

CHAPTER III

FACULTY AND STAFF

SECTION X. FACULTY RANK

- A. Levels of Rank. Levels of academic rank recognize progressive levels of achievement and stature within the profession.
- B. Rank Distribution. Special care shall be exercised in assigning faculty ranks to new appointees and in making promotions in rank from year to year. The following table provides guidelines on assignments of rank within each institution:

<u>Academic Rank</u>	<u>Typical Range</u>	<u>Maximum Range</u>
Professor	20-30%	35%
Associate Professor	25-35%	35%

- C. Promotion. Each institution shall establish a policy setting criteria for faculty promotion. The policy statement should state that very few persons who do not hold the doctorate will be promoted to the rank of full professor.
- D. Evaluation. Each institution shall evaluate each faculty member and administrator on an annual basis, and the evaluation shall be filed in appropriate files. The institution's policy for faculty evaluations shall include definite and stated criteria, consistent with policies and procedures of the Board and the institution, for evaluating the performance of each faculty member. As part of its evaluative procedures, each institution will utilize a system of periodic faculty evaluations by students, with the improvement of teaching effectiveness as a major focus of such evaluations. Institutions are encouraged to utilize multiple sources of information (e.g., student ratings of instruction, peer evaluations, etc.) in their review processes. Evaluations are to assess performance in an appropriate mix of teaching, research, and service.
Each university president will ensure that merit, i.e., adequacy of performance as determined by the evaluation system of the institution, shall be a primary factor in decisions of faculty retention, compensation, promotions, and other advancements.
(Addition approved 8/25/00)

- E. Special Ranks. The following ranks may be assigned to academic personnel in certain employment situations within the university.
1. The titles “Visiting Professor,” “Visiting Associate Professor,” and “Visiting Assistant Professor” are courtesy titles given to holders of visiting full-time appointments at those respective ranks. Faculty are assigned to such ranks for temporary, short-term (non-tenure track) appointments.
 2. Full-time faculty whose primary responsibility is conducting research and who are normally paid from grant or contract funds are to be appointed as Assistant Professor-Research, Associate Professor-Research, or Professor-Research. The faculty members in these ranks do not acquire tenure. As an alternative, and upon the individual recommendation of the institution president and approval by the Board, such persons at the rank of Associate Professor-Research and Professor-Research may be appointed for rolling terms of up to five years (to be specified). The contract for such rolling terms may provide for conditions related to continued funding of the grant supporting the position. Faculty members on such appointments are reviewed annually. At such annual review, a recommendation not to reappoint the associate professor or professor is with a terminal appointment of up to five years. The faculty member is notified of a decision not to renew the appointment up to five years (specified for each individual) before the end of the appointment. Faculty members on such appointments may be terminated for cause at any time with due process.
 3. Professional-in-Residence is a category of professionals appointed to instructional positions, with working titles such as Architect-in-Residence, Artist-in-Residence, Journalist-in-Residence, Writer-in-Residence, etc. The professional may be in residence at irregular intervals. Tenure is not awarded to individuals holding this title. Appointment to this title may be annual, or limited, and may be full-time or part-time. (Addition approved 1/5/00)