Criteria for Appointment, Term Renewal, Continuing Appointment, and Promotion
(Adopted by College Senate: April 30, 1991)

INSTRUCTOR
Requirements include pursuit of a terminal degree as defined by the discipline or in some cases extensive practical experience in a professional field as with performing artists or writers. Teaching experience at the college level and some evidence of research, writing, publication, or creative activity in the arts are desirable.

LECTURER
Requirements include an advanced degree as defined by the discipline or in some cases extensive practical experience in a professional field as with performing artists or writers. Teaching experience at the college level and some evidence or research, writing, publication, or creative activities in the arts are desirable. Continuing appointment shall not be granted to holders of this rank.

ASSISTANT PROFESSOR
Requirements include the earned doctorate or other terminal degree as defined by the discipline or in some cases extensive practical experience in a professional field as with performing artists or writers, and wherever possible some successful teaching experience, evidence of depth and breadth in mastery of subject matter, and clear evidence of on-going research.

ASSOCIATE PROFESSOR
Requirements include the earned doctorate or other terminal degree as defined by the discipline or in some cases extensive practical experience in a professional field as with performing artists or writers; demonstrated teaching effectiveness based upon evaluation by superiors, colleagues and students, continuing expertise in subject matter; contributions to curriculum and course design; evidence of significant research and publication (e.g. conference papers, refereed articles in important journals in the field, books or books-in-progress, textbooks, funded research activities) or creative activities in the arts (e.g. exhibitions, performances); participation in professional organizations; and significant service to the department and college. Usually, those who hold this rank will hold continuing appointment.

PROFESSOR
Requirements include the earned doctorate or other terminal degree as defined by the discipline or in some cases extensive practical experience in a professional field as with performing artists or writers; demonstrated evidence of consistent and superior teaching for a number of years based upon the evaluation of superiors, colleagues and students; continuing expertise in subject matter; significant contribution to course design and curricular development; a track record, recognized by authorities in the field, of important research and publication or creative activity in such forms as books, articles, musical compositions, performances, or works or art; a demonstrated leadership role in service at the departmental, college community or national level. Usually, those who hold this rank will hold continuing appointment.

TERM RENEWALS
Requirements include increasing teaching effectiveness based upon evaluation by superiors, colleagues and students; evidence of on-going research presented in paper or article form, or in the case of the fine arts, performances, exhibitions, and the like; participation in professional organizations; and significant service to the department and college.

CONTINUING APPOINTMENT
Requirements include the doctorate or other terminal degree as defined by the discipline or in some cases extensive practical experience in a professional field as with performing artists or writers; demonstrated teaching effectiveness based upon evaluation by superiors, colleagues and students, including classroom visitation; evidence of growing expertise in subject matter; contributions to course design and curriculum development; evidence of recognized accomplishment in one’s field that included research and publications, or in the fine arts, performance activity or exhibitions; and significant departmental and college-wide service. Normally, at least three years of term appointment status shall be required before continuing appointment is granted.