

Refer to Section {F}

{Faculty}Unit

Procedure for {F 8 – Faculty Rank}



Academic ranks are established for full-time faculty. These ranks are: instructor, assistant professor, associate professor and professor. These four ranks apply to persons with full-time responsibilities; the minimum qualifications of each of these ranks are specified below.

1. **Instructor:** The rank requires at least the master's degree. In most fields, appointment at this level is made with the expectation that additional graduate work in one's field will be pursued.
2. **Assistant Professor:** For appointment or promotion to this rank, the standard in most fields is the earned doctorate or terminal degree in the discipline. Applicants with a master's degree in the appropriate discipline, three years of full-time college teaching experience, and potential for professional growth and advancement may also be considered.
3. **Associate Professor:** The rank requires the doctorate or other acceptable terminal degree and a minimum of six years of full-time experience at the assistant professor level. Associate professors must provide evidence of outstanding service to the college commensurate with election to continuous appointment as well as evidence of professional achievement and potential for future growth and achievement. In lieu of a doctorate, nursing faculty with suitable advanced credentialing will also be considered.
4. **Professor:** The rank requires the doctorate or other acceptable terminal degree, superior performance of one's professional responsibilities, and normally the equivalent of six years as associate professor. In addition, one's accomplishments in scholarly, creative, or other professional endeavors must have received a recognition from the college or from a scholarly, performing, exhibiting, professional, or publishing organization.
5. **Professional Librarians:** While these positions are not eligible for continuous appointment, they are eligible to apply for promotion in rank based upon the above criteria for years of experience and academic credentials, and the following criteria related to job performance: