

Minimum Criteria for Appointing Faculty to a Rank

Expectations regarding teaching ability, professional achievement, and service to the College will vary from rank to rank. In general, the higher the rank, the higher the level of expected proficiency. Meeting the following criteria for rank appointment is a necessary but not always a sufficient basis for appointment. When it is in the best interest of the College, any of the standards listed below may be waived to permit the appointment of individuals of distinguished achievement.

1. Instructor

- a. Substantial progress towards a doctorate or other appropriate terminal degree is usually required.
- b. Previous teaching experience, including experience as a teaching assistant is desirable.
- c. Strong evidence of marked potential for growth as a teacher and a scholar is highly desirable.

2. Assistant professor

- a. A doctorate or other appropriate terminal degree is usually required unless exception is specified in the appointment letter.
- b. Previous teaching experience is desirable.
- c. Strong evidence of marked potential for growth as a teacher and scholar is highly desirable.

3. Associate professor

- a. A doctorate or other appropriate terminal degree is usually required.
- b. Completion of five years of successful teaching at the College level as an instructor and/or assistant professor is required.
- c. Excellence as a teacher is expected.
- d. Professional achievement of high quality is expected.
- e. Significant service to the College is expected.

4. Professor

- a. A doctorate or other appropriate terminal degree is usually required.
- b. Completion of at least five years at the rank of associate professor is required.
- c. Demonstration of continued excellence as a teacher is expected.
- d. Professional achievement of high quality, recognized by professional peers beyond the campus is expected.
- e. Superior service to the College community, preferably in leadership roles, is expected.

