Candidate DOES NOT MEET the minimum eligibility requirements for promotion in rank (*in this case, the candidate is informed that they are not eligible for promotion during the current academic year by the Division Chair, and what criteria they need to meet and by when in order to be eligible to apply for promotion the following year*).

**Division Chair comments if candidate does not meet criteria for promotion after Division Chair review:**

\_\_\_\_\_  
Division Chair signature

\_\_\_\_\_  
Date

**Part IV (to be completed by Faculty Chair of Promotion Committee after review of promotion portfolio and committee member recommendations:**

**WEST VIRGINIA NORTHERN COMMUNITY COLLEGE**  
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Check one:

☐ The members of the Promotion Committee believe that the candidate **MEETS** the criteria for promotion in rank, and the promotion committee recommends the faculty member receive a promotion in rank, contingent upon completion of required years of service at WVNCC and completion of required years of service at their current rank by the third Friday in May of the current academic year.

☐ The members of the Promotion Committee believe that the candidate **DOES NOT MEET** the criteria for promotion in rank based on the following and what criteria they need to meet in order to be eligible to apply for promotion the following year:

\_\_\_\_\_  
Signature of Chair of Promotion Committee

\_\_\_\_\_  
Date

**Part V (to be completed by the Vice President of Academic Affairs, and forwarded to Chief Human Resource Officer for placement in the faculty member's personnel file)**

Check one:

☐ Recommend candidate for promotion in rank

☐ DO NOT recommend candidate for promotion in rank

\_\_\_\_\_  
Signature of Vice President of Academic Affairs

Date \_\_\_\_\_

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*Recommended Formula for equivalent approved program hours and/or credit for work experience for initial placement in rank and/or promotion under "alternate" training & experience criteria (see promotion chart):*

CAREER/TECHNICAL PROGRAMS

Equivalent for Associate degree =

- 900 documented contact hours achieved through industry or discipline specific certification or training hours\* ( $900/15 = 60$  credit hours) OR
- 5 years full-time relevant work experience in the field OR
- 3 years full-time relevant work experience in the field with licensure or certification

Equivalent for Bachelor's degree =

- 1800 documented contact hours achieved through industry or discipline specific certification or training hours\* ( $1800/15 = 120$  credit hours) AND
  - 4 years full-time relevant work experience in the field
- OR
- Associate Degree + 900 documented contact hours achieved through industry or discipline specific certification or training hours ( $900/15=60$  credit hours) AND
  - 7 years full-time relevant work experience in the field

Equivalent for Bachelor's + 30 OR Master's =

- 450 documented contact hours achieved through industry or discipline specific certification or training hours\* AND
- 15 years of full-time work experience with licensure or certification appropriate to the field

COLLEGE PARALLEL PROGRAMS

Equivalent for Master's +15 =

- an additional 225 documented contact hours achieved through industry or discipline specific certification or training hours\* ( $225/15=15$ ) (since the time of the initial appointment OR since the last promotion) AND
- 5 years full-time relevant work experience in the field

Equivalent for Master's +30

- an additional 225 documented contact hours achieved through industry or discipline specific certification or training hours\* (since the time of the initial appointment OR since the last promotion) AND
- 10 years full-time relevant work experience in the field

\* Candidates using the "alternate" criteria may use a combination of formal college coursework and alternate education or training hours, reducing the required # of contact hours of "alternate" education or training required by 15 per credit hour of formal college coursework completed. CEU's are counted on a 1:1 ratio, with 1 contact hour equal to 1 CEU, and will be calculated from documentation provided by the faculty member

Revised (Date) 2/8/19

**WEST VIRGINIA NORTHERN COMMUNITY COLLEGE PLACEMENT & PROMOTION CRITERIA (TABLE 1)**  
**CANDIDATES MUST MEET EITHER THE MINIMUM STANDARD ACADEMIC CRITERIA (A) OR THE ALTERNATE WORK/TRAINING EXPERIENCE (B) AND**  
**REQUIRED LEVEL OF PERFORMANCE ON FACULTY EVALUATIONS (C) TO BE ELIGIBLE FOR PROMOTION**

| <b>RANK</b>                       | <b>A. STANDARD ACADEMIC CRITERIA</b><br>(Minimum educational level and years of service in rank and total years of service at the College) | <b>B. ALTERNATE TRAINING AND EXPERIENCE</b> <ul style="list-style-type: none"> <li>• <b>APPROVED HOURS THROUGH LICENSURE, CERTIFICATIONS, OR ADDITIONAL TRAINING</b></li> <li>• <b>TEACHING/PROFESSIONAL/TRADE EXPERIENCE IN THE FIELD</b></li> <li>• (Minimum years of service in rank and total years of service at the College)</li> </ul>                                                                                                                                  | <b>C. REQUIRED PERFORMANCE ON FACULTY EVALUATION</b><br>(includes career/technical AND college parallel faculty, regardless of whether they are using standard academic criteria or alternate training and experience)          |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                   | service as an Associate Professor at WVNCC                                                                                                 | c) An additional 225 contact hours of professional development achieved through industry or discipline specific certification or training hours since the last promotion (or a combination of formal college coursework and certification or training hours) AND<br>d) 15 years of full-time teaching or professional experience appropriate to the field prior to or concurrent with employment at WVNCC                                                                      | current rank at WVNCC which include scores resulting in eligibility for merit through documentation of "meritorious" activities<br><br>+ Majority = 2/3                                                                         |
| <b>Career/ Technical Programs</b> | a) Bachelor's +30 OR Master's Degree<br>b) Completion of 3 years of service as an Associate Professor at WVNCC                             | a) Completion of 11 years of service at WVNCC, with at least 3 years of service as an Associate Professor AND<br>b) Bachelor's degree AND<br>c) An additional 450 documented contact hours of professional development achieved through industry or specific certification or training hours since the last promotion AND<br>d) 15 years of full-time work experience with licensure or certification appropriate to the field prior to or concurrent with employment at WVNCC | Excellent evaluations for the majority+ of required years of service in current rank at WVNCC which include scores resulting in eligibility for merit through documentation of "meritorious" activities<br><br>+ Majority = 2/3 |

(Revised 4/4/17)

**WEST VIRGINIA NORTHERN COMMUNITY COLLEGE PLACEMENT & PROMOTION CRITERIA (TABLE 1)**  
**CANDIDATES MUST MEET EITHER THE MINIMUM STANDARD ACADEMIC CRITERIA (A) OR THE ALTERNATE WORK/TRAINING EXPERIENCE (B) AND**  
**REQUIRED LEVEL OF PERFORMANCE ON FACULTY EVALUATIONS (C) TO BE ELIGIBLE FOR PROMOTION**

| <b>RANK</b>                             | <b>A. STANDARD ACADEMIC CRITERIA</b><br>(Minimum educational level and years of service in rank and total years of service at the College) | <b>B. ALTERNATE TRAINING AND EXPERIENCE</b> <ul style="list-style-type: none"> <li>• <b>APPROVED HOURS THROUGH LICENSURE, CERTIFICATIONS, OR ADDITIONAL TRAINING</b></li> <li>• <b>TEACHING/PROFESSIONAL/TRADE EXPERIENCE IN THE FIELD</b></li> <li>• (Minimum years of service in rank and total years of service at the College)</li> </ul>                                                                                                                                                                                                                   | <b>C. REQUIRED PERFORMANCE ON FACULTY EVALUATION</b><br>(includes career/technical AND college parallel faculty, regardless of whether they are using standard academic criteria or alternate training and experience)                            |
|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                         | b) Completion of 3 years of service as an Assistant Professor at WVNCC                                                                     | b) Master's + 15 graduate credit hours OR<br>c) An additional 225 contact hours of professional development achieved through industry or discipline specific certification or training hours since the last promotion (or a combination of formal college coursework and certification or training hours) AND<br>d) 10 years of full-time teaching or professional experience appropriate to the field prior to or concurrent with employment at WVNCC                                                                                                          | required years of service in current rank at WVNCC which include scores resulting in eligibility for merit through documentation of "meritorious" activities<br><br>+ Majority = 2/3                                                              |
| <b>Career/ Technical Programs</b>       | a) Bachelor's +15 credit hours<br>b) Completion of 3 years of service as an Assistant Professor at WVNCC                                   | a) Completion of 8 years of service at WVNCC, with at least 3 years at the rank of Assistant Professor AND<br>b) Bachelor's degree AND<br>c) An additional 225 documented contact hours of professional development achieved through industry or specific certification or training hours since the last promotion (or a combination of formal college coursework and certification or training hours) AND<br>c) 10 years of full-time work experience with licensure or certification appropriate to the field prior to or concurrent with employment at WVNCC | Above average to excellent evaluations for the majority + of required years of service in current rank at WVNCC which include scores resulting in eligibility for merit through documentation of "meritorious" activities<br><br>+ Majority = 2/3 |
| <b>Associate Professor to Professor</b> |                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                   |
| <b>College Parallel programs</b>        | a) Master's + 60 graduate credit hours OR Earned doctorate<br>b) Completion of 3 years of                                                  | a) Completion of 11 years of service at WVNCC, with at least 3 years at the rank of Associate Professor AND<br>b) Master's + 30 graduate credit hours OR                                                                                                                                                                                                                                                                                                                                                                                                        | Above average to Excellent evaluations for the majority + of required years of service in                                                                                                                                                         |

**WEST VIRGINIA NORTHERN COMMUNITY COLLEGE PLACEMENT & PROMOTION CRITERIA (TABLE 1)**  
**CANDIDATES MUST MEET EITHER THE MINIMUM STANDARD ACADEMIC CRITERIA (A) OR THE ALTERNATE WORK/TRAINING EXPERIENCE (B) AND**  
**REQUIRED LEVEL OF PERFORMANCE ON FACULTY EVALUATIONS (C) TO BE ELIGIBLE FOR PROMOTION**

| <b>RANK</b>                                       | <b>A. STANDARD ACADEMIC CRITERIA</b><br>(Minimum educational level and years of service in rank and total years of service at the College) | <b>B. ALTERNATE TRAINING AND EXPERIENCE</b> <ul style="list-style-type: none"> <li>• <b>APPROVED HOURS THROUGH LICENSURE, CERTIFICATIONS, OR ADDITIONAL TRAINING</b></li> <li>• <b>TEACHING/PROFESSIONAL/TRADE EXPERIENCE IN THE FIELD</b></li> <li>• (Minimum years of service in rank and total years of service at the College)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>C. REQUIRED PERFORMANCE ON FACULTY EVALUATION</b><br>(includes career/technical AND college parallel faculty, regardless of whether they are using standard academic criteria or alternate training and experience)                  |
|---------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                   |                                                                                                                                            | appointment (or a combination of formal college coursework and certification or training hours) AND<br>d) 5 years of full-time teaching or professional experience appropriate to the field prior to or concurrent with employment at WVNCC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | "meritorious" activities<br>+ Majority = 2/3 or 3/5                                                                                                                                                                                     |
| <b>Career/ Technical Programs</b>                 | a) Bachelor's degree<br>b) Completion of 3 years of service as an Instructor at WVNCC                                                      | a) Completion of 5 years of service at WVNCC as an instructor AND<br>b) Associate degree AND<br>c) An additional 900 documented contact hours of professional development achieved through industry or specific certification or training hours since the time of initial appointment (or a combination of formal college coursework and certification or training hours) OR<br>d) 1800 documented contact hours of professional development achieved through industry or specific certification or training hours since the time of initial appointment (or a combination of formal college coursework and certification or training hours) AND<br>e) 7 years of full-time work experience with licensure or certification appropriate to the field prior to or concurrent with employment at WVNCC | Above average to excellent evaluations for the majority+ of required years of service at WVNCC which include scores resulting in eligibility for merit through documentation of "meritorious" activities<br><br>+ Majority = 2/3 or 3/5 |
| <b>Assistant Professor to Associate Professor</b> |                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                         |
| <b>College Parallel programs</b>                  | a) Master's + 30 graduate credit hours                                                                                                     | a) Completion of 8 years of service at WVNCC, with at least 3 years at the rank of Assistant Professor AND                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Above average to excellent evaluations for the majority + of                                                                                                                                                                            |

**WEST VIRGINIA NORTHERN COMMUNITY COLLEGE PLACEMENT & PROMOTION CRITERIA (TABLE 1)**  
**CANDIDATES MUST MEET EITHER THE MINIMUM STANDARD ACADEMIC CRITERIA (A) OR THE ALTERNATE WORK/TRAINING EXPERIENCE (B) AND**  
**REQUIRED LEVEL OF PERFORMANCE ON FACULTY EVALUATIONS (C) TO BE ELIGIBLE FOR PROMOTION**

| <b>RANK</b>                                       | <b>A. STANDARD ACADEMIC CRITERIA</b><br>(Minimum educational level and years of service in rank and total years of service at the College)                                                                                    | <b>B. ALTERNATE TRAINING AND EXPERIENCE</b> <ul style="list-style-type: none"> <li>• APPROVED HOURS THROUGH LICENSURE, CERTIFICATIONS, OR ADDITIONAL TRAINING</li> <li>• TEACHING/PROFESSIONAL/TRADE EXPERIENCE IN THE FIELD</li> <li>• (Minimum years of service in rank and total years of service at the College)</li> </ul>                                  | <b>C. REQUIRED PERFORMANCE ON FACULTY EVALUATION</b><br>(includes career/technical AND college parallel faculty, regardless of whether they are using standard academic criteria or alternate training and experience) |
|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Instructor (Initial placement upon hiring)</b> |                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                        |
| <b>College Parallel programs</b>                  | Master's Degree with a well-defined area of specialization in the discipline (teaching field) OR anticipated completion of Master's Degree in the teaching field w/in a specified amount of time as a condition of employment | a) Master's Degree in a related field w/ an acceptable area of specialization in the teaching field (defined as 18 or more graduate credit hours in the discipline) AND<br>b) Minimum of 3 years of full-time teaching/ professional/ work experience in the field OR<br>c) <3 years of work experience with licensure or certification appropriate to the field | N/A                                                                                                                                                                                                                    |
| <b>Career/Technical Programs</b>                  | a) Associate degree OR<br>b) Bachelor's degree                                                                                                                                                                                | a) Appropriate extensive trade experience (defined as 5 years of full-time work experience), with or without certification, determined to be adequate to provide quality instruction in the discipline by the College for career/technical programs OR<br>b) 3 years of full-time work experience with licensure or certification appropriate to the field       | N/A                                                                                                                                                                                                                    |
| <b>Instructor to Assistant Professor</b>          |                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                        |
| <b>College Parallel programs</b>                  | a) Master's + 15 graduate credit hours<br>b) Completion of 3 years of service as an Instructor at WVNCC                                                                                                                       | a) Master's + 0 AND<br>b) Completion of 5 years of service at WVNCC as an Instructor AND<br>c) An additional 225 contact hours of professional development achieved through industry or discipline specific certification or training hours since the time of initial                                                                                            | Above average to excellent evaluations for the majority+ of required years of service at WVNCC which include scores resulting in eligibility for merit through documentation of                                        |